

Reports

THE 182nd ANNUAL CONVENTION OF THE DIOCESE OF CHICAGO



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Anti-Racism Commission, Episcopal Diocese of Chicago

Annual Report

September 30, 2019

The mission of the Anti-Racism Commission is to dismantle systemic racism in the institutional structures of the Episcopal Diocese of Chicago. To that end, this year the Commission has undertaken the following events and activities:

Analyzing and Understanding Systemic Racism workshops: Since October 2018 ARC sponsored Diocesan registrants at (4) two and a half day AR general public Crossroads workshops. Over 25 Diocesan members have participated in the training. There are also over 25 Diocesan registrants for the October 2019 2.5-day.

Critical Cultural Competency workshop: One Critical Cultural Competency general public CROAR workshop was offered in August 2019 with three Diocesan members participating.

Introduction to Systemic Racism Workshop:

- Spanish language/bilingual is offering a second workshop to be held during the last quarter of 2019 or first quarter of 2020. The workshop will be for Spanish-speaking members of our diocesan congregations.
- ARC members facilitated a one-day workshop at St. Paul and the Redeemer on January 12 2019 at the congregation's request. Over 40 congregants participated in the workshop.
- In May 2019 a general public CROAR Introduction to Systemic Racism for Christian Organizations was offered with 10 Diocesan members participating.

Diocesan Activity and Collaborations: The Commission held quarterly meetings with Bishop Lee and Courtney Reid to discuss the work of dismantling systemic racism in the diocesan structures and congregations.

- Commission members staffed a booth at the 2018 Diocesan Convention and will do so at the 2019 Convention.
- ARC conducted a one-day workshop at the 2018 Diocesan Convention titled *Take a Knee: Faith, Patriotism & Sports in Social Justice* to over 100 attendees.
- A Commission member serves on the Standing Committee, and ARC members alternate attending Diocesan Council meetings where it has voice but no vote as a Commission of the Diocese.
- The Commission is a presenter at the 2019 Diocesan Convention covering the workshop topic of "Responding to Hate Speech and White Supremacy"
- ARC held its first "Meet and Greet" on June 19 at Saint James Commons with 20 people in attendance. A second is being planned for a different location.
- Two members of the Commission (along with Bishop Lee and one of his staff) attended the first Province V Big Provincial Leadership Gathering in OH from April 8-10.
- Two members of the Commission presented the workshop, "Pathway to Reconciliation" at the first Province V Big Provincial Gathering on April 10 in Kalamazoo MI.
- Starting January 2019 ARC began a partnership with Together is Better Alliance (TiBA), a non for profit organization, whose mission "is to foster knowledge and engagement that will break down resistance to confronting our country's shared legacy of slavery." One of its initiatives is the screening of the documentary, *The Long Shadow*. ARC sponsored 10 movie showings. Over 300 people participated in the events. *The Long Shadow* was shown at the following congregations: St. James Cathedral, St. Martin's Chicago, St. Philip's Palatine, St. Thomas Chicago, St. Augustine Wilmette, Church of the Atonement, St. Matthew's Evanston, St. Mark's Glen Ellyn, St. Lawrence Libertyville, and St. Benedict, Bolingbrook. Emmanuel LaGrange is requesting a showing in November. ARC members facilitate the post film discussions. TiBA executive board will be taking the CROAR 2.5 day training in October.

Ecumenical and Interfaith Collaborations:

- ARC continued working with ecumenical partner, the Chicago Metro Synod of the ELCA, to discover new opportunities for joint ventures to share a variety of training options to connect with more members, and to

keep rising costs for trainings down in lieu of tighter budgets that both entities face. ARC in 2019 has been devoted to working with Metro ELCA and Crossroads to encourage team growth and development in order to develop antiracism identity and practice in the institution. ARC and ELCA attended two weekend meetings (four days total). The teams were introduced to several organizing tools and evaluation measure to insure the plan is implemented effectively.

Collaborations with Congregations:

- ARC continued to host facilitator training for the utilization of *Pathway to Reconciliation: Legacy of Slavery Taskforce Report Study Guide* with congregations. This year the Facilitator's Guide has been used with St. Benedict, Bolingbrook and St. James Cathedral. St. Matthew's, Evanston and Grace Hinsdale are soon to begin their study. Numerous other congregations have been involved in conversations.

Antiracism Commission leadership development and expansion:

- The Commission hosted a number of visitors to the monthly meetings.
- Racial Identity Caucusing: At each commission meeting we intentionally participated in racial identity caucusing during which we explore the ways in which racism affects each of us, how we play out our internalized feelings of superiority or oppression, and how racism has the power to destroy us all.
- Strategic Planning and Annual Meeting: Centered around ARC's ultimate future and membership. ARC members reviewed and evaluated our strategic thinking and action planning in August 2019.
- Three orientation workshops for the pilot AR congregational development model with all ARC members and Crossroads occurred during 2019. Crossroads train-the-trainer instruction was incorporated into the sessions. These sessions will continue during the rest of 2019 and into 2020 to enable ARC members to lead one-day antiracism workshops for congregations.

Respectfully Submitted by the Antiracism Commission, September 30, 2019

Antiracism Commission Co-Chairs: Marvin Hill and Diane Shalda

Archives and Records Management Committee Annual Report 2019

Since the 2018 Diocesan Convention, work has continued in reaching out to congregations, meeting with Diocesan staff, answering requests, assisting researchers, processing material, and continuing the work of creating a database of the holdings of the Archives.

The Committee suffered a great loss with the sudden death on November 23 of its chair, Wanda Dole. Wanda was well known for her leadership in the American Library Association and her expertise in strategic planning and assessment. In early 2016 she worked with the Committee on the strategic plan 2016-2011. Her funeral was held at the Church of the Ascension.

In November 2018 the Archives entered into a contract with Library Host in order to download the software for Access to Memory (AtoM), the annual contract costing \$449. This contract provides unlimited basic support and regular database backups. Judy Knop who worked for the American Theological Library Association for thirty five years in the CONSER project has been creating records in AtoM. As of the middle of September she has created 800 records for the clergy files, numbering 100 archival boxes. In the coming year she will be creating records for congregations. The goal of this project is to increase visibility and accessibility of the Archives collections by providing an online catalog of the holdings on the Archives webpage. AtoM will bring order to the collection, standardization of access, and will eventually be posted on a public site.

Acquisitions and Collections Processed since the last convention:

Board of Financial Review (3 archival boxes)
Cathedral Shelter (7 archival boxes)
Church of the Epiphany Register of Services 1957-2003 (1 large archival box)
Consents to the Diocese of Chicago for the Election of five bishops (1 archival box)
Constitution and Canons :2004, 2006, 2008, 2011, 2015 (1 archival box)
Correspondence between the Bishop and staff with congregations (ca. 1975-2009) (36 archival boxes)
Diocesan Convention files 1994-2017 (3 archival boxes)
Episcopal Church Center Redevelopment 2001-2008 (1 archival box)]
Lawrence Hall (4 archival boxes)
Phoebe Griswold Congregational visits (1 archival box)
Province V Leadership Training Institute (2 archival boxes)
Saint Chad's Church, Loves Park Register of services 1988-2001; Sacramental records 1952-1991 (1 archival box)
Saint Peter's Church, Chicago (34 archival boxes)
Seabury-Western Theological Seminary Register of Services 1989-2008; Sacramental Records 1931-1975 (1 archival box)
Standing Committee Minutes 2007-2014 (4 archival boxes)
Stewardship and Development Officer (Tessa Craib-Cox) (1 archival box)
Vestry School (1 archival box)
Western Theological Seminary Sacramental Records 1906-1923 (1 archival box)

Unprocessed materials awaiting processing:

Cataloguing backlog: 157 banker boxes in addition to the Chase House collection of 200 banker boxes, and sets of architectural drawings.

Total: 392 banker boxes

In the past year Judy Knop and Norma Sutton have volunteered a total of 400 hours. Betty Hickman, Historiographer of the Episcopal Church Women, has given 200 hours to the ECW records. She has updated several meeting files, now considered current through the Spring of 2019. Other major activities included sorting and filing United Thank Offering, workshops and financial records. She also attended the annual meetings of the ECW-Chicago and ECW Province V. The Historiographer has spent 726 hours in fulfilling his responsibilities. This past year (October 2018-September 2019) a total of 1326 hours has been devoted to the work of the diocesan archives.

Use of the Collection:

In the past year 64 requests have been received. 20 were for the verification of baptisms, confirmations, marriages and burials.

Other requests included the following:

Information about Edward Flanders Ricketts, John Steinbeck's closest friend. The Ricketts family were members of St. Timothy's Church in Chicago.

From a daughter who wanted to know if her mother was Leo Sowerby's alto soloist in the late 1930s, early 1940s. This daughter was able to identify her mother in a photograph of the choir – a photograph in the diocesan archives.

Information and photographs of Frederick G. Trapp, a member of St. Edmund's Church in Chicago. In 1943 Frederick Trapp was the first African American elected to Diocesan Council.

Matthew Berryman, Executive Director of Episcopal Charities and Community Services, who requested photographs of Bishops Montgomery and Primo with the focus on their work for racial justice, the Civil Rights movement, and the ordination of the first women to the priesthood in the Diocese of Chicago.

A request from the Chancellor to the Presiding Bishop for information about Grace Church, Galesburg, specifically documentation for its admittance as a parish to the diocesan convention (1860) and the Constitution and Canons in effect when this parish was admitted (1857).

A request from Margaret Grubiak for documentation about the Carr Chapel at Illinois Institute of Technology.

The Historiographer met with the archives committee at Grace Church in Oak Park and delivered to the Rector of Calvary Church in Batavia a collection of photographs and correspondence concerning the Rev. Henry Gratlan Moore who was rector of this parish from 1905 to 1917. This collection which includes photographs of the Moore family canoeing on and camping along the Fox River was a gift from Curtis Peter Junker.

We wish to thank Courtney Reid for her ongoing support of our work and to the Episcopal Church Women for their donation of \$500.

Respectfully submitted,

Betty Hickman

Jim and Susan Lenz

Malachy McCarthy

Newland Smith, Historiographer

Norma Sutton

**REPORT OF THE AUDIT REVIEW COMMITTEE
TO THE 182nd [2019] ANNUAL CONVENTION
OF THE DIOCESE OF CHICAGO**

The Audit Review Committee is appointed by the Bishop to read and review the audited financial statements, audit reports and supplementary financial information furnished by, and to meet with, the auditors engaged by The Episcopal Diocese of Chicago (the "Diocese"). The Audit Review Committee has read the audit reports submitted by Selden Fox, Ltd. covering the December 31, 2018, Statements of Financial Position of the corporations and funds of the Diocese listed herein and the related Statements of Activities and Statements of Cash Flows for the year 2018, as well as the supplementary financial information furnished by Selden Fox, Ltd. Specifically, audited financial statements, audit reports and supplementary financial information were reviewed for (1) the Administrative and Program Fund of the Diocese of Chicago (an unincorporated entity organized pursuant to canon law to conduct the business affairs of the Diocese); (2) The Bishop and Trustees of the Protestant Episcopal Church in the Diocese of Chicago; (3) The Bishop of Chicago and His Successors in Office, Funds Account; (4) Episcopal Charities and Community Services and Subsidiary; (5) The Trustees of the Endowment Fund of the Diocese of Chicago; (6) The Society for the Relief of Aged and Infirm Clergy and Widows; and (7) the Diocesan Foundation. Representatives from Selden Fox, Ltd. met with us to discuss each of the audited financial statements, audit reports and supplementary financial information. Our Diocesan Treasurer was present at this meeting.

These audit reports show that, except for qualification of the audit report for the financial statements of The Bishop and Trustees due to its long-standing exclusion of depreciation and accumulated depreciation therefrom, the audited statements fairly present in all material respects the financial positions at December 31, 2018, and the 2018 activities of the audited entities in conformity with accounting principles generally accepted in the United States. The audited financial statements of the Administrative and Program Fund include a Status of Operations footnote describing its current reliance on grants and allocations from other Diocesan entities to fund expenses and stating that those entities have limited funds available to continue such funding.

Should any congregation wish to review one or more of the audit reports in detail, bound copies are available at the Treasurer's office.

Audit Review Committee: Lonn W. Myers, Chairman
 William Cummings
 Thomas P. Frank
 The Rev. Thomas G. Smith
 Alison White

**BISHOP AND TRUSTEES REPORT TO 182nd DIOCESAN CONVENTION
NOVEMBER 2019**

Please accept the following as a report on the activities of The Bishop and Trustees (B&T), the Diocesan real estate corporation, for the year 2018 and part of 2019.

B&T holds title to real estate associated with mission churches or agencies (Diocesan Canon 35). It has the responsibility to assure that construction on or repair to church buildings will proceed with appropriate liability insurance, lien waivers, building permits, bonding requirements, and legally sufficient contracts. Comprehensive *Guidelines for Notification for Approval of Projects by Mission Congregations*, which indicate when to notify the B&T liaison and when to seek approval for projects, are available from the Associate for B&T Property Management at St. James Commons. B&T awarded \$284,544 in direct property-related grants to mission congregations in 2018. As of August 31, 2019, B&T has awarded over \$113,000 in direct property-related grants to mission congregations.

B&T interest and dividend income and net [unrealized] loss on investments totaled \$253,649 and (\$604,470), respectively, in 2018. B&T's investments consist of Diocesan Foundation participation units and money market funds. Interest and dividend income is budgeted to total \$356,607 in 2019. In 2018, B&T sold 10961 South Hoyne, Chicago (the former Church of the Mediator) and 621 West Belmont Avenue, Chicago (the parish house of St. Peter's Episcopal Church). A portion of the proceeds of the latter sale will be used to restore St. Peter's sanctuary. In 2018, B&T contributed \$200,000 of the net proceeds of the 2017 sale of 201-211 South Ashland Avenue, Chicago (the former Church of the Epiphany, Higgins House, and Chase House) to the Diocesan Administrative and Program Fund.

Since 2009, B&T has directly funded grants approved by the Congregations Commission to congregations in the Diocese of Chicago. In 2018, B&T provided \$305,000 in funding for those grants. B&T's 2019 budget provides \$410,000 for such Commission grants. B&T is also assisting congregations directly, currently working with St. Peter's on the restoration of its sanctuary. In 2018, it made a short-term loan to a parish to help it purchase a suddenly available adjacent property needed for its ministry and sought to provide a building for a recently formed multi-denominational ministry.

B&T collaborated with St. James Commons Council and Diocesan leadership to renovate St. James Commons to be a more modern, welcoming and functional center for all Episcopalians of our Diocese. The total cost of the work on St. James Commons and the Nicholas Center was \$17.8 million, which was paid from over \$9.1 million of contributions and pledges, over \$5.8 million of other gifts and nearly \$2.9 million of proceeds from B&T property sales.

B&T has approved a consolidated budget for The Diocese of Chicago totaling \$4,924,224 for 2020. This 2020 Budget will be presented at the Diocesan Convention in November 2019.

Lonn W. Myers
First Vice President, The Bishop and Trustees

Report to the 2019 Convention: Clergy Compensation

The Clergy Compensation Committee has met monthly for the past few years. In addition to putting forward this year's resolution setting minimum clergy salaries, which includes an expanded explanation with a grid reporting projected average salaries for priests in various settings (**see resolution H-182**), we also created a format for reporting clergy salaries (see below, this report). We also spent some time considering the roles and compensation of part-time clergy (also below).

The attached report on salaries shows the compensation levels of all full-time priests in our diocese for whom information was available and deemed useful. It was compiled by Anna Stefaniak, Diocesan Associate for Human Resources. Information was gleaned from parochial reports, which are self-reported by local parishes and show average Sunday attendance (ASA), church operating budget and giving, and indicate whether clergy staff are full- or part-time. For the purposes of reporting church budgets, we used line B on page three of The Episcopal Church's parochial report (see <https://www.episcopalchurch.org/research/forms-and-instructions> for more information on the parochial report) . Line B, page 3 reports the sum of plate/pledge income, diocesan assistance, gifts/bequests and investment income used for operating expenses as the total "operating revenue" of the church. We believe this figure most useful as it is the most comprehensive and includes special funds or endowments which are sometimes used to support clergy salaries.

Salary figures are drawn from data provided by the Church Pension Group to the diocese and are "total assessable compensation" as defined by CPG, which is inclusive of base salary (and scheduled taxable cash compensation), cash housing allowance and/or utilities, employer contributions to an additional retirement plan outside of the CPG pension (including the CPG's 403b plan, or any other qualified or non-qualified retirement plan), one-time payments, and the value of employer-provided housing (capped at 30% of the sum of other elements of total compensation). The gender of each cleric is also included. We see the publishing of this information as the completion of the Compensation Committee's 2015 assignment to investigate gender-based discrimination in clergy hiring and compensation.

Priests are **strongly** encouraged to find and verify their data on the chart (and if they cannot find their information, to ask Anna Stefaniak for assistance). Those who believe that their salaries are not reported correctly are encouraged to contact Anna Stefaniak directly – it is possible that this is the result of a salary being inaccurately reported to CPG, which could mean that pension assessments are not being fully paid, resulting in a lower pension payment at the time the clergy retires. (We note that in the Diocese of Georgia, from whom we have taken this reporting format, one unanticipated - and yearly - effect of this reporting is to turn up errors in pension payments. Priests, please be mindful of this.)

While directed by convention to publish the salary of every paid cleric in the diocese, we note that several groups of clergy are not listed in this report. The committee considered each of these groups separately and wishes to offer some clarifying notes on each in turn.

First, there are no deacons or bishops included, nor are ordained members of diocesan staff here. Deacons are not paid for the work that they do in the church as a part of their diaconal ministry. Neither bishops nor members of the bishop's staff are recorded on parochial reports, and no ASA would be available. Finally, the committee understood the purpose of this report to be less focused on the reporting of individual salaries and more on producing a body of data from which generalized conclusions could be drawn, either in the form of statistics like the grid included in our resolution on clergy compensation, or in allowing churches and clergy to understand how their compensation compares to their "peers." A more accurate peer group for ordained diocesan staff would be their counterparts in other dioceses, and we do not believe reporting of this kind to be a part of our mandate. We hope that this reporting will be a help in conversations between individual clergy and their vestries or bishop's committees, and that it will be made available on the diocesan website for clergy considering new calls within the diocese. We would recommend that salaries for the bishop's staff

be published as a part of the diocesan budget in the future, just as the diocese recommends that all staff salaries be reported to congregations in some form as a part of the parish budget.

Second, we did not list part-time priests individually, and were not able to include non-parochial clergy at all. While non-parochial clergy are a vital part of our diocesan community, and part-time clergy an invaluable asset and growing proportion of the population of priests, information on their employment and compensation is difficult to obtain and even harder to standardize. Non-parochial clergy are much more difficult to obtain data on, as their income is rarely reported through CPG.

Part-time clergy are also difficult to study as a group, as they often work in unique situations and circumstances, and there are no diocesan or national mechanisms to track either the hours they are contracted for or the hours they work - figures which may be radically different in some cases. (As with any parish position, hours will fluctuate from week to week depending on unpredictable pastoral needs, meetings, office hours, work from home, phone calls, email, and other considerations.) Other aspects of a total compensation package and letter of agreement also must be tailored to each part-time situation - including paid vacation, continuing education time and funding, sabbatical, and health/dental benefits. While guidelines exist on the diocesan website, we suggest they be updated and expanded. Rather than individual salaries, we have published instead a range of numbers for part-time priests, which we hope is helpful at the very least in making evident how wide the range of compensation is in part-time positions. We particularly regret the omission of part-time clergy in our reporting and would like to stress again that the situation of part-time clergy should be the subject of future study at both the diocesan and national level. As the numbers of bi-vocational and part-time clergy increase, their compensation and vocational satisfaction are worthy of much more attention from diocesan staff and our incoming bishop. Outside of the realm of compensation, education and support for lay leadership is also vital to supporting part-time priests. It is important for the cleric and lay leadership to have a mutual understanding of those tasks that belong uniquely to the orders of priests, deacons, and laity.

Thirdly, clergy who are retired and receiving pension benefits are not included in this report, as they are not classified as "active," and therefore not included in CPG reporting data. (Though of course many are very active, and quite lively! We are grateful to our retired clergy for their work in our diocese.)

Finally, if a cleric is employed full-time in a church which has not submitted a parochial report for 2018, they are not included in this report as we would be unable to supply data on the church's ASA or budget. We hope this serves as a reminder that parochial reports are an important source of data for our national church and diocese. While by no means perfect, they provide the broadest and best longitudinal data for study on quantitative information. Please join the compensation committee at convention for a workshop on how to complete the parochial report, which we hope will help congregations complete this important reporting.

Another factor not included in this reporting is the issue of health insurance. While not deemed a part of "assessable compensation" by the Church Pension Group, this is a cost which very often restricts the ability of churches to call full-time clergy and similarly restricts the ability of clergy to take on certain calls. Percentagewise, healthcare premiums have risen much faster than COLA increases, up to 10% per year in recent years. There is regrettably little that can be done at the local or diocesan level to address rising health insurance premiums, but the committee commends this issue to the attention of convention.

Some considerable time was spent this year attempting to reconstruct the committee's history and clarify the committee's organization and mission. Originally, the committee was established as a body of Diocesan Council, though it has for several years been given work by resolutions of Diocesan Convention. Given the upcoming episcopal transition, and with the encouragement of diocesan staff, the Clergy Compensation Committee has decided to "sunset" itself, or at least to go on hiatus. This will be the last year for the committee in this form, though we hope that the diocese will find our work helpful and remain ever aware that the issues of compensation and hiring will only continue to become more complicated as the church changes. Many thanks for the work of the past few years are due to the bishop's staff, in particular to Anna

Stefaniak, who handled a massive amount of data with confidentiality and ease – as well as her usual humor and charm. We would also like to extend our thanks to the many clergy who have consulted with us, offering insights and sharing their experiences. The undying and profound gratitude of the convener is extended to her incredible clergy colleagues and most especially to the lay members of committee who have offered their considerable analytical skill and other talents to enrich our work. In the future, it is our expectation that compensation resolutions will be composed by the bishop's staff and may be voted on by Diocesan Council, as the yearly health care resolution is currently dispatched.

FULL-TIME PRIESTS (AS OF 12/31/2018)

Sunday_Attendance	Operating_Revenues	Years of service	Housing	Total Compensation	Gender
20	\$167,994.00	4.79	N	\$66,000.00	F
23	\$99,771.00	5.88	Y	\$63,700.00	M
28	\$163,937.00	22.9	Y	\$86,080.80	M
38	\$167,992.00	29.42	N	\$62,421.02	M
43	\$120,338.00	3.69	N	\$48,024.00	M
45	\$212,641.00	18.5	Y	\$88,181.60	F
46	\$206,335.00	1.67	Y	\$84,394.70	M
48	\$174,342.00	8.29	Y	\$72,182.50	M
49	\$135,934.00	26.69	Y	\$69,683.90	F
51	\$142,257.00	3.82	N	\$63,246.48	F
51	\$171,608.00	11.13	N	\$61,197.00	M
53	\$166,191.00	8.07	Y	\$69,290.00	F
54	\$394,826.00	12.28	N	\$87,000.00	F
54	\$222,726.00	0.5	Y	\$63,765.00	M
54	\$225,309.00	7.5	Y	\$81,347.50	F
54	\$394,826.00	12.28	N	\$87,000.00	F
56	\$275,740.00	18.7	Y	\$93,358.20	F
57	\$125,069.00	5.83	N	\$57,037.00	M
63	\$177,448.00	3.5	Y	\$75,400.00	M
71	\$186,584.00	9	N	\$67,088.40	F
73	\$213,260.00	15.24	Y	\$83,595.20	F
74	\$343,665.00	12.58	Y	\$90,273.30	F
74	\$172,472.00	11.42	N	\$62,425.00	M
75	\$100,424.00	0	N	\$66,872.40	M
76	\$244,015.00	10.57	Y	\$78,000.00	M
83	\$241,575.00	2.58	Y	\$87,620.00	M
87	\$336,191.00	10.48	N	\$87,197.00	F
87	\$318,876.00	11.67	Y	\$88,868.00	F
88	\$306,580.00	0.67	Y	\$89,700.00	F
93	\$224,537.00	17.83	Y	\$80,988.70	M
96	\$322,235.00	19.42	N	\$92,413.23	F
98	\$467,136.00	17.47	Y	\$105,618.50	F

FULL-TIME PRIESTS

104	105	107	109	110	113	113	115	121	128	130	137	140	148	152	152	156	158	158	160	172	184	192
Operating_Revenues	Years of service	Housing	Total Compensation	Gender																		
\$736,694.00	26.28	Y	\$172,988.56	M																		
\$410,130.00	24	Y	\$110,133.40	M																		
\$462,730.00	25.25	Y	\$112,805.67	F																		
\$462,250.00	14.29	N	\$82,776.00	M																		
\$394,272.00	10.26	Y	\$86,765.90	F																		
\$323,088.00	2.45	Y	\$83,980.00	M																		
\$464,098.00	13.42	Y	\$98,913.10	M																		
\$204,126.00	15.42	Y	\$72,670.00	F																		
\$477,137.00	4.96	Y	\$97,922.92	F																		
\$120,137.00	8.42	Y	\$63,050.00	M																		
\$468,737.00	9.33	Y	\$113,097.40	F																		
\$920,192.00	25.82	Y	\$186,663.10	M																		
\$85,424.00	23.58	Y	\$73,710.00	M																		
\$187,285.00	40	Y	\$69,420.00	M																		
\$476,356.00	6.51	N	\$96,000.00	F																		
\$659,854.00	23.73	N	\$96,694.86	M																		
\$880,138.00	9.58	Y	\$134,550.10	M																		
\$457,261.00	27.99	N	\$125,566.00	F																		
\$548,871.00	7.42	Y	\$107,103.10	M																		
\$159,645.00	12.41	N	\$61,200.00	M																		
\$279,295.00	4.49	N	\$75,000.00	M																		
\$579,820.00	31.69	Y	\$95,824.30	F																		
\$580,852.00	7.5	N	\$110,879.50	M																		

FULL-TIME PRIESTS
Sunday_Attendance

	Operating_Revenues	Years of service	Housing	Total Compensation	Gender
204	\$1,452,378.00	33.41	Y	\$210,333.50	M
209	\$648,759.00	6.08	N	\$105,000.00	F
220	\$1,202,053.00	16.45	Y	\$154,742.25	M
238	\$504,502.00	11.38	Y	\$96,846.10	F
245	\$1,598,478.00	33	Y	\$189,543.58	M
272	\$1,622,466.00	16.5	Y	\$175,084.00	M
291	\$1,431,747.00	23	Y	\$143,399.27	M
303	\$522,092.00	28.43	Y	\$122,597.19	F
392	\$767,000.00	36.93	N	\$126,576.00	M
424	\$859,616.00	15.42	N	\$99,157.00	M
567	\$217,316.00	18.83	N	\$110,369.00	M

FT ASSISTING PRIESTS
Sunday_Attendance

	Operating_Revenues	Years of service	Housing	Total Compensation	Gender
109	\$462,250.00	12.61	N	\$67,512.00	M
130	\$468,737.00	1.87	N	\$63,000.00	M
150	\$455,378.00	2.42	N	\$81,613.60	M
152	\$476,356.00	7.35	N	\$62,000.00	M
156	\$880,138.00	1.54	Y	\$66,332.50	F
204	\$1,452,378.00	15.01	N	\$79,588.00	F
204	\$1,452,378.00	32.5	N	\$104,922.00	M
245	\$1,598,478.00	2.63	N	\$73,202.00	F
272	\$1,622,466.00	10.72	N	\$80,737.50	F
291	\$1,431,747.00	0.5	Y	\$61,100.00	F
291	\$1,431,747.00	14.55	N	\$96,885.12	F

PART-TIME PRIESTS
Sunday_Attendance

Operating_Revenues	Years of service	Housing	Total Compensation	Gender
\$27,801.00 - \$194,381.00	0.5 - 22.42	2 - Y, 14 - N	\$9,450.00 - \$58,452.00	3 - Female, 13 - Male

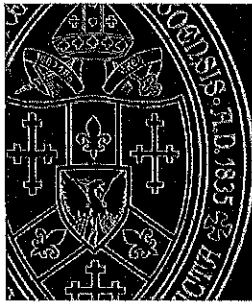
13-75

Average Sunday Attendance = To obtain the average Sunday attendance for the year, compute (add up) the total number of persons (children and adults) who attended all public Sunday services (include Saturday evening Eucharists if they are considered Sunday services).

Operating Revenues = Plate offerings, pledge payments, & regular support+Money from investments, used for operations+Other Operating Income, including unrestricted gifts and restricted gifts used for operations, and contributions from congregation's organizations+Unrestricted bequests used for operations+Assistance from diocese for operating budget

Years of Service = Housing = Living in a years that church provided pension has been rectorry/vicarage paid on your behalf

Total Compensation (As of 12/31/2018) = Base Salary+Cash Housing Allowance and/or Utilities+Employer Contributions (to a qualified and/or non-qualified plan)+Value of Employer Provided Housing (which equals 30% of base salary, cash housing allowance and/or utilities, employer contributions to a qualified and/or non-qualified plan and one-time payments)



EPISCOPAL DIOCESE OF CHICAGO

GROW THE CHURCH + FORM THE FAITHFUL + CHANGE THE WORLD

Report to Convention of the Clergy Relief Society

September 11, 2019

The Society was set up over 100 years ago to provide relief for clergy and spouses whose focus in ministry had been so dedicated that their pension provision did not meet adequately the needs of retirement.

The Clergy Relief Society has funds invested in the Diocesan Foundation and uses the dividend income to provide grant assistance to retired clergy and surviving spouses of retired clergy in the Diocese of Chicago. Grants are awarded annually (in quarterly increments) based on need, which is determined by income. These grants are essential for those that receive them. The Society is comprised of The Bishop of Chicago (ex-officio), a Chair and three other Board members, as well as two officers of the diocesan staff.

The criteria for Clergy Relief Society grants are:

- 1) Priests or deacons canonically resident in the Diocese at the time of retirement and who have given over 10 years of service in the Diocese (Quincy or Chicago);
- 2) Widowed spouses/partners of such clergy;
- 3) Widowed spouses/partners of clergy who died prior to retirement.

In 2019, grants have been provided to 17 retired clergy and surviving spouses of clergy in quarterly grants of \$500 to 4 recipients with incomes less than \$32,500 and more than \$22,500 per annum and \$1,100 per quarter for 13 recipients whose income was less than \$22,500 per annum.

Last year we were also in the position to award an exceptional bonus to recipients at Christmas. This is in part due to generous contributions from donors, including a trust donation of \$133,500 in 2018, which provide increased income for distribution. We expect to make another bonus at Christmas this year.

In addition to the grants, in 2019 the members of the Board directly contacted all grant recipients to build relationships, inquire about additional support needs, and offer assistance with contacting local resources.

Respectfully submitted,
Rev. David Gibbons, Chair

Report of the Commission on Ministry
to the 182nd Diocesan Convention

The Commission on Ministry (CoM) is often most visible for its work in supporting and overseeing individuals discerning for holy orders. As part of the yearslong process of discerning and preparing for ordination, CoM organizes and staffs Postulancy Overnight Retreats for individuals who have been nominated by their faith community for ordination to either the diaconate or the priesthood. About three Postulancy Overnights are held every year, at the Nicholas Center at Saint James Commons. The CoM also coordinates with the Deacon Leadership Team on an ongoing basis to coordinate formation for deacon postulants and candidates. One CoM member leads the oversight of formation for presbyterate postulants and candidates, in consultation with the larger commission. CoM members collaborate with the Standing Committee, participating in Candidacy Interviews of postulants, a half-day process of interviews and evaluation. There are currently 26 nominees, postulants, and candidates for diaconate and presbyterate in the care of the CoM.

The CoM's work extends beyond Overnights and Interviews, to resourcing discernment in local parishes, missions, and campus ministries. CoM members consult with rectors and congregations preparing to form a discernment committee, including orienting new committees as they begin their work in the local congregation. Any parish forming a discernment committee should contact Louisa McKellaston, Assistant for Ministries, for more information on guidelines and expectations.

In addition to supporting discernment to ordained ministry, the CoM advises and assists the Bishop in supporting the ministries of all the baptized. To that end, we are working to expand resources and tools for lay people to explore, identify, and discern ministry in the church and the world. Resources include a convention workshop on Lay Ministry each year as well as resources for discernment committees for lay persons discerning a lay vocation.

The Bishop appoints the eighteen members (eight lay and ten clergy) of CoM, typically for a six-year term. This year, the CoM is moving a resolution to amend Canon 33, Section 2 of the Canons of the Diocese of Chicago to make the membership of the Commission on Ministry more reflective of the members and ministry of our diocese. Specifically, to increase the number of deacons allowed to serve on the CoM from a maximum of two to a minimum of two.

On behalf of Bishop Jeffrey Lee, the Commission on Ministry chair, I respectfully submit this report to the 182nd Diocesan Convention,
The Rev. Amity Carrubba
Vice-chair, Commission on Ministry

EPISCOPAL DIOCESE OF CHICAGO

2019 Diocesan Council Report

According to our diocesan canons, the work of the Diocesan Council is to “administer the missionary, educational and social work of the diocese, and to continue any ongoing work needed between Conventions.” The Council supervises the financial matters of the diocese and submits a budget for the upcoming year to the next Diocesan Convention.

Members of the Council consist of one lay and one ordained representative from each deanery, serving three-year terms (not to exceed two consecutive terms). We are required to meet at least four times a year, but usually meet more often, meeting in various deaneries around the diocese, thanks to the hospitality of several parishes. Improved technology has made digital attendance much more effective for those who are unable to attend in person.

An annual retreat has become part of our process to begin the year. That event was held this year on February 15-16 at the Nicholas Center, St. James Commons. It allows us time to reflect on the year past and set goals for the coming year, and for relationship building, all of which contributes to our collegiality and effectiveness.

As the diocese prepares for the retirement of Bishop Lee and the election of a new bishop, the Diocesan Council was offered the opportunity to participate in a “listening session” with representatives of the Standing Committee and Search Committee. We very much appreciated their time and attention.

Finally, we acknowledge that the work of the Council is enhanced by the essential contributions by the Bishop’s staff, especially the Rev. Courtney Reid, Director of Operations, and Keith Kampert, Diocesan Treasurer.

Respectively submitted,

The Rev. Lori M. Lowe, Grace Church Sterling
Warden of Diocesan Council

Episcopal Charities and Community Services Report to 182nd Diocesan Convention

November 2019

Since it was founded in 1960, Episcopal Charities has given Episcopalians from across the Diocese of Chicago, a meaningful corporate response to some of our community's most serious issues. Over the past twenty years, Episcopal Charities has granted more than \$17,000,000 to fund the work of social service organizations and community support projects as part of our mission to love our neighbors.

Building on this legacy and grounded in our baptismal covenant to respect the dignity of every human being, Episcopal Charities is committed to continuing to support the charitable and systemic-change work of our ministry partners and diocesan community. As the mission and outreach arm of our diocese, we aim to connect personal faith with social justice and liturgical celebration with loving our neighbor as ourselves.

In 2019, Episcopal Charities allocated \$610,758 to 14 Ministry Partners in unrestricted grants and staff support through our Capacity Building program. Our partnership with this premier network of social service organizations is not transactional; it is relational. Running alongside quarterly unrestricted grant disbursements, our Capacity Building program helps our Ministry Partners, and others, to strengthen their boards, increase their fundraising, improve communications, and develop organizational strategy.

Episcopal Charities staff facilitated peer-to-peer learning, one-on-one mentoring, half-day roundtables for participants with expert consultants, and an Annual Conference with over 100 attendees. Our bimonthly executive director lunches, held at St James Commons in Chicago, is well attended and gives Ministry Partner CEOs a place for fellowship around a shared meal and the opportunity to support one another in the work of organizational leadership.

Our staff and board developed 3 broad goals for 2019: (1) to build a stronger financial foundation, (2) raise awareness in the diocese, and (3) continue our social outreach through grant-making and the capacity building program.

Our organizational investment in the Legacy Gala, major gifts, and planned gifts is part of a 5-year plan to create a 1 million dollar Gala, a robust major gifts program that supports new programming, and provide persons in our diocese with the opportunity to support Episcopal Charities for decades to come. Alongside a commitment to a balanced budget in 2019, we are working hard to move the organization into a stronger financial future. As of August 31, 2019, Episcopal Charities endowment is valued at \$12,176,467, a decrease of \$665,019 from 2018. Matt Berryman, our Executive Director, preached in 12 parishes across the diocese in 2019 is available to speak in parishes and other venues about our work. Take a look at our new website, www.episcopalcharitieschicago.org.

In March, we began a comprehensive review of our allocations policy and practice which is nearly complete. Similarly, we will undertake a review of our capacity building program in late 2019 and early 2020. These reviews will accompany the development of a new strategic plan to be completed sometime in mid-2020.

Lastly, we are in the initial phases of building a parish-based grants initiative, the basic aim of which is to support new missional efforts in parishes across the diocese. We have begun an exciting period of growth at Episcopal Charities.

Respectfully submitted,

Sarah G. Adler, President Episcopal Charities Board of Trustees

2019 COMMISSION ON GLOBAL MINISTRY REPORT
182nd CONVENTION OF THE DIOCESE OF CHICAGO

Prepared by Jackie Kraus, Interim Coordinator for COGM

The 179th Convention of the Diocese of Chicago renewed, by resolution, two Companion Diocese Relationships between Chicago and the Dioceses of Renk, South Sudan, and Southeast Mexico, extending the relationships for 5 more years. COGM was formed, by resolution, in 2000, with the directive to research companion diocese potentials. In 2001, companionships with Renk, Southeast Mexico and Chicago were formed and renewed in 2006 and 2011. COGM oversees these partnerships. The Standing Committee of TEC continues to endorse the Companion Diocese Relationships, by resolution, at its meeting following Chicago's convention.

Two subcommittees, Renk and Southeast Mexico, are supported by the budget of the Diocese of Chicago, which provides for travel expenses, promotional material, attendance at mission conferences, membership in relevant organizations. In 2018, Bishop Benito Juarez-Martinez and Bishop Joseph Garang Atem made annual visits to Chicago. Companion Diocese Relationships between Chicago and SEMEX and Renk offer mutual encouragement and prayer, knowledge of and concern for one another, and spiritual and material resources.

The Commission on Global Ministry welcomes The Rt. Rev. Julio Cesar Martin, newly-consecrated Bishop of the Diocese of Southeast Mexico, to the 182nd Diocesan Convention. Bishop Benito Juarez-Martinez has retired. The SEMEX Subcommittee will host both Bishops Martin and Juarez-Martinez at the 2019 Convention.

COGM hosts workshops and sponsors an exhibit at Diocesan Conventions.

The Commission on Global Ministry is planning growth into the future, reaching out to churches throughout the Diocese to learn more about global mission involvement beyond the CDR's, raising awareness of the wider picture of Chicago's role in mission in the worldwide Anglican Communion. This is a transitional year, with the retirement of Jackie Kraus. New leadership is being sought to carry forward this mission.

Health Insurance Annual Report 2019

The Diocesan Council has approved the following plans from the Medical Trust for plan year 2020. The health insurance plans have increased an overall average of 7.14% for 2020, with an average increase of 5.76% for the dental plans. We are continuing to see a decline in preventive visits for all male age groups with the exception male infants. Females have had a slight increase in preventive visits in the age groups of 18-39 and 40-64. The largest decline in preventive visits was for males in the 12-17 age group. The Diocese of Chicago continues to do a good job of purchasing their pharmaceuticals through mail order. The benchmark for mail order is at 5.3%, as a diocese we are at 24.7%.

Dental Plans

The following Cigna dental plans are offered through the Medical Trust.

Dental Plan / Yearly Rates 2020	Single	Emp. plus 1 (spouse/partner or child)	Family
Dental & Orthodontia PPO- \$25/\$75 Deductibles	\$ 948.00	\$ 1704.00	\$ 2,652.00
Basic Dental PPO-\$50/\$150 Deductibles	\$ 720.00	\$ 1,296.00	\$ 2,016.00
Preventive Dental	\$ 468.00	\$ 840.00	\$ 1,308.00

Medical Plans

We are offering the following medical plans to our employees through the Medical Trust.

Medical Plan /Yearly Rates 2020	Single	Emp. plus 1 (spouse or child)	Family
Employee Assistance Program Only (must be paid for by employer - employees are not eligible to pay for this plan)	\$ 48.00	\$ 48.00	\$ 48.00
Anthem BCBS High Deductible Health Plan with a 75% Funded HSA Total Cost	\$ 8,784.00 + \$ 2,025.00 = \$10,809.00	\$15,816.00 + \$ 4,087.50 = \$19,903.50	\$24,600.00 + \$ 4,087.50 = \$28,687.50
Anthem BCBS PPO 70	\$10,116.00	\$18,204.00	\$28,320.00
Anthem BCBS PPO 80	\$11,772.00	\$21,192.00	\$32,964.00
Anthem BCBS PPO 90	\$12,984.00	\$23,376.00	\$36,360.00
Anthem BCBS MSP PPO 70 (MEDICARE AS SECONDARY PAYER - for employers with less than 20 employees)	\$8,076.00	\$14,532.00	\$22,608.00
Anthem BCBS MSP PPO 80 (MEDICARE AS SECONDARY PAYER - for employers with less than 20 employees)	\$9,540.00	\$17,172.00	\$26,712.00
Anthem BCBS MSP PPO 90 (MEDICARE AS SECONDARY PAYER - for employers with less than 20 employees)	\$10,500.00	\$18,900.00	\$29,400.00

Diocesan Council has designated the Anthem BCBS High Deductible Health plan with at least 75% funded HSA or the Anthem BCBS PPO 70 plan as the minimum required plan. If an employee chooses a higher premium plan, it is the choice of the church whether the clergy/lay employee must pay the difference between the required minimum plan and any other plan offered. Please remember effective 1/1/2013 - all employees working 30 hours or more per week, must be treated equally in terms of health care. Therefore, if you are paying the full premium for the clergy member, you must pay the full premium for the lay employee.

Informe anual del seguro de salud 2019

El Consejo Diocesano aprobó los siguientes planes del Medical Trust para el año 2020. Los planes de seguro de salud han aumentado un promedio general de 7.14% para 2020, con un aumento promedio de 5.76% para los planes dentales. Seguimos viendo una disminución en las visitas preventivas para todos los grupos de edad masculinos, con la excepción de los bebés varones. Las mujeres han tenido un ligero aumento en las visitas preventivas en los grupos de edad de 18-39 y 40-64. La mayor disminución en las visitas preventivas fue para los hombres en el grupo de edad 12-17. La Diócesis de Chicago continúa haciendo un buen trabajo comprando sus productos farmacéuticos por correo. El punto de referencia para pedidos por correo está en 5.3%, como diócesis estamos en 24.7%.

Planes dentales

Los siguientes planes de CIGNA Dental se ofrecen a través del fideicomiso médico

Dental Plan / Yearly Rates 2020	Single	Emp. plus 1 (spouse/partner or child)	Family
Dental & Ortodontia PPO- \$25/\$75 Deductibles	\$ 948.00	\$ 1704.00	\$ 2,652.00
Basic Dental PPO-\$50/\$150 Deductibles	\$ 720.00	\$ 1,296.00	\$ 2,016.00
Preventive Dental	\$ 468.00	\$ 840.00	\$ 1,308.00

Planes médicos

Estamos ofreciendo los siguientes planes médicos a nuestros empleados a través del fideicomiso médico

Medical Plan /Yearly Rates 2020	Single	Emp. plus 1 (spouse or child)	Family
Employee Assistance Program Only (must be paid for by employer – employees are not eligible to pay for this plan)	\$ 48.00	\$ 48.00	\$ 48.00
Anthem BCBS High Deductible Health Plan with a 75% Funded HSA Total Cost	\$ 8,784.00 + \$ 2,025.00 = \$10,809.00	\$15,816.00 + \$ 4,087.50 = \$19,903.50	\$24,600.00 + \$ 4,087.50 = \$28,687.50
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El Consejo Diocesano ha designado el plan Anthem BCBS High Deductible Health con al menos un 75% de HSA financiado o el plan Anthem BCBS PPO 70 como el plan mínimo requerido. Si un empleado elige un plan de prima más alta, es la elección de la iglesia si el clero / empleado laico debe pagar la diferencia entre el plan mínimo requerido y cualquier otro plan ofrecido. Recuerde efectivo a partir del 1/1/2013: todos los empleados que trabajan 30 horas o más por semana deben recibir el mismo trato en términos de atención médica. Por lo tanto, si está pagando la prima completa por el miembro del clero, debe pagar la prima completa por el empleado laico.

HISPANIC AFFAIRS COMMITTEE – REPORT TO DIOCESAN CONVENTION 2019

The Hispanic Affairs Committee is responsible for formation, growth, and development of Hispanic ministry as an integral part of the pastoral mission of the Episcopal Diocese of Chicago, creating the conditions for our Hispanic congregations to respond adequately to the spiritual needs of Hispanic Episcopalians of our diocese.

Our committee meets every other month to deal with issues that involve our congregations and ministries. Each Hispanic congregation can have two lay delegates in addition to clergy, and we frequently welcome guests from other diocesan congregations or entities.

In 2019, we continue the self-evaluation process that we began in 2018; we expressed our concern and support to leaders of Santa Elena (St. Helena's, Burr Ridge) before and after the decision to discontinue the Spanish Eucharist was implemented; and we have been in communication with leaders of the Hispanic Ministry Task Force. We have also undertaken two events to date—the Hispanic Youth Event in September, and the annual Hispanic Liturgy in the cathedral in October. In addition, we have collaborated to present the sanctuary diocese resolution and the current immigration issues workshop at this convention.

Episcopal Diocese of Chicago – Committee on Hunger - Report to Diocesan Convention 2019

The diocesan Hunger Committee serves as a resource for congregational and regional feeding programs, education on hunger issues, and advocacy efforts on behalf of those with food insecurity.

The list of diocesan anti-hunger ministries on the committee's page of the diocesan website <https://www.episcopalchicago.org/at-work-in-the-world/hunger/> is based on the diocesan asset map that congregations are encouraged to update at least annually. The page also has links to food banks, resources for community gardens, advocacy organization, resources for hunger on college campuses, and hunger and relief organizations.

Representatives from the Hunger Committee help to organize the Chicago CROP Hunger Walk and promote other hunger walks throughout our diocese. The committee is one of the recipients of the 25% local portion of Chicago CROP Walk funds and distributes them to Chicago Episcopal congregation-based soup kitchens, food pantries, and other feeding programs that apply for its small grants each year.

In fall 2019, we have awarded \$1,798 from the Chicago CROP Hunger Walk and \$300 of our regular budget to six hunger ministries affiliated with Chicago congregations: St. Thomas, St. James Cathedral, Care for Friends at Church of Our Savior, Ravenswood Community Services at All Saints, Messiah-St. Bartholomew Food Pantry, and St. Paul & Redeemer. The committee awarded \$2,025 from our other funds to eight hunger programs in our diocese outside of Chicago: St. Paul's, Warsaw; St. Martin's, Des Plaines; Calvary, Lombard; St. Clement's, Harvey; St. Mark's, Glen Ellyn; Christ, Streator; St. Paul's, Peoria; and St. Charles, St. Charles; and St. Paul's, DeKalb. We encourage grant recipients to share something of their ministries at our exhibit hall table.

The Hunger Committee encourages education and advocacy about hunger issues. The committee is the conduit for the diocese's membership in Bread for the World, a national ecumenical hunger advocacy organization, and the Illinois Hunger Coalition, which organizes state level advocacy and helps families or individuals apply for food assistance and find feeding programs in their communities.

Respectfully submitted,
The Rev. Gary Cox, convener

Peace and Justice Committee of the Chicago Diocese submitted by Judith Tribbett

Melanie Merkle Atha, Executive Director of Episcopal Peace Fellowship, (epfnational.org), visited the Diocese of Chicago Peace & Justice Committee in July. The Peace and Justice Committee of St. Michael's Episcopal Church, Barrington, hosted the event where 65 members of our diocese heard about EPF's work for gun safety legislation, efforts to abolish capital punishment, and engagement with Palestinian and Israeli people working for peace. Melanie Atha, Ellen Lindeen, and Newland Smith each spoke, and Judith Tribbett chaired our diocesan committee meeting.

A member of the Peace and Justice Committee attended the three day Moral Congress in Washington DC. During this gathering William Barber Jr. and Liz Theoharis and a group of impacted people testified at the three hour long hearing on poverty before the Budget Committee of the House of Representatives. During that hearing the Poor People's Campaign Moral Budget was written into the Congressional Record.

Sadly, this was a busy year in Peace and Justice Issues. The committee met 4 times. We have decided to use the Zoom technology (audio visual equipment) to conduct meetings to make it easier for everyone in the Diocese to attend and contribute to the work.

We are seeking new members. Members of congregations throughout the Diocese are encouraged to attend these meetings and join the work of this committee.

Annual Report of the Standing Committee of the Episcopal Diocese of Chicago, 2019

Standing Committee members are elected at the Diocesan Convention for three-year terms, and may serve two consecutive terms. One cleric and one lay member are elected each year for full terms. Vacancies are filled by election for partial terms. The Reverend Barbara Seward resigned in June, and so in accordance with the Constitution and Canons, the Standing Committee appointed the Reverend Jeannette DeFriest to serve until the next election.

The committee meets monthly, with canonical responsibility to offer counsel to the bishop, consent to elections of bishops across the Episcopal Church, consent to ordinations in the Diocese of Chicago, and approve the sale and encumbrance of property for parishes in the Diocese. The goal of the Committee's counsel to Bishop Lee is furthering God's mission in, and supporting the ministry of, this Diocese.

In 2019, a great deal of our focus has been on leading the diocese through our transition to the Thirteenth Bishop of Chicago. The search for, election of, and transition to a new bishop is ultimately the canonical responsibility of the Standing Committee. Our goal in carrying out this work is to engage the whole diocese. The next Bishop of Chicago will be bishop to all of us, and the work of discerning who we are, who we are called to be, and what kind of leader we need is work for all of us. The Standing Committee has appointed two committees of clergy and laypeople to carry out much of the work of the search and transition: a Search and Nomination Committee and a Transition Committee.

This transition process has clarified many significant challenges we face as a diocese. Some of these are shared across the wider church, and others may have a unique Chicago/Northern Illinois accent. But it is also constantly demonstrating for us the deep faithfulness, courage, and giftedness of the Christians in this diocese. We face major decisions in the next season of our life together, and there is every reason to be excited about the work that God is preparing to do among us.

Although the bishop search has demanded much of our time and attention, the Standing Committee has continued the more ordinary tasks give to us: working with the Commission on Ministry on the ordination process, consenting to episcopal elections elsewhere, and praying with congregations who are evaluating the role real property plays in their mission. These more ordinary tasks have been a salutary reminder for us that the mission of the church does not pause, even in the midst of a bishop search.

It is an honor and pleasure to serve God with you in this way.

Respectfully Submitted by the 2019 Stand Committee Members,

Eric Biddy, President
Maria Giraldo
Rory Dean Smith
Jeannette DeFriest

Lisa Kerpan
Anne Jolly

**Episcopal Diocese of Chicago
Trustees of the Endowment Fund
Annual Report to the 2019 Diocesan Convention**

The Trustees of the Endowment Fund are proud to report continued progress since the 2018 Convention. Our primary thrust has shifted from planning to executing a plan to enhance the value of the endowment and the value of our parishes' financial resources. A larger endowment will generate additional income that may be used in support of the diocese's administrative and program budget.

Since last diocesan convention we have begun the joint diocesan/parish fundraising effort, known to us as a "Thriving Together." In this campaign, the Trustees of the Endowment subsidize interested congregations' capital campaign expenses in exchange for a portion of the proceeds of their campaigns. We engaged Episcopal Church Foundation (ECF) as capital campaign consultants. ECF uses a three-phase process that begins with a discernment, followed by a feasibility study and concludes with the actual campaign. To give participating churches an opportunity to connect with one another through their work we asked ECF to offer initial "kickstart" planning sessions before leading churches in their individual capital campaigns.

Eleven congregations participated in the two kickstarts that were offered in the last year. Of the eleven, ten congregations entered discernment agreements with ECF. Three completed their discernments and one of them has begun their feasibility study. The remaining seven congregations are expected to complete their discernments this fall.

The trustees have also supported Bishop Lee in a quiet fundraising effort to secure major gifts to endow the office of the bishop.

We feel our support of congregation campaigns will make a huge impact on their work. We look forward to reporting continued progress at next year's diocesan convention.

Board Membership

Since the last diocesan convention, there have been no changes to the member or trustee rosters for the board.

- Members: Bishop Jeff Lee; Eric Bidy, President of the Standing Committee.
- Trustees: Peter Willmott, chair; John Blossom, Michael Clark, Robert Murley, Crystal Plummer, Peter Rossiter and Wes Smedley.

Financial Position

Per our most recent audited financial statement dated 12/31/2018, total assets at the end of 2018 were \$4,035,641, down from \$4,254,413 in 2017.

Activities

Per our last audited financial statement dated 12/31/2018, total revenue and investment activity were \$34,350 in 2018, compared with \$567,032 in 2017. Expenses, including a grant of \$162,849 to the Administrative and Program Fund and \$86,971 paid to fundraising consultants, totaled \$253,122, resulting in a 2018 change in net assets of -\$218,772 compared with \$407,123 in 2017.