

Reports

THE 183rd ANNUAL CONVENTION OF THE DIOCESE OF CHICAGO



- Anti-Racism Commission
- Archives Committee
- Audit Committee
- Bishop & Trustees
- Clergy Compensation
- Clergy Relief Society
- Commission on Ministry
- Congregations Commission
- Diocesan Council
- Ecumenical & Religious Affairs
- Episcopal Charities
- Episcopal Church Women
- Global Ministry
- Hispanic/Latino Affairs Committee
- Hunger Committee
- Insurance report
- Peace & Justice Committee
- Sanctuary Task Force
- Search and Nominations Committee
- Standing Committee
- Transitions Committee
- Trustees of the Endowment Fund
- UTO

Anti-Racism Commission, Episcopal Diocese of Chicago

Annual Report

September 30, 2020

Mission Statement

With God's grace in so doing, our mission is to establish an anti-racist identity in the Church for the life of the world.

Vision Statement

The Antiracism Commission of the Episcopal Diocese of Chicago (ARC) is dedicated to overcoming racism through the pursuit of antiracist policies, practices and procedures in our diocese. In fulfillment of our Baptismal Covenant to seek and serve Christ in all persons, to strive for justice and peace among all people, and respect the dignity of every human being, our goals will be primarily accomplished by:

Analyzing and Understanding Systemic Racism workshops: ARC sponsored (2) two and a half day AR Crossroads workshops, October 2019 and January 2020

Congregational Antiracism Praxis Model: In January 2018 Crossroads and CROAR developed a Congregational Antiracism Model. ARC agreed to test the model it is an internal journey, in which a congregation will explore and come to intimately know the contours of its own ecosystem. It is about mindfully existing in the space it takes up in accountability to the communities of color within and surrounding it. It is a journey of intentional identity change, which will require vulnerability and willingness to critically analyze an institution that is beloved St. John's and St. Paul and the Redeemer are journeying through the process.

Introduction to Systemic Racism Digital workshop: Covid-19 force ARC to restructure meetings and shifted delivery of workshops via Zoom. ARC sponsored (3) Introductions to Systemic Racism and (3) three **Critical Cultural Competency workshops**.

Health Disparities Covid-19 Webinar: 180 attendances participated in ARC first webinar. Membership in ARC increased and several signed on to support Episcopal Public Policy Network.

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

- A Commission member serves on the Standing Committee
- ARC members attend Diocesan Council meetings where it has voice but no vote as a Commission of the Diocese
- ARC members serve on the Vitality Grants Committee
- ARC members work on The Sanctuary Task Force
- Works with CCD about the congregational search process which includes anti-racist as part of intersectionality
- Presented at Standing Committee a webinar “Faith in this Pivotal Moment”
- Added (5) five new members to the Commission

At this time the Anti-Racism Commission includes:

Marvin Hill, *co-chair* – St. Philip, Palatine

Robert Purcell, *co-chair* – St. Philip, Palatine

The Rev. Courtney Reid, *ex-officio*, Diocese of Chicago

The Rev. Carolyn Bavaro – St. Martin, Chicago

The Rev. Miguel Briones – St. Mark, Glen Ellyn

Amiel Cain- St. Martin Chicago

Prof. Arlicia Corley- St Martin Chicago

The Rev. Gary Cox – Sta. Teresa, Chicago

Phala Daniel Diggs – St. Thomas, Chicago

The Rev. Larry Green- St Chrysostom, Chicago

The Rev. Alonzo Pruitt

Diane Shalda – St. James Cathedral, Chicago

Newland Smith – St. David, Glenview

Rory Smith – St. Thomas, Chicago

Donna Williams – St. Benedict, Bolingbrook

The Rev. Barbara Wilson- St Paul, Dekalb

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

Antiracism Commission leadership development and expansion:

- The Commission hosted several visitors to the monthly meetings
- Racial Identity Caucusing: At each commission meeting, we intentionally participated in racial identity caucusing during which we explore how 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.

Respectfully Submitted by the Antiracism Commission, September 30, 2020

Antiracism Commission Co-Chairs: Marvin Hill and Robert Purcell

Archives and Records Management Committee - Annual Report 2020

In light of the pandemic, this annual report will be very different from previous reports. Not only was the Claretian Missionaries U.S.A. building at 205 W. Monroe, where the diocesan archives is located, closed between the middle of March to the middle of June, but the Historiographer who lives in a retirement community was not allowed to leave the premises until the second week of July. Betty Hickman and Norma Sutton have not felt safe to take public transportation in order to work at the archives. Judy Knop has been able to resume work on the Access to Memory (AToM) project.

Use of the Collections:

In May the guest curator at the University Museum at Iowa State University who was compiling a catalogue raisonne of the sculptor Christine Petersen (1885-1960) inquired about a portrait bust of Bishop George Craig Stewart. In 1932 Petersen exhibited this portrait bust in an exhibition sponsored by the Art Guild of Northwestern University. Although the portrait bust was recorded as being at Northwestern University, the university no longer had it in its possession. Fortunately the parish historian at St. Luke's Episcopal Church in Evanston was able to find this artifact at the church. In June a researcher inquired for correspondence between Jacob Wrey Mould and Bishop Whitehouse concerning plans for a cathedral in the Diocese of Illinois. Correspondence dated 1853 and 1854 between these two persons was found in the papers of Bishop Whitehouse.

Chase House:

When Chase House closed in September 2002, Richard Seidel and Rima Schultz gathered two hundred banker boxes of records and moved them to the fifth floor of St. James Commons. Chase House was founded in 1919 as an agency of the Diocese of Chicago. In its early years Chase House located at 211 S. Ashland Avenue in Chicago provided settlement house programs for immigrant families living on Chicago's West Side. In 1967 Chase House expanded its work to include a Head Start program which by the 1980s had ten sites. Chase House also operated three Respite Care Centers for HIV-AIDS affected families and a day care center. The contents of 45 banker boxes that have been processed are as follows: Governance (10 archival boxes); Board of Directors minutes (8); Personnel records (8); Granting agencies (15); Day Care Center (); Head Start centers (20); Respite Care centers (5). Case files fill 39 banker boxes. mAs a result of this initial work 116 banker boxes remain to be processed.

Access to Memory (AToM)

Almost two years ago the Diocesan Archives embarked on a project to create an online catalog of the holdings of the Archives. AToM will bring order to the collection and standardization of access. In the past year Judy Knop has created records for eight hundred clergy and seventeen churches in Chicago, including the Church of the Epiphany.

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

Respectfully submitted,
Betty Hickman
Malachy McCarthy
Newland Smith, Historiographer
Norma Sutton

**REPORT OF THE AUDIT REVIEW COMMITTEE
TO THE 183rd [2020] 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, 2019, 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 2019, 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 virtually with us to discuss each of the audited financial statements, audit reports and supplementary financial information. Courtney Reid, Diocesan Director of Operations, Keith Kampert, Diocesan Treasurer and Rebecca Roberts from the Treasurer's office were present at this virtual 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, 2019, and the 2019 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, Chair

 William Cummings

 Thomas P. Frank

 The Rev. Thomas G. Smith

 Alison White

**BISHOP AND TRUSTEES REPORT TO 183rd DIOCESAN CONVENTION
NOVEMBER 2020**

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 2019 and part of 2020.

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 \$210,448 in direct property-related grants and other grants to mission and distressed congregations in 2019. As of August 31, 2020, B&T has awarded over \$118,000 in direct property-related grants and pandemic operational grants to mission and distressed congregations.

B&T interest and dividend income and net gain on investments totaled \$285,328 and \$1,018,640, respectively, in 2019. B&T's investments consist of Diocesan Foundation participation units and money market funds. Interest and dividend income is budgeted to total \$376,690 in 2020. In 2019, B&T contributed \$87,884 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. In 2019, Grace Episcopal Church, New Lenox, became a parish, and in 2020, B&T transferred title to its real property in New Lenox to the parish. In 2020, B&T sold 6245 N. 2nd Street, Loves Park (the former St. Chad's Episcopal Church).

Since 2009, B&T has directly funded vitality grants approved by a grants committee supported by the bishop's staff (such grants formerly were approved by the Congregations Commission) to congregations in the Diocese of Chicago. In 2019, B&T provided \$389,200 in funding for vitality grants. B&T's 2020 budget provides \$305,000 for such grants. An additional \$35,000 was distributed in 2020 as vitality grants to congregations in the Peoria Deanery from funds received upon settlement of litigation concerning the former Diocese of Quincy. B&T also assists congregations directly, working with one distressed parish on building restoration and with another on roof repairs.

On September 15, 2020, Bishop Lee announced that the Diocese of Chicago intends to offer its downtown Chicago headquarters at 65 E. Huron for sale in the coming months. B&T holds title to the property and will assist the Diocese in the sale process.

B&T has approved a consolidated budget for The Diocese of Chicago totaling \$4,912,243 for 2021. This 2021 Budget will be presented at the Diocesan Convention in November 2020.

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

Clergy Compensation Report

FULL-TIME PRIESTS (AS OF 12/31/2019)

Sunday_Attendance	Operating Revenues	Years of service	Housing	Total Compensation	Gender
22	\$103,484.00	6.96	Y	\$65,000.00	M
28	\$158,320.00	23.9	Y	\$86,080.80	M
42	\$432,607.00	13.28	N	\$87,000.00	F
44	\$163,614.00	12.04	N	\$61,197.00	M
45	\$241,924.00	14.06	Y	\$75,670.40	F
46	\$176,609.00	27.94	Y	\$71,763.90	F
49	\$178,528.00	30.33	N	\$63,981.65	M
52	\$160,676.00	8.99	Y	\$75,858.90	F
56	\$198,042.00	9.29	Y	\$72,182.50	M
60	\$271,930.00	13.61	N	\$75,000.00	M
61	\$202,270.00	1.42	Y	\$65,362.70	M
66	\$219,321.00	16.07	Y	\$83,595.20	F
69	\$385,849.00	13.49	Y	\$95,240.60	F
71	\$173,076.00	12.42	N	\$62,425.00	M
72	\$192,759.00	4.5	Y	\$75,400.00	M
73	\$194,028.00	9.91	N	\$72,010.00	F
73	\$291,290.00	11.57	Y	\$79,400.10	M
76	\$205,997.00	6.33	N	\$78,000.00	M
77	\$123,007.00	19	N	\$66,872.40	M
86	\$294,975.00	12.67	Y	\$88,868.00	F
86	\$296,578.00	1.67	Y	\$89,700.00	F
88	\$288,633.00	3.5	Y	\$87,620.00	M
88	\$472,091.00	18.39	Y	\$111,297.47	F
90	\$260,371.00	18.92	Y	\$80,988.70	M
96	\$508,232.00	26.17	Y	\$114,653.50	F
106	\$472,333.00	15.37	N	\$82,776.00	M
107	\$462,518.00	19.71	N	\$97,889.00	F
108	\$727,492.00	27.2	Y	\$183,335.92	M
112	\$330,309.00	3.45	Y	\$83,980.00	M
112	\$405,362.00	8.25	Y	\$86,424.00	M
112	\$515,010.00	5.96	Y	\$101,220.85	F
114	\$214,290.00	16.42	Y	\$72,670.00	F
117	\$494,525.00	14.33	Y	\$100,519.90	M
118	\$363,557.00	25.33	Y	\$110,133.40	M
128	\$421,012.00	1.92	N	\$93,000.00	M
135	\$829,960.00	26.74	Y	\$189,759.70	M
142	\$94,684.00	24.50	Y	\$73,710.00	M
142	\$673,652.00	24.73	N	\$96,694.86	M
151	\$514,949.00	8.42	Y	\$107,103.10	M
153	\$518,064.00	8.35	N	\$62,000.00	M
153	\$518,064.00	7.51	N	\$96,000.00	F
155	\$571,596.00	7.25	N	\$106,850.00	F
176	\$549,567.00	32.60	Y	\$95,824.30	F
182	\$364,648.00	5.40	N	\$75,000.00	M
195	\$601,786.00	8.42	N	\$113,097.00	M
197	\$1,296,626.00	34.33	Y	\$210,333.50	M

FULL-TIME PRIESTS

Sunday_Attendance	Operating_Revenues	Years of service	Housing	Total Compensation	Gender
209	\$1,654,471.00	33.92	Y	\$190,667.84	M
227	\$575,808.00	12.29	Y	\$103,346.10	F
250	\$1,091,262.00	17.37	Y	\$154,742.25	M
305	\$1,626,823.00	24.25	Y	\$154,245.00	M
387	\$981,000.00	38.1	N	\$130,400.00	M
390	\$212,403.00	19.75	N	\$110,369.00	M
426	\$964,354.00	16.33	N	\$102,472.00	M

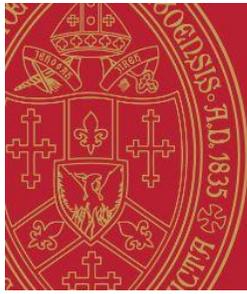
FT ASSISTING PRIESTS

Sunday_Attendance	Operating_Revenues	Years of service	Housing	Total Compensation	Gender
197	\$1,296,626.00	33.42	N	\$104,922.00	M
197	\$1,296,626.00	15.93	N	\$79,588.00	F
305	\$1,626,823.00	1.42	Y	\$67,301.00	F
305	\$1,626,823.00	15.47	N	\$99,792.00	F
326	\$521,901.00	0.5	Y	\$61,893.00	M
107	\$462,518.00	2.95	N	\$63,000.00	M
250	\$1,091,262.00	0.33	Y	\$63,050.00	F

PART-TIME PRIESTS

Sunday_Attendance	Operating_Revenues	Years of service	Housing	Total Compensation	Gender
13-426	\$37,755 - \$981,000.00	1 -14.48	3 - Y, 23 - N	\$2,400.00 - \$70,231.00	7- Female, 19- Male

<p>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).</p>	<p>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</p>	<p>Years of Service = years that pension has been paid on your behalf</p>	<p>Housing = Living in a church provided rectory/vicarage</p>	<p>Total Compensation (As of 12/31/2019) = 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)</p>	<p>2019 Minimums = \$63,675 if no church housing and utilities are provided by the Church; or \$46,410 if housing and utilities are provided by the Church.</p>
---	---	--	--	--	--



EPISCOPAL DIOCESE OF CHICAGO

GROW THE CHURCH + FORM THE FAITHFUL + CHANGE THE WORLD

Report to Convention of the Clergy Relief Society

September 16, 2020

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 2020, grants have been provided to 16 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 12 recipients whose income was less than \$22,500 per annum.

In 2019 we were in the position to award an exceptional bonus to recipients at Christmas due to a generous contribution of \$50,000 that was requested to be distributed directly to grantees. In May of 2020 we also provided an additional grant payment from contributions and residual funds to help recipients weather the hardship of the pandemic.

Respectfully submitted,
Rev. David Gibbons, Chair

Report of the Commission on Ministry to the 183rd Diocesan Convention

The Commission on Ministry (CoM) serves in a support and advisory capacity to the Bishop in all matters relating to ministry in the diocese. This includes the highly visible task of overseeing the experience of people discerning for ordination, but also—especially in recent years—attention to issues of lay ministry and lay discernment. This year, in anticipation of the episcopal transition, CoM has begun additional tasks of planning and reflection. We are reviewing our practices to facilitate good communication with the incoming bishop, but also to cast a critical eye over long-standing systems and assumptions so that we can receive the leadership of the next bishop with open hearts and minds.

The transition has also necessitated a particular kind of care for those discerning for holy orders in the diocese. Since last year's Diocesan Convention, we have held a higher-than-usual number of Candidacy Interview days, to ensure that those who are ready to do so can proceed to that final stage of public discernment and preparation for ordination before the transition. This will allow for ordinations to resume under the next Bishop with maximal clarity about where individual people are in the course of their discernment and preparation. At the time of writing, one nominee, twelve postulants, eight candidates, and two transitional deacons are in the care of the CoM. There are some additional candidacy interviews and ordinations scheduled for October, so these numbers will continue to shift.

In February of 2020 a new Presbyterate Formation Team was formed under the supervision of CoM to oversee the formation during postulancy of those discerning for the priesthood. Historically this work has been done by a small team or a single member of CoM, and this new structure will allow for postulants to receive more individual attention from a more diverse group of priests from around the diocese.

Last year, Canon 33 was amended to allow for an increase the proportion of deacons among the clergy members of CoM. Commission members, who typically serve a six-year term, currently include eight lay people, five priests, and two deacons. All members of the CoM are able to consult with rectors and congregations preparing to form discernment committees of all kinds, including orienting newly formed committees. Any congregation forming a discernment committee that will consider ordained ministry should contact Louisa McKellaston, Assistant for Ministries, for more information on guidelines and expectations.

On behalf of the Commission on Ministry, I respectfully submit this report to the 183rd Diocesan Convention,
Jane McCamant
Vice-chair, Commission on Ministry

EPISCOPAL DIOCESE OF CHICAGO 2020 Diocesan Council Annual Report

The work of Diocesan Council (DC) is to “administer the missionary, educational and social work of the diocese, and to continue any ongoing work needed between Conventions,” including the supervision of financial matters. Along with the Treasurer of the diocese and the Bishop’s staff, DC develops and submits a budget for the upcoming year.

Members of the Council are representatives from each deanery, one lay person and one clergy, each for three-year terms, not to exceed two consecutive terms. DC is required to meet at least four times a year, but usually meets more often. In the past, meetings were held in various deaneries around the diocese and the majority of attendees were present in person. We had begun to offer the option of attending virtually, which was helpful to those who had a long drive to attend in person. When the pandemic began, that option turned into the norm. For most of 2020, our meetings have been exclusively by way of Zoom. Unfortunately, we were unable to hold a retreat this year.

The pandemic has affected the work of the diocese in many ways. Not only will our annual diocesan convention be held virtually this November, but the electing convention (originally scheduled for this past June) will also be held virtually – just one of the many challenges faced and met by the Search Committee and the Standing Committee.

As is always the case, the work of Diocesan Council would not be possible without the support of the Bishop’s staff, especially the Rev. Courtney Reid, Director of Operations, and Keith Kampert, Diocesan Treasurer. We will very much miss working with Bishop Lee and wish him well in his retirement. We anticipate supporting our new bishop, whoever that may be, in the years to come.

Respectively submitted,

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

Ecumenical and Interreligious Affairs
Report to the 183rd Annual Convention of the Diocese of Chicago

It would be impossible to reflect on ecumenical and interreligious affairs in the Diocese of Chicago without acknowledging the sudden and devastating death of the Rev. Cynthia Hallas in March. Hallas, who served as Diocesan Ecumenical/Interreligious Officer for the diocese for many years, was deeply devoted to the mission of fostering cooperation and understanding between Christians of various denominations and with those of other faiths. She worked at building connections at the grass-roots level as well as in organizational structures, and she welcomed all lay people and clergy to join her in these efforts.

In the Episcopal Diocese of Chicago, and in the greater community, her kind, welcoming and inclusive presence is greatly missed.

To borrow the Rev. Hallas' words, "The mission of Ecumenism and Interreligious Affairs is to foster cooperation and understanding between and among Christians of various denominations ("ecumenism") and with those of other faiths, particularly those of the Abrahamic traditions (the "interreligious" component), and functions as a network of interested individuals and congregations. Our diocese has strong ties to the Metro Chicago Synod of the Evangelical Lutheran Church in America through our full communion agreement, Called to Common Mission. We are also in the process of "Interim Eucharistic Sharing with our siblings in the United Methodist Church. While many discussions and meetings occur at the national and international levels regarding our differences in theology and practice, goals are realized at the grass-roots level, in communities where congregations are praying together and working alongside one another in service to their neighbors and for social justice, whether through local neighborhood organizations, special worship services and celebrations or impromptu partnerships."

Since last year's convention, our diocese has continued its active involvement with the Council of Religious Leaders of Metropolitan Chicago, Ecumenism Metro Chicago and Greater Chicago Broadcast Ministries. Through our involvement in these organizations, the diocese enjoys strong ecumenical relationships, and at the onset of the pandemic consulted with partners in the Methodist, Lutheran and Catholic judicatories to share recommendations on church closings and liturgical practices. For Holy Week, Bishop Lee was invited by Cardinal Blaise Cupich to participate in a recorded ecumenical Stations of the Cross, and the Catholic Conference of Illinois broadcasted his Easter message to Christians across Illinois.

The Council of Religious Leaders of Metropolitan Chicago (CRLMC) describes itself as, "a non-profit organization composed of the head religious leaders of practically every major religious tradition in the broader Chicago area. Through its work, the CRLMC speaks with a unified moral voice on issues of the day; creates a climate of better interfaith understanding and cooperation; and participates in programs which advance its work." Through the council members of the diocese attended the City of Chicago's Annual Interfaith Breakfast to celebrate the life of Dr. Martin Luther King, Jr., remember his achievements and highlight the work yet to be done. During the program, religious leaders of different faiths led prayers of unity.

The Council also offered opportunities to engage with City of Chicago law enforcement to promote mutual understanding through meetings with the interim police superintendent and including Council members in conference calls with the city's new police superintendent. Through the Council, several congregations have contributed input into the guiding principles the Chicago Police Department will create for engaging the religious community.

Ecumenism Metro Chicago (EMC) was formed in 1999 to prepare for the Third Christian Millennium and is composed of 19 Christian Churches within the Metropolitan Chicago area. The organization serves as a forum for ecumenical dialogue, understanding, hospitality and information in the Chicagoland area. It hosts an annual Ecumenical Prayer Service observed as part of the Week of Prayer for Christian Unity. Due to the pandemic, this year's Ecumenical Prayer Service was held virtually. The Rev. Nadia Stefko, rector of St. Augustine in Wilmette, offered prayers in the recorded service, which involved many ecumenical partners.

Greater Chicago Broadcast Ministries seeks "to be an extension of our faith communities to embrace diversity, to heal, to offer a vision of hope, and thereby, serve the whole human family." GCBM responsibly uses television and online media to artistically "reveal the mystery of God's love manifested in all creation." This year, GCBM featured Bishop Anderson House in an episode of Different Drummers, its online short format interview program, where executive director, the Rev. Tommy Rogers and chaplain, the Rev. Micheal Smith spoke about their work in the space where healthcare meets the human spirit.

We hope to name a new ecumenical and interreligious affairs officer soon.

Respectfully submitted,

Crystal Plummer
Director of Networking

Episcopal Charities and Community Services Report to 183rd Diocesan Convention

November 2020

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 the most vulnerable among us.

2020 In-Review

In 2020, Episcopal Charities allocated \$450,000 to 17 Ministry Partners in unrestricted grants. Our partnership with this premier network of social service organizations is not transactional; it is relational. While Episcopal Charities' Capacity Building program is paused in large part as a result of the pandemic and the completion of a strategic plan, CEOs continued meeting every other month for collegial sharing, learning, and networking. This proved particularly necessary for Ministry Partner leaders experiencing an increased level of stress, uncertainty, and pressure related to the impact of the pandemic.

The Board of Trustees finalized a new strategic plan in June of 2020 for the organization in the midst of the challenges wrought by the pandemic. The plan intensifies Episcopal Charities' commitment to current Ministry Partners and sets a course to invest in parishes of the diocese who demonstrate a desire and plan to implement a new or existing ministry that faces outward and addresses a local neighborhood or community need.

New Initiatives--2021

Episcopal Charities' 17 partner agencies are now called Legacy Partners—a designation that signifies ongoing commitment to the historic relationships shared by Episcopal Charities and the organizations. In the face of the serious financial uncertainty our Legacy Partners are experiencing caused by the pandemic, Episcopal Charities seeks to provide a **3-year Legacy Partner Grant**, for the first time ever, to deepen our support of the important work advanced by our partners.

To join the collective work of dismantling white supremacy, Episcopal Charities inaugurates a **one-year pilot Strategic Partner Grants** program. The Strategic Partner Grant program creates space within the grants portfolio of Episcopal Charities to respond to current and emerging need. For the 2021 grant cycle, Episcopal Charities' Strategic Partner grants will not be publicized and open for application; eligible organizations will be selected for this year only.

Finally, Episcopal Charities' will invest in new or ongoing parish-based outward-facing ministries through the new **Parish-Partner Grants Program**. The primary aim of this one-

year investment is to support parishes' efforts to address a local neighborhood or community need. Alongside that aim, however, we hope that collateral blessings flow to persons and parishes that increasingly define themselves by their giving, their service, and their commitment to vulnerable persons in their communities and neighborhood/community need.

Episcopal Charities' continues its work guided by the opportunities present in a 5-year financial plan undertaken in early 2019 by the trustees. The plan contemplates (1) a renewed emphasis on fundraising with special attention to the annual Legacy Gala and planned giving, (2) ongoing focus on reduced administrative expenses, and (3) a commitment to diminishing draws on our endowment—kept, ideally, between 5 and 6%. The primary aim of the 5-year financial plan to move the organization into a stronger financial future.

As a “first-fruits” of the plan, Episcopal Charities set a net revenue fundraising goal of \$100,000 for the 2019 Legacy Gala. Due to the generosity of so many in the diocese and the support of Honoree, Quintin E. Primo, III, we surpassed the goal and raised \$157,000—the most successful Gala yet. The 2020 Legacy Gala will be a virtual event and honors the work and spirit of Bryan Cressey—longtime friend and supporter of Episcopal Charities. Our net revenue goal this year is \$200,000. We believe we will surpass that goal as well.

We join all of you, the whole diocese, and indeed the whole church in renewing our commitment to a more just and merciful world. This is the call of the One whose name is Love. If you're feeling called to do more, to love more, to sacrifice more, or to add your voice to the work of Episcopal Charities, please contact Matt Berryman at 904-874.5081.

As of September 30, 2020, Episcopal Charities' endowment is valued at \$12,808,746—an increase of \$215,517 from 2019. The 2020 percentage draw on the investment (based on a 3 year trailing average) is 6.57%.

Respectfully submitted,

Matthew M. Berryman
Executive Director

Christine Peterson
Interim President of the Board of Trustees



2020 Report to the Diocesan Convention

The Episcopal Church Women (ECW) has continued to serve the women of the diocese through an historically difficult year. All of our monthly board meetings were immediately moved to Zoom.

Annual Meeting

While we had planned our usual events, starting with an Annual Meeting scheduled for April 18th to be held at St. James Commons, COVID-19 shut that down in its final stages. Since this is the one meeting which we are required to hold per our incorporation in Illinois, the meeting has been rescheduled to November 14th and will be a virtual event. In addition to a short business meeting, the focus will still be on Creation Care and will feature short presentations by Catherine Duffy, the Province V Creation Care Coordinator, and Mary Lawrence of Magdalene House-Chicago. We will close the half-day event with a liturgy, “Stations of Creation,” authored by Fr. John Crist and featuring Lisa Rodgers Lee as our vocalist.

Fall Retreat

This was also planned as an in-person event and changed to a virtual event to be held on October 24. As of this writing, we have 34 women registered to “attend” on Zoom for a day of “Journeying Inward to God.” The focus will be on this time of pandemic as a time of grace and change.

We are planning for our 2021 events to be virtual rather than in-person gatherings, which is quite a change, but necessary at this time and for the foreseeable future. We will be using this time of grace and change to continue our examination of how and to whom we minister as an organizational board.

Respectfully submitted,

Jane Schenck, *Convener*

September, 2020

2020 COMMISSION ON GLOBAL MINISTRY REPORT

183rd CONVENTION OF THE DIOCESE OF CHICAGO- 11/21/2020

The Commission on Global Ministry, formed by resolution in 2000, aims to foster connections within and without the Diocese of Chicago to assist willing parishes in the creation of their own connections and work. COGM oversees sub-committees that work with Companion Diocese Relationships, Southeast Mexico and Renk, South Sudan. These CDR's began, by resolution in 2001, and were confirmed by the Standing Committee of TEC. They have been renewed, by resolution, in 2006, 2011, and 2016. A resolution for renewal for another five years will be presented at the 184th Diocesan Convention.

CDR's are intended to benefit both partners through mutual encouragement and prayer for one another; intensified knowledge of and concern for one another; and the exchange of resources, both spiritual and material, as well as visits back and forth.

Renk Sub-committee facilitates connections in Chicago with Renk Diocese and Bishop Joseph Garang Atem. Chicago has a variety of partnerships. Nine parishes have formal

partnerships with eight churches/praying centers in Renk Diocese. Basic schools, a high school, Renk Clinic, a Toyota ambulance, supplies and staff for the clinic, Renk Theological College, a micro-finance project for women, income-generating projects (restaurant, guest house, tent & chair rental) and humanitarian aid are ongoing today, in spite of a political power play that descended upon the new country, South Sudan, in 2013. Travel to South Sudan is on hold, but Bishop Joseph Garang Atem returns to the Diocese of Chicago, annually, to maintain the mutuality of the Companion Diocese Relationship. He meets and worships with partner parishes and friends. *Christianity Today* interviews Bishop Joseph during these visits. This CDR has spawned a relationship with the Evangelical Lutheran Church in America (ELCA) Global Mission Dept., leading to cooperative ministries in South Sudan and Tyndale House Foundation, which supports development of Renk Diocese with building and technology.

Due to COVID-19 this year, Bishop Joseph's annual visit to the U.S. was postponed. However, partners continue to faithfully honor their commitments of support. Bishop Joseph reports that there is no COVID-19 in Renk, as of this writing.

The Southeast Mexico Sub-Committee coordinates a companion relationship with the dioceses of Chicago and Southeast Mexico. The diocese is overseen by Bishop Julio Cesar Martin who officially became the region's 4th bishop in March of 2020, after Bishop Benito Juarez Martinez retired. Eight Chicago parishes have active partnerships with missions/parishes in Southeast Mexico. The "partnerships" during the 19-year companion relationship involve group travel to (and from) the region, fund raising activities (i.e. elementary school scholarships, support of clergy salaries, transportation needs, church maintenance, etc.) and a ***mutual sharing of friendship*** with members of Chicago and Southeast Mexico parishes. From the start, we have gained as much from this

relationship as our friends have in the Diocese of Southeast Mexico—following the true meaning of what a Companion Relationship should be.

Since Bishop Julio assumed Diocesan leadership in March of this year, our sub-committee has spent time informing the new bishop of the connections we have with his missions/parishes and learning what Bishop Julio's vision is for our Companion Relationship moving forward. Unfortunately, in a "Covid-19" world, travel between the two dioceses is not possible and all 2020 communication has been electronic—either email or the ever-popular Zoom. Our impassioned hope is that we can soon resume travel from Chicago to Mexico and personally embrace the wonderful people of the Diocese.

Reported by Jackie Kraus, Honorary Canon to Renk Diocese/COGM and

Gary Martin, Chairman Sub-Committee on Southeast Mexico/COGM

Report of the Hispanic Ministry of the Diocese of Chicago.

September 2020

The diocese of Chicago has eight active congregations in which, ministry with the Hispanic / Latino community is developed. Each congregation has a particular style of work, which enriches the pastoral work. The congregations of Cristo Rey, Nuestra Señora de Guadalupe and Santa Teresa serve only the Hispanic community. The congregations of the Redeemer, Sagrada Familia, San Marcos, San Miguel y Todos los Angeles and Nuestra Señora de las Américas develop a bicultural ministry. It should be noted that Santa Teresa de Avila has a bilingual / English and Spanish ministry for the Hispanic community.

Before the pandemic, the Hispanic congregations of the diocese were developing their sacramental activities, social support and fundraising for the mission with great effort and commitment. Bishop Committees and members of the congregations are committed in the care of buildings, participation in Christian formation programs and evangelization.

From Sunday, March 22, 2020 due to the pandemic, the leadership of each congregation opted for virtual celebrations. These have been maintained with variations in each congregation. Congregations such as Cristo Rey, Sagrada Familia, Nuestra Señora de Guadalupe, El Redentor and Santa Teresa combine the virtual with presence according to the norms and precautions established by the Diocese of Chicago. Nuestra Señora de the Americas, St. Mark's, and St. Michael and All Angels hold virtual celebrations.

Latino congregations have suffered an economic impact due to the pandemic, because the crisis has affected a good number of families in the Hispanic Community. The leaders of the congregations have evaluated their particular situations and requested emergency support to Bishop and Trustees. Thanks to this support and the adjustment of budgets, the congregations continue to respond to the pastoral, social and spiritual needs of the Hispanic community.

In the life of Hispanic Ministry, the Hispanic Affairs Committee plays an important role in communicating with diocesan staff and other entities in order to maintain a close relationship with the diocese. In that sense the Rev. Alvaro Araica, associate for Hispanic ministry, maintains a close relationship with the Hispanic Affairs Committee and with the clergy of the congregations. Currently most meetings and training activities are held virtually. Several members of the Hispanic congregations participate in virtual Nuevo Amanecer, a space managed by the Hispanic Ministries office of the Episcopal Church that offers workshops on different topics related to pastoral care with the Hispanic Community.

Also, several leaders of the congregations participate in the CCD's virtual meetings

Episcopal Diocese of Chicago – Committee on Hunger - Report to Diocesan Convention 2020

In 2020, many of our congregations sustained, creatively adapted, or initiated feeding programs in response to the increased need due to the coronavirus epidemic. Many people who have not needed assistance in the past have needed food and other necessities this year after a loss of income or employment. Thank you to all who faithfully fed your neighbors in Christ's name during this challenging year!

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 2020, the committee awarded \$2,430 from its diocesan budget and donations to fourteen hunger programs in our diocese: Trinity, Aurora; St. Nicholas, Elk Grove Village; St. Mark's, Evanston; St. Clement's, Harvey; St. Paul's, Warsaw; Calvary, Lombard; St. Mark's, Glen Ellyn; Redeemer, Elgin; and the six Chicago church programs mentioned below. The committee also distributed \$1,641 from the Chicago CROP Hunger Walk to six hunger ministries affiliated with Chicago congregations: St. Chrysostom, Care for Friends at Church of Our Savior, Ravenswood Community Services at All Saints, St. Thomas, St. James Cathedral, and St. Paul & Redeemer.

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

Health Insurance Annual Report 2020

The Diocesan Council has approved the following plans from the Medical Trust for plan year 2021. The health insurance plans have increased an overall average of 6.45% for 2021, with an average increase of 3.26% for the dental plans. The Diocese of Chicago had 345 members enrolled from April 2019 – March 2020. This consists of 172 employees and 173 dependents. The average age is 40.5. We have 45.9% males and 54.1% females enrolled. 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 21%.

Dental Plans

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

Dental Plan / Yearly Rates 2021	Single	Emp. plus 1 (spouse/partner or child)	Family
Dental & Orthodontia PPO- \$25/\$75 Deductibles	\$ 972.00	\$ 1,752.00	\$ 2,724.00
Basic Dental PPO-\$50/\$150 Deductibles	\$ 732.00	\$ 1,320.00	\$ 2,052.00
Preventive Dental	\$ 492.00	\$ 888.00	\$ 1,380.00

Medical Plans

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

Medical Plan /Yearly Rates 2021	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 Consumer-Directed Health Plan with a 75% Funded HSA Total Cost	\$ 9,396.00 + \$ 2,100.00 = \$11,496.00	\$16,908.00 + \$ 4,087.50 = \$20,995.50	\$26,304.00 + \$ 4,087.50 = \$30,391.50
Anthem BCBS PPO 70	\$10,776.00	\$19,392.00	\$30,168.00
Anthem BCBS PPO 80	\$12,540.00	\$22,572.00	\$35,112.00
Anthem BCBS PPO 90	\$13,764.00	\$24,780.00	\$38,544.00
Anthem BCBS MSP PPO 70 (MEDICARE AS SECONDARY PAYER – for employers with less than 20 employees)	\$8,604.00	\$15,492.00	\$24,096.00
Anthem BCBS MSP PPO 80 (MEDICARE AS SECONDARY PAYER – for employers with less than 20 employees)	\$10,164.00	\$18,300.00	\$28,464.00
Anthem BCBS MSP PPO 90 (MEDICARE AS SECONDARY PAYER – for employers with less than 20 employees)	\$11,136.00	\$20,040.00	\$31,176.00

Diocesan Council has designated the Anthem BCBS Consumer-Directed Health plan with at least a 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.

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

This committee had 2 resolutions and 1 cosponsored resolution that were passed at the 182nd annual convention:

- The Freedom of Speech and Right to Boycott: calls upon the President of the United States, the U.S. Congress, and the Congressional delegation of the State of Illinois to oppose legislation that penalizes or criminalizes support for nonviolent boycotts on behalf of Palestinian human rights as infringements of First Amendment rights.
- Reaffirming the Episcopal Church's opposition to capital Punishment (I-182)L
Monitoring related activities while encouraging constituent parishes and missions to pray for the families and friends of murder victims as they struggle....even mindful that retribution is not a balm.....nor not only means for safeguarding society.
- Forming the Diocese Task Force: in conjunction with the Anti-racism Commission and the Anti-Racism commission, and Hispanic Affairs Committee (to assist congregations, clergy and lay leaders in the work of becoming a sanctuary diocese)

The Peace and Justice Committee met 9 times in 2020 before convention. Work focused on the issues in the resolutions. In June, we hosted a webinar "Understanding Christian Zionism: A racist theology influencing US policy on Palestine. Understanding the influence of Christian Zionism on US politics and how to combat it is critical to dismantling white supremacy and achieving Palestinian and collective liberation. Members also presented on this issue to the members of the Elgin Deanery. We provided information on supporting the "No Way to Treat a Child" campaign (jailing Palestinian children) through supporting HR 2407.

In addition we focused on the Black Lives Matters movement as it became one of the most important movements in the United States after the murder of George Floyd in Minnesota. Participating in ongoing demonstrations (except for joining car caravans) was constrained for most members due to COVID 19 vulnerability concerns. Participation in the National Poor Peoples campaign continued including the on-line Presentation that replaced the March on Washington. We have also had representation at the meetings and webinars of the Sanctuary Diocese task Force to support as stated in Resolution forming the Task Force. Also the committee is soliciting nominees for the Yasutake Peace and Justice Award by October 15th. The winner will be announced at convention.

In preparation for the 183 convention the committee focused on three resolutions. The *Palestine Israel Network* purpose is to contribute to a just *peace* for our *Palestinian* brothers and sisters. The Steering Committee of EPF PIN asked us to arrange for resolutions that have been passed by the Diocese of Chicago in the past - one on Christian Zionism in 2004 and the one on Freedom of Speech and the Right to Boycott passed unanimously last fall 2019 -

be re-submitted with the addition of the request that they be forwarded to the General Convention office. The purpose of this would be to help reinforce similar resolutions EPF-PIN plans to submit to General Convention 2021. The EPF PIN also plans to submit a resolution on apartheid and sanctions. These three resolutions have been submitted to the 183rd annual Chicago Diocesan convention.

There is no shortage of Peace and Justice issues within this diocese as well as throughout the United States. This committee has taken to meeting monthly at 5:15 to 6:30 via Zoom to make it easier to participate. There continues to be a diversity of issues that hold the interest of committee members. We continue to seek new active members. Members of congregations throughout the Diocese are encouraged to attend these meetings and join the work of this committee.

Episcopal Diocese of Chicago Sanctuary Task Force
Report to the 183d Annual Diocesan Convention
September 30, 2020

The Sanctuary Task Force was established under Resolution F-182 passed at the 182nd Annual Diocesan Convention on November 23, 2019. The Resolution provided that it was the responsibility of the three resolution originators, the Diocesan Anti-Racism Commission, the Hispanic Affairs Committee, and the Peace & Justice Committee, to convene a Task Force within three months for the resolution's implementation.

Formation

The Task Force held its first meeting on February 15, 2020 at la Iglesia Episcopal de Cristo Rey. At that point in time, its composition consisted members of the three resolution originators. Subsequently, other lay and clergy accepted the invitation to serve on the Task Force based on their ministry to immigrants, refugees, asylum seekers and to better reflect the diversity of the Diocese of Chicago. This process is ongoing. At the time of the drafting of this report, the Task Force includes:

The Rev. Miguel Briones, St. Mark, Glen Ellyn
Anti-Racism Commission; Hispanic Affairs Committee
Belén Casas, Santa Teresa de Avila, Chicago
Hispanic Affairs Committee
The Rev. Sandra Castillo, Santa Teresa de Avila, Chicago
Anti-Racism Commission; Hispanic Affairs Committee
The Rev. Gary Cox, Santa Teresa de Avila, Chicago
Anti-Racism Commission; Hispanic Affairs Committee
Gerald Floyd, St. Margaret of Scotland, Chicago
Jose & Silvia Herrera, Cristo Rey, Chicago
Hispanic Affairs Committee
The Rev. Emeka Nwachuku, St. Andrew's Pentecost, Evanston
Robert Purcell, St. Phillip's, Palatine
Anti-Racism Commission
Rev. Primo Racimo, St. Margaret of Scotland, Chicago
Agustina Salinas, St. Michael's and All Angels, Berwyn
Hispanic Affairs Committee
Judith Tribbett, St. James Cathedral, Chicago
Peace and Justice Committee
The Rev. Susan Youngblood, St. Christopher, Oak Park
José Zayas, St. Martin, Chicago

Training

Several Task Force members participated as a group in the four month American Friends Service Committee's "Anti-racist Practice for Sanctuary". Individual members attend webinars to acquire more information on asylum seekers, immigrant detention and visitation, deportation. As administration policies unfold, ongoing training is essential for effective advocacy and to work with congregations and community partners. On April 18, the Task Force met with Dave Volden (member of Connect Kankakee, a community partner of St. Paul's, Kankakee), Sally Nador, and Lee Goodman about their experience in Brownsville and Matamoros. They worked with asylum seekers who are now refused entry to the US to present their claims because of the administration's

pandemic policies. Dave Volden provided an extensive list of border ministries and others in Mexico for future post-pandemic partnerships. Ivan Medina, a social work professor at Loyola University, also spoke to the Task Force about a March trip to Nogales on which he accompanied a student group that volunteered with Cruzando Fronteras, a border ministry of the Diocese of Arizona. On May 16, Rev. Youngblood explained how St. Christopher's provided sanctuary to a young asylum seeker, working in partnership with a community organization and another Oak Park congregation.

Networking and Communication

In March, the Diocese became a member of the Illinois Coalition for Immigrant and Refugee Rights (ICIRR). Rev. Briones, Rev. Castillo, Robert Purcell, José Zayas and Rev. Youngblood are the assigned Task Force liaisons. ICIRR has successfully advocated on numerous issues such as providing drivers licenses for undocumented workers, the closing of for profit detention centers, and providing COVID-19 relief to undocumented immigrants. Working with ICIRR, the Task Force prepared to mobilize in support of DACA recipients had the Supreme Court allowed the program's termination; encouraged members of congregations to send statements to elected and administration officials opposing the ICE Citizens Academy in Chicago. The Task Force is currently encouraging congregations to participate in the ICIRR Democracy Project 2020, a state-wide effort to register voters and encourage people to vote on November 3. ICIRR provides training and the technology for textbanking and phonebanking. Congregations can volunteer at ICIRR member organizations in the churches' communities. This project parallels the Episcopal Public Policy Network's (EPPN) "Election Engagement Toolkit" and Task Force members are drafting articles for the Diocesan e-newsletters on the topics mentioned in the Toolkit.

The Task Force is reaching out to the Diocese through congregations that serve immigrant communities; congregations interested in becoming sanctuary churches; reporting on issues and extending invitations to activities at Bishop Lee's Zoom meetings; providing Deaneries with information regarding administration policies and their effects on immigrant communities and our congregations. The Task Force encourages congregations to follow its Facebook page, "Episcopal Chicago Sanctuary" and is working on a webpage on the Diocesan website. Because of the rapid nature with which the administration announces immigration policies, the better the Task Force can communicate with the congregations, the more effective we can implement the Sanctuary Resolution. As a result of the advocacy campaign opposing the Immigration and Customs Enforcement's (ICE) Citizen's Academy, on September 3, ICE announced it was postponing the operation from September 15 to Spring, 2021.

Activities

On June 13, the Task Force hosted thirty-four participants at a webinar featuring Evelyn Venegas Cuzco, Coordinator of ICIRR's Family Support Network. Ms. Cuzco discussed the DACA program and COVID-19 pandemic resources available for all immigrants, including the undocumented. Bishop Lee gave the opening and closing prayers. On September 15, five members of the Diocese participated in the "Peoples Academy Rally/Teach In" organized by ICIRR's member organizations. The Diocese's delegation included the Rev. Kara Wagner Scherer, Priscilla Read, Laura Kliewer, the Rev. Ethan Jewett, and the Rev. Sandra Castillo. The Task Force is planning an October 17 Webinar with the Rev. Leeann Culbreath who will speak on her ministry at the Irwin County Detention Center and the EMM Immigrant Detention Ministry Network.

Respectfully submitted,
The Diocesan Sanctuary Task Force

**Search and Nominations Committee
Report to the 2020 Diocesan Convention**

The members of the Search and Nominations Committee wish to thank the people of the Diocese of Chicago for entrusting us with the honor of determining a slate of candidates for election as 13th Bishop of Chicago. Our collective goal was always to discern the most qualified candidates for the specific task of leading our diocese.

In June 2019, the 15 members of the Search and Nominations Committee gathered for an inaugural 3-day retreat with consultant The Rev. Kim Jackson to begin the task of discerning a nomination slate of 3 to 5 highly capable candidates to present to the diocese for voting. We anticipated a year-long process which would culminate with the election of the new bishop in June of 2020.

The nature of the pandemic altered our process in two major ways. The timeline for election was delayed until December of 2020 and we were unable to hold an in-person discernment retreat with final candidates.

As the months unfolded the team worked together on these tasks:

- Hosted multiple listening sessions across the geographic breadth of the diocese;
- Wrote a profile of the diocese based on the information gathered from these sessions, combined with historical and financial information;
- Accepted applications of essay questions and introductory material and conducted two rounds of Zoom interviews;
- Checked references and consulted with each candidate's Bishop;
- Hosted each finalist for a full day interview;
- Hosted a Zoom 3 day retreat with the candidates;
- Met on September 26 to discern the final slate.

As the process evolved through the spring of 2020, the committee and all candidates graciously accepted changes to the original process and timeline, making the most of technology and deepening the trust amongst the group. It is our hope that you will find each of these nominated candidates as compelling and inspiring as we do.

Respectfully submitted,

The Rev. Jenny Replogle and Luis Garcia, Co-chairs

The Rev. Rose Cicero	Patricia Stokes
The Rev. M.E. Eccles	Donnie Williams
The Rev. Jeremy Froyen	John Vain
Chloe Greene	The Rev. Scott Zaucha
Jane McCamant	Karen Ziech
Ann Ryba	
The Rev. Eileen Shanley-Roberts	
The Rev. Kate Spelman	

Annual Report of the Standing Committee of the Episcopal Diocese of Chicago, 2020

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 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 congregations 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 2020, a great deal of our focus has been on leading the diocese through our transition to the Thirteenth Bishop of Chicago, along with the challenges presented by COVID-19. The search for, election of, and transition to a new bishop is ultimately the canonical responsibility of the Standing Committee. As it became clear that the vast majority of the Search and Transition work needed to be done virtually, we worked in consultation with the transitions office of the National Church, the Search & Nomination Committee and the Transition Committee to adjust when and how this work would be done.

In a constantly changing world, our Search & Nomination Committee adjusted both expectations and process, remained anchored in prayer and faithful discernment, and brought forth a slate of four candidates for the Thirteenth Bishop of Chicago. The Standing Committee is both incredibly grateful for their work, and confident in their process. Our Transition Committee designed seven Candidate Conversations to allow the candidates and the diocese to enter into the work of discernment together. We are producing a video from clips submitted by congregations around the Diocese to give the candidates and the Diocese a greater understanding of who we are and where we are. On December 12th, God willing, lay delegates and clergy will gather to elect our next Bishop.

Although the bishop search has demanded much of our time and attention, the Standing Committee has continued the other incredibly important tasks given 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. There is no question that this year has required an extraordinary amount of prayer, patience, innovation, and connectivity, and the Standing Committee has worked together faithfully. It is an honor and pleasure to serve God and the Diocese of Chicago together.

Respectfully Submitted by the 2020 Standing Committee Members,

Anne Jolly, President
Miguel Briones
Jeannette DeFriest
Lisa Kerpan, Secretary
Laura Singer
Rory Dean Smith
Lisa Senuta, Chaplain

THIRTEENTH BISHOP OF CHICAGO

Monday, September 29, 2020

The Bishop Search *Transition Committee* submits this report to the 2020 Diocesan Convention of the Diocese of Chicago.

With great blessings from our diocesan community and from the *Standing Committee*, the *Transition Committee* began its charge with a retreat on December 6th, 2019. Since then, we have all witnessed a world vastly changed by pandemic and many other events. The result of this is that the *Transition Committee* (*TC* from here on) –having urgently re-imagined and organized several components toward the election of our next bishop– found new energy and creativity in a renewed process toward that end.

As this report is being written, we are days from the announcement of our slate of candidates for bishop. *TC* has organized and planned much of the structure that will support our primary aim: to provide bridges between the candidates and the people of our diocese. In the spirit of having functional bridges, we strive to provide all materials in both Spanish and English (the two primary languages of our diocese) and include closed captioning. To these ends end, *TC* has prepared:

1. **Candidate Conversations** (formerly ‘Walkabouts’): The Walkabouts were renamed to honor concerns over ableism, cultural sensitivity to rites of passage bearing the former name and to better label a process that will focus on dialogue and relationship building. These sessions will now be [hosted online](#) using the blessings of modern technology (Zoom Webinar) to bridge the candidates with the people of the diocese. The re-imagined role of the shepherd will continue in its aim to help our candidates navigate the journey throughout. These six sessions will be both dedicated special sessions and broad sessions. However, in both cases the questions that will be asked of the candidates are drawn from our own diocese thanks to the data of our [diocesan survey](#). The questions provided will not only serve as our baseline questions for the sessions themselves, they have been used by *TC* as data concerning the issues that are alive in our diocese and the rationale for the special sessions themselves. All sessions will also include live questions in order to ensure that newer concerns are addressed, and a lively dialogue ensured.
2. **Educational Content:** *TC* wants to ensure that throughout the transition process the people of our diocese are well informed about that process and enthusiastic about the meaning of the process. To that end, we collaborated with *Standing Committee* who provided a brief article acknowledging the challenges we have encountered in our world and inviting us to renewed discernment as we move forward. As we continue forward, *TC* will continue to keep the diocese

informed and is planning to release some content aimed at reminding us all of the significance of the role of bishop and the process of electing a bishop.

3. **Bishop Sendoff Event:** On December 5th, 2020 at 4PM, the *TC* will host an event with Bishop Jeffrey Lee and his spouse Lisa. The purpose is to celebrate their work and service to our diocese and to facilitate the transition of our relationships to each other due to the bishop's retirement. This event will be hosted online and the details of the event (e.g. speakers, length of session, etc.) were planned in collaboration with Bishop Lee and Lisa. With support from the Diocesan office and staff, we will also be organizing the Bishop's Purse as a symbol of our gratitude for the many years of dedicated service.
4. **Electing Convention:** The Electing Convention will be held on December 12th, 2020 online on Zoom. This event is being organized by the Diocesan staff and the *TC* is working in consultation as needed.
5. **Ordination, Consecration & Seating:** The ordination, consecration and installation of the thirteenth bishop will take place in the spring. More details will be published as soon as they are available. *TC* will work with diocesan staff and the clergy and staff of St James Cathedral in coordination with the Presiding Bishop's office.
6. **Budget:** Due to changes associated with the pandemic and moving most *TC* work online, we will likely fall well below budget. Detailed account available upon request.

For further details, you are encouraged to reach out to the *Transition Committee* by email at transitioncommittee@episcopalchicago.org .

Respectfully submitted by the *Transition Committee* on September 29th, 2020.

Dr. Alberto Varona, Co-Chair

Rev. Donald Frye, Co-Chair

**Episcopal Diocese of Chicago
Trustees of the Endowment Fund
Annual Report to the 2020 Diocesan Convention**

The Trustees of the Endowment Fund report the following accomplishments in 2020:

- Announced the Fund for the Episcopacy with nearly \$3 million in funds raised.
- Approved a distribution from the Chicago Leadership Fund to support the revitalization of distressed parish St. Michael and All Angels Episcopal Church in Berwyn for a period of no more than three years. Funding for the parish is limited to 8% of the value of the Chicago Leadership Fund on January 1 of each year.
- Funded capital campaign consulting fees for 13 churches participating in the “Thriving Together” program: St. Charles, St. Charles; St. Mark’s, Evanston; St. Matthew’s, Evanston; Brent House, Chicago; Calvary, Batavia; St. John’s, Flossmoor; St. Mary’s, Crystal Lake; St. Martin’s, Des Plaines; St. Simon’s, Arlington Heights; Transfiguration, Palos Park; St. Mark’s, Barrington Hills; St. John’s, Chicago; Grace, New Lenox. Several churches have modified their plans because of the pandemic.

Board Membership

There have been two changes in board membership. Incoming Standing Committee chair, Anne Jolly, has replaced former chair Eric Biddy. Mike Clark has been appointed board chair, replacing former chair Peter Willmott who has stepped down. Current members and trustees

- Members and Ex-Officio Trustees: Bishop Jeff Lee; Anne Jolly, Standing Committee President
- Trustees: Michael Clark, chair; John Blossom, Robert Murley, Crystal Plummer, Peter Rossiter, Wes Smedley, Peter Willmott.

Financial Position

Per our most recent audited financial statement dated 12/31/2019, total assets at the end of 2019 were \$6,309,892, up from \$4,035,641 on 12/31/2018.

Activities

Per our last audited financial statement dated 12/31/2019, total revenue and investment activity were \$2,535,672 in 2019, compared with \$34,580 in 2018. Better investment performance in 2019, combined with significantly greater contributions in 2019, accounted for the difference.

Expenses, including a grant of \$165,312 to the Administrative and Program Fund, \$91,843 paid to fundraising consultants in connection with the Thriving Together program and \$4,266 in professional fees and other expenses totaled \$261,421.

The resulting change in net assets for 2019 was \$2,274,251 compared with -\$218,772 in 2018.



The United Thank Offering (UTO) Report For 2020 Diocesan Convention

This was my first year as UTO Chairperson for the Diocese of Chicago. I am grateful to learn and to serve. My first project was to prepare for the fall ingathering by mailing letters to the churches and helping them get supplies. We had 33 churches and several individuals contribute to UTO for a total of \$11,872.07 from the Diocese of Chicago. I attended several Q&A sessions and Webinars given by the National UTO Board. "Grace, Gratitude and Liturgy" with The Rev. Ian Lasch, who proved to be very interesting. If you like knowing why we Episcopalians do what we do, I recommend his podcast on music and liturgy to all of you. I attended one conference, The United Thank Offering and Bexley Seabury Seminary presents: "The Theology of Gratitude: Human Expressions While Living in a Complex World."

The Rev. Canon Heather Melton has been especially helpful in answering my questions and those of our Grant Team. I am blessed to work with: 6 people representing 4 churches. Catherine Balassie from St Hugh of Lincoln, Elgin, Beth Petti and Helen Mensing from Trinity, Wheaton, The Rev. Hal Toberman and Betsy Barnett From St. Lawrence, Libertyville, and Maryfran Crist, Grace, Pontiac. We also received Diocesan support from Anne Cothran and Jennifer Boyle-Tucker.

Great News: The application that the team selected for The Diocese of Chicago, submitted by St. Paul's Episcopal Church, Peoria, was awarded a 2020 United Thank Offering Grant in the amount is **\$62,000**. This is for **St. Paul's Sustainable Food Project**. The United Thank Offering Board asks God's blessing on this ministry and on all who serve or are served through its mission. This grant was made possible by Blue Box offerings given as tangible means of prayerfully thanking God. 100% of our thank offerings are applied to these grants which support projects across the world. The grant theme for 2020 will be "Creation Care" and all churches are welcome to apply for a grant. Please see the grant details on the UTO website: www.episcopalchurch.org/uto

The 2019 Grants

The Episcopal Church: 28 grants, for a total of \$1,135,903.38 supported projects in The Episcopal Church. From supporting new immigrants as they incorporate into life in the United States in Massachusetts to supporting the opening of the Star Lodge in North Dakota.

The Anglican Communion: \$371,737.17 5 grants supported projects in the Anglican Communion. From creating computer labs to connect students in Palestine to building a facility in Kenya to support homeless children.

Young Adults & Seminarians: 6 Grants for a total of \$28,100 were awarded to Young Adults and Seminarians through our YAS Grant Program. The focus of these awards was on “Living Out our Baptismal Covenant”. These projects ranged from an intentional community in Arizona to starting Messy Church in Idaho.

“Gratitude forces us to recognize that we need help, we need other people, and we need connection. Gratitude reminds us that everything is a gift from God, and everything is transitory, which makes us, as the recipient of all of these gifts, very vulnerable. I feel like if we really want to understand how powerful gratitude is, we have to get comfortable with vulnerability.” - UTO Staff Officer, Heather Melton

If you have any questions or if you would like to know more about United Thank Offering or if you would like to become a UTO coordinator for your church, please contact **Linda Toberman** at: uto@ecwchicago.org.

To participate in the United Thank Offering by holding an ingathering or to apply for a grant, please visit our website www.episcopalchurch.org/uto.

Linda Toberman
UTO Chairperson
Diocese of Chicago