

Reports

THE 186th ANNUAL CONVENTION OF THE DIOCESE OF CHICAGO



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Antiracism Commission

The Antiracism Commission (ARC) writes our 2022-2023 annual report at a time when White Supremacy continues to reveal its deep roots in our country.

The Poor People's Campaign has recently documented that poverty is the fourth-leading cause of death in our country, with a disproportionate number of those impacted by poverty being people of color. In her book *Love Your Mother: A Journey Along the Atlantic Slave Route* (2008), African-American professor Saidiya V. Hartman writes that "slavery persists as an issue in the political life of black America ... because black lives are still imperiled and devalued by a racial calculus and a political arithmetic that were entrenched centuries ago. This is the afterlife of slavery—skewed life chances, limited access to health and education, premature death, incarceration, and impoverishment."

With God's grace, ARC's mission is to establish an antiracist identity in the Church for the life of the world. Our vision for combatting the systems and policies that perpetuate the afterlife of slavery involves the pursuit of antiracist policies, practices, and procedures in our diocese, and the support of similar policies being carried out in individual congregations.

Our report will include steps the Antiracism Commission has taken this past year to "dismantle racist structures" in our diocese and communities. In April, ARC constituted our work into five working groups, in order to bring more organization and intention to our work. These working groups are:

- Allies
- Congregations
- Episcopal Charities and Community Services Grants
- Trainings
- Website/Communications

The following paragraphs are brief reports from each of these working groups.

ALLIES

The Allies working group formed with the purpose to communicate and collaborate with other church entities related to antiracism, such as the diocesan Peace and Justice Committee, Hispanic Affairs Committee, Sanctuary Task Force, Union of Black Episcopalians Bishop Primo Chicago Chapter, and the antiracism team of the ELCA Metropolitan Chicago Synod. Multiple working group conversations addressed the issue of migrants who have arrived in Chicago over the past year and the racial tension between

African-American and Latino communities over resource allocation. The Sanctuary Task Force requested ARC's support for the Uncaged Art exhibit, webinars on immigration and asylum seekers, and the Migration with Dignity diocesan convention resolution. The ELCA Metro Chicago Synod antiracism team, with which the Antiracism Commission collaborated in the past, has disbanded as the synod changed its approach to Diversity, Inclusion, and Belonging. The working group also discussed how the recent diocesan staff reorganization might affect its collaboration with other diocesan groups.

CONGREGATIONS

The Congregations working group began our efforts by preparing and distributing a diocesan-wide survey, to hear from individual congregations about their previous experiences with antiracism work and to see where various parishes stand on complying with Resolution F-185. We initially received responses from nine churches, and have reached out to eight more since then, to offer our help and guidance for any church that wants to use our resources and/or assistance on how to start or go forward in their journey toward dismantling racism.

We have been in contact with St. Michael, Barrington; Emmanuel, LaGrange; St. Hugh of Lincoln, Elgin; Grace, Freeport; St. Charles, St. Charles; Christ Church, River Forest; St. Augustine, Wilmette; St. Mark, Barrington Hills; Church of the Atonement, Chicago; St. Paul & the Redeemer, Chicago.

We would like to thank the congregation of St. John in Chicago for hosting an hour-long Zoom webinar around implementing Resolution F-185, which was a benefit not only to those who joined the webinar live, but also to multiple congregations that have been able to view the recording of the webinar as a reference.

TRAININGS

The Trainings working group supports individuals across the diocese to attend antiracist workshops and trainings, and additionally considers potential criteria to use when evaluating the quality of various trainings. We desire to help clergy members satisfy canonical requirements related to antiracism training for clerical residency in the diocese, as well as helping individuals in the diocese who are interested in growing deeper in antiracist work independent of canonical requirements.

The two trainings that we considered were Bexley-Seabury's Becoming Beloved Community trainings, and Crossroads' Toward Liberation workshop. We negotiated a flat rate registration fee with Crossroads and established a subsidy that would be covered by the Antiracism Commission for members who attend a church in the Diocese. We also negotiated a flat rate fee and established a subsidy for Crossroads' 1-day workshops. We're also developing additional support for members who cannot cover their full registration fee through personal payment and/or support from their church. We agreed that no one

should be turned away because of inability to pay.

The Trainings group also discussed the four criteria for antiracism workshops laid out in General Convention Resolution 2018-A0445, and noted that multiple workshops we consider high-quality do not meet these criteria. We are currently working to identify additional workshops and organizations to add to our list of recommended trainings, as well as additional criteria we believe should be considered alongside the four listed in Resolution 2018-A0445.

EPISCOPAL CHARITIES AND COMMUNITY SERVICES GRANTS

Earlier this year, the Episcopal Charities and Community Services made two grants to ARC for the work of Repentance, Reconciliation, and Repair. One of the grants is to hire a consultant to advise the Antiracism Commission on creating a "Harms Report" and crafting a plan for "Repentance, Reconciliation and Repair". This work will build on the work of the Task Force on the Legacy of Slavery that issued its Final Report in 2013. The other grant is to build capacity to hire a part-time staff person to move this work forward in the Diocese. The working group met with Robin Sue Simmons, the director of First Repair. ARC will be working with First Repair for finding the persons to assist us in this life giving work. One of ARC's workshops at the diocesan convention will be on this work and, on December 9, Robin Sue Simmons will be the main speaker at a webinar for all members of the diocese.

WEBSITE / COMMUNICATIONS

The Website/Communications working group is tasked with increasing awareness and ease of access for clergy and other individuals across the diocese to sign up for antiracism workshops & trainings. For most of 2023, this work has included email reminders for upcoming workshops in diocesan-wide communication, building out web pages with information on how to take advantage of the flat rates and subsidies offered by ARC, and individual support to congregations looking for more information. We are also in the process of updating the readings & resources made available in our section of the diocesan website, and adding general descriptions of the trainings ARC recommends and supports with subsidies.

In April of this year, ARC partnered with the diocesan Peace and Justice Committee in the initial year of the One Book One Diocese initiative. The Peace and Justice Committee had decided to use the Poor People's Campaign's four interlocking injustices of racism, poverty, the war economy, and ecological devastation as the way to frame One Book One Diocese. Racism was the subject for 2023 with the book *Resurrection Hope* by Kelly Brown Douglas. Carolyn Bavaro, a member of ARC, spent countless hours in organizing the following Zoom events: Negotiating Difficult Conversations led by Michelle Day and

her Nehemiah Trinity Rising partner, Vanessa, on March 27; a discussion of *Resurrection Hope* facilitated by Carolyn Bavaro, Sandra Castillo, Christopher Griffin, and Marvin Hill on April 13; and a conversation between the author and Bishop Paula Clark on April 25.

Three members of ARC traveled to Baltimore this year to participate in the All About Love Gathering, hearing from speakers including Bishop Michael Curry on topics like racial reconciliation, creation care, and more. ARC members reported back on how different dioceses and congregations across the country are combating White Supremacy.

ARC members also participated in many of the trainings we recommend across the diocese. Four ARC members attended the “Dominating White Ways” trainings from Crossroads, another member attended the Becoming Beloved Community training, and Rory Smith led a training of Becoming Beloved Community for diocesan staff.

Finally, in 2023 we welcomed four new members to the commission: Ed Manning (St. Charles, St. Charles), Kathleen Murphy (St. Luke, Evanston), Laura Singer (St. John, Chicago), and James Stanley (Rector, Calvary, Lombard). We also welcomed a staff support member to ARC this year – with funding from the diocese, Lucas Sweitzer joined as a staff Communications & Events Specialist.

The entire membership of ARC would like to extend special gratitude to Crystal Plummer, for her unwavering support of the work of the commission, and her role as a liaison between ARC and the Bishop’s office. ARC membership would also like to recognize and thank Miguel Briones for his work completing his second year as co-chair of the commission.

Respectfully submitted by the Antiracism Commission, October 15, 2023

Antiracism Commission Membership

Ida Butler, <i>Co-chair</i>	St. Philip, Palatine
Newland Smith, <i>Co-chair</i>	St. David, Glenview
The Rev. Carolyn Bavaro	St. Martin, Chicago
The Rev. Miguel Briones	St. Mark, Glen Ellyn
The Rev. Sandra Castillo	Sta. Teresa de Avila, Chicago
Arlicia Corley	St. Martin, Chicago
The Rev. Gary Cox	Sta. Teresa de Avila, Chicago
Phala Daniel Diggs, <i>Treasurer</i>	St. Thomas, Chicago
The Rev. Larry Green	Church of the Holy Comforter, Kenilworth
Marvin Hill	St. Philip, Palatine
Ellen Janiec	St. Martin, Chicago
Ed Manning	St. Charles, St. Charles
Kathleen Murphy	St. Luke, Evanston
Crystal Plummer	Bishop's Staff
Robert Purcell	St. Philip, Palatine
Rory Smith	St. Thomas, Chicago
Laura Singer	St. John, Chicago

The Rev. James Stanley
Donna Williams, *Secretary*
The Rev. Barbara Wilson
Karen Ziech

Calvary, Lombard
St. Benedict, Bolingbrook
St. Paul, DeKalb
Grace, New Lenox

Episcopal Diocese of Chicago Archives Annual Report for 2023

The most significant accession is a portrait of Bishop Henry John Whitehouse, second Bishop of Illinois (1852-1874). In 2021 Henry Walker contacted the Historiographer that he had purchased at an auction a portrait of what he believed to be Henry Whitehouse. Because there was no name affixed to this portrait and the auction house had listed Henry Whitehouse as Henry Whitehead, the Historiographer compared the portrait to photographs of the bishop held at the diocesan archives. Also, the Journal of the Thirty-Ninth Annual Convention contains the following communication:

Certain members of the Convention, with one or two other persons, desire to present, through you [Rt. Rev. W. E. McLaren], to the Diocese, a portrait of the late Bishop Whitehouse, and have requested me to be their organ. The portrait is now on view at the Church Book Store, 158 State Street and is said by competent judges to be a faithful likeness of the Bishop and a creditable work of art. The gentlemen request your acceptance of the same on behalf of the Diocese, and trust that it may long be preserved among its treasures. Very truly yours, Geo. F. Cushman. In November 2022 Mr. Walker shipped this portrait to the Episcopal Church Center. At present it is being kept in the climate-controlled stack room of the diocesan archives.

Other accessions: St. Alban's Church, Chicago (closed) 3 banker boxes; St. Andrew's Church, Chicago (closed) 2 banker boxes; St. Chrysostom's Church, Chicago 6 banker boxes; Trinity Church, Chicago 8 banker boxes; St. Paul, Savanna (closed) 1 banker box; Diocesan Center (transfer of records including recent minutes of Standing Committee, Diocesan Council, Bishop and Trustees, clergy files) 5 banker boxes; St. James Cathedral 1 small box of fragile documents.

Use of the Collection:

Forty-nine requests were received, seventeen being for documentation of sacramental records, i.e., baptisms, confirmations, marriages, burials.

The archivist at Trinity Church, Wheaton requested a digital set of photographs of the bishops of Illinois/Chicago.

Valerie Bailey returned to the Diocesan Archives in June to continue research on the 1970 Deacon's Canon and the final years of the deaconesses in the Diocese of Chicago.

Matthew Berryman, Executive Director of Episcopal Charities and Community Services, visited the archives in mid-September to document the history of Episcopal Charities and Community Services that was founded in 1960.

Michael Krasulski, the archivist of the Diocese of Pennsylvania, visited the Chicago diocesan archives to see how these archives had organized its collection of correspondence of its bishops.

Finally, Barbara Vitti, Conservation Education Representative at Jubilee College State Historic

Site, made several visits to the diocesan archives in the fall of 2022 to look at holdings about Jubilee College. Jubilee College was founded by Philander Chase in 1839 located at Eagle's Nest outside of Peoria. The college closed shortly before the Civil War. Although attempts to reopen the college after the war failed, the Diocese still owned the land and buildings. Ms. Villi informed the Historiographer that in May 2022 the United States Department of Interior had released a report listing all the Federal Indian Boarding Schools in the country. A school that was operated out of Jubilee College by the Episcopal Church between 1884 and 1888 was one of the two in the state of Illinois. Correspondence of Bishop Burgess, the bishop of the Diocese of Quincy, contains reference to this Indian Boarding School.

Judy Knop and Kathleen Murphy have continued to enter records into Access to Memory, a content management system. Norma Sutton, who had been assisting the Historiographer in processing files, retired in the Spring of 2023. Betty Hickman continued to work on records of the Episcopal Church Women. Ninety-two archival boxes of processed files were added to the collection. Only fifty-three banker boxes remain to be processed in addition to the collection of art pieces and rolls of architectural plans of churches.

We thank Crystal Plummer who replaced Courtney Reid as the Diocesan staff person appointed to support the work of the diocesan archives and to the Episcopal Church Women for their grant of \$500 for the work of Betty Hickman who serves as Historiographer of the Episcopal Church Women.

Respectfully submitted,

Betty Hickman
Judy Knop
Kathleen Murphy
Newland Smith

**REPORT OF THE AUDIT REVIEW COMMITTEE
TO THE 186TH ANNUAL CONVENTION
OF THE DIOCESE OF CHICAGO
NOVEMBER 2023**

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, 2022, 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 2022, 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 [sic] Successors in Office, Funds Account; (4) Episcopal Charities and Community Services; (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. Keith Kampert, Diocesan Treasurer, and Rebecca Elfring-Roberts, the new Diocesan Comptroller, 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 present fairly in all material respects the financial positions as of December 31, 2022, and the 2022 changes in net assets or results of operations and cash flows of the audited entities in accordance 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, copies are available from the Treasurer's office.

Audit Review Committee: Lon W. Myers, Chair
 Thomas P. Frank
 Alison White

**BISHOP AND TRUSTEES REPORT TO 186TH DIOCESAN CONVENTION
NOVEMBER 2023**

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 2022 and the first nine months of 2023.

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 repairs 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 \$360,588 in direct property-related grants and other grants to mission congregations in 2022. Through September 30, 2023, B&T has awarded over \$129,000 in direct property-related grants to mission congregations.

In 2022, B&T's interest and dividend income totaled \$279,547, and its net gain (loss) on investments totaled (\$1,390,376). B&T's investments consist of Diocesan Foundation participation units and money market funds. Interest and dividend income is budgeted to total \$385,652 in 2023. In 2023, B&T sold 304 Washington Street, Savanna (the former parish house of St. Paul's Episcopal Church) and 409 South 5th Street, Oregon (the former vicarage of St. Bride's Episcopal Church). The net proceeds of the sales were \$66,618 and \$140,202, respectively.

Since 2009, B&T has directly funded vitality grants to congregations in the Diocese of Chicago as approved by a grants committee supported by the Bishop's staff. In 2022, B&T provided over \$275,000 in funding for vitality grants. B&T's 2023 budget provides \$275,000 for such grants. An additional \$30,000 was distributed in 2022 as vitality grants to congregations in the Peoria Deanery from funds received upon settlement of litigation concerning the former Diocese of Quincy.

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. B&T holds title to the property and is acting for the Diocese in the marketing and sale process that began in mid-2022.

B&T has approved a consolidated budget for the Diocese of Chicago with expenses totaling \$4,930,304 for 2024. This 2024 Budget will be presented at the Diocesan Convention in November 2023.

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

**CLERGY
COMPENSATION
REPORT**

**FULL-TIME
PRIESTS (AS OF
12/31/2022)**

Sunday Attendance	Operating Revenues	Years of service	Housing	Total Compensation	Gender
5	\$262,451.00	15.21	N	\$82,250.00	F
18	\$86,655.00	9.96	Y	\$67,080.00	M
19	\$440,489.00	16.37	N	\$87,000.00	F
28	\$187,330.00	6.58	Y	\$84,394.70	M
32	\$225,698.00	12.38	Y	\$78,201.86	M
33	\$322,798.00	4	Y	\$87,490.00	M
35	\$211,236.00	10.55	N	\$91,076.00	M
35	\$116,223.00	5.67	N	\$87,312.00	F
36	\$163,707.00	15.5	N	\$67,900.00	M
41	\$332,774.00	19.16	Y	\$76,623.30	F
41	\$259,906.00	17.06	Y	\$84,240.00	F
42	\$205,003.00	4.5	Y	\$72,407.40	M
43	\$116,070.00	12.92	Y	\$63,050.00	M
44	\$215,187.00	14.57	Y	\$83,720.00	M
46	\$121,989.00	3.25	Y	\$67,293.20	M
47	\$276,088.00	15.76	Y	\$91,867.78	F
49	\$308,666.00	8.42	Y	\$84,500.00	M
49	\$310,338.00	4.75	Y	\$114,988.54	F
50	\$499,832.00	3.33	Y	\$81,898.70	M
50	\$602,148.00	8.96	Y	\$134,258.90	F
51	\$211,580.00	13	N	\$75,611.00	F
51	\$256,649.00	7.46	N	\$91,502.50	F
53	\$226,642.00	7.5	Y	\$80,946.58	M
53	\$414,149.00	18.37	N	\$89,550.00	M
53	\$181,298.00	33.33	N	\$63,981.65	M
54	\$348,480.00	2.25	N	\$85,000.00	M
55	\$331,448.00	6.42	Y	\$87,620.00	M
55	\$90,667.00	5	N	\$66,872.40	M
55	\$307,624.00	28.33	Y	\$82,485.00	M
60	\$134,579.00	10.28	N	\$68,700.00	M
60	\$256,728.00	21.92	Y	\$80,988.70	M
67	\$451,878.00	17.42	Y	\$105,973.40	M
70	\$312,344.00	6.45	Y	\$93,990.00	M
71	\$548,624.00	27.73	N	\$96,694.86	M
78	\$630,027.00	29.82	Y	\$189,759.70	M
81	\$550,288.00	6.63	Y	\$107,939.00	F
81	\$259,890.00	19.42	Y	\$105,046.50	F
83	\$233,125.00	15.54	Y	\$89,167.00	M
86	\$501,599.00	11.35	N	\$62,000.00	M
86	\$501,599.00	10.51	N	\$96,000.00	F
91	\$976,058.00	24.3	Y	\$145,600.00	M

92	\$363,457.00	9.75	N	\$95,052.48	F
94	\$1,120,435.00	15.42	Y	\$151,707.91	M
99	\$326,311.00	16.53	N	\$89,500.00	M
108	\$476,616.00	11.42	Y	\$167,618.10	M

**FULL-TIME
PRIESTS (AS OF
12/31/2022)**

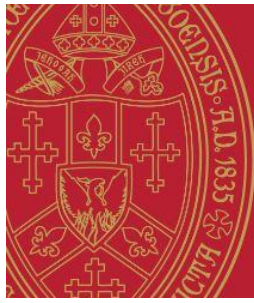
Sunday Attendance	Operating Revenues	Years of service	Housing	Total Compensation	Gender
112	\$846,785.00	13.58	Y	\$122,200.00	M
123	\$557,017.00	11.5	N	\$115,366.32	M
128	\$1,875,962.00	37.71	Y	\$158,969.20	M
136	\$439,418.00	6.92	N	\$80,737.50	M
147	\$1,175,859.00	18.93	Y	\$183,950.00	F
151	\$605,947.00	7.33	N	\$130,594.00	F
155	\$611,278.00	10.25	N	\$116,832.00	F
176	\$559,657.00	13.54	Y	\$107,900.00	F
182	\$2,286,812.00	20.5	Y	\$181,431.25	M
186	\$190,474.00	22.75	N	\$110,369.00	M
225	\$1,247,340.00	18.55	N	\$165,000.00	F
288	\$710,000.00	41.01	N	\$133,008.00	M

**FULL-TIME
ASSISTING
PRIESTS
(AS OF
12/31/2022)**

Sunday Attendance	Operating Revenues	Years of service	Housing	Total Compensation	Gender
91	\$976,058.00	0.92	Y	\$71,500.00	M
94	\$1,120,435.00	1.83	N	\$80,737.50	F
176	\$559,657.00	3.42	N	\$97,000.00	F
151	\$605,947.00	0.92	N	\$67,900.00	M
182	\$2,286,812.00	5.58	Y	\$123,535.65	F
182	\$2,286,812.00	5.83	Y	\$106,014.53	F
225	\$1,247,340.00	7.5	Y	\$91,165.10	M

**PART-TIME
PRIESTS (AS OF
12/31/2022)
Work ranges
from 1/4 - 4/5
time weekly**

Sunday Attendance	Operating Revenues	Years of service	Housing	Total Compensation	Gender
11 – 288	\$23,272 - \$710,000	1.83 - 18.42	1 - Y, 19 - N	\$8,000 - \$61,200	6 - F, 14 - M
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 = years that pension has been paid on your behalf	Housing = Living in a church provided rectory/vicarage	Total Compensation (As of 12/31/2022) = 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)	2022 Minimums = \$67,900 if no church housing and utilities are provided by the Church; or \$49,500 if housing and utilities are provided by the Church.



EPISCOPAL DIOCESE OF CHICAGO

GROW THE CHURCH + FORM THE FAITHFUL + CHANGE THE WORLD

Report to Convention of the Clergy Relief Society

September 18, 2023

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 2023, grants totaling \$7,000 are being allocated in quarterly awards to 14 individuals. Grant levels are based upon the applicant's income in relation to the state recognized poverty levels, set at two levels. Thus 7 people will receive \$4,000 this year, and 7 more will receive \$7,000.

Last year we were also in the position to award an exceptional bonus to recipients at Christmas. This was mainly due to generous contributions from donors and was intended to provide additional assistance in light of the pandemic.

Respectfully submitted,

Rev. David Gibbons, Chair

Report of the Commission on Ministry to the 186th Diocesan Convention

The Commission on Ministry (CoM, for short) supports and advised the Bishop in all matters related to ministry in the diocese. This takes the form of guiding most especially the persons who seek clarity of their sense of call to holy orders – including the laity.

In the last year as our diocese transitioned out of the pandemic and into the first full year under the episcopacy of the Rt. Rev. Paula E. Clark, the CoM worked particularly hard with her office to address many nominees, postulants, candidates and ordinands in the proverbial pipeline specifically seeking ordination to the presbyterate (priesthood) or diaconate (deacons). The CoM met monthly, primarily on Zoom, to review these persons in our cure and revisit where they stood in their discernment process.

Since the 184th Diocesan Convention, the CoM reviewed the applications of over a dozen persons throughout the diocese to begin their discernment process as nominees. Included in the applications are a letter of recommendation from each nominee's rector or vicar, recommendations from their respective Vestry or Bishop's Committee, essays written by the nominee themselves, psychological examinations and transcripts from undergraduate work, or, if applicable, graduate work (and indeed, we are finding more frequently that nominees have already taken classes in seminaries or religious formation, and some hold the required, or equivalent version of, a Master in Divinity).

When a nominee is accepted, they are then scheduled to be put forward for consideration for postulancy. A postulant is a person officially and publicly preparing for the presbyterate or diaconate. The CoM conducted two postulancy retreats in 2023, one in February and a second one just this October. When evaluating the nominee, the CoM assesses their written files as well as their communicative and verbal attributes in the form of team interviews at the retreats. Then the CoM team at the retreats make their recommendations to the Bishop (who either meets with the nominees at these retreats or separately) who makes her decision within about two weeks.

The CoM also conducts candidacy interviews on a case-by-case basis; a candidate is a person who is deemed to have fulfilled the requirements and recommendations that were given at the time they were made a postulant. Though not a guarantee of ordination, a candidate is assumed to be now actively *preparing for* ordination. In 2023 there were two candidate interview sessions.

The final stage in the ordination process is for the candidate to be voted upon and accepted as an ordinand – one who is imminently about to be ordained to the transitional diaconate (a six-month term as a deacon before being ordained a priest) or the vocational diaconate (a deacon who is called to this order of ministry specifically).

The Commission on Ministry is comprised of ten appointees who serve six-year terms, appointed by the Bishop. The make-up of these ten members include four lay persons: Ida Butler, Todd Burton, Rene Schreiner and Bruce Torgler; four priests: Greg Millikin, Jenny Replogle, Juan Reed and Tommy Rogers; and three vocational deacons: Rose Cicero and Deb Lang. The current configuration includes person appointed by Bishops Lee, Knudsen and Clark. The Bishop of Chicago is the chair, and the Rev. Greg Millikin currently serves in the coordinating Vice-Chair role. Louisa McKellaston, who has always been a support staff to the CoM and coordinator, was elevated in her role to a leadership development officer by the Bishop in August 2023 in her reorganization of the Bishop's Office. Finally, in 2023 we welcomed Dr.

Michelle James as our psychological advisor to the CoM; Dr. James shepherds the nominees, postulants and candidates through their psychological evaluations and interprets the results to the interviewing teams and the Bishop.

In 2023, and at the time of this writing in mid-October, the CoM has one (1) for the vocational diaconate, seven (7) nominees for the presbyterate, five (5) postulants for the presbyterate, and one recent candidate who is now an ordinand and by the time of convention will be ordained to the transitional diaconate.

We continue to adapt to our new bishop's protocols and direction, given her vast experience in the role of oversight of this process in her previous diocese, the Diocese of Washington. In an effort to grow with the changing Church, the Bishop has asked the CoM to consider broader deployment possibilities for clergy as we assess nominees, postulants and candidates – instead of limiting our perception of viability to parochial ministry. The CoM has reinstated the role of “Shepherd,” sometimes affectionately known as a “CoMpanion,” a member of the Commission who is a contact, sounding board, and listener, for a postulant in the ordination process – primarily due to the long list of requirements and recommendations that are asked of postulants (including seminary education, Anglican Studies, Clinical Pastoral Education, General Ordinance Exams, and so on).

The CoM has also continued to examine pastoral care and empowerment of the laity, in the form of future webinar(s) or classes to equip local parishioners with the tools and skills to lead liturgies without the benefit of clergy. We are also always working at addressing the concerns of and continuing the shepherding of nominees who are not discerned by the CoM or the Bishop to be suited for ordination.

Finally, the CoM is working at making its members more available to congregations throughout the diocese as facilitators at the beginning stages, or orientations, of parish discernment committees. If you or your congregation is in the early stages of forming a discernment committee for person seeking clarity in their sense of call, please contact Louisa McKellaston or Greg Millikin so that we can assist your faith community with this process.

On behalf of the Commission on Ministry, I respectfully submit this report to the 186th Diocesan Convention of the Episcopal Diocese of Chicago.

The Rev. Gregory L. Millikin
Vice-Chair, Commission on Ministry

Common Mission Share Report Diocesan Convention 2023

Each November, congregations are asked to make a pledge to the diocese for the coming year to support the common mission undertaken by our bishop. The diocesan canon regulating congregational giving is Canon 40. As outlined in Canon 40, this pledge is voluntarily given. The diocesan convention has set guidelines for giving, based on normal operating income (Line A) figures submitted in the congregation's annual parochial report.

- If Line A is under \$100,000 – Please pledge 11% of your income to the Diocese
- If Line A is \$100,000-\$200,000 – Please pledge 13% of your income to the Diocese
- If Line A is over \$200,000 – Please pledge 15% of your income to the Diocese

Congregational pledges currently provide just under half of the operating revenue in the diocesan budget. The historical trends in giving provide valuable insight for future planning.

- In 2023, 104 of 119 congregations made pledges to support the common mission, which total \$2,136,348. In 2022, 105 of 120 congregations made gifts to support the common mission, with gifts totaling \$2,200,522. Therefore, there is an expected 3% decrease in pledge revenue between 2022 and 2023.
- While pledge guidelines are 11-15%, on average congregations are pledging 6.3% of normal operating income, with four co
- ngregations pledging at or above the amount designated by the guidelines.
- Five years ago, in 2018, congregation contributions totaled \$2,296,213, and ten years ago, in 2013, congregation contributions totaled \$2,595,567.

A chart that outlines 2022 receipts, 2023 pledges, and that pledge as a percentage of 2021 operating income is found on pages 2-4. Current year pledge requests are based on the parochial report information from two years prior, due to filing timelines.

Respectfully submitted,

Rebecca Elfring-Roberts
Comptroller

Congregation Pledge Report 2023

City	Name	2022 Amt Paid	2023 Pledge	Pledge as a % of 2021 Income
Antioch	ST. IGNATIUS	8,280	8,438	11.0%
Arlington Heights	ST. SIMON	23,240	20,000	5.2%
Aurora	ST. DAVID	3,600	8,000	7.4%
Aurora	TRINITY	10,591	10,591	5.4%
Barrington	ST. MICHAEL	67,943	65,964	6.4%
Barrington Hills	ST. MARK	15,000	15,000	4.2%
Batavia	CALVARY	17,220	17,220	6.3%
Belvidere	HOLY TRINITY	2,000	3,600	5.3%
Berwyn	ST. MICHAEL & ALL ANGELS	6,364	6,500	7.3%
Bloomington	INCARNATION	13,230	0	0.0%
Blue Island	STS.JOSEPH & AIDAN	1,500	1,000	3.9%
Bolingbrook	ST. BENEDICT	4,044	4,573	4.7%
Burr Ridge	ST. HELENA	0	0	0.0%
Chicago	CATHEDRAL OF ST. JAMES	245,434	194,730	15.0%
Chicago	ALL SAINTS	48,000	50,000	10.1%
Chicago	ASCENSION	81,000	78,000	8.5%
Chicago	ATONEMENT	18,749	18,750	3.5%
Chicago	EL CRISTO REY	0	0	0.0%
Chicago	GRACE	23,000	23,000	5.2%
Chicago	HOLY CROSS	500	1,500	5.7%
Chicago	HOLY NATIVITY	0	0	0.0%
Chicago	SANTA TERESA DE AVILA	2,880	2,880	8.1%
Chicago	MESSIAH ST. BARTHOLOMEW	2,070	2,070	3.8%
Chicago	NUESTRA SENORA de las AMERICAS	0	0	0.0%
Chicago	OUR SAVIOUR	17,000	17,000	2.3%
Chicago	ST. ANDREW	0	0	0.0%
Chicago	ST. CHRYSOSTOM	60,000	60,000	4.9%
Chicago	ST. EDMUND	30,624	30,624	6.6%
Chicago	STS.GEORGE/MATTHIAS	2,500	2,500	4.8%
Chicago	ST. JOHN	15,500	20,000	8.4%
Chicago	ST. MARGARET OF SCOTLAND	200	0	0.0%
Chicago	ST. MARTIN	3,150	3,000	UNKNOWN
Chicago	ST. PAUL & THE REDEEMER	50,000	50,000	6.6%
Chicago	ST. PAUL'S BY-THE-LAKE	24,000	25,200	11.9%

Chicago	ST. PETER	0	16,133	UNKNOWN
Chicago	ST. THOMAS	33,362	33,362	UNKNOWN
Chicago	TRINITY	0	0	0.0%
Clarendon Hills	HOLY NATIVITY	20,000	20,000	6.8%
Crystal Lake	ST. MARY	4,000	5,000	2.3%
Deerfield	ST. GREGORY	22,386	10,255	1.8%
DeKalb	ST. PAUL	10,000	11,800	UNKNOWN
Des Plaines	ST. MARTIN	1,008	1,210	0.6%
Dixon	ST. LUKE	5,340	5,340	4.5%
Downers Grove	ST. ANDREW	40,888	41,500	7.3%
West Dundee	ST. JAMES	7,800	8,400	5.0%
Elgin	REDEEMER	4,800	4,800	3.5%
Elgin	ST. HUGH OF LINCOLN	2,000	5,000	2.2%
Elk Grove Village	ST. NICHOLAS	1,500	1,500	1.3%
Elmhurst	OUR SAVIOUR	10,500	10,500	6.3%
Evanston	ST. ANDREW & PENTECOST	0	0	UNKNOWN
Evanston	ST. LUKE	49,537	57,000	9.8%
Evanston	ST. MARK	23,000	13,000	3.6%
Evanston	ST. MATTHEW	10,000	10,000	2.1%
Flossmoor	ST. JOHN THE EVANGELIST	29,727	29,727	11.2%
Freeport	GRACE	8,500	9,000	4.0%
Galena	GRACE	22,719	22,719	12.2%
Galesburg	GRACE	0	0	0.0%
Geneva	ST. MARK	0	0	0.0%
Glencoe	ST. ELISABETH	37,000	40,000	13.8%
Glen Ellyn	ST. BARNABAS	5,500	6,000	1.6%
Glen Ellyn	ST. MARK	12,500	2,500	0.2%
Glenview	ST. DAVID	29,000	30,000	6.1%
Grayslake	ST. ANDREW	0	0	0.0%
Gurnee	ANNUNCIATION OF OUR LADY	10,000	10,000	5.5%
Hanover Park	ST. COLUMBA	2,710	2,000	6.7%
Harvey	ST. CLEMENT	1,000	1,000	1.1%
Highland Park	TRINITY	7,104	7,100	3.4%
Hinsdale	GRACE	0	10,000	1.3%
Joliet	ST. EDWARD AND CHRIST	11,000	9,500	6.0%
Kankakee	ST. PAUL	6,504	6,504	UNKNOWN
Kenilworth	HOLY COMFORTER	145,500	145,000	11.2%
Kewanee	ST. JOHNS	1,000	3,000	10.8%
La Grange	EMMANUEL	10,000	10,000	3.2%
Lake Forest	HOLY SPIRIT	185,000	165,000	8.0%
Lake Villa	HOLY FAMILY	0	500	0.6%
La Salle	ST. PAUL	300	300	1.1%

Lewistown	ST. JAMES	3,600	0	UNKNOWN
Libertyville	ST. LAWRENCE	4,980	5,000	1.4%
Lockport	ST. JOHN	3,010	2,400	1.3%
Lombard	CALVARY, LOMBARD	12,900	15,343	9.5%
Macomb	GOOD SHEPHERD	1,886	1,200	10.3%
McHenry	ST. PAUL	2,500	2,800	7.3%
Rock Island	ALL SAINTS	9,000	9,000	8.0%
Momence	GOOD SHEPHERD	1,830	910	UNKNOWN
Morris	ST. THOMAS	13,200	13,200	22.2%
Morrison	ST. ANN	4,400	4,400	5.0%
Naperville	ST. JOHN	20,833	20,500	3.8%
New Lenox	GRACE	6,000	5,000	2.2%
Northbrook	ST. GILES	4,200	4,200	2.3%
Northfield	ST. JAMES THE LESS	40,000	38,000	8.4%
Oak Park	GRACE	121	13,890	2.8%
Oak Park	ST. CHRISTOPHER	23,000	23,000	7.1%
Oregon	ST. BRIDE	2,300	1,500	1.2%
Ottawa	CHRIST	2,875	3,000	4.9%
Palatine	ST. PHILIP	11,000	10,000	6.3%
Palos Park	TRANSFIGURATION	27,840	27,840	9.1%
Park Forest	HOLY FAMILY	6,526	7,500	4.5%
Prospect Heights	ONE IN CHRIST	2,000	0	0.0%
Park Ridge	ST. MARY	45,000	45,000	10.1%
Peoria	ST. PAUL'S	40,500	40,500	5.2%
Pontiac	GRACE	3,000	3,300	7.6%
River Forest	CHRIST	8,400	8,400	4.7%
Riverside	ST. PAUL	1,800	1,800	UNKNOWN
Rockford	EMMANUEL	24,000	24,000	6.2%
Rockford	ST. ANSKAR	2,000	2,000	2.0%
Saint Charles	ST. CHARLES	2,292	500	0.2%
Sterling	GRACE	7,275	5,000	2.7%
Streator	CHRIST	4,380	4,380	12.2%
Sycamore	ST. PETER	1,500	500	0.3%
Warsaw	ST. PAULS	1,200	1,200	2.7%
Wauconda	HOLY APOSTLES	6,000	8,400	6.5%
Waukegan	CHRIST	10,000	10,000	UNKNOWN
Waukegan	NUESTRA SENORA DE GUADALUPE	500	525	0.3%
Western Springs	ALL SAINTS	10,000	10,000	4.5%
Wheaton	TRINITY	42,000	42,000	9.4%
Wilmette	ST. AUGUSTINE	62,370	62,370	12.6%
Winnetka	CHRIST	150,000	150,000	8.0%
Woodstock	ST. ANN	5,500	3,000	1.6%

Congregations Commission 2023 Diocesan Convention Report

The Congregations Commission's mission is to support, develop, and equip church leaders to strengthen their congregations' health and vitality. To that end, the Commission has three areas of focus: The College for Congregational Development (CCD) trainings, development and training of the CCD Consulting network, and the provision of the Vitality Grant program. Within the Commission, an Oversight Committee and a Grant Committee work collaboratively with the Canon to the Ordinary in these three areas.

CCD: The week-long CCD program was held in June, 2023, at Loyola University Retreat and Ecology Center (LUREC) in Woodstock. Twenty four participants participated. Recognizing that attending a week-long program is not viable for everyone, plans are underway to provide a '6 day' Saturday program starting in 2024. This will replace the weekend program, which has been on hiatus since the pandemic began in 2020.

Consulting Network: Trained CCD Consultants are available to work with congregations in a number of ways, the most common being vestry consultation and planning, mutual ministry review facilitation, and serving as search consultants for churches in transition. In early 2024, a group of trained consultants will work with Sierra Reyes, Canon for Ministry, to provide on-boarding for new rectors/vicars/ priests-in-charge and their vestries/bishop's committees.

Vitality Grants: Vitality grants are funded by an allocation from Bishop and Trustees. A grant team with membership from various diocesan entities as noted below awards grants each fall for the following year. In 2022, vitality grants for 2023 totaling \$275,000 were awarded to 18 congregations: 10 mission congregations and 8 parish congregations. The same funding level has been made available for grants to be awarded for 2024.

2023 CC Oversight Team: Greg Millikin, Jaime Briceño, Jenny Replogle, Sierra Reyes, Andrea Mysen.

2023 Vitality Grant Team: José Arroyo (Hispanic Affairs committee), Marvin Hill (Antiracism Commission), Amity Carrubba, L. D. Wood-Hull (Bishop and Trustees), Pat Cornelius-Woods (Diocesan Council), Greg Millikin (CC oversight team), Andrea Mysen (Canon to the Ordinary, non-voting.)

Respectfully submitted,

Andrea Mysen, Canon to the Ordinary, Director of Chicago CCD Program

Episcopal Diocese of Chicago 2023 Diocesan Council Annual Report

Under the Canons of the Episcopal Diocese of Chicago (Canon 31), the Diocesan Council (Council) is charged to administer the missionary, educational and social work of the diocese, to implement resolutions of the diocesan convention as well as any ongoing work needed regarding legislation and resolutions between Conventions, and to provide general oversight of the financial affairs of the Diocese.

The Diocesan Council is comprised of one clergy and one lay representative from each of the ten deaneries in the diocese. Members serve for three-year terms, not to exceed two consecutive terms.

In 2023 we welcomed new representatives from the deaneries of Chicago North, Elgin, Evanston, Peoria, Rockford, and Waukegan. The Council was also pleased to have the regular participation of Bishop Paula Clark who assumed her position of President of the Council following her installation as Bishop. Key administrative support was provided to the Council by Crystal Plummer, Canon for Networking, Keith Kampert, Treasurer, and Rebecca Effing-Roberts, Comptroller.

In addition to participating in a Diocesan leadership orientation hosted by Bishop Paula Clark in January 2023, the full Council membership met via Zoom in February, April, June, and September. The Council regularly reviewed the monthly financial reports of the Diocese and received reports of the external accounting audits of the Diocese of Chicago.

In addition, the Council reviewed the status and implementation plans for eight resolutions passed at the 2022 Diocesan Convention. Sponsoring Committees and Commissions of the Diocese presented updates on their programs and activities, including the Antiracism Commission, the Commission on Global Ministry, the Hispanic Affairs Committee, the Peace and Justice Committee, and the Sanctuary Task Force.

This year, at the direction of Bishop Clark and in response to requests for broader input, a new budgeting process was implemented. Four representatives of the Diocesan Council were appointed to serve with other stakeholders from across the diocese on a Diocesan Budget Committee which convened biweekly throughout July and August. This budget team provided advice and multi-faceted perspectives on the development of the 2024 budget. The full Diocesan Council recommended approval of the proposed 2024 budget in September, 2023.

A recurring theme throughout all Diocesan Council deliberations has been to hear and advocate for the concerns of our broader Church community, and to identify ways to increase communication and collaboration across our large and diverse diocese. As the Diocesan Council looks toward 2024, it remains fully committed to this objective.

Respectively submitted,
Patricia Cornelius Woods, Messiah-St Bartholomew – Chicago
Warden of Diocesan Council

Ecumenical and Interreligious Affairs Report to the 2023 Diocesan Convention

In 2022, Bishop Paula Clark appointed the Rev. Jaime Briceño as Ecumenical and Interreligious Affairs Officer. In this role, his primary relationship is with Ecumenism Metropolitan Chicago.

Ecumenism Metropolitan Chicago (EMC) is a ministry of the Archdiocese of Chicago, and a longtime partner of the Episcopal Diocese of Chicago. Composed of 19 Christian Churches in the Metropolitan Chicago area, EMC sponsors an annual ecumenical prayer service in observance of the Week of Prayer for Christian Unity and serves as a forum for ecumenical dialogue and understanding.

The Rev. Briceño had a productive year participating in various events. He offered a prayer on behalf of Christians at the Ukrainian Catholic Memorial Service in February commemorating the first anniversary of the Ukrainian-Russian World War, reflecting on the tragedy of war and the constant call for peace.

The Rev. Briceño also participated actively in Chicago's 2023 Parliament of the World Religions, during which Ecumenism Metro Chicago signed a declaration for the earth, offering a prayer for our continued support and commitment to the earth.

In 2023, The Episcopal Diocese of Chicago also maintained its relationships and ongoing collaboration with the Council of Religious Leaders of Metro Chicago and the Greater Chicago Broadcast Ministries.

Through our involvement in these organizations, the diocese enjoys strong ecumenical relationships. Outlined below are some highlights of the engagement and activities since the 2022 Diocesan Convention:

- The Council of Religious Leaders of Metropolitan Chicago (CRLMC), a self-described “non-profit organization composed of the head religious leaders of practically every major religious tradition in the broader Chicago area,” continued to be a valued source for timely information and resource-sharing on COVID-19, congregational safety and security, and responses to violence. These offerings were shared with our diocese through our weekly diocesan newsletters.
- The CRLMC can “make a public statement on any issue reflective of the jurisdiction of its Members within the United States.” The Diocese of Chicago signed on to CRLMC statements in response to the senseless killing of six-year-old Wadea Al-Fayoume, welcoming the Parliament of the World’s Religions to Chicago, in celebration of Juneteenth, and in support of the Protect Illinois Communities Act.
- The relationship with the CRLMC is tended by members of the diocese, Bishop Paula Clark, and Crystal Plummer, canon for networking, who regularly attends council meetings and the annual retreat.

- The mission of Greater Chicago Broadcast Ministries (GCBM) is “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. As stewards of this legacy of responsible broadcasting on behalf of our Covenant Partnership with Chicago area churches and judicatories, we are called to use the medium of television and online video with a sense of artistic competence, as an instrument that reveals the mystery of God's love manifested in all creation.”

Respectfully submitted,
Crystal Plummer with contributions from the Rev. Jaime Briceño

Episcopal Charities
Report to Diocesan Convention
October 2023

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 social 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 create a more just and merciful world.

Episcopal Charities' Grant Programs

As the social outreach arm of the Diocese, Episcopal Charities provides financial grants to 17 community-based non-profits throughout Northern Illinois. Through the **Non-Profit Partner Grants Program**, Episcopal Charities impacts the lives of the most vulnerable with food, shelter, education, mental-health care, support for adoptive children and families, hospital chaplaincy, rehabilitation for formerly incarcerated persons, and many more. In 2023, EC allocated \$494,612.00 in unrestricted grants.

In 2021, Episcopal Charities began partnering with parishes and missions to meet specific needs in their local communities, especially those experiencing hardship as a result of the health and economic crises of 2020 and 2021. Through the **Parish Partner Grants Program**, we have partnered with nearly 20 churches across the Diocese to support new or ongoing outward-facing projects designed to meet the needs of the most vulnerable in communities like Joliet, Woodstock, Flossmoor, Aurora, and many more. In 2023, Episcopal Charities is partnered with 5 churches disbursing \$50,000 in restricted grants.

In 2022, Episcopal Charities launched a third funding stream called the **Strategic Partner Grants Program** to support faith-based work racial equity in our Diocese. Last year, we awarded grants to the Anti-Racism Commission of the Diocese and the Reparations Stakeholder Authority of Evanston (RSAE) totaling \$50,000.00. This grants program aims to accomplish similar objectives in 2023.

Episcopal Charities' Inner Capacity Building Program

Episcopal Charities offers opportunities to support the leaders of our partner organizations through the **Inner Capacity Building Program**. To deepen the impact of our financial grants, we bring CEO leaders, clergy, senior staff, and board members of our partner agencies and churches 2 to 3 times per year for a day-long Leadership and Spirituality Gathering. On November 15, we welcome Bill Benjamin of the Institute for Health and Human Potential who will facilitate a day's retreat for our leaders on "The Last 8%." Alongside the day-long gatherings, we also bring our

CEO leaders together for a bimonthly lunch and conversation around themes that emerge in their work as leaders.

Organizational Information

As of September 30, 2023, Episcopal Charities' endowment is valued at \$12,726,023.28—an increase of \$60,592.26 from 2022. The 2023 percentage draw on the investment (based on a 3-year trailing average) is 7.78%.

Episcopal Charities launched a Planned Giving campaign in the Summer of 2023 to offer faithful people in the Diocese of Chicago an opportunity to support the social outreach work of the Diocese well into the future. If you wish to include Episcopal Charities in your estate plan, please contact Matt Berryman at mberryman@episcopalcharities.org.

Respectfully submitted,

Matthew M. Berryman
Executive Director

David Ortiz
President of the Board of Trustees



2023 Report

The Episcopal Church Women (ECW) has continued to serve the women of the diocese through philanthropy and programs of faith and fellowship.

Philanthropy The ECW-Chicago board gives away around \$25,000 per year to organizations mainly in the Chicago Diocese. Recipients include Episcopal Charities, the Bishop's Discretionary Fund, our annual Ministry Partner, which was Ravenswood Community Services this year, the Chaplain to the Clergy Spouse Ministry, five campus ministries in Illinois, Bishop Anderson House chaplaincy training and others.

139th Annual Meeting and Convention –April 22, 2023 33 people representing 14 parishes gathered for this event at All Saints-Western Springs. The meeting was a hybrid with two people on Zoom viewing the event. The All Saints-Western Springs Rector, Fr. L.D. Wood-Hull, also attended to show his support for ECW, to hear Mother Courtney Reid speak and to attend the Eucharist. We invited Bishop Paula Clark, but was unable to attend due to her schedule of confirmations and parish visits, she sent us a recorded greeting instead. The main business of the Annual Meeting was to elect Laura Brady as Treasurer.

Mother Courtney spoke for an hour about the history, and especially the current ministries of All Saints-Chicago's feeding ministry which grew into Ravenswood Community Services, a separate 501 (c) 3 organization which serves its north side Chicago neighbors both with groceries, hot meals-to-go and access to social workers who help clients access social services. She showed a couple of videos: "Every Tuesday" and another about the expanded food pantry partnerships with three local grade schools. This later program was publicized with the Annual Meeting, so there were some food and cash offerings to RCS in addition to the ECW-Chicago Ministry Partner gift.

The group then celebrated the Eucharist with Mother Courtney presiding, assisted by Deacon Trilby Murray. The officers and board of ECW-Chicago were commissioned for another year as part of the liturgy. Mara Leonard, the All Saints Music Director, provided organ music for the service.

After the Eucharist, the attendees enjoyed a lunch of quiche and salad in the All Saints parish hall (main venue of the event), supported by the All Saints Fellowship team. All the morning, lunch and afternoon bakery foods were sourced from Sweet Ali's in Hinsdale, a gluten-free bakery.

The afternoon session of the April 22 event was an Altar Guild Conference which opened with a Zoomed presentation by Debie Thomas, a writer and theologian from California. She spoke movingly about the sacred in the ordinary activities of life, as well as Altar Guild work. After the keynote speech, the group was given an Altar Guild trivia "quiz" authored by Mary K. Torgler and Dorothy Richmond of All Saints. The exercise was amusing and enlightening.

The final segment of the day was an Altar Guild Panel discussion which focused on how we do things post-COVID and now that finding volunteers to do the work has become more challenging. The panel consisted of Anne Valentin, Nancy Nix and Jane Schenck from All Saints - Western Springs, and May Anstee from St. Mark's – Glen Ellynn. Each participant introduced a topic and engaged the other attendees to add their perspectives. The topics were: wine distribution during and post-COVID, recruiting new members, the use of less fussy materials for church linens and decorations and floral arrangements. There was much sharing of current practices, especially regarding wine distribution.

The National ECW Board chose Chicago as the diocese to visit in Province V on Friday, May 5 through Sunday,

May 7, and the ECW-Chicago Board members participated in some of their activities.

On Friday, the NECW Board visited the Renaissance Collaborative in Bronzeville, and was joined by Jane Schenck, Linda Toberman, Maryfran Crist and Chaplain Trilby Murray for a tour of the transitional housing facility at 3763 S. Wabash, which is as the first YMCA to serve African Americans is a historic building, led by Executive Director Emeritus, Patricia Adams. This was followed by a presentation of the history, vision/mission/values of the 30-year old organization by its current Executive Director, Oji Eggleston and his staff.

On Saturday, eight members of the ECW-Chicago board met over lunch at the Embassy Suites, meeting the NECW board members and introducing themselves. We shared information about our personal and organizational ministries and strengthened our bond to the national board.

On Sunday morning, the NECW Board visited All Saints-Western Springs for a pre-service gathering to acquaint All Saints members with the work of the NECW, and to join in worship with them at the regular 10AM service. The service was followed by the "Eighth Sacrament" coffee hour for more informal chatting. I asked Karen Patterson, the president of the NECW Board, if they had accomplished their objectives for the visit, and she said that they had.

2024 Calendar has been set conceptually with our main event being our Annual Meeting and Convention scheduled for April 20th. Venue and program have not yet been developed. Since this is a Triennial year for us, that trip to Louisville for our delegation will consume a fair amount of energy and budget.

As always, our website is a source of updated information and event registrations and details:
www.ecwchicago.org.

Respectfully submitted,

Jane P. Schenck, *President*

COMMISSION ON GLOBAL MISSION ANNUAL REPORT
86TH CONVENTION OF THE DIOCESE OF CHICAGO

Submitted by Co-Convenors Gary Martin & Jackie Kraus, on behalf of COGM

The Commission on Global Mission, established by resolution in 2000, led to the Companion Diocese Relationships (CDR's) in 2001 between the Diocese of Southeast Mexico (Anglican Church of Mexico), the Diocese of Renk, (Episcopal Church of South Sudan), and the Diocese of Chicago, (TEC). Since then, the CDR's have been renewed by resolution at Diocesan Convention. Several churches in the Diocese of Chicago are in partnership with churches, and support projects, in SEMEX and Renk. Partner churches pray for each other and make back-and-forth visits, when possible. The Standing Committee of The Episcopal Church (TEC) continues to endorse the CDR's, passed by resolution at its meeting that follows the Diocese of Chicago convention.

World Mission Sunday, the last Sunday of Epiphany, is sponsored by COGM, fulfilling our call "to seek and serve Christ in all persons".

In 2023, the COGM hosted a Zoom conference to share experiences about global involvement of the Diocese of Chicago churches in Haiti, Madagascar, Mexico and South Sudan. The Commission hopes to learn of more global mission involvement throughout the Diocese, and to reach out to churches seeking global mission opportunities.

The Commission seeks to raise awareness of the wider picture of Chicago's role in global mission in the worldwide Anglican Communion. The COGM is making plans to offer a workshop in 2024, details to be forthcoming.

For further information about the Commission on Global Mission, contact
Gray Martin, Chair of SEMEX Companion Diocese - gcmartin@gmail.com
Jackie Kraus, Chair of Renk Companion Diocese - jackie.kraus41@gmail.com

Report of the Hispanic Affairs Committee of the Episcopal Diocese of Chicago October 2023

The Hispanic Affairs Committee of the Diocese of Chicago is made up of representatives of seven congregations with Hispanic Latino Ministry in the Episcopal Diocese of Chicago.

This Committee meets every three months during the year, in order to share what is happening in each congregation and also plan and execute training activities for lay leaders and meetings for young people and couples for the benefit of the members of the congregations.

In this year 2023, bilingual Confirmation Liturgies were planned under the responsibility of the Committee. One of those liturgies was held on June 3 at Holy Family Church in Lake Villa, Illinois. A second liturgy will be held on December 9 at St. James Cathedral in Chicago.

The Hispanic Affairs Committee is also in charge of a consultation on the diaconate among the congregations that develop Hispanic/Latino Ministry. The report of this consultation will be delivered to our bishop Paula Clark in December 2023.

Committee on Hunger - Report to Diocesan Convention 2023

In 2023, many of our congregations continued to serve the hungry in various ways. Many people have continued to need assistance due to reduced income and rising inflation. Thank you to all who faithfully fed your neighbors in Christ's name!

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 receives a share of the local portion of Chicago CROP Walk funds and distributes them to Chicago Episcopal congregation-based feeding programs that apply for its small grants. In spring 2023, the Hunger Committee distributed \$1,713 from the 2022 Chicago CROP Hunger Walk to two hunger ministries affiliated with Chicago congregations which had participated in the walk effort, St. Thomas and Messiah-St. Bartholomew.

In September 2023, the committee awarded \$5,625 from its diocesan budget to eight hunger programs in our diocese: Emmanuel, Rockford; St. Andrew's, Downers Grove; St. James the Less, Northfield; St. Lawrence, Libertyville; St. Paul's, Warsaw; Calvary, Lombard; Sandwich Board at Trinity, Aurora; and St. Clement's, Harvey.

The Hunger Committee encourages education and advocacy about hunger issues. It 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 2023

The Diocesan Council has approved the following plans from the Medical Trust for plan year 2024. The health insurance plans have increased an overall average of 7.31% for 2024, with a 0% increase for the dental plans. The Diocese of Chicago had 316 members enrolled from April 2022 – March 2023. This consists of 163 employees and 153 dependents. The average age is 41.1. We have 49.6% males and 50.4% females enrolled.

Dental Plans

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

Dental Plan / Yearly Rates 2024	Single	Emp. plus 1 (spouse/partner or child)	Family
Delta Dental Premium	\$ 972.00	\$ 1,752.00	\$ 2,724.00
Delta Dental Comprehensive	\$ 732.00	\$ 1,320.00	\$ 2,052.00
Delta Dental Basic	\$ 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 2024	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% (of either \$3,200 single or \$5,450.00 plus one/family deductible) Funded HSA Total Cost	\$11,232.00 + \$ 2,400.00 = \$13,632.00	\$20,220.00 + \$ 4,087.50 = \$24,307.50	\$31,452.00 + \$ 4,087.50 = \$35,539.50
Anthem BCBS PPO 70	\$12,816.00	\$23,064.00	\$35,880.00
Anthem BCBS PPO 80	\$14,916.00	\$26,844.00	\$41,760.00
Anthem BCBS PPO 90	\$16,380.00	\$29,484.00	\$45,864.00
Anthem BCBS MSP PPO 70 (MEDICARE AS SECONDARY PAYER – for employers with less than 20 employees)	\$10,236.00	\$18,420.00	\$28,656.00
Anthem BCBS MSP PPO 80 (MEDICARE AS SECONDARY PAYER – for employers with less than 20 employees)	\$12,096.00	\$21,768.00	\$33,864.00
Anthem BCBS MSP PPO 90 (MEDICARE AS SECONDARY PAYER – for employers with less than 20 employees)	\$13,260.00	\$23,868.00	\$37,128.00

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.**

Report for the Peace & Justice Committee, 2023, commissioned by the Episcopal Diocese of Chicago

Since the virtual diocesan convention in 2022, the Peace & Justice Committee has been very busy. At last year's convention, we awarded the Rev. Michael Yasutake Award to Rev. Dr. Anthony Vaccaro. He served as a faithful and involved member of the Peace & Justice Committee for over a decade. He was able to combine his work as a medical doctor with his work as a priest, to offer help in many ways. He served as an assisting priest at St. James Cathedral offering ministry to those unhoused. He was also the leader of a diocesan trip to the Holy Land called "Come and See." He served as a priest at Church of our Saviour in Chicago and more recently on the Chicago Diocesan COVID-19 Advisory Team. He recently retired and relocated to Italy, and he is missed.

January brought the launch of the first year of our program, One Book, One Diocese. The Peace & Justice Committee decided to embark on a four-year book study for the entire diocese. We read one book each year for four years with a focus each year on one of the four interlocking injustices named by Rev. Dr. Martin Luther King in the original Poor People's Campaign which are: 1) systemic racism, 2) poverty, 3) the war economy, 4) ecological devastation.

For our first year, with a focus on anti-racism, we read *Resurrection Hope: A Future Where Black Lives Matter* by the Very Rev. Dr. Kelly Brown Douglas. The committee encouraged parishes to read the book and hold discussions, but we also offered diocesan-level discussions which were aptly facilitated by the Antiracism Commission of the diocese. We offer special appreciation to Reverend Carolyn Bavaro for coordination between diocesan ministries. The Peace & Justice Committee provided financial help to parishes who needed funds to get the books, and our committee purchased two sets of ten books that were sent to two different parishes. The diocesan level discussions were offered in April. Due to the sensitive nature of confronting and examining racism, the Peace & Justice Committee, also with the help of the Antiracism Committee, offered an additional evening of preparation for discussions entitled, "Navigating Difficult Conversations."

We were most fortunate to be able to host the author of our first book selection, Rev. Dr. Kelly Brown Douglas, who together with our bishop, the Rt. Rev. Paula Clark, presented ideas from the book and took questions. Over 90 people attended from a wide range of congregations. Our committee felt our inaugural year of One Book, One Diocese was a success as many churches chose to read and discuss the book as an act of raising awareness and understanding of racism. The second year of One Book, One Diocese will be launched in the diocesan Leadership News in December.

This year, another initiative we are sponsoring is "A Season of Pentecost: Gun Violence Prevention." The Peace and Justice Diocesan Committee is also a chapter of the national Episcopal Peace Fellowship, which has sponsored a nation-wide Gun Violence Prevention initiative this 2023 season of Pentecost, from Pentecost Sunday, May 28 until the first Sunday of Advent. Across our diocese and across the country, parishes have sponsored Sunday services and other gatherings devoted to gun violence prevention. Various actions include –

Liturgical Action: use the “Make Us Instruments of Your Peace Litany” and/or special Prayers of the People, read the names of those who died by gun violence in the area, preach about gun violence prevention, use or make & use orange altar clothes and stoles.

Public Action: wear orange (the color hunters wear in the woods to protect themselves), participate in “Say Their Names,” invite a gun violence survivor to speak to your group, organize a “Guns to Gardens” event for your church or community; work with Moms Demand Action, Brady, Everytown for Gun Safety, and/or Bishops United Against Gun Violence.

Legislative Action: local, state. or national, participate in Letter-writing campaigns, use the advocacy toolkit for School Boards created by Students Demand Action for Gun Sense, call your legislators, investigate your state’s laws regarding buying, keeping or storing guns.

As in other years, our diocese participated in the Pride Parade of 2023: God’s Love Embraces and TRANSforms All. Our committee annually joins the Chicago-area Coalition of Welcoming Churches, which sponsors all the faith-based groups that participate in the parade.

Our committee continues to work for peace in Palestine and Israel. This year we bring a resolution to convention entitled: Solidarity with the Palestinian Boycott, Divestment, and Sanctions Movement. Our committee is a co-sponsor with Rev. Anne Smith, the Antiracism Commission and the Sanctuary Task Force. In the past five years we have brought other resolutions to convention that work to support the human rights of all in Israel/Palestine in nonviolent ways.

We are in the beginning stages of working with Underground Ministries with their One Parish, One Prisoner program. This is the work of emptying the tombs of mass incarceration in a resurrection movement. The program began in the State of Washington, where the founders discovered there were almost the same number of incarcerated people as there were churches in the state. More to come on this.

The Sanctuary Task Force of the diocese, itself an offshoot of our Peace and Justice Committee, continues to be part of our work. We have donated some of our budget to support housing for migrants bussed to Illinois, and we also support “Uncaged Art” exhibit, a project of the Sanctuary Task Force to bring about awareness of the effect of detention on children. We are also co-sponsors of their resolution.

The Peace and Justice Committee endeavors to represent the diocese in all our work and live out our baptismal statement to “strive for justice and peace among all people and respect the dignity of every human being.”

Respectfully submitted,
Ellen B. Lindeen
Chair and Convener, Peace & Justice Committee
Episcopal Diocese of Chicago

Province V Executive Board report to the Diocese of Chicago 2022-2023

Report created on August 10, 2023

Submitted by: **Laura Jackson**



Province V is a network of 14 dioceses of the Episcopal Church. The Diocese of Chicago is one of those 14.

The Theme of Province V: CONNECT. NETWORK. SUPPORT.

Connect people to people and people to resources.

Network to build communities across diocesan lines.

Support each other in a variety of ministries.

There are several resources available at the provincial level. Please review this report and share information with others in your worshipping community!

Leadership

The Province V Executive Board is responsible for the operations of the province. There are 20 members of this board, which includes the 14 diocesan representatives, 2 members (one lay and one clergy) who serve on the Executive Council of the Episcopal Church, and 4 elected officers. Each diocesan bishop appoints a representative, and I have been appointed to this task.

You can see the full list of members here: <https://www.provincev.org/exboard.html>

Board members meet monthly via Zoom to share resources from our dioceses and hear about and help develop provincial events and programming. Most board members also serve as a liaison with one of the Province networks; I currently serve as a board liaison to the network of Lay-Led Congregations. The board gathers in-person once per year to make deeper connections and get to know each other and the province better, most recently in Madison in April of 2023.

The Rev. Heather Barta serves as coordinator of Province V. Her role is to provide support to leaders of existing networks and create new opportunities for people across the province to connect with each other to build networks of support.

Campus Ministry Consultant

Province V is currently discerning if they should hire a person to be a “Campus Ministry Consultant.” This person would work with parish leaders to help them build relationships with the faculty, staff, and/or students of nearby post-high school educational institutions. We received a development grant from The Episcopal Church to help us during this time of discernment. We are partnering with Ministry Architects and they will be hosting listening sessions for leaders across the province to share their thoughts and ideas.

If you would like to participate in these listening sessions, please contact Heather at 989-413-3229 or provinceVcoordinator@gmail.com.

More details about this discernment will be coming soon in the Province V Newsletter!

Creation Care Event – May 2023

In May 2023, the Province V and Province IV Creation Care Networks gathered in Louisville, KY. The weekend was designed to help leaders of creation care ministries to have some time of learning and retreat. We learned more about our Biblical foundation of creation care, which can be helpful in teaching people that caring for creation is part of our Biblical mandate, not a political soapbox. We also connected with people about the ministries that they are doing locally and how we might be able to support each other. We had such a lovely and informative time that we are planning for another event in September 2024.

See details about this event, and mark your calendars: <https://www.provincev.org/creation2024event.html>

Big Provincial Gathering – April 26-27, 2024

Please mark your calendars for the next Big Provincial Gathering!

April 25-26 – pre-event trainings

April 26, afternoon – Province V Synod (Synod Deputies need to attend and all are welcome)

April 26, evening – April 27 – Big Provincial Gathering (worship and workshops)

Preparation Calendar:

Dec 1 – Workshop descriptions due

Jan 5 – Registration opens with a discounted rate

Mar 1 – Registration cost increases

See all of the details as they post here:

<https://www.provincev.org/bpg24.html>

Networks

<https://www.provincev.org/networks.html>

The networks continue to expand to serve leaders across the province. Networks are open to any person who would like to be connected to others working on similar ministries. If there is a network that you might find helpful, contact the coordinator, Heather Barta at provinceVcoordinator@gmail.com.

Leadership Coaching Project

<https://www.provincev.org/lcp.html>

Trained lay and ordained coaches are available to work with individuals, teams or groups on your goals and challenges. These coaches are available to any person interested in working on ministerial or personal goals. All coaches will provide a complimentary “introductory” meeting so that you can ask questions about coaching with them and get to know each other. Rural Area Ministry Specialists are available at a reduced rate to leaders in rural areas. (“Rural Area” is defined as a town with a population of 20,000 or fewer.)

Upcoming events

April 26-27, 2024 – Big Provincial Gathering and Synod, South Bend, Indiana

Sept 12-15, 2024 – Creation Care Network Event, Louisville, Kentucky

Connecting to the Province

Sign up for the monthly newsletter at the bottom of the website: <https://www.provincev.org>

General Facebook: <https://www.facebook.com/ProvinceFive/>

Creation Care Facebook: <https://www.facebook.com/profile.php?id=100082984106362>

Dismantling Racism Facebook: <https://www.facebook.com/profile.php?id=100078969506674>

Instagram: <https://www.instagram.com/provincefive/>

Please contact me for more information about anything presented in this report!

Laura Jackson (512)925-7625 Laura.w.jackson@gmail.com

Episcopal Diocese of Chicago Sanctuary Task Force
Report to the 186th Annual Diocesan Convention
September 29, 2023

Since its report to the Diocesan Convention of 2022, the Sanctuary Task Force has worked to implement Resolution F-182 of the 182nd Annual Diocesan 2019 Convention (“Sanctuary Resolution”) as follows:

1. [T]hat the Diocese of Chicago, as people of faith and people of conscience, pledges to resist the stated policy proposals of the [prior] presidential administration to target and deport millions of undocumented immigrants, and to eliminate the Deferred Action for Childhood Arrivals (DACA) program that has granted temporary relief for thousands of young people in our communities and families[.]

The Sanctuary Task Force (“Task Force”) forwards action alerts distributed by Episcopal Migration Ministry. Locally, through the Illinois Coalition for Immigrant and Refugee Rights (ICIRR), an advocacy membership organization of most of the immigrant communities in the State of Illinois, the Diocese continues to resist policy proposals to target and deport undocumented immigrants and advocates to continue the DACA program. Various advocacy opportunities include “Get Out The Vote” phonebanking, in person advocacy events, online action alerts to its listserv, participation in ICIRR monthly membership meetings, annual summits and other membership events. Task Force member, Yoan Viamonte, describes his participation of the annual ICIRR member celebration: “My first-ever attendance at the ICRR Annual Celebration of all the achievements in fiscal year 2023 was truly ..encouraging and upbuilding in to regard to the feasibility that a better world is still possible if we learn not tolerance but real empathy leading to heartfelt respect to others who appears different based on skin color, ethnicity, religion, nationality and culture.” Please email the Rev. Sandra Castillo, sca652@yahoo.com to be included in the Sanctuary Task Force listserv.

2. [T]hat this convention encourage the congregations and institutions of the Diocese of Chicago to consider becoming Sanctuary Congregations and Institutions, in order to serve as places of welcome, refuge, healing, and other forms of material and pastoral support for those targeted by hate due to immigration status or some perceived status of difference, and to work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people[.]

Webinars.

April: The Rev. Primo Racimo, St. Margaret of Scotland, hosted the webinar, “Why We Come Here” that explained the link between U.S. foreign policy and resulting migration; the current situation for migrants and refugees; and how churches can respond.

May: Sally Craige Christensen, St. Matthew, Evanston, hosted the webinar, “Hosting Refugees and Asylum Seekers: Inspiring Stories of Love in Action” with Craige, Cynthia Doucet also of St. Matthew’s, Ngozi Osuji of St. Andrew/Pentecost, Evanston whose team is assisting a refugee family from the Congo; Brian and Wendy Carson, members of Congregation Tzedek Chicago, and of the Sanctuary Working Group (“SWG”) a program of Wellington UCC, who have provided emergency and long term housing to individual and families of asylum seekers at their Chicago home; Linda Raygoza, St. John Episcopal Church, Chicago, who opened her home to a family of five asylum seekers from Ecuador. Salvador Cerna, Director of Housing, Illinois Community for Displaced Immigrants (“ICDI”), responded to questions regarding social work resources available to churches housing asylum seekers.

Consultations. See section number 4.

Uncaged Art Exhibit

The purpose of this touring exhibit is to touch the hearts of the visitors to empathize with the experiences of detained immigrants, particularly children in government custody. The tour opened with the exhibit hosted by St. James Cathedral in May; St. John, Chicago, in June; a partnership of Church of the Holy Family, Trinity Lutheran, Park Forest and St. John Episcopal Church, Flossmoor in July; St. Martin, Chicago in September. Future hosts include St. Nicholas, Elk Grove Village in October; a partnership of St. Matthew, St. Andrew/Pentecost and Open Studio Project, all in Evanston in early November. The Uncaged Art will be co-hosted by the Diocese of Chicago and the Lombard Mennonite Peace Center, at the Peace Center, 101 W 22d Street, Suite 206, Lombard, IL, 60148, during the November 17-18, 2023 Diocesan Convention and the days prior to Thanksgiving. At present, the next scheduled venues will be in January and early February. The Sanctuary Task Force's license from the University of Texas is now extended to the Episcopal Diocese of Minnesota to kick off its own tour of the Uncaged Art exhibit. The Uncaged Art exhibit has been organized by a committee including Susan Mullen, a community activist and artist, Betsy Lent, a member of St. Peter's Episcopal Church and the Peace & Justice Committee, and two Task Force members, Jack Lloyd and Rev. Sandra Castillo. Members of the Diocese have stepped forward to assist with the set up and disassembling of the exhibit for which the Sanctuary Task Force is deeply grateful. The Uncaged Art exhibit is funded by donations. Donations may be made using this link: <https://episcopalchicago.wufoo.com/forms/uncaged-art-exhibit-contributions/>

3. [T]hat the Diocese of Chicago connect with other local and national sanctuary communities and institutions, immigrant rights groups and coalitions, and engage in educating, organizing, advocacy, and direct action, and other methods as deemed appropriate in each context, to ensure the safety and security of the undocumented community[.]

No denomination, congregation or nonprofit can provide ministries to immigrants, refugees and asylum seekers without the abovementioned connections, especially with our new arrivals to the Chicago metro area. The Sanctuary Task Force has worked with many groups, organizations and congregations that share the common values of compassion, hospitality, gratitude, love, faith and hope embodied in our welcoming and providing for our newly arriving asylum seekers.

- ❖ At the Diocesan level, the Task Force maintains ongoing communication and engagement with the Sanctuary Resolution's co-sponsors, the Anti-racism Commission, Hispanic Affairs Committee, and Peace & Justice Committee and Diocesan staff who have been very helpful.
- ❖ Within the Chicago Metro area, the Task Force continues to work with ICIRR. Its Courtwatch Program is led by Task Force member, Jack Lloyd. Volunteers attend hearings at Immigration Court, bearing witness and showing support for detained immigrants as they go through the legal process, trying to gain the right to remain in the country. The Rev. Sandra Castillo is the representative to the Sanctuary Working Group ("SWG"), a program of Wellington UCC and its advisory team. The SWG is a coalition of over forty churches and non-profits that raises funds to provide housing and food for asylum seekers, works with non-profits to provide asylum seekers with case management (state benefits including Medicaid, food stamps and a state financial stipend). The SWG includes members as far as San Diego. The SWG had covered several of the expenses of asylum seekers assisted by the Task Force. The Task Force works with other community groups and organizations including, among others, ICDI (provides case management for the Ecuadorian family housed by the St. John family; the asylum seeker from Cuba now housed by Calvary Lutheran Church; Scalabrini Immigrant and Refugee Services (a Roman Catholic non-profit that assists the Venezuelan family of asylum seekers housed at Trinity, Highland Park; the Roman Catholic convent at St. Turibius Catholic Church which has provided gift cards for food and clothing for asylum seekers.

- ❖ Within the Episcopal Church, Jack Lloyd is active with EMM and is co-coordinator of the Province V Migration Ministry Network. The Rev. Canon David Ulloa Chavez, Canon for Border Ministries, Diocese of Arizona, assisted the Task Force in obtaining the release from detention of one of adult children of the family from Ecuador hosted by Linda Raygoza.

4. *[T]hat the Diocese of Chicago assist in equipping congregations, clergy and lay leaders to engage in such work, appropriate to local contexts, capacity, and discernment[.]*

Since the 2022 Convention the following has been occurring:

- ❖ In early December, the Task Force assisted ICIRR and Detention Watch Network by providing emergency housing for an asylum seeker from Bangladesh. Four clergy covered the cost of two nights hotel lodging.
- ❖ In mid December, the Task Force welcomed as asylum seeker Cuba. A former member of Nuestra Señora de las Americas provided two days of emergency housing. The SWG covered his first month's rent. St. John, Chicago covered his second month's rent and contributed towards his legal expenses. Calvary Lutheran Church has provided housing since February through this coming December. ICDI Housing Director, Salvador Cerna and a group of ICDI volunteers completed the apartment repairs that enabled the young man to move into Calvary's apartment. ICDI Case Management Director, Rosa Hernandez, assisted the young man obtain Medicaid, food stamps and a state stipend.
- ❖ In early February, Trinity, Highland Park (Jack Alix, Diane and Greg Beckway, Bryan Cones, Peter Barber, Daphne Cody, Anne Loshboug) and its other team members, including Cary Rositas-Sheftel, Highland Park Library, Karen Broms (St. Lawrence, Libertyville), Mark Tilton Fred Johnston (St. Elisabeth, Glencoe), Maria Fiochi (St. Gregory's, Deerfield) welcomed a Venezuelan family of nine asylum, including a young woman expecting a baby. Scalabrini Immigrant and Refugee Services provided case management. Four additional family members arrived in May. The young woman gave birth in July with mother and baby safe and well. The Task Force, SWG and Trinity are now working to obtain housing for the four recent arrivals. The Rev. Bryan Cones will preside over baptisms and the Rev. Sandra Castillo will preach at the Nov. 5 Eucharist.
- ❖ The Roman Catholic convent at St. Turibius referred a family of five asylum seekers from Ecuador in mid-March. They were stranded at Midway Airport. The Task Force provided three days hotel lodging, food, pampers and baby formula covered by the SWG. The Roman Catholic convent provided the family with gift cards for food and clothing. When the family was unable to remain with their friends, Linda Raygoza and her family, members of St. John, welcomed the family on March 28. Salvador Cerna and Rosa Hernandez, ICDI, provided case management. In early July, the parents' four adult children, son-in-law and nine year old daughter, entered the country. The Task Force assisted the parents in obtaining the release of their nine year old daughter from government custody who joined her parents at the Raygoza home. The parents located housing and moved on August 2. The SWG is covering most of the family's rent for September and October, St. Augustine, Wilmette and St. John's, Chicago are covering most of the family's rent for November and December. The family's St. John Team includes: Deborah Birch-Gaytan, Kathleen Martin, Linda Raygoza, Paolo Cisneros, Adriana Elliott. The family's Task Force team includes: Sabrina Larocco, Salvador Cerna and Rosa Hernandez, ICDI, Tom Needham, St. Juliana Catholic Church, Chicago, and the Rev. Sandra Castillo.
- ❖ In late March, a family of five asylum seekers asked for help at Santa Teresa de Avila, Chicago. The Task Force provided emergency housing for three days. The parents opted to return to Tampa, FL for their ICE appointment. The cost of their bus travel was covered by donations from eight members of the Diocese.

- ❖ St. Mary, Crystal Lake, is reaching out to the broader community to develop an interfaith team and resources to house a family of asylum seekers with consultations with the Task Force, ICDI, the Faith Community Initiative, Province V, and EMM.
- ❖ St. Martin, Des Plaines, is working with ICDI to provide meals to asylum seekers after hosting a Lenten presentation by Jack Lloyd and the Rev. Sandra Castillo.
- ❖ Santa Teresa de Avila, Chicago, provides occasional meals to the asylum seekers at the 8th District Police Station.
- ❖ The Church of the Transfiguration, Palos Park, hosted a consultation by the Rev. Sandra Castillo and provides ongoing financial support and groceries to families of asylum seekers, raising funds through fundraisers and special collections.
- ❖ St. Chrysostom's church members and volunteers from the surrounding community, has been operating Chrys' Closet, a "free store" of a large variety of items from clothes to toys for asylum seekers and now, in partnership with the Church of the Ascension, has increased it's the size of its operating space. Rev. Sandra Castillo provided a consultation to the Rev. Will Bouvel, Associate Rector.
- ❖ The Task Force has assisted congregations in obtaining media coverage for its ministries to asylum seekers.
- ❖ The Sanctuary Task Force is discussing how to best sustain the ministry to asylum seekers. A fundraising link will become available this fall for the Diocese's congregations and institutions to support this ministry. For more information, email sca652@yahoo.com.

5. *[T]hat responsibility for implementation of this resolution shall be that of the resolution originators through a Task Force to be convened as soon as possible following its passage but no later than three months from that date.*

MEMBERS OF THE SANCTUARY TASK FORCE

Rev. Miguel Briones, St. Mark Episcopal Church, Glen Ellyn
Rev. Sandra Castillo, Santa Teresa de Ávila Episcopal Church, Chicago
Sally Craige Christensen, St. Matthew Episcopal Church, Evanston
Rev. Gary Cox, Santa Teresa de Ávila Episcopal Church
Gerald Floyd, St. Margaret of Scotland Episcopal Church
Sabrina Larocco, St. John's Episcopal Church, Chicago
Jack Lloyd, St. Nicholas Episcopal Church, Elk Grove Village
Rev. Emeka Nwachuku, St. Andrew/Pentecost Episcopal Church, Evanston
Rev. Primo Racimo, St. Margaret of Scotland Episcopal Church, Chicago
Linda Raygoza, St. John's Episcopal Church, Chicago
Judith Tribbett, St. James Cathedral, Chicago
Yoan Viamonte, Santa Teresa de Ávila Episcopal and Calvary Lutheran Churches, Chicago

Respectfully submitted,

The Diocesan Sanctuary Task Force

Standing Committee of the Episcopal Diocese of Chicago ANNUAL REPORT 2023 (revised)

In Matthew 9:36, Jesus had compassion on the people, for they were harassed and helpless, like sheep without a shepherd. The primary theme of the work of the Standing Committee (SC) since the last Annual Report has been re-calibrating after emerging from several years of uncertainty and disorientation. It has been our great honor to serve alongside our mightily resilient Bishop the Rt. Rev. Paula Clark during her first full year in office.

The last acts of the departing SC included a formal exit interview with our Assisting Bishop the Rt. Rev. Chilton Knudsen, who had filled a pastoral role during 2022. After the elections at our 2022 Diocesan Convention, our SC President the Rev. Anne Jolly resigned to become Bishop of Ohio. In addition, one of the elected lay members of the SC, Luis Garcia, joined the diocesan staff, rendering him ineligible to serve. Thus, one of our first acts as a newly formed SC was to appoint persons to fill these vacancies for one year until the 2023 Diocesan Convention: Jeannette DeFriest from the clergy order and Wes Kimes from the lay order.

Two vacancies remained in the Diocese of Chicago's deputation to the 2024 General Convention. It fell to the SC to appoint Judy Jordan to serve as a Lay Deputy and Todd Burton to serve as a Lay Alternate Deputy to join our 2024 deputation.

Having experienced so much turnover, including a new bishop, the SC spent time this year in relational work, onboarding, and orientation. Each of us completed the modules in the Safe Church, Safe Communities curriculum. Throughout the winter and spring we developed group norms as directed in Article 10, Section 3, of the church canons.

The purpose of the SC is to give advice and consent in a variety of areas. Throughout the year, we gave consent in ten episcopal elections: for Ohio, Columbia, New York, Olympia, Central Florida, New Jersey, West Texas, the Armed Forces and Federal Ministries (AFFM), Maryland, and Arkansas. We withheld consent in the Diocese of Florida. In addition, we gave consent for the ordination of Cynthia Rigali Lund to the transitional diaconate in this diocese.

SC also gives consent for sale or mortgage of parish property throughout the diocese. During 2023, we had two such consents: for St. Simon's Arlington Heights, to their sale of a portion of their parking lot, and for All Saints Chicago, to their taking two commercial loans regarding their parish property.

After careful review over several months, SC consented to moving Trinity Chicago from Distressed Parish status to Mission status under Canon 28, Section 5(f).

As President of SC, Toni Daniels served ex officio on the Trustees for the Endowment for the diocese, and Wes Kimes represented SC on the Budget Committee.

One major 2023 SC project was developing the [Selling or Mortgaging Parish Property Guide](#). A first stop for any parish considering selling or mortgaging property, this guide will save clergy, wardens, and vestries wasted time and effort.

The other aspect of SC's advice-and-consent work is the advice side. Bishop Clark meets regularly with our SC President. Throughout the year, the bishop has discussed with the SC various issues arising as her vocation as our bishop deepens.

Please pray for us, and in future years, consider running for this office.

Respectfully submitted,

The Standing Committee of the Diocese of Chicago

The Rev. Miguel Briones
The Rev. Daphne Cody, Secretary
Antoinette (Toni) Daniels, President
The Rev. Jeannette DeFriest
Gerald Floyd
Wes Kimes

Trustees of the Endowment Fund of the Episcopal Diocese of Chicago Annual Report to the 2023 Diocesan Convention

Dated September 30, 2023

The Trustees of the Endowment Fund report the following accomplishments in 2023:

- Concluded three years of financially supporting the revitalization of formerly distressed parish, St. Michael and All Angels Episcopal Church, in Berwyn through the Chicago Leadership Fund.
- Continued funding capital campaign consulting fees for churches in the “Thriving Together” program: St. John’s, Chicago and St Mark’s, Glen Ellyn. Several congregations have tabled their plans due to leadership changes and lingering effects from the pandemic.
- Approved funding of \$620,066 to the 2024 Administrative & Program budget, which includes \$344,364 of extraordinary funding requested by the Diocesan Budget Committee.

Board Membership

Members and Trustees in 2023 include:

- Members and Ex-Officio Trustees: The Rt. Rev Paula Clark and Ms. Antoinette Daniels, Standing Committee President
- Trustees: Ms. MaryPat Mauro, chair; The Rev. John Blossom; Mr. Michael Clark; Ms. Drew Gay; Mr. Peter Rossiter.

Diocesan treasurer, Mr. Keith Kampert, provides financial reporting; comptroller, Ms. Rebecca Elfring-Roberts, provides budget support: canon for networking, Ms. Crystal Plummer, is the staff liaison; and communications officer, Ms. Jennifer Boyle-Tucker, provides staff support.

Financial Position

Per our most recent audited financial statement dated 12/31/2022, net assets at the end of 2022 were \$6,912,373, down from \$8,262,798 on 12/31/2021.

Activities

Per the last audited financial statement dated 12/31/2022, total revenue and investment activity were -\$1,023,806 compared with \$1,037,575 in 2021. Investment performance in 2022 was much lower than in 2021 as were gifts and bequests.

Expenses, including a grant of \$263,368 to the Administrative and Program Fund; \$13,177 paid to fundraising consultants in connection with the Thriving Together program; \$46,049 paid in support of St. Michael and All Angels; and \$4,025 in professional fees and other

expenses totaled \$326,619 in 2022 compared with \$562,800 in 2021. The grant in 2021 was much higher because the trustees approved an additional grant of \$250,000 to support expenses associated with an assisting bishop.

The resulting change in net assets for 2022 was -\$1,350,425 compared with \$474,775 in 2021.

Gratitude

The Trustees of the Endowment Fund express their sincere gratitude to the Rev. John Blossom, who ends his second term, having served for six years.

Respectfully submitted,

Ms. MaryPat Mauro
Chair

Ms. Crystal Plummer
Canon for Networking

The United Thank Offering (UTO) Report to the 2023 Diocese of Chicago Convention

Since 2019 The Diocese of Chicago has received five United Thank Offering (UTO) Grants:

- (1) \$65,000.00 St. Paul's Peoria, Sustainable Food Project (2020)
- (2) \$23,560.00 COVID-19 Spanish-language Pastoral Care Relief Training Course Development for Bishop Anderson House (2021)
- (3) \$4,720.00 Sustaining Project WORK for Lawrence Hall (2021)
- (4) \$22,886 Climate Justice on the South Side of Chicago, St. Paul & the Redeemer (2022)
- (5) St Leonard's Ministries & St Andrew's Church: community gathering space, received \$100,000 (2023).

This represents a total of \$216,166.00.

Many thanks to all the congregations who have made donations thus far, and as we continue this journey, there is a need for support diocesan wide.

The 2024 United Thank Offering grant application materials are now available. Over the next 3 years, The United Thank Offering, in the spirit of Matthew 25:36, will focus on areas of ministry that serve those who society has left out and left behind. The UTO grant focus for 2024 will be on "the stranger" Jesus mentions, offering welcome and inclusivity.

The Diocese of Chicago preliminary deadline for applications is December 28, 2023. These will be reviewed by the UTO grant committee and Bishop Paula Clark.

For more information about the 2024 UTO Grant process visit
<https://www.episcopalchurch.org/grants-and-scholarships/united-thank-offering-grants/>

Respectfully submitted,

Wanda Norris, UTO Coordinator
Linda Toberman, UTO Advisor