



ONE BODY MANY MEMBERS

PRE-CONVENTION JOURNAL

November 13–14, 2026
Melville, New York



NOMINATIONS FOR ELECTIVE OFFICE

(Biographical sketches are presented as provided by the nominees, and listed in random order, as required by canon.)

SECRETARY OF CONVENTION (One Person, Full Term: 1 year, ending 2027)



The Rev. Edwin Beckham

I serve as Rector of St. Mark's, Islip, and Dean of the Atlantic Deanery. Before coming to Long Island four years ago, I served 14 years in the Diocese of Atlanta. My experience includes diocesan leadership, liturgy, global missions, congregational development, and young adult ministry. I hold a B.A. in History from Furman University and an M.Div. from Seminary of the Southwest, with additional Ph.D. studies. Previously, I spent 10 years as a technical writer for Fortune 500 companies.

TREASURER (One Person, Full Term: 1 year, ending 2027)



Pearson A. Griffith

Pearson joined St. Peter's Church, Rosedale, in 1994 and serves in the Men's Guild and Senior Choir. Elected to the Vestry in 2006, he served as Warden from 2007 to 2020. He was Assistant Diocesan Treasurer from 2012 to 2017 and became Diocesan Treasurer in 2018. A retired NYS Department of Financial Services employee, Pearson serves on the board of Queens Power, Inc. He is a Long Island University graduate and Maryland Certified Public Accountant.

DIOCESAN COUNCIL, Clergy Order (Two Persons, Full Term: 3 years, ending 2029)



The Rev. Abigail Murphy

Abby has been a priest in the Diocese of Long Island since 1996, doing supply at various parishes since retirement in 2023. In addition to her M.Div. degree, she has a certificate in Congregational Development from Seabury-Bexley. She has served on the Commission on Ministry, Ecclesiastical Court, Board of Camp DeWolf, Board of Episcopal Health Services, and has twice been a Deputy to General Convention.



The Rev. Carlos Rendón

The Rev. Carlos Rendón is Priest-in-Charge of the Church of the Redeemer in Astoria, Queens, serving English- and Spanish-speaking communities. Born in Colombia, he was ordained a priest in 2023. He serves on the diocesan Commission on Ministry, supports Hispanic ministry, and produces a Spanish-language Morning Prayer podcast with Forward Movement. An immigrant, husband, and father of three, he is committed to strengthening congregations, supporting clergy and families, fostering vocations, and valuing diverse diocesan voices.



The Rev. Robert F. Russo

The Rev. Robert F. Russo brings experience in parish leadership, pastoral care, community health, and finance. Before ordination, he served at the Cathedral of the Incarnation in pastoral care, outreach, youth mentoring, and liturgical ministries, and on Cathedral Council. He spent seven years supporting adult men living with mental illness as a residential counselor and over 25 years working in banking and financial services. Father Bob welcomes the opportunity to serve on the Diocesan Council.

DIOCESAN COUNCIL, Lay Order (Two Persons, Full Term: 3 years, ending 2029)



Penny Grinage

A lifelong member of St. Stephen and St. Martin's, Brooklyn, she has served as warden and now serves on the vestry. A retired elementary school principal and educational consultant, she previously served on Diocesan Council, the Joint Oversight Committee to elect the ninth bishop, and EMLI's board. She currently serves on EMLI's Grant Review Committee and chairs the Reparations Committee, would like to bring her parish, educational, and diocesan leadership experience to the Diocesan Council again.



Veryan Cumberbatch

I am a member of St. Gabriel's & St. Stephen's Episcopal Church in Hollis, where I serve as a Liturgical Assistant, member of the Bishop's Committee, and Chairperson of the Education Committee for the Contact and Connect Ministry. I previously served on the Diocesan Council and welcome the opportunity to serve again. I am retired, having worked as a Dietitian and Food Service Director, and hold a Master's degree in Food and Nutrition.



Denise Washington

I served on the transition team to elect the Ninth Bishop and serve on EMLI's Celebration of Ministry Honorary Committee. An EFM graduate committed to Christian service, I served on the Bishop's Committee and in Sunday School and outreach programs and helped establish the Church of Nativity After School Program. A pension actuary for over 35 years, I own a pension consulting firm in Brooklyn, New York, and seek to serve on the Diocesan Council.

THE STANDING COMMITTEE, Clergy Order (One Person, Full Term: 4 years, ending 2030)



The Rev. Canon Karen Davis-Lawson

I have served as rector of St. David's Church, Cambria Heights since 2021. My experience as a member of the Disciplinary Board and Diocesan Council, Secretary of Convention for a decade, and as Deputy to several General Conventions give me an understanding of the Diocese and Episcopal Church. I currently serve as a clergy coach and a trainer in the Diocesan Church Development Institute. I hold an MA in Public Policy and Administration from Brooklyn College and MDiv. from the General Theological Seminary.



The Rev. Lilo Carr Rivera

The Rev. Lilo Carr Rivera serves as Priest Associate of Family and Youth Ministry at St. Peter's By-the-Sea in Bay Shore. Mother Lilo is seeking a second term on the Standing Committee. She holds a Bachelor of Fine Arts from the Massachusetts College of Art, a Master of Social Work from Hunter College and a Master of Divinity from General Theological Seminary. Mother Lilo also provides psychotherapy through two Suffolk County-based group practices.



The Rev. Dr. Carl Adair

The Rev. Dr. Carl Adair is the vicar at the Episcopal Mission In Sunnyside—a thriving new church plant of the Diocese that launched in September 2025. He was formerly curate at Zion Episcopal Church in Douglaston, where he led the Zion History Project, which grappled with the terrible truth that Zion's founding families enslaved at least 43 people, and led to the installation of a permanent memorial to those children of God in Zion's sanctuary. Carl is a former Trinity Leadership Fellow, and a graduate of the Episcopal Divinity School at Union Theological Seminary.

THE STANDING COMMITTEE, Lay Order (One Person, Full Term: 4 years, ending 2030)



Dr. Nancy Lam

Dr. Nancy Lam, a lifelong Episcopalian, serves on Christ Church, Bay Ridge's Vestry and Audit Committee. Her diocesan roles include the 9th Bishop's Search Committee, Diocesan Council, Camp De Wolfe Board, Finance Committee and General Convention Deputy. She holds a Ph.D. in Public and Urban Policy, is a Licensed Social Worker. She retired as Chief of Leased Housing at NYC Housing Authority and served as CEO of four nonprofits in NYC and Hong Kong. She is passionately committed to doing justice and loving mercy.



Tamara Harris

For the past four years, I have served on the Standing Committee, including the last two years as elected Secretary. I am a committed member of the Cathedral of the Incarnation, where my faith shapes my approach to service and leadership. Professionally, I am a Licensed Mental Health Counselor in New York State, serving as an Outpatient Mental Health Clinic Director, an adjunct professor, and private practice owner in New York and Saint Lucia.



Lesly Galloway

Brings extensive leadership, Community Outreach, and Public Service experience. Serving on EMLI, Bishop Transition Committee, and as Outreach Chair and Eucharistic Visitor. Her initiatives support veterans, disadvantaged families, disaster relief, and children through food, clothing, and supply drives. Her outreach includes Hurricane Sandy and COVID-19 relief efforts, and a memorable Thanksgiving luncheon celebrating Riverhead's Hispanic community. Recipient of multiple community service awards, Lesly's administrative expertise, integrity, and dedication reflect her unwavering commitment to faithful diocesan service and community well-being.

THE BOARD OF MANAGERS OF CAMP DeWOLFE, INC.

(Two Persons, Full Term: 3 years, ending 2029)



Laura Beckham

"Thin spaces" are holy places where people sense God's presence and feel connected to something beyond everyday life. For young people, Camp DeWolfe is such a place. As a veteran educator, Laura Beckham understands the importance of preserving these sacred spaces and ensuring future generations can experience them. A member of St. Mark's, Islip, she serves on the Camp DeWolfe Board and teaches at Long Island Lutheran, bringing 30 years of classroom experience and a Master's in English Education.



Matthew Mohan

A Garden City resident, he lives with his wife, daughter, son, and two dogs. An Executive Director at Morgan Stanley, he serves on both the Camp DeWolfe Board and the Cathedral Council of the Cathedral of the Incarnation. Seeking a second and final term on the Camp DeWolfe Board, he brings proven leadership, compassion, and enthusiasm developed through his board service. Outside of work and volunteer ministry, he is an avid snowboarder and devoted Star Wars fan who enjoys sharing his passions with family and friends.

THE BOARD OF DIRECTORS OF EPISCOPAL MINISTRIES

(Two Persons, Full Term: 3 years, ending 2029)



Yvonne M. Robinson

I have been a member of St. Peter's Episcopal Church, Rosedale, for over thirty years, serving on the vestry, two consecutive terms as Warden, and in various parish ministries. Since December 2025, I have served as the Treasurer of Episcopal Ministries of Long Island. A Bernard Baruch College graduate and Certified Public Accountant, I have worked for over thirty years at a New York City public accounting firm, where I serve as Senior Tax Manager.



The Rev. Brendan Nee

The Rev. Brendan Nee (they/he) is Associate Rector for Parish & Community Life at St. Ann & the Holy Trinity in Brooklyn. In the wider community, they serve as co-president of the Brooklyn Heights Interfaith Clergy Association. They hold a Master of Divinity in Anglican Studies from Union Theological Seminary and a Bachelor of Arts in Ethnic Studies from the University of California, San Diego. Their professional background is in non-profit program management and marketing communications.

THE BOARD OF TRUSTEES OF THE GEORGE MERCER JR.

MEMORIAL SCHOOL OF THEOLOGY (Two Persons, Three Years, Ending 2029)



The Rev. Dr. Douglas C. Mohrmann

The Rev. Dr. Douglas C. Mohrmann currently serves as Curate at St. John's Episcopal Church in Cold Spring Harbor. He also is a Visiting Researcher at Union Theological Seminary. He is a former professor of biblical studies at General Theological Seminary and Cornerstone University (Grand Rapids, MI) where he served as Chair of the Religion Department. His PhD is from Durham University. Special projects of his include work on the NRSVue and GOE (Scripture).



Dr. Abigail Lockett

Dr. Abigail Lockett was the dean of restorative justice and as a technology teacher at the New York City Department of Education's Academy for Scholarship & Entrepreneurship. She has served in various educational leadership roles in Nassau and Suffolk counties as well as New York City. Abigail is an active member of St Stephen's Church, Jamaica, Queens.



Ian Belizaire

Ian serves as Co-Warden of the vestry at the Church of St Luke's and St Matthew in Brooklyn. He sat on the Diocesan Racial Justice and Reconciliation Committee. Currently, Ian is the Vice President of Corporate Social Responsibility at the Partnership for New York City. He holds an MPA in Public Policy from the Marx School of Public Affairs, Baruch College, and a Bachelor of the Arts in Political Science and International Relations from Seton Hall University.



The Rev. Molly Jane Layton

The Rev. Molly Jane Layton is the priest-in-charge of St. John's of Lattingtown. In addition to her M.Div., she holds an M.Ed. in Private School Leadership from the Klingenstein Center at Teachers College, Columbia University, and she taught for over a decade before her ordination to the priesthood. She would be honored to serve on the Board of the Mercer School of Theology and put her educational background to good use for the diocese.

Mercer Trustees con't next page

THE BOARD OF TRUSTEES OF THE GEORGE MERCER JR. MEMORIAL SCHOOL OF THEOLOGY (con't) (Two Persons, Three Years, Ending 2029)



The Rev. Jimmie Sue Deppe

Rector of the Church of St. Jude, Wantagh since 2022 and ordained for twelve years, she brings extensive leadership and governance experience to theological education. She has served on the Bishop Search Committee, the Commission for Ministry, and as Secretary of Province II. Her board service includes Gates-Chili Community Connections, the Ogden Farmers' Library, and Campaign D, supporting young adults with autism. She is committed to strengthening clergy and lay formation through Mercer School of Theology under the Bishop's leadership.

THE TRUSTEES OF THE ESTATE BELONGING TO THE DIOCESE OF LONG ISLAND, INC. (Two Persons, Full Term: 4 years, ending 2030)



Ted Gerbracht

Recently completed nine years as Director of Academic Programs at Mercer School and previously served as Managing Director at two leading financial services institutions from 1988 to 2006. With extensive experience in parish and diocesan financial leadership, he has served as Diocesan Treasurer and Trustee of the Estate. Additional service includes board and treasurer roles with General Seminary and the Godly Play Foundation. Educational credentials include an MBA from Adelphi, a PhD from NYU, and nonprofit accounting certification.



The Very Rev. Dr. Steve Foster

He serves as Rector of St. Peter's Rosedale and Dean of the Jamaica Deanery. As a diocesan trustee, he supports responsible resource management, sustainability, and growth. His service includes the Standing Committee, Cathedral Chapter, George Mercer School of Theology Board, and EMLI's Congregational Grant Committee. As a Search Consultant, he helped congregations discern their calling and identify clergy partners for ministry. He also participates in the Black Clergy Caucus and the Rosedale Ecumenical Clergy group.



Mia Jelous-Dank

I've been a practicing commercial architect for over 25 years in NYC and Long Island. I am involved in town planning and preservation and formerly Chairman of the Amityville Planning Board and I am currently the Vice Chairman of the Southold Town Planning Board on the North Fork of Long Island. My family has longstanding ties to Holy Trinity Church, Greenport. I have been a vestry member and co-warden, and I currently serve as a eucharistic minister and a member of our altar guild.



The Rev. Dr. Rudolph Anthony Jr.

Originally from Belize, he has served in the Anglican Dioceses of Belize and Eastern Newfoundland & Labrador, Canada, and the Episcopal Dioceses of New York and Long Island. His ministry has included parish leadership, university, prison, and hospital chaplaincies, as well as diocesan committee service. Currently Rector of Grace Episcopal Church in Jamaica, Queens, he holds degrees in education, theology, public administration, mathematics, and ministry, and has served more than 25 years as an ordained deacon and 24 years as a priest.

THE DISCIPLINARY BOARD, Clergy Order (One Person, Full Term: 3 years, ending 2029)



The Rev. Jimmie Sue Deppe

I am the Rector of the Church of St. Jude - Wantagh. I have served on the Bishop Search Committee, Commission for Ministry, and serve as the Secretary to Province II. I served on a Disciplinary Board in another Diocese, understanding the weight of this ministry and the importance of impartiality, confidentiality, and careful discernment. I would bring to this work a practice of deep listening and thoughtfulness, along with a commitment to pastoral care, prayerfulness, and respect for due process.

THE DISCIPLINARY BOARD, Lay Order (Two Persons, Full Term: 3 Years, ending 2029)



Blair Soyster Fiore

My 30-year career in employment and media litigation prepared me to handle complex misconduct allegations. A retired Manhattan firm partner, I served as its discrimination and harassment ombudsman, a court-appointed mediator and arbitrator, and outside counsel to DFMS under Presiding Bishops Browning and Griswold. At St. Ann's, Bridgehampton, since 2008, I served on the vestry and as warden from 2020–2024. A Smith College and UVA Law graduate, I am married, a grandmother, and lifelong Episcopalian.



Solomon A. Chester Jr.

Solomon A. Chester Jr. worshiped at St. Thomas Episcopal Church in Bushwick, Brooklyn, for 29 years, serving as an acolyte for many of those years. Since 2012, he has worshiped at the Church of the Transfiguration in Freeport, where he is a member of the Brotherhood of St. Andrew. He retired as a Warden from the NYC Department of Correction. His commitment to faith, leadership, and service reflects a lifelong dedication to serving both his church and his community.



La Verne Mitchell

A parishioner of St. Joseph's, Queens Village, she has served two consecutive terms on Cathedral Chapter and is active in parish stewardship and building ministries. She holds degrees in French Literature and Education, with additional graduate study in literacy. After a 30-year career in mortgage finance, she became a New York State–certified elementary school educator. She is the founding president of the diocesan chapter of the Union of Black Episcopalians and a Life Member of the organization.

CATHEDRAL CHAPTER, Lay Order (One Person, Full Term: 3 years, ending 2029)



Angela Sacco

Angela Sacco is a Caroline Church parishioner in Setauket, former Warden and Vestry member, and current Verger and choir member. She served on the Diocesan Bishop Transition Committee and co-chaired the committee coordinating the consecration of Long Island's Ninth Bishop. Professionally, Angela served as Chief of Staff at an investment bank and Chief Administrative Officer of a New Jersey mortgage banking company. She currently manages the Bates House, a venue operated by the

Frank Melville Memorial Foundation.



George Tietjen

A member of Holy Trinity Greenport since 2021, he has served as Warden since January 2026. He is Camp DeWolfe's Treasurer and serves on diocesan real estate and audit committees. Previously, he held leadership roles at the Cathedral of the Incarnation. A Southold resident, he is Managing Director at Sentinel Real Estate Corporation. His background includes investment committee service, a master's in real estate from NYU, an accounting degree from RIT, and inactive CPA status.

PROPOSITION 2026-P01

AMEND TITLE IV, CANON 2 as follows:

1. Delete existing Title IV, Canon 2, Section II in its entirety.
2. Renumber Title IV, Canon 2 Section III to Title IV, Canon 2, Section II and amend it by deleting the words "Diocesan Joint Oversight Committee" and adding the words "the Standing Committee of the Diocese".
3. Delete existing Title IV, Canon 2, Section IV in its entirety.

EXPLANATION

This change is made to bring the Diocesan Canons in line with those of other Dioceses regarding the procedures and protocols surrounding episcopal elections.

PROPOSITION 2026-P02

Amend Title VII, Canon 3 as follows:

1. Amend Title VII, Canon 3 Section II to read as follows:

SECTION II. Procedure for the Standing Committee. Such application shall be referred by the Ecclesiastical Authority, being a Bishop, to the Standing Committee. The Standing Committee shall consider the application and, by a majority vote, approve or disapprove the application for admission into Union. The Standing Committee shall report its decision, together with the reasons therefor, to the Bishop with all convenient speed. No application shall proceed to the Convention unless it has received the approval of the Standing Committee. If the See be vacant, the Standing Committee shall report its decision and the reasons therefor to the Convention next following such application, together with the opinion of the Chancellor thereon.

2. Amend Title VII, Canon 3, Section III to read as follows:

SECTION III. Procedure of the Bishop. After receipt of the approval of the Standing Committee, the Ecclesiastical Authority, being a Bishop, shall, after taking the opinion of the Chancellor, report the Bishop's own opinion and recommendation to the Convention next following.

3. Amend Title VII Canon 3 to add a new Section IV to read as follows:

"The approval of the Standing Committee shall constitute a prerequisite for an application to proceed to Convention but shall not itself constitute admission into Union."

4. Amend Title VII Canon 3 to renumber existing Sections IV, V and VI as Sections V, VI and VII, respectively.

Explanation

This amendment is intended to strengthen the system of shared governance and checks and balances within the Diocese. Admission of a church or parish into Union is not a routine administrative action. It creates a lasting relationship and carries significant canonical, pastoral, financial, property, and institutional responsibilities for both the congregation and the Diocese. A decision of that magnitude should involve the meaningful participation and consent of the several bodies entrusted with diocesan governance.

Under the present Canon, the Standing Committee is required to consider an application, but its formal role is limited to offering its opinion and recommendation to the Bishop. In the past, there have been occasions when the Bishop has not heeded the advice of the Standing Committee. While the current Canon permits that, it also demonstrates the limitation of a process in which the Standing Committee is required to conduct meaningful review but its conclusions remain entirely advisory.

The proposed amendment gives that review appropriate canonical weight. The Standing Committee would be required to approve or disapprove an application and provide the reasons for its decision. If it approves the application, the Bishop would then undertake the Bishop's own review, including consultation with the Chancellor, and make an independent recommendation to Convention. Convention would continue to make the final decision.

The amendment therefore does not substitute the judgment of the Standing Committee for that of the Bishop or Convention. Instead, it creates a genuine system of checks and balances: the Standing Committee must approve, the Bishop must independently consider and report, and Convention must ultimately decide. No one person or body controls the entire process. That structure better reflects the shared polity of the Diocese and provides an important safeguard when making a decision that affects the whole diocesan community.

Submitted by: The Rev. Keith Voets, The Very Rev. Hickman Alexandre, The Very Rev. Dr. Walter Hillebrand, The Rev. Lilo Carr Rivera, The Rev. Rudolph Anthony, The Rev. Canon Karen Davis-Lawson, The Rev Jimmie Sue Deppe, The Very Rev. Steve Foster, The Rev. Dr. Allen Robinson, The Rev. Lawrence Womack

PROPOSITION 2026-P03

Amend TITLE IV. NOMINATIONS AND ELECTIONS IN THE CONVENTION CANON 1
DEPUTIES TO THE GENERAL CONVENTION & PROVINCIAL SYNOD

Resolved that Tittle IV Canon 1 Section III be amended as follows:

SECTION III.

Deputies to the Provincial Synod (a) Those t-w&- **four** Deputies to the General Convention in each order ranking highest in order of election shall be deemed to have been elected, as Clergy and Lay Deputies to the Provincial Synod.

(b) Those twe **four** Deputies to the General Convention in each order ranking lowest in order of election shall be to have been elected as Alternate Clergy and Lay Deputies to Provincial Synod.

Explanation

From the Ordinances of Province II

ORDINANCE V THE PROVINCIAL HOUSE OF DEPUTIES

Section I Membership

(a) Each Diocese shall be entitled to representation in the Provincial House of Deputies by four Presbyters or Deacons, each canonically resident in the Diocese he/she represents and four Lay Persons who are confirmed adult communicants of this Church in good standing but not necessarily domiciled in such Diocese. Each Diocese shall determine the manner in which its Deputies shall be chosen.

This proposed amendment ensures that our Diocesan Canons align with Provincial Ordinances and further ensures that we are adequately represented at Provincial Synod.

Respectfully Submitted

(The Reverend) Hickman Alexandre

PROPOSITION 2026-P04

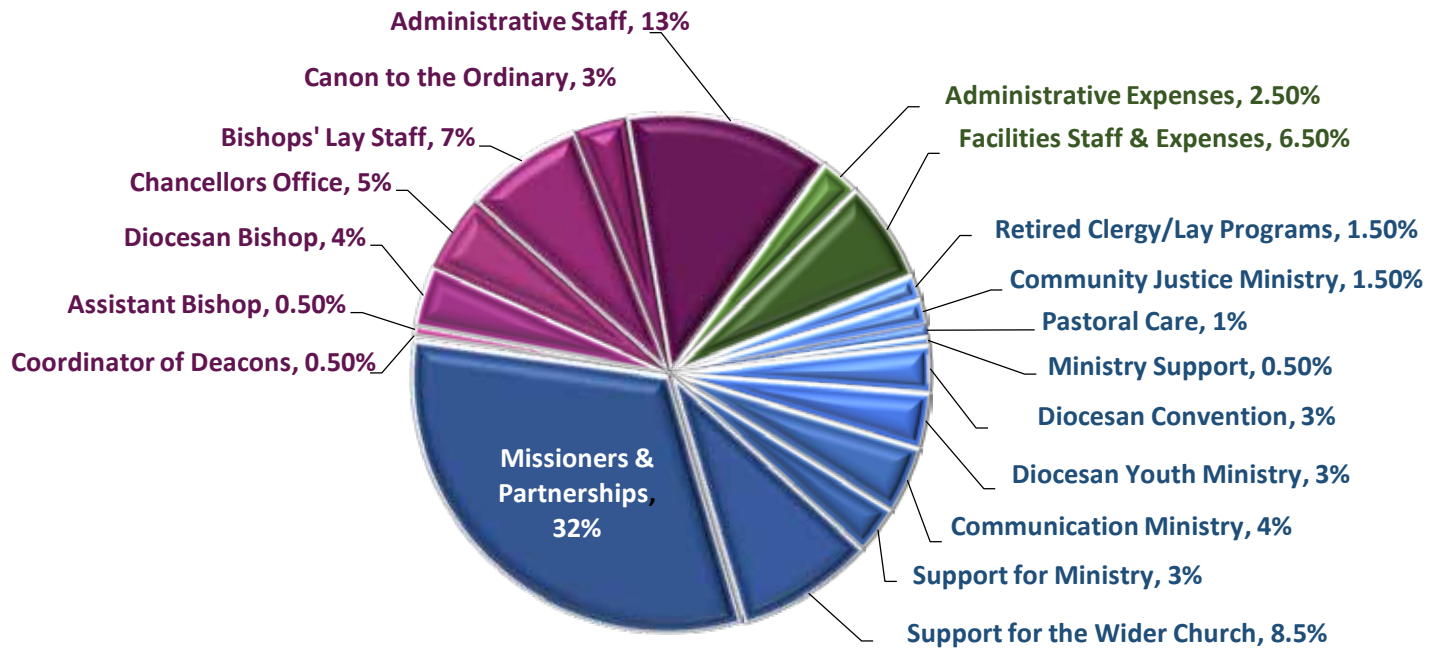
AMEND TITLE VIII, CANON 6 as follows:

1. In Section III(a)(i) and Section V(a), change “Treasurer of the Diocesan Convention” to “Treasurer of the Diocese”

EXPLANATION

This change is made to bring this conform to previous definitional changes for this office

PROPOSED RESOLUTION 2027-R1



Ministry Plan of the Diocese of Long Island Draft

August 31, 2026

	FY25 Full Year	FY25 Jan-Aug	Convention Budget	Budget	Year to date Actual	Variance	Proposed 2027 Ministry Plan
Revenue							
1 Congregations	2,455,605	1,571,651	4,259,268	2,839,512	1,466,670	(1,372,842)	2,410,774
2 Investment Income & Trust Fds	7,499,327	2,879,839	5,067,815	3,378,543	5,807,010	2,428,467	6,155,444
3 Astor Fund & Other Grants	150,541	113,626	122,280	81,520	74,692	(6,828)	122,280
4 Service & other revenue	432,363	361,419	442,000	294,667	291,973	(2,694)	442,000
5 Total Revenue	10,537,836	4,926,535	9,891,363	6,594,242	7,640,345	1,046,103	9,130,498
Expenses							
Mission							
6 Support for the Wider Church	431,255	287,503	690,697	460,465	459,132	1,333	792,861
7 Retired Clergy/Lay Programs	127,390	115,925	133,000	88,665	115,005	(26,340)	145,128
8 Diocesan Youth Ministry	189,249	137,364	296,701	197,800	140,884	56,916	316,465
9 Communication Ministry	410,266	290,168	371,682	247,789	247,671	118	380,271
10 Vicar for Community Justice	128,412	90,262	138,262	92,175	81,383	10,792	142,038
11 Diocesan Convention	221,133	55,574	267,804	178,536	92,788	85,748	272,319
12 Stewardship	298,708	208,391	71,611	47,741	63,951	(16,210)	0
13 Ministry Support	298,692	236,833	434,515	289,677	203,969	85,708	45,650
14 Pastoral Care	188,459	129,819	118,536	79,024	74,452	4,572	69,568
15 Congregational Development	38,006	26,691	67,976	45,318	21,981	23,337	0
16 Missioners & Partnerships	4,076,523	1,860,975	3,415,936	2,277,293	2,614,821	(337,528)	2,903,266
17 Support for Ministry	236,424	157,654	495,496	330,328	179,256	151,072	265,746
18 Pass Through Grants	0	0	0	0	0	0	0
19 Total Program	6,644,517	3,597,159	6,502,216	4,334,811	4,296,093	38,718	5,333,312
Episcopate							
20 Diocesan Bishop	369,694	253,525	452,855	301,903	336,077	(34,174)	340,067
21 Assistant /Assisting Bishops	136,530	103,024	78,491	52,327	69,352	(17,025)	52,832
22 Canon to the Ordinary	0	0	0	0	0	0	297,274
23 Coordinator of Deacons	18,072	1,506	21,960	14,640	12,048	2,592	18,154
24 Chancellor's Office	332,068	222,211	426,960	284,639	275,290	9,349	438,358
25 Bishops' Lay Staff	629,587	423,494	496,441	330,960	367,581	(36,621)	685,362
26 Administrative Staff	1,053,730	710,769	1,155,546	770,366	783,692	(13,326)	1,172,678
27 Total Episcopate	2,539,681	1,714,529	2,632,253	1,754,835	1,844,040	(89,205)	3,004,725
Administration							
28 Administrative Expenses	193,357	170,548	208,375	138,916	226,010	(87,094)	218,744
29 Maintenance Staff & Expenses	512,521	314,875	548,519	365,680	393,581	(27,901)	573,717
30 Total Administration	705,878	485,423	756,894	504,596	619,591	(114,995)	792,461
31 Total Expenses	9,890,076	5,797,111	9,891,363	6,594,242	6,759,724	(165,482)	9,130,498
32 REVENUE LESS EXPENSES	647,760	(870,576)	0	0	880,621	880,621	0

PROPOSED RESOLUTION 2027-R2

Concerning Clergy Compensation Guidelines in the Diocese of Long Island

BE IT RESOLVED that the 160th Convention of the Episcopal Diocese of Long Island recommends that the base minimum compensation for 2027 include a **3.5% Cost of Living increase**, in accordance with the following table:

CATEGORY	RECTORS, INTERIMS, PRIESTS-IN-CHARGE, VICAR	CURATES
BASE MINIMUM FULL TIME CASH SALARY	\$64,691	\$54,986
	All Full-time clergy MUST be paid at least minimum salary	
CASH HOUSING ALLOWANCE	50% of Minimum Cash Salary Only where NO church housing is provided (includes utilities)	
SECA OFFSET	\$4,949	\$4,206
	7.65% of Salary & Cash Housing Allowance (where applicable)	
REIMBURSABLE AUTOMOBILE and TRAVEL RELATED EXPENSES	Reimbursement of automobile and business-related expenses is to be made under accountable expense reimbursement plans to be adopted by vestries in accordance with IRS criteria and the <i>Manual of Business Methods in Church Affairs</i> which has been the canonical standard in the Diocese of Long Island since 1997. Appropriate amounts are to be included in parish budgets.	
UTILITIES	Congregations are to cover the cost of utilities in church provided housing. Where no church housing is provided, the 50% Cash Housing Allowance above includes utilities. Utilities = gas, heat, electric, water, Internet and telephone	
PENSION ASSESSMENT	18% of Total Base Compensation as defined by the Church Pension Fund	
LIFE INSURANCE (\$50,000 Group Term)	\$456.00 (In addition to the \$150,000 coverage provided at no cost by CPF to active clergy)	
NYS Sick & Safe Leave	Eff. 1/1/2021, NYS mandates all employees are provided one (1) hour paid time off for every thirty (30) hours worked for a maximum of forty (40) hours per year. Diocesan employees are provided with six (6) days/yr for Full-time and three (3) days/yr for Part-time. Visit www.dol.ny.gov	
MEDICAL & DENTAL INSURANCE PREMIUMS (12.98%-13.04% increase in medical premiums for 2027)	100% of the premium costs for adequate medical and dental coverage for clergy and their dependents. Anthem BCBS BlueCard PPO 90 or CIGNA PPO 90 (medical) and Aetna DMO (dental) plans are considered adequate coverage. Congregations are not required to contribute more than these rates. Clergy receiving medical benefits from an outside source (e.g. spouse, secular employment) will be enrolled in the Employee Assistance Program* through the Episcopal Church Medical Trust (cost to the congregation is \$48/annum).	
HOUSING EQUITY ACCOUNT - (RSVP)	A <i>Housing Equity Account</i> is to be established for clergy living in church-provided housing using the RSVP product of the Church Pension Fund in accordance with a Standing Resolution of the Diocesan Convention. The annual amount to be contributed is 3% of the sum of the clergy's cash salary, social security offset, utilities and 30% calculated housing, which should include all taxable cash compensation and is determined by the Church Pension Fund.	
PARENTAL LEAVE OF ABSENCE	Birth of a Child - Primary childcare parent to receive 12 weeks' paid leave. Non-primary childcare parent to receive 2 weeks' paid leave. Employee giving birth should submit a claim for short term disability thru AFLAC, which will reimburse the employer for 70% of the cleric's total compensation figure (up to \$1,000/week) for up to 12 weeks from the date of the baby's birth. Adoptive parents will receive the same time off with pay as a birth parent but will not be entitled to file a disability claim. If Employer enrolled Clergy in NYS Paid Family Leave (PFL), which is not mandated , then they can take an additional 12 weeks (without pay) , and the primary care parent will receive 67% of their compensation through the vendor. Total minimum time available is 12 weeks disability + possibly 12 weeks PFL = 24 weeks	
VACATION	One month (to include 5 Sundays) and the weekdays following Christmas and Easter	
SABBATICAL LEAVE	3 months full base package following 6 years of continual service in a parish or institution of the diocese for the purpose of study, rest and renewal. Upon completion of a sabbatical a clergyperson must remain in his or her current position for minimally one year.	
SPIRITUAL RETREAT, DIRECTION AND REFLECTION TIME	8 days (including 1 Sunday) for an annual spiritual retreat; and one day per month for spiritual direction	
CONTINUING EDUCATION EXPENSE and LEAVE	\$2,000 and 6 days per year (in addition to vacation); George Mercer School will provide additional programs to clergy of parishes in which this cost presents a financial burden.	
SUPPLY CLERGY:	\$250.00 per service, plus reimbursement at the standard mileage rate established by the IRS for business mileage (currently .76 cents - to be updated December 2026) OR Actual Cost if public transportation is used).	

BE IT FURTHER RESOLVED that the COLA shall be the basis for annual compensation conversations with all continuing clergy having already completed at least one full year of service at their present cure.

* Employee Assistance Program addresses the emotional, physical, family and legal needs of the clergy and their dependents in the form of immediate help, referrals and resources.

Submitted by Diocesan Council

PROPOSED RESOLUTION 2027-R3

Concerning Lay Employee Compensation Guidelines in the Diocese of Long Island

BE IT RESOLVED that this 160th Convention of the Episcopal Diocese of Long Island recommends that Lay Employee's Compensation for 2027 be increased by 3.5%, where financially viable.

CATEGORY	
MINIMUM CASH SALARY	Can not be paid less than seventeen dollars (\$17.00) per hour and consideration should be made for experience and length of service. Hourly employees are entitled to overtime (1.5 of hourly rate) for all hours worked over 40 in any given week. Salaried (overtime exempt) employees must earn at least \$66,300 in 2027 to remain exempt from overtime pay. All Sexton's and Organists do not meet the requirements for Independent Contractors (1099) and should be W2 employees.
SECA	7.65% of Salary (per IRS requirements)
REIMBURSABLE EXPENSES	Non-taxable reimbursement of travel and out-of-pocket business-related expenses are to be made in a timely manner and in accordance with IRS guidelines. Current standard mileage rate, determined by the IRS annually, is \$.76 . Last updated July 2026.
DISABILITY	MANDATED: NYS Disability AND Paid Family Leave (currently provided by Standard Security) AND Worker's Compensation (billed thru Church Insurance). OPTIONAL: Short and Long-Term disability provided thru the Medical Trust and administered thru Aflac. All disability premiums should be Employer Paid.
LAY PENSION	Mandated by General Convention effective 1/1/2013. All lay employees hired to work 20 or more hours per week must be provided with Lay Pension at a minimum 9% employer contribution. This can be divided between employer contribution and employer match but base contribution must not be less than 5%.
LIFE INSURANCE	Available through Church Life Insurance. Can be employer or employee paid benefit. Value of life insurance is double the annual salary to a maximum of \$50,000
NYS Sick & Safe Leave	Eff. 1/1/2021, NYS mandates all employees are provided one (1) hour paid time off for every thirty (30) hours worked for a maximum of forty (40) hours per year. Diocese employees are provided with six (6) days/yr for Full-time and three (3) days/yr for Part-time. Visit www.dol.ny.gov
MEDICAL & DENTAL INSURANCE PREMIUMS (12.98% - 13.04% increase in medical premiums for 2027)	Mandated by General Convention, effective 1/1/2013, all Lay employees hired to work 20 or more hrs per week must be provided with medical and dental benefits through the Medical Trust. Who pays for the premiums (employer or employee or a combination) is left to the discretion of each church, based on finances, but must be provided to all equally. Plan information and cost are available at www.dioceseli.org . *ALL ELIGIBLE EMPLOYEES SHOULD BE ENROLLED IN THE Employee Assistance Program.
PARENTAL LEAVE OF ABSENCE	Birth of a Child - Primary childcare parent to receive 8 weeks' paid leave. Non-primary childcare parent to receive 2 weeks' paid leave. Employee giving birth should submit a claim for NYS disability, which will reimburse the employee for 66.67% of the employee's total compensation figure (up to \$1500/week) for up to 8 weeks from the date of the baby's birth. Adoptive parents will receive the same time off with pay as a birth parent but will not be entitled to file a disability claim. NYS Paid Family Leave (PFL) can then be taken for an additional 12 weeks , and the primary care parent will receive 67% of their salary up to \$1,228.53 per week through the vendor. Salary will not be paid by Employer during PFL but position held and benefits continued. Total minimum time available is 8 weeks disability + 12 weeks PFL = 20 weeks
VACATION	Generally vacation time is allotted based on years of employment. 2 weeks in year one (if start date is prior to June 1st), 3 weeks in year two & three; finally, 4 weeks in year four and beyond. Part-time employees get 2 weeks without any increase over time.
SABBATICAL LEAVE	Currently there is no set sabbatical leave for lay employees, but it is being looked into.
The COLA shall be the basis for compensation conversions with all continuing Lay employees having already completed at least one full year of service. Diocesan practices are to address salary increases on an every other year basis. This resolution is a guideline and not a mandated salary increase.	
<small>* Employee Assistance Program addresses the emotional, physical, family and legal needs of employees and their dependents in the form of immediate help, referrals and resources.</small>	
Diocesan Payroll Service	Currently 90% of our church employees are paid through the Payroll Service. The primary benefits are receiving the lowest rates available and applicable regulatory requirements are covered. Additional employee benefits are Flexible Spending Account, Transportation Fringe Benefit, Aflac Supplemental Insurance, Plum Entertainment Discounts. Additional benefit info available at www.dioceseli.org.

Submitted by Diocesan Council

PROPOSED RESOLUTION 2027-R4

Establishment of a Task Force on the Transition of Diocesan Missions to Parish Status

WHEREAS, the Diocese of Long Island is committed to the growth, vitality, and long-term sustainability of its congregations; and

WHEREAS, diocesan missions play an important role in the mission and ministry of the Church, with the hope that those demonstrating sufficient stability, vitality, and sustainability may eventually attain parish status; and

WHEREAS, the establishment of clear, objective, and measurable benchmarks for the transition from mission to parish status would provide transparency, consistency, and accountability in the process; and

WHEREAS, such benchmarks should consider, among other factors, financial sustainability, congregational vitality, governance, stewardship, and the capacity to sustain the worship and ministry of a parish; and

WHEREAS, a clearly defined process would assist diocesan missions in planning for their future and provide diocesan leadership with consistent standards for evaluating readiness for parish status;

BE IT RESOLVED, that the 160th Convention of the Diocese of Long Island respectfully requests the Bishop of Long Island to establish a Task Force on the Transition of Diocesan Missions to Parish Status; and

BE IT FURTHER RESOLVED, that this Task Force be charged with developing clear, measurable, and objective benchmarks by which a diocesan mission may be evaluated for admission to parish status, including appropriate standards of financial sustainability, congregational vitality, governance, and institutional stability; and

BE IT FURTHER RESOLVED, that the Task Force review the existing diocesan canons and procedures governing the transition from mission to parish status and recommend such amendments as may be necessary to establish a transparent, consistent, and equitable process; and

BE IT FURTHER RESOLVED, that the Task Force be authorized to prepare and submit proposed canonical amendments, together with its recommended benchmarks and procedures, for consideration and possible adoption by the 161st Convention of the Diocese of Long Island; and

BE IT FINALLY RESOLVED, that the Task Force report its findings and recommendations to the Bishop and the appropriate diocesan governing bodies in sufficient time to permit the consideration of any proposed canonical amendments at the 161st Convention.

Submitted by: The Rev. Keith Voets, The Very Rev. Hickman Alexandre, The Very Rev. Dr. Walter Hillebrand, The Rev. Lilo Carr Rivera, The Rev. Rudolph Anthony, The Rev. Canon Karen Davis-Lawson, The Rev Jimmie Sue Deppe, The Very Rev. Steve Foster, The Rev. Dr. Allen Robinson, The Rev. Lawrence Womack