

The Episcopal Diocese of Maryland



Convention Journal

Part B — Appointments, Nominations, and Resolutions

**For the
236th Annual Convention**

September 12, 2020

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236th Annual Convention of the Episcopal Diocese of Maryland

Appointments and Nominations

APPOINTMENTS BY BISHOP to be ratified by convention:

Diocesan Chancellor and Parliamentarian: Mr. Neal Baroody

Dispatcher of Business: The Rev. Canon Scott Slater

Chief Teller: Ms. Susan Beares

Sergeant of Arms: Ms. Kate Riley

Archivist: Ms. Mary Klein

Historiographer: Ms. Rebecca Thayer

APPOINTMENTS BY BISHOP to be confirmed by convention:

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

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

Commission on Ministry: The Rev. Neva W. Brown, Ms. Ann E. Burton (co-chair), Ms. Cynthia Cecil, the Rev. Mario Conliffe, the Rev. Pan Conrad, Ms. Mary DeKuyper, the Rev. Monique Ellison, the Rev. Diane Fadely, the Rev. John Hayes, the Rev. Tom Hudson, the Rev. Chip Lee, Mr. Carl Owens, the Rev. Jessica E. Sexton, Ms. Elizabeth Shaner, the Rev. Jon Shematek, the Rev. Mary Luck Stanley (co-chair), the Rev. Joanne Tetrault, Ms. Judy Wright. *Ex officio:* the Right Rev. Robert Ihloff, assisting bishop; the Venerable Ruth Elder and the Venerable Jane O'Leary, archdeacons; the Rev. Scott Slater, canon to the ordinary; Ms. Eve Wayne, staff assistant, Mrs. Kathy J. Boyer, consultant for EBM and DOV.

Claggett Center Board of Trustees: Ms. Samantha Alger, Mr. Doug Campbell, Ms. Kathryn Glover, the Rev. Glenna Huber, the Rev. Tom Hudson, Mr. Buck Lyon-Vaiden, Mr. David Mallery, Ms. Barbara Miles, Mr. Mitch Owens, Mr. Ronald Reno, the Rev. Canon Scott Slater, Ms. Maureen Suckling, and the Rev. Dina van Klaveren (chair).

NOMINATIONS BY DIOCESAN COUNCIL to be elected by convention:

Treasurer: Mr. Jim Lindsey

Assistant Treasurer: Mr. Jason Kamrath

Auditors: Gross, Mendelsohn and Associates

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

General Convention Deputies:

Elect four lay persons and four clerics, and alternates, until 2024

Lay Nominees



Ms. Alma Thompson Bell

St. David's Church, Roland Park

Occupation: Baltimore City government employee, retired

Our diocese has selected me to be one of our four deputies to General Convention in the past and I am asking for your support once more. The complexity of the work done at Convention benefits from having a deputation made up of those with various experiences. I have been a vestry member, warden, member and president of the Standing Committee and a member of the General Convention committee charged with looking at how our presiding bishop is selected. If I am elected, I look forward to once again being part of a diverse and representative deputation from Maryland.

Nominated by the Rev. Scott P. Bellows

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



Ms. Carrie Brown

St. Paul's, Poplar Springs

Occupation: Retired Educator

I am a cradle Episcopalian and retired educator. I believe that my leadership skills, experience, vision and advocacy work qualify me to represent you as a deputy to General Convention. I am currently a member of St. Paul's Long-term Planning Committee, convention delegate and the Patapsco Valley Regional Council representative; Diocesan Council's Committee on Reparations; Truth and Reconciliation Commission; The Rev. Dr. Pauli Murray Chapter of the Union of Black Episcopalians (UBE); Diocesan Convention Planning co-chair; Mid-Atlantic Region UBE director; National UBE board member; National UBE Mental Health Task Force secretary; Community Healing Network facilitator and a member of General Convention interim body of the Disability and Deaf Access Task Force. I would appreciate your vote. Thank you.

Nominated by the Rev. Dina van Klaveren

Over the past ten years, I have observed Carrie's commitment to The Episcopal Church through her ministry at a neighboring parish, St. Paul's, Poplar Springs, and her work with diocesan and TEC groups, such as the Union of Black Episcopalians. Carrie and I co-mentored an Education for Ministry group together and that included people from both of our parish communities. I have witnessed her dedication to the work of the diocese in the area of racial reconciliation. Carrie is willing to show up again and again to move the people of God toward a future that is just and inclusive. I value her love for the Diocese of Maryland and her commitment to our ongoing growth as the Body of Christ.



Ms. Mary H. DeKuyper

Church of the Redeemer, Baltimore

Occupation: governance consultant to nonprofit organization, retired

I believe that my years as a church and nonprofit leader and as a nonprofit governance consultant help equip me to perform the duties of a General Convention deputy responsibly and enthusiastically. Specific church experiences that bear on my possible service in this position include service as a vestry member; senior warden (twice); chair of diocesan Program and Budget Committee; board member of the Claggett Center; vice-president of Standing Committee and Standing Committee representative on Commission on Ministry. I have worked collaboratively and led nonprofit legislative processes, and I actually enjoy such work! I bring a deep sense of how special this opportunity is – to participate in the prayerful discernment of how my beloved Church will build a Community of Love is beyond measure.

Nominated by the Rev. David J Ware

Mary DeKuyper is a strategic thinker who understands how systems work, what makes them thrive, and why they sometimes fail. She sees the big picture and attends to details, loves people, solves problems, laughs easily, listens carefully. A person of faith, Mary is characterized by resilience and intelligence. She has served Redeemer as senior warden and vestry member, and currently serves on the diocesan Standing Committee.



Mrs. Rachel Erdman

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

Occupation: administrative assistant, The Corporation

I am running for General Convention deputy because too often I see lay people who are passionate about their faith assume the only way to be active in ministry is to become ordained. I'd like to be an example to show that the laity can and should embrace their role as leaders in the Church.

My contribution would be my perspective: I have a foot in the many "worlds" of the Episcopal Church. I've been active in many parishes, varying from broad church to high Anglo-Catholic; working-class midwestern to wealthy east coast, and everywhere a mix of sociopolitical beliefs. I'm also active on a larger scale: receiving a Master's in Theology from Sewanee, on the board of GBEC, and supporting clergy families through The Corporation.

Nominated by the Rev. Matthew R Hanisian

Rachel's unique vantage within our Church at national and local levels will serve us well as one of our deputies to General Convention. With her MA in theology from Sewanee and service on the General Board of Examining Chaplains, she sees clearly the issues facing The Episcopal Church today. Locally, she's served two churches in outreach and liturgy and is active across three dioceses working for the Corporation. Finally, Rachel brings boundless energy and a sense of great duty to serving in this capacity. She writes, "I want to help shape the kind of Church we're going to be—one that embraces change that needs to be made without forgetting the traditions that connect us to the very beginnings of our faith."



Ms. Kaitlyn Lengyal
Cathedral of the Incarnation
Occupation: ministry associate

As a member of The Episcopal Church since childhood, I've been lucky enough to be involved in a few dioceses, in my childhood home, the dioceses of Rhode Island, Massachusetts, and Connecticut and here in my new home, the Diocese of Maryland. This has given me a unique perspective and ability to see the different cultures that exist within the greater Church, and how impactful large-scale decisions can be on these cultures. I've always wanted to be involved in the government of The

Episcopal Church because I feel passionately about our desire to be representatives of the whole—striving for justice and truth as a welcoming, inclusive community. I believe that the best way to continue to grow and thrive is to push ourselves to expand perceptions and use representation and acceptance to share the boundless love of God.

Nominated by Ms. Kate Riley

Kait is on fire for the Episcopal Church! Her passion, dedication, and care for how the Church works in the world makes her a perfect deputy for General Convention. As a lay minister who works for a congregation, she is focused on the everyday life of the Church. Her year with Episcopal Service Corps fanned her heart for justice and service. And as a young person in our diocesan ministry she is familiar with the voice of our next generation of leaders. Kait will bring a great energy and critical thinking to our deputation for 2021.



Mr. David Mallery
St. Martin's-in-the-Field, Severna Park
Occupation: U.S. Department of Defense, retired

I have enjoyed representing the Diocese of Maryland as a lay deputy to previous General Conventions (GC), and have the knowledge, experience and time to devote to this almost two-week triennial event that will be held in our own Baltimore! In addition to being part of the Maryland deputation, I serve on the GC Committee for Social Justice and International Concerns, given my background in international issues. If elected for GC 2021, it will also be an added pleasure to be part of the Maryland deputation, which will welcome over

800 deputies in the House of Deputies, as well as all bishops, guests, and others.

In all my endeavors to spread God's word through Christ and the Holy Spirit, I work as a team player who can effectively listen to others, and aim for consensus, while knowing there are times when it is all right to disagree.

Nominated by the Rev. Allen Spicer, Jr.

I am pleased to nominate David Mallery for lay deputy to the next General Convention (GC). I know David through our work together on the board for the Claggett Center. David is a good listener and offers wise and excellent advice. He exhibits integrity. David is a faithful follower of Christ, serving

ministries in his parish, the diocese and as a docent at the Washington National Cathedral.

We have talked about the work of the GC. I know he enjoys GC and takes this ministry seriously. Since the Diocese of Maryland is the host for the next GC I know David would provide exceptional hospitality to our visitors. David would represent the diocese well.

Clergy Nominees



The Rev. Randy K. Callender

St. Philip's, Annapolis

Occupation: rector

I have been able to serve God in a variety of ways throughout my life, giving me a well-rounded view of the Church. In the Diocese of Maryland, I have served as a member of the following organizations: youth leadership, mentor for Sutton Scholars, member of the Commission on Ministry & diocesan Youth Advisory Board. In the greater Church, I have served on the design team for the 2014 & 2017

Episcopal Youth Event, National Church Youth Ministry Council for Province III, Union of Black Episcopalian (UBE) National Board Youth Advisor, one of the founders of the Philadelphia UBE Youth Chapter, the first UBE National Board Young Adult Advisor and today I continue to serve as the mentor for the Young Adult Advisor. I also have had the opportunity to attend several General Conventions, once as seminarian learning about the polity of the Church and the other three times as one of the adult leaders for the 2012, 2015 & 2018 General Convention official youth presence.

Nominated by the Rev. Diana E. Carroll

I have known Randy as a colleague and friend for nearly ten years, eight of them as rectors of neighboring churches in Annapolis. Randy's extensive involvement at the diocesan and churchwide levels speaks for itself. He has served in many different capacities and is widely known and respected. Randy is compassionate, insightful, and wise. He has a passion for building relationships and bridging divides. In recent years, he has been part of the formation of ACT (Anne Arundel Connecting Together), an Industrial Areas Foundation-affiliated community organization. He has also engaged in a series of conversations with a local chapter of the Sons of Confederate Veterans. Randy would make an excellent deputy to General Convention and would represent the Diocese of Maryland well.



The Rev. Diana E. Carroll
St. Luke's Church, Eastport
Occupation: rector

As a lifelong Episcopalian, I care deeply about making connections between our traditions and the new places God is calling us to go. The General Convention is one of the primary opportunities for that work to be carried out. In 2015, I represented the Diocese of Maryland as a delegate to the Episcopal Church Women (ECW) Triennial Meeting in Salt Lake

City. While there, I participated actively in the legislative process of the ECW and testified at a General Convention hearing on marriage rites for same-sex couples. This experience gave me a great desire to become more involved at the churchwide level, particularly as a General Convention deputy. I also have experience navigating the legislative process at the state level.

Nominated by the Rev. Canon Scott G Slater

Diana represented our diocese in 2015 at the triennial gathering of the Episcopal Church Women at General Convention in Salt Lake City. This gave her the opportunity to observe the workings of General Convention and develop a foundation for potentially serving as a deputy. As a younger cleric, Diana would bring the same generational perspective to our deputation in the House of Deputies as she did for ECW.



The Rev. Adrien P Dawson
All Saints' Church, Frederick
Occupation: rector

I offer myself for leadership as a deputy for General Convention, 2021. I have served as a deputy in 2009, 2012 and 2015. I took a break in 2018 after accepting the call to serve as rector of All Saints', Frederick. I have served four parishes in the diocese over the last 24 years. Currently, I am

serving the diocese on the Standing Committee and the Congregational Vitality Cohort. I recently completed the College for Congregational Development (CCD) and I am committed to assist in planting CCD in the diocese. The grace-filled work of General Convention happens when the intimacy and transformational power of parish life is nurtured and matured by the overarching support and connectivity of a broad convention people. It can happen in a newly formed relationship, a well-crafted resolution, or a true reflection spoken over the Jumbotron, touching everyone's open heart.

Nominated by the Rev. Kristofer H Lindh-Payne

I have known Adrien for fifteen years and my respect for and trust of her as a leader seems only to increase with each passing year. Having served as General Convention deputy three other times previously, Adrien has extensive experience in this role. A seasoned rector, she is a gifted communicator and able to effectively balance the pastoral and prophetic in word and deed. As a member of the Standing Committee, she exemplifies careful decision-making and creative thinking. Adrien's ministry commitment to wide-ranging areas like congregational vitality, anti-racism, liturgy & music, and the Episcopal Service Corps reflect broad knowledge and experience. Her three years as co-chair of planning for Diocesan Convention could prove invaluable in the preparation process for our hosting of General Convention.



The Ven. Ruth A Elder

Cathedral of the Incarnation

Occupation: government worker; archdeacon for formation

I would like to be a deputy to General Convention, because as a deacon I will use my voice to bring the needs of the world to the convention decision-makers and the wider Church. I have a desire to share my gifts beyond the diocese with the wider Church. I went to my first General Convention in 2018 in Austin, Texas. I believe my diaconal perspective to work within the Church will be helpful. My time in Austin helped me

to understand how the decisions made at convention affects our diocese and how to bring what happens at convention back to Maryland. I am energized by what God is doing in the wider Church – let me represent you.

Nominated by the Very Rev. Robert J Boulter

I believe Ruth Elder would be an excellent deputy for General Convention. Ruth is a dedicated, faith-filled, theologically-grounded person who loves the Church. She is aware of the important responsibility of this position and she is prepared to put in the time and effort to represent the Episcopal Diocese of Maryland. Ruth currently serves as the archdeacon for formation and as such has helped the diaconal program grow in our diocese. She is committed to be a bridge between the Church and the world and she sees the position of convention deputy as another manifestation of her call.



The Rev. Ramelle L McCall

Church of the Holy Trinity

Occupation: diocesan urban missionary; rector

I would be honored to serve as deputy at General Convention 2021! I'm truly privileged to serve as rector of Holy Trinity and urban missionary allowing me to build relations in disenfranchise communities like West Baltimore. I am also interim deputy for the State of the Church

Committee addressing trends in our parochial report. I've served as

rector of St Michael and All Angels, interim of St Philip's, Annapolis, and chaplain to Maryland Institute College of Art. I've also served as deputy for General Convention 2018, Diocesan Council, Association of Episcopal Deacons, and Reclaiming the Gospel of Peace. I know that this is holy work and therefore, it would be a tremendous pleasure to serve our diocese in this great way!

Nominated by the Rev. Ken Phelps, Jr.

I have had the pleasure of knowing Ramelle McCall since his ordination to the priesthood eight years ago. What impresses me most about his brand of Jesus – and why he needs to be at General Convention – is his innate understanding that to be the Church, we must be in mission; that our mission is bound to the neighborhoods that we serve; and, that in whatever manifestations the Church may take in the future, we must continue to cultivate and encourage an authentic diversity in leadership and worship, while inviting and deepening collaboration across a broad spectrum of potential partners. It is my honor to nominate the Rev. Ramelle McCall for our General Convention deputation.

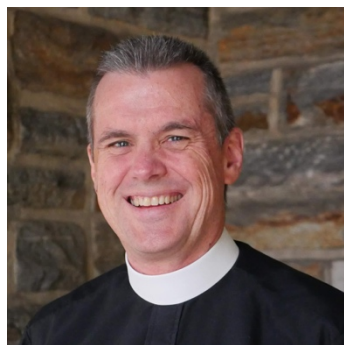


The Rev. Jessica E. Sexton
St. Anne's Church, Annapolis
Occupation: associate priest

It would be a privilege to represent the Diocese of Maryland at General Convention. I believe the future of our Church deeply depends on those willing to collaborate, to listen and to take risks that support all people knowing the unconditional love of God. I would appreciate the opportunity to be a clergy deputy at General Convention to engage in conversations so that our Church continues to stand apart from the world's judgments and prescriptions by proclaiming truth and hope with the gospel. My passion for innovative evangelism and social justice issues, especially racial reconciliation, call me to be part of discerning God's will for our Church.

Nominated by the Rev. Joanna White

I'm delighted to nominate the Rev. Jessica Sexton as a deputy to General Convention. Jess has a demonstrated ability as a deliberate and innovative thinker. She has a determination to address social justice issues with compassion and creativity while working to create a sacred community where everyone is welcomed to participate. Jess is knowledgeable about the issues facing the Church as well as the varied needs of God's people. Her leadership style reflects a balance of competence and humor which invites others to get involved. I believe Jess will provide a presence in our deputation that includes a fresh set of ideas as well as a proven team participant.



The Rev. Canon Scott G Slater
Diocese of Maryland
Occupation: canon to the ordinary

It has been an honor and privilege to represent the Diocese of Maryland as a deputy for the triennial General Convention and I look forward to the opportunity to serve as a deputy for my third term, especially as our diocese hosts it in Baltimore in 2021. I have enjoyed my involvement with various committees and would be grateful for the chance to offer the continuity of my presence and perspective. Our

recent deputation has worked well as a team and I think that presence is especially important next year as the host deputation.

Nominated by Ms. Kate Riley

The Rev. Scott Slater is an excellent choice for representing the diocese at General Convention 2021! He is well versed in many different aspects of diocesan ministries, is a member of many committees, planning teams, and the occasional adult leader/chaplain for youth events. Scott has

been a great addition to the last two deputations on which we both served on. He is quick to the microphone if something has tugged at his heart and always willing to go into detail about what is on the docket. The last two conventions he has represented the Diocese of Maryland well, and this year would be no exception.



The Rev. Dina van Klaveren

St. Andrew's, Glenwood

Occupation: rector

I would be honored to serve as a deputy to General Convention. If elected, I would collaborate with deputies, bishops, and staff to ensure that the Diocese of Maryland contributes fully to the legislative work of The Episcopal Church, even as we host the event. As a 2015 & 2018 deputy, I value the organization, focus, stamina, and prayer required for gathering and deliberating. I am chair of the General Convention-mandated Opioid Task Force, and co-chair of the Province III Opioid Task Force. In 2018, I served on The Episcopal Church in Cuba Committee, which prepared the unanimously-passed resolution welcoming Cuba back after the 1966 split. I also serve as chair of the Claggett Center board of trustees.

Nominated by Mr. Jeffrey P. Ayres

I have known Dina for more than seven years. I served with her on the Commission on Ministry, provided legal advice to her on issues related to her parish, and worked with her on a variety of issues before the Standing Committee, both when she served as a member and as chair. I also have worked with her on issues before the Claggett board of directors, where she currently serves as chair, and in helping Dina to discern a variety of callings within the priestly order. In all our interactions, I have found Dina to be a fair, Christ-centered and cheerful consensus-builder. She gathers all the necessary input and isn't afraid to make decisions – even difficult ones – while simultaneously pastoring to the people affected by her decisions. Dina also is intelligent, hard-working and articulate. I have nominated Dina because her gifts will make her an ideal deputy at this point in the life of our Church.

NOMINATIONS BY CONVENTION to be elected by convention:

Compensation and Benefits Committee:

Elect one lay person and one cleric until 2023:

Appointed Members:



The Rev. Annette M
Chappell

Continuing to serve as
elected:



Ms. Elizabeth (Liz)
Healey (2021)



Mrs. Anne B. Gross
(2022)



The Rev. Dr. Jason A.
Poling (2022)

Lay Nominee

Mr. Charles Roebuck

Sherwood, Cockeysville

Occupation: Printing Company in Baltimore

Currently, I run a medium-sized printing company located in Baltimore. We are a family run operation and have been around for over 100 years. We have approximately 40 employees with a wide variety of backgrounds, skill sets, demographics, and payscales. This variety has provided me with some firsthand experience in human relations, conflict resolution, choice of benefits provided by our company, and pay levels of employees. Many of our folks have been with my family and the business for ten, twenty and even forty years. We have managed to maintain happy team members; all of this within the confines of what is fiscally proper and sound.

I have also been involved with the local community as well. I am the Vice President for the William S Baer School partnership board. This is an organization that helps act as a “board of directors” and fundraising arm for a Baltimore City School (public school) that takes care of the needs of physically and mentally challenged kids. I am a board member and immediate past-President of Board for the Family Tree. This is an organization dedicated to child abuse prevention. I have served as treasurer of Sherwood Church in Cockeysville for nearly twenty years. My role in that has been to manage the operational funds and organize the finances in such a way that decisions could be made with respect to financial abilities versus needs. I have been a member of the Vestry (on and off) for approximately 20 years. I am married and have two children, both working and out of college. I live in Timonium Maryland.

Nominated by the Rev. Canon Stuart Wright

I am pleased to nominate Mr. Charles Roebuck to the Compensation and Benefits Committee. A member of Sherwood Parish in Cockeysville, he has previously served as a valued member of this committee. His business acumen and love for the church will be of great benefit to this diocesan committee.

Clergy Nominee



The Rev. Anne S Coghill MacNabb

Trinity, Elkridge

Occupation: rector

Prior to seminary, I was the director of employment for a mid-size government contracting company in Rockville, Maryland. I worked in compensation, benefits, employee retention and relations. I loved that work and have consistently used that background in parish ministry. I see my gifts for identifying gifts in others and how they might serve the greater good transferred seamlessly to my ordination as priest and as rector. I would be delighted to bring my

background of human resources to the good work of our diocese. Our diocese is making great strides to make sure that all of God's children are treated with dignity and respect. I would love to be a voice to help make sure those serving the Church are being compensated fairly in whatever capacity they may serve.

Nominated by the Rev. Dr. Jason A. Poling

I am pleased to nominate the Rev. Anne Coghill MacNabb to serve on the Compensation & Benefits Committee, on which I have had the privilege of serving for the past year. I got to know Anne through her close work with me on the St. Hilda's effort; she was consistently supportive and gracious as well as clearheaded and direct. Anne's ministry context and experience place her in the position of a "typical" priest in our diocese, and I think it would serve the committee well to have someone with that profile. In addition, her secular experience in human resources would provide the committee with helpful perspective.

Diocesan Council Member at Large:

Elect two lay persons and one cleric until 2023

Elected persons remaining after convention 2020:



Ms. Phyllis Everette (2021)



Mr. John Repulski (2021)



The Rev. Travis K Smith
(2021)



Ms. Nona G. Diggs (2022)



Mr. Curtis Landen (2022)



The Rev. Vaughn Vigil (2022)

Lay Nominees



Ms. Jacque Gutman

Church of the Messiah

Occupation: university professor, retired

I am honored to be considered for election to the Diocesan Council. I had a fulfilling career as a university professor and disability advocate at the University of Baltimore until my retirement in 2011. My parish responsibilities include vestry registrar, Sunday school teacher, food pantry volunteer, hospitality coordinator, and acolyte. My community involvement includes membership in the racial justice group *People Embracing Equality with Love* (PEEL) and attending meetings of the neighborhood association in which our parish is located. I also

volunteer weekly with St. Matthias' Loaves & Fishes program. My diocesan service includes the planning committees for the Small Church Movement and the committee on Older Adult Ministries. I believe my work and church experience have prepared me well to serve on the Council.

Nominated by the Rev. Timothy H. Grayson

Jacque joined Messiah three years ago and threw herself willingly into a great number of church activities. Our hospitality ministry was languishing when she arrived, but with the help of her husband, Marc, she revitalized it and it is now at the forefront of the generous welcome we extend to our guests and parishioners. As noted in her biography, Jacque is our vestry registrar and principal liaison with the neighborhood associations around our church. She is conscientious, generous, hardworking and always willing to go the extra mile. Through her participation in the Small Church Movement in our diocese, she knows what makes churches thrive and she also has a good understanding of the many challenges they face. I am proud to nominate her.

Mr. H. Russell Wright, Jr

Church of the Redeemer, Baltimore

Occupation: medical doctor

I am honored to be nominated for election to the Diocesan Council. After careful prayer and discernment, I feel called to be on the Council to provide support to the greater Church and to bring the skills with which God has blessed me to that end. I am a retired U.S. Army colonel with experience as an infantry company commander and chief medical officer of a combat support hospital. In civilian life, I have had the honor of being the president of the medical staff at St. Joseph Medical Center, president of the Baltimore County Medical Association, president and chair of the board of The Maryland State Medical Society, and served on the board of The Center for a Healthy Maryland. My experience as a life-long Episcopalian include Youth Fellowship advisor, lay reader, usher, and LEM at my parish. I have completed my Cursillo, been on a team and I am currently enrolled in EFM. I am open to listening and learning as I go and look forward to possibly being of service.

Nominated by the Rev. Freda Marie Brown

Russ is a very careful listener and is an active communicant of our parish. He serves in a variety of ways with his wife, Judy. Russ is also an enthusiastic server of our Lord and will provide thoughtful and devoted service to the Diocesan Council.

Clergy Nominees



The Rev. Nathan A Erdman

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

Occupation: associate rector and chaplain

I came to this diocese in 2005, and I have continued on in lay and ordained ministry ever since. I love this diocese and have a passion for seeing it thrive. My background includes service on a Bishop's Assessment Team for an imperiled congregation, Camp Claggett chaplaincy, and congregational development coursework in London. There I saw how diocesan investment in parishes and ministries led to robust evangelism, even in the face of secular headwinds. Local congregations, schools, chaplaincy and mission ministries,

empowered by Christ through supported, faithful laity and clergy form the backbone our ministry together. And so, I am running for Diocesan Council to call on the diocese to invest for growth in congregations and neighborhood ministries.

Nominated by Mrs. Kip Senholzi

Where to start? Nathan came to St. Martin's last August (2019) to take over as the chaplain for our day school and serve as our associate rector, and I think it took about one week for us to realize what a gift we'd been given. His experienced, calm-yet-enthusiastic demeanor was instantly recognizable and palpable. He arrived at a time filled with tension between parish and school and he immediately began to establish healing relationships and forge bonds. His work with our parish youth has produced an energy that every parishioner can feel and see. He is empowering youth as leaders who are making an impact not only in our small community, but at the county, state and diocesan levels! I suspect his greatest contribution to the Diocesan Council will be in the area of youth leadership, but that would be only a minute representation of his immense talent. He will excel wherever he is asked to serve.



The Rev. Todd Young

St. John's, Hagerstown

Occupation: rector

I am running for Diocesan Council because it is part of the charge of ordained ministry to "take [my] share in the councils of the Church." I was ordained to the priesthood in 2004 and served in Montana and Oregon before being called as rector of Saint John's, Hagerstown, in November. I was recently invited by the Rev. Ramelle McCall to serve as part of the liturgy team for General Convention 2021. I serve on the board of the Hagerstown Area Religious Council working to promote interfaith cooperation and understanding. I have also officiated high school football for the past 30 years. Not being from Maryland, I believe I could bring an outside perspective

to issues we are facing.

Nominated by Ms. Louise Lamb

Fr. Todd Young has many qualities that I believe would make him an asset to the Diocesan Council. Fr. Todd is an intelligent, discerning, cooperative and caring person. As senior warden, I have seen him relate well with people individually and in groups large and small. He listens to others respectfully and considers all aspects of issues before making decisions. He isn't afraid to try new ideas, such as his starting an informal monthly Q&A session on all things Episcopal after Sunday's services. He is a leader but gently encourages others to take on responsibilities, too. Everything he does or contemplates is for the wellbeing of our church, our community, our country, and the world guided by the spirit of God's love.

Disciplinary Board:

Elect one lay person and two clerics until 2023

Elected persons remaining after convention 2020:



Ms. Hilary Hyde Klein (2021)



The Hon. Enechi A. Modu
(2021)



The Rev. Timothy H. Grayson
(2021)



Mr. John Henderson (2022)



The Rev. Arianne Rice (2022)



The Rev. Alistair So-Schoos
(2022)

Lay Nominees



Mr. Stephen E. Alpern

Christ Church, Columbia

Occupation: labor arbitrator

I have served for fifteen years as the president of the Disciplinary Board and of its predecessor. During my tenure, I have worked closely with the members of the board and with diocesan officials to ensure that all persons coming before the board, whether complainants or respondents are treated fairly and with consideration, consistent with church canons. I have degrees from Georgetown University and

Columbia University School of Law. By profession I am a labor arbitrator and am jointly selected by both parties to labor disputes. I am currently senior warden of Christ Church, Columbia. It has been a privilege to serve on the Disciplinary Board. If you choose to reelect me, I will be honored to serve again.

Nominated by the Rev. Emmanuel A. Mercer

I have had the opportunity of working very closely with Steve for the past year. He served as senior Warden and I re-nominated him for another term because of his incalculable dedication to Christ Church. As rector, I have not only enjoyed a very good working relationship with Steve, but I have also come to value immensely his counsel, and the invaluable contribution to our common life. As a fair minded Christian, I have no doubt in my mind that the Disciplinary Board will benefit immensely from his depth of experience and wisdom.

Clergy Nominees



The Rev. Frank H Bailey

Trinity Church, Elkridge

Occupation: deacon

Maintaining the integrity of the worshipping community and promoting reconciliation are keys to the development and health of well-functioning congregations. I firmly believe that openness and accountability are crucial elements in establishing effective, trusting and professional working relationships within the Church, which the Disciplinary Board is in a position to help build and support. That is the philosophy that I would bring to the board. Professionally in my career I have served as CEO for three national non-profit associations in the

fields of government, health and social services and volunteerism. I hold a law degree and have worked in non-political capacities with both the National Association of Attorneys General and the Conference of State Chief Justices.

Nominated by the Rev. Dr. Jason A. Poling

I am pleased to nominate the Rev. Frank H Bailey to serve on the Disciplinary Board. Frank was a valued colleague when I served with him in the Patapsco Valley region, and I always appreciated his good humor and insightful comments during our weekly Bible studies. I believe that Frank's prior experience in the legal field, along with his maturity and judicious temperament, suit him well to serve in this capacity.



The Rev. Taylor Smith

St. Mark's, Highland

Occupation: rector

As I complete a term on the Disciplinary Board, I find myself convinced that God continues to call me to serve in this capacity. My time on the board to date has given me an understanding of how the board works and has confirmed for me that I can do this work effectively and with impartiality. I bring with me an intellectual curiosity in the law and, I believe, a heart of

compassion. After nearly 20 years in the Diocese of Maryland, I believe that I continue to be well situated for this important ministry in our life in community.

Nominated by Mr. Stephen Alpern

Taylor has served on the board (and its predecessor, the Ecclesiastical Court), with distinction during my tenure as presiding judge of the Ecclesiastical Court and president of the Disciplinary Board. Taylor has been diligent in attending to the business of the board, and I urge his re-election. I know Taylor to be an outstanding priest and an individual with sound judgment. He has served the diocese well and I hope he is given the opportunity to continue doing so as a member of the Disciplinary Board.

Standing Committee:

Elect one lay person and one cleric until 2024

Elected persons remaining after convention 2020:



Ms. Mary H. DeKuyper
(2021)



The Rev. Dr. Mark Gatz
(2021)



The Rev. Adrien P. Dawson
(2022)



Mr. David Boyce
(2022)



Ms. Kari-Ann
Lynne (2023)



The Rev. Kathy A.
Shahinian (2023)

Lay Nominees



Mr. Martin Kellum Austin, Jr.

St. James', Baltimore

Occupation: federal executive, retired; realtor

I will bring a well-rounded and developed perspective to the Standing Committee. I have served on the Commission on Ministry (COM) and am currently the lay mentor for Exploring Baptismal Ministry. I have been on the vestries of several parishes including as senior warden at St. James' and am now serving on the vestry at St. James'. My COM service created a desire to serve on the Standing Committee. I discerned a call to do this at this time. I am an active member of Alpha Phi Alpha fraternity. I participate in the local chapter's outreach

program to the Rosemont Community in Baltimore City. I began my service in the church while in Canterbury as a college student. I have served in some elected or appointed position for 62 years. I was selected for the COM by Bishop Chilton Knudsen.

Nominated by the Rev. Timothy H. Grayson

A glance at Martin's brief biography is sufficient to show how well qualified he is to be appointed to the Standing Committee. He has served the Episcopal Church for many years through his work with diocesan and parish committees and I am grateful that he continues to offer his experience and skills to the Church. I met Martin 13 years ago when I was appointed assistant to the rector at St. James', Lafayette Square. He is diligent about continuing to nurture his faith and takes the practice of discernment seriously. He truly feels called to serve the diocese as a member of the Standing Committee and he would be a wonderful addition to this body.



The Hon. John Henderson

St. Paul's, Baltimore

Occupation: administrative judge, EEOC

Please accept my application to join the Dioceses of Maryland's Standing Committee. I have worked in the church in several leadership roles. I was called to the vestry at Saint Paul's church in Baltimore; I subsequently became the chair of the finance committee. In that capacity, I brought consensus to the group around difficult financial decisions concerning the use of our resources in keeping with the

mission of the church. This work occurred during the great recession of 2008. One of the things I am proudest of is that I created an environment where people felt respected and listened to, and we were able to come to a consensus without the loudest voices in the room directing the course of action. I subsequently became the church treasurer and thereafter the senior warden. In that role, I

gave advice and counsel to the rector and led the vestry. I continued in service to the church by serving the dioceses' Title IV disciplinary board. Presently, I am president for a hearing panel in an active case. I ensure that clergy who have been accused of wrongdoing receive a fair and impartial hearing.

In my non-church life, I am an administrative judge for the EEOC. I decide claims of employment discrimination with federal employees. I live in Baltimore with my wife and three pretty awesome kids.

Nominated by the Rev. Adrien P. Dawson

I have known John for the last six years as a church leader and a family friend. We first met when our daughters became friends in kindergarten and I later discovered he was senior warden at St. Paul's Church, Baltimore. He has served in his parish as treasurer and senior warden. He has a gift for mediating disputes and creating an environment of trust and collaborative contribution. He has served the diocese on the Disciplinary Board for the last five years, offering his leadership. Finally, he knows the work of vocational discernment, having served on a few parish committees for various people in the process for ordination. John has always impressed me with his ability to calmly assess a situation, offer wise perspective, and seek a just outcome for everyone.

Clergy Nominees



The Rev. Diana E. Carroll
St. Luke's Church, Eastport
Occupation: rector

After several years of intense focus on ministry in my parish, particularly the transformation of our property into a restored ecosystem and environmental education campus, I feel called to offer myself for service to the wider diocese at this time. I would bring to the Standing Committee 11 years of experience as a priest, including eight as the rector of a small parish that is

doing big things. I am a founding board member of Annapolis Pride and previously served for three years on the board of Young Clergy Women International, an ecumenical organization for women clergy under 40. I also formerly served on the Commission on Ministry and the Liturgical Commission in the Diocese of Pennsylvania.

Nominated by the Rev. Randy K. Callender

It is with great pleasure that I recommend Diana for Standing Committee in the Diocese of Maryland. I have known Diana for ten years and she has always been an active, involved, and progressive leader who is attentive to the current and impending influences on The Episcopal Church's public image and necessary growth in today's complex and dynamic environment. Diana has served on committees both in the Diocese of Pennsylvania and Maryland, and she represented the Diocese of Maryland as a delegate for the Episcopal Church Women Triennial Meeting at General Convention in 2015. I believe that Diana's gifts for facilitation, collaborative engagement,

curiosity, discernment, and a desire to serve the common good are all qualities that are useful in the duties assigned to the Standing Committee.

The Rev. Victor C Hailey

St. Stephen's, Crownsville

Occupation: rector

Now that I've been a priest in the diocese for ten years, I find myself wanting to contribute more to the wider life of the Church, to offer support to the bishops and diocese as they have been a support to me. I think my variety of experience – having first served as curate and assistant rector at St. James', Monkton, then as priest-in-charge and now as rector at St. Stephen's, Crownsville – enables me to think about the work of the Church from diverse clergy perspectives. I would welcome the chance to both offer and gain wisdom through participation in the Standing Committee.

Nominated by the Rev. Loree A Penner

I have known Victor Hailey for ten years. He is a faithful priest who has served as curate, associate, and rector at churches in the diocese. He has an intuitive wisdom to share that I think the diocese would benefit from. Having worked in a northern, and now a southern parish in the diocese, he has a good idea of some of the diverse needs and traditions in this diocese. He is both traditional and yet forward thinking, in this time of change for churches in the US.



The Rev. Dr. Jason A. Poling

St. Andrew's, Pasadena

Occupation: priest-in-charge

I respectfully offer myself for service on the Standing Committee of the Diocese of Maryland. For over 20 years I have had the privilege of serving in ministry in several different contexts, including independent congregations (at various levels of leadership), the St. Mary's Ecumenical Institute (where I served for nine years on the executive board before being invited to serve as founding director of the Doctor of Ministry program), and since 2015 as a priest in the diocese. Having been involved with the use of diocesan property both as a tenant and as the diocesan representative responsible for its use, I will be able to offer unique insight as the Standing Committee stewards that important element of our shared ministry.

Nominated by the Rev. T. Stewart Lucas

Jason has been a trusted colleague for many years. His prayer life and commitment to the well-being and future of the Diocese of Maryland will ground his work on the Standing Committee. He knows the joys and disappointments of parish ministry in Maryland as well as the challenges of managing buildings in the church today. Jason is not afraid to try new things for the sake of the gospel and is wise in his response to failure and success. He'll be an excellent voice of reason and encouragement on the Standing Committee, executing the work with passion and a compassionate heart for the work of the gospel.

Resolutions

Resolution 2020-01

Title: **Clergy and Lay Employee Compensation**

Submitted by: Compensation and Benefits Committee Anne Gross, Chair

RESOLVED, that the 236th Convention of the Diocese of Maryland, meeting May 15-16, 2020, continues to be committed to a Living Wage; the Diocese of Maryland strongly encourages that all clergy and lay employees be paid according to the Maryland Department of Labor, Licensing, and Regulation's Living Wage standard for a single employee. Currently this is \$13.63 hourly for employers in Anne Arundel County, Howard County, Baltimore County, and Baltimore City, and \$10.24 hourly for employers in other locations of the diocese; and be it further

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

RESOLVED, that the recommended minimum annual salary increase for parochial clergy and congregational lay employees for 2021 shall be the total of a 2% Cost of Living Adjustment (COLA) on the 2020 salary plus a salary adjustment based on responsibilities and performance; in considering compensation, vestries should take into account the recommended salary, adjustments based on responsibility, experience, the performance review, and the COLA; and be it further

RESOLVED, that this Convention adopts the following honoraria for supply clergy for 2021:

1 service	between \$175 and \$275 plus travel expenses
2 services	between \$200 and \$325 plus travel expenses
3 services	between \$250 and \$375 plus travel expenses

(Midweek services may be compensated at a lesser rate)

Guest Preachers, including deacons preaching a sermon, compensation should be appropriate to the circumstances with a minimum of \$125.

Mileage and travel expenses should be paid in accordance with the Internal Revenue Service guidelines; and be it further

RESOLVED, that congregations are required to reimburse supply clergy for actual mileage traveled to and from the parish, at prevailing IRS rates. The new tax law has changed the rules for deducting "unreimbursed business expenses." Therefore, it is imperative that reimbursements not be mingled with honoraria or stipends. For 2020, the rate is \$0.575 per mile.

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

RESOLVED, that for clergy on the congregation's payroll, the cost of commuting from home to work cannot be reimbursed as a travel expense. However, such clergy are to be reimbursed for other travel expenses and mileage on church business (for instance, hospital visits, travel to conferences,

etc.). Mileage reimbursements should not be included in any reporting of earnings for year-end W-2s.

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

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

RESOLVED, that the compensation of associate and assistant clergy correspond to the range for a cleric in charge of a family-sized congregation, based on the years of ordained experience; and be it further

RESOLVED, that for transitional deacons and newly ordained priests for the first year following their ordination to the priesthood, the minimum annual Total Assessable Compensation (TAC) is \$63,024, the bottom of the range for a cleric in charge of a family-sized congregation; and be it further

RESOLVED, that this convention adopts the following TAC criteria for full-time clergy in charge of congregations within the Diocese for the year 2020. TAC for full-time clergy must be at least the minimum of the TAC range; and be it further

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

Total Assessable Compensation (TAC) Chart for Full Time Rectors, Vicars, and Priests-in-Charge					
Congregation Size	Family (ASA <76)	Pastoral (76 - 140)	Transitional (141 - 225)	Program (226 - 400)	Corporate (>400)
TAC Medians and Ranges					
Median TAC	\$76,061	\$82,472	\$104,033	\$123,078	\$154,068
TAC Range	\$63,024 - \$106,071	\$74,970 - \$106,664	\$80,803 - \$125,456	\$109,901 - \$137,505	\$135,518 - \$173,131
Median TAC Progression Chart for newly ordained clergy: Suggested Minimum Annual TAC					
Years since Ordination:					
1 (Minimum of TAC range)	\$63,224	\$74,970	\$80,803	\$109,901	\$135,518
2	\$64,650	\$75,803	\$83,384	\$111,365	\$137,580

3	\$66,076	\$76,637	\$85,965	\$112,828	\$139,641
4	\$67,502	\$77,470	\$88,545	\$114,292	\$141,702
5	\$68,928	\$78,303	\$91,126	\$115,756	\$143,764
6	\$70,353	\$79,137	\$93,706	\$117,219	\$145,825
7	\$71,779	\$79,970	\$96,287	\$118,683	\$147,887
8	\$73,205	\$80,803	\$98,868	\$120,147	\$149,948
9	\$74,631	\$81,637	\$101,448	\$121,611	\$152,010
10 (Median of TAC range)	\$76,061	\$82,472	\$104,033	\$123,078	\$154,068

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

Resolved, that the Compensation and Benefits Committee continue to monitor disparities in clergy compensation based on race and gender and sexual identity, address gender and racial bias in the search process, and publicize educational opportunities as well as information concerning appropriate compensation.

Congregations are referred to the Compensation and Benefits Guide

<https://episcopalmaryland.org/for-parishes/clergy-and-lay-compensation-and-benefits/> for examples and further information.

Explanation

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

The Compensation and Benefits Committee recommends annual adjustments reflecting the Bureau of Labor Statistics Consumer Price Index (CPI) reported December 31 of the year prior to convention. Using the same standard year after year provides a consistent reference point for equitable salaries for parochial clergy and congregational staff. Whereas the projected cost of living increase and equity adjustment may fiscally challenge congregations, the annual recommendations provide norms for competitive salaries, recognizing that each parish will negotiate salaries according to its circumstances.

The COLA of 2% is based on the Bureau of Labor Statistics information concerning the CPI for all urban areas.

The components of TAC and information on how to formulate an equitable housing allowance are outlined in the Diocese of Maryland Compensation and Benefits Guide which is available on the diocesan website or through the diocesan office. The TAC ranges do not include salaries which clearly are part-time nor the lowest or highest actual salaries when these are inconsistent with other salaries in the particular ranges. This avoids skewing the ranges unrealistically and ensures that the ranges reflect compensation values as close to actual market values as feasible.

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

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

In pursuing the mandate of the Canon 4-140 as to clergy compensation, the Compensation and Benefits Committee desires to bring the compensation decisions into line with the prevailing methods used by for-profit and not-for-profit organizations in Maryland. Most organizations establish salary ranges for a position based upon the responsibilities of the position, the qualifications of the person in the position and the prevailing compensation paid in the geographical area in question. Within those ranges, an employer sets compensation on the basis of experience and job performance. The above resolution provides information for clergy in the Diocese of Maryland and allows the clergy and Vestries to negotiate fair compensation for each position in light of the size, demands, and resources of each congregation.

Resolution 2020-02

Title: Regarding the Definition, Description and Implementation of Sabbatical Leaves

Submitted by: Compensation and Benefits Committee

RESOLVED, that the 236th Convention of the Diocese of Maryland shall abide by the sabbatical policy set forth in chapter 5 of the *Compensation and Benefits Guide* as the normative practice in this diocese, and be it further

RESOLVED, that clergy and congregations may negotiate sabbatical leave and provision for it with reference to the guidance provided in the *Compensation and Benefits Guide* 2013, and be it further

RESOLVED, that the mandate in Resolution 2019-01 to treat sabbatical leave as an accrued benefit is repealed, and be it further

RESOLVED, that the term “accrued benefit” shall not be used to describe sabbatical leave in this diocese.

Explanation

At the 2019 Diocesan Convention, an amendment to resolution 2019-01 was offered and passed stating “that sabbatical leave for rectors, vicars, priests-in-charge, and associates be treated as an accrued benefit by congregations and made available after the third year and cumulative through the sixth year of service.” The term “accrued benefit” implies the setting aside and accumulation of funds over a period of time prior to the sabbatical, a practice which is antithetical to the cash accounting system by which most congregations fund sabbaticals and other benefits. Having to actually set aside such funds over a period of years would present a notable hardship to many congregations. The term “accrued benefit” may also imply an absolute entitlement, such that a cleric might demand a lump sum payment of the accrued funds upon termination, although diocesan policy has consistently stated that neither clerics nor lay employees are entitled to monetary compensation in lieu of unused benefits (*Compensation and Benefits Guide* 2013, chapter 5, p. 12). Such a lump sum payment would require the congregation also to pay lump sum pension contributions and health insurance premiums, presenting further hardship to the congregation’s cash flow.

Consistent diocesan practice has been that the cleric must return to the congregation for a minimum of one year after a sabbatical, and that a terminal sabbatical (a sabbatical taken at the end of one’s service to the parish) is not permitted and unused sabbatical time may not be “cashed out” (*Compensation and Benefits Guide* 2013, chapter 5, p. 14). Diocesan practice provides for the negotiation (though not the automatic provision) of severance pay, without tying that pay in any way to sabbatical leaves. The Compensation and Benefits Committee’s study of the implications of the 2019 amendment leads us to believe that making sabbatical leave an “accrued benefit” can be damaging to the relationship between cleric and congregation, not only because of the financial difficulty to the congregation of setting aside the accruing funds, but also because of the inference that the cleric’s entitlement supersedes any pastoral need of the congregation.

Resolution 2020-03

Title: **Revision to Canon 1-400**

Submitted by: Diocesan Council

RESOLVED, that the 236th Convention of the Diocese of Maryland amend Canon 1-400, Section 6 "Of the Diocesan Council" as follows:

Section 6. The Council shall hold stated meetings at least ~~five~~ four times in the year provided that there shall be at least one such meeting in each calendar quarter of the year. Special meetings shall be held upon call by the Bishop at the Bishop's own initiative or upon call by the Bishop when the Bishop is requested to do so by at least three members of the Council. The notice for a special meeting shall state the principal purpose or purposes for the meeting.

Explanation

For the past few years, Council has grown more efficient in the manner with which it conducts its business, such that it is reasonable to get all business conducted in four meetings. Some winter meetings have been cancelled due to snow, so this resolution eliminates the February meeting and shifts the April meeting to March. Other regular meeting times are May, September and November (though the November meeting will be shifted to early December if the date of Diocesan Convention shifts to November).

This reduction in required meetings still allows for quarterly review of financial reports. It also lessens the environmental and time commitment impact for members who have to give up a full Saturday and sometime drive for hours to attend a meeting.

Resolution 2020-04

Title: **Move Diocesan Convention to the Fall**

Submitted by: Diocesan Council, Standing Committee

RESOLVED, that the 236th Convention of the Diocese of Maryland urge the Bishop with the consent of the Standing Committee to move the date of Diocesan Convention to the fall, beginning in 2021; and be it further

RESOLVED, that the 236th Convention of the Diocese of Maryland extend the current tenure of all persons appointed or elected at Diocesan Convention serving on the Compensation and Benefits Committee, the Diocesan Council, the Disciplinary Board and the Standing Committee, as well as other appointments of convention, by six months to align with the next date of elections for these offices.

Explanation

May is a problematic month for convention due to venue conflicts with proms and graduation and timing of our required compensation and benefits resolution. Most dioceses meet in the late fall. With our hosting of General Convention in July of 2021, it makes sense to not have to plan a diocesan convention just months before we are hosting our denominational convention, so next year seems like a good year to make that shift.

In order to shift the date of Diocesan Convention to the fall, people serving in elected offices need to be able to serve an additional six months beyond the time their normal tenure would end. This resolution allows that. Anyone unable to extend their time of service shall be replaced according to the canons or by-laws related to those individual bodies.

Resolution 2020-05

Title: Regarding Anti-Semitism and Palestinian Christians

Submitted by: The Rev. Grey Maggiano, The Rev. Jason Poling and The Rev. Manoj Mathew Zacharia

RESOLVED, that this 233rd Convention of the Diocese of Maryland submits the following Resolution for consideration by the 80th General Convention of The Episcopal Church meeting in Baltimore in 2021:

Resolved, the House of _____ concurring, That the 80th General Convention recognizes that the Church has at times in its history been guilty of anti-Semitic words and actions and that Anglicans and Episcopalians have not been without fault in this regard; and be it further

Resolved, that this General Convention recognizes that the evil of anti-Semitism continues to infect our society today; and be it further

Resolved, that this General Convention notes that our Church has been made aware by our Jewish neighbors that some of our discourse surrounding the Israeli-Palestinian conflict has been experienced by them as anti-Semitic; and be it further

Resolved, that this General Convention gives thanks to God that we are blessed to be in communion with our brothers and sisters in the Episcopal Diocese of Jerusalem; therefore be it further

Resolved, That this General Convention resolutely and unequivocally rejects and abhors anti-Semitism in all of its manifestations: in thought, word, or deed, in things done or things left undone; and be it further

Resolved, That our Church commits itself anew to avoid anti-Semitic rhetoric, not least in our discourse regarding the Israeli-Palestinian conflict; and be it further

Resolved, that in regard to its policies with respect to the Israeli-Palestinian conflict this Church will seek to know the mind of, and, insofar as it is not prohibited by our Constitution and Canons, defer to the interests of our brothers and sisters in the

Holy Land, not least the Most Reverend Hosam Naoum, Bishop in Jerusalem, and his successors; and be it further

Resolved, that this 80th General Convention sends its warmest greetings to Archbishop Naoum and to all of our brothers and sisters in his Diocese, praying without ceasing with the Psalmist for the peace of Jerusalem, and upholding especially in prayer those God has called to be His ambassadors in the Land of the Holy One.

Explanation

During the 79th General Convention of the Episcopal Church, meeting in Austin, a great many resolutions were proposed condemning Israel's policies and their implementation. Our Bishop, the Rt. Rev. Eugene Taylor Sutton, speaking in the House of Bishops on the final day of Convention, expressed his deep concern about "the fixation on Israel" and noted the "sense of piling on" conveyed by the tenor of legislation and discussion at that Convention related to the Israeli-Palestinian conflict.

We share in our Bishop's observations and his concern, not least because we are aware of the profound consequences of anti-Semitism, especially as they have been shared with us by our Jewish neighbors in the Diocese and beyond. Given the degree to which our Jewish neighbors are concerned with the content and tone of what was expressed at our last General Convention, we think it would be appropriate for General Convention to declare unequivocally that anti-Semitism has no place in our Church.

The three of us had the privilege of spending three weeks over two summers in the Land of the Holy One studying the Israeli-Palestinian conflict with the Christian Leadership Initiative at the Shalom Hartman Institute. We visited a variety of sites including a Palestinian refugee camp, and met with a broad range of people, both Israeli and Palestinian. This experience of study has led us to believe that due to the complexity of the issues involved in the Israeli-Palestinian conflict, Bp. Sutton was right to question whether "we here [General Convention] can suggest that we actually know what the problems are," let alone precisely what solutions might be possible or should be implemented.

Moreover, our brothers and sisters in Christ in the Land of the Holy One, especially our fellow members of the Anglican Communion in the Episcopal Diocese of Jerusalem, are better positioned than we are to appreciate the complexity of the issues involved in the Israeli-Palestinian conflict. Indeed, they are the ones likely to experience directly any negative consequences of resolutions and statements made by our Church and its leaders. Accordingly, we think it important that the Episcopal Church operate in this policy area with a keen awareness of—and, as appropriate, a deference to—the concerns that our brothers and sisters in the Holy Land have.

Resolution 2020-06

Title: **Racial Restitution and Reconciliation**

Submitted by: Diocesan Council

RESOLVED, that this 236th Convention of the Diocese of Maryland encourages and affirms the creation of a reparations fund by the Diocesan Council with an initial investment of \$1,000,000 from diocesan resources to the work of reparations in the Diocese of Maryland and oversee its use; and be it further

RESOLVED, that this 236th Convention of the Diocese of Maryland urges all congregations and affiliated schools in the diocese to commit a percentage of their endowments or other resources to this fund; and be it further

RESOLVED, that this 236th Convention of the Diocese of Maryland urges the Diocesan Council to continue fostering opportunities to engage in racial restitution, reconciliation and restoration in the context of the diocese and its communities.

Explanation

Our call by God as the Body of Christ in the world today is to participate in God's reconciling work in the world. The centuries of damage and harm caused by institutional racism calls for our continued leadership as a Church to do our part to bring restitution, beginning in our own diocese.

Since an initial reparation resolution was referred to Diocesan Council in 2016, Diocesan Council has been working diligently to explore this issue, create educational and formational opportunities throughout the diocese, and discuss and decide on further concrete actions. The overwhelming support of last year's resolution to affirm the bishop's statement on racial reconciliation has moved Council to bring forth this resolution at this year's convention.

Diocesan Council is charged with overseeing the financial and programmatic life of the diocese, with the annual affirmation of the Convention and the assistance and support of other diocesan committees, such as the Investment Committee, Financial Advisory Board and Grants Committee. As we have continued to discuss the establishment of a fund, we seek the input and affirmation of the convention and its congregational representatives.

To oversee such a fund, Council will appoint a specific committee to make recommendations to Council, to include representatives from the Reparations Committee, the Truth and Reconciliation Commission and the Pauli Murray Chapter of the Union of Black Episcopalians.

Rules of Order

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

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

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

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

At the conclusion of any speech, the president alone, or any member of the Convention, if the member's motion is supported by at least four seconds, may call for a vote without debate on a proposal for a recess of Convention so that the members may informally confer and discuss the issues of the debate. If passed by a two-thirds majority of those present and voting, the

members of the Convention will form small groups for ten minutes at the end of which debate will resume.

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

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

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

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

Selected Rules of Order

Rules most likely to be helpful to delegates

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

Modified Rules of Order for 2020 only

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

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

Each member of the clergy and lay delegate shall furthermore be considered "present" with seat, voice and vote until the bishop concludes convention. Provided that whenever it is necessary to call the role of the Clergy and Lay delegates the surname only shall be called except where there may be two or more of the same name, in which case they shall be designated by the addition of their Christian names.

5. In case of the absence of the bishop, or of a vacancy in the Episcopate, the person who called the Convention to order shall announce that there is a quorum present. The Convention shall then proceed to elect a president according to the Seventh Article of the Constitution; who shall, so soon as the election is completed, take the chair and declare that the Convention is organized and ready for business.
6. The first business after the declaration is made, either by the bishop or the president, shall be the election of a Secretary and an Assistant Secretary. The Chair shall then appoint the Committees mentioned in the Order of Business. The Chair shall also appoint all other committees for the appointment of which no other provision is made, unless otherwise ordered by the Convention.

Votes may be cast in advance of convention through electronic registration, but those results must be ratified after convention is called to order. Votes on resolutions may be cast in advance. An affirmative vote of at least three-fourths of eligible members shall be ratified as "passed" without debate.

7. When any member is about to speak or deliver any matter to the convention, the member shall **gain the attention of the president in the prescribed manner** arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.

9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.

At the conclusion of any speech, the president alone, or any member of the Convention, if the member's motion is supported by at least four seconds, may call for a vote without debate on a proposal for a recess of Convention so that the members may informally confer and discuss the issues of the debate. If passed by a two-thirds majority of those present and voting, the members of the Convention will form small groups for ten minutes at the end of which debate will resume.

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

there shall be no greater number of nominees than there are places to be filled in the election, on motion unanimously adopted, the secretary or some other person designated in the motion may be instructed to cast the ballot of the Convention for the person or persons so nominated, and such person or persons on a ballot so cast shall be duly elected.

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

Ballots may be printed or provided through secured use of electronic devices.

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

Directions for Balloting – Diocesan Convention

From the Rev. Scott Slater, Assistant Secretary of Convention

Because we are prevented from gathering in-person due to COVID-19, we will be using a variety of electronic voting means for balloting. Prior to the convening of Convention, you will be asked as part of the online registration process for convention to vote to accept the modified Rules of Order to allow us to conduct Convention virtually. Presuming a majority approval, this vote will be ratified once the convention is called to order by the bishop.

About a month prior to convention, you will receive an email with a link to an online voting software called “Simply Voting” that will allow you to cast your ballot for all persons running for elected offices. Presuming that a minimum quorum has voted by the time Convention convenes, that electronic vote will be sufficient to elect everyone as long as there is not a tie and that vote will be announced and ratified.

Resolutions cannot be voted on in advance without the benefit of debate, but we may ask people to unofficially “weigh in” (a straw poll of sorts) in advance to give everyone a sense of the whole prior to debating resolutions. We plan to use the Zoom platform’s polling option to take votes on resolutions, but should circumstancing merit it our secondary (but slightly more complicated) method will be to use Simply Vote if the Zoom polling is insufficient.