

# Anti-Racism Commission, Episcopal Diocese of Chicago

## Annual Report

September 30, 2016

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

**Analyzing and Understanding Systemic Racism workshops:** ARC facilitated the transition from doing two ecumenical two and a half day AR workshops as private ecumenical events to three per year in 2016 that will be expanded to four per year in 2017 through CROAR which is the Chicago partner of Crossroads. A new July workshop was so well attended by Episcopal registrants that a second offering was added.

**Critical Cultural Competency workshop:** ARC supported the Diocese's CCC April workshop for Diocesan Council,, Standing Committee, Bishop & Trustees and other diocesan leaders. In May the Diocesan Council invited ARC to participate in ongoing conversations with them addressing Institutional racism issues and working with the congregations.

**Diocesan Activity and Collaborations:** The Commission held quarterly meetings with Bishop Lee, Jennifer Baskerville-Burrows, and Courtney Reid to discuss the work of dismantling systemic racism in the diocesan structures and churches.

- Commission members staffed a booth at the 2014 Diocesan Convention.
- A Commission member serves on the Standing Committee, and ARC members alternate attending Diocesan Council meetings where it has voice but no vote as a Commission of the Diocese.
- ARC conducted a well-attended workshop for two sessions at the 2015 Convention on Black Lives Matters. (Note: This was a panel discussion on racism framed by the Black Lives Matters movement.)
- At the December Bishop's meeting ARC requested that the Diocese participate in offering a link for congregations to remotely attend the January Trinity Institute Annual Conference (1/21 - 1/23/2016): Live stream topic "Listen for a Change" Sacred Conversations for Racial Justice. This resulted in host congregations throughout the diocese offering a live feed to the conference for people across congregations to join together in break-out session discussions. ARC members participated in the event at each of the congregations.
- Commission members sat in as observers for the Legacy of Slavery Taskforce and Diocese conversation for coming to an agreement for the final version of the report.
- Started discussions in March with Jennifer Baskerville-Burrows: how to proceed with work on engaging the congregations in study groups for discussing the Legacy of Slavery Report when the final version is published.
- Commission is co-sponsoring an AR Resolution to the 179<sup>th</sup> Convention of Chicago with the Peace & Justice Committee.
- Commission is a workshop presenter at the 2016 Diocesan Convention.

### Ecumenical and Interfaith Collaborations:

- ARC continued working with ecumenical partner, the Chicago Metro Synod of the ELCA, to discover new opportunities for joint ventures to share a variety of training options to connect with more members and to keep rising costs for trainings down in lieu of tighter budgets that both entities face.
- ARC members attended two Interfaith Coalition Against Racism (ICAR) workshops to participate in their 'circle keeper' model for discussions on racism to move into action.

### Collaborations with Congregations:

- ARC continues to support the developing partnership between St Thomas and All Saints churches in Chicago.
- ARC consulted with lay and ordained leaders at a church confronting an incident of racial bias at a regional mall affecting its church members.
- ARC consulted with leaders of St. Matthew's, Evanston in support of an emerging partnership with St. Andrew-Pentecost, Evanston.

- We sent ARC members to St John's in Chicago and Christ Church in Waukegan to begin building relationships with those churches.
- After the April 2.5 day AR workshop, Rev. Stacy Alan was contacted by ARC to see if a young adult AR group might be formed with her and the University of Chicago students who attended that workshop. Future conversation is in the planning.
- After attending the April 2.5 day AR workshop, a member of St. John's, Old Irving Park Chicago, started a monthly book study group focused on works of literature by African American authors for discussion with members of the congregation.
- After attending the July 2.5 day AR workshop, Rev.'s Wes Smeadly and Larry Greene are doing a 6 week workshop on 'spirituality and race' at St. Chrysostom using Howard Thurman's *Jesus and the Disinherited*, and other resource authors from the ARC list included with the follow-up letter to workshop participants.
- St. Chrysostom also contacted ARC to arrange a conversation for future developments for antiracism work.
- CROAR has proposed changes to congregational organizing which will be an opportunity in 2017 for ARC to build more relationships with congregations.

#### **Antiracism Commission leadership development and expansion:**

- The Commission added two new members in 2016 and have a third prospective new member requesting to join the Commission.
- The Commission began to address team issues around Internalized Racial Supremacy (IRS) and Internalized Racial Oppression (IRO), and is continuing to work on ways to improve the way we communicate with one another. The Commission as a whole and the co-chairs separately have been working with consultants about communication and conflict resolution matters throughout the year. We have had Crossroads coach us on our internal communications.
- Starting last May, a new permanent agenda item for Bible study at the start of each monthly meeting was added.
- Racial Identity Caucusing: At each commission meeting we intentionally participated in racial identity caucusing during which we explore the ways in which racism affects each of us, how we play out our internalized feelings of superiority or oppression, and how racism has the power to destroy us all.
- Strategic Planning and Annual Retreat: We reviewed and updated our strategic thinking and action planning in August 2016.

**The Episcopal Church Collaborations:** ARC met with Heidi Kim and Jennifer Baskerville Burrows in January to discuss collaborating with other dioceses to build collegial relationships with other diocesan antiracism commissions. This led to developing a relationship with the Atlanta Diocese' Beloved Community as a consequence of two visits by ARC members traveling to the Atlanta Diocese in May and June to begin dialog with their Beloved Community Antiracism team.

- At the suggestion of Heidi Kim, Missioner for Racial Reconciliation, The Episcopal Church, Bishop Jeff Lee invited four members of the Commission and other representatives from around the diocese to travel to Atlanta to meet with Bishop Rob Wright and anti-racism leaders from the Diocese of Atlanta, including their ARC team, "The Beloved Community," in addition to other lay leaders and clergy actively engaged in anti-racism work.
- The Commission sent six ARC representatives to St. Augustine's, Morrow (GA), to participate in and evaluate the Diocese of Atlanta's one-day (internally run) anti-racism training; this training is required of all vestry members and clergy search committees in the Diocese of Atlanta, in addition to all clergy and diocesan entity leaders.
- The Commission has maintained ongoing relationships with leaders of Atlanta's Beloved Community, particularly with the chair, Dr. Catherine Meeks. A future joint retreat is being discussed for early 2017.

**Service outside the Church:** Beyond the church, commission members serve as trainer/organizers with Crossroads Antiracism Organizing and Training and its regional Division, Chicago Regional Organizing for Antiracism (Chicago ROAR).

Respectfully Submitted by the Antiracism Commission, September 30, 2016

Antiracism Commission Co-Chairs: Sebastian Soto and Rev. Carolyn Bavaro

## **Archives and Records Management Committee Annual Report 2016**

Since the 2015 Diocesan Convention, work has continued in reaching out to congregations, meeting with Diocesan staff, answering requests, assisting researchers, working on a strategic plan, and continuing the work of creating a database of the holdings of the Archives.

### **Committee membership:**

In the past year Rima Lunin Schultz, Nicole Schall-Plotner and John Waters have resigned. Wanda Dole has been on an eight-month "leave of absence" while she has been serving as Interim Director of the Lincoln Presidential Library in Springfield. Wanda Dole was able to lead the committee in a day long strategic planning session in early March. Rima Lunin Schultz has been a member of the committee since its formation in 1990 and served as committee chair for the past two years. Rima also delivered a paper at the "Celebration of Scandinavian Episcopal Life in Early Chicago" symposium held at Saint James Cathedral on April 30.

### **Acquisitions and Collections Processed since last convention:**

Bishop and Trustees. Minutes. 2006-2015 (2 archival boxes)  
Bishop's Associates. Board minutes and supporting documents. 1967, 1970-2011 (4 archival boxes)  
Clergy files 2014-2016 (Deceased, transferred, and licensed clergy no longer serving in the Diocese)  
The clergy files now filed in one alphabetical order are in fifty banker boxes with room for new files.  
Commission on Ministry. Minutes. 2011-2015. (1 archival box)  
Cruden, Alexander. *A complete concordance to the Holy Scriptures*. 5<sup>th</sup> ed. London, 1794 (Philander Chase's copy)  
Daughters of the King. Chicago Chapter and Province V. (4 archival boxes) Gift of Mary Anstee.  
Diocesan Council. Minutes and supporting documents. 2012-2015. (1 archival box)  
Diocesan Foundation. Board of Trustees. Minutes and supporting documents. 1953-2016. (2 archival boxes)  
Diocese of Quincy. Standing Committee. Minutes. 2010-2011 (.5 archival box)  
Holy Trinity Church, Skokie (20 archival boxes)  
Marital Judgments. 2009-2016 (.5 archival box)  
Robert Page Taylor papers (Director, Episcopal Services System, 1980-1985 and Office of Pastoral Care, 1985-1987 : 20 Archival boxes); (Canon to the Ordinary for Program and Ministry, 1987-1993 : 13 archival boxes)  
St. Bede's, Bensonville (18 archival boxes)  
St. James Cathedral (20 archival boxes)  
Task Force on the Legacy of Slavery. Minutes and supporting documents. 2010-2013 (2 archival boxes)

### **Unprocessed materials awaiting processing:**

Cataloging backlog: 333 banker boxes in addition to the Chase House collection of 200 banker boxes and 35 boxes of congregational files from the Office of the Bishop.

Total: 568 banker boxes

In the past year, Lauren Eames, an undergraduate student at the University of Chicago, and member of Brent House, and Norma Sutton have volunteered a total of 295 hours, all of which have been given to processing materials. Betty Hickman, Historiographer of Episcopal Church Women, Chicago, has given 250 hours in processing minutes and records of major ECW meetings, directories, newsletters and United Thank Offering materials. Records are now current through year 2015. The Historiographer has spent 510 hours in fulfilling his responsibilities. This past year (October 2015 through September 2016) 1055 hours have been devoted to the work of the diocesan archives.

### **Use of the Collection:**

In the past year, 50 requests, 16 of which were for verification of baptismal, confirmation, marriage, or burial records, were received. One request was for the verification of the burial of Howard John Williams who died in the 1903 Iroquois Theater Fire of Chicago. Burial record was found in a register of the Church of the Epiphany. Other requests included documentation of the work of Episcopalians ministering to the Confederate prisoners of war at Camp Douglas in Chicago and information about the Rev. Eugene Russell Shannon, Rector of Grace, Freeport, and naval chaplain who lost his life when the aircraft carrier, "Bismarck Sea" was torpedoed on February 21, 1945 in the Pacific.

Seven people have conducted research at the Archives. Topics of their research included the Rev. James G. Jones, Episcopal chaplain at Cook County Jail and founder of St. Leonard's House, one of the first halfway houses in the United States; history of All Angels' Church for the Deaf; and St. Ansgarius Church and the Jenny Lind chalice.

The Historiographer conducted two parish archives consultations, one for St. Andrews/Pentecost in Evanston and the other for the Church of the Ascension in Chicago.

In early March the Historiographer attended the event, "Digging Through DeKoven's Attic : archival work at the DeKoven Foundation", led by the Rev. James Braun and John Magerus. The Historiographer, who was a member of the planning committee for the event, "Celebration of Scandinavian Episcopal Life in Chicago," presided at the second round of papers. The Jenny Lind chalice was used at the Eucharist that Saturday, April 30. In mid-June the Historiographer also attended the Tri-History Conference (National Episcopal Historians and Archivists, Historical Society of the Episcopal Church, and Episcopal Women's History Project), held on the Oneida Reservation . Theme of this three-day conference was "Wondering, Witness/Worship, and War : Historical Encounters between the Episcopal and Anglican church and Indigenous Peoples in North America." The previous week the Historiographer joined five archivists from the religious archives collaborative (Archives of the North American Province of the Cenacle, Claretian Missionaries U.S.A. Province, and Archives of the Diocese of Chicago) to spend two days attending meetings with the staff of the Lincoln Presidential Library. The Interim Director, Wanda Dole, is a member of the Diocesan Archives and Records Management Committee. During that trip the Historiographer and Norma Sutton met with Canon to the Ordinary at the diocesan office of the Diocese of Springfield to see the archives of this diocese.

## **Strategic Planning:**

On March 5 Wanda Dole led the members of the Committee in an all day strategic planning retreat. The Historiographer began the retreat by giving a brief history of the Historiographers/Registrars of the Diocese beginning with Samuel Chase in 1871 including quotes from their annual reports which were published in the Journal of Convention. The Committee then examined our mission, and vision and values statement followed by working through a SWOT analysis. By the end of the day we had agreed on a five year strategic plan (2016-2021), a mission and vision statement with core values and goals and objectives. The mission statement reads as follows: The Archives of the Episcopal Diocese of Chicago acquires, preserves, protects, organizes and make accessible materials in all formats that document the life of the Diocese and its predecessor the Diocese of Illinois. The five goals are : Staffing : the Archives will have adequate staffing; Funding : the Archives will secure adequate funding; Facilities : The Archives will have adequate and appropriate space for future collections; Collections : The Archives will build and maintain collections in all formats that document the life of the Episcopal Diocese of Chicago and its predecessor the Diocese of Illinois; and Communications : The Archives will improve communication in all media to fulfill its mission to acquire, preserve, protect, organize and make accessible materials in all formats that document the life of the Diocese and its predecessor the Diocese of Illinois. In May Mark Duffy, the Archivist of the Episcopal Church, met with the Committee to see the facility at 205 W. Monroe and to review the strategic plan.

The Committee submitted a budget request for a part-time professional archivist with a job description in April but given the reduced 2017 budget, this request was not able to be funded.

We wish to thank Courtney Reid for her ongoing support of our work and for the diocesan staff for their willingness to implement the records retention plan.

Respectfully submitted,

Brooks Davis, Member Emeritus  
Wanda Dole  
Betty Hickman  
Peter Irvine  
Jane McCarron  
Malachy McCarthy  
Alexis Reese  
Newland Smith, Historiographer  
Norma Sutton

**REPORT OF THE AUDIT REVIEW COMMITTEE  
TO THE ANNUAL CONVENTION  
OF THE DIOCESE OF CHICAGO**

The Audit Review Committee is appointed by the Bishop to read and review the audited financial statements, audit reports and supplementary financial information furnished by, and to meet with, the auditors engaged by The Episcopal Diocese of Chicago (the “Diocese”). The Audit Review Committee has read the audit reports submitted by Selden Fox, Ltd. covering the December 31, 2015, Statements of Financial Position of the corporations and funds of the Diocese listed herein and the related Statements of Activities and Statements of Cash Flows for the year 2015, as well as the supplementary financial information furnished by Selden Fox, Ltd. Specifically, audited financial statements, audit reports and supplementary financial information were reviewed for (1) the Administrative and Program Fund of the Diocese of Chicago (an unincorporated entity organized pursuant to canon law to conduct the business affairs of the Diocese); (2) The Bishop and Trustees of the Protestant Episcopal Church in the Diocese of Chicago; (3) The Bishop of Chicago and His Successors in Office, Funds Account; (4) Episcopal Charities and Community Services and Subsidiary; (5) The Trustees of the Endowment Fund of the Diocese of Chicago; (6) The Society for the Relief of Aged and Infirm Clergy and Widows; and (7) the Diocesan Foundation. Representatives from Selden Fox, Ltd. met with us to discuss each of the audited financial statements, audit reports and supplementary financial information. Our Diocesan Director of Operations, our Diocesan Treasurer and others from the Treasurer’s office were present at this meeting.

These audit reports show that, except for qualification of the audit report for the financial statements of The Bishop and Trustees due to its long-standing exclusion of depreciation and accumulated depreciation therefrom, the audited statements fairly present in all material respects the financial positions at December 31, 2015, and the 2015 activities of the audited entities in conformity with accounting principles generally accepted in the United States. The audited financial statements of the Administrative and Program Fund include a Status of Operations footnote describing its current reliance on grants and allocations from other Diocesan entities to fund expenses and those entities’ limited funds available to continue such funding and stating that management is developing a plan through the budget process to create a sustainable business model for the future.

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

Audit Review Committee: Lon W. Myers, Chairman  
Richard P. Anstee  
Thomas P. Frank  
The Rev. Thomas G. Smith  
Alison White

## **BISHOP AND TRUSTEES REPORT TO DIOCESAN CONVENTION NOVEMBER 2016**

Please accept the following as a report on the activities of The Bishop and Trustees (B&T), the Diocesan real estate corporation, for the year 2015 and part of 2016.

B&T holds title to real estate associated with mission churches or agencies (Diocesan Canon 35). It has the responsibility to assure that construction on or repair to church buildings will proceed with appropriate liability insurance, lien waivers, building permits, bonding requirements, and legally sufficient contracts. Comprehensive *Guidelines for Notification for Approval of Projects by Mission Congregations*, which indicate when to notify the B&T liaison and when to seek approval for projects, are available from the Associate for B&T Property Management at St. James Commons.

B&T interest and dividend income totaled \$183,785 in 2015. Interest and dividend income is expected to total \$150,000 in 2016. B&T did not sell any property in 2015. To date in 2016, B&T has sold St. John's, Mount Prospect. It also sold the Lake Shore Drive condominium used by Bishop Lee and his family and purchased a single family house in the Edgewater Glen neighborhood of Chicago for their use. This move is expected to reduce Diocesan expense for condominium assessments, parking space rent, real estate taxes and utilities. B&T contributed 10% of the net proceeds of property sales to the Diocesan Administrative and Program Fund (\$96,256 in 2015 from a late 2014 sale and \$84,158 to date in 2016 from the St. John's sale).

B&T awarded over \$527,233 in direct property-related grants to mission congregations in 2015. As of August 31, 2016, B&T has awarded over \$199,517 in direct property-related grants to mission congregations.

Since 2009, B&T has directly funded grants approved by the Congregations Commission to congregations in the Diocese of Chicago. In 2015, B&T provided \$437,000 in funding for those grants. B&T's 2016 budget provides \$305,000 for Congregations Commission grants.

B&T collaborated with St. James Commons Council and Diocesan leadership to complete the renovation of St. James Commons to be a more modern, welcoming and functional center for all Episcopalians of our Diocese. The total cost of the work on St. James Commons and the Nicholas Center was \$17.8 million.

B&T undertook a capital initiative to fund the renovations of St. James Commons and obtained interim bank funding as needed. The capital initiative secured over \$9.1 million in contributions and pledges. Other gifts amounted to over \$5.8 million. The remainder of the project was funded by B&T. Gifts and proceeds of B&T property sales have reduced the interim bank funding to \$1.575 million as of September 30, 2016.

B&T and St. James Cathedral completed in 2015 a major project that included stabilizing the entire stone exterior of St. James Cathedral and restoring a small section of the church and bell tower stonework.

B&T has approved a consolidated budget for The Diocese of Chicago totaling \$4,480,237 for 2017. This 2017 Budget will be presented at the Diocesan Convention in November 2016.

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

COMMISSION ON GLOBAL MINISTRY REPORT  
179<sup>TH</sup> CONVENTION OF THE DIOCESE OF CHICAGO

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The Commission on Global Ministry, formed by resolution in 2000, aims to foster connections within and without the Diocese of Chicago to assist willing parishes in the creation of their own connections and work. COGM oversees sub-committees that work with Companion Diocese Relationships, Southeast Mexico and Renk, South Sudan. These CDR's began, by resolution in 2001, and were confirmed by the Standing Committee of TEC. They have been renewed, by resolution, in 2006 and 2011. A resolution for renewal for another five years will be presented at the 179<sup>th</sup> Diocesan Convention.

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

Renk Sub-committee facilitates connections in Chicago with Renk Diocese and Bishop Joseph Garang Atem. Chicago has a variety of partnerships. Eight parishes have formal partnerships with eight churches/praying centers in Renk Diocese. Schools, a clinic, supplies and staff for the clinic, Renk Theological College, a micro-finance project for women, income-generating projects (restaurant, guest house, tent & chair rental) and humanitarian aid are ongoing today, in spite of a political power play that descended upon the new country, South Sudan, in 2013. Travel to South Sudan is on hold, but Bishop Joseph Gerang Atom returns to the Diocese of Chicago, annually, to maintain the mutuality of the Companion Diocese Relationship. He meets and worships with partner parishes and friends. *Christianity Today* interviews Bishop Joseph during these visits. This CDR has spawned a relationship with the Evangelical Lutheran Church in America (ELCA) Global Mission Dept., leading to cooperative ministries in South Sudan.

The Subcommittee on the Diocese of Southeast Mexico, Benito Juarez Martinez, Bishop, coordinated four meetings with Bishop Benito, his wife, Angelica, and son, Eigner, one meeting by video link. In response to an appeal for support for the Diocese-wide scholarship program, the sub-committee formed a committee on scholarship engaging eight Chicago parishes. Nearly half of the requisite scholarship funds were raised for 118 students, plus a surplus that launched a tutoring program through select churches in SE Mexico Diocese. Bishop Benito's two visits to Chicago sponsored by the sub-committee resulted in consultation and officiating at services in ten Chicago parishes associated with the Companionship, including two potential companions. Nearly fifty Chicagoans in five organized visits (youth groups and adult trips) have been hosted by churches in SE Mexico this year. The Companionship is in good health and growing. Fourteen parishes in the Diocese of Chicago are in companionship with churches and the Chiapas Project in SE Mexico.

*Reported by Charles Stewart for SE Mexico & Jackie Kraus for Renk Diocese/COGM*

## Report of the Commission on Ministry to the 179<sup>th</sup> Diocesan Convention

The Commission on Ministry is charged with overseeing and supporting the ministry and formation of the members of the Church, in all orders-lay, diaconate and priesthood. The Commission has a membership of 18 individuals, ten ordained and eight lay, who meet on the first Tuesday of each month September-June at St. James Commons. The regular duties of the Commission include interviewing nominees for Postulancy for the diaconate and priesthood, either recommending Postulancy or to affirm a nominee's baptismal ministry if Postulancy is not granted. The Commission continues to monitor the canonical requirements and formation recommendations for those granted Postulancy through the rest of the ordination process, including interviewing postulants for candidacy and then following candidacy recommending them for ordination. All of these steps are done in close partnership with Bishop Lee and the Standing Committee. Members of the Commission are available to work with congregations who have a person or persons considering discernment.

This year, the Commission has focused on development of strong and vibrant lay ministry. We developed a document to provide guidance to parishes around discernment of Baptismal Ministry. It is our hope that this document may be of assistance to individuals and worshipping communities who have members discerning how to best use their gifts. This document can be found at: <https://www.episcopalchicago.org/at-work-in-the-church/commission-on-ministry/baptismal-ministry/>. The Commission is currently researching additional resources to help parishes build strong processes to encourage parishioners in naming and living out baptismal ministry.

This year, the Commission has also focused work around processes for ordination that will nurture development of priests and deacons to lead the diverse parishes within the diocese. This work will continue in the coming year.

The Commission is also working closely with the Leadership Team for the Diaconate as the new formation plan for postulants for the diaconate unfolds. This is an exciting time for the ministry of the diaconate and the Commission is excited to work with the Leadership Team going forward.

The Commission is chaired by Bishop Jeffrey Lee.

Respectfully submitted,

Claire Hartfield  
Vice-Chair, Commission on Ministry

## **Report of the Compensation Committee Regarding Clergy Compensation Issues**

### **The Task.**

At the 178th Diocesan Convention (2015), this committee was directed to “undertake a compensation study to be presented to the 179<sup>th</sup> Diocesan Convention (2016). The study shall examine compensation both within the Diocese and as compared to like-sized dioceses, with particular attention to equity across gender, race/ethnicity, and tenure.”

### **Summary.**

The Committee considered its task to consist of two parts:

- i. A study of data with the goal of uncovering evidence of systematic unwarranted discrimination within the diocese. There is no data available to address race/ethnicity. As a result, this study addressed only gender and tenure as variables of interest.
- ii. The identification of steps the diocese can take to ensure that unwarranted discrimination is minimized.

To carry out the first part of the task, the Committee enlisted the help of the Church Pension Group (“CPG”) Special thanks for his efforts should go to the CPG’s Vice President of Research and Data, Dr. Matthew Price. The CPG analyzed compensation, socio-economic, and parish-specific data it has collected for each diocese located in the United States with The Episcopal Church. By doing so, it compared data from the Diocese of Chicago and our parishes with that of other dioceses. It concluded that in the matter of compensation that there is no evidence of systematic or deliberate gender discrimination in the Diocese of Chicago, but that relatively poor parishes pay relatively low salaries. The study also revealed that nationally, majority white parishes of high socio-economic status tend to call men more often than might be expected given other factors. Given, however, the lack of data about the pool of applicants and hiring, we cannot know if this is a recruiting challenge or a hiring challenge. In the Diocese of Chicago, this effect is hard to identify because of the small number of such parishes and limited data on hiring. The Committee’s “take-away” from this part of the analysis is that there is no pervasive or systematic gender discrimination.

In order to identify procedures the diocese could adopt to ensure that unwarranted discrimination is minimized, the committee surveyed approaches taken by other dioceses. As a result of its survey, the committee recommends that the Diocese of Chicago should: (1) publish a survey of clergy salaries by various categories annually; (2) develop recommended minimum salaries by Average Sunday Attendance (ASA) and years of service; (3) designate a member of the diocesan staff to identify “outliers” – clergy whose compensation appears to be unduly low (or unduly high) – and, after suitable discussion

with the parishes involved, make remedial recommendations; (4) develop and publish anti-discrimination guidelines for parishes that are in the search process; (5) and consider ways to increase compensation in less affluent parishes that would not reduce their program budgets.

## **Discussion.**

### *i. Data analysis.*

The committee was tasked with undertaking a compensation study, “both within the Diocese and as compared to like-sized dioceses, with particular attention to equity across gender, race/ethnicity, and tenure.” In undertaking a rigorous statistical analysis, the CPG was invaluable. Because the CPG collects data from all dioceses, we were able to satisfy the requirement that we compare ourselves with like-sized dioceses.

The aim of the CPG’s analytics staff was to understand the determinants of total clergy compensation (cash, pension contributions, health insurance, housing) by looking at factors including age, age at ordination, education, years of service, socio-economic characteristics of congregations, and gender. The data the CPG used included items which the CPG considers confidential and therefore, CPG would not make it available for use outside its own four walls and was reticent about answering some questions about data we would have liked. However, it can and did pass the results of its investigations to us, while requesting that we keep certain numeric details of the analysis within the committee.

The CPG’s analysis revealed that nationally (with 4,863 clergy in the study) the key relevant determinants of clergy compensation are: age at ordination and length of tenure; marital status; attendance at an Episcopal seminary; location; and, indeed, gender. In Province 5 (which stretches from halfway across Missouri to Ohio and from Lake Superior to the Ohio River with 487 clergy), age, education, marital status, and years of service remain important determinants. The CPG had 88 data points to work with in the Diocese of Chicago, which is not enough to expect many firm conclusions. Indeed, the only determinants that appear important are years of service, the proportion of parish population beneath the poverty level, and to an even lesser extent, marital status. Neither at the provincial nor at the diocesan levels is there statistical evidence that could be interpreted as systematic gender discrimination based on equal pay for equal work.

Inasmuch as the CPG’s analysis provided evidence of compensation practices that we might consider inequitable, it does seem that high socio-economic status, majority white parishes in the U.S. and possibly in the Diocese of Chicago, may be less likely to call female clergy than should be expected. The committee stresses that given the limited amount of data regarding recruitment and hiring decisions, the evidence is weak. The committee considers, however, that though the evidence may be weak, it should be reported to the Convention, and that the Diocese should consider what steps it would be appropriate to take to ensure that those responsible for the search process in the future become aware of the issue.

*ii. Recommendations*

The data analysis part of the committee's work turned up evidence that gender is not a determinant of compensation in the Diocese of Chicago. It also suggested that in the Diocese of Chicago, less affluent parishes pay relatively low salaries, and that more affluent parishes tend to call fewer women.

The committee looked at what other dioceses do to proactively attempt to ensure that inequitable compensation and hiring practices are, if not eliminated altogether, kept to a minimum. The Dioceses of Georgia and Pennsylvania were particularly helpful. A number of practices came to light, and the committee recommends that after suitable considerations of the details, the Diocese of Chicago should adopt its own variations of the following:

- a. Publication of a survey of clergy salaries. Publication of clergy salaries in much greater detail than the summary statistics currently published by the CPG would be likely to have two effects: it would enable search committees to assess the prevailing market more accurately; and it would give clergy, both candidates for open positions and incumbents, the opportunity to negotiate salaries from a position of knowledge. The survey to be published could simply be the publication of all data or of summaries by determinant factors.
- b. Development of a recommended minimum compensation scale. The Diocese of Chicago currently has a mandatory minimum clergy salary. When hiring clergy, parishes receive informal compensation advice from the diocese, know what the mandatory minimum clergy salary is, and may or may not have the CPG's salary survey available. The Diocese of Chicago generally takes no part in reviewing incumbent clergy compensation. Development and provision to parishes of a recommended minimum salary scale by Average Sunday Attendance and years of service would provide useful information to parishes in the search process, as well as to candidates and incumbents helping them to base compensation decisions on equitable factors, including length of service.
- c. Systematic identification of outliers. The Committee recommends that a Diocese of Chicago staff person systematically identify compensation outliers. That person would approach parishes where compensation appears to be out of line with diocesan and equitable norms and discuss ways to rectify the situation.
- d. Guidelines for parishes that are going through the search process. The committee recommends that the Diocese should do more work on guidelines for parishes in this process. This would educate search committees to strategies that are available to ensure equitable treatment of all potential candidates. The committee also recommends the development of proactive recruiting and mentoring for women clergy to promote their candidacy for the full-range of parish clergy positions.
- e. Lastly, the committee recommends that the Diocese of Chicago consider ways to improve compensation of clergy in less affluent parishes. It is not reasonable for

the Diocese to demand that less affluent parishes, doing God's work with severely constrained means, should choose to divert limited funds from valuable programs to increase compensation for clergy who are willing to work at their current rates. But the committee believes that the members of the Diocese might feel uncomfortable with the outcome, which is that clergy ministering to less affluent parishes are paid relatively badly.

### **Conclusion.**

The data analysis performed by the CPG for the committee revealed no reason to be concerned about systematic gender discrimination. That does not mean, however, that there are no individual cases of inadvertent discrimination and other inequitable outcomes of hiring and compensation practices. We have made recommendations to the Convention that we feel strike a good balance between our desire for equity in hiring and compensation, and our desire to respect the decisions of parish leaders. We stress to the Convention that all of our recommendations require considerable additional study.

### **Members of the Clergy Compensation Committee**

Randy Harrison  
Roger Hungerford  
Skip Lee  
Lori Lowe Michael  
Mattson William  
Pearson  
Christopher Powell  
Courtney Reid  
Kate Spelman  
Anna Stefaniak

## Report of the Congregations Commission

The Congregations Commission was formed to promote vitality in all the congregations of our diocese. To that end we engage in creating and supporting new resources such as The College for Congregations, liaison with Mission congregations to connect them with diocesan resources such as the Congregation Assessment Tool, wrestle with issues of institutional race and class which shape our congregations, and dream about the possibility of planting new congregations and communities. Part of the work of the commission is to award Vitality Grants to mission and parish congregations. We are pleased to announce these congregations who received grants to help encourage their vitality.

Mission Congregations		
Chicago	Cristo Rey	\$ 35,000
Chicago	Nuestras Sra Americas	\$ 35,000
Chicago	St. Andrew	\$ 20,000
Chicago	Sts. George & Matthias	\$ 10,000
Chicago	St. Martin's	\$ 30,000
Chicago	Santa Teresa	\$ 35,000
Evanston	St. Andrew	\$ 10,000
Galesburg	Grace	\$ 15,000
Lake Villa	Sagrada Familia	\$ 35,000
Macomb	St. George	\$ 15,000
Momence	Good Shepherd	\$ 5,000
New Lenox	Grace	\$ 10,000
Oregon	St. Bride's	\$ 5,000
Prospect Hts	One In Christ	\$ 5,000
Wauconda	Holy Apostles	\$ 5,000
Waukegan	Nuestra Sra de Guadalupe	\$ 15,000
Warsaw	St. Paul	\$ 5,000
Parishes		
Burr Ridge	St. Helena	\$ 15,000
TOTALS		\$ 305,000

21 mission congregations applied. 17 mission congregations received grants, 14 did not.  
10 parish congregations applied. 1 parish received a grant.

\$290,000 to mission congregations

\$15,000 to one parish

Grant totals by cultural and context categories

\$175,000	For Hispanic congregations/Hispanic Ministry
\$70,000	For historic African-American congregations
\$55,000	For Anglo congregations
\$5,000	For Asian congregations
\$156,000	For Chicago congregations
\$149,000	For town, suburban, and rural congregations

In addition to these grants we received two special requests mid-year for additional grants due to changed circumstances, both involving a change in clergy leadership. Grace, Galesburg received an additional grant of \$11,600 and Grace, New Lenox received an additional grant of \$15,075.

Respectfully submitted, The Rev. Kara Wagner Sherer



## **Episcopal Church Women**, Diocese of Chicago

### **Annual Report 2016**

The Episcopal Church Women (ECW) has continued their “Connect and Be Heard” campaign across the diocese during 2016. The ECW represents all women’s ministries at the parish level as well as building relationships with the women of The Daughters of the King, members of the Episcopal Health Ministry and the Church Periodical Club. The ECW also continues to administrate the United Thank Offering throughout the Diocese of Chicago.

**Diocesan Convention 2015** The ECW hosts a lunch room for “*knittogether*” where knitters are invited to have lunch, pick up yarn, share information about knitting ministries and donate scarves to the SoulScarves collection at Grace, Chicago. Over 40 scarves were donated at Convention in 2015.

Two ECW Recognition Grants were awarded for women’s ministry programs: Sts. George & Matthias, Chicago and St. Bride’s, Oregon. The Rev. Paula Englehorn, St. George, Macomb, received the Phoebe Griswold Grant for implementing a community music program.

**Annual Meeting** The theme for the meeting was a timely and difficult subject, “Bullying: It Even Happens in Church” hosted by the women of St. John the Evangelist, Flossmoor. Maryfran Crist was the keynote presenter with Diane Zosky (Grace, Pontiac), May Anstee (St. Mark, Glen Ellyn) and Helen Mensing (Trinity, Wheaton) providing break out session leadership. The afternoon concluded with a Eucharist service celebrated by The Rev. Kristin Orr, rector of St. John’s. The spring collection for the United Thank Offering was blessed and the ECW officers were installed.

**Province V Annual Meeting** The Province V annual meeting was held at Mackinac Island at the Grand Hotel in May, 2016. 30 men and women represented Chicago at this event. Our own Rev. Jennifer Baskerville-Burroughs was the keynote presenter. The ECW Chicago continues to be a leader at the Province V level, and provide inspiration and direction for the women of other dioceses.

**Altar Guild Conference** For the second year, the Diocesan Altar Guild held an annual conference which was hosted by Calvary Church, Lombard on Saturday, June 11. 50 women and men of the altar guilds attended the half day conference which featured vestments from across the diocese modeled by volunteers. Break-out sessions were led by Liz Lanning (Trinity Altar Guild director), Suzi Croll (Trinity, Wheaton) and Lauren Szady (Calvary, Lombard). The Rev. Ethan Jewett (Grace, Chicago) presented an instructional on vesting and The Rev. Emily Mellott, rector of Calvary, led the opening worship service. The conference concluded with lunch and fellowship. Plans are being made for the June 2017 conference at St. John’s, Naperville.

**Women’s Fall Retreat** The first Women’s Retreat for the Diocese was held at the beautiful DeKoven Center in Racine, WI over the weekend of October 28-30. Noted author the Rev. Lindsay Hardin Freeman was the retreat leader. Music was provided by Jeannie McCabe (Diocese of Arkansas) and meditation sessions were led by ECW chaplain the Rev. Deacon Trilby Murray (SS George & Matthias, Chicago), Susan O’Brien (National Daughters of the King President) and Jane McCarron (past-ECW President) and the Rev. Leonard Freeman provided a bit of levity with a lively

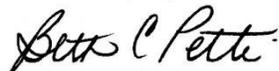
recap of the study sessions in game form. Linda Toberman, ECW board member at large, (St. Lawrence, Libertyville) was the Fall Retreat chairman. 35 women attended from across the region including women from the Diocese of Milwaukee, the Diocese of Western Michigan, 17 diocesan churches and Grace Place at Northern Illinois University. Next year's retreat will take place on October 27-29 at the DeKoven Center.

**United Thank Offering** Diocesan Coordinator Helen Mensing has been diligently contacting parishes and their leaders to present the story of the United Thank Offering (UTO). She has provided an informative display at each of the ECW events and Diocesan convention. This year a portion of a diocesan grant writing workshop will include information regarding applying for UTO grants. In 2015, a United Thank Offering Grant was awarded to Lawrence Hall Youth Services. The UTO is a national program of The Episcopal Church administrated by the ECW in the Diocese of Chicago.

**New Initiatives** Communications have been a major focus of the board this year. Our website, [www.ecwchicago.org](http://www.ecwchicago.org), was redesigned in 2016 with a new easier to navigate format as well as an improved mobile application. It is updated regularly to feature diocesan activities, ECW events and Province V meetings. A printed newsletter, *The Mirror*, is produced in alternate months and it is circulated to several hundred members both in print and electronic forms. An e-newsletter is distributed monthly.

The women of the Board of the ECW embrace our leadership position for women's ministries in the Diocese and Province V. The dedication of our members is impressive and we look forward serving them well in the coming year.

Respectfully submitted,



Beth Petti

President

**Episcopal Church Women**

Diocese of Chicago

[www.ecwchicago.org](http://www.ecwchicago.org)

## Health Insurance Annual Report 2016

The Diocesan Council has approved the following plans from the Medical Trust for plan year 2017. The health insurance plans have increased an average of 5.52% for 2017, with a 0% increase in the dental plans (for the second year in a row). While we expected our preventive annual visits to increase yearly, our utilization of preventive visits has remained flat for the time period of April 2015 through March 2016. Both in the male and female categories, there were three age groups who had less visits and three age groups who had increased visits as compared to April 2014 through March 2015.

### Dental Plans

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

<b>Dental Plan / Yearly Rates</b>	<b>Single 2017</b>	<b>Emp. plus 1 (spouse/partner or child) 2017</b>	<b>Family 2017</b>
Dental & Orthodontia PPO- \$25/\$75 Deductibles	\$876.00	\$1,572.00	\$2,448.00
Basic Dental PPO-\$50/\$150 Deductibles	\$660.00	\$1,188.00	\$1,848.00
Preventive Dental	\$348.00	\$624.00	\$972.00

### Medical Plans

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

<b>Medical Plan /Yearly Rates</b>	<b>Single 2017</b>	<b>Emp. plus 1 (spouse/partner/child) 2017</b>	<b>Family 2017</b>
Employee Assistance Program <b>Only</b>	\$60.00	\$60.00	\$60.00
Anthem BCBS High Deductible Health Plan 75% Funded HSA Total	\$6,804.00 + \$2,025.00 = \$8,829.00	\$12,252.00 + \$ 4,087.50 = \$16,339.50	\$19,056.00 + \$ 4,087.50 = \$23,143.50
Anthem EPO 80	\$9,960.00	\$17,928.00	\$27,888.00
Anthem EPO 90	\$10,884.00	\$19,596.00	\$30,480.00
Anthem BCBS PPO 70 Silver	\$8,280.00	\$14,904.00	\$23,184.00

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

## Standing Committee Report

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Members of the Standing Committee are elected by the Diocesan Convention. One cleric and one lay person are elected each year for a three year term. An individual may serve two consecutive terms. The Standing Committee meets monthly. This year the members are: the Reverend Eric Bidy, the Reverend Victor Conrado, Mr. Derrick Dawson, the Reverend Matthew Humm (until August, 2016), Ms. Kathleen Leson, and Ms. Sandra McPhee. Our canonical responsibility is to offer counsel to our bishop, consent to elections of bishops across the Episcopal Church and to all ordinations in the Diocese of Chicago, and approve the sale and encumbrance of property for parishes in this Diocese.

With the encouragement and support of Bishop Lee, the Standing Committee provides advice and counsel on a wide range of matters that are significant to the Diocese. Our goal is always to support the ministry of the Diocese and of its bishop and to further God's mission in our corner of the Episcopal Church.

We have worked closely with the Commission on Ministry to improve the experience for aspirants, postulants and candidates for Holy Orders, and to work with them in discerning the best expressions of their ministries.

As this report is written, we plan to hold our October meeting in Waukegan, visiting both Christ Church and Nuestra Senora de Guadalupe. This will give us an opportunity to meet people and learn about the various ministries in that part of our Diocese. In early 2014, we met in Peoria and in November of 2015, we met in LaSalle County to learn about the rich history of those deaneries. We hope to continue this pattern of meeting once a year in one of the deaneries of this Diocese.

Our September, 2016, meeting was held at St. Augustine's College in Chicago, where we were given a thorough tour of the facilities, a delicious lunch, and a deeper understanding of the significant and historic work being done there in bi-lingual higher education.

We encourage and support the work of the Executive Team and we are particularly grateful for Bishop's Lee's spiritual and practical leadership of the Diocese.

We pray regularly in thanksgiving for the people of this Diocese, particularly for its varied and exciting ministries. We celebrate those who strive to bring comfort and healing to people of this diocese, in our nation and in the world.

Respectfully Submitted,

Sandra F. McPhee,

President of the Standing Committee, 2016