

A Profile of the

Episcopal Diocese of Rochester



Prepared by the Nominating Committee
for the Eighth Bishop of Rochester

PO Box 1099
Canandaigua, NY 14424

www.rochestersnextbishop.org



In our search for a new Bishop, we seek...

A Spiritual Guide and Teacher

- ✘ A Christ-centered person who is led by the Holy Spirit
- ✘ A guide who will foster spiritual growth and maturity
- ✘ A mentor for our clergy
- ✘ One who models the moral and ethical values of the Baptismal covenant
- ✘ One who is grounded in liturgy and relates it to daily life

A Community Leader and Bridge Builder

- ✘ A supporter of mission and ministry objectives that promote social justice
- ✘ One who celebrates differences and promotes inclusiveness in terms of gender, race, socio-economic status and sexual orientation
- ✘ A unifying force who promotes trust within a diverse diocese
- ✘ A proactive spokesperson for the Episcopal church in the public arena
- ✘ An evangelist committed to the growth of the diocese
- ✘ A supporter of ongoing dialogue within the Anglican Communion
- ✘ The possessor of a good sense of humor

An Experienced Administrator

- ✘ A skilled communicator who is open and willing to hear parish concerns
- ✘ An individual who is able to work with varied groups
- ✘ A leader who will be visible and accessible to clergy and lay members
- ✘ A decisive person who delegates responsibilities
- ✘ An administrator with a strong background in organization and management
- ✘ A manager of the allocation of resources to parishes for ministry purposes
- ✘ One who understands the dynamics of small church ministry

8th Bishop of the Diocese of Rochester Nomination Form

Please mail completed form to:
The Nominating Committee
P.O. Box 1099, Canandaigua, NY 14424

Completed forms must be postmarked by July 3, 2007.

I suggest the following priest or bishop to The Nominating Committee as a potential nominee for Bishop of the Diocese of Rochester: (Please print or type)

Name _____

Street Address _____

City/State/Zip _____

Email _____ Phone () _____

Present Position _____ Since _____

Present Diocese _____

Please state how long you have known this person and how you are acquainted with him/her.

Please list the reasons you consider this person qualified to be a bishop. (Be specific. Attach additional pages if needed.)

Please provide the names, complete addresses, and telephone numbers of other persons who are in a position to furnish information about your nominee:

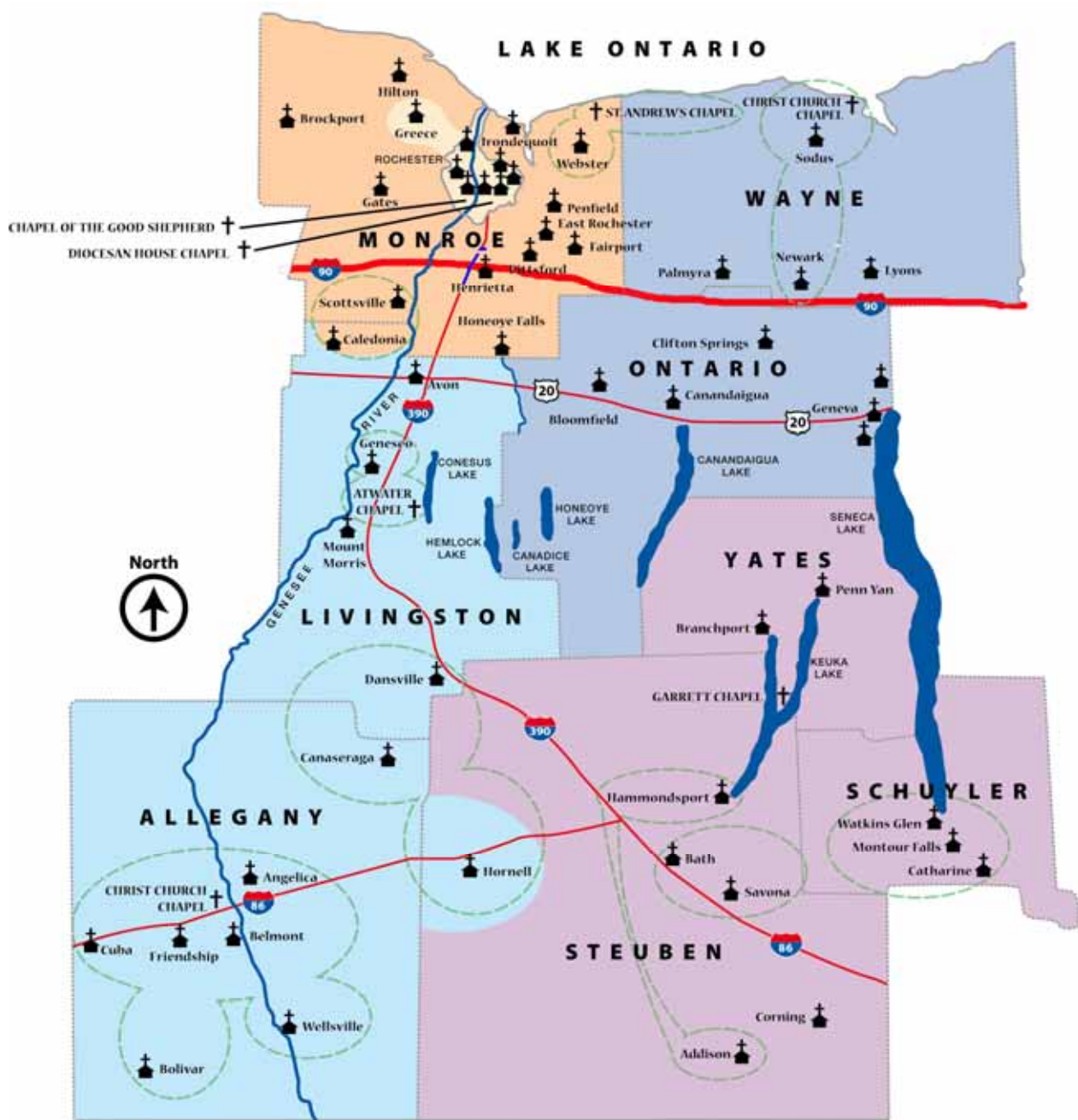
Your Name _____

Street Address _____

City/State/Zip _____

Phone () _____

A Profile of the Episcopal Diocese of Rochester



DISTRICTS OF THE DIOCESE

- ROCHESTER DISTRICT The City of Rochester, plus Greece
- MONROE DISTRICT Monroe County except the Rochester District, plus Caledonia
- SOUTHWEST DISTRICT Livingston and Allegany Counties plus Hornell
- NORTHEAST DISTRICT Ontario and Wayne Counties
- SOUTHEAST DISTRICT Schuyler, Steuben, and Yates Counties except Hornell
- CONGREGATIONS IN PARTNERSHIP

The Diocese of Rochester—An Overview

The Diocese of Rochester stretches from Lake Ontario south to Pennsylvania; its eastern and western borders are formed by the Diocese of Central New York and the Diocese of Western New York. It is among the smaller of the dioceses in the United States, but its compact size is balanced by the great variety in topography, economic conditions, and lifestyles within its borders.

The region includes spectacular natural resources: vast expanses of Lake Ontario coastline; Letchworth State Park, known as the “Grand Canyon of the East”; several lakes including Canandaigua, Keuka and Seneca; the breathtaking gorge and waterfalls of Watkins Glen; and a wonderful variety of agriculture, including the grapes that yield many of New York State’s award-winning wines and champagnes.

Our Diocese includes a number of educational institutions of national and international reputation. Bexley Hall Institute, and Hobart and William Smith Colleges are church-related institutions on whose boards the bishop of the diocese of Rochester sits *ex officio*. In addition, the area boasts the University of Rochester (including the Eastman School of Music), Rochester Institute of Technology, Nazareth College, Roberts Wesleyan College, St. John Fisher College, and Monroe Community College. Alfred



Diocesan young people and adult repairing homes during a mission trip to Dungannon, VA.

University, Keuka College, Houghton College, Finger Lakes Community College, and Corning Community College. There are State University Colleges at Brockport, Geneseo, and Alfred.

Among the internationally significant historical figures that made their homes within the Diocese of Rochester are suffragette Susan B. Anthony, abolitionist Frederick Douglass, and Red Cross founder Clara Barton. This area has also been home to important pioneers in science and industry. George Eastman, pioneer in the field of photography, founded the Eastman Kodak Company here; his legacy of philanthropy continues to drive many aspects of Rochester and the surrounding region. Glenn Curtiss of Hammondsport was instrumental in the establishment of the aviation industry in the early 20th century. Corning Inc., formerly Corning Glass Works, is a world leader in the creation of glass for decorative, kitchen, scientific, industrial, and technical uses.



The Men's Association of St. Luke & St. Simon Cyrene (Rochester) cooking breakfast for the parish.

The area has a long tradition of social and political activism and religious innovation. The nation's first known abolitionist group was founded in Rochester in 1838, and the underground railroad was active in the region. Joseph Smith published the *Book of Mormon* in Palmyra. In 1906 Algernon Crapsey, rector of St. Andrew's Episcopal Church, was convicted of heresy at a trial held here for his writing about the Virgin Birth and the Resurrection. Following the 1964 riots in Rochester, Saul Alinsky, father of community organizing, was invited here to organize a community response to the poverty and racism that led to the riots. Rochester was among the first dioceses to ordain women to the priesthood following the 1976 General Convention; The Rev. Marilyle Sweet Page recently celebrated the 30th anniversary of her ordination and continues to serve in our Diocese. This heritage is part of our identity. While our Diocese is representative of the broader church in the diverse views and attitudes of its members, historically the Diocese of Rochester has been proudly progressive.

Currently the Diocese is divided into five districts: Rochester, Monroe, Northeast, Southeast, and Southwest.

Rochester and Monroe Districts

The City of Rochester and part of Monroe County comprise two of the five geographical districts in the Diocese of Rochester. Although they maintain separate identities, these two districts have functioned jointly for many years. There are seven churches and one Episcopal Church-related nursing home chapel in the Rochester District and thirteen churches in the Monroe District. The Bishop's offices are located in the city of Rochester. There is no designated cathedral.

Rochester is the third largest city in New York State. It began as a prosperous flour mill center in the early 19th century. The earliest church (St. Luke's, 1817) dates from near the city's founding. Rochester is now the home of multi-national corporations Kodak, Xerox, and Bausch and Lomb, although each of these companies has struggled over the past ten years. There remains, however, a strong focus in the economy on bio-technology, imaging technology, and computer technology. Several first-class hospitals are in the city, including Strong Memorial Hospital and Rochester General. The former is associated with the University of Rochester, which is currently the region's leading employer.

The City of Rochester, which has a population of approximately 250,000, is known as a progressive city with a strong history of social justice. Like most American cities, the City of Rochester has struggled and continues to struggle with issues of poverty, violence, and a decaying downtown. Rochester's poverty, school drop-out rate, incidence of teen pregnancy, and murder rates are among the highest in the state and region

The economy for the entire region remains flat, and there has not been a solid recovery from the significant loss of manufacturing jobs in the 1990's as Kodak and Xerox re-tooled. Even white-collar workers have had to settle for lower-paying jobs or leaving the area. Racism remains a live issue, particularly in the relation between suburbs and the city, between whom there is a long history of tension.

Suburban Rochester is a great mix of communities from an aging inner suburban circle to still-booming areas further out from the city. Smart growth is an issue, as

Some Facts and Figures

- ✘ 67% of communicants in the diocese live in Monroe County
 - ✘ 63% of parishes in the diocese are located outside of Monroe County
 - ✘ 38 of 51 parishes have part-time clergy
 - ✘ 2/3 of parishes in the diocese are considered "small church"
-



Schola Cantorum of Christ Church (Rochester).

well as the increasing encroachment of "urban problems" on suburban communities.

There are signs of hope. The Eastman School of Music's presence on the east end of downtown Rochester has helped spur renewed interest in downtown living, and a major revitalization of the downtown core is in the works. A newly elected Mayor shows signs of renewed energy and vision for the city. Recently, rectors of the city churches have been meeting to begin a systematic renewal of urban ministry and a more cooperative approach for their ministry together. The people of both the Rochester and Monroe districts are working to more deeply understand their interconnectedness. There is a deep desire to stop the decline of ministry, particularly in the city, where, since the inception of the Diocese in 1931, a church has been lost every nine years. These issues are the core concerns for the people of the Rochester and Monroe districts.



The Gospel of Mark comes "Alive" at St. Michael's (Geneseo).

The Northeast District

The Northeast District is comprised of Wayne and Ontario Counties. Extending from the shore of Lake Ontario south into the Finger Lakes region, the District forms the northeastern border of the Diocese. Three historically important east-west routes across New York pass through the district. The large towns are clustered along these routes and many were settled very early in the history of upstate New York. Canandaigua had the earliest land office in the United States and was settled some forty years before Rochester. The towns along the Erie Canal grew rapidly from its opening in 1825 until commerce moved to the railroads and the Great Lakes. Because of the growth of Rochester in the first half of the twentieth century and the flight from the city to suburb in the latter half of the century, the western part of Wayne County and the northern part of Ontario County continue to experience population growth.

These northern and western sections close to metropolitan Rochester are suburban in

character and have been among the fastest growing areas in the state. The rest of the area is rural. Cash crops and dairy farms are important in both Wayne and Ontario counties. Wayne County, famed for its apple orchards, has a significant migrant population during harvest seasons.

The nine congregations in the Northeast District range from family to program sized congregations. There is an Episcopal chaplain at Hobart and William Smith Colleges.

All of the existing churches were founded in the nineteenth century, and no new congregations have been established in the suburbanizing areas at the western edge of the District.

The Southeast District

The Southeast District stretches from Steuben County along the Pennsylvania border, north and east into Schuyler and Yates Counties. The City of Corning in the Southeast corner of the Diocese is the home of Corning Glass, a multinational corporation.

The region is rural, characterized by rolling hills and deep valleys growing the grapes that produce some of New York's best wines and champagnes. The topography also creates some of the most isolated regions in the Diocese.

This district shows the contrasts of wealth and poverty characteristic of the Diocese as a whole.

The ten congregations in this district range from family to program in size. The three Schuyler County congregations are yoked.

The Southwest District

The Southwest District is defined by two counties, Allegany and Livingston, plus the town of Hornell which is in Steuben County. (The rest of Steuben County is in the Southeast District.). Allegany and Livingston Counties are primarily

agricultural and decidedly rural, with no cities in either county. Nevertheless, four institutions of higher learning are located in the area, and Episcopal parishes are involved in ministry with these colleges.

Many Allegany County towns and villages have lost population in the past years. The economy is stagnant and there are few employment opportunities for well-educated youth.

Census 2000 Data

	Total Population	Percentage White	Percentage Black or African-American	Percentage Hispanic or Latino	Percentage Bachelor's Degree or Higher	Median Household Income in 1999	Percentage Individuals Below the Poverty Level
United States	281,421,906	75.1%	12.3%	12.5%	24.4%	\$41,994	12.4%
New York State	18,976,457	67.9%	15.9%	15.1%	27.4%	\$43,393	12.4%
Monroe District	515,570	93.2%	2.5%	1.6%	33.1%	\$55,168	3.8%
Rochester District	219,773	48.3%	38.5%	12.8%	20.1%	\$27,123	25.9%
Northeast District	193,989	94.4%	2.7%	2.3%	20.9%	\$42,868	8.0%
Ontario County	100,224	95.0%	2.1%	2.1%	24.7%	\$41,579	7.3%
Wayne County	93,765	93.8%	3.2%	2.4%	17.0%	\$44,157	8.6%
Southeast District	142,571	96.5%	1.4%	0.9%	17.9%	\$35,479	13.1%
Schuyler County	19,224	96.5%	1.5%	1.2%	15.5%	\$36,010	11.8%
Steuben County*	98,726	96.4%	1.4%	0.8%	17.9%	\$35,479	13.2%
Yates County	24,621	97.9%	0.6%	0.9%	18.2%	\$34,640	13.1%
Southwest District*	114,255	95.5%	1.9%	1.6%	18.2%	\$37,086	13.0%
Allegany County	49,927	97.0%	0.7%	0.9%	17.2%	\$32,106	15.5%
Livingston County	64,328	94.0%	3.0%	2.3%	19.2%	\$42,066	10.4%

**Hornell is in Steuben County. However, it is in the Southwest District and is located just east of Allegany County.*

Source of Data: U.S. Census Bureau's American Fact Finder website

Nine of the twelve congregations in the Southwest District are clustered or yoked with other congregations. Of the three non-yoked parishes in the District, only one is served by a full-time priest; the other two have part-time clergy.

Six parishes are clustered in the Allegany County Episcopal Ministry, a mission of the diocese and one of the oldest Episcopal regional ministries in the country (established by Bishop Charles Henry Brent in 1921). Allegany County Episcopal Ministry is served by one full-time Missioner and several non-stipendiary priests raised up by their congregations. All its parishes are family-sized.



Diocesan volunteers helping to rebuild villages in El Salvador.

Key Parish Indicators

	Communicants In Good Standing		Pledge Units		Average Pledge	
	1996	2006	1996	2006	1996	2006
Monroe—13 congregations	3143	2600	1430	1212	\$992	\$1,581
St. Luke's, Brockport	116	160	83	88	\$904	\$1,316
St. Andrew's, Caledonia	39	20	12	11	\$977	\$1,715
St. Matthias', East Rochester	103	21	41	10	\$838	\$2,420
St. Luke's, Fairport	300	158	147	93	\$1,138	\$1,849
Church of the Epiphany, Gates	375	236	162	124	\$943	\$1,403
Trinity, Greece* 2005 data	324	154	128	80	\$1,086	\$1,414
St. Peter's, Henrietta	217	83	89	74	\$1,093	\$1,555
St. George's, Hilton	204	79	103	46	\$813	\$1,230
St. John's, Honeoye Falls	198	108	47	49	\$807	\$1,737
All Saints', Irondequoit	137		91		\$1,338	
Church of the Incarnation, Penfield	365	235	129	86	\$891	\$1,638
Christ Church, Pittsford	259	942	255	342	\$951	\$1,523
Grace Church, Scottsville	84	50	32	36	\$1,061	\$1,570
Church of the Good Shepherd, Webster	422	354	111	173	\$1,045	\$1,189

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	Communicants In Good Standing		Pledge Units		Average Pledge	
	1996	2006	1996	2006	1996	2006
Northeast—9 congregations	1334	1210	661	475	\$884	\$1,218
St. Peter's, Bloomfield	30	46	19	20	\$1,412	\$1,237
St. John's, Canandaigua	240	369	134	115	\$976	\$1,632
St. John's, Clifton Springs	75	85	41	48	\$1,000	\$1,249
St. Peter's, Geneva	250	313	88	72	\$955	\$1,500
Trinity, Geneva	207	119	135	66	\$790	\$1,104
Grace Church, Lyons	112	64	38	29	\$574	\$868
St. Mark's, Newark	118	56	70	43	\$1,310	\$1,325
Zion Church, Palmyra	201	110	82	50	\$938	\$1,297
St. John's, Sodus	77	48	42	32	\$548	\$754
St. Stephen's, Wolcott	24		12		\$337	
Rochester—7 congregations	2855	2392	1409	916	\$1,101	\$1,785
Calvary-St. Andrew's, Rochester	50		61		\$1,192	
Church of the Ascension, Rochester	282	165	152	75	\$890	\$1,615
Christ Church, Rochester	139	201	118	94	\$1,614	\$2,307
Church of St. Luke & Simon Cyrene, Rochester	218	173	127	88	\$974	\$1,690
St. Mark's and St. John's, Rochester	154	111	80	48	\$706	\$1,354
St. Paul's, Rochester	1305	848	491	331	\$1,045	\$1,435
St. Stephen's, Rochester	102	78	79	34	\$1,314	\$2,412
St. Thomas', Rochester	605	816	301	246	\$1,071	\$1,679
Southeast—10 congregations	1308	903	524	385	\$1,027	\$1,264
Church of the Redeemer, Addison	58	71	21	0	\$1,024	
St. Thomas', Bath	189	125	91	70	\$791	\$1,153
St. Luke's, Branchport	69	41	24	25	\$1,104	\$1,177
St. John's, Catharine	72	38	3	19		\$739
Christ Church, Corning	479	294	211	131	\$1,265	\$2,114
St. James', Hammondsport	53	104	40	35	\$1,041	\$1,598
St. Paul's, Montour Falls	59	17	19	14	\$693	\$637
St. Mark's, Penn Yan	135	116	69	49	\$925	\$1,550
Church of the Good Shepherd, Savona	48	47	15	18	\$1,133	\$973
St. James', Watkins Glen	146	50	31	24	\$1,265	\$1,436
Southwest —12 congregations	875	605	391	265	\$876	\$1,387
St. Paul's, Angelica	32	17	0	9		\$1,058
Zion, Avon	145	42	47	32	\$1,021	\$1,756
St. Philip's, Belmont	66	43	22	7	\$1,136	\$1,112
Church of Our Saviour, Bolivar	19	12	8	9	\$787	\$1,429
Trinity, Canaseraga	21	17	7	6	\$1,038	\$1,630
Christ Church, Cuba	22	48	11	10	\$564	\$1,100
St. Peter's, Dansville	52	47	33	13	\$727	\$1,077
St. Andrew's, Friendship	56	11	15	10	\$947	\$1,516
St. Michael's, Geneseo	250	168	111	82	\$858	\$1,314
Christ Church, Hornell	99	90	64	50	\$878	\$955
St. John's, Mount Morris	30	41	18	5		\$2,297
St. John's, Wellsville	83	69	55	32	\$801	\$1,406
Diocese Totals	9515	7728	4415	3253	\$976	\$1,502
Percentage Change		-19%		-26%		35%



Authentic Scottish celebration of St. Andrew's Day.

Our Chapels

There are four summer chapels in the diocese, located at Conesus Lake, Keuka Lake, Sodus Point and Nine Mile Point. During the summer, these are well-attended by enthusiastic worshippers. The bishops have, for some time, made the rounds of the chapels each year.

Institutional chapels are located at Diocesan House, Hobart College and the Church Home.

Christ Church, Belvidere, a chapel at ease, is on the National Historic Register. Services are held there on Thanksgiving Day, New Year's Day, and other special occasions.

Episcopal SeniorLife Communities

The Episcopal Diocese maintains a relationship with Episcopal SeniorLife Communities and supports their mission of service to seniors. The Diocese provides

for the Episcopal SeniorLife Chaplain and the Chapel of the Good Shepherd, located on the campus of the Episcopal Church Home. Furthermore, the Bishop of Rochester serves on the Board of Directors.

Episcopal SeniorLife Communities evolved from The Church Home, founded in 1868 in a farmhouse on Mt. Hope Avenue by five Episcopal churches in Rochester to serve needy children and older women. Episcopal SeniorLife Communities is now a three campus housing and service organization for adults providing multiple levels of care from independent living to skilled-nursing. Founded on the Christian values of The Episcopal Church, Episcopal SeniorLife Communities looks forward to maintaining its long standing relationship with the Diocese as it seeks to expand and improve both physically and programmatically to meet the growing needs of seniors in the Greater Rochester Community.

Our Self-Concept

Using the results from approximately 350 surveys submitted by individuals and groups within the Diocese of Rochester, we define ourselves in the following manner:

We believe that we are an open, loving community bound together by our faith in God and Jesus Christ. It is important to us that we stay at the table talking together rather than leaving and shutting doors.

We have a strong concern for social justice. We believe that God's mission is our ministry, and part of the role of the diocese is to strengthen parishes to do this work of ministry.

We are a geographically, economically, and culturally diverse population of congregations.

Geographically, many of our largest parishes are clustered around metropolitan Rochester, yet there are numerous smaller parishes located in the surrounding rural communities. While the majority of Episcopalians within the diocese reside within 30 minutes of downtown Rochester, there are many enthusiastic, devoted Episcopalians worshipping in older, established parishes as much as 100 miles from the city.

Economically, our communities and parishes vary in resources. While some of our parishes are financially secure, with large well-kept properties and active mission programs, others are coping with dwindling attendance and flagging income from members. Frequently the economic challenges faced by parishes reflect those faced by the communities in which they minister.

Culturally, the parishes of our diocese welcome people of all backgrounds and political persuasions. Members of our congregations reflect the political diversity that is found throughout the nation. While in matters of import to our national church often there is divergence of opinion within



Outdoor folk Eucharist at St Phillip's (Belmont).

parishes, the diocese as a whole has a proud history of being progressive in areas such as the role of women in the church and the inclusion of gay and lesbian persons. Three-fifths of our parishes have self-identified as welcoming to gays, lesbians and trans-gendered persons. Certainly there are voices within the diocese calling for a more traditional approach, yet we believe that honest, caring people can have differing opinions, even on important topics.

Challenges

The greatest challenge we see for the Diocese of Rochester is growth. While continuing to care for our aging population, we urgently seek growth in the number of active parishioners, particularly youth and young families with children. We seek ways to attract and retain teenagers and young adults. A Diocesan Youth Missioner was hired two years ago, and while a lot has been accomplished, much remains to be done.



Baptism is truly a community event .

We seek growth in our outward-looking community involvement. We want to encourage our parishes to look beyond their own survival and to anticipate Christian growth. We seek to become more visible and brave in engaging our communities in social justice and societal issues.

We hope and pray that persons of divergent opinions in matters of import to our national church may grow in unity and understanding. We seek to honor the opinions of church family members who

struggle with the issues, while supporting the ministries of gays and lesbians within our Diocese.

We pray that our future will be marked by an increased spiritual grounding. We seek to be more effective catalysts for personal spiritual growth throughout our diocese.

Personnel Resources for Ministry

Diocesan House Staff

The Bishop's staff includes a Canon for Congregational Development and Communications, a Canon for Finance, Resource and Community Development who is also the Chief Financial Officer of the Diocese, and the Canon for Deployment and Ministry Development. These not only constitute core staff for the Bishop, but also are available to assist the diocese at large. A full and capable support staff exists to assist in the administration of the diocese.

The Canon for Congregational Development and Communications is Executive Editor of *Living Water* and manager of the web site and the Diocesan "listserve." She works with the Face Time Team (youth ministry) and provides staff support for the Christian Education Committee. She supervises the Rochester *Congregational Development Institute*, *Leadings*, and provides coaching and training for clergy and congregational groups in a wide variety of areas including

visioning, strategic planning, leadership training, demographic analysis, and team and ministry development.

The Canon for Finance, Resource and Community Development is the Chief Financial Officer of the Diocese. Her responsibilities include management of maintenance and improvements at Diocesan House, supervision of budget and granting processes, and development of a Diocesan gift planning program. She provides education and consultation for congregations in areas related to benefits, property and liability insurance, financial planning and systems development, grant writing and parochial reporting. She serves as contact person for the Trustees and all committees of the Trustees.

The Canon for Deployment and Ministry Development works primarily with clergy around issues such as: recruitment, deployment, orientation of new clergy, and training and support of interim and supply clergy. He is responsible for Partners in Ministry, a program designed for newly ordained clergy and their mentors, and the required training sessions on sexual misconduct and abuse. He facilitates mutual ministry reviews, and consults with and guides congregations through search processes. He serves as contact person for the Commission on Ministry, and Total Common Ministry, and chaplaincy issues.

The focus of responsibilities of the **Youth Missioner** has been to work with

congregational leadership to develop and improve programs with young people. She has organized and recruited young people for Episcopal Youth Event, General Convention, Diocesan Convention, and mission trips. She has supervised and continued to develop the Diocesan Face Time program for young people. The program is currently under evaluation.

The Executive Secretary provides secretarial and administrative support to the Bishop

The **Benefits Officer and Assistant Finance Officer** provides support to parishes regarding clergy and lay benefits as well as responding to financial questions.

The Diocesan Assistant and House Manager provides support to the diocesan staff and visitors and to parishes needing supply clergy.

The Assistant for Parish Audits serves as a resource to parishes in the areas of financial reporting and audit requirements.

The Manager of *The Good Bookstore*, provides congregations and clergy with a wide range of books, gifts and other resources.

The Archivist maintains the historical records of the diocese and its congregations.

Standing Committees of Convention

- ✘ Arrangements
- ✘ Nominations
- ✘ Resolutions
- ✘ Constitution and Canons

Diocesan Program Committees

- ✘ The Anti-Racism Committee
- ✘ The Committee on the Companion Diocese Relationship
- ✘ The Committee for Gay and Lesbian Ministry
- ✘ The Committee on Liturgy and Music
- ✘ The *Living Water* Board
- ✘ The Committee on Planned Giving
- ✘ The Prison Ministry Advisory Board
- ✘ The Public Policy Committee
- ✘ The Stewardship Consultants
- ✘ The Urban-Suburban Task Force on Violence
- ✘ The Youth Council



The Committee for Gay and Lesbian Ministry evangelizing during the 2006 LGBT Pride Picnic at Genesee Valley Park.

Educational Resources for Ministry

Leadings, an Institute for Spiritual Formation and Ministry Development, was developed by the Diocese of Rochester to offer a wide range of study and training opportunities. The vision is to build opportunities for learning and collaboration that enhance and renew each individual journey in Christ, and that empower lay and clergy leaders to build vital congregational ministries in response to the needs of the world around us. .

Leadings is intended to be both a place of learning and a place of gathering for the people of this diocese, as well as other dioceses and judicatories. It aims to open conversations of all sorts, to share experiences among parishes, and to support ministry development throughout the Diocese.

Leadings offers training for all congregations in a "centralized" form so that each training opportunity doesn't have to be repeated for each congregation. Although sessions are "centralized," that does not mean that they always have to be presented in the same location. Recently, groups of small rural parishes were able to participate in a series of webinars offered through *Leadings* in collaboration with the Alban Institute.

The Diocese of Rochester, in collaboration with Bexley Institute, has recently initiated a training program for deacons. Now in its second year of

operation, the class is currently composed of twelve students studying for the permanent diaconate, and one who has been raised up by Allegany County Episcopal Ministry for eventual ordination to the priesthood.. By the time our new bishop gets here, six new deacons will have completed the two year training program and will be waiting to welcome him or her.

The Finger Lakes Conference at Hobart and William Smith Colleges is a one-week

midsummer residential program of spiritual study which invites presenters from throughout the USA.

The diocese has several licensed EFM (Education for Ministry) mentors.

There is an Ecumenical Officer, an Adult Education Coordinator, and Diocesan representatives for Episcopal Relief and Development, the United Thank Offering, and the National Cathedral Association.

Financial Resources for Ministry

Revenue and Expense Summary 2003-2007

	2003	2004	2005	2006	2007
Revenue					
Revenue from Apportionment	\$ 967,881	\$ 1,008,748	\$ 1,015,383	\$ 994,128	\$ 998,528
Revenue from other Sources (Including Endowments)	\$ 1,117,216	\$ 1,138,895	\$ 1,243,860	\$ 1,285,284	\$ 1,307,913
Total Revenue	\$ 2,085,097	\$ 2,147,643	\$ 2,259,242	\$ 2,279,412	\$ 2,306,442
Expenses					
Goal I. Resources: Individual Growth	\$ 87,283	\$ 202,565	\$ 205,435	\$ 213,590	\$ 239,482
Goal II. Ministry of Congregations	\$ 395,919	\$ 340,120	\$ 419,915	\$ 429,185	\$ 407,000
Goal III. Diocesan Mission and Structure	\$ 250,438	\$ 228,770	\$ 243,505	\$ 255,339	\$ 278,632
Goal IV. Renewal & Action in the World	\$ 372,777	\$ 351,238	\$ 339,985	\$ 302,020	\$ 289,575
Support of Diocesan Objectives	\$ 509,220	\$ 524,505	\$ 534,335	\$ 545,022	\$ 564,234
Benefits	\$ 213,580	\$ 235,000	\$ 239,261	\$ 244,046	\$ 247,916
Total Professional Reimbursements	\$ 78,400	\$ 74,305	\$ 76,125	\$ 80,625	\$ 76,625
Administration Costs	\$ 177,480	\$ 191,140	\$ 200,681	\$ 209,585	\$ 202,978
Total Expenses	\$ 2,085,097	\$ 2,147,643	\$ 2,259,242	\$ 2,279,412	\$ 2,306,442

The Last Seven Years

The Episcopal Diocese of Rochester has undergone a period of sustained transformation during the past seven years. The beginning of Bishop Jack Marston McKelvey's episcopate saw the establishment of a new diocesan mission statement and goals, which have served as a road map for growth during his tenure. Clergy and lay leadership have been identified as among our greatest strengths and richest resources. Empowering congregations for ministry was identified as one of our greatest needs. Much has been done to help congregations claim their ministry, and the diocese has made channeling resources to parishes a priority.

The city of Rochester and the surrounding areas spent much of the 20th century reaping the benefits of a booming business climate, and enjoying the legacy of wealthy benefactors such as George Eastman, founder of Kodak. Much of the abundance we enjoyed was taken for granted. Harder times have certainly befallen upstate New York in the past twenty years, and in a time of economic challenge the diocese has had a tendency to be lulled into a feeling of scarcity. Continually we need to acknowledge that as a diocese we have many great assets, not the least of which is a substantial endowment and a relatively stable financial situation, compared to other dioceses in the northeast.

In the midst of economic turmoil, our parishes have often found it challenging to

engage in ministry with the greater world around them; many feel trapped into using their resources simply to "stay afloat". Annually the diocese invites parishes to apply for funds to inspire and ignite ministry beyond their own walls; this year \$139,685 is being distributed to assist 33 parish mission programs. The diocese also provides programs to train leaders for such ministry. *Leadings*, with its emphasis on leadership training, and the Diaconate, with its emphasis on discernment and servant ministry to the world, are each having an impact.

The clergy of the diocese have enjoyed an increase in their interconnectedness during the past seven years. Clergy in each district engage in monthly Bible studies and case studies with the Bishop as well as district business meetings. Social events for clergy and their spouses have also provided a means for growing collegiality among the priests of our diocese.

During the past seven years, no clergy from outside the diocese have been brought in to fill part-time vacancies, and this is seen as an area in which additional creativity may be brought to bear.

Currently, with no cathedral to serve as a central gathering place for Episcopalians, our Diocesan House serves as the primary locus, and our Diocesan Convention serves as our only major gathering of clergy and laity. The only facility large enough to accommodate an overnight gathering of Convention is in downtown Rochester.

These facts present a challenge to clergy and members of our outlying parishes, many of whom wish there were a way to create opportunities for more centralized gatherings. Many of our diocesan committees and programs meet exclusively within the city, which contributes to a sense of isolation among some in our more far-flung rural areas.

Youth development and leadership training are important facets of our Diocesan community. In June 2004, the Bishop created the position of Youth Missioner to facilitate youth programming and education across the Diocese. Led by the twelve-person Diocesan Youth Council and through creative collaboration with specific congregations, the Diocese has created a dynamic and robust youth program. Initiatives include several annual mission trips, an acolyte festival, the "HipHopE Mass", and active participation in Diocesan events including sponsoring resolutions at convention.

Two parishes have closed in the last seven years. St. Stephen's, Wolcott, had dwindled to a handful of members with no real prospects for the revitalization of that ministry. All Saints', Irondequoit, was closed by vote of the Diocesan Convention after having failed to pay its diocesan apportionment in 2005. The leadership of All Saints' was not supportive of recent events in the Episcopal Church, particularly the consecration of the current Bishop of New Hampshire. Both our Bishop and Diocesan Council reached out



Delegates gather for dinner during Diocesan Convention.

to them on numerous occasions, assuring them that their theological stance had a place in the Diocese, but that our canons were clear that the paying of the apportionment was an essential and required part of our common life and mission. In the end, Convention took the step it had to take. All Saints' resisted turning over their property, but lost in court and the Diocese now has possession of it, although appeals are still pending.

All in all, we feel very good about the last seven years of our life together and feel ready to take on new challenges and continue to build on the good foundation that has been laid.

The Mission Statement of the Diocese of Rochester

(Adopted in 1997)

God calls us through our Baptism to grow and be transformed spiritually to be God's voice and hands engaging and renewing the world in which we live.

Challenged by the mission statement of the Diocese of Rochester, Diocesan Council and the Bishop's office made a commitment to implement the following objectives:

A. Strengthen Resources for Individual Growth and Transformation

- ✘ Develop Opportunities for spiritual nurture and growth
- ✘ Provide support for understanding stewardship as life long giving.
- ✘ Engage our young people in order to nurture and challenge their spiritual development, so they may be full members of the church of today.
- ✘ Promote Christian Education/Formation among all age groups.
- ✘ Enhance ministries to and with young adults on our college campuses.
- ✘ Support and provide resources to individuals as they discover and grow in their unique ministries.
- ✘ Encourage participation in social and civic structures that serve the common good.

B. Strengthen the Ministry of Congregations

- ✘ Provide resources to strengthen relationships within and between congregations and the Diocese.
- ✘ Provide resources and training in congregational administration/management.
- ✘ Provide resources and training that empower congregations to look strategically at their vision for mission and ministry, enabling them to develop clear action plans.

C. Transform and Strengthen Mission and Structure of the Diocese

- ✘ Create an open environment for conversation, communication and involvement.
- ✘ Assist in the enhancement of systems of communication in collaboration with congregations.
- ✘ Connect Diocesan structures and budget process to Diocesan goals.
- ✘ Develop strategic planning for new and renewed urban, suburban and rural ministry using diocesan, congregational and community resources.
- ✘ Provide supportive process of training, vocational development, spiritual nurture and pastoral care for the clergy of the Diocese.
- ✘ Enhance our experience of unity in community by offering unique opportunities to gather as a diocese for education and worship.
- ✘ Actively engage issues of racism and other forms of discrimination that deprive persons of their dignity.
- ✘ Provide a voice for the church in the public square.

D. Strengthen our Work of Renewal and Transforming Action in the World

- ✘ Support the work of the Episcopal Church through participation and full financial support.
- ✘ Participate in ecumenical dialogues and action.
- ✘ Encourage socially responsible investing.
- ✘ Provide funds for ministries in the wider community.
- ✘ Respond with appropriate action for social, civic, humanitarian, environmental issues.
- ✘ Seek to accomplish our ministry in partnership with others who will help us fulfill our mission.