



ASSOCIATION FOR EPISCOPAL DEACONS

ENGAGING THE DIAKONIA OF ALL BELIEVERS

YOU RELY ON US, AND WE RELY ON YOU.

The Association for Episcopal Deacons, along with The Episcopal Church, our country and our world, have been through a great deal in the past three years. Although we're coming out of the worst of the pandemic, the challenges to our world, country, Church, and Order will continue for the near future. Climate change, drugs, discrimination and violence against any of God's children. The list could go on. In our Church, we struggle with closing buildings and congregations unable to continue as they have. For deacons, how do we identify the deacons in our midst? How do aspirants manage formation, along with the rest of their life? How do they pay bills, deal with illness? And in this changing Church, what is the role of the deacon in nearly 100 dioceses today and how is it changing in the future?

Amid all of this turmoil, one thing remains – God. In the Collect used at Compline, we ask God to “protect us ... so that we who are wearied by the changes and chances of this life may rest in your eternal changelessness”. We are seemingly in an unending assault of changes and chances.

The all-loving and changeless God calls us to be deacons, to “make Christ and his redemptive love known, by [our] word and example, to those among whom [we] live, and work, and worship. [We] are to interpret to the Church the needs, concerns, and hopes of the world”. We are called to mobilize and motivate God's people to address the hurts and challenges in the world, in our country, and our Church. The Association for Episcopal Deacons is here to help all deacons live into your call. We provide support, opportunities for fellowship, education, and service to support deacons to do your work.

We need your help. Of all the over 3,000 deacons in The Episcopal Church, only 840 are members of AED. Only 28%. Like most membership organizations, membership revenue comprises the majority of our income. Membership matters, and is a key part of the joint development campaign with the Fund for the Diaconate – *Advancing the Diaconate*.

Once a year, we send this newsletter to all deacons, as part of our membership drive. If you are receiving this and are not a member, please consider becoming a member. We want to continue to provide great services and resources to all deacons, and we need your support. If you are a member, thank you. Please consider an auto-renewing membership, invite your colleagues to become members, or gift a membership to someone at their ordination or just because.

Please help us with your membership or gifts, so we can continue to help you, the church and the world. In gratitude for all you do, please support this important work.

The Reverend Carter Hawley
Executive Director

February, 2023

The Rev. Tracie Middleton
President

Learn about the many ways AED supports deacons at www.episcopaldeacons.org



Photos are pre-Covid

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ASSOCIATION FOR EPISCOPAL DEACONS

ENGAGING THE DIAKONIA OF ALL BELIEVERS

AED is a membership association of persons and dioceses within The Episcopal Church and The Anglican Church of Canada whose mission is to increase participation and involvement of all baptized persons in Christ's diaconal ministry, especially by promoting and supporting the diaconate.

AED Membership is open to anyone interested in supporting deacons and diaconal ministry.

As a member of AED you'll:

- Receive *Diakoneo* magazine 4 times per year
- Enjoy a discounted rate for AED events, including the Archdeacon and Deacon Directors Conference (A3D)
- Enjoy a discounted rate for other resources and courses
- Support the ministry of deacons in the US, Canada and around the world
- Enable the sharing of diaconal resources
- Receive the monthly email *Deacon Update*

In addition to the benefits of membership, AED also:

- Facilitates communications among deacons and all ministers
- Provides online platforms for deacons to share information
- Provides leadership and resources for workshops and conferences on the diaconate
- Represents the diaconal voice in the leadership structures of the Episcopal Church
- Holds an online gathering several times a year, for all deacons, "*Life and Work of Deacons*"

Please consider becoming a member! Use our secure, online form at www.episcopaldeacons.org

JOIN AED

- | | |
|--|---|
| <input type="checkbox"/> Annual Sustaining: \$75 | <input type="checkbox"/> Life Membership: \$1,000
<i>(A 24 monthly payment plan is available, online only.)</i> |
| <input type="checkbox"/> Annual Regular: \$50 | <input type="checkbox"/> Extended Life Membership: \$400+
<i>(Additional payments, by check, of \$300 each due at 12 and 24 months. Not available online.)</i> |
| <input type="checkbox"/> Annual Student/Limited Income: \$30 | |
| <input type="checkbox"/> Annual Supporting: \$150 | |
| <input type="checkbox"/> Annual Patron: \$250 | |

This is a gift membership (Please use the details of the person to whom you are giving the gift.)

Name _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Email _____

Non-English languages _____

Birth date: *(if deacon or in formation)* _____ Ordination date: *(if deacon)* _____

Denomination *(if not Episcopal)* _____ Ministry specialties _____

Check enclosed for US \$ _____ (US bank or US money order)

To join with a credit card, please use our secure online form at www.episcopaldeacons.org.

DONATE TO AED

I wish to donate \$ _____ One time Monthly

www.episcopaldeacons.org • AED Membership Office, 1321 Upland Dr., PMB 20214, Houston, Texas, 77043

Canadian deacons can join AED by purchasing a "Blended Membership" through Anglican Deacons Canada, which provides full member benefits in AED.

Visit www.anglicandeacons.ca or contact Deacon Jacqueline Bouthéon at membership@anglicandeacons.ca.

I am a:

- Deacon Priest Bishop
- In formation for:
 Deacon Priest
- Discerning for the diaconate
- A friend

EMAIL OPT-IN PREFERENCES

Please select the materials you'd like to receive:

- Monthly e-newsletter, *Deacon Update*
- Quarterly *Diakoneo* magazine digital pdf

VOLUNTEER WITH AED

To volunteer, please send an email to director@episcopaldeacons.org and indicate where you would like to offer your time and skills.

- | | | |
|---|---|--|
| <input type="checkbox"/> Development | <input type="checkbox"/> Membership | <input type="checkbox"/> Plan and help with programs |
| <input type="checkbox"/> Communications and marketing | <input type="checkbox"/> Writing articles | <input type="checkbox"/> _____ |



TINY HOUSES:

Creating the Housing First Village



Housing First Village during the open house, before residents moved in.

BY DEACON CONNIE CAMPBELL-PEARSON
November, 2022

What began six years ago as a picture sent in a text, has now become reality. Housing First Village is taking shape as we have completed phase one of building 19 tiny houses and broken ground on the new food bank. By the end of 2023 the permanent warming shelter will be open 365 days a year/24 hours/day.

Bozeman is a growing college town in south central Montana, the last major city in Montana to finally provide a year-round shelter to those who are transitionally homeless. It wasn't that long ago that a homeless man was found frozen to death in a Uhaul truck where he had sought shelter from a fierce winter storm. While we still have people who freeze to death outside almost every year, we are closer than ever to reaching our goal to provide shelter to those who call Bozeman home, but for whatever reason find themselves without shelter.

About 70% of the homeless in Bozeman work full time jobs. Housing prices are high, and it doesn't take much for a person to find themselves without housing. Most often it's due to an unexpected medical bill, a break-up with a partner or the loss of a job.

Four years ago the Human Resource Development Council (HRDC) conducted a study to determine the cost of homelessness to the taxpayer. We discovered that between use of the social services, health care system and the legal system (for example, extra police at the library to give citizens a sense of security — not because the homeless were giving issue, but simply for patrons to feel safer), the cost of homelessness per homeless person averaged about \$29,000 per year (which is lower than

the national average of \$44,000). Providing HOUSING FIRST as the model, without addressing any issue of job, mental health, medical need or substance abuse issues, lowered the average cost to \$11,700 per person per year.

Armed with that knowledge, that we could save the taxpayer money (although it would have been really nice for people to see the moral issue of people not having shelter as sufficient reason to support the project) we began to assess the best way that we could provide shelter to that subset of homeless folks who were chronically homeless and in danger of dying on the street; about 30% of the homeless. The remaining 70% are actually able to be assisted with temporary shelter and can usually get back into housing within 2-3 months with assistance. They are usually employed and without as much PTSD that the chronically homeless suffer from.

I got involved in the project when I received a text picture from my friend Ann that showed a 98 square foot house on a single axle set of wheels that was being built in Detroit. That picture, and the failure of a transitional housing project that housed 24 men and women that closed due to some sewer issues with winter on the way, was the tipping point for me.

I decided to go to City Hall and find out what kind of city codes we had for building some sort of tiny house. As I spoke to the City Planner about the project, he was sympathetic and let me know that there really weren't any codes that allowed a building that small (150 square feet was our plan), yet the city was in the process of revising their codes to allow for smaller accessory dwelling units and he thought that I might want

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Stepping back, looking forward

This is my last column as President of AED. It has been such a privilege to serve in this role and participate in the work of AED to support deacons and all involved in diaconal ministry. I'm confident about the leadership of the incoming President, the Ven. Carole Maddux; our next VP/President-elect, the Ven. Kristi Neal; and all those who were elected this term.

We also have some excellent leaders to thank as they conclude terms on the Board. The Rev. Kate Harrigan will finish two full terms that followed her initial unexpired term, for a whopping 10 years. Her pastoral presence and long view of our trajectory has been a gift. Brad Peterson and Gen Grewell are also concluding two-term stints; each served as Secretary of the Board, maintaining a record of where we've been headed during the last decade, and Chris McCloud often reminded us to consider how our actions reflected justice or injustice.

It has been a privilege also to serve with the Board of Anglican Deacons Canada; the partnership and history between our two organizations is a wonderful gift.

After March, I'll still be on the Board for a bit longer as Past President, but it will be time for me to pare down a bit, step back, and support the new leaders' direction.

That pattern of ebb and flow, and variation of intensity, seems healthy - in leadership as well as in lots of other areas of life. Fluctuation shows up on a large scale with changes in weather patterns and seasons. We see it on the personal scale too, even in the pattern of our heartbeats. I read recently that heart rate variability is an important aspect of health. Typically, the rate at which our hearts are beating fluctuates constantly. It speeds up when we're particularly active or stressed, and it slows down when we're sleeping, for example. Typically, it's fluctuating all the time, unless we're unconscious under anesthesia or we're having some kind of heart problem.

Changing intensity and focus can be a good thing in our liturgical life, too. Lent invites slowing down, paring down, stepping back, taking a look at our lives. We can shed whatever might not be helping us, and try adopting some different practices to better support us in following Jesus.

Bishop Curry shared at a meeting of interim bodies the encouragement to keep our eyes on Jesus, regardless of ups or downs: "Hold on; hold on. Keep your eyes on the prize. Hold on."



Deacon Tracie Middleton,
AED President

November, 2022

ELECTION RESULTS

Congratulations! These individuals have been elected to AED's Board:

- **Lay:** Terri Hoffmann, (Oregon); Phyllis B. Jones (New Jersey)
- **Deacons:** Denise LaVetty (New York); Geoffrey Smith (New Hampshire); L Sue von Rautenkranz (Washington)
- **Priest:** Leeann Culbreath (Georgia)
- **VP/President-elect:** Kristi Neal (Western North Carolina)
- **Bishop:** Rafael Morales (Puerto Rico) (*Elected but resigned*)

Their terms will begin in March.



Michael Jackson, Canada's longest serving deacon, dies

AED mourns the loss of Deacon Canon Dr. Michael Jackson, from the Diocese of Qu'Appelle in the Anglican Church of Canada. Michael died November 23 at the age of 82 after a brief illness. Ordained in 1977, he was the first vocational deacon in Canada and their longest serving. A frequent contributor to AED's *Diakoneo* magazine and website, Michael provided theological papers including *The Diaconate Renewed: Sacrament, Word, and Service*; *The Diaconate: Seeking an Ecumenical Consensus* and many others. In addition to his devotion to the Anglican Church, Michael served for more than 30 years as Saskatchewan's chief of protocol on the role, history and value

of the Monarchy in Canadian governance, before retiring from the position in 2005. May he rest in peace and rise in glory!

**IMPORTANT
WE NEED
YOUR HELP**

!

CONFIRM YOUR PREFERENCES

What communication do you want to receive from AED?

In January, we launched an "Opt-in Campaign" to comply with consent requirements and anti-spam rules of email marketing.

To continue receiving *Deacon Update*, *Diakoneo* and other AED emails, please confirm your consent. Our "opt-in" form is at www.episcopaldeacons.org/opt-in and only takes a few seconds.

Beginning in April, we will send emails with news, *Diakoneo* and other materials only to those who have opted-in, including AED members.

Thank you for helping us take this step to ensure we send only what you prefer.

I'm an AED member, why do I have to do this?

Email marketing rules are stringent & designed to protect you from unwanted emails. AED is taking this pro-active step to update our records, for members and non-members, to ensure we're in compliance.

Deacon Connections

Where we've been & plans for 2023

In the past few years, I have grown to rely on friends and colleagues I've met through AED events. One group I refer to as 'my tribe', a group of clergy who've helped me during some personal challenges. I am grateful that AED has created opportunities for regular fellowship with archdeacons and deacon directors, because this is where my tribe was formed. When I was serving as an archdeacon, those people became my people. We had similar interests and duties and gathering was always a joy. I will always be grateful that AED gathered us, educated us, encouraged us.

But not everyone is an archdeacon, and a very small percentage of deacons benefited directly from those wonderful gatherings. In 2023, I hope to gather, educate and encourage deacons throughout the church. We have begun to do that with our "Life and Work" Series. We held two in 2022, one focusing on Mary and Martha, and the second centered around All Saints' and All Soul's day. Being virtual, these events are easy to access for any deacon.

In November, we asked participants to identify an area of interest when they registered. Some expressed interest in food and gardens, others in housing, and others in policy. One of the upsides of all our virtual meetings is that we were able to connect people with similar interests, regardless of location and into 2023 we will continue to provide opportunities for deacons to gather. Our 2023 Life & Work schedule is as follows:

- February 10 & 11
- June 9 & 10
- October 13 & 14

Another opportunity for deacons to gather would be to participate in a great program originally started by the Province I Deacons Network, entitled *Deacons Talking on the Road to Emmaus*. These 90-minute interactive web-based presentations allow for the sharing of information about a particular ministry, and to talk with others interested in that ministry. Recent topics have included ministering to people with both poverty and mental illness challenges, sanctuary ministry, tiny houses, suicide prevention, and church planting. These gatherings are advertised on the AED website (episcopaldeacons.org), and occur from 8:00 – 9:00 pm eastern, on the second Monday of the month, taking a break in the summer.

My deep hope is that AED can help you find and strengthen your deacon people. If you have suggestions about other ways to connect, please drop me a line, at director@episcopaldeacons.org. I want to hear from you.



Deacon Carter Hawley,
AED Executive Director
November, 2022

CONNECT

A3D CONFERENCE

March 23-25, Virtual. See below for details.

LIFE & WORK OF DEACONS CONFERENCES

June 9 & 10, Virtual *and* Oct 13 & 14, Virtual
Visit episcopaldeacons.org for up-to-date plans.

DOTAC ASSEMBLY

August 14 - 18 Minneapolis, MN
Details at dotac.diakonia-world.org

Save the Date

ANGLICAN DEACONS CANADA'S 2024 CONFERENCE

June 13-16, 2024

How do I... submit news, events or articles?

All submissions are welcome. Possible ideas:

- Reflections on ministry or new ministry
- Discernment & formation experience
- Events, books, photos

Contact communications@episcopaldeacons.org.

SNEAK
PREVIEW!



Check out AED's YouTube channel
for new deacon interviews!

shorturl.at/hkuzP

A3D REGISTRATION IS OPEN!

AED'S ARCHDEACON & DEACON DIRECTORS' CONFERENCE

Thursday - Saturday, March 23 - 25, 2023 • Online

This Spring, we'll again gather the archdeacons, deacon directors, and anyone interested in the leadership and well-being of deacons.

Thursday evening we'll learn about the deacon competency movement, and how it relates to the Church Pension Group. Friday, from 5:00 – 8:00 pm eastern, we'll begin discussing deacon continuing education and post-ordination formation, and explore some of what's available. Saturday from 12:00 – 3:00 pm eastern we'll build out these competencies, based on what's needed in the dioceses.

Registration: \$50; \$10 for AED members.

Register at www.episcopaldeacons.org.

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to start attending meetings to promote my idea. As I was leaving that meeting, I was introduced to the fellow that was in the next meeting with the City Planner. Ralph was with the Architecture Department at the university and he had graduate students that were interested in building tiny houses. As he and I spoke, it turned out to be a real God incident and within two weeks he opened a new class for the fall semester in which 12 students signed up to research and experiment about what would be the best design for tiny houses. My only insistence was that the house had to have a bathroom with a 36" shower! (You can't get a job if you can't take a shower and you can't feel safe having to use a bank of port-a-potties in the middle of the night in winter.)

Because I was with a church and the school is a state school, we decided to approach the HRDC to see if they would be interested in joining forces as a non-profit that would handle the money. This would become the beginnings of the Housing First Village concept. The first time I met with local parties that were interested in trying to solve the problem of the chronically homeless, a woman walked up and gave me a \$10,000 check. What a sign from God! We were on the way! I spoke to church groups, challenging churches to sponsor a tiny house. I went to women's groups, to clubs, to Rotary, to city meetings and anywhere that was interested in hearing about this novel way to work with the homeless. In the meantime, the university students and I spent a semester working with stakeholders from the homeless community to design a house that would meet the needs, be trauma-informed and be affordable. We initially hoped to lease land from the city but there was not a place that wasn't in someone's backyard, and we ended up having to purchase four acres of land on the edge of town.

The first residents moved in last year as the snow began to fly. How successful has it been?

For starters, a year after the program began, not one person has returned to homelessness. The medical condition of the residents is often precarious and two of the initial residents died this last year. While we mourned, and still mourn, their loss, it is priceless to note that these two individuals passed away with a place to call home. One woman with her less than 1 year old son, has moved on into an apartment that is large enough for a small family.

Every tenant at Housing First Village (HFV) has experienced homelessness because they possessed barriers to housing large enough to prevent them from acquiring housing of any kind. Those barriers exist in many forms, and often manifest as substance use disorders, mental health issues and PTSD. No tenant is required to participate in case management or services. They get to have a home, and that's the deal. But they can participate in case management and services if they choose to. Two of our tenants in the past few months have chosen to use that case management to seek out recovery treatment programs and both participated in a 30-day treatment program for their substance use disorders.

About one month ago, we welcomed a new tenant, Jan (all names have been changed), who has experienced chronic homelessness. She cried upon being told of her house and stated that this will be the only home that she's had on her own in her life. The first day of her residency she placed flowers in her window and decorations on her doorstep. Tenants from other tiny houses brought her a card and house plants that are also now in her window. Then they had a BBQ for Jan on her first weekend. One of the HRDC employees spoke to Jan today to talk about her progress and she said, "I'm so excited to have a Thanksgiving in my home. To cook a Thanksgiving meal in my home. I haven't had a

good Thanksgiving in a long time. I have already ordered my food box from the food bank. I can't wait."

One of our tenants has experienced chronic homelessness and often tells the story of "being on the streets for 23 years." Jenny is in unit F at HFV and always says, "F is for Forever Home." HFV is "permanent supportive housing" and in that way, it truly can be "forever" for her if she so chooses. Along with that "forever home," Jenny has also been connected to healthcare services, work through social security, connections to the food bank, simple services like laundry at the day center, and much bigger services like

I went to women's groups, to clubs, to Rotary, to city meetings and anywhere that was interested in hearing about this novel way to work with the homeless.



Deacon Connie Campbell-Pearson

coordination for behavioral health – which is the "supportive" part of permanent supportive housing. Long story short, Jenny has her "F is for Forever Home," which has been much more than four walls and a yard.

Those are all big, cool stories of growth, housing, and stabilization. But HFV can also be seen through the smaller things. The pets that have been acquired, the gardens that have been grown, the employment that tenants have started, the SNAP applications that have been filled out, Kate hanging Christmas lights for the first time in her life, John having a rough day and building a snowman in his front yard, tenants learning how to be positive neighbors by apologizing for conflict, tenants having friends experiencing homelessness and allowing them to sleep on their couch for a few nights, and the value of a rocking chair on a porch. A home can be defined by the little things that bring us comfort, and in this way, Housing First Village has become a home.

Connie Campbell-Pearson serves as a Deacon at Gethsemane Episcopal Church in Manhattan, MT, about 20 miles from Bozeman. Additionally she serves as the organist at St. James Episcopal Church and Hope Lutheran Church, both in Bozeman.

AED's History Committee interviews deacons

Three deacons have been interviewed so far. This excerpt is from Archdeacon Bill Joyner's conversation with Deacon Rick Sigler last June.

Bill: How is it to live into the call to serve while being a college chaplain at St. Mary's House Episcopal Campus and Young Adult Ministry in Greensboro, NC.?

Rick: The diaconate has the ability to explore. The students in college, if they're looking for something more spiritual, they're not looking for "let's say Ya God" for an hour every week and go home. They want to be part of something that makes a difference in their world... Having ways to connect with the youth, that's where I've found my place. It might be having coffee on campus with some of the students; it might be hosting and running a Dungeons & Dragons game that we do every Thursday night; to give students an opportunity to explore what it means to be a child of God.

B: What is your current career as a teacher and is there a connection to your ministry?

R: After 20 years of teaching middle and high school.... I teach General Music for kindergarten through 2nd grade and for 3rd through 5th grade. I teach Band.... God calls us to be artists in our own life, and that might be something as simple as being an audience participant or a supporter of the arts... going to a museum... doing the painting for the galleries... Nothing can be more godly than showing our love of creativity. Being a deacon is a set of vows, it's a life choice that I've made... whether I'm wearing the collar and serving at the altar or I'm opening doors for students in the morning... or I'm making sure that a student who can't afford to have food gets fed, by either giving them food for their home or make sure things are taken care of at school. That's my life as a servant.

B: Have you seen changes in the church since your ordination?

R: One of the things that has caught my eye and made me proud to not only serve the Episcopal church but represent the Episcopal church has to do with the way we work with justice issues. Especially the way that

churches, seminaries, dioceses are trying to look at reparations for those families and descendants of the enslaved. I think we work hard to make connections with people who disagree with us, a little better than we had.

B: Are there any moments that stand out to you since you began your ministry?

R: Being with the people in need is something that we as the diaconate are really able to do and make a difference. I might not be able to solve your problems but I won't leave you alone, I'll be here while you go through these situations and I'll support you as best I can. The day before Christmas, one of my student's older brothers had died by gun shot, due to gang issues... he has a child who will be at my school as a pre-kindergartner next year. I took that time to work with my assistant principal and she and I worked to get some support for their family. The important thing was that we were able to talk with them, so that they weren't alone.

B: In what ways can we share what the diaconate is, and give those who hear a call the chance to explore that call?

R: The most important thing we can do is make sure all the orders are speaking about our order. Our order is the quietest, the least visible. Because there aren't that many of us, it's hard for us to not be overlooked. Rethinking what the diaconate is within the church, outside of the liturgy, and having regular, open, frank discussions of the opportunities that might be there.

B: What should I do if I hear a call to servanthood?

R: Get in touch. The Association for Episcopal Deacons is here for that, not only to support the deacons but to support the order itself. There are deacons nearby. Until we pray about it, meditate on what God's calling us to do, we listen to God, we'll never quite know. But I think that there is a level of diaconate in all of us... Entertain it. Is it easy? No. Is it fulfilling? Almost always.

Watch this full interview and others at shorturl.at/hkuzP, or visit www.youtube.com and search for Association for Episcopal Deacons.

Submit your interviews

Help AED capture the stories of deacons. The format of the interview is up to you. You could meet in person and submit the interview in writing. Another option is to use your phone or Zoom for a video interview and provide a link. *(On Zoom, use Speaker mode)*

If you have any questions please contact Deacon Brian Hutcherson at manyblessings55@gmail.com. He can also accept your completed interviews. A media release form will be sent back for the deacon being interviewed to sign. Thank you and have fun!

Some possible questions might be:

1. How did you hear God's call to become a deacon? (Discernment process, Formation process, Who encouraged you? Were there barriers? Why be a deacon?)
2. How long have you been a deacon?
3. What work have you done outside of the church? (History of your ministry)
4. How has the church changed since you began your ministry? (Relationships with priests)
5. Share an experience when you felt spiritually alive? (Favorite memories)
6. What is your dream for the church?
7. Is there anything else you would like to share?

WELCOMING THE STRANGER: Congregations Collaborate to Support Afghan Evacuee Resettlement

BY DEACON BARBARA THRALL

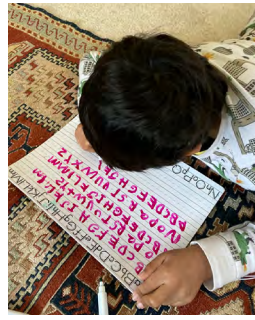
Article reprinted with permission from Abundant, the magazine of the Diocese of Western Massachusetts. Spring 2022

In late 2021, I wondered aloud among fellow clergy whether anyone was doing anything about helping Afghan evacuees. I had hoped to hear that a church was hosting a family and to learn how the Cathedral could help. No, no one was hosting a family yet, and so I was asked to do some research and report back to our deanery clergy. Then later, the outreach committee of Christ Church Cathedral was very clear. “We want to host a family,” they said, and the ball started rolling.

Not long after that meeting last November, Deacon Terry Hurlbut and a group from St. David’s, Agawam got on board. We began to build a coalition of volunteers from the Cathedral, St. David’s, All Saints’ in South Hadley, and among our families and friends. Working with Jewish Family Services of Western MA (JFS) in Springfield, we assembled a team of five leaders to be responsible for the care of an Afghan family in the areas of employment, medical needs, education for children and adults, housing, and community engagement (getting a bank account, learning to ride the bus, grocery shopping, recreation, legal matters). It has been and continues to be a rewarding, revealing ride.

Our family arrived in Springfield from an east coast army base on January 31st. They are a father, mother, and five very active boys, ages 12 to 2. They left Afghanistan late last summer in fear for their lives, as the father’s government service created a threat for them under the new Taliban regime. They still have family at home and worry for them as the situation in Afghanistan continues to deteriorate.

Here in Springfield, they are safe and well provided for. A team of painters, cleaners, furniture movers, and arrangers fixed up the house that JFS found for the family and, using the items donated, made a warm and welcoming spot for the family to call home. In Afghanistan



they had lived with a big extended family in one large house, having perhaps two rooms to themselves. Here they rent a three-bedroom house, and found a stocked refrigerator—their first glimpse into American life.

Over the weeks since their arrival, they have had medical checkups, a trip to a local playground to swing and hang from the zip-line, encounters with Stop & Shop and Sav-a-Lot, an interview with legal services to see about asylum for the family, English classes for Dad, attending the mosque in West Springfield, educational tests for the four eldest children, and three of the kids started school on March 10th. Dressed in their new uniforms, carrying backpacks loaded with school supplies and a snack, they began their day surrounded by ten attentive adults. Off they went to their new classes, reserved but inwardly bursting at this new opportunity to be out of the house, learning with other children. Their parents were never given the chance to go to school and have yearned for their children to be educated. Our community is making that possible and it is a blessing to behold.

What began as a question has grown into a miracle that is touching many lives. Over these months we have been bolstered by the tenets of our faith. There was no room for this family in their native inn, and we made room. We are doing unto others as we would have others do unto us. We are giving and are finding ourselves rewarded, our cup packed down and overflowing with the generosity of a family whose cultural hallmark is hospitality. We are expecting miracles and receiving them every day. We are trusting God to shepherd this process and God is being abundantly faithful.

DISCERNMENT

The Province I School for Deacons has released a series of videos that provide an excellent overview about being a Deacon in The Episcopal Church.

- Deacons Make a Meaningful Difference (19 min)
- What is a Deacon in The Episcopal Church? (1.5 min)
- How do Deacons Serve? (2 min)
- Who Can Become a Deacon? (2 min)
- How Do I Know I Am Called? (2 min)
- What is the Deacon Formation Process? (2 min)

Visit vimeo.com/channels/1819337

The Center for Anglican Learning and Leadership (CALL).

Members of AED receive a discounted rate. cdsp.edu/call/online

Spring: April 10-May 29

- The Prophets
- What We Believe
- Changing Church: Missional Practices
- The Anglican Bible
- The Diaconal Hermeneutic
- Introduction to Liberation Theology
- Church History: Reformation
- The Sensual Gospel of John

LIFELONG LEARNING

Deacons Talking on the Road to Emmaus

2nd Mondays, 8:00-9:00pm ET, virtual

Conversations with deacons sharing stories from their ministries, to inspire and support fellow deacons.



- Feb. 13 Dorcie Dvarshkis: Trauma-informed approaches
- Mar. 13 Jan Grinnell: The power of the deacon at General Convention
- Apr. 10 Edward Dean
- May 8 David McDonald

Contact awenisch@bexleyseabury.edu to receive details and registration for upcoming talks. Recordings at www.bexleyseabury.edu/pathways (Scroll down to the image of Jesus and the disciples.)

Being a Retired Deacon

Two recently retired deacons share their experiences

BY DEACON SUSAN KENNARD WALKER

November, 2022

I retired from diaconal parish ministry in June, 2022. No longer deployed to one congregation, my journey beyond parish life has been two-fold. First, I needed to find a community where I felt called to just be, and when ready, to offer my gifts. Secondly, I have been discerning what now brings me joy. What is mine to do? The process of letting go of the old and embracing the new has led me back to the time of my deep desire for contemplative ways to pray and live in the world. This desire is being realized in several ways. I have once again begun offering myself as a spiritual director for persons in discernment, both lay and ordained. I joined the Diocesan Retreat Committee at a time when in-person retreats are finally being offered. I facilitate an online Christian meditation group that welcomes new meditators into our weekly circle. Yes, there is community to be found in online silent prayer.

After many years of serving the needs of older persons in parishes and through my work with seniors in subsidized housing, I now focus on training others to teach the spiritual dimensions of aging. *The Path Ahead, Spirituality and Aging*, is an online program for the entire church, accessed through the Diocese of Washington's School for Christian Faith and Leadership (edow.org). Having helped develop the curriculum, I continue to keep updated on resources related to issues of aging. Lifelong learning is a big part of my retirement.

My hope for this season of life is that I can assist others in connecting to God, the source of all our efforts as we strive for justice and peace, respecting the dignity of every human being. In retirement, the harvest is plentiful.

Visit the School for Christian Faith and Leadership at www.edow.org, under Congregational Resources

BY DEACON MARCIA LAUZON, FVGEC

November, 2022

I'm a retired deacon in the Diocese of Montana. Our diocese now uses a classification of Retired / Active, which describes me. Past the age of required retirement, I continue to serve in some ways. I was two years past my retirement age (during which my deacon work was unchanged), when we entered the pandemic. I continued to assist my rector in services that were moved online.

I'd been on the Commission on Ministry for little more than a year when I was asked to chair it, from November 2020 until October 2022. I had no idea what a heavy lift this would be, but I found this fit well into my skill set, obtained during many years of nonprofit administration.

I met frequently with the Bishop, Archdeacon & Canon to the Ordinary, and also a few times with the leader of our School for Deacons. We also interviewed seven people in their progress towards diaconate or priesthood. The COM work took a great deal of time. My diocese asks that active deacons have 10 hours/week of deacon work (outside of services), and retired/active deacons 5 hours. This proved to be very far in excess of 10 hours/week. Yet it was worthwhile, I was thankful to be able to contribute skills I had, and I found it interesting. While I have accepted another term on the COM, I retired as chair. I will continue as clerk of the COM, which is a good fit for me.

I continue table service in the smaller of two parishes to which I'm assigned, for two services of Holy Eucharist each month. This very tiny parish is 40 miles away from my hometown. It is like most small, rural parishes in that it feels isolated from the work and people of the diocese. The bishop has given her blessing to my working on establishing closer connections between the many small parishes in our

huge state, and at next year's diocesan convention, with another deacon who is an enthusiastic advocate for small parishes, we will lead a small-group session for them to discuss what they have in common and what they need. There may be Zoom meetings in the interim. At our 2022 convention, I made an effort to meet and speak to people from many of those small parishes; they were all receptive. At my second parish, my home parish, the long-time rector retired and I'm on leave until January (a total of 10 months), in part to prevent them from clinging too much to me as a part of their past, while they discern next steps. A newly ordained deacon has been assigned here; the bishop and I discussed this before that happened. I continue to be the only representative of this parish in local clergy groups.

Any other outreach deacon work is greatly reduced now; I do find my energy flagging and reducing activities somewhat to be a good idea.

At our 2022 diocesan convention, I led a one-hour "Lector Skills Workshop", the first time it's been offered. I will be doing something similar at the larger of my two parishes. Our Archdeacon wants deacon retreats about every 18 months, and I'm one of two others assisting her in planning the next one. Also, one of the larger local ELCA churches is between pastors, and I agreed to preach there last September. My surprise was to find I was to lead the service (without communion), with the assistance of one person, whom I knew. I enjoy preaching so I was glad to do this and would do it again.

FVGEC indicates Marcia Lauzon's status as a Fellow of the Verger's Guild of the Episcopal Church. She was the first verger in the diocese, and served in that ministry for seven years, until being ordained.

Bilingual Deacon Formation in the Diocese of Washington

BY ARCHDEACON L. SUE VON RAUTENKRANZ

In October 2022, AED's communication director spoke with Archdeacon L. Sue von Rautenkranz and compiled this article.

CREATING A FORMATION PROGRAM

The Diocese of Washington, located in four Maryland counties and the District of Columbia, consists of 86 congregations. Seven are Spanish speaking, including the largest growing parish. In 2012, Bishop Mariann Budde ordained the Diocese's first deacons and called for a task force under the Commission on Ministry to clarify the role of deacons in the diocese. They developed a Statement on the Diaconate that serves as the basis for the discernment, formation, and deployment of deacons. Since that time, deacon ordinations have dramatically increased: five ordained in 2017, twelve in 2018, nine in 2020 and 10 more in November 2022.

Sue von Rautenkranz has been Archdeacon for the diocese since 2015, served as the co-chair of the task force that created the formation program and has been instrumental in creating bilingual formation. The formation team initially began by creating a discernment process, and started to discern people while creating the structure, and particular attention was paid to how deacons are deployed.

Sue explained that in the Diocese of Washington, deacon formation is more focused on ministry in the world, and having adequate scholarship to preach and teach, without using a seminary style. The goal is to form deacons who can speak to our Baptismal Covenant, and cross the divide between church and world. Conversations about bilingual discernment and formation of 1st language Spanish speakers began in 2016. The first of many conversations before we could even begin to open the process for those whose primary language was Spanish.

BILINGUAL FORMATION PROCESS

Discernment begins with the diocesan Workshop Day on the Diaconate, to learn about the ministry of deacons, the ordination process, and formation requirements. A translator is present. Individuals discern for 9 months to a year prior to beginning any formation. This discernment begins at the parish level and those who wish to step further into the process may apply for postulancy and then be discerned at the judicatory level.

The formation of deacons is done within a cohort and includes both online programs and in-person gatherings. Academic formation is a one year program, with a curriculum closely aligned to AED's Deacon Competencies. Academic papers are required for these courses. Primary English speaking students attend online courses at the Church Divinity School of the Pacific (CDSPP) through the CALL (Center for Anglican Learning and Leadership) program. Classes are in church history, ethics, systematic theology, Old Testament and New Testament. Primary Spanish speaking students attend a parallel online program through the diocese's Latino Deacons School.

Students complete two 9-month internships, one in a social service agency and the other in a parish, spending 8-12 hours per week. Students look for an agency in their primary language but are encouraged to choose one that will stretch and challenge them. For their parish internship, students are placed out of their comfort zones, but in parishes where a deacon is currently serving, to act as supervisor. Spanish speaking cohorts aren't always able to intern at a Spanish congregation, because of the limited number of deacons in those congregations. Instead, they'll be deployed to congregation where

their Spanish language will be valuable, for congregants and/or parish outreach ministry.

For eighteen months students attend the diocesan Deacons School as a full cohort, meeting once a month for a full Saturday. The School uses interpretation equipment to facilitate the gatherings of English and Spanish speakers. The Dean of the Latino Deacons School and the Archdeacon attend these gatherings, with the Dean doing simultaneous translation. A grant from Province 3 has enabled the diocese to purchase the necessary interpretation equipment, consisting of two transmitters and 25 headsets.

The Deacons School curriculum includes teachings and presentations on various subjects, worship and discussions, plus practical training and servanthood. Students are required to do reading in preparation for the classes and write reflection papers. A paper's assignment might be: *Identify the differing roles of the deacon in the ancient church; which of those roles do you feel called to?* Assignments are given in English and Spanish, with the Dean reading the Spanish papers.

CHALLENGES

Ninety percent of the texts needed are not available in Spanish. The Dean translates curriculum into Spanish and the diocese has purchased Spanish texts, books and papers; some are expensive. In considering formation materials, they'll only use those that are available in Spanish, to present a fair process for Latino students. Scott Gunn's *Walk in Love* is available in Spanish.

In addition to the curriculum, they've translated all the diocesan forms, applications, assignments, etc into Spanish. Translations are done internally and by the Dean.

SUMMARY

Bilingual formation takes more time and needs to be built into your program, to honor the students. Having the Dean or another person serve as interpreter is a necessity, since hiring an interpreter for each monthly gathering would be too expensive.

The diocese recognizes that people resources are essential and is taking steps to increase its bilingual meetings. There are Spanish speakers on the Commission on Ministry (3 are bilingual), on the Discernment Committee, and the Formation team. Currently, there is not a bilingual member of the Standing Committee. It's important that someone in the Formation Leadership team is bilingual. In addition, the bodies that oversee formation and do canonical work need to include bilingual individuals. The diocese budgets for a 1/4 time position, filled by the Dean of Latino Deacon School, for bilingual formation.

It's been found that Latino students have a better understanding of community and the intersection of church and world because their lives are more integrated than non-Latinos. Spanish students also have an unfamiliarity with the church norms, whereas non-Latinos and life-long Episcopalians take those for granted. Students in bilingual formation have increased their language skills on both sides; the learning from each other has been profound.

For more information visit edow.org, under Diocesan Resources / Lay & Ordained Ministry.

Sue von Rautenkranz retired as archdeacon at the end of January, 2023. For more information please contact the new archdeacon Steve Seely at sseely@edow.org or Yoimel Gonzalez, Dean of the Latino Deacons School and priest in the diocese, at escueladiaconos@edow.org.

Who is my neighbour?

BY DEACON CANON SHARON DUNLOP

*Reprinted with permission from Salt & Light, the newsletter for Anglican Deacons Canada.
September 2022*



This is the Season of Creation. These are the days leading into Autumn, one of the most beautiful times of the year in many places across North America! Soon the trees will come alive with their glorious display of coloured leaves! This is the time in our liturgical year that we turn our attention toward creation and our role in it.

*When I think about the beauty of creation and the natural world in general, the **Parable of the Good Samaritan** readily comes to mind.*

You recall the setting - a lawyer stands up and asks Jesus what he must do to earn eternal life. He knows the commandments to love God with all his heart, soul, strength and mind. And to love his neighbour as himself. But he seems to be confused about who his neighbour is. Most likely he thinks that his neighbor is someone within the Jewish nation; or someone living next door to him. Rather than answer the question directly, Jesus responds with the parable of a man who had been travelling alone, down from Jerusalem to Jericho. This was a reputedly dangerous road to travel on, particularly alone. He was attacked by robbers, stripped of his clothing, beaten and left for dead. A priest and later a Levite, saw him but passed by without going over to help him. Undoubtedly, they were well-acquainted with the law to “love the neighbour” but chose to pass him by. We can only speculate on the reason why they did this – afraid they too may be attacked or concerned about becoming unclean by touching a naked body.

A Samaritan, an historical enemy of the Jewish people, sees the injured person and provides aid, including finding a place for him to stay while he recovers and paying for any expenses. Jesus asks the lawyer who he thinks is the neighbour who was most helpful to the victim. The lawyer replies “The one who showed him mercy”. Jesus replies “Go and do likewise.” Note Jesus says to “go and do”. This is to be an action, not something we think about or talk about in parish council and at vestry meetings, but something we, as followers of Christ are called to do.

The parable does not give any information about who the robbers are, who the victim is, nor the reason for the attack. We do know that the Samaritan showed compassion and mercy to the stranger without regard to his ethnicity or social class. The question we need to ask ourselves about this parable is “how is it relevant to us today?” The short answer is it is very relevant – in the way we treat fellow human beings regardless of ethnicity, economic status, creed. If we know someone who is in need of care, we are expected to provide some form of assistance, expecting nothing in return.

Like most people, I have read this through the lens of our relationship with people, but over the past few months I have started looking through the lens of our relationship with the natural world around us –animate and inanimate. Consider the scenario of mining, logging and development – Who would be the robbers? The victim? The passersby, who do not help? Who could be the good Samaritan?

The extraction of fossil fuels and mining of a variety of minerals and elements over several decades have led to the devastation of surrounding lands, forests, peat lands and contamination of rivers

and lakes. In this scenario, who would be the robbers? Could it be the multi-national oil companies, mining companies, the forest industry, bottled water companies? Who or what is the victim? Would it be the earth, forests and trees, natural resources buried in the ground, the air resulting from the release of high levels of carbon into the atmosphere, the dwindling supply of clean drinking water? Consider the lifestyle of the original people who have lived in the area for thousands of years, facing the depletion of food sources and unusable water supply. And the centuries-old migration pattern of caribou, etc. Is this an extension of colonialism in the present day?

Who would be the passers-by? Could it be the people who are aware of what is happening but choose not to involve themselves? Would that be us and our “throw-away” lifestyle? We who trade in our computer or cell phone whenever a new, better generation becomes available? Or those of us who buy large gas-guzzling trucks and SUVs because we want to look successful? The push towards purchasing electric vehicles could have a dark side because of the necessity for extraction of minerals and elements from the ground to build electric vehicle batteries. Consider at what cost will be the extraction of these elements? Could it lead to a different type of elements? Could it lead to a different type of environmental hazard? Think of the current extraction plans for the “Ring of Fire” area in Northern Ontario and other places in Northern Canada.

This leaves us with the “good Samaritan”. Who might this be? Could this be us? Could we be the enlightened individuals who have become aware of the environmental impact of our actions? Could we take a critical view of our habits and lifestyles through an ethical lens to see where and how change for good can be made? Natural world – creation – is our closest neighbour. We see it when we look out our windows and are in it when we walk out our doors. *“In the beginning was the Word, and the Word was with God, and the Word was God. He was in the beginning with God. All things came into being through him, and without him not one thing came into being.”*

Through Christ, the world came into being and humankind was commanded to take care of it; not to exploit or desecrate it. There are many life applications today in which the Parable of the Good Samaritan can be used as a teaching tool, for example – treatment of Indigenous people starting with the Doctrine of Discovery protocols, leading up to Truth and Reconciliation Calls to Action; brand name clothing and footwear industry produced through modern day slave labour and other companies that promote consumption and waste.

Let us give thought to this instruction from Christ to “go and do likewise”, applying it to the natural world. And most importantly, where and how you see yourself in the role of the Good Samaritan?

Sharon Dunlop serves as Deacon, St. James’ Anglican Church, Kingston, Ontario, and as Chaplain at Collins Bay Institution, Kingston, ON.

Province I School for Deacons Alumni

Summer, 2022 Reprinted by permission

Deacon Christopher Potter ('20) is busy living into his personal commitment, in his words, "building community based on positive values and supporting those communities in taking action together to create a more inclusive and equitable society." His life and work are remarkably inter-woven. Chris is the Community Engagement Manager at City Year New Hampshire, where he represents the organization at public events and works with community leaders to recruit idealistic young people to serve as tutors and mentors in Manchester schools. He also mentors and trains those recruits. (If you know someone 17-25 who may be interested in doing a year of service in schools, please nominate them.) Serving as Deacon at St. Andrew's Episcopal Church in Manchester, Chris' role is complemented by collaborative efforts with the Diocese of Massachusetts to bring more young adult ministries to New Hampshire. He also co-leads the Clergy

Caucus of Granite State Organizing Project, and serves on the board of the NH Council of Churches.

Chris was elected to the Manchester Board of School Committee last fall. What was his motivation for running? "I saw that our schools lacked capacity to give every student the opportunity to develop their full potential, and thought I could contribute recent in-school insights and a student-first approach." This is where Chris' life as a Deacon and public education come together: "The Gospels are the reason I value each student and their success. I believe that our public institutions must be attentive to each student, and doing so will strengthen our community. We need to not only teach our students reading and math, but also to be inclusive and to serve others."



An International Deacon

by THE VEN. S. JANE GRIESBACH

Archdeacon, Episcopal Diocese of Western MA

Summer, 2022

The Rev. Deacon Beatrice Kayigwa is an "international deacon". She is an active deacon in the Diocese of Western MA, serving a parish and visiting the sick, lonely, and elderly. When she served at the parish of All Saints, Worcester, she organized the parishioners originally from Africa into a group for mutual support. Before Covid, she tutored youngsters newly arriving from Africa, helping them learn English and helping them with their homework assignments.

Beatrice is originally from Uganda and never forgets the needs of her homeland. In years past she raised money to put a roof on the school she attended as a child. She finds ways to sponsor the education for children in need. Recently, Beatrice travelled home and brought personal hygiene packages to schoolgirls. She raised the money to purchase the packages from Afri-Pads and the Connect Africa Vocational School. She worked in 25 schools in 8 days. She began with prayers sharing the love of God and then distributed the packets and taught 1,521 girls how to use them. The pads are reusable and will last them 12 months. Now they do not need to miss school for several days each month when they are menstruating.

Beatrice is pictured here at one school. Beatrice is the one in light green on the left. It is obvious she is filled with joy and gratitude. Well done, Deacon Beatrice!



Deacon to serve as Canon to the Ordinary in the Diocese of Virginia

From www.edusc.org

Archdeacon d'Rue Hazel has accepted a call to serve as Canon to the Ordinary to Bishop Mark E. Stevenson in the Diocese of Virginia. Archdeacon Hazel has served the diocese of Upper South Carolina for over two decades, including Dean of the Diocesan School for Ministry (2003-2005), Director of Ministry Development (2005-2010), and Canon for Vision and Ministry Development (2010-2021). Before that, she served as a lay professional at St. Mary's Church, Columbia. Bishop Richards of Upper South Carolina expressed his gratitude for

Archdeacon Hazel's diligent ministry, "d'Rue's long service to both the Office of the Bishop and the larger Diocese and parishes has been fruitful and faithful. We join the Diocese of Virginia in celebrating her ministry here and look forward to what God will do for her next."

Archdeacon Hazel will begin her ministry in the Diocese of Virginia beginning January 2023. In her role, she will support congregational development, work with congregations in conflict, oversee the work of congregational consultants, manage the Title IV process, and work with diocesan teams to identify and embrace new opportunities for the Church.

Dear Archie,

Dear Archie,

I've been a deacon at the parish I serve for two years. This morning, the rector informed me that a transitional deacon will be joining us for the next six months and I'm to share my liturgical duties with her. Frankly, I feel displaced. How should I handle this?

Not wanting to share,
Usurped Deacon

Dear UD,

First, let's change your perspective. You're not being usurped. You're gaining a colleague. Someone to help you at the altar and with other parish duties.

I have served with several transitional deacons and enjoyed my time with each of them. During my very first assignment after ordination, in fact, I was soon joined by a transitional deacon and a seminarian! I felt like we had 3 rookie running backs and none of us would get the ball very often!

But it turned out quite different than what I feared. Each of us got plenty of "playing time." In addition, we had a blast learning how to preach, chant, and grow into our calls together. We are still quite close today even though our ministries have led us in very different directions and to different dioceses.

Later in my ministry, I've had the honor of helping more transitional deacons during their time before ordination to the priesthood. While most of their learning comes from the rector (they are training to be priests after all), it's still a nice time for them to learn just what we do and how our ministry works alongside the presbyterate and the laity. Information that will help them in their future as priests and will help the future deacons they work with!

My advice is to enjoy this unique opportunity to form a special relationship with someone that, with your help, will become an excellent priest!

Have fun,
Archie

Dear Archie,

When I asked my new rector what ministry he'd like to see started in the parish, he said that he'd like to see an outreach to the homeless on the streets near our church and in the encampment nearby.

Archie, I'm terrified of the homeless! I'm scared of lice and sometimes their behavior frightens me. I'm too embarrassed to tell the rector that. I'm a deacon and should be able to reach out to all the marginalized. What do I do?

Shamedly yours,
Scared Deacon

Dear SD,

No need to be ashamed. While we all have a heart and a call to the marginalized, we can certainly be intimidated by some of the places we are called to go. I imagine that many deacons have been filled with trepidation before heading into some of the painful places we are called to be. I know I have.

I have found two things that help.

First, remember your trust in God. When I was first ordained, a woman at my home parish gave me a plaque that hangs on my wall to this day. It says, "The Will of God will never lead you where the grace of God cannot keep you."

Many mornings I have leaned on that promise.

Many days I have lived into its truth.

Secondly, I find that knowledge is a powerful antidote to fear. Learn as much as you can about the homeless in your neighborhood. Find the people they trust and learn from them. Accompany them in their work and do deep listening. Put assumptions aside and remember that every one is a beloved child of God. You may find that the role the parish needs to play is very different from what you are imagining. I can promise that you will find that "the homeless" are just as unique individuals as the members of your parish are.

Your fear is useful for keeping you from just plunging dangerously in without any preparation. Use it to motivate you to learn more. Knowledge will keep you from harm and from inflicting harm unintentionally.

I can recommend the Ecclesia Network of ministries to the homeless as a first step in gathering knowledge. I also recommend reaching out to other deacons through AED that may be working in this ministry already. There is a wealth of information out there!

What an exciting adventure awaits you! I will pray for you and your ministry and look forward to seeing what God is doing in your life.

Hugs,
Archie

"Archie" is Archdeacon Carole Maddux, in the Diocese of Atlanta. She was ordained in 2006 and has 10 years experience as an archdeacon. Answers are Carole's opinion only, based on personal experience, and do not necessarily reflect the opinions of either the Diocese of Atlanta or AED. She may not always know the answer but she's always up for a friendly conversation! Letters may be edited for brevity.

"Archie" welcomes questions about the funny, frustrating and serious issues of being a deacon. We accept submissions from everyone.

Send *Dear Archie* queries to vicepresident@episcopaldeacons.org.

STAYING CONNECTED

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www.episcopaldeacons.org; Materials on discernment, formation, events, lifelong learning, books and more.

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The Fund for the Diaconate

Assisting deacons - working, retired, in formation or disabled - who have insufficient funds for their needs.



FALL 2022 MEETINGS

The annual meeting of the members of The Fund was held virtually on October 3. 485 people were present by proxy. The meeting opened with prayers, and the reading of the Necrology, all deacons whose passing was reported since the last meeting; also included was Deaconess Priscilla Wright, the last of her order. After brief reports on finances and activities, the results of the election were announced: Dns. Brian Nordwick, Geri Swanson, and Margaret Thor were elected to three year terms. The 2023 annual meeting will be held virtually on Monday, October 2, 2023.

The Fund Board held its Fall meeting October 11-12, at the CPG offices, with everyone in attendance. A budget of \$500,000 was adopted for F23. The treasurer reported that we have given out over \$1.3 million in grants over the past 9 years, and our endowment, despite the recent downturn in the market, still stands at just over \$7M. Five new support grants were approved, and the Emergency and Formation grants were confirmed. Time was given over to meetings with our contact at Bessemer Trust, and with senior staff of the Church Pension Group. The Survey Task Force presented the results of its survey of people in formation; a press release regarding our findings will be developed for wider reading. Other committees, task forces and liaisons reporting were: Audit; Investment; Communications; History & Archives; Joint Development; AED; New Grants. It was agreed to recognize the first occasion of Episcopal Deaconesses being added to Lesser Feasts and Fasts (September 22) by developing a bulletin insert. Fall board meetings will move to the third week in October, to get away from the holiday.

The afternoon of our first day was spent updating our Road Map, our multi-year strategic plan. Several changes to the bylaws were discussed, and sent to the attorney for review. Also discussed were sustainable investing, pastoral care and financial advice for our grantees, and the Fund's infrastructure. Charges and members for several task forces were approved, with reports due for the Spring 2023 board meeting. One of those will look at creating an executive officer for the Fund, rather than relying on the volunteer president and treasurer. Another will look at issues around financial literacy for deacons. A permanent address and phone number were set up, to create a virtual office: 99 Wall Street, #2815, New York, NY 10005; 800-282-5421.

Upcoming Fund meetings dates are listed on the website.

GRANTS AVAILABLE FROM THE FUND

- Regular Grants
- Emergency Grants
- Diaconal Formation Grants

Applications and eligibility information are available at www.fundfordiaconate.org/apply-for-aid.

Grant applications are accepted at any time and reviewed at the next meeting. Emergency requests are reviewed monthly.

NEW! The Hallenbeck Fellowship Awards

The Fund created these awards to make it possible for deacons to attend conferences or other educational events, whose content is related to the diaconate and/or The Episcopal Church. Awards will be a maximum of \$1,500 per person for deacons canonically resident in The Episcopal Church, in good standing and demonstrating financial need.

Visit www.fundfordiaconate.org.

PLANNED GIVING TO THE FUND

You can help deacons in need by naming The Fund for the Diaconate as a beneficiary of your retirement account, will, or trust. Learn how to leave a legacy at www.fundfordiaconate.org/planned-giving.

IN MEMORIAM

Deacon deaths are listed alphabetically by name, with date of death, diocese, age and year ordained. Rest eternal grant to them, O Lord.

Barbara Ann Adam, 8/1/2022, Kansas, 87, 1993
David Babcock, 10/28/2022, Milwaukee, 1990
Fred Berger, Iowa, 1996
Burden (Brent) Brentnall, 1/15/2022, Olympia, 91, 1992
John Bourhill, 4/5/2022, New York, 87, 2001
Richard Buhner, 10/5/2022, Olympia, 74, 1977
Charles Francis Burch, 12/2/2021, Milwaukee, 1998
Gisela E. Burley, 2/6/2021, Minnesota, 84, 1978
Donald Holmes Cady, 11/27/2018, Virginia, 80, 2012
Joanne Marie Coyle Dauphin, 1/19/2022, Convocation of Episcopal Churches in Europe, 85, 2003
Michael Edward Charles Erhard, 1/28/2021, California, 67, 1985
Sherman Bradley Everett, 7/2/2022, Southern Ohio, 85, 1999
Jacqueline L. Guernsey, 10/16/2022, Central Florida, 90, 1989
Robert William (Bob) Horner, 8/29/2021, Texas, 92, 1974
Joseph P. Illes, 1/4/2020, Northern Indiana, 93, 1991
Michael Jackson, Qu'Appelle, 11/23/2022, 82, 1977
Susan Jolley, 7/20/2022, Huron, 75, 2002
Gordon Kennedy, 1/15/2022, Huron, 88, 2000

Elizabeth Lewis, 10/2021, Kootenay, 12004
Jerald Dale (Jake) Loper, 2/1/2021, Minnesota, 89, 1981
Carol L. Millette, 8/4/2022, Rhode Island, 80, 1986
Elaine Ludlum Morgan, 9/27/2022, Nevada, 93, 1984
Jane Morton, 9/20/2022, Brandon, 2019
Pamela Kay (Pam) Radke, 11/3/2022, Nevada, 75, 2012
Elizabeth (Liz) Shelton, 4/16/2021, Wyoming, 86, 2003
Ann M. Staples, 9/10/2022, Pittsburgh, 91, 1984
Carolyn (Kay) Studley, 4/19/2020, Minnesota, 89, 1987
Teresa A. Suruda, 10/4/2022, New Jersey, 80, 2000
Gloria A. Taylor, 5/5/2020, Northern Indiana, 90, 1989
Kathleen R. (Kathy) Tripses, TSSF, 12/29/2021, Iowa, 89, 2001
Arthur C. Wolford, 5/8/2012, Northern Indiana, 92, 1991
Priscilla Jeannene Wright, CT, 9/11/2022, Southern Ohio, 88, 64

Notices are listed as we receive them. Every effort has been made to provide accurate information and we regret any errors. Please send notifications, including diocese, date of ordination, age and date of death to membership@episcopaldeacons.org.

AED Board Report

BY BRADLEY PETERSON, SECRETARY

At its virtual meeting on September 21, 2022, AED's Board of Directors...

ratified "policy to compensate clergy employees [of AED] according to IRS regulations concerning the employment of clergy by religious institutions." Carole Maddux seconded the motion. The Motion passed.

resolved that from the total compensation paid to the above clergy, and as per the above schedule, the sum of \$21,270 be designated as Housing Allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

authorized the Executive Committee, the Executive Director and treasurer to:

- Complete whatever paperwork is necessary to set up checking and savings accounts with Investors Bank on behalf of AED,
- Transfer any balances and all electronic banking activity from the Bank of America checking and savings accounts to the Investors Bank accounts, and
- Close out the Bank of America checking and savings accounts once all outstanding transactions have cleared.

hired Carter Hawley as Executive Director at 15-25 hours a week; and, further, that she hire an event planner for hours to be determined with the assistance of the board. Carole seconded the motion. The motion passed.

AED is a membership association of persons and dioceses within The Episcopal Church and The Anglican Church of Canada. Our mission is to increase participation and involvement of all baptized persons in Christ's diaconal ministry, especially by promoting and supporting the diaconate.

AED is a registered 501(c)(3) non profit.
1321 Upland Dr., PMB 20214, Houston, TX 77043
Phone: 346-266-2577

WEBSITE: www.episcopaldeacons.org

Resources on formation, lifelong learning, handbooks, etc

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Deacon Tracie Middleton, President
Carole Maddux, Vice-President/ President-elect
Dr. Bradley Peterson, Secretary
Ms. Phyllis Jones, Treasurer
Past President - vacant

BOARD OF DIRECTORS

Archdeacon Gen Grewell
The Rev. Canon Chris McCloud
Archdeacon Jan Grinnell
Archdeacon Juan Sandoval
Archdeacon Ruth Elder
Deacon Jon Owens
The Rev. Canon Kate Harrigan
The Rev. Frank Alton
Bishop - vacant
Lay - Ms. Phyllis Jones
Deacon Geraldine Swanson, liaison from *The Fund for the Diaconate*
Deacon Lisa Chisholm-Smith, liaison from *Anglican Deacons Canada (ADC)*

New Board members joining in March 2023

Elected: VP/Prs-elect: Deacon Kristi Neal; Deacons: Denise LaVetty, Geoffrey Smith, L Sue von Rautenkranz; Priest: The Rev. Leeann Culbreath; Laity: Terri Hoffmann, Phyllis Jones.
Appointed: Archdeacon Ruth Elder, Deacon Jon Owens, The Rev. Brendan Barnicle

STAFF & CONVENERS

Deacon Carter Hawley, Executive Director
director@episcopaldeacons.org

Deacon Catherine Costas, Membership Director
membership@episcopaldeacons.org

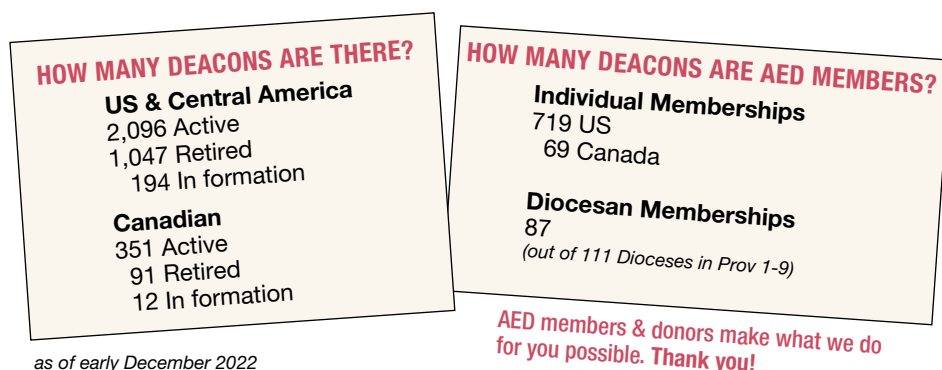
Deacon Anne Pillot, Communications Director, Editor, Webmaster, communications@episcopaldeacons.org

Deacon Tim Spannaus, Competencies Review Team Convener, deacon@tspannaus.com

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Plus theological papers available for purchase, and the history of the diaconate.

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CONGRATULATIONS NEW DEACONS!

We celebrate the following Vocational Deacon ordinations that have been reported to AED. Ordinations are published as we receive them. Please send ordination notices to membership@episcopaldeacons.org.

9/29/2018	Virginia	Logan Taylor Augustine	10/22/2022	Milwaukee	Rebecca Terhune
10/6/2018	Northern Indiana	Joshua Molnar	10/22/2022	Olympia	Jeffrey C. Boyce, Sheryl Haase
4/27/2019	Northern Indiana	Melissa Renner	10/22/2022	San Diego	George Michael Kilpatrick, Peter (Pete) Martin
6/22/2019	Texas	James Enelow	10/26/2022	Eastern Oregon	Tracy Lynn Anderson
12/12/2020	Northern Indiana	Katherine Townley	11/10/2022	East Tennessee	James (Bo) Davis
6/4/2022	Colorado	Robin Tems	11/12/2022	Washington	Adela Vasquez, Alethea Smith
6/11/2022	Mississippi	Vicki Miller		Long-Green, Francisco de Jesus Serrano, Jessica Ault, Martha L. Jenkins, Melissa Jo Sites, Nancy Starr	Stockbridge, Rosa Luisa Briones, Sally Ann Ethelston, Thomas Roy Sinclair
6/25/2022	Texas	Donna Marie Brackett Knight, Helena Mary Corinne Danielli, Robert Edward Gray	11/16/2022	Utah	Renée Hollinger
8/1/2022	Eastern Oregon	Elizabeth Ann (Liz) Cahill	11/20/2022	Athabasca	Kevin Peterson
9/4/2022	Calgary	Christopher Wall	11/20/2022	Niagara	Larry Collinson
9/10/2022	Central Florida	Ernest Hargett, Ralph Seckinger, Ron Schoomaker, Scott Anderson	11/27/2022	Athabasca	Peter Clarke
9/10/2022	Virginia	Dawn Sykes McNamara, Susannah (Susie) Harding			
9/24/2022	Montreal	Randy Kenneth Gates			
10/1/2022	West Missouri	Adam James, Barbara J. Wegener, Vicky Lyn Anderson			
10/8/2022	Atlanta	Devon Smyth, Faustina Ward-Osborne, Florence Mitchell, Jess W. Speaker III, Julie O'Neill			

Please send ordination notices to membership@episcopaldeacons.org.

We include ordination photos as space allows.
Photos can be sent to communications@episcopaldeacons.org.

Your membership and donations make this issue of *Diakoneo*, the website, deacon events and other resources possible. Thank you!