

November 18-19, 2022

Walk in Love: Companions on the Way



The 183rd Convention of
THE EPISCOPAL DIOCESE OF MISSOURI

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*This booklet is a resource for your table during convention.
Please do not remove it from the room.*

All resources also available online:
www.diocesemo.org/2022-convention

Convention Schedule

Welcome to the 183rd Convention of The Episcopal Diocese of Missouri

This schedule is subject to change.
All events will be in the Grand Ballroom unless otherwise noted.

Friday, Nov. 18

12 p.m. - Registration of Lay and Clergy Delegates
Hotel lobby

1:10 p.m. - Convention 101
Learn how convention works!

1:30 p.m. - Welcome / Plenary Session I

- Appointments, Rules of Order, Order of Business
- Welcome from host parish, St. Martin's
- Recognizing Convention Committees
- Recognizing Clergy Transitions
- Parish Outreach Videos (1 of 4)
- Introduction of Candidates for Election
- Report from GC80 Deputation
- Report from Diocesan Council
- Presentation of 2023 Diocesan Budget
- First Report from Resolutions Committee
- Parish Outreach Videos (2 of 4)
- Report from Gathering Space Task Force
- Announcements
- Close of Plenary Session I

3:45 p.m. - Break

4 p.m. - Open Hearings for Budget, Resolutions,
Committee on Constitution & Canons

5 p.m. - Social Hour
(in vendor area at entrance to ballroom)

Livestream begins

6 p.m. - Presentation of Bishop's Medals

6:20 p.m. - Evening Prayer

6:30 p.m. - Keynote Address:
The Rt. Rev. Eugene Sutton,
Bishop of Maryland

Livestream ends

6:50 p.m. - Table Discussions with
Commission on Dismantling Racism

7:15 p.m. - Dinner & Dancing

Saturday, Nov. 19

7:30 a.m. - Registration of Lay and Clergy Delegates
Hotel lobby

8:30 a.m. - Clergy picture
(Gather in hotel lobby)

Livestream begins

9 a.m. - Convention Eucharist
(includes Bishop's Convention Address)

Livestream ends

10:30 a.m. - Call to Order / Plenary Session II

- Election Voting
- Report from Episcopal City Mission
- Second Report from Resolutions Committee
- Parish Outreach Videos (3 or 4)
- Report from the Committee on Constitution and Canons
- Report from the Standing Committee
- Third Report from Resolutions Committee
- Report from Creation Care Ministry
- Report from Rockwell House Episcopal Campus Ministry
- Report from the Merger of the Church of the Good Shepherd and St. Luke's Church
- Announcements
- Close of Plenary Session II

12:30 p.m. - Noonday Prayers & Lunch

1 p.m. - Call to Order / Plenary Session III

- Report from Grace African Christians Connection Missional Community
- Report from Grace Hill Task Force
- Report from the Bishop
- Report from Requiem or Renaissance
- Report from the Canon to the Ordinary
- Appointments of Committees
- Adoption of 2023 Operating Budget
- Parish Outreach Videos (4 of 4)
- Final Report from Resolutions Committee
- Election Results
- Future Convention Dates & Locations
- Announcements
- Adjournment & Closing Prayer
- Greetings from Lambeth

3:30 p.m. - Convention ends (approximate time)

Election Voting Instructions for the 183rd Convention

Voting Platform

Elections will be conducted utilizing an online voting platform called Election Buddy. Eligible voters will access the platform through a personalized email link. This voting platform is tablet, smartphone, and computer-friendly and designed to work with all major browsers.

When

Election voting will occur during the Saturday morning session of Convention. The evening before voting (Friday evening), eligible voters will receive an email containing their personalized voting link. The email will come from electionbuddy.com with an Episcopal Diocese of Missouri header. **If unable to find the email, please be sure to check your spam or trash folders.**

How

Our voting will be conducted using a preferential aggregate transfer ballot system. Each elector shall mark his or her ballot by numbering the names of all the candidates for each office in order of preference, with "1" being the highest (most preferred) ranking. For example, if there are three candidates, the elector places "1" beside their first choice, "2" beside their second choice, and "3" beside their third choice. The elector shall not give more than one number to any name, nor shall any name be left unnumbered.

Step by Step Voting Instructions

1. When instructed to begin voting at Convention, navigate to your email and open the voting email. This email will contain your unique voting access key. The keys are single-use, ensuring that a voter can vote only once.
2. Click the provided link that will take you directly to your personalized voting screen.
3. Enter the password announced at the time of voting. **You will not receive this password ahead of time.**
4. Once at the ballot, mark your selections for each election, scrolling down to access each election.
5. Click Continue.
6. Review your choices. To change, choose **Edit**; or to finalize and vote choose **Submit**.
7. You will receive a confirmation verifying that your submission was successful.

Alternate Voting Method

Printed voting notices will be provided to eligible voters during registration on Saturday morning. These notices will contain the voter's unique voting access key. Voters may vote by visiting ebv.io/ballot and entering their unique access key. Voting stations will also be set up for anyone who may have difficulty accessing the voting site on their own device.

Having problems?

If you have trouble accessing your electronic voting or casting your vote, you can visit one of our voting stations in the room, or raise your hand and someone will come to help you.

Nominations for Elected Offices

According to our Diocesan Constitution, all nominations for elected positions must be submitted at least 50 days prior to Convention. Our deadline for nominations was Sept. 28, 2022.

Any nominations made after the Sept. 28 deadline are considered a “petition,” and must be submitted to the Presiding Officer (the Bishop) during Convention. Those petitions must be signed by at least five voting members and accompanied by the written consent of each nominee. The Bishop will add any additional nominations to the official ballot.

Nominations will be officially closed immediately after the introduction of nominees on Friday, Nov. 18.

This booklet contains:

- All officially nominated candidates (nominations received by Sept. 28, 2022).
- Petitioned nominations (nominations received between Sept. 28 and Nov. 11, 2022).

Any nominations made after Nov. 11, 2022, will be added during Convention.

* *The Constitution of The Episcopal Church in The Diocese of Missouri, Article III.6*

Cathedral Chapter

Electing 1 lay member from St. Louis City or County for a 3-year term

Cathedral Chapter is similar to the Vestry of a parish or Bishop’s Committee of a mission, but because the Cathedral is the Bishop’s seat and the “mother church” for the Diocese, its leadership is made up of clergy and lay members from throughout the Diocese as well as its own congregation. Cathedral Chapter meets on the third Thursday of every month, at 6 p.m. on Zoom.

No one has been nominated for this position.



Diocesan Council

Electing 2 lay members for 3-year terms

The Diocesan Council does the work of the Diocesan Convention when Convention is not in session, including development of the program budget; oversight of the programs and offices funded by the budget; and oversight and interpretation of diocesan policies. Members of this committee also serve as members of COEDMO, the Corporation of the Episcopal Diocese of Missouri. Diocesan Council meets approximately every other month.

The following lay member is officially nominated for election to Diocesan Council:



Robert Earl Lowe
Christ Episcopal Church, Cape Girardeau

I believe that I would be a good candidate to serve on Diocesan Council because I have extensive experience in administrative work as well as a fervent desire to serve God in His church.

As a professor of computer science at Southeast Missouri State University, I serve on multiple committees at the department and college level. I am also the chairperson of the Mid-Southeast ACM Conference, one of the oldest conferences in computing. I have also been blessed with many opportunities to serve in the church. I am currently co-senior warden of Christ Episcopal Church, where I am also a part of several ministries. I serve as the head of our newly restarted acolyte guild, I am active in our online streaming ministry (St. Isidore’s Guild), and I serve as a lay reader and worship leader. Prior to moving to Missouri, I was part of the Diocese of East Tennessee where I was active in several ministries. I was an active member of the St. John’s Cathedral chapter of the Brotherhood of St. Andrew, served on Campus Ministries to the University of Tennessee, and I helped found a cathedral scholarship.

In summary, the Episcopal Church has been my true spiritual home from the moment I joined at the age of 16. I have been active and ready to serve in any role to which I am called; from my youth spent as an acolyte and choir member to my adulthood where I have been fortunate to serve in leadership roles. I am excited for the future of our church, and I look forward to continuing involvement in both leadership and ministry.

The following lay member is petitioning for election to Diocesan Council:



Michael Reiser
Christ Church Cathedral, St. Louis

I was introduced to the Episcopal Church by a friend in 1990. I started attending Christ Church Cathedral and was confirmed in 1992.

I have a M.B.A. in Marketing and Finance from Southern Methodist University and a B.S. from Truman State University. I feel that I have a strong gift of compassion, integrity and community and try to recognize and be open to the will of God in my life.

I currently am a full-time realtor specializing in residential real estate and have worked with the diocesan staff as the Convention Coordinator since 2008.

Disciplinary Board

Electing 1 clergy member and 1 lay member for 3-year terms

The Disciplinary Board exists to help in cases where clergy have been presented with charges under the Ecclesiastical Disciplinary Canons (Title IV) of the Canons of the Episcopal Church. The Disciplinary Board meets once a year and as needed.

The following members are officially nominated for election to the Disciplinary Board (clergy members listed first, followed by lay members):



The Rev. Laurie Anzilotti
St. Francis Episcopal Church, Eureka

The Rev. Laurie Anzilotti equips people for ministry and worship as the Vicar of St. Francis' Episcopal Church in Eureka. She focuses on creating a community centered on the Eucharistic table that can stand in the world for the Gospel and against injustice.

Rev. Laurie came to St. Francis' in November 2020 from the Episcopal Church of the Holy Communion in University City where she had special charge for pastoral support for youth, children, and family ministries, and spearheaded the development of Grace Gathering, a worship community that celebrates diverse abilities.

Laurie earned her Masters of Divinity from Eden Theological Seminary in Webster Groves and was ordained to the Episcopal priesthood in 2019. Prior to ordination, Laurie served as Director of Faith & For the Sake of All, a non-profit that deepens understanding of and response to disparities in health between African American and white St. Louisans, and as Children's Liturgist at the Church of St. Michael and St. George, Director of Programming at Camp Thunderbird, and as a high school theology teacher.

Laurie hopes to serve the Diocese as a member of the Disciplinary Board using deep listening and a collaborative approach to work through issues that may come to the Board.



The Rev. Deacon Barbi Click
St. Paul's Episcopal Church, St. Louis

An ideal candidate for a position on the Disciplinary Board would be one who listens without judgment and assesses the information with no bias. In that listening without bias or judgment is a part of my ministry as both a deacon and as manager of Trinity Food Ministry (Trinity Episcopal, StL), I believe I can fill this position.

I am Deacon at St. Paul's Episcopal Church in St. Louis (Carondelet) and Diocesan Missioner for Jubilee Ministries. While not a cradle Episcopalian, I have been an Episcopalian since the mid-1980s. Having gone through the schism of the Episcopal Diocese of Fort Worth in 2006, I am well versed in the canons of the Episcopal Church.

My wife, Debbie and I live in South City with our two dogs, Charlie and Theo. We have been members of the Diocese of Missouri since 2008.



The Rev. Dave Malek
Christ Church Cathedral, St. Louis

In Title IV of our Constitution and Canons, we find the following: "By virtue of Baptism, all members of the Church are called to holiness of life and accountability to one another. The Church and each Diocese shall support their members in their life in Christ and seek to resolve conflicts by promoting healing, repentance, forgiveness, restitution, justice, amendment of life and reconciliation among all involved or affected."

I have had several careers in which I have been tasked with holding people accountable to one another. I began my work life as a licensed clinical social worker and worked in direct practice for eleven years including inpatient and outpatient adult and adolescent substance abuse, outpatient family treatment programs, inpatient gero-psychology, and then the last two and a half years in behavioral health working for the Servants of the Paraclete at Saint Michael's Community here in Sunset Hills, Missouri, where I was a staff therapist for impaired clergy in a long-term residential setting.

In 2008 I received a Certificate in Spiritual Direction from the Aquinas Institute of Theology and began practicing as such at that time. In 2012 I graduated from that same institution with a Master of Arts in Pastoral Studies whereupon I was hired as a practicum supervisor in the Spiritual Direction Certificate Program. I did that for eight years. As both a spiritual director and practicum supervisor it was always part of my ministry to work towards holding people accountable to one another and supporting both my directees and students in their life in Christ while working with them and mentoring them to seek to resolve conflicts by promoting healing, repentance, forgiveness, restitution, justice, amendment of life and reconciliation. I would love to share my skill set for that on the Disciplinary Board in this Diocese.

The following lay member is petitioning for election to Diocesan Council:



Tom Smith
Emmanuel Episcopal Church, Webster Groves

Tom Smith is a member at Emmanuel Episcopal Church in Webster Groves and has served as a Lay Member of the Disciplinary Board for the past three years. Tom is seeking a second term to continue to serve the Diocese in that role.

For the past nine years, Tom has been an Assistant Prosecuting Attorney at the St. Louis County Prosecuting Attorney's Office. Tom is assigned to domestic violence cases, homicide trials, and probation matters. Before becoming a prosecutor, Tom worked at the Missouri Attorney General's Office for four years as an Assistant Attorney General in the Civil Litigation Division.

Tom is married to Margo Heger Smith, and they have two sons, Hank (10) and Wally (6).

General Convention Deputies

Electing 4 clergy members and 4 lay members (and 4 alternates each)

Deputies will represent the Diocese of Missouri at the General Convention of The Episcopal Church in 2024. Deputies also meet several times in advance of GC to review proposed legislation and candidates nominated for elected offices. Some deputies also serve on GC committees.

The following members are nominated for election to serve as General Convention Deputies (clergy members listed first, followed by lay members):



The Very Rev. Kathie Adams-Shepherd

Christ Church Cathedral, St. Louis

The Very Rev. Kathie Adams-Shepherd has served as the Dean of Christ Church Cathedral, the Episcopal Cathedral in the Diocese of Missouri, since January 2017.

I was blessed to serve in this Diocese as a member of the most recent Bishop Search & Nominating Committee, current member of the Standing Committee and now with faithful humility I hope to serve as a member of the DioMo delegation to the next General Convention. I offer my 40 years of experience in mutual ministry with

God's people on the parish and Diocesan level, my strong commitment, enthusiastic joy in Christ's call to our Bishop as we vision that call together and the lay and ordained people of the Diocese of Missouri. I believe that God has given me breadth of experience and wisdom of years in mission with God's amazing and faithful people lay and ordained in three dioceses and is calling me now to serve you and our wider church as a clerical delegate.

Previous to the call to Christ Church Cathedral I served for 20 years as rector of Trinity Episcopal Church in Newtown, Connecticut; nine years as rector of The River Parishes of St. John's, Cape Vincent and Christ Church, Clayton, NY; four years as Priest-in-Charge at Church of the Resurrection, Oswego, NY and two years as curate at the same parish. In the Episcopal Church in Connecticut I served on the Commission on Ministry as the chair of the Bishop's Committee on the Diaconate, Board Trustee for the Bishop's Fund for Children, Diocesan Committee on Education & formation, Danbury, CT Deanery Dean. In the Diocese of Central New York, I served as a Deanery Dean, member of the Commission on Ordained Ministry, Standing Committee, Bishop's Search Committee, Bishop's Committee of Advice, Benedictine Way leader.

My spouse of 41 years is Shep Adams-Shepherd, a therapist and sex offender treatment specialist. Together we have two adult children: Sarah and Myles, a son-in-law Kevin, our first grandchild on the way and grand dogs, Fletcher and Cheyenne.



The Rev. Shug Goodlow
St. Martin's Episcopal Church, Ellisville

I am the Rev. Shug Goodlow and I offer my candidacy for the position of clergy deputy to General Convention. My love affair with God and the Episcopal Church is at the center of everything I do. I believe I have gifts and experiences that would be useful to our deputation and deliberations at General Convention.

I am a priest, raised up and nurtured by this diocese. I am serving my first call at St. Martin's Episcopal Church in Ellisville. Before that I served as a transitional deacon at St. Peter's in Ladue. I also currently serve as diocesan Missioner for Racial Reconcil-

iation and Justice. Prior to my ordination I served as a lay person in several roles including Head Verger and Acolyte Master at Christ Church Cathedral, Eucharistic Minister, member of Diocesan Council, member and President of Standing Committee, member of Cathedral Chapter, ECW Chaplain and lay preacher. I was elected a lay deputy to General Convention 80, was later ordained and was then appointed as a clergy delegate alternate. Then, through attrition, I served as a deputy to GC80 in Baltimore.

I first became interested in General Convention while serving as President of Standing Committee. During this time I became more intimately involved with policy matters affecting our diocese and in some cases, the Church at large. My current areas of focus are racial reconciliation and justice, dismantling racism, creation care, adult formation and LGBTQIA+ issues. I am a frequent contributor to the *Prophetic Voices* podcast, serve as a member of the Dismantling Racism Commission leadership team, and President of the Union of Black Episcopalians. I am passionate about sharing the Gospel, preaching the Word, pastoral care, teaching and supporting people in their ministries, and making sure that everyone knows they are welcome at God's table.

I am also concerned with furthering the conversation about how best to include everyone in our communal life, regardless of ethnicity, age, socio-economic standing, gender identity, expression, or sexual orientation. This means I'm concerned with the words we say, how we say them and who we lift up in leadership and ministry.

I bring my love of Jesus Christ and our Church to my candidacy as well as my unwavering belief that the Episcopal Church is a vital part of the Jesus Movement. I also hold the belief that we must continue to develop strategies to ensure that we respect the dignity of every human being, pay attention to how we spend and invest money in our churches and communities, and discern ways to make the Gospel and our traditions relevant today.

Being a deputy affords one the opportunity to witness how the Body of Christ makes decisions with one another, even where there is disagreement. I want to be a part of that process. So for this and other reasons, I have decided to put my name forward as a candidate for deputy to General Convention.

Finally, I believe that depth of my experience at the parish, diocesan and Church levels have given me invaluable insight into the joys and challenges we face in our common life. Thank you for your consideration of my candidacy for General Convention clergy deputy.



The Rev. Josh Huber
Calvary Episcopal Church, Columbia

It would be a joy to represent the Diocese of Missouri as a General Convention Deputy. Missouri is my home diocese. It is where I first came to the Episcopal Church, was confirmed, entered the discernment process, and was ordained both a deacon and priest. As a member of the Jane Dey Convocation, campus minister, and millennial clergy member I believe I could bring a valuable perspective to the Convention. Thanks for your consideration and peace to all.



The Rev. Mary Korte
Christ Episcopal Church, Rolla

Having the privilege to serve as a first alternate at General Convention 2018 and to be asked to cover the House of Bishops (as the Diocese I worked within had no seated Bishop at the time) was an enlightening experience. I was able to vote when needed on the floor of the House and I was asked to give input based on my broad experience within the Episcopal Church in more than one Diocese. At this juncture of my vocation I bring years of diverse work in a variety of ministry environments. My doctorate is within the area of transformational leadership and I experience General Convention as one of the primary areas of our denomination where we utilize that leadership on behalf of the Anglican Communion.

I am diligent with continuing education and consider myself a resource person with others. I value my professional training at two seminaries, The Episcopal Divinity School (EDS) working at the forefront of the Episcopal Church in the areas of outstanding academics, treatment of people of different sexual orientations, and academic work on racism and people of color.

Colgate Rochester Crozer provided me an outstanding Anglican and Ecumenical school that was like EDS, a place no longer serving primarily white men. In addition I have served as a military officer spouse and was a child of a military officer. I have lived in many states and served in a variety of dioceses and am aware that this is part of the adventure of ministry that allows me to see environments and life from different perspectives; valuable when serving with international decision-making volunteers from across our churches, missions and chaplaincies.

I teach and live collaboratively using the Appreciative Way. I would be honored to represent the Diocese of Missouri as a Deputy.



The Rev. Leslie Scoopmire
St. Martin's Episcopal Church, Ellisville

It was truly satisfying to serve as a delegate to the 80th General Convention this summer in Baltimore, and even with the abbreviated schedule, I was excited by how much was accomplished. I am encouraged by the initiatives being taken up in the wider Church. I would welcome the opportunity to serve the wider church as a delegate to the 81st General Convention in Louisville in 2024.

I have been blessed to be able to serve this diocese in a variety of roles. I have served alongside so many of the faithful people of this diocese in my more than 30 years in here: as a layperson and musician at diocesan convention as well as at St. Timothy's, Creve Coeur; St. John's, Tower Grove; and Holy Communion, University City; as well as as a seminarian at St. Stephen's, Ferguson; and Church of the Good Shepherd, Town and Country.

I am currently rector of St. Martin's in Ellisville, where I have served since 2018. After my ordination in 2017, I was given the exciting opportunity of getting to know and worship alongside Episcopalians in a variety of parishes throughout the diocese, such as St. John's, Eolia; Calvary, Louisiana; Christ Church, Rolla; Christ Church Cathedral, St. Louis; and St. Mark's, St. Louis in addition to being a presenter at ECW retreats. In the wider church, I have formed relationships with many wonderful people across the Episcopal Church through my work leading our diocesan youth to the Episcopal Youth Event in 2017, my writing schedule for Episcopal-Journal.com's *Speaking to the Soul*, and activities as a communicator, not to mention as diocesan missionary for Indigenous Relations.

continued on next page

I believe the Episcopal Church is uniquely positioned for this time in our society, when so many are hungering for meaning and purpose, for a sense of belonging to something greater than themselves. Episcopalians in particular have a faithful, joyful, Spirit-filled witness, grounded in ancient practice, for which so many in our world hunger and thirst. I would welcome the chance to facilitate our common life together as we, as a denomination, seek to witness in the Way of Jesus, continually rejoicing in God's abundant grace.

I am so grateful to be married to my wonderful husband, Bill, for 34 years, and we are the proud parents of three young adult children, Lauren, Katie, and Scott, as well as three rescue dogs: Kobe, Dakota, and Finnegan.



The Rev. Tamsen Whistler

Trinity Episcopal Church, St. Charles

The Rev. Tamsen Whistler, a life-long Episcopalian, became involved in and committed to the work of the Episcopal Church in high school, where she was active in the youth group and served her senior year as a First Grade Sunday School Teacher at St. Stephen's Church in Ferguson. As an undergraduate and graduate student at the University of Missouri-Columbia (BS Ed. 1973; MA Eng. 1975), she participated in worship on Sunday evenings with Episcopal students, faculty, and families at the Ecumenical Center and served on the Campus Ministry Board. As a high school English and journalism teacher in Caruthersville, MO, and member of St. John's

Church, Tamsen was Diocesan Convention Delegate 1977-81, board member of the Missouri Delta Ecumenical Ministry, Clerk of the Bishop's Committee, Lay Reader and Chalice Bearer, one of a three-person regional Christian education team, South Convocation President, and was elected at-large to serve on Diocesan Council (1979-1981). St. John's, Caruthersville sponsored her in the ordination process from Fall 1980 through ordination to the Diaconate in 1984.

Whistler is a 1984 graduate of Seabury-Western Theological Seminary. She was ordained Deacon at Christ Church Cathedral, St. Louis (1984) and priest a Grace Church, Jefferson City (1985) by the Rt. Rev. William A. Jones, Jr. She was Assistant Rector, Grace Church (1984-86); Associate Rector, Calvary, Columbia (1986-95); and Rector, Trinity Church, St. Charles (May 1995 – present). Since ordination, Whistler has served on a variety of diocesan committees, including Standing Committee, Diocesan Council, the Bishop's Search Committee, and currently, member of Cathedral Chapter. She has been deeply honored to serve the Diocese of Missouri as a General Convention (GC) Deputy for the past seven GCs, with committee appointments for six GCs. She brings a wealth of experience and enthusiasm to the role. Married to Robert Brown, she loves cooking, travelling, eating, reading, friends, family, and cats.



Dr. Michael Booker

St. Francis Episcopal Church, Eureka

I am asking for the opportunity to serve as lay deputy to the 81st General Convention in 2024. I attended the 77th General Convention in Indianapolis in 2012 as a guest, and I was elected as a lay deputy from the Diocese of Missouri to the 78th, 79th, and 80th General Conventions. I believe that I executed my duties as deputy prayerfully, thoughtfully, and conscientiously. Each time I was able to report the Convention's events as I experienced them as a blogger for the Diocese.

In 2018 and 2022 I served as member and secretary to Legislative Committee 19 on Ecumenical and Interreligious Relations. Since 2019 I have served the Episcopal Church as a member of the official Episcopal-Presbyterian Dialogue.

I have been an Episcopalian since 1991 and have been a parishioner at St. Francis' in Eureka since 1999. My main ministry at St. Francis' has been Adult Education, and I have had the privilege of being able to preach there from time to time. I also serve as usher, chalice bearer, lector, intercessor, and as a member of our Wired Worship Team. I have been a member of the Bishop's Committee and have also served as Junior Warden and as Senior Warden. I am a graduate of the Episcopal School for Ministry. I have been a member of the ESM Board, the Diocesan Commission on Ministry, the Diocesan Board of Examining Chaplains, and am currently chair of the Resolutions Committee for Diocesan Convention.

During the week I am Associate Dean of Humanities at Jefferson College in Hillsboro; I am also a tenured Professor of Philosophy.



Betty Bowersox

Grace Episcopal Church, Kirkwood

I am a lifelong Episcopalian who moved to St. Louis in 1987. At Church of the Good Shepherd I was an acolyte, Lay Reader, Eucharistic Minister, Jr. Warden, Metro IV lay representative to Diocesan Council, and on Standing Committee. Now at Grace, Kirkwood, I've continued my altar services, play handbells, participated in Metro III, and chaired the Stewardship Committee four years. I'm on the Emery Washington Convocation leadership team, Episcopal City Mission Board, and completing my term on Standing Committee (Secretary 2020-22). Previously on the Diocesan Committee on Nominations for six years (three as Chair), I'm currently appointed to the Diocesan

Resolutions Committee and as Diocesan Representative to the Province V Board. Special memories are the Diocesan Mission Trip to New Orleans after Katrina, and a 2014 Israel Pilgrimage.

Trained as a Mechanical Engineer at Michigan State (BS) and Rensselaer Polytechnic in Troy NY (MS), I retired early after working at Nooter/Eriksen (Fenton, MO) as a Quality Systems Engineer and Sr. Project Manager. Previously I worked at General Electric in MA and OH, and at INDEECO and Air Products (St. Louis). A Fellow of my professional organization (ASME), I've served on their Board of Directors and Committee on Finance and Investment. I like reading, gardening, and traveling with my husband, Phil.

Through education and experience, plus the many volunteer positions in engineering, parish, diocesan, and provincial organizations/committees, I've become very comfortable in leadership roles. I enjoy contributing to the ministry of governance, having served as (lay) co-chair of the Diocese's Deputation for the 79th General Convention (2018) and this past July's pandemic-delayed 80th General Convention, where I was appointed to the Dispatch of Business Legislative Committee. All this background will be put to good use if I'm honored by being elected again to serve as a member of our 2024 Deputation.



Adrienne Dillon

The Episcopal Church of All Saints and Ascension, Northwoods

I have had the honor and the pleasure of representing you as a Deputy at the recent General Convention and as an Alternate in 2015 and 2018. I love General Convention because it gathers people from the entire church family to discern God's call to the church.

I have served the church in a variety of ways—choir, vestry, social justice ministry, the Commission on Dismantling Racism, as Secretary of Province V and as Warden of Emery Washington Convocation.

I am excited by the church's commitment to our baptismal covenant as expressed by the 2022 General Convention's resolutions to pursue justice and truth telling, to advocate for the most vulnerable, and to be inclusive in our fellowship, and to be open to new ways of proclaiming the Good News.



Tyler Helm

Christ Episcopal Church, Cape Girardeau
St. Paul's Episcopal Church in Sikeston

My name is Tyler Helm, and I would love to serve as a General Convention Deputy. While being a recently joined member of this diocese, I have been active within the church and its community. I began as an intern for the choir, and then I became the secretary as the position opened up for both Christ Episcopal Church in Cape Girardeau and St. Paul's in Sikeston. Over the summer months, I began leading as a Presider and Preacher when Rev. Annette Joseph was not present on occasion.

I have received a lot of experience and good feedback from then.

For the position, I have a lot of insight being a first generation college student as well an active member in many different local organizations in my community and in my college. I am easily adaptable and good at making adjustments. I try to learn and grow constantly. Faith is something I am very passionate about, but also very willing to explore and educate myself and others along in my journey. I want to take as many opportunities to grow in my faith as I can, and I hope this position can lead me down paths I have not explored. Thank you for your time.

Nominations for Elected Offices



Doris Lucy-Goodlow

Christ Church Cathedral, St. Louis

My name is Doris Lucy-Goodlow. I have been an Episcopalian for 56 years and a member of Christ Church Cathedral for more than 26 years. After engaging in a period of prayer and discernment, I decided to offer myself as a General Convention Deputy Lay Candidate. I have served in many positions of responsibility within the Church including Parish Secretary, three terms as a member of Vestry, Delegate to Diocesan Convention, Lector, Eucharistic Minister, member of Altar Guild, and member of Cathedral Chapter. I also bring leadership and organizational skills from 37 years of professional life working as a supply systems analyst for the United States

Government.

I share the belief of many that the Episcopal Church is in a period of transition. I know that I possess gifts that are particularly suited for this time of transition. Additionally, I have the ability to listen with a discerning mind, a grateful heart and an open spirit.

The next few years promise to be exciting as the Church discusses and votes on important resolutions and elects the next presiding bishop. As a lay deputy I would commit to familiarizing myself with concerns, issues, and resolutions well in advance of General Convention. I would also see it as my responsibility to report back to our diocese regarding any and all actions taken during Convention.

I am a prayer warrior and I am passionate about sharing the Good News of the Gospel. I believe the Gospel reveals ways for us all to participate more fully in the life of our Church through meaningful dialogue and engagement.



Patricia Marsh O'Brien

Grace Episcopal Church, Kirkwood

I was elected as an alternate deputy for the General Convention in 2022, but, because of illness or injury, I served in the official delegate capacity for the entire convention.

I wanted to be a GC deputy because I wanted more information about the possible changes in the BCP, to have more detailed information about the goings on of the Episcopal Church, and have a say in the election of officers.

Some of the legislative issues I'm following this year are: Changes to the BCP, expanded language, Holy Communion for the unbaptized, how our national views mesh (or don't mesh) with the rest of the Anglican Communion.

As a deputy, I would be looking forward to being with all the clergy – it feels holy. Being a deputy for General Convention is a great way to be involved in the church.

Standing Committee

Electing 1 clergy member and 2 lay members for 4-year terms

The Standing Committee functions as the council of advice to the Bishop. It is a visioning group for the Diocese; certifies candidates for ordination in the Diocese; votes on consent to the election, ordination, and consecration of bishops churchwide; and may serve as the ecclesiastical authority for the Diocese in the absence of a bishop. The Standing Committee meets monthly.

The following members are officially nominated for election to the Standing Committee (clergy members listed first, followed by lay members):



The Rev. Deacon Chester Hines

The Episcopal Church of the Holy Communion, University City

The Reverend Chester Hines, Jr. currently serves as vocational deacon at The Episcopal Church of the Holy Communion in University City. He completed his field education at St. Timothy's Episcopal Church in Creve Coeur, Missouri. He served as the Deacon at Christ Church Cathedral in downtown St. Louis for three years. He is a former member of All Saints' Episcopal Church in St. Louis. Chester is the former Chairperson of the Commission on Dismantling Racism for the Diocese. After his nearly forty years of committed service to the Diocese of Missouri to dismantle racism in the church and larger community, the Right Reverend Deon K. Johnson, XI Bishop

of the Diocese of Missouri, created and named in perpetuity the Deacon Chester Hines Racial Reconciliation Fund. This fund will finance the work of repairing racial injustice in the St. Louis community.

Chester began his work of dismantling racism in 1984 and served as a member of the Commission on Dismantling Racism since its inception until his retirement in February 2022. Chester has a long term working lay relationship in the Diocese of Missouri, having served on the Vestry and as Senior Warden at All Saints' Episcopal Church and as Senior Warden and a member of the Vestry at the Episcopal Church of the Holy Communion in University City, a member of convocation in the former Metro I and a delegate to annual convention, as a member of Christ Church Cathedral Chapter, a member of Diocesan Council, a member of Standing Committee, and a member of the Board of Directors of the Episcopal School for Ministry.

As a member of the Standing Committee, Chester will bring both an operational and long term historical perspective of the diocese as well as a futuristic view of how the diocese may move forward into the twenty-first century. His knowledge of the successes and challenges that have confronted the Diocese over the past fifty years will serve as an asset over the coming years.



The Rev. Earl Mahan

The Episcopal Church of the Good Shepherd & St. Luke, Town & Country

I am a good candidate for the Standing Committee because I have 28 years of ordained service in the church, serving as a parish priest in urban, small-town, and suburban congregations.

I currently serve as the Rector of the Episcopal Church of the Good Shepherd & St. Luke in Town and Country, which is in the process of merging to create a new congregation in West St. Louis County.

My service to the Diocese of Missouri includes co-facilitator of Fresh Start, which supports newly ordained clergy and clergy in new cures over the course of their first two years, Title IV Intake Officer, and Episcopal Recovery Ministries committee member.



The Rev. Clive Samson

Faith Christian Church of India, Ballwin

Believe me! I may represent the diversity and the people of color in the Diocese, but I want you to see me and my ministry because I am no less than any other clergy in this Diocese. If you think so, I should be in the Standing Committee. If you think otherwise, no problem. I am happy that I was asked to contest. Nothing is going to change, my love for you and my passion for the ministry I do.



THE EPISCOPAL DIOCESE OF MISSOURI



Timothy Korte

Christ Episcopal Church, Rolla

I prayerfully submit my name for election as a Lay Member of the Standing Committee. Although I am new to the Diocese of Missouri, I have been a member in good standing in the Episcopal Church for 40 years. My ministries have been numerous, serving as a volunteer in almost every capacity within the church, except as a Warden or Treasurer. Between my career as a military officer and my wife's career as a priest, we have had the opportunity to be part of and serve in eight dioceses of the Episcopal Church. This has provided me with excellent opportunities to serve,

observe, and participate in many aspects of church life and provided me with much experience that would benefit the Standing Committee and the Diocese of Missouri. This experience has provided me to see life from many different perspectives. I have also been a Sexual Assault Advocate which has provided me with the ability to be present, and compassionate, for people when they are most vulnerable and hurting.

As a retired Army Officer and as an International Training Officer for the U.S. Navy, I have developed the ability to work collaboratively for the betterment of the organization. This has enabled me to work with the State Department, Embassies, the Pentagon, and with persons of multiple races, cultures, nationalities, and socioeconomic backgrounds. As a member of the Standing Committee, I would be able to bring to the committee's discussions my experiences that bear upon the issue before the committee, have a full, open, and prayerful discussion, and work with the group to formulate a decision that best responds to the issue. I am able to provide advice and consent to the Bishop as the Bishop's council of advice following the Canon's of the Church and the Diocese.

The following lay member is petitioning for election to Standing Committee:



Rudy Walz

The Episcopal Church of the Holy Communion, University City

After many months of prayer and discernment, and finally received the answer from God, at this late date I have decided to run for the Standing Committee. I have been an Episcopalian since 1984. I have served the church in many aspects from Sunday morning worship to working with Children's church school and even have been an usher at a drive-up church during the pandemic. I have sat on AIDS advisory boards in the mid-eighties and early nineties and stood up for justice for all rallies, and have been on numerous committees in the Diocese throughout the years. I have served as a convention delegate, on Diocesan Council, as co-chair and treasurer of the task

force for the Hungry, and as the Chair of the New Venture Committee, and Nomination Committee. Serve on Cathedral Chapter until my health would not allow me to serve any longer. I have also been on a call or discernment committee to call a new rector. I think with my experience, I could provide advice and consent to the Bishop's council, and follow the Canon of the Diocese and the greater church. A particular passion of mine is how best to include everyone in our life in the church regardless of age, gender identity, sexual orientation, or economic stature.

RESOLUTION A-183 CLERGY COMPENSATION

Submitted by Diocesan Council

1. BE IT RESOLVED that this 183rd Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2023 as follows:

CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME CLERGY

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	\$67,911	\$70,963	\$74,445
5	\$70,963	\$74,445	\$78,097
10	\$74,445	\$78,097	\$82,002
15	\$78,097	\$82,002	\$86,102
20	\$82,002	\$86,102	\$90,407
25	\$86,102	\$90,407	\$94,928

* Table outlines a standard base for full-time solo or senior clergy. Full-time associate compensation should follow the left column. This resolution establishes a standard base compensation for clergy. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME CLERGY

Years of Service	1/4 Time	Half Time	3/4 Time
0	\$16,978	\$33,955	\$50,933
5	\$17,741	\$35,481	\$53,222
10	\$18,611	\$37,222	\$55,834
15	\$19,524	\$39,049	\$58,573
20	\$20,501	\$41,001	\$61,502
25	\$21,526	\$43,051	\$64,577

BE IT FURTHER RESOLVED that the Church Pension Fund assessment will be paid by the congregation; and

BE IT FURTHER RESOLVED that \$50,000 group life will be paid by the congregation; and

BE IT FURTHER RESOLVED that the medical coverage for clergy be in compliance with Diocesan Resolution A-172 (1); and

BE IT FURTHER RESOLVED that a standard of ten days per calendar year and \$500 will be provided for continuing education; and

BE IT FURTHER RESOLVED that the standard auto allowance will be \$2,000 per year; and

BE IT FURTHER RESOLVED that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive; and

BE IT FURTHER RESOLVED that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage; and

BE IT FURTHER RESOLVED that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service; and

BE IT FURTHER RESOLVED that all parishes and missions be encouraged to reimburse deacons and non-stipendiary clergy for reasonable expenses incurred in connection with continuing education and diocesan clergy retreats, including mileage, professional memberships and publications. (See also requirement in Title III Canon III.2 Sec 4 of the Constitution and Canons of the Episcopal Church in the Diocese of Missouri).

RATIONALE

The recommendation for 2023 reflects a 5% increase. Churches are encouraged to approve increases in the range of 5-8%. The Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers, reflects a Cost of Living Increase of 8.5%.

Current Salary Range for Full-Time Solo or Senior Clergy in the Diocese of Missouri

ASA	Low	Median	High	Average	Average Years
0-75	\$40,000	\$70,810	\$81,720	\$68,687	11
76-175	\$63,648	\$92,921	\$159,838	\$95,733	20
176+	\$108,000	\$175,000	\$225,478	\$169,493	25

(1) Diocesan Resolution A-172 concerning medical coverage is reprinted here for reference:

1. *BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri require Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop to pay 100% of the cost of individual health insurance coverage (selected from the offerings included in the Denominational Health Plan and administered by the Episcopal Church Medical Trust) for all lay and ordained employees working 1,500 or more hours annually, in accordance with Title I, Canon 8 of the Episcopal Church and to be implemented no later than January 1, 2013;*
2. *BE IT FURTHER RESOLVED that Lay and ordained employees of the Episcopal Diocese of Missouri and the Offices of the Bishop eligible for required individual health insurance coverage under Section 1 of this resolution may elect not to participate in the Denominational Health Plan if they have access to coverage through other approved sources, e.g. Medicare, Tricare, a former employer, or a spouse's or domestic partner's health insurance plan;*
3. *BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop shall not reduce existing coverage or increase the cost of existing coverage to employees to comply with A177 or this resolution;*
4. *BE IT FURTHER RESOLVED that benefit design and premium support parity is required within each congregation of the Episcopal Diocese of Missouri and the Offices of the Bishop in the provision of health insurance coverage for lay and ordained employees;*
5. *BE IT FURTHER RESOLVED each congregation and the Offices of the Bishop may impose a monthly premium surcharge or incentive to lay and ordained employees who elect coverage for a spouse, domestic partner, or dependent who is eligible for comparable employer-sponsored health insurance (other than the Denominational Health Plan) through an alternate source;*
6. *BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop are encouraged, if financially possible, to exceed the minimum standard of health insurance coverage for their lay and ordained employees; and*
7. *BE IT FURTHER RESOLVED that schools, day care facilities and other congregational and diocesan institutions, regardless of the independence of their incorporation or tax status, are encouraged to adopt the principles articulated in this resolution.*

RESOLUTIONS B-183 **RELATIONSHIP WITH INDIGENOUS PEOPLE**

Submitted by the Emery Washington Convocation

WHEREAS the 80th General Convention Resolution C072 urges each diocese of the Episcopal Church “to begin an audit of all Indigenous peoples whose ancestral and territorial homelands its churches and buildings now occupy before the 81st General Convention;” and

WHEREAS the 80th General Convention Resolution C072 asks each diocese of the Episcopal Church “to begin dialogue with representatives from those Indigenous peoples whose ancestral and territorial homelands its churches and buildings now occupy to collaborate in the development of appropriate land acknowledgement liturgies and prayers;” and

WHEREAS the 80th General Convention Resolution A127 strongly encourages dioceses in the United States to “begin an audit of the relationship, financial or otherwise, between the federal government, the diocese and/or its subsidiary entities, its churches, and any Episcopal or non-Episcopal missionary societies with respect to any Indigenous residential boarding school operated within the territorial jurisdiction of that diocese;” and

WHEREAS the Standing Committee of the Episcopal Diocese of Missouri has approved and commended for use language of a Land Acknowledgement for the Diocese drafted by the Diocesan Missioner for Indigenous Ministry Engagement;

BE IT RESOLVED that this diocese will dialogue with the tribes that once lived in this place and hear their stories and collaborate to repair any damage done by the church; and

BE IT FURTHER RESOLVED the congregations in the Diocese of Missouri will research the history of their churches and their connections with unjust treatment of Indigenous Peoples; and

BET IT FURTHER RESOLVED that the bodies and congregations in the Diocese of Missouri will prayerfully consider the use of the following Land Acknowledgement during public gatherings:

HISTORICAL LAND ACKNOWLEDGEMENT FOR THE EPISCOPAL DIOCESE OF MISSOURI

In humility, we recognize and acknowledge that we in the Diocese of Missouri worship and live on the traditional ancestral lands of the Osage Nation, the Illiniwek/Peoria Tribe, the O-Gah-Pah (Quapaw) Tribe, the Otoe-Missouria Tribe, and other First Peoples. We recognize our mutual dependence upon and benefit from this land; we proclaim our solidarity with and our debt to the Peoples who first claimed and improved this land as their home. We acknowledge our complicity in the process of colonization that dispossessed the First Peoples from their ancestral lands. We affirm our commitment to stand with indigenous communities today and henceforth as they seek justice and resist continued threats to their sovereignty and humanity.

We are also cognizant that the history of The Episcopal Church is intertwined with the history of colonialism and slavery in the United States. More than four centuries ago, the first Africans were brought to the Americas and enslaved. Two centuries ago, enslaved and indigenous persons contributed to the exploration of this state by Lewis and Clark. Our state’s history is entangled with both the Missouri Compromise making this state officially a slave state, and the cases of Scott v. Emerson that petitioned for Dred and Harriet Scott’s emancipation. We acknowledge the tragic legacy of slavery in our diocese, and the blood, sweat, and tears of enslaved people that soak the earth beneath our feet in Missouri. This legacy persists today as we continue to work towards racial justice, equity, liberation, and community, here in Missouri and across The Episcopal Church.

RESOLUTION C-183
RESEARCH ON THE ORIGINS AND SOURCES OF CHURCH ASSETS

Submitted by the Emery Washington Convocation

WHEREAS the 80th General Convention resolution A129 calls for church wide historical research on the origins and sources of the financial and all other assets of the Domestic and Foreign Missionary Society that are directly tied to the enslavement of humans, the slave trade, and historical and current racial injustices, and urges each diocese to conduct its own research;

BE IT RESOLVED, that the Diocese of Missouri conduct its own historical research on the origins and sources of our financial and all other assets of the diocese, especially as it relates to slavery and racial injustices, and report on the progress of this research at the 184th Diocesan Convention.

RESOLUTION D-183 HOMER G. PHILLIPS

Submitted by the Emery Washington Convocation

WHEREAS the original 600 bed Homer G. Phillip Hospital was opened and formally dedicated in 1937 to care for the African-American sick, and to provide training to African-American physicians and nurses; and

WHEREAS in 1936 the hospital provided internal medicine, x-ray, neuro-psychiatry, pediatrics, dermatology, general surgery, orthopedic surgery, urology, eye, ear, nose and throat, gynecology, cardiology, obstetrics and dental surgery services; and

WHEREAS the hospital supported non-medical employment of African-Americans in food services, laundry, sewing, housekeeping, building services, carpentry, paint, electrical, plumbing, and mechanical infrastructure services; and,

WHEREAS the Homer G. Phillips Hospital was a triumph for Black St. Louis and the Ville neighborhood during many years of segregation; and

WHEREAS a 3-bed clinic built in the gentrifying area of the former Pruitt-Igoe housing development has been designated the "Homer G Phillips Memorial Hospital" over the objections of the Homer G. Phillips Nurses Alumni Association and the St. Louis City Board of Aldermen;

BE IT RESOLVED that this 183rd Convention of the Diocese of Missouri, in support of the Homer G. Phillips Nurses Alumni Association and the St. Louis City Board of Aldermen, recommends that the name Homer G. Phillips, be reserved for a teaching hospital facility that provides wide-ranging medical services to the community, trains African-American doctors and nurses, and supports economic growth in the African-American community;

AND BE IT FURTHER RESOLVED that a three-bed clinic falls woefully short of these criteria. Therefore, a copy of this Resolution will be sent to the developer and to the Board of Directors of the proposed medical clinic project requesting that they do not attach the Homer G. Phillips name to their clinic project.

RATIONALE

Homer G. Phillips was a Black attorney and civil rights activist, prominent in the civic and public life in St. Louis, who lobbied in support of a 1922 St. Louis bond issue for the building of a stand-alone hospital, rather than an annex to City Hospital No. 1.

The newly erected hospital was composed of five buildings: The Administration Building (with quarters for interns and resident physicians), North and South Wards, the Service Building, a home for nurses with an apartment annex for the Superintendent and Medical Director.

Homer G Phillips hospital is renowned as a Black public hospital that trained hospital doctors, nurses, radiologists, lab techs, and other medical personnel. It was often the only place a Black medical worker could receive training in the United States. Homer G Phillips hospitals' reputation is global, earning acknowledgement in the National Museum of African American History and Culture in Washington, D.C.

RESOLUTION E-183
TIPPING

Submitted by St. Paul's, St Louis, Clergy and Vestry

WHEREAS the interest in, and reputation of, the Christian Church in the United States is markedly low in opinion polls; and

WHEREAS the Episcopal Church has always practiced hospitality and financial generosity within our congregations; and

WHEREAS low-wage workers in the fast food and hospitality industries are not shown appreciation for the work that they do;

BE IT RESOLVED that the churches in the Diocese of Missouri are encouraged to provide their parishioners with appropriate verbiage that can be written on the outside of money envelopes that can be used for tipping low-wage workers. These envelopes will contain a monetary tip and host a message of love, an invitation, or a blessing provided by the parish and written on the outside of the envelope. Parishioners are encouraged to use these envelopes in tipping low-wage workers.

RATIONALE

These small acts of generosity and kindness, done by thousands of us, will positively impact the lives of low-wage workers and will send a message of our love and appreciation to those in our community who have often been overlooked.

Resolution D-182A

Resolution D-182A: A resolution of the Committee on Constitution and Canons to effect certain amendments to the Constitution and Canons of the Episcopal Church in the Diocese of Missouri

WHEREAS, the 182nd Convention of the Episcopal Church in the Diocese of Missouri (the “Diocese”) adopted Resolution D-182A to effect certain amendments to the Constitution and Canons of the Diocese; and

WHEREAS, as set forth in Article V.2 of the Constitution of this Diocese, the amendments to the Constitution approved during the 182nd Convention were held over for consideration until the 183rd Convention; and

WHEREAS, Bishop Johnson has approved the amendments set forth in Resolution D-182A;

WHEREAS, this 183rd Convention of the Diocese may adopt the proposed amendments to the Constitution by the affirmative vote of a majority of the Voting Members of both Orders, voting separately;

NOW, THEREFORE, be it resolved that the Constitution and Canons of the Episcopal Church in the Diocese of Missouri be amended as follows:

1. **Article III.1 Annual Meeting of Convention** of the Constitution is hereby amended in its entirety to read as follows:

ARTICLE III.1 Annual Meeting of Convention

The Convention of the Church in this Diocese shall assemble annually. Each annual meeting of Convention shall designate the time and place for the second succeeding annual meeting of Convention. The ecclesiastical authority of the Diocese may, however, change the time or place, or both, upon at least ten days’ notice to the Senior Warden of every Parish, the Bishop’s Warden of every Mission and every Clerical Member of Convention.

[Deleted phase-in text used when first amending this Article: “The 169th annual meeting of Convention shall designate the time and place for the 170th and 171st annual meetings of Convention. The 170th annual meeting of Convention and”]

2. **Section 3 of Article III.3 Members of Convention** of the Constitution is hereby amended in its entirety to read as follows:

SEC 3. Every Cleric who is Canonically Resident and is not subject to Ecclesiastical Discipline shall have seat and voice in Convention. Every such Cleric with seat and voice in Convention who: (i) is the Rector of a Parish; (ii) is the Vicar of a Mission; (iii) is an Assistant in a Congregation (that is, a Parish or Mission); (iv) has served on a Diocesan committee during the preceding year or is regularly assigned by the Bishop for ministry within the Diocese; (v) is a full time staff member of the Diocesan Office or of a Diocesan Institution or Agency; (vi) is a full time instructor at a theological seminary accredited by the Episcopal Church; or (vii) is serving in a position by appointment of the Presiding Bishop or the Bishop, shall have seat, voice and vote in Convention.

[Deletes concept of “regular standing,” which was not defined, and replaces it with an Ecclesiastical Discipline standard. Updates canonically resident Clergy voting standards to assure active local presence, taking into account pandemic-related and other potential limitations as to performance of sacramental ministry.]

3. **Section 4 of Article III.3 Members of Convention** of the Constitution is hereby amended in its entirety to read as follows:

SEC. 4. A Cleric who is not Canonically Resident and not subject to Ecclesiastical Discipline and is serving in a position in the Diocese by appointment of the Bishop, shall have seat and voice in Convention. Every such Cleric with seat and voice in Convention who is regularly assigned by the Bishop for ministry within the Diocese and is not eligible to vote in the convention of any other Diocese of the Episcopal Church shall have seat, voice and vote in Convention.

[Provides for participation in Convention by non-canonically resident Clergy, including voting rights for Clergy if they are actively engaged in sacramental ministry within the Diocese and not eligible to vote in another Diocese.]

4. **Section 9 of Article III.3 Members of Convention** of the Constitution is hereby amended in its entirety to read as follows:

SEC. 9. The Chancellor, Vice Chancellors (if any), Treasurer and Assistant Treasurers (if any) of the Diocese shall have seat and voice in Convention.

[Gives seat and voice at Convention to Assistant Treasurers.]

5. **Section 3 of Article III.4 Presiding Officer of Convention** of the Constitution is hereby amended in its entirety to read as follows:

SEC. 3. The Presiding Officer shall appoint a Secretary of Convention to keep a record of its proceedings, to attest to its acts and to perform any further duties assigned by Convention or required by Canon. The Secretary shall be a Communicant in good standing.

[Deletes the requirement that the Secretary of Convention be a Member of Convention.]

6. The first sentence of **Article III.5 Transaction of Business** of the Constitution is hereby amended in its entirety to read as follows:

The Holy Communion shall be celebrated at least once in connection with each meeting of Convention.

[Confirms flexibility in scheduling the Eucharist as part of Convention (may be before initial call to order or after adjournment).]

7. **Article III.10 Treasurer of the Diocese** of the Constitution is hereby amended in its entirety to read as follows:

ARTICLE III.10 Treasurer of the Diocese

The Bishop, with the consent of Convention, shall appoint a Treasurer, and may appoint one or more Assistant Treasurers, of the Diocese. They shall be financial advisors of the Bishop, Standing Committee, and Diocesan Council, and shall perform such other duties as may be assigned by Convention or required by Canon. Each shall be a Communicant in good standing and shall hold office at the pleasure of the Bishop. Whenever, between meetings of Convention, a vacancy shall occur in

the office of the Treasurer of the Diocese, the Bishop may fill the vacancy by interim appointment, with the advice and consent of the Standing Committee.

[Allows for the appointment of Assistant Treasurers (similar to provision allowing for the appointment of Vice Chancellors.)]

8. **Article III.14** of the Constitution is hereby added in its proper numerical order and shall read in its entirety as follows:

ARTICLE III.14 Electronic Participation in Convention

If warranted by extraordinary circumstances, as determined by the ecclesiastical authority of the Diocese, including issues of public health and welfare, the ecclesiastical authority of the Diocese may elect to hold any annual or special meeting of Convention predominantly or exclusively by means of videoconference, conference telephone or similar communications equipment whereby all persons participating in the meeting can hear each other, and participation in a meeting of Convention in this manner shall constitute presence in person at the meeting of Convention for all purposes. The ecclesiastical authority of the Diocese shall give at least ten days notice of any such determination to the Senior Warden of every Parish, the Bishop's Warden of every Mission and every Clerical Member of Convention.

[Clarifies the ability of the Diocese to hold "virtual" meetings of Convention when necessary, with a bias toward in-person participation.]

9. **Section 2.a. of Article IV.1 The Cathedral** of the Constitution is hereby amended in its entirety to read as follows:

SEC. 2. a. Each annual meeting of Convention shall elect one Clerical member and one lay member of the Cathedral Chapter, neither of whom may be a member of the Cathedral Parish, to serve a term of three years. Members shall not be eligible for re-election until after the expiration of one year. The six Diocesan members shall be chosen so that two lay members and two Clergy members shall be from Congregations within the St. Louis City/ County area (that is, St. Louis City and St. Louis County) and one of each from Congregations in the Diocese outside the St. Louis City/County area. The Clerical members of the Chapter must be Canonically Resident and shall be known as Honorary Canons of Christ Church Cathedral.

In case of any vacancy, the Chapter shall appoint a Clerical or lay member, as the case may be, from the vacating member's geographical area, to serve out the vacating member's unexpired term.

[Conforms reference to Canonically Resident to be consistent with other usage in the Constitution and Canons.]

10. **Article V.5** of the Constitution is hereby amended in its entirety to read as follows:

ARTICLE V.5 Definitions

Capitalized terms used and not otherwise defined in the Constitution or Canons shall have the meanings set forth in this Article V.5.

Annual Convention means the annual plenary session of Convention.

Assistant means a Priest serving as an assistant in a Parish or Mission, by whatever title designated, and selected and approved to serve in such capacity as required by

the Constitution and Canons of the Episcopal Church and the Constitution and the Canons.

Bishop Coadjutor means a bishop elected by Convention for the purpose of succeeding the Bishop, but who has not yet become the Bishop of the Episcopal Church in the Diocese.

Bishop or **Diocesan Bishop** means the bishop elected by Convention to be chief priest, pastor, overseer and chief executive officer of the Diocese.

Canonically Resident means, as to a Cleric, that such Cleric is canonically resident in the Diocese as determined by the applicable Canons of the Episcopal Church.

Canon Law means the entire body of ecclesiastical law governing the Episcopal Church and the Diocese, developed continuously since Apostolic times, including but not limited to the Constitution and Canons of the Episcopal Church, this Constitution, and the Canons of the Diocese.

Canons means the Canons of the Diocese.

Clergy or **Cleric** means an ordained deacon, priest, or bishop of the Episcopal Church, who has not been deposed under the Canons of the Episcopal Church.

COEDMO means the Missouri non-profit corporation known as the Corporation of the Episcopal Church in the Diocese of Missouri (formerly known as The Parochial Trust Fund of the Diocese of Missouri).

Congregation means a parish, mission, or other worship assembly of the Episcopal Church that was, or is, or is eligible to become, in Union with Convention.

Constitution means this document, which constitutes the Constitution of the Episcopal Church in the Diocese of Missouri.

Convention means the legislative branch of the Diocese, which assembles each year in plenary session as Annual Convention, and which may also assemble in special sessions for limited purposes as a Special Convention.

Delegate or **Member** means a Clergy representative or a Lay representative to Convention.

Diocesan Office means the professional and administrative offices established by the Bishop to assist in the planning, development and execution of Diocesan business, affairs and programs.

Diocesan Agency means a nonprofit entity or association established in compliance with Section 1 of Canon III.17 which acts in the name of the Church.

Diocesan Institution means a nonprofit entity or association established in compliance with Section 2 of Canon III.17.

Diocese means the Episcopal Church in the Diocese of Missouri, as established pursuant to the Constitution and Canons of the Protestant Episcopal Church in the United States of America.

Domestic and Foreign Missionary Society or **DFMS** means The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America, as incorporated by an act of the Legislature of the State of New York.

Ecclesiastical Discipline means any discipline described in Title IV of the Canons of the Episcopal Church, as those Canons may be amended from time-to-time, whether or not the discipline is submitted to voluntarily or is imposed upon the person subject to it.

Episcopal Church means The Protestant Episcopal Church in the United States of America, an ecclesiastical association organized in 1789 in spiritual, temporal, and legal continuity with the doctrine, discipline, and worship of the Church of England, and which is a part of the worldwide Anglican Communion.

Lay means a person who is not a member of the Clergy.

Mission means a Congregation of this Church established in accordance with Canon IV.2.

Parish means a Congregation of this Church established in accordance with Canon IV.4.

President means the President of Convention.

Special Convention means a session of Convention other than an Annual Convention.

Resolution D-182B

Resolution D-182B: A resolution of the Committee on Constitution and Canons to effect certain amendments to the Constitution and Canons of the Episcopal Church in the Diocese of Missouri

WHEREAS, the 182nd Convention of the Episcopal Church in the Diocese of Missouri (the “Diocese”) voted to postpone consideration of Resolution D-182B until the 183rd Convention of this Diocese; and

WHEREAS, in consultation with the Offices of the Bishop and in consideration of practices and procedures enacted in other Dioceses of the Protestant Episcopal Church in the United States of America, the Committee on Constitution and Canons drafted a proposed new Canon IV.22 to articulate more clearly the manner in which the resources of the Diocese may be best employed to assist a Parish confronting existential challenges;

NOW, THEREFORE, be it resolved that the Constitution and Canons of the Episcopal Church in the Diocese of Missouri be amended as follows:

Canon IV.22 is hereby added in its proper numerical order and shall read in its entirety as follows:

CANON IV.22 Of Imperiled Parishes

SECTION. 1. The Bishop, with the consent of the Standing Committee, may declare a Congregation to be an Imperiled Parish under Section 3 (below) when one or more of the following conditions shall exist:

(a) The Parish refuses or neglects to assemble and elect a Vestry, as provided in these Canons; or neglects to send delegates to any Convention of this Diocese; or shall neglect to pay diocesan assessments.

(b) The Parish fails to search for and elect a Rector after a reasonable period of time.

(c) The Parish fails to compensate its Clergy with at least the minimum stipends and allowances set forth in the compensation guidelines of the Diocese most recently adopted by Convention, or does not pay canonically required pension assessments for its Clergy and eligible lay employees, or does not maintain adequate insurance for the property of the Parish.

(d) The Parish fails to make timely reports or to submit a certificate of audit as required by CANON IV.10.

(e) Financial reports reveal invasion of the principal portion of endowment funds, or other evidence of financial instability sufficient, in the judgment of the Bishop and Standing Committee, to warrant action under this canon.

(f) The Parish attempts to or effects an alienation or encumbrance of the real property of the Parish in violation of CANON IV.11.

(g) The Parish permits its property to be used for purposes incompatible with its consecration; or the Parish engages in any persistent course inconsistent with the doctrine, discipline or form of worship of this Church.

SEC. 2. Action under this Canon may also be initiated in any of the following ways:

(a) The Rector or Vestry of any such Congregation may invite the pastoral intervention of the Bishop.

(b) The Bishop, being aware of the conditions enumerated in Section 1 of this Canon, and acting in his or her capacity as Pastor of the Church in this Diocese, may appoint a committee of three persons to seek amelioration of the condition(s), and to report to the Bishop thereon.

(c) The Standing Committee may initiate such intervention upon the affirmative vote of a majority of the members of the Standing Committee.

SEC. 3. In the event that one or more of the conditions specified persist, the Bishop, with the advice and consent of the Standing Committee, may declare such Congregation to be an Imperiled Parish, and require the application of one or more of the following measures to restore health to the Congregation:

(a) appointment by the Bishop of five or more adult Communicants of the Parish to govern the affairs of the Parish as the Vestry during the pendency of the specified condition(s), notwithstanding any other provisions in these Canons for (i) such governance, or (ii) the election of a Vestry;

(b) designation of the Rector of the Parish as Vicar, during the pendency of the specified condition(s);

(c) conveyance of title of all real property to the Trustees of COEDMO, who shall hold the same in trust during the pendency of the specified condition(s);

(d) such other measures, during the pendency of the specified condition(s), as the Bishop, with the advice and consent of the Standing Committee, shall determine.

SEC. 4. It shall be the obligation of all parties to labor to restore the Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect and charity.

SEC. 5. When any Parish fails to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, may appoint at least three trustees to take charge of the property of the Parish and exercise the rights and functions of a Vestry, until (i) the Parish shall have elected a Vestry under the provisions of this Canon or (ii) the appointment of a new Vestry under Section 3(a) of this Canon.

SEC. 6. When, in the judgment of the Bishop, and with the advice and consent of the Standing Committee, an Imperiled Parish has either completed its mission or exhausted its resources, the Bishop may end the existence of the Parish, and its property and other assets shall be transferred to the Trustees of COEDMO. The Diocese will take appropriate steps to conclude the affairs of the Parish. The Diocese shall assist the people and Clergy of the affected Parish in continuing their lives in faith in the Diocese.

SEC. 7. The Bishop, with the advice and consent of the Standing Committee, may remove a Parish's designation as an Imperiled Parish, thereby terminating any actions or restrictions imposed upon it under this Canon during the period of time it was deemed an Imperiled Parish.

Resolution E-182

Resolution E-182: A Resolution Regarding Deaconess Anne House Representation at Diocesan Convention

Submitted by 2020-2021 DAH 8.0 Corps Members, the Rev. Michaelene Miller, the Rev. Jon Stratton, and the Rev. Camie Dewey

WHEREAS, Deaconess Anne House has served since 2013 as a committed worshipping body in the Episcopal Diocese of Missouri; and

WHEREAS, Deaconess Anne House is a community comprised specifically of young adults intentionally seeking to live as persons of faith in the world; and

WHEREAS, the instruments of Episcopal Church governance sometimes fail to solicit the input of young adult voices when considering issues that affect the future of the Church, and

WHEREAS, Deaconess Anne House members have a unique and vital insight into the spiritual longings of young adults as they intentionally practice forming relationships with other young adult communities, and do so both within and beyond the Episcopal Service Corps and larger Episcopal Church networks.

NOW, THEREFORE, BE IT RESOLVED that this 182nd Convention of the Diocese of Missouri agrees that young adults are valued members of the church community and that representation matters in leadership and decision making roles; and

BE IT FURTHER RESOLVED that in order to grant seat, voice and vote to representatives of the Deaconess Anne House at the Convention of the Church in this Diocese, Article III.3 of the Constitution of the Episcopal Church in the Diocese of Missouri be amended by adding a new Section 15 which shall read as follows:

SEC. 15. Each branch of the Episcopal Service Corps located in this Diocese with a full-time director and each other branch of the Episcopal Service Corps located in this Diocese recognized by the Bishop and Standing Committee may designate a representative who shall have seat, voice and vote in Convention. Each representative shall be appointed on an annual basis by the Bishop after consultation with the Bishop's clergy presence in that community of faith.

Resolution F-183

Resolution F-183: A Resolution of the Committee on Constitution and Canons to Address Impairment of Average Sunday Attendance Calculations

WHEREAS, pursuant to Article III.6.a of the Constitution of the Episcopal Church in this Diocese, Lay representation at Convention in this Diocese is based upon average Sunday attendance during the immediately preceding calendar year; and

WHEREAS, church closures and worship restrictions during the coronavirus pandemic artificially suppressed average Sunday attendance calculations; and

WHEREAS, it is in the best interests of the Diocese to establish a means to address future possible disruptions to Church attendance and preserve the legislative balance of Convention;

NOW, THEREFORE, BE IT RESOLVED that Article III.6 of the Constitution of the Episcopal Church in this Diocese be amended by adding a new Section 6.d. thereof which shall read as follows:

SEC. 6.d. In the event that any occurrence or circumstance temporarily impairs a Congregation from normal gathering for worship in the year otherwise counted, the Diocesan Council, or the ecclesiastical authority of the Diocese with the Diocesan Council's consent, may accord the Congregation the number of Convention delegates determined pursuant to subsection a above for the year before the impairment.

Rationale: The resolution largely speaks for itself. Average Sunday attendance calculations based upon the period when the Diocese was unable to accommodate in-person worship were distorted relative to historical attendance experience. Relying upon such figures would have greatly suppressed Lay participation in Convention and resulted in an imbalance in representation by Order at Convention.

Resolution G-183

Resolution G-183: A Resolution of the Committee on Constitution and Canons Regarding Province V, Provincial Synods, and Provincial Synod Deputies

WHEREAS Article VII of the Constitution of the General Convention allows that Dioceses may be united into Provinces as provided by Canon of the General Convention; and

WHEREAS Canon I.9.1 of the Canons of the General Convention provides that the “Fifth Province” consists of the Diocese of Missouri along with Dioceses within the states of Ohio, Indiana, Illinois, Michigan and Wisconsin; and

WHEREAS Canon I.9.5 states that “There shall be in each Province a Synod consisting of a House of Bishops and a House of Deputies, which Houses shall sit and deliberate either separately or together. . .” and Canon I.9.8 establishes that each Diocese within the Province shall be entitled to representation in the Provincial House of Deputies by canonically resident Presbyters or Deacons and Lay Persons, in such number as the Provincial Synod, by Ordinance, may provide and that each Diocese and Area Mission shall determine the manner in which its Deputies shall be elected;

NOW, THEREFORE, BE IT RESOLVED that the Canons of the Episcopal Church in the Diocese of Missouri be amended by adding a new Canon III.21 in its proper numerical order and which shall read as follows:

CANON III.21 Deputies to the Provincial Synod

SECTION 1. At each synod of the province of the Episcopal Church which encompasses this Diocese, as such province is from time to time established by the Canons of the Episcopal Church (each, a “Provincial Synod”), the Diocese shall be represented by (a) one clerical deputy and (b) two lay deputies.

SEC. 2. An individual is qualified to be a deputy to the Provincial Synod, if that individual is either (a) a Cleric entitled to seat, voice and vote at Convention; or (b) a Communicant in good standing.

SEC. 3. Prior to each meeting of the Provincial Synod, the Secretary of Convention shall call a meeting of the Clerical and Lay Deputies to the General Convention. At such meeting (a) the Clerical Deputies shall designate from among themselves one Clerical deputy to the Provincial Synod and one Clerical alternate deputy to the Provincial Synod; and (b) the Lay Deputies shall designate from among themselves two Lay deputies to the Provincial Synod and two Lay alternate deputies to the Provincial Synod. The designation of such deputies and alternate deputies shall be by majority vote and with the advice and consent of the Bishop.

SEC. 4. To the extent required under the ordinances of the Provincial Synod, the Secretary of Convention shall certify to the President of the Fifth Province the individuals elected as deputies and alternate deputies for each meeting of the Provincial Synod.

SEC. 5. If there is a vacancy in the office of a deputy to the Provincial Synod or there is an opening because a deputy is unable to attend the meeting of the Provincial Synod, that vacancy or opening shall be filled by an alternate deputy (as designated pursuant to Section 3 above) identified by the Bishop. If there is an insufficient number of alternate deputies, the Bishop, in consultation with the Clerical and Lay Deputies to the General Convention,

shall appoint a sufficient number of other canonically eligible Clergy or Lay Communications as deputies in their stead.

Rationale: Provinces and Provincial Synods of the Episcopal Church are defined within the Constitution and Canons of the General Convention. In the past, the Bishop has appointed deputies to Provincial Synods from the ranks of the General Convention deputation, but this practice has not been memorialized in the Diocesan Canons. Adding the proposed canon to the Diocesan Canons will add a measure of certainty to the process.

Canon I.9.2 of the General Convention states that “The primary purposes of the Provinces are to facilitate inter-diocesan collaboration to achieve Diocesan and Episcopal Church goals, and to enable more effective communications and regional advocacy of significant programmatic efforts”

Provincial Synods focus on the work of the Province, which is to support people in their local ministry contexts: parish, community-based, or diocesan. Province V endeavors to build projects and networks that can help people connect, network, and support one another at the provincial level of the church. While Province V has a history of hosting Synods only during General Convention years, a Synod can be called at any time, so deputies should understand that they might be called upon for additional service during their term. Synod deputies have responsibility for electing Province V Representatives to Executive Council (of General Convention) and electing the officers of the Province V Executive Board.

Resolution H-183

Resolution H-183: A Resolution of the Committee on Constitution and Canons Regarding Election of Lay Members of Diocesan Council by Convocations

WHEREAS, pursuant to Section 6 of Canon III.6 of the Canons of the Episcopal Church in this Diocese (the “Canons”), each Convocation elects one lay and one clerical representative; and

WHEREAS, pursuant to Canon I.2 of the Canons, the Bishop, with the advice and consent of Standing Committee, reduced the number of Convocation Districts from six to four; and

WHEREAS, in order to enhance the mission of the Convocations and promote lay participation in the leadership of the Diocese, the Bishop and Standing Committee have determined that it is in the best interests of the Diocese to provide for each Convocation to elect two lay representatives to Diocesan Council;

NOW, THEREFORE, BE IT RESOLVED that Sections 6 and 8 of Canon III.6 of the Canons be amended in their entirety to read as follows:

SEC. 6. . The voting members of Diocesan Council shall consist of elected and appointed members. The elected membership of Diocesan Council shall consist of six at large lay members elected by Convention and two lay representatives and one clerical representative elected by each Convocation. The appointed members shall consist of three persons selected by the Bishop, subject to ratification by the elected members..

SEC. 8. Members of Diocesan Council elected by Convocation shall serve a two-year term. Each Convocation shall elect one lay representative per year and shall elect its clergy representative every two years. The Convocations shall, in consultation with the Bishop, conduct elections for clergy representatives in alternating years so that a total of two clergy representatives shall be elected by the Convocations each year. Lay members of Diocesan Council elected by Convocation shall be Convention delegates or alternates at the time of their election but this requirement shall not apply to the reelection by Convocation of any member of Diocesan Council. The representatives of a Convocation, in order to be eligible to serve, shall be members of Congregations within that Convocation; a representative removing to a Congregation outside the Convocation shall thereby vacate the office. Vacancies in the representation of a Convocation shall be filled by that Convocation. In the event of a vacancy in the Clergy order, Diocesan Council may, upon such Convocation’s request, permit election of a lay representative to serve out the vacating member’s unexpired term.

Rationale: Convocations have the potential to fulfill an important mission for the Diocese and having three members from each Convocation as members of Diocesan Council should enhance communications among the groups and provide a broader range of voices at Diocesan Council meetings.

Episcopal Diocese of Missouri - 2023 Operating Budget

For Final Action by Convention 19 November 2022

	A	C	D	E	F
1		2022			
		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
2					
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,238,000	\$1,274,066	\$1,335,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2021 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$304,500	\$304,500	\$334,300	Investment income on Unrestricted Funds based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments).
7	Ministries on Campus Fund Income	\$87,500	\$87,500	\$99,500	Investment Income from the Ministries on Campus Fund based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments). This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$5,500	\$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income ¹	\$435,000	\$435,000	\$255,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus an allocation of unrestricted income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	\$440,000	\$440,000	\$475,500	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Rental Income	\$0	\$0	\$10,000	Income from the rental of the former St. Matthew's/Mexico church.
12	Program Income				
13	<i>Convention Income</i>	\$23,000	\$23,000	\$23,000	
14	<i>Commission on Ministry Income</i>	\$3,500	\$3,500	\$5,000	
15	<i>Vestry University Registrations</i>	\$2,500	\$2,500	\$2,500	
16	<i>Campus Ministry Income</i>	\$14,000	\$10,000	\$12,000	
17	<i>Camp Phoenix Income</i>	\$35,000	\$10,000	\$12,000	
18	<i>Clergy Events-Registrations</i>	\$13,000	\$3,500	\$6,500	
19	Program Income (Total)	\$91,000	\$52,500	\$61,000	The offsetting anticipated income for the various listed programs.
20	Donaldson Fund Income	\$91,230	\$91,230	\$101,660	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Task Force for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
21	TOTAL INCOME	\$2,692,230	\$2,690,296	\$2,676,960	
22					

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	A	C	D	E	F
1		2022			
		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
2					
23	Expenses				
24	EPISCOPATE & CHURCH GOVERNANCE				
25	Archives	\$5,800	\$5,800	\$13,300	The Archives is the repository for all the historical records of the Diocese. This funding will be used to purchase archivally safe supplies, pay for the second year of a planned three year project to digitize 160 years of Diocesan Convention Journals and Constitution & Canons, pay for other items to be digitized, for some silver and bronze repair, and other small archives expenses.
26	Bishop Transition	\$13,000	\$13,000	\$13,000	Funds set aside each year to cover transition expenses for the next bishop.
27	Companion Diocese Committee	\$2,000	\$2,000	\$5,000	Funds to support committee work as a new Companion relationship is formed with the Diocese of Puerto Rico.
28	Diocesan Convention (Related Income-Line 13)	\$45,000	\$45,000	\$45,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, livestreaming, publication of the Convention Journal and reprinting of the Constitution and Canons of the Diocese.
29	General Convention Deputies	\$14,000	\$14,000	\$14,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
30	Governance	\$8,000	\$8,000	\$9,000	Funds to cover the logistical expenses associated with Diocesan Council/COEDMO and Standing Committee meetings and 4 Convocation gatherings.
31	International Development (SDGs)	\$2,000	\$2,000	\$0	These funds supported the Sustainable Development Goals (SDGs) that address the root causes of poverty and the universal need for development that works for all people. The Diocese supported this cause since inception and will continue to support this work in other areas of the budget.
32	Lambeth	\$1,000	\$1,000	\$1,500	Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
33	National Church Assessment	\$361,020	\$361,020	\$341,187	Amount of Asking from each diocese to fund the program and ministry of the Protestant Episcopal Church in the United States of America in the nation and the world. This represents a 100% giving level on the required 15% Asking.
34	Province of the Midwest (Province V)	\$7,314	\$7,220	\$6,824	This represents our assessment dues for our membership in Province V. In General Convention years it also includes the travel costs of our Missouri delegates who attend this meeting.
					These funds will go toward the formation of a new program to provide salary support, mentorship, leadership training, and vocational formation for new seminary graduates. The program will support newly ordained clergy and underserved congregations in the Diocese. One half of these funds will be added to the funds raised this year as part of the Bishop's Annual Appeal in order to seed an accrual account. The other half will be used for program expenses in 2023.
35	Curacy Leadership Program	\$0	\$0	\$10,000	This amount represents the travel, conferences, and other expenses for staff under Episcopate and Church Governance.. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
36	Episcopate & Governance Expense Account	\$36,000	\$33,000	\$40,000	
37	Salary (3.6 Employees)	\$393,340	\$393,340	\$409,640	Salary line is for 4 persons under Episcopate & Governance: the Bishop, an Executive Assistant, the Canon to the Ordinary, and the Archivist (3/5 time).
38	Benefits (3.6 Employees)	\$134,500	\$133,700	\$137,900	The appropriate benefit costs associated with the above salaries.
39	TOTAL - EPISCOPATE & GOVERNANCE	\$1,022,974	\$1,019,080	\$1,046,351	

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	A	C	D	E	F
1		2022			
2		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
40	ADMINISTRATIVE				
41	Consulting Contract	\$7,500	\$7,500	\$7,500	To allow the Offices of the Bishop to make use of outside consultants for special projects or events.
42	Contingency	\$2,000	\$2,000	\$2,000	Contingency is simply for unanticipated expenses.
43	Equipment	\$5,000	\$7,000	\$5,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
44	Insurance	\$13,600	\$13,600	\$14,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
45	Interpreters for the Deaf	\$3,000	\$3,000	\$3,000	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.
46	Office Expenses	\$49,000	\$57,500	\$60,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support. A significant increase is factored in for increased IT support costs.
47	Office Space - Rent	\$128,642	\$128,642	\$153,852	Rent paid to Christ Church Cathedral for the Offices of the Bishop's office space. This amount is in direct proportion to the Cathedral's Diocesan Assessment.
48	Professional Fees	\$48,500	\$54,000	\$52,000	This represents the fee paid to auditors for the annual examination of the assets and liabilities of the Diocese of Missouri and funds to cover necessary legal expenses.
49	Property Management (Related Income-Line 11)	\$42,000	\$40,000	\$125,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses. In 2022 the property consists of the former Grace Hill compound. The 2023 budget includes funding for the expenses of two additional properties (the former St. Matthew's/Mexico church and the St. Luke's/Manchester church property that will revert to the Diocese when St. Luke's and Church of the Good Shepherd merge). Additional funding (\$35,000) is also included in 2023 for a part time property manager.
50	Administrative Expense Account	\$4,000	\$3,500	\$4,500	This amount represents the travel, conferences, and other expenses of the Administrative staff.
51	Salary (4 Employees)	\$216,980	\$216,980	\$269,750	Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a General Administrative Assistant (new position for 2023).
52	Benefits (4 Employees)	\$141,354	\$155,440	\$193,000	The appropriate benefit costs associated with the above salaries.
53	TOTAL - ADMINISTRATIVE	\$661,576	\$689,162	\$889,602	
54	COMMUNICATION & TECHNOLOGY				
55	Communications Ministry	\$24,500	\$24,500	\$22,000	The Diocesan communications ministry serves the Bishop, the Diocesan Staff, and the entire Diocese. This ministry allows our parishes and members to stay connected, learn from each other, and be a part of a larger community. These funds cover digital publishing tools, livestream equipment & licensing, printed materials, postage, and special projects and new ministry ideas.
56	Communications Conferences/Workshops	\$1,000	\$1,000	\$2,000	Funds for hosting Diocesan communications workshops.
57	Communications Contract Work	\$0	\$0	\$20,000	Funds to hire freelance/contract workers to handle specific aspects of the communications function that require additional time or expertise such as video editing, graphic design, livestream and tech assistance.
58	Telephone/Internet	\$19,000	\$22,000	\$20,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.

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1		2022			
2		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
59	Communications Expense Account	\$5,000	\$3,000	\$3,500	This amount represents the travel, conferences, and other expenses of the Director of Communications.
60	Salary (1 Employee)	\$69,300	\$69,300	\$73,500	Salary line is for the Director for Communications.
61	Benefits (1 Employee)	\$26,900	\$27,100	\$28,000	The appropriate benefit costs associated with the above salary.
62	TOTAL - COMMUNICATIONS & TECH	\$145,700	\$146,900	\$169,000	
63	COMMUNITY BUILDING & JUSTICE				
64	Disaster Preparedness	\$1,000	\$0	\$0	Funds to support the expenses of the Diocesan disaster coordinators. There are other sources of funds to cover these expenses in 2023 if necessary.
65	Dismantling Racism	\$13,500	\$5,000	\$11,500	These funds provide funding for the work of fostering anti-racist practices and attitudes within the diocese. The Commission on Dismantling Racism's mission is to dismantle racism through relationship building, dialogue, education and action. (\$1,500 is available in off budget funds to supplement this request).
66	Employee Assistance Program	\$7,000	\$8,000	\$8,000	This provides for free personal and confidential counseling for congregational staff and their families through Care and Counseling. Clergy counseling sessions are currently funded through the Aged & Infirm Clergy Fund.
67	Episcopal Church Women	\$2,500	\$2,500	\$2,500	Funds to support the work of the Episcopal Church Women whose mission is to offer every woman in the Diocese of Missouri an environment of support, encouragement and opportunity for ministry by providing fellowship, communication, resource materials and outreach to the diocese, nation and world.
68	Episcopal City Mission	\$25,000	\$25,000	\$20,000	Episcopal City Mission is seeking budget support to continue their mission of providing hope and healing to the children in detention through the presence of a chaplain. The work of ECM will be included in the 2023 Annual Appeal of the Bishop to raise additional funds for this organization.
69	Episcopal Recovery Ministries	\$0	\$0	\$1,500	ERM exists as a resource for people seeking information, guidance, and consolation in their struggles with substance use disorder. ERM offers information to enable all those affected by addiction to find the help they seek. Funds will be used for a website, youtube videos, speaker honorarium and printing costs.
70	Task Force for the Hungry	\$20,000	\$20,000	\$25,000	Funds for donations to Episcopal and faith based food programs within the boundaries of the Diocese of Missouri. The Diocesan Task Force for the Hungry speaks and acts on behalf of hungry people, funds food ministries, raises awareness about hunger and poverty issues, and serves as a resource to food ministries within the Diocese of Missouri.
71	Interfaith & Ecumenical	\$1,300	\$1,300	\$1,300	This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
72	Jubilee Ministry	\$1,500	\$1,500	\$1,500	The Mission of Jubilee Ministry is to practice charity while advocating and working for justice. Funds will cover the travel, training, and administrative expenses of the Diocesan Jubilee Minister.
73	Pastoral Care	\$5,000	\$3,000	\$4,000	Funds to provide pastoral care in congregations by offering trainings and guidance to lay pastoral care teams. Funds will also cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations.
74	TOTAL-COMMUNITY BUILDING & JUSTICE	\$76,800	\$66,300	\$75,300	

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1		2022			
2		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
75	EVANGELISM & STEWARDSHIP				
76	Evangelism & Discipleship Development	\$10,000	\$5,000	\$6,000	Funds used to equip clergy and lay leaders to be evangelists, more able disciples, and to build missional communities. Funds will also be used to develop and facilitate curriculum and programming in pursuit of these things, to offer professional consultation and support, and to make the Diocese a recognized source of knowledge and best practices in evangelism and discipleship. In 2023 this line will also include the expenses of Fresh Start, which is a program designed for clergy in new cures and newly ordained clergy. It provides ongoing support to clergy during the critical time of transition, fortifies their leadership in their new congregation, and strengthens collegiality.
77	Stewardship	\$1,000	\$1,000	\$1,000	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
78	Evangelism & Discipleship Exp. Acct.	\$5,000	\$8,000	\$6,000	This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
79	Salary (1 Employee)	\$78,780	\$78,780	\$83,507	Salary line supports the Canon for Evangelism & Discipleship Development.
80	Benefits (1 Employee)	\$27,200	\$27,100	\$28,000	The appropriate benefit costs associated with the above salary.
81	TOTAL - EVANGELISM & STEWARDSHIP	\$121,980	\$119,880	\$124,507	
82	FORMATION				
83	Camp Phoenix (Related Income-Line 17)	\$65,000	\$35,000	\$40,000	The Camp Phoenix program offers a residential summer camp experience to Diocesan youth. The Camp serves approximately ninety children and thirty young staff members each year. Funds requested will cover camp operations.
84	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 16)	\$120,000	\$120,000	\$120,000	Campus Ministry in the Diocese of Missouri serves as the presence of the Episcopal Church on, with, and around college campuses and their local communities. Funds support campus ministry communities in St. Louis, Kirksville, and Columbia, as well as a social justice partnership in Cape Girardeau. Funding will also cover peer minister stipends, program expenses, chaplain conference expenses, and costs associated with the Campus Ministry Rockwell House. In addition, this item covers the salary, benefits and expenses of a half time Campus Ministry Chaplain and part time Administrative Assistant at Washington University.
85	Clergy Events (Related Income-Line 18)	\$28,000	\$20,000	\$20,000	Represents the logistical costs associated with a Spring retreat and a Fall conference.
86	Commission on Ministry (Related Income-Line 14)	\$10,000	\$11,000	\$16,500	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, and ordination services. Income of \$5,000 is anticipated from postulant application fees. Increased expenses are expected due to an increased volume of participants in the ordination process, adding an online learning platform for the ordination process, and adding anti-bias training for committee members.
87	Continuing Education - Clergy	\$6,000	\$6,000	\$6,000	Represents money available to assist clergy in taking part in Continuing Education. Clergy must apply for these funds.
88	Continuing Education - Lay	\$6,000	\$3,000	\$6,000	Represents money available to assist lay leaders in taking part in educational events that help enable their individual ministry. There is an application process to tap these funds.

Episcopal Diocese of Missouri - 2023 Operating Budget

For Final Action by Convention 19 November 2022

	A	C	D	E	F
1		2022			
		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
2					
89	Education for Ministry	\$1,750	\$1,750	\$1,750	Funding for Diocesan membership in this four-year curriculum developed by the University of the South Theology School for theological education, which covers the costs of mentor recertification and allows our lay people to participate at a reduced cost.
90	Fresh Start	\$1,700	\$1,000	\$0	Fresh Start expenses in 2023 are included in line 76 - Evangelism & Discipleship Development.
91	Vestry University (Related Income-Line 15)	\$3,500	\$3,500	\$3,500	Annual conference designed to provide resources and inspiration for all leaders'-lay and clergy. This event will generate an estimated income of \$2,500 in registration fees.
92	Safeguarding God's Church Training	\$2,250	\$1,500	\$1,500	Funds to support trainings to educate and raise awareness of sexual abuse of children and youth as well as preventing sexual harassment and exploitation of adults.
93	Bishop Kemper School for Ministry	\$25,000	\$25,000	\$25,000	Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
94	Children & Youth Ministries	\$0	\$0	\$7,500	Funds to cover the programming expenses of Children & Youth Ministries in the Diocese.
95	Formation Expense Account	\$0	\$0	\$5,000	This amount represents the travel, continuing education, and other expenses of the Children & Youth Minister.
96	Salary (1 Employee)	\$0	\$0	\$68,000	Salary line supports the Children & Youth Minister.
97	Benefits (1 Employee)	\$0	\$0	\$51,450	The appropriate benefit costs associated with the above salary.
98	TOTAL - FORMATION	\$269,200	\$227,750	\$372,200	
99	Congregational Support ¹	\$394,000	\$394,000	\$0	Operating Support provided to various congregations. This support will be provided by the Kelton White Fund in 2023.
100	Total Expenses	\$2,692,230	\$2,663,072	\$2,676,960	
101					
102	Net Income (Expense)	\$0	\$27,224	\$0	
103					
104	¹ 2023 Operating Budget support requests from congregations are being funded as grants from the Kelton White Fund. The approved spending policy for the Kelton White Fund is based on a formula of 3.5% using a 3-year average of the Fund, resulting in an allocation of \$846,000 for 2023. The allocated amount will be used in support of the Diocesan Operating Budget, to provide operating budget support grants to congregations, to complete multi-year grants that were previously approved by Standing Committee, and to provide emergency grants to congregations when necessary.				
105					
106					
107					
108					

Diocese of Missouri 2023 Operating Budget

Supplemental Documents

Supplemental Notes

2023 Operating Budget Notes

Congregational operating support is not included in the 2023 budget. 2023 Operating Budget support requests from congregations are being funded as grants from the Kelton White Fund. **Please see additional note on the second page of this document and the Kelton White Grant spreadsheet.**

The budget is re-aligned to more closely match the Strategic Vision priorities: Episcopate & Church Governance, Administrative, Communications & Technology, Community Building & Justice, Evangelism & Stewardship, and Formation.

Salary lines – The Bureau of Labor Statistic Midwest Urban Consumers CPI has historically been used to calculate the COLA. This year that COLA factors to 8.5%. A 6% increase is factored in for all Diocesan staff, with the exception of the Bishop, who has elected to receive only a 2% increase.

Benefits lines – This includes a 2% increase for health insurance.

Line 9 – Kelton White Income - This is an allocation of \$225,000 from the White Fund in 2023. An additional \$30,000 is included in this line, which represents interest income from outstanding loans.

Line 11 – Property Rental Income - This is a new income line added in to account for rent received at the former St. Matthew's/Mexico church. This will help to offset the property expenses on line 49.

Line 25 – Archives - In 2022 this line was increased to allow for the digitization of diocesan records. The plan was for a 4- year project. The request for 2023 is higher to allow a shift to a 3- year timeline for this project.

Line 33 – National Church Assessment - The assessment formula now allows for a \$200,000 income exemption, up from \$140,000, before applying the rate of 15%.

Line 49 – Property Management – There are many new expenses here, as detailed in the budget line explanation. Funds are included in 2023 for a part-time property manager (\$35,000) who will manage the various Diocesan properties (Grace Hill, St. Matthew's, soon to be St. Luke's, Rockwell House and Deaconess Anne House).

Line 64 – Disaster Preparedness – This line expense has not been used in the several years it has been included in the budget. If any expenses arise, they can be absorbed in other areas of the budget or from the Thompson Fund.

Line 68 – Episcopal City Mission – This line is reduced by \$5,000. The Bishop plans to include the work of ECM as part of his Bishop's Annual Appeal in 2023 in order to raise additional funding for this organization.

Line 99 – Congregational Support - This is a total of the operating support provided to congregations in 2022. This funding is removed from the 2023 budget and is being funded by grants from the Kelton White Fund.

Kelton White Fund Notes

The Kelton White Trust is a permanently restricted trust, the income of which is restricted for purposes specified in the Trust. The original restrictions stated that the income be used to make loans to congregations for use in making capital improvements. This income is restricted and maintained in the Kelton White Segregated Fund. Interest earned on the Kelton White Segregated Fund investment is unrestricted and currently used in support of the Diocesan Operating Fund (reflected in line 9 of the Operating Budget).

In 2020, the Court approved a modification to the terms of the Trust, allowing the Diocese to distribute accumulated income for the purposes of grants to congregations for capital and operating purposes, while retaining the ability to use the income for loans to congregations for capital improvements. Funds may be used for capital grants to financially distressed parishes, emergency grants for up to \$25,000 per occurrence for emergency repair, and grants for general operating purposes in locations that are critical to the mission of the Diocese.

As a result of the pre-2020 restrictions on the fund, the balance of the Kelton White Segregated Fund has grown to a substantial amount. As of the end of the third quarter, the permanently restricted portion of the White Trust has investments worth approximately \$12 million, and the segregated White Fund has investments worth approximately \$8.9 million.

The Diocesan Standing Committee has approved a spending policy for grants from the Kelton White Fund. The policy allows for annual spending based on a formula of 3.5% using a 3-year average of the Kelton White Fund (restricted trust portion as well as segregated income portion). This policy places a cap on annual spending at a level that protects the corpus of the Fund, while also allowing it to continue to grow. This formula results in an allocation of \$846,000 for 2023.

A portion of this allocation is used in support of the Diocesan Operating Budget, as it has in past years, as noted above (taken from the unrestricted portion). The allocation will also be used to provide operating budget support grants to congregations, to complete multi-year grants that were previously approved by Standing Committee, and to provide emergency grants to congregations when necessary.

A breakdown of the 2023 allocation is as follows:

Kelton White Funds available for grants in 2023	\$846,000
Congregational Operating Support	(\$387,240)
Diocesan Operating Budget Support	(\$225,000)
Less the following previously approved White Fund 2023 expenses:	
Church Property Inspections	(\$36,000)
Rural Revitalization Program - Clergy Compensation Support	(\$100,000)
Cathedral Curate Compensation Support	(\$12,400)
Balance remaining to fund emergency grants to Congregations in 2023	\$85,360

2023 Congregational Operating Support grants were previously approved. The detail is being provided for informational purposes only.

Thompson Fund Notes

The Frank C. and Mattie H. Thompson Memorial Trust was established as a charitable remainder trust in 1940. The Trustee of the Thompson Trust distributes 4.5% of the average fair market value of the Trust, determined on a three-year rolling basis. These distributions are controlled solely by the Bishop, who has historically designated a substantial portion as a contribution to the general operating budget, comprising between 15-25% of the budget on average. As of the end of the third quarter, the Thompson Trust had investments worth approximately \$15.4 million and the annual distribution for 2023 is approximately \$770,000.

The Thompson Fund budget is under direct control of the Bishop and is being provided for informational purposes only.

Episcopal Diocese of Missouri
2023 Congregational Operating Support
White Fund Grants

	A	C	D	E
		2022 Operating Budget	2023 Approved Grants	Line Item Explanations
2				
3				
4	Cape Girardeau, Christ	\$30,000	\$30,000	Christ Church is in a time of transition with a new shared regional ministry with St. Paul's/Sikeston. These funds will provide salary support for the new priest-in-charge and allow the church to continue it's missional work.
5	Carondelet, St. Paul's	\$30,000	\$30,000	This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
6	Ellisville, St. Martin's	\$0	\$20,000	This congregation is seeking funds to re-energize the community through programming (children and adult), community outreach events, public forums, and development of communications literature.
7	Eureka, St. Francis	\$30,000	\$15,240	This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation. St. Francis is working to decrease their support from the Diocese with a goal of full financial independence by 2026.
8	Farmington, All Saint's	\$30,000	\$30,000	This provides for salary support of a part time clergy person, assistance with operating expenses, and supports the redevelopment effort of this congregation.
9	Ferguson, St. Stephen's	\$30,000	\$30,000	This provides for operating support as this congregation works to grow a sustainable Episcopal Church in the Ferguson/North County area, which serves not only the congregation, but also reaches into the local community.
10	Hannibal, Trinity	\$10,000	\$10,000	This provides for salary support of a clergy person and allows for a continued Episcopal presence in the Northeast Region of the Diocese.
11	Kirksville, Trinity	\$30,000	\$30,000	This provides funds to enable this small congregation to provide for full time clergy leadership. This congregation continues to be active in college ministry on the campuses of Truman State University, Moberly Area Community College, and A.T. Still University.
12	Manchester, St. Luke's	\$24,000	\$0	St. Luke's, Manchester and Church of the Good Shepherd, Town & Country are merging. Please see line 21 for a request for the new church.
13	Portland, St. Mark's	\$4,000	\$4,000	This provides this small congregation with assistance for operating expenses and allows them to continue to be a vital presence in their community.
14	St. Louis, All Saints & Ascension	\$30,000	\$30,000	This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
15	St. Louis, Christ Church Cathedral	\$20,000	\$20,000	Funds will be used to support day-to-day security for those who work and worship in the Bishop Tuttle Building and the Cathedral. The Cathedral is receiving additional funding for clergy support from the Thompson Fund in 2022 and 2023 of \$44,480 and \$46,292 respectively. Total funding for 2022 is \$64,480 and for 2023 is \$66,292.
16	St. Louis, Faith Christian Church of India	\$30,000	\$30,000	This provides for salary support of a clergy person for this new Mission and allows them to worship, serve, spiritually nurture, and build relationship with the Asian Indian individuals, students, and families in and around St. Louis, and in the state of Missouri. They are receiving additional funding from the Thompson Fund in 2022 and 2023 of \$17,200 per year. Total funding for each year is \$47,200.
17	St. Louis, St. John's	\$30,000	\$30,000	This provides for salary support of a clergy person and supports the redevelopment effort of this congregation. They are receiving additional funding from the Thompson Fund in 2022 and 2023 of \$15,000 and \$12,000 respectively. Total Funding for 2022 is \$45,000 and for 2023 is \$42,000.
18	Sikeston, St. Paul's	\$30,000	\$30,000	St. Paul's is in a new shared regional ministry with Christ Church/Cape Girardeau. These funds will assist with salary support of a shared clergy person.
19	Sullivan, St. John & St. James	\$18,000	\$18,000	This provides for salary support of a part time clergy person for this small congregation.
20	Town & Country, Good Shepherd	\$18,000	\$0	St. Luke's, Manchester and Church of the Good Shepherd, Town & Country are merging. Please see line 21 for a request for the new church.
21	Town & Country, St. Luke's/Good Shepherd	\$0	\$30,000	These funds provide for salary support of a clergy person and support the development efforts of this newly merged church.
22	TOTAL	\$394,000	\$387,240	

Thompson Fund Budget

10/31/2022	2022	2022	2023
	Budget	Projected Year End	Budget
INCOME			
Income from Thompson Trust	\$800,000	\$787,560	\$760,000
Miscellaneous	\$100	\$100	\$100
Deaconess Anne House Income	\$51,500	\$31,000	\$7,200
TOTAL INCOME	\$851,600	\$818,660	\$767,300
EXPENSES			
Black Colleges	\$1,000	\$1,000	\$1,000
University of the South	\$500	\$500	\$500
Deaconess Anne House Expenses	\$165,000	\$120,000	\$25,000
St. John's/St. Louis (Operating Support)	\$15,000	\$15,000	\$12,000
Christ Church Cathedral (Curate/Clergy Support)	\$28,992	\$44,480	\$46,300
Faith Christian Church of India (Operating Support)	\$17,200	\$17,200	\$17,200
Transfiguration (Curate Support)	\$0	\$13,303	\$39,909
St. Paul's/St. Louis (La Misa Program)	\$0	\$7,000	\$7,000
Holy Communion (Grace Gathering)	\$25,000	\$25,000	\$25,000
Contribution to Operating Budget	\$430,000	\$430,000	\$475,500
Strategic Vision Work	\$30,000	\$36,500	\$20,000
New Ventures/Other	\$50,000	\$80,000	\$50,000
Bishop's Discretionary Fund	\$15,000	\$10,000	\$10,000
Resource Material - Professional Expenses	\$500	\$300	\$500
Digital Projects Manager Contract Worker	\$20,000	\$20,000	\$30,000
Christ/Cape Girardeau (Campus Ministry Intern)	\$0	\$3,000	\$0
Sewanee Campaign	\$2,500	\$2,500	\$0
Campus Ministry Intern	\$10,000	\$10,000	\$0
TOTAL EXPENSES	\$810,692	\$835,783	\$759,909
Net Income(Expense)	\$40,908	-\$17,123	\$7,391
Prior Year Fund Balance	\$140,295	\$140,295	\$123,172
Balance	\$181,203	\$123,172	\$130,563