GO

IN PEACE. IN HOPE. IN LOVE.

187TH DIOCESAN CONVENTION

NOVEMBER 12-14, 2026

Let us GO
IN PEACE.
IN HOPE.
IN LOVE.

www.diocesemo.org

TABLE CONTENT

- Welcome Message
- Convention Schedule
- Convention Vendors & Exhibitors
- Rules of Order
- Electronic Voting Instructions
- Nominations to Elected Offices
- Resolutions
- 2027 Budget Package

WELCOME
MESSAGE



The Rt. Rev. Deon K. Johnson

XI Bishop of The Diocese of Missouri

Dear Siblings in Christ,

आपका स्वागत है ¡Bienvenidos! 歡迎. Karibuni! స్వాగతం Bienvenue! வாருங்கள். Welcome!

We are a people, the Body of Christ in the Diocese of Missouri, gathered to be sent. From our founding as a missionary diocese in the early 1800s to the many contexts in which we minister in Christ's name today, we have been and continue to be a diocese on the move. We have shared the Good News of Jesus from the Mighty Mississippi to the meandering Missouri River and beyond. Like the waters that nourish all life, we continue to be people on the move, ebbing and flowing with the movement of the Holy Spirit as we are sent out to be prophets of hope and ambassadors of God's wild and wondrous love in a fractured world.

This year, we gather to be reminded that, as apprentices to Jesus, we are commissioned to Go! Go in peace. Go in hope. Go in love. We go to offer the reconciling peace of Christ amidst the bustle and busyness of the world around us. We offer places of rest and refreshment amid the gales and tempests of life through the rhythms of worship and prayer.

We go in an audacious hope that reminds our neighbors and friends that we entrust the unknown future to a known God, who is able to bring new life out of death. Always!

We go to share the radical love of God as we feed the hungry, comfort the grieving, visit the prisoner, stand with the immigrant and refugee, and offer intentional hospitality to friend and stranger alike.

We go to build bridges where there are divisions, to speak truth where there is injustice, and to embody the reconciling love of Christ wherever we find ourselves. We go not because the work is easy, nor because we have all the answers, but because we have been claimed by the love of God and called to share that love with the world.

As we gather, let us be reminded that we come together to deepen our trust in the One who calls us, strengthen our bonds as companions along the way, and be emboldened to follow the Holy Spirit into the places where hope is needed most.

We are a people being formed and sent.

We bring our distinct gifts, stories, hopes, and dreams into the life of this diocesan household, knowing that in Christ, we do not go alone. May we be sent forth with hearts renewed and imaginations stirred by the possibilities of what God can do through us.

So let us be a people gathered to go forth in the name of Christ, rejoicing in the power of the Holy Spirit, moving in, on, and through us.

Convention Updates

Access all of the convention details and updates through the convention webpage or by using the convention app.
Visit the app:

Visit the website:
https://diocesemo.org/2026convention

Download the app:
https://diocesemo.org/diomoapp
Search for DioMO in your app store.

Share your photos! Be sure to tag us in your photos and use the hashtag #DioMOGO
Facebook: @episcopaldioceseofmissouri
Instagram: @missouriepiscopal
TikTok: @episcopaldiomo

Scan for the DioMO App

Scan for the Convention Webpage

Schedule

Thursday – November 12, 2026

Business Meeting (via Zoom)

- 4-5 pm Registration on Zoom
- 5 pm Call to order
- 8 pm Adjournment
- Nominations from the floor
- Built-in breaks

Friday – November 13, 2026

Business Meeting (via Zoom if needed)

- 5 pm - 8 pm
    - Registration 5-6 pm on Zoom

Saturday – November 14, 2026

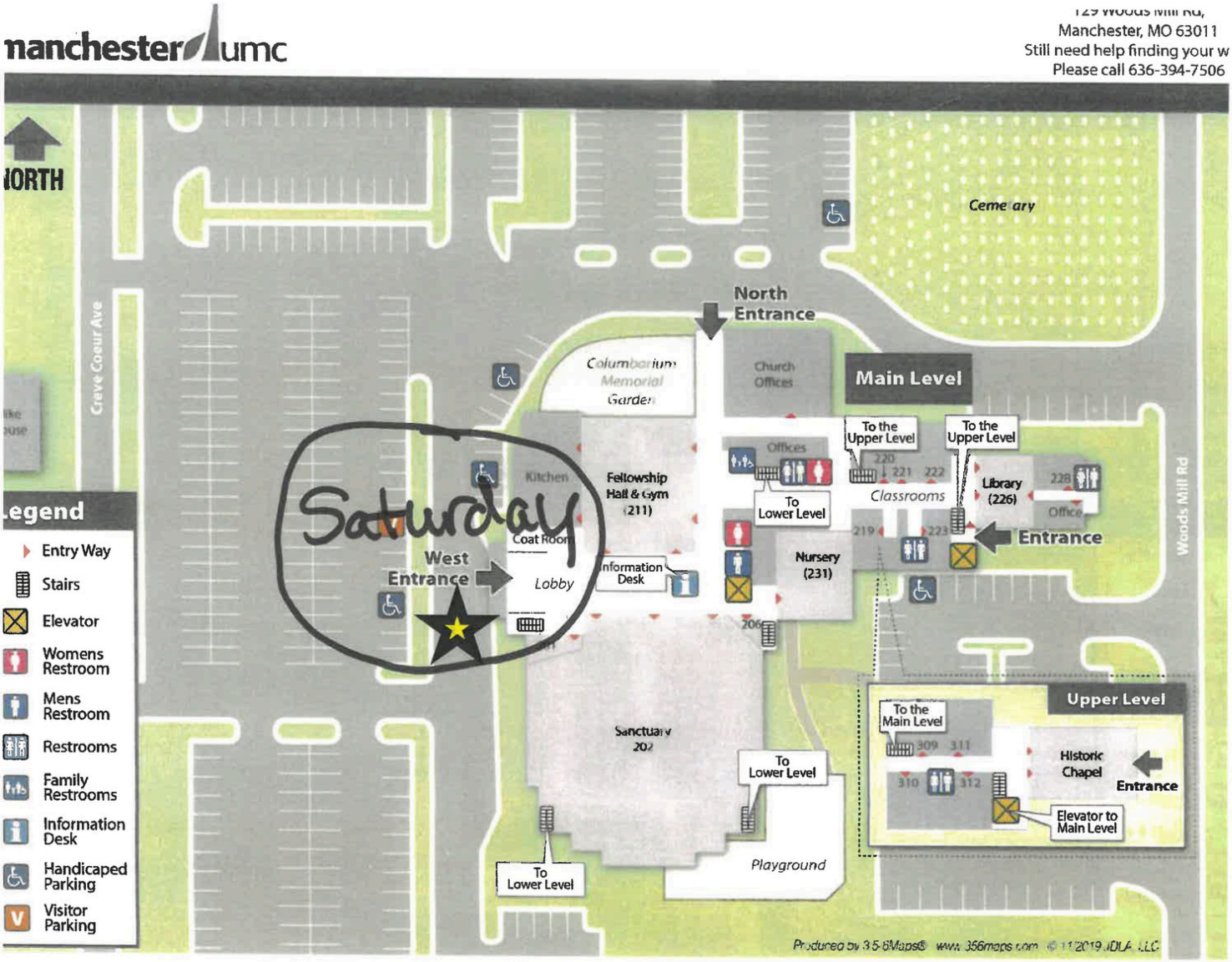
In-Person

Manchester United Methodist Church

129 Woods Mill Rd

Manchester, MO 63011

The main convention entrance will be the west entrance.



Saturday – November 14, 2026

- 7:30 a.m. Registration (Vendors encouraged to set up on Friday night)
- 8:00 a.m. Check-in & Breakfast - Ministry booths & Vendors
    - 8:30 a.m. Eucharist Rehearsal
- 9:00 a.m. Plenary Gathering: Convention Speaker Keynote Nancy Frausto
- 10:00 a.m. - Clergy Vesting*
    - 10 am - Choir Rehearsal
- 10:15 a.m. - Clergy Line Up
- 10:30 a.m. Convention Eucharist
    - Clergy will come in during the prelude
    - Altar party during processional hymn
- 12:15 pm Clergy Photo and Lunch
- 1:45 p.m. Workshops
- 3:00 p.m. Break
- 3:15 p.m. Closing Plenary Gathering (Bishop's medals)
- 4:00 p.m. Adjournment

*Clergy must be vested (festive white) and ready at this time.

Saturday – November 14, 2026

Clergy Instructions:

- Attire: Cassock, surplice, and "festive" white stole
- Clergy Vestment storage: Room 220
- Vesting Location: Room 220
- Time: Please be vested by 10:15 am
- Line up: We will line up directly outside of Room 220 shortly after 10:20 am

At the conclusion of the liturgy, please come to the altar steps immediately for the annual clergy photo with the bishop.

(Please note: if you're in the altar party, you will receive additional information for vesting, etc.)

Workshops

- Truth, Justice, and the Jesus Way:
  - Nancy Frausto
    - Room - Sanctuary

- Camp Firebird:
  - Camp Firebird Staff
    - Room - Old Fellowship Hall

- Stewardship & Legacy Giving:
  - Capital Campaign
    - Room - 141

- Liturgy and Music That Builds Community:
  - Liturgy Committee
    - Room - Music/Choir Room

- Grow My Church, Develop My Congregation:
  - Canon Earl Mahan
    - Room - 226

CONVENTION **VENDORS & EXHIBITORS**

- **Abide in Love -** To distribute literature and information about the work of Abide in Love, a ministry supporting immigrants in detention, and volunteer opportunities.
- **Bishop Kemper School for Ministry -** Get information about theological education opportunities for those on an ordination track, lay leadership track, or personal enrichment track.
- **Camp Firebird -** The official summer camp of the Episcopal Diocese of Missouri.
- **Diocesan Archives** - To advertise the various items the Archives has accumulated and has available for use by congregations.
- **Education for Ministry** - Inform convention visitors about the Education for Ministry program.
- **Episcopal Church Women** - Offer information about ECW at the diocesan and parish levels.
- **Episcopal City Mission** - Learn about ECM and the ways they are providing support, hope, and healing for children in the juvenile justice system.
- **Episcopal Preaching Foundation** - To spread the word about the Episcopal Preaching Foundation's goal of inspiring excellence in preaching, and to provide resources, training and support to preachers across the church.
- **Grace African Christian Connections (GACC)** - Display ministry & merchandise.
- **Gun Violence Prevention Mission** - Education on gun violence prevention.
- **Journey Church** - To share with the diocese about the work of our church plant.

CONVENTION **VENDORS & EXHIBITORS**

- **Jubilee Ministries** - To recruit volunteers for Jubilee Ministries and the Just Food Truck.
- **LGBTQIA2S+ Ministry** - To share information about LGBTQIA2S Ministry in the Diocese of Missouri.
- **Province V** - Offer cards containing information about Province V and how it benefits the DioMO. Provide an easy way to sign up to receive the monthly Prov V newsletter. CONNECT. SUPPORT. COLLABORATE.
- **Public Advocacy** - To raise awareness of how Episcopalians can put their faith to work for justice.
- **Seamen's Church Institute** - Speaking to and handing out information about Seamen's Church Institute of the Episcopal Church, its ministries and advocacy to mariners, corporations that employ them.
- **Sewanee: The University of the South** - The University of the South would like to have a booth to distribute promotional materials for the College, School of Theology, and EfM, as well as branded give-a-ways/swag.
- **The Bridge Market and Faith Community** - Fair trade
- **The Organic Mechanics** - We will be selling daily planners, journals, Family Reunion planner, and A Season of Transition: A Workbook.

RULES OF ORDER

TO BE ADOPTED BY THE 187TH CONVENTION

I. Rules of Order Applicable to All Plenary Sessions

A. Addressing the Convention. When any member speaks to Convention, he or she shall address himself/herself to the Presiding Officer, state his/her name and church, and confine himself/herself to the point in debate.

B. Movants of Resolutions. The names of movers of resolutions shall appear in the minutes of Convention.

C. Resolutions from the Floor. All resolutions from the floor shall be reduced to writing, presented to the Secretary, and read to Convention. A resolution from the floor that is not a part of a committee report may be introduced only at the time indicated in the Order of Business. All resolutions from the floor, whether or not a part of a committee report, after receiving a short explanation from the presenter, must receive a 2/3 majority vote of Convention before it may be considered by Convention.

D. Limits on debate. A member, other than the Chairman of the Committee whose report is under consideration, shall not speak more than twice in the same debate, nor longer than five minutes at a time, without leave of Convention.

E. Entry into debate by Presiding Officer. The Presiding Officer may, having left the chair, enter into the debate on any question, but shall not then resume the chair until the main motion under consideration has been disposed of.

F. Motions to reconsider. When a question has once been determined it shall stand as the judgment of Convention, and shall not again be drawn into debate except on motion of reconsideration which must be made by a member who had previously voted in the majority.

G. Unanimous consent. Except when a written ballot is required, business may be conducted by unanimous consent.

H. Permanent Committees. The Presiding Officer shall appoint members of Permanent Committees at each Meeting of Convention. All motions and resolutions requiring reference shall be referred, so far as possible, to the Permanent Committees of Convention.

I. Committee Reports. The reports of all Committees shall be in writing, and shall be received without motion for acceptance, unless recommitted by a vote of Convention. All reports recommending or requiring any action or expression of opinion by Convention shall be accompanied by a resolution for the action of Convention thereon. All annual reports shall be received and filed by the Secretary as presented before or during Convention. Such reports shall be posted online to the Convention website and may be called upon motion to be read and considered at any time during Convention. All reports received by title during Convention shall be posted by the Secretary online to the Convention web site.

J. Robert's Rules of Order. All questions of parliamentary law not

resolved by reference to the Canons or these General Rules shall be decided under Robert's Rules of Order.

K. Questions of order. All questions of order shall be decided in the first instance by the Presiding Officer (in consultation, as necessary, with any parliamentarian appointed by the Presiding Officer), without debate; an appeal may be made to Convention by any member.

L. Single Transferable Vote Ballot. Except in cases where majority vote is required, all elections shall be by Single Transferable Vote Ballot utilizing such online balloting system as the Secretary shall have determined in consultation with the Presiding Officer.

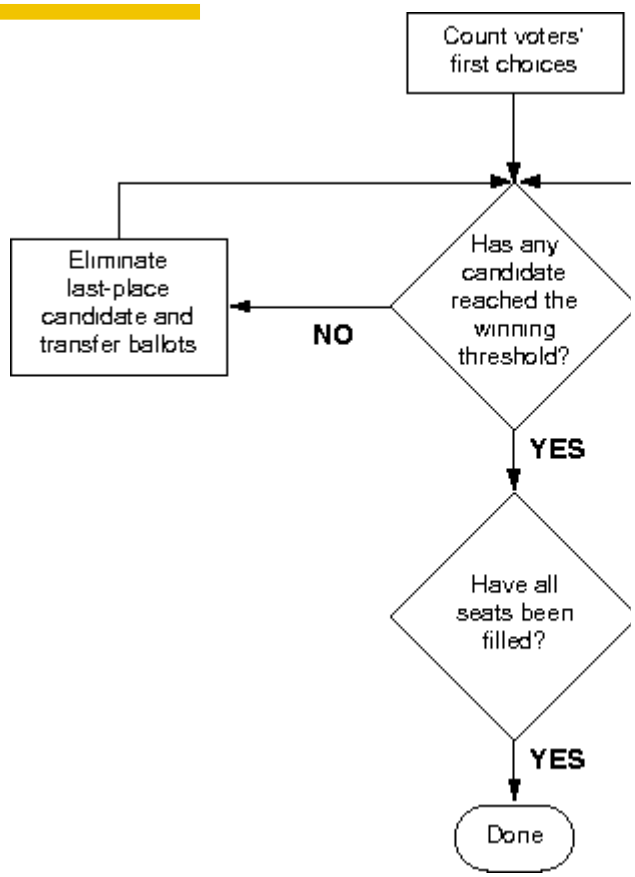
1. No later than the day elections are to occur, the Secretary of Convention or his or her designee shall send an email to every member of Convention setting forth a unique voter access code.

2. 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. Any ballot which does not comply with the directions given in this section will be invalid and will not be counted.

3. The persons appointed by the Presiding Officer to conduct the election shall count each valid ballot.

4. Any candidate that receives more than a certain number of first-place votes (a quota based upon the number of electors and number of open positions) is elected. If the elected candidates receive more votes than necessary for election, their excess votes are distributed to the other candidates in accordance with the second-choice preferences of the electors. Once again, any candidate that receives more than a certain number of votes is elected and the redistribution procedure continues. If the redistribution procedures reach a point where there are no more votes to be redistributed and there are still more elected positions to be filled, the candidate with the least votes is eliminated and the votes for that candidate are redistributed (see diagram below)[1].

[1] Lorrie Faith Cranor, *Vote Aggregation Methods,* https://lorrie.cranor.org/pubs/diss/node4.html (last visited Nov. 10, 2020).



M. Order of Business. Once the Order of Business has been approved it may not be altered except by 2/3 majority vote of Convention, provided that the Presiding Officer may reorder agenda items at any time.

II. Special Rules of Order for Thursday, November 12, 2026 and Friday, November 13, 2026

A. Electronic Meeting. The first plenary session of the 187th Annual Meeting of the Convention of the Episcopal Church in the Diocese of Missouri ("***Convention***") shall be conducted through use of an Internet meeting service designated by the Presiding Officer that supports anonymous voting and visible displays:

(i) identifying those participating;

(ii) identifying those seeking recognition to speak;

(iii) showing (or permitting the retrieval of) the text of pending motions; and

(iv) showing the results of votes.

This electronic meeting of the Convention shall otherwise be subject to all rules adopted by the Convention to govern its annual meeting, which may include any reasonable limitations on, and requirements for, members' participation. These rules and any other rules adopted by the Convention shall supersede any conflicting rules in Roberts Rules of Order. In addition, the following procedures shall apply:

1. Voting. An anonymous vote conducted through the designated Internet meeting or electronic voting service shall be deemed a written ballot vote, fulfilling any requirement in the Constitution and Canons of the Episcopal Church in the Diocese of Missouri or the Constitution and Canons of the Protestant Episcopal Church in the United States of America or rules that a vote be conducted by written ballot. Votes shall be deemed anonymous so long as votes cast by an individual are available only to the administrator of the voting system. Every member who may be present (as determined based upon members' login information as set forth below) when a vote is called shall be counted unless he/she be excused by Convention. An electronic poll with voting options of "yes" and "no" shall be deemed a rising or standing vote, fulfilling any requirement in the Constitution and Canons of the Episcopal Church in the Diocese of

Missouri or the Constitution and Canons of the Protestant Episcopal Church in the United States of America or rules that a vote be conducted by a rising or standing vote.

2. Electronic connection. Members shall identify themselves as required to sign in to the Internet meeting service, and shall maintain Internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.

3. Quality of electronic connection. Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.

4. Disconnection. The Presiding Officer may cause or direct the disconnection or muting of a member's connection if such connection is causing undue interference with the meeting. The Presiding Officer's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.

5. Video display. In addition to display of pending motions or results of votes, video of the Presiding Officer and any member currently recognized to speak or report shall be displayed throughout the meeting, as well as such other video displays as the Presiding Officer designates in his or her discretion.

6. Canonical terms. For purposes of this Convention, the following terms shall have the following interpretation:

(a) ***Convention***: The meeting of clergy and laity of the Episcopal Church in the Diocese of Missouri (the "***Diocese***") conducted wholly or in part via remote electronic participation by its members.

(b) ***Seat***: The ability to participate in the Convention via electronic connection.

(c) ***Voice***: The right to make oral statements during the Convention.

(d) ***Vote***: The right to cast an oral voice or electronic poll vote or file an electronic ballot during the Convention.

B. Convention Managers. In order to facilitate the conduct of an electronic meeting of the Convention, the Ecclesiastical Authority may appoint one or more Convention Managers to assist the Presiding Officer and Secretary of the Convention.

C. Members to furnish communication information. No later than one week before any electronic meeting of the Convention, every member of the clergy entitled to seat, voice, or vote in Convention must notify the Ecclesiastical Authority of his or her email address in order to receive the ability to participate in a Convention held electronically. No later than such date,

every rector, vicar, or a warden of any congregation entitled to representation in Convention must notify the Ecclesiastical Authority of the email address of (i) every Lay Deputy of such congregation or (ii) any Alternate who will replace an elected Lay Deputy who will be unable to attend the Convention.

D. Secretary to send login information. No later than three days before any electronic meeting of Convention, the Secretary of Convention or his or her designee shall send an email to every member of Convention setting forth (i) the time of the meeting and (ii) the URL and codes necessary to connect to the Internet meeting service, and, as an alternative and backup to the audio connection included within the Internet service, the phone number and access codes the member needs to participate aurally by telephone.

E. Opening of meeting and quorum.

1. Login Time. The Secretary shall schedule Internet meeting service availability to begin at least 30 minutes before the start of each meeting.

2. Signing in and out. Members shall identify themselves as required to sign in to the Internet meeting service, and shall maintain Internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.

3. Quorum. The Convention Managers shall determine and report to the Secretary the presence of a quorum as required by the diocesan Constitution on the basis of members' login information. Less than a quorum may act on a motion to adjourn.

Making a motion. A member intending to make a main motion, to offer an amendment, or to propose instructions to a committee, shall, before or after being recognized, post the motion in writing to the online area designated by the Secretary for such purpose, preceded by the member's name, parish affiliation and a number corresponding to how many written motions the member has so far posted during the meeting. Use of the online area designated by the Secretary for this purpose shall be restricted to posting the text of intended motions. The names of movers of resolutions shall appear in the minutes of Convention. All motions and resolutions requiring reference shall be referred, so far as possible, to the Permanent Committees of Convention.

G. Obtaining the floor. To seek recognition by the Presiding Officer, a member shall use the Zoom "raise hand" request and await recognition. Once the pending action is completed, the Convention Manager shall clear the online queue. When any member speaks to Convention, he/she shall address himself/herself to the Presiding Officer, state his/her name and church, and confine himself/herself to the point in debate.

H. Seconding of motions and related posts. Members responding "so moved" to a request from the Presiding Officer for a motion, or seconding any motion that requires a second, must do so using the Zoom Chat feature without needing to be recognized by the Presiding Officer.

I. Display of motions. The Secretary shall designate an online area exclusively for the display of the

immediately pending question and other relevant pending questions (such as the main motion, or the pertinent part of the main motion, when an amendment to it is immediately pending); and, to the extent feasible, the Secretary, or any assistants appointed by him or her for this purpose, shall cause such questions, or any other documents that are currently before the meeting for action or information, to be displayed therein until disposed of.

III. Rules of Order for Saturday, November 14, 2026

A. Standing Vote. Any member of Convention may call for a vote by hands or standing vote.

B. Voting. Every member of Convention who may be in attendance when such a vote is called shall be counted unless he/she be excused by Convention.

ELECTION VOTING
INSTRUCTIONS

Voting Platform

Elections will be conducted utilizing an online voting platform called Election Buddy. Eligible voters will access the platform through a personalized e-mail 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 Thursday evening business session of the Convention. Shortly after the introduction of nominees, eligible voters will receive an e-mail containing their personalized voting link. The e-mail will come from electionbuddy.com with an Episcopal Diocese of Missouri header. If unable to find the e-mail, 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 e-mail and open the voting e-mail. This e-mail 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, select Submit.
7. You will receive a confirmation verifying that your submission was successful.

NOMINATIONS FOR
ELECTED OFFICES

The Nominations Committee is pleased to announce our slate of nominations for election at the 187th Annual Convention of The Episcopal Diocese of Missouri. We will be electing members to the Cathedral Chapter, Diocesan Council, Disciplinary Board, and Standing Committee.

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 September 23, 2026.

Any nominations made after the September 23rd 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.

This booklet contains all officially nominated candidates (nominations received by September 23, 2026).

Any nominations made after the deadline will be added from the floor during the Convention.

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

NOMINATIONS FOR
CATHEDRAL CHAPTER

Electing 1 lay member (from inside St. Louis City/County) and 1 clergy member (from inside St. Louis City/County) for 3-year terms.

Cathedral Chapter is similar to the Vestry of a parish, 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. Chapter meets monthly on Zoom.

NOMINEES for election to Cathedral Chapter:

The Rev. Canon Tamsen Whistler

Retired



I retired in 2025 after 30 years as Rector of Trinity Church in St. Charles. I was ordained a Deacon in 1984 at Christ Church Cathedral and a priest in 1985 at Grace Church in Jefferson City. I served two years on the staff at Grace Church and 9-1/2 years at Calvary Church, Columbia. I'm a 1984 graduate of Seabury-Western Theological Seminary (now Bexley-Seabury.) I have a B.S. in Secondary Education and an M.A. in English from the University of Missouri-Columbia. I taught high school English and journalism for six years (Scandia, KS; Caruthersville, MO) before I went to seminary. At St. John's Church in Caruthersville, I served as a lay reader, chalice bearer (old terminology), Diocesan Convention delegate, and was an at-large member of Diocesan Council. St. John's was my sponsoring congregation for ordination. (Sadly, it was flattened by a tornado about 20 years ago.) As a priest, I have served on Standing Committee, Diocesan Council, was a member of the Bishop Search Committee, and am a Deputy to General Convention. I avoided Cathedral Chapter for years, thinking, "One Vestry meeting a month is plenty!" A few years ago, however, I realized that I might have something to offer in a broad view of the diocese and the importance of connecting with our Cathedral. So, I changed my mind and was elected to a three-year term. I found it challenging, energizing, and full of people committed to serving Jesus Christ in God's mission for the world. I can see Chapter implementing the vision they developed for ministry when I was a part of the group. I continue to be deeply impressed with the Dean's leadership and with the gifts of the Chapter members. I would be honored to serve a second term.



Richard (Dick) Entenmann

Grace, Kirkwood

My wife Becky and I have been members of Grace in Kirkwood for 25 years. During that time I have served as Senior and Junior Warden, Discernment Team Chair, Stewardship Chair, Personnel Committee Chair and a choir member. My Diocesan support includes a member of the Standing Committee, Discernment Team for Bishop Deon, and Co-Chair for the Strategic Planning Team.
I have been thinking and praying on future service opportunities with the Diocese and feel (with the help of the Holy Spirit)that it is the right time to submit my name as a candidate for the Cathedral Chapter.

NOMINATIONS FOR
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 (meets approximately every other month).

NOMINEES for election to Diocesan Council:



Carolyne Chuma
Trinity, St. Charles

I am Carolyne Chuma, a wife, mother of three adult children, and a committed Christian leader originally from Kenya. I have more than twenty years of professional experience in accounting and finance, along with over two decades of service in lay ministry, women's ministry, mission, evangelism, and community development. I developed a deep commitment to serving God, empowering others, and strengthening communities during my teenage years in my local church.
I was licensed as a lay leader in Nairobi, Kenya, in 2002 and became a member of the Mothers' Union. Since then, I have served as a treasurer, secretary, and chairlady at parish and regional levels, as well as a Mothers' Union Patron. I am also a Trainer of Trainers (TOT) in Mission and Evangelism, which has enabled me to equip others by sharing my knowledge of Christ and my ministry experience.
After moving to the United States, I was licensed to continue my lay ministry in the Episcopal Diocese of Missouri. I currently serve through Trinity Episcopal Church, St. Charles, and St. Monica Missional Community, where my husband, Martin, serves as Missional Planter and Priest-in-Charge. I am authorized to preach, serve as a Lay Eucharistic Minister, and participate in various areas of lay ministry.
I have helped establish sustainable opportunities, create employment, and develop income-generating initiatives for ladies in the church, including catering services, tailoring, branding, and printing projects. I have also supported small-business development by providing initial capital to individuals in need and initiated the provision of sanitary towels to teenage girls at the beginning of every semester.
I remain passionate about serving God, empowering women and youth, strengthening families, and transforming communities through faith, leadership, compassion, and practical action.

John Kazee
Calvary, Columbia



My name is John Kazee. My husband and I have been active members at Calvary Episcopal Church since 2018. Over the decades, I have earned a master's degree in Opera/Musical Theater Directing (Uni. of Southern Illinois), a master's degree in Choral Conducting (Southern Methodist Uni), and a master's degree in Church Music (Perkins School of Theology, SMU). Since 1980, I've worked in both Methodist and Episcopal Churches in full and part-time positions as a Music Program Director, Organist, Church Secretary and, sometimes, Bible Study leader.
Since becoming an Episcopalian in 1977, I've had the pleasure and responsibility of serving on two parish vestries and a Bishop's Music Committee in the Diocese of Chicago. While living in Portland, OR I was able to use my training in the music and worship style of the Taize Community. My husband and I were involved with designing and leading Taize liturgies for monthly parish worship, at the RC Grotto of Our Sorrowful Mother and the Jesuit Retreat Center.
Every position and experience has been an expression of my faith in action and a continuing search for Jesus' call and guidance. Seeking how best to serve the Love of Christ in all situations. It hasn't always been easy and I've not always been successful, but it has always been an interesting journey to Love.
I have worked and worshipped in a large variety of Episcopal churches, small farm-country churches, inner-city and suburban, both low liturgy and high liturgy. Every experience has been another step with Jesus through a world in much need of creative love and caring.
If elected to the Diocesan Council I hope to bring my treasure chest of training, experiences and Call to seeing situations differently. To seek the best way forward in Christ's Love.

NOMINATIONS FOR
DISCIPLINARY BOARD

Electing 2 lay people 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 (meets once a year and as needed).



David Heise

Grace, Jefferson city

My wife Julie and I have been attending Grace Episcopal since 2014, shortly after moving to Jefferson City, and I was confirmed at Grace in 2017. I served on the Vestry from 2018-2021, and I have been a Lay Delegate to Diocesan Convention since 2024. While at First Christian Church (Columbia, MO), I was a (lay) deacon and I led the high school youth group for a time, accompanying the youth on three mission trips. I have served on multiple clergy search committees, and I also serve as a supply organist for both Grace and St. Vincent's in the Vineyard.

I am a professor of engineering and computer science at Lincoln University, and my experience there is perhaps what has best prepared me to serve on the Disciplinary Board. As a former (and still recovering!) department chair, I was responsible for supervising the faculty in my department. This role included being a "go-to" for student complaints, ranging from "my teacher is unfair" to accusations much more serious. I have also been targeted with unfounded accusations due to holding students accountable for their actions. In any such matter, it is critical to gather as much information as possible about a situation from the involved parties, and then evaluate the information gathered against standards of conduct and the rules in place. Alleged offenses must be treated as potentially valid until demonstrated otherwise, and respondents must likewise be heard in an unbiased manner. Title IV of the Canons provides a clear roadmap for ensuring that both complainants and respondents are afforded due process. Certainly, it is my (and our collective) hope that the Disciplinary Board will have no cases to review, but I am willing and able to serve such that we ensure accountability of the Clergy within our Diocese.

Annette Webb

Calvary, Columbia



I am Annette Webb, a cradle Episcopalian and a 14-year member of Calvary Episcopal Church in Columbia. In this Diocese, I have served on the search committee for the 11th Bishop, Bishop Deon Johnson; the search committee for Calvary's rector, the Rev. Ann Dieterle; Diocesan Council; deputy to Province V; a member of Calvary's Vestry, Senior Warden, and Eucharistic Minister, along with serving on many other parish committees. I have also served on various committees in four other Dioceses. If elected to the Disciplinary Board, I will work to ensure fairness for all.

NOMINATIONS FOR
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, ordi nation, and consecration of bishops churchwide; and may serve as the ecclesiastical authority for the diocese in the absence of a bishop (meets monthly).

NOMINEES for election to the Standing Committee:



The Rev. Jared Moore

Hope, Town and Country

Jared Moore serves as priest at Hope Episcopal Church in Town and Country. Through the past 20 years of ordained ministry, he has led churches in a variety of contexts and planted churches in both Colorado and Missouri. This broad experience has given him a real appreciation for the challenges our Church faces and the creativity needed to mark out a sustainable future.

In the Diocese of Missouri, Jared has served as a Convocation Dean and is a member of the Camp Firebird Leadership Team. He values building relationships between our congregations and cultivating a sense of joy in our shared work as a diocese.

At Hope, Jared is passionate about creating a culture where people can belong before they have everything figured out, where questions are welcomed, worship is beautiful and alive, and following Jesus has something to say for how we actually live together.

Jared has been married for 27 years to his high school sweetheart and is a dad to their three kids. He deeply loves the Episcopal tradition, especially its liturgy, sacramental life, theological breadth, and its peculiar ability to hold things together that the rest of the world insists must be pulled apart.

Twenty years into ordained ministry, Jared still remains enchanted by the Church, hopeful about what comes next, and grateful to be part of the work.

The Rev. Deacon Valerie Patton

Al Saints and Ascension, Northwoods



As a cradle Episcopalian, my life and ministry have been rooted in faith, worship, and dedicated service to the church and community. From serving as the first female acolyte in my home parish to exercising leadership as a worship leader, Eucharistic Minister, and head of Food and Social Justice ministries, my passion remains steadfast: bringing people together to serve God by serving others. Ordained to the diaconate on June 1, 2024, my ministry as a deacon reflects the call of 1 Peter 4:10: "Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received." I view leadership within the Episcopal Diocese of Missouri as a sacred stewardship—an opportunity to offer my gifts to strengthen our shared mission, foster community connection, and support the flourishing of our parishes and people.

Prior to ordination, I spent decades cultivating professional expertise across corporate, civic, and community sectors. My career includes leadership roles in accounting, information technology, banking, and social and economic development. These experiences shaped my primary areas of expertise: driving organizational effectiveness and operational excellence, advancing social and economic development, and building bridges across diverse stakeholder groups.

If elected to the Standing Committee, I will bring this synthesis of deep Anglican tradition, practical administrative experience, and a deacon's heart for service to our diocesan discernment and governance. I am committed to listening thoughtfully, collaborating effectively, and honoring the trust placed in leadership. I respectfully ask for your vote and prayers as we discern the future of our diocese together.

NOMINATIONS FOR **STANDING COMMITTEE**

NOMINEES for election to the Standing Committee: (continued)



The Rev. Zachary Rugenstone

St. Peter's, Ladue

Priest in the diocese for a little over two years, focused on youth and family ministry.

The Rev. Brenda Sol

Holy Communion, St. Louis



Although I'm new to the diocese, I was very involved in my the diocese of San Diego participating on a number of leadership task forces, Diocesan Council, Standing Committee, and, most recently, the Commission on Ministry. I would be honored to use my organizational gifts and systems thinking in service to the Diocese of Missouri. I was ordained in 2012, served as an Associate Priest for Young Adults for two years at Saint Michael & All Angels in Dallas, TX. For the past 12 years, I served as Rector of St. Andrew's in Encinitas, CA. Since March 1st, I've been enjoying getting to know the faithful people at Holy Communion in University City as their rector.



Christopher Masters

Christ Episcopal, Cape Girardeau

I have been a part of Christ Episcopal Church for 12 years now, served a term on the Vestry and several years on the Finance Committee, have served 2 consecutive years representing our church at convention.

I would like to learn more about the diocese and that is why I am running as a lay person for the Southeast convocation.

NOMINATIONS COMMITTEE MEMBERS

- Mary Korte
- Annette Webb
- Theresa Luebcke
- The Rev. Dr. Teresa Danieley
- The Rev. Dr. Maria Evans
- The Rev. Dave Malek
- Ryan Nely

GO IN PEACE. IN HOPE. IN LOVE.

RESOLUTIONS

There are two types of resolutions:

1. Amendments to the Constitution and Canons: According to the Canons of the Diocese of Missouri, all proposed resolutions for consideration at the Diocesan Convention must be submitted for consideration no later than 50 days prior to the opening of that convention. The Committee on Constitution and Canons will be presenting the following resolutions for final approval (second reading) at the 186th Convention of the Episcopal Church in the Diocese of Missouri: D-185 and E-185

2. Regular Resolutions: These resolutions must be sent to the Resolutions Committee for review. These resolutions typically only apply to the year immediately following the Diocesan Convention. The Resolutions Committee presents three regular resolutions for consideration this year: A-187: Clergy Compensation, B-187

3. Courtesy Resolutions: Courtesy Resolutions are ceremonial resolutions showing appreciation for individuals and organizations, or for commemorating things such as the anniversaries of the founding of parishes. These are also submitted to the Chair of the Resolutions Committee. The Resolutions Committee presents courtesy resolutions this year (to be announced during the convention). Copies of all proposed resolutions for this year's convention are found on the following pages (except courtesy resolutions, which will be read during convention).



Resolution A-187

Clergy Compensation

Submitted by Diocesan Council

1. BE IT RESOLVED that this 187th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2027 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	$76,491	$79,929	$83,851
5	$79,929	$83,851	$87,965
10	$83,851	$87,965	$92,363
15	$87,965	$92,363	$96,981
20	$92,363	$96,981	$101,830
25	$96,981	$101,830	$106,922

* 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		Part Time	
	1/4 Time	Half Time	3/4 Time
0	$19,123	$38,246	$57,368
5	$19,982	$39,964	$59,947
10	$20,963	$41,925	$62,888
15	$21,991	$43,982	$65,974
20	$23,091	$46,181	$69,272
25	$24,245	$48,491	$72,736

2. **BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation;
3. **BE IT FURTHER RESOLVED** that $50,000 group life will be paid by the congregation;
4. **BE IT FURTHER RESOLVED** that the medical coverage for clergy comply with Diocesan Resolution A-172;
5. **BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and $500 will be provided for continuing education;
6. **BE IT FURTHER RESOLVED** that the standard auto allowance will be $2,000 per year;
7. **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;
8. **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;
9. **BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service;
10. **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); and
11. **BE IT FURTHER RESOLVED** that all active vocational deacons shall receive compensation from the congregation and/or diocese in an amount sufficient to enable them to participate in programs offered by the Church Pension Fund.

Rationale

The recommendation for 2027 reflects a 3% increase. The Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers reflects a cost-of-living increase of 3.6%.

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

ASA	Low	Median	High	Average	Average Years
0-75	$69,186	$79,086	$96,146	$80,876	14
76-175	$80,000	$119,620	$131,333	$115,085	15
176+	$190,415	$203,886	$217,317	$203,866	36

A-172 Implementation of Health Plan

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.

Reference Copy

RESOLUTION B-187

RESOLUTION TO SUPPORT THE 82nd GENERAL CONVENTION

Submitted by the Resolutions Committee

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WHEREAS the 82nd General Convention of The Episcopal Church will meet in Phoenix, Arizona, July 3-8, 2027; and

WHEREAS, this Diocese will send its Bishop and Lay and Clergy Deputies to this Convention to prayerfully deliberate on matters of great import to the life of our Church and the world,

BE IT RESOLVED that the congregations and people of the Diocese of Missouri agree to be in prayer for our Bishop and Deputies preceding and during the upcoming General Convention, that they may have a spirit of discernment, listening hearts, and make wise decisions for the sake of our Church and for the sake of the Gospel.

MEMORANDUM

Date: November 12, 2026
To: Members of 187th Convention of the Episcopal Church in the Diocese of Missouri
From: Committee on Constitution and Canons
Re: Report of the Committee on Constitution and Canons

The Committee on Constitution and Canons will be presenting the following resolutions for consideration at the 187th Convention of the Episcopal Church in the Diocese of Missouri:

Resolution D-187

A resolution to amend the Constitution and Canons of the Episcopal Church in the Diocese of Missouri to enable young adult participation in governance of the Diocese and its parishes and missions.

WHEREAS, Section 1.b of Canon I.17 of the Canons of the Protestant Episcopal Church in the United States of America (the "National Canons") establishes that baptized Members of the Episcopal Church who are sixteen years of age and over are to be considered Adult Members;

WHEREAS, consistent with the National Canons, Section 1.d of Canon IV.1 of the Canons of the Episcopal Church in the Diocese of Missouri (the "Diocesan Canons"), provides that an adult member or Communicant of the Episcopal Church in this Diocese is a member or Communicant who is sixteen or more years of age;

WHEREAS, Section 1 of Article III.8 of the Constitution of the Episcopal Church in the Diocese of Missouri requires that Lay Members must be over the age of majority to serve on the Standing Committee of the Diocese;

WHEREAS, Section 3.b of Canon IV.1 of the Diocesan Canons, in determining eligibility to serve as Wardens and members of Vestries or Bishop's Committees and delegates to Diocesan Convention, requires that lay adult Communicants must have reached their majority;

WHEREAS, Section 3.c. of Canon IV.1 of the Diocesan Canons provides, among other things, that confirmed lay adult Communicants must have reached their majority to be eligible to serve as members of Standing Committee;

WHEREAS, said Section 3.c. of Canon IV.1 further provides that lay adult Communicants are eligible to serve as deputies to General Convention, deputies to a Provincial Synod, and members of Diocesan Council before having reached their majority;

WHEREAS, Section 431.055 of the Revised Statutes of Missouri establishes eighteen years as the legal age at which a person becomes competent to contract in Missouri, but Missouri law does not otherwise limit the ability of those persons under the age of eighteen from serving as directors of nonprofit corporations;

WHEREAS, the Episcopal Church in the Diocese of Missouri (the "Diocese") should continue to encourage its parishes and missions to solicit input from the population of young adult Communicants and to engage such persons in the governance of the Diocese and its parishes and missions; and

WHEREAS, service on Vestries and Bishop's Committees and as deputies or delegates to General Convention and Diocesan Convention should be opportunities available to lay adult Communicants.

NOW, THEREFORE, be it resolved as follows:

1. That this 187th meeting of Convention in this Diocese provide its preliminary approval to amend and restate SECTION 2 of ARTICLE III.8 of the Constitution of the Episcopal Church in the Diocese of Missouri in its entirety to read as fōllows:

No Cleric without seat, voice and vote in Convention nor any Lay Member who is not a Confirmed Communicant in good standing shall serve on the Standing Committee.

1. That SECTION 3.b. of Diocesan Canon IV.1 is hereby amended and restated in its entirety to read as follows:

Lay adult Communicants in good standing who have been members of their Congregations for at least one year, or since its organization, whichever is less, are eligible to serve as members of Vestries or Bishop's Committees; they are also eligible, if they have been confirmed, to serve as delegates to Diocesan Convention, provided that no Candidate for Holy Orders shall be eligible to serve as a delegate to Convention. Lay adult Communicants in good standing who have been members of their Congregations for at least one year, or since its organization, whichever is less, are eligible, if they have reached their majority, to serve as Wardens.

1. That SECTION 3.c. of Diocesan Canon IV.1 is hereby amended and restated in its entirety to read as follows:

Confirmed lay adult Communicants in good standing who have been members of the Episcopal Church in this Diocese for at least one year, or since the organization of their Congregations, whichever is less, are eligible to serve as deputies to General Convention, deputies to a Provincial Synod and as members of Diocesan Council; they are also eligible, if they have reached their majority, to serve as officers of Diocesan Council or Standing Committee.

1. That the last sentence of SECTION 3 of Diocesan Canon IV.3 is hereby amended and restated in its entirety to read as follows:

Candidates for the Bishop's Committee shall be lay adult Communicants in good standing and, if so provided in the bylaws of the Mission, shall have reached their majority.

1. That the second sentence of SECTION 2 of Canon IV.5 is hereby amended and restated in its entirety to read as follows:

Candidates shall be adult lay Communicants in good standing who, if so provided in the bylaws of the Parish, have reached their majority.

Rationale

Enables Communicants between the ages of sixteen and eighteen to serve in various governance capacities if otherwise eligible.

Resolution E-187

Resolution E-187: Fixing A Typographical Error

Submitted by the Diocesan Committee on Constitution and Canons

WHEREAS, Section 6 of Canon IV.5 mistakenly references “this Canon IV.5A”;

WHEREAS, the Committee on Constitution and Canons would like to purge the Diocesan Canons of this mistaken reference.

NOW, THEREFORE, BE IT RESOLVED that this 187th Convention of the Diocese of Missouri amend Section 6 of Canon IV.5 of the Canons of the Episcopal Church in the Diocese of Missouri by deleting the reference to “Canon IV.5A” and substituting “Canon IV.5” therefor.

Rationale: Res ipsa loquitur.

To help you consider the proposed changes to the Constitution and Canons, marked copies of the relevant text appears below, appearing in the order listed in the committee report. Following that text are a couple of tables that show which roles currently require the age of majority and which roles simply require that the person be 16 years old. I am not sure why we determined as a Diocese that it was okay for GC deputies to be 16 years old but that delegates to the Diocesan Convention had to be 18 years old.

No Cleric without seat, voice and vote in Convention nor any Lay Member who is not both a Confirmed Communicant in good standing and over the age of majority shall serve on the Standing Committee.
Lay adult Communicants in good standing who have been members of their Congregations for at least one year, or since its organization, whichever is less, are eligible, if they have reached their majority, to serve as Wardens and members of Vestries or Bishop's Committees; they are also eligible, if they have been confirmed, to serve as delegates to Diocesan Convention, provided that no Candidate for Holy Orders shall be eligible to serve as a delegate to Convention. Lay adult Communicants in good standing who have been members of their Congregations for at least one year, or since its organization, whichever is less, are eligible, if they have reached their majority, to serve as Wardens.
Confirmed lay adult Communicants in good standing who have been members of the Episcopal Church in this Diocese for at least one year, or since the organization of their Congregations, whichever is less, are eligible to serve as deputies to General Convention, deputies to a Provincial Synod, and as members of Diocesan Council, and; they are also eligible, if they have reached their majority, as members ofto serve as officers of Diocesan Council or Standing Committee.
Candidates for the Bishop's Committee shall be lay adult Communicants in good standing whoand, if so provided in the bylaws of the Mission, shall have reached their majority.
Candidates shall be adult lay Communicants in good standing who, if so provided in the bylaws of the Parish, have reached their majority.

Current age limitations:

Must Be Adult Member/Communicant (16)	Must Have Reached Age of Majority (18)
General Convention deputies	Senior or Junior Warden
Provincial Synod deputies	Vestryperson
Member of Diocesan Council	Member of Bishop's Committee
	Convention delegates
	Member of Standing Committee

Proposed age limitations:

Must Be Adult Member/Communicant (16)	Must Have Reached Age of Majority (18)
General Convention deputies	Senior or Junior Warden
Provincial Synod deputies	Officer of Diocesan Council
Member of Diocesan Council	Officer of Standing Committee
Vestryperson[1]	
Member of Bishop's Committee[2]	
Convention delegates	
Member of Standing Committee	

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2027

OPERATING BUDGET

EPISCOPAL DIOCESE OF MISSOURI - 2027 OPERATING BUDGET

For Final Action of Convention 12 November 2026

	A	C	D	E	F
1		2026		2027	
2		2026 Operating Budget	2026 Projected Year-end	Council's Proposed Budget	Line Item Explanations
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	$1,357,000	$1,355,900	$1,405,600	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2025 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	$320,800	$320,800	$340,900	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	$96,875	$96,875	$103,250	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	$5,000	$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income	$400,000	$400,000	$430,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus an allocation of income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	$515,000	$515,000	$417,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Income	$30,000	$24,883	$27,200	Rental income from various properties owned by the Diocese, in addition to a distribution of income from the Property Fund.
12	Program Income				
13	*Convention Income*	*$18,000*	*$15,000*	*$15,000*	
14	*Commission on Ministry Income*	*$4,000*	*$3,000*	*$3,000*	
15	*Campus Ministry Income*	*$10,000*	*$10,000*	*$10,000*	
16	*Camp Firebird Income*	*$25,000*	*$23,000*	*$25,000*	
17	*Clergy Events-Registrations*	*$16,500*	*$15,500*	*$14,000*	
18	Program Income (Total)	$73,500	$66,500	$67,000	The offsetting anticipated income for the various listed programs.
19	Donaldson Fund Income	$96,100	$96,100	$103,800	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Firebird, 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.
20	**TOTAL INCOME**	**$2,894,275**	**$2,881,058**	**$2,899,750**	
21					

EPISCOPAL DIOCESE OF MISSOURI - 2027 OPERATING BUDGET

For Final Action of Convention 12 November 2026

	A	C	D	E	F
1		2026		2027	
2		2026 Operating Budget	2026 Projected Year-end	Council's Proposed Budget	Line Item Explanations
22	Expenses				
23	**EPISCOPATE & CHURCH GOVERNANCE**				
24	Archives	$12,000	$12,000	$12,000	The Archives is the repository for all the historical records of the Diocese. This funding will be used to complete the digitization of Diocesan Council minutes, digitize minutes of the Parochial Trust Fund and the Corporation of the Episcopal Diocese of Missouri, digitize Trust and bequest files, and other small digitization projects as needed.
25	Bishop Transition	$10,000	$10,000	$10,000	Funds set aside each year to cover transition expenses for the next bishop.
26	Companion Diocese Committee	$2,500	$2,500	$2,500	Funds to support committee work related to our companion relationship with the Diocese of Puerto Rico.
27	Diocesan Convention (Related Income-Line 13)	$35,000	$35,000	$36,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, and livestreaming.
28	General Convention Deputies	$9,000	$9,000	$9,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
29	Governance	$7,000	$7,000	$7,000	Funds to cover the logistical expenses associated with Diocesan Council and Standing Committee/COEDMO meetings, a joint leadership retreat, and Convocation event expenses.
30	Lambeth	$1,000	$1,000	$1,000	Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
31	National Church Assessment	$366,689	$366,689	$373,645	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.
32	Province of the Midwest (Province V)	$7,334	$7,334	$7,473	This represents our assessment dues for our membership in Province V.
33	Curacy Leadership Program	$10,000	$10,000	$10,000	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. This program will support newly ordained clergy and underserved congregations in the Diocese.
34	Episcopate & Governance Expense Account	$45,000	$45,000	$45,000	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 the Archdeacon.
35	Salary (3 Employees)	$423,500	$454,500	$447,620	Salary line is for 3 staff positions under Episcopate & Governance: the Bishop, an Executive Assistant, and the Canon to the Ordinary. This line also covers the compensation for a part-time contract historian/archivist position and a stipend for the Archdeacon. In 2026 there was an overlap in salaries as staff realignments took place.
36	Benefits (3 Employees)	$145,100	$159,340	$171,911	The appropriate benefit costs associated with the above salaries.
37	**TOTAL - EPISCOPATE & GOVERNANCE**	**$1,074,123**	**$1,119,363**	**$1,133,149**	
38	**ADMINISTRATIVE**				
39	Consulting Contract	$7,000	$7,000	$7,000	Funds to allow the Offices of the Bishop to make use of outside consultants for special projects or events.
40	Contingency	$2,000	$2,000	$2,000	Contingency is simply for unanticipated expenses.
41	Equipment	$5,000	$6,000	$5,000	Funds primarily for replacing/upgrading equipment in the Diocesan Offices.
42	Insurance	$15,000	$15,000	$16,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
43	Interpreters for the Deaf	$2,500	$2,500	$2,500	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.

EPISCOPAL DIOCESE OF MISSOURI - 2027 OPERATING BUDGET

For Final Action of Convention 12 November 2026

	A	C	D	E	F
1		2026		2027	
2		2026 Operating Budget	2026 Projected Year-end	Council's Proposed Budget	Line Item Explanations
44	Office Expenses	$68,000	$76,000	$77,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support.
45	Office Space - Rent	$149,402	$149,402	$140,416	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.
46	Professional Fees	$57,000	$57,000	$57,000	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.
47	Property Management	$115,000	$115,000	$120,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, some capital expenses, and a contracted property manager. This includes funding for the expenses of the following former properties: Grace Hill, St. Matthew's/Mexico, St. Luke's/Manchester, Trinity/DeSoto, and St. Alban's/Fulton.
48	Administrative Expense Account	$4,500	$4,500	$4,500	This amount represents the travel, conferences, and other expenses of the Administrative staff.
49	Salary (4 Employees)	$302,600	$302,600	$311,700	Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a Finance Administrative Assistant.
50	Benefits (4 Employees)	$201,755	$205,055	$221,000	The appropriate benefit costs associated with the above salaries.
51	**TOTAL - ADMINISTRATIVE**	**$929,757**	**$942,057**	**$964,116**	
52	**COMMUNICATION & TECHNOLOGY**				
53	Communications Ministry	$26,900	$23,000	$23,800	The Communications Ministry is the connective tissue of our Diocese, ensuring that our stories, events, and mission are visible, impactful, and spiritually resonant. In the coming year, we aim to expand our reach, improve digital and print media quality, and foster more vibrant two-way communication across the Diocese. These funds cover digital publishing tools, printing, postage, resources and support for parishes, marketing/advertising, and audio/video production.
54	Communications Conferences/Workshops	$1,500	$1,500	$2,000	Funds for hosting Diocesan communications workshops.
55	Communications Contract Work	$15,000	$27,000	$22,000	Funds to hire freelance/contract workers to handle specific aspects of the communications function that require additional time or expertise such as video production, graphic design, podcasts, social media, photography, livestream and tech assistance.
56	Telephone/Internet	$21,000	$19,500	$20,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
57	Communications Expense Account	$2,500	$3,500	$5,000	This amount represents the travel, conferences, and other expenses of the Director of Communications. The increase in 2027 will cover attendance at the General Convention.
58	Salary (1 Employee)	$87,550	$87,550	$90,180	Salary line is for the Director for Communications.
59	Benefits (1 Employee)	$59,450	$60,255	$65,100	The appropriate benefit costs associated with the above salary.
60	**TOTAL - COMMUNICATIONS & TECH**	**$213,900**	**$222,305**	**$228,080**	
61	**COMMUNITY BUILDING & JUSTICE**				
62	Dismantling Racism	$12,000	$12,000	$12,000	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.
63	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.

EPISCOPAL DIOCESE OF MISSOURI - 2027 OPERATING BUDGET

For Final Action of Convention 12 November 2026

	A	C	D	E	F
1		2026		2027	
2		2026 Operating Budget	2026 Projected Year-end	Council's Proposed Budget	Line Item Explanations
64	Episcopal City Mission	$25,000	$25,000	$25,000	Episcopal City Mission's chaplaincy services provide support, hope, and healing to youth in the juvenile justice system at facilities in St. Louis City and County. Funds will be used to support staff salaries and vendor contractual agreements, and to implement new and innovative programming.
65	Episcopal Recovery Ministries	$2,200	$2,200	$1,960	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 website maintenance, annual membership fees, partial travel expenses to the national RMEC conference, printing expenses, and expenses toward producing an annual International Overdose Awareness Day event.
66	Task Force on Hunger	$25,000	$25,000	$30,000	Funds will be used to support food and hunger ministries throughout the Diocese.
67	Interfaith & Ecumenical	$1,350	$1,350	$1,350	This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
68	LGBTQIA+ Ministry & Engagement	$5,000	$5,800	$5,500	This ministry supports the LGBTQ+ communities in the diocese and beyond. Funds will cover the expenses of the annual Diocesan Pride Evensong and the Diocesan participation in Pride St. Louis.
69	Pastoral Care	$3,000	$2,000	$2,000	Funds to cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations.
70	Pastoral Care Training	$0	$0	$10,000	This funding fits directly into the Strategic Vision's Pastoral Care Goal of offering training to lay people to deliver pastoral care to their communities. Funds will allow up to 10 lay people to be certified as Lay Pastoral Care Leaders through the Bishop Kemper School for Ministry. Funding will also allow up to 5 congregational pastoral care teams to be trained through Community of Hope International.
71	**TOTAL-COMMUNITY BUILDING & JUSTICE**	**$76,050**	**$75,850**	**$90,310**	
72	**MINISTRY DEVELOPMENT & STEWARDSHIP**				
73	Ministry Development	$4,000	$4,000	$6,000	Funds will cover implementation of lay leadership initiatives, including "Witness: The Bishop's Certificate in Lay Discipleship". It will cover the ChurchNext annual membership. It will also cover events and training opportunities for missional communities, church plants, and existing congregations, including "Rooted in the Spirit" and "From Meal Ministry to Missional Community".
74	Stewardship	$1,200	$1,250	$1,250	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
75	Ministry Development Exp. Acct.	$9,000	$9,000	$9,000	This amount represents the travel, continuing education, and other expenses of the Canon for Ministry Development.
76	Salary (1 Employee)	$104,545	$127,300	$109,400	Salary line supports the Canon for Ministry Development. In 2026 there was an overlap in salaries for 2 months for the Canon for Evangelism & Discipleship and the Canon for Ministry Development as staff realignments took place.
77	Benefits (1 Employee)	$33,620	$30,300	$20,520	The appropriate benefit costs associated with the above salary.
78	**TOTAL - MINISTRY DEVELOPMENT & STEWARDSHIP**	**$152,365**	**$171,850**	**$146,170**	

EPISCOPAL DIOCESE OF MISSOURI - 2027 OPERATING BUDGET

For Final Action of Convention 12 November 2026

	A	C	D	E	F
1		2026		2027	
2		2026 Operating Budget	2026 Projected Year-end	Council's Proposed Budget	Line Item Explanations
79	**FORMATION**				
80	Camp Firebird (Related Income-Line 16)	$70,000	$70,000	$70,000	The Camp Firebird program offers a residential summer camp experience to Diocesan youth. This year, they had 53 campers, 22 counselors, and 4 apprentices. The budget is used for lodging, meals, activity fees, supplies, counselor stipends, and other camp-related costs.
81	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 15)	$140,000	$148,000	$153,000	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 one standalone and 3-4 parish-based campus ministries, covering peer minister stipends, program expenses, chaplain conference expenses, costs associated with the Campus Ministry Rockwell House, and a new ministry geared toward the care of international students. In addition, this item covers the personnel expenses for a half-time chaplain, part-time associate chaplain, and part-time administrative assistant.
82	Clergy Events (Related Income-Line 17)	$40,000	$37,000	$37,000	Represents the logistical costs associated with a Spring retreat, Fall conference, renewal of vows lunch, and clergy chat speakers.
83	Commission on Ministry (Related Income-Line 14)	$17,000	$17,000	$20,000	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, general ordination exam fees, psychological exam fees, and ordination services. Income of $3,000 is anticipated from postulancy application fees.
84	Continuing Education - Clergy & Lay	$8,000	$8,000	$9,000	Represents money available to assist lay leaders and clergy in taking part in continuing education. There is an application process to access these funds.
85	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.
86	Bishop Kemper School for Ministry	$25,000	$25,000	$25,750	Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
87	Children & Youth Ministries	$5,000	$1,000	$0	Children & Youth Ministries expenses will be funded from the Bishop's Thompson Fund in 2027.
88	Young Adult Ministry	$5,000	$0	$0	Young Adult Ministry expenses will be funded from the Bishop's Thompson Fund in 2027.
89	Formation Expense Account	$5,000	$500	$0	The expenses of the Diocesan Contractor for Children & Youth Ministries are included in Salary line 89 for 2027.
90	Salary & Expenses (1 Contracted Position)	$74,730	$27,900	$21,425	Compensation for the Diocesan Contractor for Children & Youth Ministries.
91	Benefits (1 Employee)	$56,600	$0	$0	The Children & Youth Minister is now a contracted position and does not include benefits.
92	**TOTAL - FORMATION**	**$448,080**	**$336,150**	**$337,925**	
93	Total Expenses	**$2,894,275**	**$2,867,575**	**$2,899,750**	
94					
95	**Net Income (Expense)**	**$0**	**$13,483**	**$0**	

Diocese of Missouri 2027 Operating Budget

Supplemental Documents

Supplemental Notes

2027 Operating Budget Notes

Salary lines—The Bureau of Labor Statistics Midwest Urban Consumers CPI factors to a COLA of 3.6%. A 3% increase has been recommended in the Clergy Compensation Resolution. Salary lines reflect this 3% increase for staff.

Benefits lines—Depending on each employee's current plan selection, health insurance reflects an increase of between 10.5% and 11.5%.

Line 5 – Parish and Mission Assessments – This is based on the assessment formula, adjusted for historical giving.

Line 9—Kelton White Income—This is an allocation of $414,000 of the total $997,800 available from the White Fund in 2027 based on a 4% spending policy. An additional $16,000 represents interest income from outstanding loans.

Line 11 – Property Income: This includes rental income from the former Trinity Church/DeSoto property ($7,200) and a $20,000 distribution from the Future Mission/Property Fund.

Lines 87 & 88 – Children & Youth Ministries & Young Adult Ministry – Limited funding is needed in these areas at this time. Any expenses will be funded from the Thompson Fund.

Kelton White Fund Notes

The Kelton White Trust is permanently restricted, the income of which is restricted for purposes specified in the Trust. The original restrictions stipulated that the income be used to make loans to congregations for 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 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 of up to $25,000 per occurrence for emergency repairs, 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 September 30, 2026, the permanently restricted portion of the White Trust has investments worth approximately $16.5 million, and the segregated White Fund has investments worth approximately $14.1 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 4% using a 3-year average of the 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 $997,800 for 2027.

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 the Standing Committee, and to provide emergency grants to congregations when necessary.

A breakdown of the 2027 allocation is as follows:

Kelton White Funds Allocation (4% of 3-year average)	$997,800
Congregational Operating Support	($358,500)
Diocesan Operating Budget Support	($414,000)
Less the following previously approved White Fund 2027 expenses:	
Rural Revitalization Program - Clergy Compensation Support	($105,000)
Balance remaining to fund emergency grants to Congregations in 2027	$120,300

2027 Congregational Operating Support grants were previously approved. The details are provided for informational purposes only.

Episcopal Diocese of Missouri
2027 Congregational Operating Support
White Fund Grants

	A	C	D	E
2		2026 Approved Grants	2027 Approved Grants	Line Item Explanations
3				
4	Cape Girardeau, Christ	$30,000	$28,500	This provides assistance with part-time clergy compensation and operating support, enabling the church to continue its missional work.
5	Carondelet, St. Paul's	$30,000	$30,000	This provides salary support for a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
6	Ellisville, St. Martin's	$30,000	$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and provide assistance in sustaining and expanding the mission and ministry of this congregation.
7	Farmington, All Saint's	$30,000	$30,000	This provides salary support for a clergy person, assistance with operating expenses, and allows this church to continue its community outreach in the surrounding area. They are receiving additional funding of $30,000 from the Thompson Fund in 2027.
8	Ferguson, St. Stephen's	$20,000	$25,000	This provides clergy salary and operating support to allow this congregation to be a continuing presence in the Ferguson/North County area through various outreach and service programs.
9	Hannibal, Trinity	$5,000	$5,000	This provides for salary support of a clergy person and allows for a continued Episcopal presence in the Northeast Region of the Diocese.
10	Ironton, St. Paul's	$30,000	$30,000	This provides clergy salary support to allow the church to continue as a vital presence in Iron County and surrounding communities. They are receiving additional funding of $30,000 from the Thompson Fund in 2027.
11	Kirksville, Trinity	$28,000	$28,000	This provides part-time clergy salary support and assists in sustaining and expanding the mission and ministry of this congregation.
12	Portland, St. Mark's	$4,000	$4,000	This provides this small congregation with assistance for operating expenses and funding for ministry and outreach, allowing them to continue to be a vital presence in their community.
13	St. Genevieve, St. Vincent's in-the-Vineyard	$10,000	$10,000	This mission church is currently meeting in a transitional space and seeking a permanent facility as they discern their mission in Ste. Genevieve County. Funds will be used to provide clergy and musicians to the congregation weekly and to assist with operating expenses.
14	St. Louis, All Saints & Ascension	$30,000	$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and provide 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.
16	St. Louis, Faith Christian Church of India	$30,000	$30,000	This provides salary support for a clergy person and allows them to worship, serve, spiritually nurture, and build relationships 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 2026 and 2027 of $21,200 and $22,200 per year, respectively.
17	St. Louis, St. John's	$30,000	$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and provide assistance in sustaining and expanding the mission and ministry of this congregation. They are receiving additional funding from the Thompson Fund in 2026 and 2027 of $10,000 and $8,000 per year respectively.
18	Sullivan, St. John & St. James	$28,000	$28,000	This small church is engaged in an exciting time of redevelopment, renewal, and growth. Funds will support the salary of a lay minister and assist with operating expenses.
19	Town & Country, Hope	$30,000	$0	Hope Church is not seeking budget assistance for 2027.
20	**TOTAL**	$385,000	$358,500	

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