

**Diocese of Missouri
One Hundred Fifty-Seventh
Convention
November 1996**

Protestant Episcopal Church



JOURNAL

of the

One Hundred Fifty-Seventh Convention

of the

DIOCESE OF MISSOURI

PROTESTANT EPISCOPAL CHURCH

November 21-23, 1996

Doubletree Hotel
Chesterfield, Missouri

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BISHOPS OF THE DIOCESE OF MISSOURI

Organized November 6, 1840

Missionary Bishop, The Rt. Rev. Jackson Kemper, D.D., LL.D.

Born December 24, 1789; Consecrated September 25, 1835;
Translated to Wisconsin in 1854; Died May 24, 1870

First Bishop, The Rt. Rev. Cicero Stephens Hawks, D.D.

Born May 26, 1812; Consecrated October 20, 1844;
Died April 18, 1868

Second Bishop, The Rt. Rev. Charles Franklin Robertson, D.D., S.T.D., LL.D.

Born March 2, 1835; Consecrated October 25, 1868;
Died May 1, 1886

Third Bishop, The Rt. Rev. Daniel Sylvester Tuttle, D.D., S.T.D., D.C.L., LL.D.

Born January 26, 1837; Consecrated May 1, 1867;
Bishop of Missouri, August 9, 1886;
Presiding Bishop, September 7, 1903;
Died April 17, 1923

Fourth Bishop, The Rt. Rev. Frederick Foote Johnson, D.D.

Born April 23, 1866; Consecrated November 2, 1905; Bishop of South Dakota,
1905-1911
Bishop Coadjutor of Missouri, January 1, 1912; Bishop of Missouri, April 17, 1923;
Retired, November 8, 1933; Died May 9, 1943

Fifth Bishop, The Rt. Rev. William Scarlett, D.D., LL.D.

Born October 3, 1883; Consecrated May 6, 1930;
Bishop Coadjutor of Missouri, 1930-1933; Bishop of Missouri, November 8, 1933;
Retired, November 1, 1952; Died March 28, 1973

Sixth Bishop, The Rt. Rev. Arthur Carl Lichtenberger, D.D., S.T.D., LL.D., L.H.D., D.C.L., J.C.D.

Born January 8, 1900; Consecrated April 5, 1951;
Bishop Coadjutor of Missouri, 1951-1952; Bishop of Missouri, November 1, 1952;
Presiding Bishop, November 15, 1958;
Resigned as Bishop of Missouri May 15, 1959; Died September 3, 1968

Seventh Bishop, The Rt. Rev. George Leslie Cadigan, D.D.

Born April 12, 1910; Consecrated April 16, 1959;
Bishop of Missouri, May 15, 1959;
Retired, April 16, 1975

Eighth Bishop, The Rt. Rev. William Augustus Jones, Jr., D.D.

Born January 24, 1927; Consecrated May 3, 1975;
Retired January 21, 1993

Ninth Bishop, The Rt. Rev. Hays Hamilton Rockwell, D.D.

Born August 17, 1936; Consecrated March 2, 1991;
Bishop Coadjutor of Missouri, 1991-1993;
Bishop of Missouri, January 21, 1993

OFFICERS OF THE DIOCESE**Bishop**

The Rt. Rev. Hays H. Rockwell
 1210 Locust Street
 St. Louis, Missouri 63103
 Phone: 314-231-1220
 FAX: 314-231-3373

Chancellor

Mr. Edwin S. Fryer
 Bryan Cave
 1 Metropolitan Square
 St. Louis, Missouri 63102
 314-259-2397

Vice Chancellor

The Hon. Jean C. Hamilton
 U.S. Court and Custom House
 1114 Market Street
 St. Louis, MO 63101
 314-539-3202

Chancellor Emeritus

Mr. William M. Van Cleve
 Bryan Cave, 1 Metropolitan Square
 St. Louis, Missouri 63102

Secretary of Convention

The Rev. Richard A. Knudsen
 35 Murray Street
 St. Clair, Missouri 63077

Treasurer

Mr. William Cornelius
 2 Dunlora
 St. Louis, MO 63131

DIOCESAN STAFF

1210 Locust Street, St. Louis, Missouri 63103
 Phone: 314-231-1220, or 1-800-719-1259 (Missouri only)
 FAX: 314-231-3373

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Chief Financial Officer

Deputy for Ministry/Pastoral Care

Coordinator for Christian Education & Youth

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Program Coordinator

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158th Convention (1997)

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The Rev. Richard B. Tudor, President

159th Convention (1998)

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160th Convention (November 1999)

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161st Convention (November 2000)

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- Mrs. Delores Bordeaux Term expires 158th Convention
- Ms. Victoria Myers Term expires 158th Convention
- Mr. Michael Coffey Term expires 159th Convention
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- Mrs. Susan Gilstrap Term expires 160th Convention
- Mr. Randy Mariani Term expires 160th Convention

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- The Rev. Anne M. Wolf Term expires 159th Convention
- Mr. Nicholas Clifford Term expires 160th Convention

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- | | | |
|--------------------------------|---|--------------------------------|
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 Trinity, Kirksville
 St. Matthew's, Mexico
 St. Barnabas', Moberly
 St. Mark's, Portland

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President: The Rev. Brant Hazlett

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 St. John's, Caruthersville
 All Saints', Farmington
 St. Paul's, Ironton
 St. Luke's, Kennett
 Holy Cross, Poplar Bluff
 St. Paul's, Sikeston

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 St. John's, Prairieville

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 Prince of Peace, St. Louis
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 Holy Communion, University City
 St. John's, St. Louis
 St. Stephen's, St. Louis
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The Rev. Priscilla Allen	Canon Pastor
Mr. Edwin S. Fryer	Chancellor of the Diocese
Mr. William Cornelius	Treasurer of the Diocese

Elected by the Convention:

Term expires with the 158th Convention

The Rev. Brant Hazlett (Resigned)	Mr. Donald Brackhahn
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Term expires with the 159th Convention

The Rev. Paris Coffey *	Ms. Ann Avery
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Term expires with the 160th Convention

The Rev. Karen Mosso	Ms. Jaunetha Cade
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* *Filling unexpired term of the Rev. Mary Caucutt*

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Mr. John Stewart	Junior Warden
Ms. Kristina W. Reppert	Treasurer
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Ms. Judy Casciolini	Mr. Michael Morris
Mrs. Cheryl Winters Heard	Ms. Marianne Marxkors
Mr. Gary R. Johnson	Ms. Bonnie Taylor

Ms. Jill Young

Thompson Center

12145 Ladue Road, St. Louis, MO 63141

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Ms. Shah Smith	Managing Director
Ms. Susan Moseley	Program Director

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Ms. Kathy Darnall	Ms. Virginia R. Russell
Ms. Ruth Dewein	Ms. Barbara Soelle

and representatives of the Presbytery of Giddings-Lovejoy (Presbyterian Church, USA) and the Missouri East Conference of the United Methodist Church.

St. Andrew's Episcopal-Presbyterian Foundation

6633 Delmar, St. Louis, MO 63130

The St. Andrew's Episcopal-Presbyterian Foundation is sponsored by both the Diocese of Missouri and the Presbytery of Giddings-Lovejoy (Presbyterian Church, USA).

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Mr. Jefferson L. Miller

Mr. Keith D. Shaw

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The Rev. Richard J. Bormes

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Mr. John L. Davidson

and representatives of the Presbytery of Giddings-Lovejoy (Presbyterian Church, USA).

The Episcopal Home for Children

"The Educational Center"

6357 Clayton, St. Louis, MO 63117

The Rt. Rev Hays H. Rockwell Chairman

The Rev. William D. Chapman President of the Board

The Episcopal City Mission

12145 Ladue Road, St. Louis, MO 63141

The Rt. Rev. Hays H. Rockwell President

Ms. Laura Kanne Executive Director

Dr. G. Brooke Hoey 1st. Vice President & Chairman

Ms. Pat Lynn FitzRoy Treasurer

Grace Hill House

2600 Hadley Street, St. Louis, MO 63106

Mr. George Eberle, Jr., A.C.S.W Executive Director

Grace Hill House is a partner of Grace Hill Neighborhood Services.

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 - Mrs. Eleanor Sweeney Recording Secretary
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 - (Vacant) South Convocation Chairperson
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 - Ms. Flodell Mandeville At-Large Member
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 - Ms. Sallie Simmons Spring Conference Co-Chairperson
-
- Ms. Margaret "Peg" Cooper }
 Mrs. Alice Jones } Delegates to the Triennial of the Episcopal
 Mrs. Mary Jane Kuhn } Churchwomen - Philadelphia, 1997
 Mrs. Eleanor Sweeney }

St. Luke's Episcopal-Presbyterian Hospital

232 South Woods Mill Road, Chesterfield, MO 63017

- George L. Tucker, M.D. President & Chief Executive Officer
- The Rev. J. Edwin Heathcock Associate Administrator

Neighborhood Health Center, Inc.

2600 Hadley Street., St. Louis, MO 63106

- Mr. Richard Gram Executive Director
- Mr. John A. Davidson, M.D. Medical Director

Neighborhood Health Center, Inc. is a partner of Grace Hill Neighborhood Services.

Cape C
Colum
Hannib
Jefferso
Louisia
Mexico
Monroe
Palmyr
Poplar
Prairie
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St. Cha
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Clayton
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Ellisvill
Ferguso
Florissar
Kirkwoo
Kirkwoo
Ladue
Manches
Northwo
Town &
Universit
Warson
Webster

PARISHES

Cape Girardeau	Christ
Columbia	Calvary
Hannibal	Trinity
Jefferson City	Grace
Louisiana	Calvary
Mexico	St. Matthew
Monroe City	St. Jude
Palmyra	St. Paul
Poplar Bluff	Holy Cross
Prairieville (Eolia)	St. John
Rolla	Christ
St. Charles	Trinity
St. Clair	St. James
Sikeston	St. Paul

St. Louis City:

St. Louis	All Saints
St. Louis	Christ Church Cathedral
St. Louis	St. Augustine
St. Louis	St. John
St. Louis	St. Mark
St. Louis	St. Paul
St. Louis	Trinity

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Clayton	St. Michael & St. George
Crestwood	Advent
Creve Coeur	St. Timothy
Ellisville	St. Martin
Ferguson	St. Stephen
Florissant	St. Barnabas
Kirkwood	Epiphany
Kirkwood	Grace
Ladue	St. Peter
Manchester	St. Luke
Northwoods	St. Andrew
Town & Country	Good Shepherd
University City	Holy Communion
Warson Woods	St. Matthew
Webster Groves	Emmanuel

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Caruthersville	St. John
Clarksville	Grace
Columbia	St. Mary
DeSoto	Trinity
Eureka	St. Francis
Farmington	All Saints
Fulton	St. Alban
Ironton	St. Paul
Kennett	St. Luke
Kirksville	Trinity
Lake St. Louis	Transfiguration
Moberly	St. Barnabas
Portland	St. Mark
St. James	Trinity
Sullivan	St. John

St. Louis City:

St. Louis	Ascension
St. Louis	Prince of Peace
St. Louis	St. Stephen
St. Louis	St. Thomas

BONN
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Clark
Phon
[See]

COLUM
123 S
Colum
Phon
FAX:
Rector

COLUM
P.O. B
Colum
Phon:
Vicar:

DE SOT
South
P. O. B
De Sot
Phon:
Priest-i

PARISHES AND MISSIONS of the EPISCOPAL DIOCESE OF MISSOURI

BONNE TERRE - St. Peter's Church

121 Southwest Main Street
Bonne Terre, MO 63628
Phone:
Priest-in-Charge: Vacant

CAPE GIRARDEAU - Christ Church

101 North Fountain
Cape Girardeau, MO 63701
Phone: 573-335-2997
Rector: Brant V. Hazlett

CARUTHERSVILLE -

St. John's Church
110 West 19th Street
P. O. Box 62
Caruthersville, MO 63830
Phone: 573-333-2249
Priest-in-Charge: W. Nathaniel Pyron

CLARKSVILLE - Grace Church

104 Howard Street (Box 25)
Clarksville, MO 63336
Phone: 573-242-3763
[See North Convocation Partnership]

COLUMBIA - Calvary Church

123 South Ninth Street
Columbia, MO 65201
Phone: 573-449-3194
FAX: 573-442-9392
Rector: James P. Fallis, Jr.

COLUMBIA - St. Mary's Church

P.O. Box 10064
Columbia, MO 65205
Phone: 573-874-8886
Vicar: (Vacant)

DE SOTO - Trinity Church

South Second & West Miller
P. O. Box 9
De Soto, MO 63020
Phone: 314-586-2542
Priest-in-Charge: (Vacant)

FARMINGTON - All Saints' Church

Hwy. 67 & Maple/Bray Rd.
P.O. Box 651
Farmington, MO 63640
Phone: 573-756-3225
FAX: 573-756-0048
Vicar: Jerry L. Miller

FULTON - St. Alban's Church

6 West Ninth Street
Fulton, MO 65251
Phone: 573-642-7758
Priest-in-Charge: Edward Moore

HANNIBAL - Trinity Church

213 North Fourth
P. O. Box 933
Hannibal, MO 63401
Phone: 573-221-0298
[See North Convocation Partnership]

IRONTON - St. Paul's Church

106 North Knob
P. O. Box 62
Ironton, MO 63650
Phone: 573-546-2397
FAX: 573-546-7191
Vicar: Jerry L. Miller

JEFFERSON CITY - Grace Church

217 Adams Street
Jefferson City, MO 65101
Phone: 573-635-4405
FAX: 573-636-5512
Rector: Harvel R. Sanders

KENNETT - St. Luke's Church

222 N. Main Street
P. O. Box 614
Kennett, MO 63857
Phone:
Priest-in-Charge: W. Nathaniel Pyron

KIRKSVILLE - Trinity Church
124 North Mulanix (P. O. Box 652)
Kirksville, MO 63501
Phone: 816-665-6155
Vicar: Jocelyn J. Bell

LAKE ST. LOUIS - Transfiguration
1860 Lake St. Louis Boulevard
Lake St. Louis, MO 63367
Phone: 314-561-8951
Interim Pastor: Richard H. Baker

LOUISIANA - Calvary Church
704 Georgia St. (P.O. Box 528)
Louisiana, MO 63353
Phone: 573-754-6423
[See North Convocation Partnership]

MEXICO - St. Matthew's Church
1100 South Grove
Mexico, MO 65265
Phone: 573-581-1498
Rector: James C. S. Slack

MOBERLY - St. Barnabas' Church
629 West Coates (P.O. Box 37)
Moberly, MO 65270
Phone: 816-263-5759
Vicar: Mary Lou Kator

MONROE CITY - St. Jude's Church
323 North Main
Monroe City, MO 63456
Phone: None
Priest-in-charge: (Vacant)

**NORTH CONVOCATION
PARTNERSHIP -**

*Calvary Church/Louisiana
Grace Church/Clarksville
St. Paul's Church/Palmyra
Trinity Church/Hannibal
St. John's Church/Prairieville(Eolia)*

Missioners:

The Rev. Stephen Weissman
Phone: 573-754-6423
The Rev. Michael Kyle
Phone: 573-221-0298

PALMYRA - St. Paul's Church
East Olive Street
P.O. Box 269
Palmyra, MO 63461
Phone: 573-769-3552
[See North Convocation Partnership]

POPLAR BLUFF - Holy Cross Church
420 North Main Street
P. O. Box 223
Poplar Bluff, MO 63901
Phone: 573-785-1098
Rector: Thomas C. Bruns

PORTLAND - St. Mark's Church
Portland, MO 65067
Phone:
Priest-in-Charge: George Spratt

PRAIRIEVILLE (Eolia) -
St. John's Church
Route H,
Eolia, MO 63344
Phone:
[See North Convocation Partnership].

ROLLA - Christ Church
1000 Main Street
P. O. Box 845
Rolla, MO 65401
Phone: 573-364-1499
Interim Pastor: Kenneth B. Yerkes

ST. CHARLES - Trinity Church
318 South Duchesne
St. Charles, MO 63301
Phone: 314-949-0160
Rector: Tamsen Whistler

ST. CLAIR - St. James' Church
35 Murray Street
St. Clair, MO 63077
Phone: 314-629-0704
Rector: Richard A. Knudsen

ST. JAMES - Trinity Church
120 East Scioto
St. James, MO 65559
Phone: 573-265-7667
Priest-in-Charge: Keith Raske

SIKESTON - St. Paul's Church

1010 North Main (P. O. Box 428)

Sikeston, MO 63801

Phone: 573-471-2680

Priest-in-Charge: W. Nathaniel Pyron

ST. LOUIS - St. Mark's Church

4714 Clifton Avenue

St. Louis, MO 63109

Phone: 314-832-3588

Rector: Lydia A. Speller

SULLIVAN - St. John's Church

463 North Church Street

Sullivan, MO 63080

Phone: 573-468-3753

Vicar: Richard A. Knudsen

ST. LOUIS - St. Paul's Church

6518 Michigan Avenue

St. Louis, MO 63111

Phone: 314-352-0370

Rector: Walter LaBatt

ST. LOUIS - All Saints' Church

5010 Terry Avenue

St. Louis, MO 63115

Phone: 314-367-2314

Rector: Emery Washington, Sr.

ST. LOUIS - St. Stephen's Church

1400 Park Avenue

St. Louis, MO 63104

Phone: 314-539-9865

[See *St. Louis Urban Partnership*]**ST. LOUIS** - Ascension Church

850 Goodfellow Blvd.

St. Louis, MO 63112

Phone: 314-361-0105

[See *St. Louis Urban Partnership*]**ST. LOUIS** -

St. Thomas Church for the Deaf

1210 Locust Street

St. Louis, MO 63103

Phone: 314-421-2685

Vicar: (Vacant)

ST. LOUIS - Christ Church Cathedral

1210 Locust Street

St. Louis, MO 63103

Phone: 314-231-3454

FAX: 314-231-3142

Dean: J. C. Michael Allen

ST. LOUIS - Trinity Church

600 North Euclid Avenue

P. O. Box 4740

St. Louis, MO 63108

Phone: 314-361-4655

FAX: 314-367-3552

Rector: Jennifer Phillips

ST. LOUIS - Prince of Peace Church

8449 Halls Ferry Road

St. Louis, MO 63147

Phone: 314-261-0770

[See *St. Louis Urban Partnership*]**ST. LOUIS URBAN PARTNERSHIP** -*St. John's Church/St. Louis**St. Augustine's Church/St. Louis**St. Stephen's Church/St. Louis**Prince of Peace Church, St. Louis**Church of the Ascension/St. Louis*

Phone: 314-772-2389

ST. LOUIS - St. Augustine's Church

7039 Bruno Avenue

St. Louis, MO 63143

Phone: 314-647-2580

[See *St. Louis Urban Partnership*]**Missioners:**

The Rev. George S. Plattenburg

The Rev. Karen Mosso

ST. LOUIS - St. John's Church

3664 Arsenal Street

St. Louis, MO 63116

Phone: 314-772-3970

Rector: George S. Plattenburg

[See *St. Louis Urban Partnership*]**CLAYTON** - Church of St. Michael

and St. George

6345 Wydown Boulevard

P.O. Box 11887

St. Louis, MO 63105

Phone: 314-721-1502

FAX: 314-721-4670

Rector: Kenneth J. Semon

CRESTWOOD - Church of the Advent
9373 Garber Road
Crestwood, MO 63126
Phone: 314-843-0123
Rector: Daniel J. Handschy

CREVE COEUR - St. Timothy's
808 North Mason Road
Creve Coeur, MO 63141
Phone: 314-434-5906
FAX: 314-434-4103
Rector: Frank B. Crumbaugh, III

ELLISVILLE - St. Martin's Church
15764 Clayton Road
Ellisville, MO 63011
Phone: 314-227-1484
FAX: 314-227-1494
Rector: Howard F. Park, III

FERGUSON - St. Stephen's Church
33 North Clay
Ferguson, MO 63135
Phone: 314-521-0138
Rector: B. Gary Nowlin

FLORISSANT - St. Barnabas' Church
2900 St. Catherine
Florissant, MO 63033
Phone: 314-837-7113
FAX: 314-837-5785
Rector: Richard B. Tudor

KIRKWOOD - Church of the Epiphany
2154 Dougherty Ferry Road
Kirkwood, MO 63122
Phone: 314-822-2115
Rector: (Vacant)

KIRKWOOD - Grace Church
514 East Argonne Drive
Kirkwood, MO 63122
Phone: 314-821-1806
FAX: 314-821-1832
Rector: David K. Fly

LADUE - St. Peter's Church
110 North Warson Road
Ladue, MO 63124
Phone: 314-993-2306
FAX: 314-993-8496
Rector: James P. Metzger

MANCHESTER - St. Luke's Church
1101 Sulphur Springs Road
Manchester, MO 63021
Phone: 314-227-1227
Rector: William T. Luley

NORTHWOODS - St. Andrew's Church
4520 Lucas & Hunt Road
Northwoods, MO 63121
Phone: 314-261-4727
FAX: 314-261-4727
Interim Pastor: Patricia S. Williams

TOWN & COUNTRY -
Church of the Good Shepherd
1166 South Mason Road
Town & Country, MO 63131
Phone: 314-576-5502
FAX: 314-576-6036
Rector: Paul R. Walter

UNIVERSITY CITY -
Church of the Holy Communion
7401 Delmar Boulevard
University City, MO 63130
Phone: 314-721-7401
FAX: 314-721-7479
Rector: Stephen L. McKee

WARSON WOODS - St. Matthew's
1551 Bennett
Warson Woods, MO 63122
Phone: 314-966-8909
Rector: Thomas C. Barnett

WEBSTER GROVES -
Emmanuel Church
9 South Bompert
Webster Groves, MO 63119
Phone: 314-961-2393
FAX: 314-961-1132
Rector: Susan C. Skinner

WILDWOOD, St. Francis' Church
La Salle Institute
2101 Rue de La Salle
Wildwood, MO 63038
Phone: 314-938-3733
FAX: 314-519-0825
Vicar: Beverly Ann Factor

Rockv
Allen,
Allen,
Bailey,
*Baker

Barnet
Bell, J
Benso
Borme
Brun,
Chapm
Coffey,
*Crawf
Crews,
Gr
Crumb
Danfor

Dey, C
Eastes,
Factor,
Fallis, J
Fly, Dav
Handsc
Hazlett,
Heathc

Ch
Heighar
Hyde, E
Kator, M
Ch
Kinman,
Knudsen

St
Kyle, Mi
Har
Ch
LaBatt,
Lawler,
Ludbro

LIST OF CLERGY
In the Diocese of Missouri,
November 22, 1996

Canonically Resident and entitled to seat, voice and vote
(in accordance with Title III, Article III.3, Section 4):

- Rockwell, Hays Hamilton - Bishop
Allen, J. C. Michael, D.D. - Dean, Christ Church Cathedral, St. Louis
Allen, Priscilla R. - Canon Pastor, Christ Church Cathedral, St. Louis
Bailey, Sarah "Sallie" E. - Assistant, Calvary Church, Columbia
*Baker, Richard H. - Interim Pastor, Church of the Transfiguration,
Lake St. Louis
Barnett, Thomas C., D.Min. - Rector, St. Matthew's Church, Warson Woods
Bell, Jocelyn J. - Vicar, Trinity Church, Kirksville
Benson, David H. - Assisting Priest, Emmanuel Church, Webster Groves
Bormes, Richard J. - Canon to the Ordinary, Diocese of Missouri
Bruns, Thomas C. - Rector, Church of the Holy Cross, Poplar Bluff
Chapman, William D. - St. Louis - Committee on Dismantling Racism
Coffey, Paris H. - Associate Rector, St. Timothy's Church, Creve Coeur
*Crawford, A. Chandler - DeSoto (retired)
Crews, Warren E., D.Min. - Assisting Priest, Emmanuel Church, Webster
Groves; Interim Pastor, Epiphany, Kirkwood
Crumbaugh, III, Frank B. - Rector, St. Timothy's Church, Creve Coeur
Danforth, John C. - Associate, Church of the Holy Communion,
University City
Dey, Charlotte Jane - Deacon, Grace Church, Jefferson City
Eastes, Suzanne H. - Assisting Priest, Grace Church, Kirkwood
Factor, Beverly Ann, - Vicar, St. Francis Church, Wildwood
Fallis, Jr., James P. - Rector, Calvary Church, Columbia
Fly, David K. - Rector, Grace Church, Kirkwood
Handschy, Daniel J. - Rector, Church of the Advent, Crestwood
Hazlett, Brant V. - Rector, Christ Church, Cape Girardeau
Heathcock, J. Edwin - Associate Administrator, St. Luke's Hospital,
Chesterfield
Heigham, Jr., Llewellyn M. - Assistant, Grace Church, Kirkwood
Hyde, E. Clarendon - Columbia - Committee on Dismantling Racism
Kator, Mary Lou - Vicar, St. Barnabas Church, Moberly [Pastor, Peace Lutheran
Church, Salisbury, Missouri]
Kinman, Michael D. - Deacon, Church of St. Michael & St. George, Clayton
Knudsen, Richard A. - Rector, St. James' Church, St. Clair, and Vicar,
St. John's Church, Sullivan
Kyle, Michael R. - Missioner, North Convocation Partnership [Trinity Church,
Hannibal; St. Paul's, Palmyra; Calvary Church, Louisiana; St. John's
Church, Prairieville; and, Grace Church, Clarksville]
LaBatt, Walter B. - Rector, St. Paul's Church, Carondelet
Lawler, Steven W. - Associate, Church of St. Michael & St. George, Clayton
Ludbrook, Helen C. - Associate, St. Martin's Church, Ellisville

Luley, William T. - Rector, St. Luke's Church, Manchester
 *MacArthur, Robert S. - Assisting Priest, St. Martin's Church, Ellisville
 McKee, Stephen L. - Rector, Church of the Holy Communion, University City
 Metzger, James P. - Rector, St. Peter's Church, Ladue
 Miller, Jerry L. - Vicar, All Saints' Church, Farmington; and, St. Paul's Church,
 Ironton
 Moore, Edward F. - Priest-in-Charge, St. Alban's Church, Fulton
 Morris, Charles H., D. Min. - St. Louis
 Mosso, Karen A. - Missioner, St. Louis Urban Partnership [St. John's Church,
 Church of the Ascension, Prince of Peace, St. Stephen's Church,
 St. Augustine's Church]
 North, Jr., William M. - Associate, Church of St. Michael & St. George, Clayton
 Nowlin, B. Gary - Rector, St. Stephen's Church, Ferguson
 Park, III, Howard F. - Rector, St. Martin's Church, Ellisville
 Phillips, Jennifer M., D.Min. - Rector, Trinity Church, St. Louis
 Pickeral, Gretchen B - Chaplain, Episcopal City Mission
 Plattenburg, George S. - Missioner, St. Louis Urban Partnership [St. John's
 Church, Church of the Ascension, Prince of Peace, St. Stephen's Church,
 St. Augustine's Church]
 Pyron, W. Nathaniel - Priest-in-Charge - St. Paul's Church, Sikeston, St.
 John's Church, Caruthersville, and St. Luke's Church, Kennett
 Rachal, Robert T. - Associate, Calvary Church, Columbia
 Raske, L. Keith - Priest-in-Charge, Trinity Church, St. James
 Sanders, Harvel R. - Rector, Grace Church, Jefferson City
 Semon, Kenneth J. - Rector, Church of St. Michael & St. George, Clayton
 Skinner, Robert B. - Webster Groves (retired)
 Skinner, Susan C. - Rector, Emmanuel Church, Webster Groves
 Slack, James C. S. - Rector, St. Matthew's Church, Mexico
 Speller, Lydia Agnew - Rector, St. Mark's Church, St. Louis
 *Stuart, Jr., Calvin B. - Assisting Priest, Emmanuel Church, Webster Groves
 Tudor, Richard B., D.Min. - Rector, St. Barnabas Church, Florissant
 Walter, Paul R. - Rector, Church of the Good Shepherd, Town & Country
 Warner, Charlotte "Cricket" - Canon, Christ Church Cathedral, St. Louis
 Washington, Sr., Emery - Rector, All Saints' Church, St. Louis
 Weissman, Stephen E. - Missioner, North Convocation Partnership [Trinity
 Church, Hannibal; St. Paul's Church, Palmyra; Calvary Church,
 Louisiana; St. John's Church, Prairieville; and, Grace Church, Clarksville]
 Whistler, Tamsen E. - Rector, Trinity Church, St. Charles
 Williams, Patricia S. - Deputy for Ministry/Pastoral Care, Diocese of Missouri
 Interim Pastor, St. Andrew's Church, Northwoods
 Yerkes, Kenneth B. - Interim Pastor, Christ Church, Rolla
 Wolf, Anne M. - Associate, St. Peter's, Church, Ladue
 *Zimmerman, Gretchen D. - Chesterfield, Committee on Resolutions

Total eligible to seat, voice and vote	67
Necessary for quorum	23

Canon

LivingLiving

License

Canonically resident with seat and voice only. Not required for a quorum:**Living in Diocese of Missouri:**

- *Ash, Richard H. - Mexico (retired)
- *Baker, Jr., William A. - St. Louis (retired)
- *Barbee, C. Frederick - St. Louis
- *Davis, Fred R. - Crestwood
- *Donovan, Harlow P. - St. Louis
- *McClenahan, Helen L. - St. Louis
- *McCreight, Douglas G. - Webster Groves (retired)
- *Nanny, Susan K. - St. Louis
- *Noel, Virginia L. - St. Louis
- *Persson, Bernard C. - Wentzville
- *Peyton, III, Allen T. - Palmyra
- *Roeger, William D. Hannibal (retired)
- *Scharon, Anne S. - St. Louis
- Steidemann, Arthur R. - St. Louis (retired)
- *Swift, Joseph T. - St. Louis (retired)
- *Valantasis, Richard - St. Louis
- *Vandivort, Paul M. - St. Louis
- *Wiltse, Roderic D. - St. Louis

Living outside Diocese of Missouri:

- *Cadigan, George L., D.D. - Topsham, ME (retired Bishop)
- *Jones, Jr., William A., D.D. - Johnson City, TN (retired Bishop)
- *Cadigan, C. Richard - Dallas, TX
- *Campbell, Claude Alan - Houston, TX
- *Carlo, Joseph W. - Venice, FL (retired)
- *Carroll, C. Edward - Columbia, MO
- *Cherbonnier, Edmund - (Deacon) Hartford, CT
- *Gable, David L. -
- *Galbraith, Charles M. - (retired)
- *Grindrod, Robert H. - Crystal Lake, IL
- *Jones, II, Bennett G. - California
- *Jones, Carolyn Gibson - California
- *Kadel, Andrew G. - Yonkers, NY
- *Nabe, Clyde M. - Edwardsville, IL
- *Peabody, William N., D. Min. - South Woodstock, Vermont
- *Seeley, Martin A. - England
- *Tomas, Bernardo D. - Miami, Florida (retired)
- *Wilkinson, Donald C. - San Antonio, Texas

Licensed to officiate in the Diocese of Missouri:

- *Duran, Sr., Frank D. - Chicago
- *D'Wolf, James F. - Kansas
- *Smart, Clifford E. S. - Church of England
- *Spratt, George C. - Kansas
- *Stickney, William D. - New York
- *Zacher, Allan N. - Springfield

LIST OF CLERGY

Canonically Resident in the Diocese of Missouri
as of November 22, 1996

(In Order of Precedence)

Rockwell, Hays H.	-C-	March 2, 1991 - Bishop
Cadigan, George L.	-C-	April 16, 1959 - Retired Bishop
Jones, Jr., William A.	-C-	May 3, 1975 - Retired Bishop
Swift, Joseph T.	-O-	January 27, 1952 - Retired
Steidemann, Arthur R.	-O-	June 1, 1952 - Retired
Crawford, A. Chandler	-R-	May 1, 1954 - Retired
Carlo, Joseph W.	-O-	September 14, 1960 - Retired
Chapman, William D.	-R-	November 1, 1960 - Retired
Park, III, Howard F.	-O-	June 16, 1962
Cadigan, C. Richard	-R-	January 4, 1963 - Non-Parochial
Danforth, John C.	-O-	September 15, 1963
Baker, Richard H.	-O-	June 25, 1964
Stuart, Jr., Calvin B.	-O-	June 25, 1964
Morris, Charles H., D.Min.	-R-	August 1, 1965 - Retired
Benson, David H.	-R-	September 1, 1965 - Retired
Sanders, Harvel R.	-O-	June 25, 1966
Skinner, Robert B.	-R-	August 1, 1967 - Retired
Tomas, Bernardo D.	-R-	April 3, 1968 - Retired
Vandivort, Paul M.	-O-	June 22, 1968 - Non-Parochial
Peabody, William N.	-R-	March 25, 1969 - Non-Parochial
Wilkinson, Donald C.	-R-	January 19, 1972 - Non-Parochial
Ash, Richard H.	-R-	September 1, 1972 - Retired
Knudsen, Richard A.	-O-	November 11, 1973
Hyde, E. Clarendon	-R-	January 1, 1974 - Retired
Cherbonnier, Edmund L.	-R-	April 24, 1974 - Deacon, Non-Parochial
Baker, Jr., William A.	-R-	January 14, 1976 - Retired
Allen, Jay Cooke Michael	-R-	June 1, 1976
Plattenburg, George S.	-R-	August 20, 1976
Davis, Fred R.	-R-	February 23, 1978
Scharon, Anne S.	-O-	August 27, 1978
Heigham, Jr., Llewellyn M.	-R-	July 13, 1980
Grindrod, Robert Hamm	-R-	August 15, 1980
Carroll, C. Edward	-O-	May 1, 1981
Fly, David Kerrigan	-R-	September 1, 1981
Barbee, Cecil Frederick	-R-	December 31, 1981
Skinner, Susan C.	-R-	February 1, 1982
Fallis, Jr, James P.	-R-	February 28, 1983
Washington, Sr., Emery	-R-	September 1, 1983
Wiltse, Roderic D.	-R-	September 1, 1983
Kadel, Andrew G.	-R-	October 31, 1983 - Non-Parochial
Ludbrook, Helen C.	-O-	June 15, 1984
Whistler, Tamsen E.	-O-	June 15, 1984
Galbraith, Charles M.	-R-	September 25, 1984

Noel, Virginia L.	-R-	October 2, 1984 - Non-Parochial
Yerkes, Kenneth B.	-O-	June 15, 1985
Persson, Bernard C.	-R-	October 31, 1985
Bruns, Thomas C.	-R-	December 5, 1985
Roeger, William D.	-R-	April 15, 1986 - Retired
McCreight, Douglas G.	-R-	June 20, 1986 - Retired
Crews, Warren E.	-R-	August 15, 1986
Barnett, Thomas C.	-R-	September 7, 1986
Seeley, Martin A.	-R-	September 29, 1986
Heathcock, J. Edwin	-R-	December 8, 1986
Campbell, Claude Alan	-R-	February 26, 1987 - Non-Parochial
Jones, II, Bennett G.	-R-	April 29, 1988
Miller, Jerry L.	-R-	June 29, 1988
Allen, Priscilla R.	-R-	January 1, 1989
Lawler, Steven W.	-R-	February 2, 1989
Tudor, Richard B., D.Min.	-R-	April 24, 1989
Metzger, James P.	-R-	November 7, 1989
MacArthur, Robert S.	-R-	November 30, 1989
Nanny, Susan K.	-R-	April 5, 1990
Williams, Patricia S.	-O-	May 5, 1990
Moore, Edward F.	-O-	May 5, 1990
Bormes, Richard J.	-R-	August 1, 1990
Eastes, Suzanne H.	-R-	June 25, 1991
Semon, Kenneth J.	-R-	July 10, 1991
Peyton, III, Allen T.	-R-	June 1, 1992
Pickeral, Gretchen B.	-O-	June 6, 1992
Hazlett, Brant V.	-R-	June 15, 1992
Crumbaugh, III, Frank B.	-R-	July 1, 1992
Zimmerman, Gretchen D.	-R-	July 1, 1992
Nabe, Clyde M.	-R-	September 15, 1992 - Non-Parochial
Handschy, Daniel J.	-R-	November 13, 1992
Jones, Carolyn F. Gibson	-R-	December 1, 1992
Dey, Charlotte Jane	-O-	February 27, 1993
Valantasis, Richard	-R-	March 19, 1993
Kyle, Michael R.	-R-	April 6, 1993
Rachal, Robert T.	-R-	August 24, 1993
Speller, Lydia Agnew	-R-	August 26, 1993
Nowlin, B. Gary	-R-	September 1, 1993
Donovan, Harlow P.	-Restored-	September 7, 1993
Weissman, Stephen E.	-R-	November 10, 1993
Bell, Jocelyn J.	-R-	May 10, 1994
McKee, Stephen L.	-R-	September 7, 1994
LaBatt, Walter B.	-R-	October 3, 1994
Slack, James C. S.	-R-	January 26, 1995
Phillips, Jennifer M.	-R-	March 1, 1995
Coffey, Paris H.	-O-	May 18, 1995
North, Jr., William Miller	-O-	August 1, 1995
Wolf, Anne McKinne	-R-	September 1, 1995
Factor, Beverly Ann	-R-	October 23, 1995
Raske, L. Keith	-R-	November 1, 1995

McClenahan, Helen L.	-R-	November 15, 1995
Mosso, Karen A.	-R-	November 17, 1995
Warner, Charlotte "Cricket"	-R-	November 17, 1995
Gable, David L.	-R-	January 1, 1996
Bailey, Sarah E.	-R-	July 8, 1996
Kinman, Michael D.	-O-	July 27, 1996 - Deacon
Kator, Mary Lou	-R-	September 6, 1996
Luley, William T.	-R-	October 3, 1996
Pyron, W. Nathaniel	-R-	October 9, 1996
Walter, Paul R.	-R-	October 18, 1996

DELEGATES PRESENT IN CONVENTION

Bonne Terre, St. Peter Pauline Kohler	Kennett, St. Luke Gordon Masters Martha Wallace-Masters *
Cape Girardeau, Christ No delegate present	Kirksville, Trinity Daun Hooley
Caruthersville, St. John No delegate present	Lake St. Louis, Transfiguration Patricia Becht
Clarksville, Grace Curt Owen	Louisiana, Calvary Patricia Glenn
Columbia, Calvary Charles Berry Rose Marie Berry * William Berry Colleen Dale Melissa Poole	Mexico, St. Matthew No delegate present
Columbia, St. Mary Robert Bevins	Moberly, St. Barnabas Judy Moon
DeSoto, Trinity Mary Ellen Godell Eleanor Sweeney*	Monroe City, St. Jude No delegate present
Farmington, All Saints Prudy Sieg	Palmyra, St. Paul Anne Lucke
Fulton, St. Alban Simone Camp	Poplar Bluff, Holy Cross Martha Bruns Cynthia Keezer Jim Towry
Hannibal, Trinity Charles Rendlen Theodora Rendlen	Portland, St. Mark Barbara Mealy
Ironton, St. Paul Robert Weisgerber	Prairieville (Eolia), St. John Maggie Owen
Jefferson City, Grace Luanne Bruss* Joan Elliott Victoria Myers Harry Richter Edgar Schedler	Rolla, Christ Church Donald Brackhahn Frieda Carstens John Carstens Betty Eyberg Catherine George
	St. Charles, Trinity Cindy Dougherty Linda Groce Nan Haynes James F. Hood Dale Steele

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| St. Clair, St. James
Kathryn Barnett*
Anne Eanes | St. Louis, St. Paul
William Tybura
Miriam Muller |
| St. James, Trinity
Marge Huffman | St. Louis, St. Stephen
No delegate present |
| Sikeston, St. Paul
Eleanor Moreton*
James Moreton
Carl J. Muench
Marie Muench* | St. Louis, St. Thomas
Ralph McLaughlin
David Early * |
| Sullivan, St. John
Viola Bryant | St. Louis, Trinity
Darrell Berg
John Drescher, Jr. *
Chuck Havenet
Keith Welsh
Rip Van Winkle
John Works |
| St. Louis, All Saints
Deborah Baker
Dorothy Ballard
Jaunetha Cade
Walter Fox, Jr.
Annie White | Clayton, St. Michael/St. George
Edwin Ellston *
Jean C. Hamilton
Jeannette Huey
Deborah Onken
Bevis W. Schock
Michael Sims |
| St. Louis, Ascension
Betty Brown | Crestwood, Advent
Harry Dengler
Rene Sanders
William Sanders |
| St. Louis, Christ Church Cathedral
Claude Louishomme
Jim McGahey
Mary Randlett
Thomas A. Rogers *
Michael Rohan
Bonnie Taylor * | Creve Coeur, St. Timothy
William Alexanders
Gary Hall
Nancy Maurer *
LaVerne Riebold
Marylen Stansbery
Robert Stross *
Barbara Weiss |
| St. Louis, Prince of Peace
Lyda Tatoian | Ellisville, St. Martin
Ray Figueroa
Ray Harbert
Steve Mason
Les Pearson
Helen Turner |
| St. Louis, St. Augustine
Judith Wells
Patricia Wieneman* | |
| St. Louis, St. John
Kevin Williams | |
| St. Louis, St. Mark
Kelly Borowiak
Donald Esbenshade
Kevin Tracy | |

Ferguson, St. Stephen
 Carolyn Daniels
 Robert Daniels *
 Judy Herzog
 Janet Robards *
 Wanda Tripp

University City, Holy Communion
 John Houghton
 Joy Last
 Liz Mills

Florissant, St. Barnabas
 Rick Denicke
 Michael Dobbs
 Andrew Hesketh
 Camilla Murphy
 Lou Murphy

Warson Woods, St. Matthew
 Robert Schaefer
 Daniel Weiss

Webster Groves, Emmanuel
 Margaret (Peg) Cooper
 Lee Nelson
 Joyce Pluhar
 Carol Rawson
 Mary Margaret Richardson

Kirkwood, Epiphany
 Gary Fuerst*
 Peggy Fuerst

Wildwood, St. Francis
 Ruby Downs

Kirkwood, Grace
 Stanley Boyle
 Pat Lynn FitzRoy
 John Haring
 Brooke Hoey
 Elaine Long *
 Julie Park

* Alternate delegate present

Ladue, St. Peter
 Ann Avery
 Theo Francis
 Steve Goggin
 Raymond Peters, II
 Martha Severson

Manchester, St. Luke
 Patricia Bishop
 Richard Bishop
 Alan Mawhinney
 Sande Mawhinney
 Roy Price

Northwoods, St. Andrew
 Phyllis Mithen

Town & Country, Good Shepherd
 Bobbie Barnes
 Peggy Beard
 Betty L. Bowersox
 Myra Tener *
 Thomas Tener
 Duncan Meier

RULES OF ORDER OF THE CONVENTION

1. The daily session of the Convention shall be opened with Divine Service.
2. During the Convention, committees shall be appointed at the discretion of the Bishop, and shall include:
 - I. Admission of New Parishes and Lay Credentials
 - II. Constitution and Canons
 - III. Dispatch of Business
 - IV. Resolutions
3. All committees shall be appointed by the President (Bishop), unless otherwise ordered.
4. All resolutions from the floor shall be reduced to writing, presented to the Secretary, and read to the 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, except those forming a part of a committee report, after receiving a short explanation from the presenter, must receive a 2/3 majority vote of the Convention before it may be considered by the Convention.
5. When any member speaks to the Convention, he/she shall address himself/herself to the President, state his/her name and church, and confine himself/herself to the point in debate.
6. 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 the House.
7. Any member of the House may call for a vote by hands or standing vote. Every member who may be in the House when such a vote is called shall be counted unless he/she be excused by the Convention.
8. When a question has once been determined it shall stand as the judgement of the House, 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.
9. Except as otherwise herein stated, Roberts Rules of Order shall prevail during presentation and debate of Resolutions and Motions.
10. All questions of order shall be decided in the first instance by the Chair (Bishop or the Bishop's appointee), without debate; an appeal may be made from this decision to the Convention by any member of the same.
11. The reports of all Committees shall be in writing, and shall be received without motion for acceptance, unless recommitted by a vote of the House. All reports recommending or requiring any action or expression of opinion by the House shall be accompanied by a resolution for the action of the House thereon. All annual reports shall be received and filed by the Secretary as presented before or during the Convention, and may be called upon motion to be read and considered at any time during the Convention.
12. The names of movers of resolutions shall appear in the minutes of the Convention.
13. All motions and resolutions requiring reference shall be referred, so far as possible, to the Permanent Committees of Convention.
14. Except in cases where majority vote is required by the Constitution, all elections provided for by Canon shall be by Preferential Aggregate Transfer Ballot.

- a. Each elector shall mark his or her ballot by numbering the names of all of the candidates for each office in order of preference, with the preferred name being numbered 1. 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.
 - b. The persons appointed by the presiding officer to conduct the election shall count each valid ballot by assigning to each candidate that candidate's rank-ordered number on the ballot.
 - c. The candidates shall then be ranked according to the respective sums of their rank-ordered numbers, beginning with the lowest sum, and the candidate or candidates with the lowest sums shall be elected, according to the number of vacancies to be filled.
 - d. In case of a tie in which one or more candidates must be selected, that candidate or candidates with the highest number of first-place ballots shall be elected; and if the tied candidates have the same number of first place ballots, then the candidate or candidates having the highest number of second place ballots shall be elected, and so forth; and if the tied candidates have the same number of ballots at every rank, then the candidate or candidates to be elected shall be chosen by the toss of a coin.
15. 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.

Rationale for the PAT balloting system:

1. As opposed to those preferential systems in which only some ballots are transferred, it ensures that every vote on every ballot is counted toward the result of the election; this fact has two good side-effects:
 - (a) By counting all of the lesser preferences, PAT preserves and expands on our current intention of permitting many voices, not just the majority, to be heard;
 - (b) By requiring each elector to state a preference for each candidate, PAT combines the speed of a single-ballot election with a close approximation of a multi-ballot election in which the electors are not allowed to abstain (the canons, the rules of order, and our current balloting system all restrict a voter's right to abstain, so the continuation of that restriction is consistent);
2. With the use of a computer spread-sheet program, PAT permits simple and easy counting of the ballots; again, there are good side-effects:
 - (a) Among the many preferential systems possible, PAT involves the least manipulation of ballots and thus gives the most direct effect to the intention of the electors;
 - (b) By eliminating manipulation of the ballots, PAT also eliminates situations in which the tellers' choices or the random order in which ballots are counted can influence an election;
3. While the requirements of formal phrasing may make any rule of order seem somewhat confusing, PAT is basically a simple idea: add up all the preferences, and the person most preferred by the most people wins; this simplicity should make PAT relatively easy to explain to the electors and should make them more confident about the effect their balloting will have.

DIOCESE OF MISSOURI

157th ANNUAL MEETING OF THE CONVENTION Doubletree Hotel & Conference Center November 21-23, 1996

ORDER OF BUSINESS

THURSDAY, NOVEMBER 21, 1996

- 7:30 p.m. Festival Eucharist - St. Martin's Church, Ellisville
CELEBRANT: The Rt. Rev. Hays H. Rockwell
PREACHER: The Rt. Rev. Charles H. Maahs, Bishop of Missouri and Kansas, Evangelical Lutheran Church of America

Reception hosted by the Congregation of St. Martin's Church immediately following the close of the Service

FRIDAY, NOVEMBER 22, 1996

- 7:30 a.m. Registration of clerical and lay delegates
 [Upper Theater Lobby]
- Convention Displays - [Conference Rooms A and B]
- Cathedral Bookstore - [Board Room]
- 9:00 a.m. **Wellness Screening** - [Conference Room C]
 to 4:00 p.m. Ms. Jamie Opsall, County Health Department
 Adult Health Risk Inventory for any interested Convention attendee
- 9:00 a.m. Convention Session I [Great Room A and B]
- Call to Order - *Bishop Rockwell*
 If a quorum is present, the Bishop will declare that the Convention is in session.
1. Opening Prayer - *The Rev. Canon John C. Danforth, Chaplain to the Convention*
 2. Appointment of a Secretary (Article III.4, Section 3)
 3. Adoption of Rules of Order - *The Rev. Richard Knudsen*
 4. Appointment of a Parliamentary Advisor to Chair
 5. Announcement of 157th Convention Committees - *Bishop Rockwell*

LAY CREDENTIALS AND ADMISSION OF NEW PARISHES

The Rev. Richard Knudsen, Chair

Mrs. Joan Elliott

DISPATCH OF BUSINESS

Mrs. Terri Denicke, Chair

Mr. Edwin S. Fryer

The Rev. Richard Knudsen

CONSTITUTION & CANONS

The Hon. Jean C. Hamilton, Chair

Mr. Harold R. Burroughs

Mr. John Houghton

The Rev. Canon Richard Bormes

Mr. Ronald Jones

Mrs. Terri Denicke

The Rev. Steve Lawler

The Rev. Canon John Danforth

The Rev. Susan Skinner

Mr. Edwin S. Fryer

Mr. Jamieson Spencer

RESOLUTIONS

The Rev. David Fly, Chair

Mrs. Delores Bordeaux

The Rev. Harvel Sanders

Ms. Kathy Dyer

Dr. Jane Williamson

Mr. Randy Mariani

The Rev. Gretchen Zimmerman

NOMINATIONS & ELECTION PROCEDURE

Mrs. Vinita Heritage, Chair

Mrs. Sally Lemkemeier

The Rev. Robert Skinner

Ms. Jean Pennington

The Rev. George Plattenburg

Mr. James Markham

6. Report of the Committee on Nominations and Election Procedure and Introduction of Nominees - *Ms. Vinita Heritage*
7. Further nominations (by petition only)
8. Report of the Committee on Lay Credentials and Admission of New Parishes (Article III.3, Sec. 6) - *The Rev. Richard Knudsen*
9. Introduction of New Clergy and Clergy in New Cures - *Bishop Rockwell*
10. Address to Convention - *Bishop Rockwell*
11. Address to Convention - *Bishop Maahs*
12. Report of Diocesan Council - *Ms. Jeannette Huey*
13. Reports Submitted by Title

Board of Examining Chaplains
 Christian Education
 Commission on Ministry
 Diocesan Investment Trust
 Education for Ministry

Episcopal City Mission
 Grace Hill
 Stewardship
 Youth

Announcements re: afternoon and evening's events and Saturday schedule -
Mrs. Terri Denicke

Closing Prayers - *Canon Danforth, Chaplain to the Convention*

Close Legislative Session #1

10:45 a.m. - 12:15 p.m. Workshops (Concurrent sessions)

LUTHERAN-EPISCOPAL DIALOGUE (am only)- [Great Room A]
Led by: The Rev. Warren Crews, and the Rev. Sam Roth

PERCEPT - [Conference Room G]
Led by: The Rev. Canon Richard Bormes

RESOLUTIONS and 1997 BUDGET HEARING - [Conference Room H]
Led by: The Rev. David Fly and Members of Diocesan Council

COMPANION RELATIONSHIP - [Conference Room I]
Led by: Mr. Ray Figueroa and the Rev. Jorge Rivera

12:30 p.m. Lunch [Grand Ballroom]

1:45 p.m. - 3:15 p.m. Workshops (Concurrent Sessions)

JOURNEY TO ADULTHOOD CURRICULUM (J2A) (pm only) - [Great Room A]
Led by: Ms. Heidi Clark, Diocesan Christian Education and Youth Ministry Coordinator

PERCEPT - [Conference Room G]
Led by: The Rev. Canon Richard Bormes

RESOLUTIONS and 1997 BUDGET HEARING - [Conference Room H]
Led by: The Rev. David Fly and Members of Diocesan Council

COMPANION RELATIONSHIP - [Conference Room I]
Led by: Mr. Ray Figueroa and the Rev. Jorge Rivera

WORKING WITH DIFFICULT PEOPLE (pm only) - [Conference Room J]
Led by: The Rev. Dale Kuhn

3:15 p.m. to 6:00 p.m. Free time

6:00 p.m. Reception [Prefunction Hallway]

6:45 p.m. Dinner [Grand Ballroom]

SATURDAY, NOVEMBER 23, 1996

7:30 a.m. Registration of clerical and lay delegates [Upper Theater Lobby]

Convention Displays - [Conference Rooms A and B]

Cathedral Bookstore - [Board Room]

8:00 a.m. Eucharist - [Conference Room G]

CELEBRANT: *Canon Danforth, Chaplain to the Convention*

9:00 a.m. Convention Session II - [Great Room A and B]

14. Introduction of Student Lay Ministers - *The Rev. Rocky Rachal*

15. Explanation/Announcement of voting system - *Mrs. Vinita Heritage*

16. Balloting for members of Standing Committee, Diocesan Council, Chapter of Christ Church Cathedral and General Convention Deputies

17. Presentation of the 1997 Program Budget for the Diocese
- *Mr. William Cornelius*

18. Report of the Standing Committee - *Dr. John Works*

19. Report of the Episcopal City Mission - *Ms. Laura Kanne*

20. Introduction of the Diocesan Registrar/Archivist - *Bishop Rockwell*

21. Report of the Companion Relationship Committee - *Mr. Ray Figueroa*

22. First Report of the Resolutions' Committee - *The Rev. David Fly*

23. Report of the Episcopal Church Women - *Ms. Mary Jane Kuhn*

Refreshment Break - hosted by the Episcopal Church Women

24. Report of the Cathedral Mission Society - *Mrs. Linda Rockwell*

25. Presentation of Diocesan Youth Ministry - *Ms. Heidi Clark*

26. Report of the United Thank Offering - *Ms. Peg Cooper*

Noonday Prayer - *Canon Danforth, Chaplain to the Convention*

12:00 Noon Lunch [Ballroom A and B]

1:00 p.m. Convention Session III [Great Rooms A & B]

27. Report of the Committee on Constitution & Canons
- *The Hon. Jean Hamilton*
28. Nomination and Election of Trustee for the University of the South
- *The Rev. Llewellyn Heigham*
29. Appointments of Committees for the 158th Convention - *Bishop Rockwell*
30. Affirmation of Bishop's Nominations to the Commission on Ministry and the Committee on Nominations and Election Procedure - *Bishop Rockwell*
31. Further Report from the Committee on Nominations and Election Procedure
- *Mrs. Vinita Heritage*
32. Selection of Site for the 158th Convention (Constitution, Article III.1)
33. Final Report from the Resolutions' Committee - *The Rev. Mr. Fly*
34. Other Business
35. Closing Prayer - *Bishop Rockwell*

Adjournment

[Immediately following the close of Convention Standing Committee will meet in Conference Room C.]

MINUTES of the 157th Convention of the DIOCESE OF MISSOURI

Doubletree Hotel & Conference Center, Chesterfield, Missouri

Friday, November 22, 1996

Having been informed that a quorum was present, Bishop Rockwell declared that the 157th Meeting of Convention of the Episcopal Church in the Diocese of Missouri to be in session: "I have explained to Bishop Maahs, the E.L.C.A. Preacher at the opening services last night, that it is our custom as Episcopalians to rise and take a cold shower on the morning of convention. And, I have been informed by the Secretary that the majority have done that -- thereby meeting the specifications of the Canons."

The Chair asked the delegates, when addressing the Convention, to please step up to one of the microphones, state your name, congregation, and city.

The Chair called upon the Chaplain of the Convention, the Rev. Canon John C. Danforth for opening prayers.

After we returned to our homes last night many of us learned of the tragic explosion in San Juan, Puerto Rico. It came at a time when we were celebrating our companion dioceses relationship with Puerto Rico, and so let us pause for a moment and pray for those who lost their lives in our Companion Diocese. *'Be with your faithful departed, O God, that they might grow from strength to strength in your heavenly kingdom. Amen.'*

Around St. Louis, billboards saying "think 2004" asking us to consider how we might help make a better community as we approach the centennial of the St. Louis World's Fair. The same sort of question could be asked of all communities in our diocese whether or not in the St. Louis region. Throughout this region, doctors, nurses, educators, engineers and many more will be meeting to discuss their dreams and plans for the future of the area. They'll ask themselves what they can contribute to the common good. So, we should ask ourselves the same question: What do our congregations bring to their own communities? What can Episcopalians do to build a community in Hannibal, Cape Girardeau, or Columbia, or Jefferson City, or in St. Louis --- or wherever we may be? Or are members merely doctors, nurses or educators, or engineers who happen to go to church on Sunday? Or do Christians have something special to offer because we are Christians. Is it enough for us to serve only our own members? Or if we are indeed a mission church, how do we differ from various social agencies -- the United Way, the Salvation Army and others. These are questions we

are bound to ask ourselves because in the next eight years everyone will be asked what they have to give to the whole to create wholeness. No one will get by with a self-satisfied assertion, 'I'm already doing my part.' Let us pray: *Lord Jesus you send us out to make disciples of all nations, help us to be disciples in our communities, trusting that you are with us always to the close of the age. Amen.*

Bishop Rockwell thanked Canon Danforth for his willingness to be Chaplain at the Convention. He acknowledged that it makes a great deal of difference to be reminded that we are not just doing our business, but that we are a Church doing our business.

Bishop Rockwell then reappointed the Rev. Richard Knudsen as Secretary of Convention, and Edwin "Ned" S. Fryer, Chancellor of the Diocese, as Parliamentary Advisor to the Chair. He then recognized the Secretary to the Convention, the Rev. Richard Knudsen, for a motion to approve the Rules of Order for this Convention.

The Rev. Richard Knudsen then moved the Rules of Order of the 156th Convention, (a copy of which was included with the last Convention mailing), be adopted for this 157th Convention, with the exception that the references in said Rules of Order should read "he or she." The motion carried unanimously.

The Bishop then announced the committees serving this Convention.

LAY CREDENTIALS AND ADMISSION OF NEW PARISHES

The Rev. Richard Knudsen, Chair

Mrs. Joan Elliott

DISPATCH OF BUSINESS

Mrs. Terri Denicke, Chair

Mr. Edwin S. Fryer

The Rev. Richard Knudsen

CONSTITUTION & CANONS

The Hon. Jean C. Hamilton, Chair

Mr. Harold R. Burroughs

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Mr. Ronald Jones

Mrs. Terri Denicke

The Rev. Steve Lawler

The Rev. Canon John Danforth

The Rev. Susan Skinner

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NOMINATIONS & ELECTION PROCEDURE

Mrs. Vinita Heritage, Chair

Mrs. Sally Lemkemeier

The Rev. Robert Skinner

Ms. Jean Pennington

The Rev. George Plattenburg

Mr. James Markham

Bishop Rockwell then called on Mr. James Markham, a member of Grace Church, Jefferson City, and a member the Committee on Nominations and Election Procedures for the introduction of nominees. Mrs. Vinita Heritage, Chairperson, was unable to be present because of a leg ailment.

Mr. Markham thanked all who were willing to step forward, and be a part of the leadership of this Diocese. Nominees for two lay members at large to be elected for a three year term to Diocesan Council: Susan Gilstrap, Sharon Love, Randy Mariani, and Jim McGahey.

The nominees for one layperson and one clergyperson from the City of St. Louis and St. Louis County to be elected for a three year term to the Chapter of Christ Church Cathedral: the Rev. Paris Coffey, the Rev. Karen Mosso, and Mary Kay Horton.

Chuck Allen, Nancy Brackhahn, Nick Clifford, Deborah Onken, Myra Tener, the Rev. George Plattenburg, and the Rev. Stephen McKee, and the Rev. Kenneth Semon were the nominees for Standing Committee. Two laypersons and one cleric will be elected to serve a four year term.

Four deputies and four alternate deputies in both the lay order and clerical order will be elected to represent the Diocese at the 72nd General Convention: the clergy nominees were the Rev. Sallie Bailey, the Rev. Jocelyn Bell, the Rev. Tom Bruns, the Rev. Ed Heathcock, the Rev. Jennifer Phillips, the Rev. Ken Semon, the Rev. Susan Skinner, the Rev. Lydia Speller, and the Rev. Richard Tudor. The lay nominees were Priscilla Bevins, Kay Crecelius, John Drescher, Pat FitzRoy, Judith Herzog, Jeannette Huey, Sandy Peters, Judith Wells, and Lance Williams. Christopher Williams has withdrawn and will not be on the ballot.

Bishop Rockwell then inquired if there were nominations from the floor?

The Rev. Emery Washington, All Saints' Church, St. Louis, and a member of Metro II rose to nominate for the Chapter of Christ Church Cathedral Jaunetha M. Cade, having duly been authorized by five signatures from this Convention floor, and the signature with her permission to run.

The Chair acknowledged that the petition to nominate Ms. Cade, in accordance with Article III, Section 6 of the Constitution of our Diocese was in order, and declared that she was a candidate for the office of the Cathedral Chapter.

Before declaring the nominations closed, the Chair stated how important it is to recognize that when people are asked to stand for election, they do so in almost every case in competition with others, thereby risking the indignity of defeat. Even more importantly, that people should be willing to stand and serve in this way often risking something greater, the giving of long hours to the governments of this church, deserves a very loud applause.

The Chair then recognized the Rev. Richard Knudsen for the report of the Committee on Lay Credentials and Admission of New Parishes, who announced that all congregations have paid their assessments to the Church Pension Fund. However, he regretfully reported that Trinity Church, Hannibal, did not appeal to Diocesan

Council prior to Convention, in accordance with Section 6 of our Diocesan Constitution, Article 3, that permits congregations to seek release from the obligation of payment of their full assessment during the preceding year. Therefore the lay delegates of Trinity Church, Hannibal have seat and voice, but not vote at this Convention.

Bishop Rockwell then introduced clergy new to the Diocese since the 156th Convention and asked them to come forward to be recognized. He added that this is a group to warm a bishop's heart. New clergy include the Rev. William "Bill" Luley, who came from the Diocese of West Missouri as Rector of the Church of the Ascension, Springfield, to be Rector of St. Luke's Church, Manchester. He comes with his wife Mary, and three children, Patrick, 13, and Andrew, 11, and Tracy, 8.

The Rev Paul Walter comes to us from the Diocese of Eau Claire, of all things: all part of the rich tapestry of our experience in the Episcopal Church. He also brings with him an astonishing biography. A story of having lived most of his adult life as a business person on an international scale, also as a lay missionary on an international basis. Then he had the wit to go to Oxford and get trained to be a priest; his first assignment was small congregations in Eau Claire. We have now rescued him from there. His wife, Doctor Susan Walter joins him after she finishes disposing of her veterinary practice in Wisconsin. Their three grown children, are Carolyn, Matthew and Peter. We are very grateful he comes to us to be Rector of the Church of the Good Shepherd, in Town and Country.

The Rev. Wilson Nathaniel Pyron (Than) has come to be priest- in-charge of St. Paul's, Sikeston -- again. He has also responsibility for our ministry in the Bootheel, St. Luke's Church/Kennett and St. John's Church/Caruthersville. Than was Rector at St. Paul's Church, Sikeston, approximately ten years ago and then spent ten years as the Rector of an Arkansas parish. His daughters, Mary and Stacy have not come with him, but we expect them to come and go, visiting from time-to-time.

The Rev. Michael Kinman was ordained Deacon last summer at Christ Church Cathedral and serves as the Curate at the Church of St. Michael and St. George, Clayton, responsible for youth work among other things. Mike is married to Robin. He will be ordained Priest next June.

An astonishing person, who appears on the front pages of the New York Times from time-to-time is the Rev. Mary Lou Kator. (The Bishop remarked he lived in New York for fifteen years and the only time he ever appeared in the New York Times was back toward the obituary section where he was referred to in passing.) She appeared in a photograph on the front page of the Sunday edition of the Times, because wonderfully for us, she comes to us from the Chicago Diocese to be Vicar of St. Barnabas Church, Moberly, AND Pastor at Peace Evangelical Lutheran Church in Salisbury, Missouri, the next town over. She puts us, with Bishop Maahs' blessing in mind, a little ahead of the curve with respect to Lutheran-Episcopal dialogue, and we rejoice that Mary Lou is doing it. She brings with her Bill, her husband, and Marty their son, who is a junior at Moberly High School. Other children are Michelle, Jerry and Christopher, who are grown and married. Mary Lou and Bill have three grandchildren.

Other changes in diocesan life include the Rev. Kenneth Yerkes, who was serving as Interim Pastor at St. Luke's Church, Manchester, is now serving as Interim

Pastor at Christ Church, Rolla. A new Rector has been called to Emmanuel Church, Webster Groves, the Rev. Susan Skinner. The Bishop recognized the acuity of the search committee and vestry that saw her into place.

Bishop Rockwell then acknowledged with sorrow the death of three of the clergy of our Diocese: the Rev. Dorman "Bud" Ball, the Rev. Larry Inlow, who never functioned as an ordained person in our Diocese but was raised up among us and was ordained here in the Diocese, and the Rev. John Mason. We want to remember them in our prayers.

Bishop Rockwell continued by applauding the "terrific, celebratory Eucharist" held at St. Martin's Church which was so full of gratitude and companionship in the Gospel. The strong preaching from our Lutheran friend, Bishop Maahs, and the glorious music was just the right way to begin a Convention. He specially thanked the people of St. Martin's Church and their Rector, Howard Park, for their generous hospitality.

Bishop Rockwell then introduced the Rt. Rev. Charles H. Maahs, Bishop of Missouri and Kansas, Evangelical Lutheran Church of America. He characterized him as a learned Bishop. He is a husband, a father, and a grandfather. He has been a pastor, a student and a scholar, having received his doctorate from Tubingen University in Germany. He has been a Bishop since 1987, and he doesn't look the least the worst for wear! It's an immense encouragement to look upon Charles Maahs and to see him looking as fit and young as he does. I welcome Bishop Charles Maahs to this place as a friend and as a sign to us of a future made stronger by our association with the Evangelical Lutheran Church in America.

Bishop Maahs began by saying, "Bishop Rockwell's comments reminded me of when I was first elected Bishop in 1987. I went and visited some of the other bishops on site, including the Roman Catholic Bishop in the diocese of Kansas City, Bishop John Sullivan. As I was waiting for him to come out of his office, suddenly he appeared and he had difficulty with arthritis in the knee and so he came around the corner like this, and I thought, Oh my gosh, is this what happens when you become bishop?"

I want to greet you from the 219 congregations of our Central State Synod as the Evangelical Lutheran Church of America. As Bishop Rockwell mentioned to you last night, it covers both states of Kansas and Missouri, which means I also do a lot of traveling and cover many miles, all the way from St. Francis, Kansas in the northwest to St. Louis here, and sometimes (as we fondly say) from the boothill in Dodge City to the Bootheel in southeast Missouri. One of our bishops once made the comment that he had found a citation in one of the church fathers from the third century, that one of the reasons those wonderful roads of the Roman Empire began to crumble was because of bishops going back-and-forth to meetings in those days; so I take some credit for some of the pot holes that you find on I-70 between Kansas City and St. Louis.

I do have some interesting things that happen to me occasionally on my travels. One time as I was returning to Kansas City, it had been a long day preaching in the morning somewhere, and as I got near Kansas City,

I decided to buy some gas. Since I was off the open highway and no longer needed it for the Highway Patrol, I took out my clergy tab, put it in my pocket and went in to pay for my gas. I gave the young lady my credit card; she took it, came back and returned it to me, looked carefully at me -- its pretty hard to disguise a clergy shirt --and said, "Are you a priest?" Well, it had been a long day, and I didn't want to get into all the differences between priest and pastor, so I said, "Yes I am." Then she said, "Where is your parish?" I said, "Well, I'm a bishop." She looked at me and said, "Wow!, I'm a Catholic." I can well imagine that Bishop Rockwell could hear from someone when he introduces himself as a bishop, "Wow! I'm an Episcopalian." But I can tell you amongst Lutherans that this would never happen: "Wow, I'm a Lutheran!" This is something we have to work at, and it might be one of the benefits of our coming together in full communion.

I do want to thank Bishop Rockwell for his invitation to preach last night at your opening Eucharist Service. It was for me a wonderful privilege, and certainly a sign of your hospitality, and the warmth in which you received me is something I will always treasure and appreciate very, very much. I am excited about the decision to enter full communion, and I think I will say a little more about this later at the workshop this morning.

I think that the experience that we had in the Poconos in Pennsylvania with a joint meeting of our bishops was a very, very significant time. For myself personally, I consider it to be a turning point in terms of my understanding of the possibilities of our full communion together. I'm excited about it for two reasons in particular. First, I believe that entering into full communion will give us an opportunity to incarnate our unity in Christ. Despite the differences that we have in our history, in our culture, and in our understanding of ministry, full communion will enable us to show the world that as Christians we do indeed love one another. Secondly, for the solidarity in mission: To be able to share resources in ministry together, not only for economy, but also as a sign to the world. I was taken by your Bishops comments and reflections about evangelism. This is the same kind of address or speech I might have heard at our own Lutheran assembly. I see that in many ways our interests and concerns are exactly the same. I'm sure that there is much that we can give to each other in the area of evangelism, of working together in our communities, as we seek to proclaim the Gospel of Jesus Christ. As your bishop mentioned, we have in your diocese and in our Synod a marvelous example of doing mission together, and in fact, we are a little bit ahead of the curve. You know the story of St. Barnabas Church in Moberly, and Peace Evangelical Lutheran Church in Salisbury, where Mary Lou Kator, one of your priests, is now serving the two congregations as yoked parishes. I'm sure, Mary Lou, that it must be a good feeling for you to have TWO bishops, to know that you are twice blessed!

Another good example of our doing ministry together is in Kansas at the

University of Kansas at Lawrence. Bishop William Smalley of the Diocese of Kansas and I have signed a Covenant Agreement, whereby the two campus pastors there are doing their ministry from the same Canterbury house, sharing worship and other ministry resources in that particular setting.

I had the opportunity earlier this month to represent our ELCA in a Synod meeting in Germany of the Evangelical Church of Germany. I had the opportunity to sit with two persons at a table: one was from Leipzig and represented the Lutheran Church of the former communist Republic of East Germany; the other was a member of the Lutheran Church from West Germany. These two talked of something they never had expected would happen in their lifetime: that somehow they would be able to sit at the same table together and to share their faith. That the dividing wall fell in 1989, was for them a miracle. Their example in some ways points to what can happen with us as well. Some people say that we are living in a time when the ecumenical climate is probably best described as cool. As Lutherans and Episcopalians, we have a God given opportunity to make the ecumenical decision to enter into full communion, to be able to show that ecumenism is alive and well, and that Jesus' prayer that we may be one, so that the world may believe, can become a reality in our mission and ministry together in the days ahead. May God richly bless you, and your time together in this Convention. I thank you for the invitation. It is good to be with you.

Bishop Rockwell gave his Annual Address to Convention, which can be found in Appendix 3, page 71 .

Bishop Rockwell then called upon Jeannette Huey, a member of the Church of St. Michael and St. George, Clayton, and Vice Chair of Diocesan Council for its report, adding how grateful he was for Jeannette's thoughtfulness, inventiveness, and encouragement at every turn.

[Jeannette's full Diocesan Council Report can be found in Appendix 6, page 81.]

Bishop Rockwell then noted that the following reports had been submitted by title, and that copies of these reports may be picked up at the end of this session:

Board of Examining Chaplains	Episcopal City Mission
Christian Education	Grace Hill
Commission on Ministry	Stewardship
Diocesan Investment Trust	Youth
Education for Ministry	

Following announcements regarding what awaits delegates in the remainder of the day, Noonday Prayers were led by Chaplain Danforth.

Last week a 71 year old man was shot to death by four youths in the presence of his wife and daughter. His mistake was to stop at a rest area

on I-55. Between 1985-1992 the rate which males ages 14 to 17 committed murder increased about 50% for whites and over 300% for blacks. Princeton professor John DiJulio has written an article titled "The Coming of the Super Predators." The article is about kids that have absolutely no respect for human life and no sense of the future. Professor DiJulio says that most predatory street criminals have grown up in what he calls moral poverty. As he puts it, some Americans grow up in moral poverty without loving, capable, responsible adults who teach them right from wrong. Professor DiJulio has an answer to the super predators -- Religion. He wants to empower local religious institutions to act as safe havens for at-risk children. He wants churches to run day care and preschool programs to provide substance abuse treatments and teach parenting skills. He wants churches to teach right from wrong. Suppose Professor DiJulio is correct. Suppose something terrible is happening in the lives of children, especially boys. Suppose churches have a role in putting things right. Then the question is, "How are we doing?" Is the care of children an important part of our ministry? Should we be doing better? Let us pray. *Almighty God, heavenly Father, you have blessed us with the care of children, give us strength and wisdom as we bring them up that we may teach them to love whatever is just, true and good. Following the example of our Savior, Jesus Christ. Amen.*

Convention was then recessed until 9:00 a.m. Saturday morning.

Saturday, November 23, 1996

The Rev. John Danforth, Chaplain to Convention, opened Legislative Session II with prayers.

I've got good news and bad news -- so begin countless jokes. We hear the bad news, then silence -- where's the good news? Here is what has struck me since returning to St. Louis: How negative people seem. Have you noticed it too? It's as though we are convinced that everything is wrong all the time. Is America headed in the right direction or the wrong direction? We seem to believe that our politicians are all crooks; that civic leaders are hatching plots against us; that our community is going nowhere; that others are invading our turf; that we must shoot down every new idea. Pessimism has roots in the tradition of our faith. The prophets of Israel were not exactly happy-go-lucky. A religion of positive thinking can be frivolous, but relentless pessimism, cynicism, and bitterness is terribly corrosive, and certainly we must testify to more than that. Hope is a virtue. Resurrection is the foundation of our faith. If anyone has a message of goodness, it is preachers of the gospel. Let us pray. *Lighten our darkness O God, that we may shed your light in your world. Amen.*

Bishop Rockwell then recognized the Rev. Rocky Rachal to introduce the student lay ministers, and for a Report of campus ministry.

The Rev. Rocky Rachal, Associate for campus ministry at Calvary Church, Columbia, and also Coordinator of Ministry for Higher Education for the Diocese, introduced one of the six student peer ministers in the Diocese, Jennifer Markham, who attends Truman State University in Kirksville. Jennifer has been the student peer minister for two years, and works with the Rev. Jocelyn Bell in the program at Trinity Church, Kirksville. Two other peer ministers are Kyle Russell, from Calvary Church, Columbia, and Christiana Russ from the Church of St. Michael and St. George, Clayton.

This past year there have been some new attempts at programming at the diocesan level in the ministry for higher education. Some of these were conferences for congregational staff that work with ministry and higher education, and a conference for the student peer ministers for training and formation. A handbook was developed for the student peer ministers to give them some resources for doing the ministry they are called to do. These programs are in the development stages and hopefully will become stronger. This past year the Mission Group of Council overseeing campus ministry and the Bishop have begun to evaluate the way we are doing ministry in higher education and changes will be made.

Before members of Convention voted, Mr. Jim Markham was recognized to explain the balloting process, i.e., the preferential aggregate ballot system.

Bishop Rockwell then recognized Mr. William Cornelius, the Treasurer of the Diocese, to present the 1997 Program Budget for the Diocese.

Mr. William Cornelius advised that delegates should have before them a copy of the budget in their Convention materials, together with a narrative explanation of the various line items. On Friday two workshops were held, and many attended one or the other of those. The 1997 budget is intended to fund the programs that the Bishop talked about in his address to the Convention yesterday morning and that Jeannette Huey discussed in her Report of Diocesan Council. On behalf of the Council, Mr. Cornelius moved adoption of the 1997 Budget.

The Rev. Arthur Steidemann, St. Thomas Church, St. Louis: A little history: In 1975, I was asked by Bishop Cadigan to be responsible for St. Thomas Church for the Deaf while I was serving Grace Church, Kirkwood. I went there once a month for six months, and those six months eventually became 66 months before finally the Venture in Mission campaign provided funds for a full time priest at St. Thomas Church. During that five year period, when I was permitted by my vestry to spend one Sunday a month with St. Thomas, I was expecting and assuming that the Diocese was searching for a replacement priest. In 1977 Bob Grindrod, who was graduating from seminary, was interested in deaf ministry and he applied to the Bishop's office for St. Thomas Church. He was told that there was no money in the budget for St. Thomas, and therefore they could not employ him! We have no objection to the fact that St. Thomas has been removed from the budget for this year. For the last two years money has been set aside for a priest, no priest was available, so that money was not used. There are other organizations that deserve to have the money, but didn't have the money because it was reserved for St. Thomas. So this year we were informed that St. Thomas would not be in the budget which of course distressed all of us, because we

are still hoping to find a priest for St. Thomas. This is only to call to your attention the fact that St. Thomas is still in existence and still meets at the Christ Church Cathedral Chapel where we have been for the last 110 years. We want to continue to be in existence in the diocese, but if there is no money for a priest we can not survive. Therefore, I want you to know that if we find a candidate, we hope that somehow Diocesan Council can find money to fund a position for a half time priest at St. Thomas.

There being no further discussion of the 1997 Program Fund Budget, Bishop Rockwell called for the vote, and the Convention passed the Budget with two opposing votes.

The Rev. Jim Metzger, St. Peter's Church, Ladue, expressed on behalf of the diocese, appreciation to Mr. William Cornelius for doing such a fine job with this Budget -- "He is a financial wizard, as well a diplomat."

The Chair then recognized Dr. John Works of Trinity Church, St. Louis, and retiring President of the Standing Committee for the Report of that body. [The full Report of the Standing Committee can be found in Appendix 4, page 77.]

The Bishop called on the Director of the Episcopal City Mission, Laura Kanne, who also is a member of Grace Church, Kirkwood, and Chaplain of Episcopal City Mission, to report about that organization. [Ms. Kanne's full report can be found in Appendix 21, page 106.]

Bishop Rockwell continued by saying, "It won't surprise you to hear that it took us longer than a year to find a successor to the Ven. Charles Rehkopf as Archivist of our diocese -- actually, his canonical title is Registrar: Roy Ledbetter. Roy, a member of Trinity Church, St. Louis, was raised Moravian and part of his training was in Germany. He has had experience over these last twenty years in archival work, among other things, managing a small history store.

Roy Ledbetter offered appreciation for his distinguished predecessor, the renown Charles Rehkopf, who should rest in peace, because he did a yeoman's work in creating the Archives of the Diocese.

I pour blessings on his head every day when I am able to go into the archives and find something that I need to find. His finding aides and the way the archives are arranged are a real boon to someone digging around in all those dusty records. The office of the Registrar is charged to collect and preserve the records of the diocese. We do get genealogical requests from someone climbing the family tree, looking for their great grandmother, or great grandfather's baptismal records. We also provide service to people who need baptismal records for social security purposes and that kind of thing, and records of congregations as well. You may know that the diocesan archives were moved to the Mercantile Library in the past year and we have a wonderful room all to ourselves under lock and key. The Mercantile Library has provided a very wonderful home for the archives of the diocese. Their staff is there 5 days a week and they help researchers that come in. I do a lot of the correspondence for the archives, but when people wander in off the street who want to do genealogical research and that kind of thing, the

Mercantile Library staff provide them with access to microfilm records, which is very helpful and we appreciate that. I went to work for Boatmen's Bank recently, and after 157 years they were taken over by NationsBank. I took over the archives in October, and shortly after the Mercantile Library announced that they were leaving St. Louis and moving out into North County. This is a concern to us because our collection is housed in the Mercantile Library and the Mercantile Library, the oldest cultural institution in St. Louis, is leaving the city of St. Louis and moving to North County to the University of Missouri, St. Louis. We are still talking to the Mercantile Library about this move, concerned with access to our collections, and that sort of thing. I do appreciate the Bishop's appointment as Registrar of the Diocese. If I can do anything to assist any of the congregations and the diocese in the preservation of the records as a professional archivist, please let me know. I will be glad to. Thank you very much.

Bishop Rockwell then recognized Eunice French, a member of Christ Church, Rolla, for a Report of the Companion Relationship Committee.

Eunice French:

Approximately one and half years ago Bishop Hays and Bishop David from Puerto Rico signed an agreement for a Companion Diocese Relationship, and you have witnessed at this Convention the presence of eight visitors from Puerto Rico. To the present time we have established 16 linkages between Puerto Rican churches and churches in the Diocese of Missouri. The eight people who join us during this Convention have put life into this agreement. They are bringing to us the presence of our Puerto Rican companionship. After this Convention you will see JoAnna going to St. Francis Church, Wildwood, her companion church, and won't they be treated with her beautiful voice? Wasn't she wonderful last night? Tyrone Johnson will go to the Cathedral, and those of you who are there will hear him play the organ tomorrow at the service -- what a treat is in store for you. Dareil and Carmen Jimenez will go to Calvary, Columbia, and you heard his music, and the beautiful guitar he played last night. They will be blessed by their presence. Jeffery Gonzales brings to us his wit, and he will be going to Emmanuel Church, and he has been helped in hosting by the Rev. Tom Bruns. I'm delighted to say that I'm going to capture Aria Torres and Eugenia Garcia, who are companions with us at Christ Church, Rolla. The Rev. Jorge Rivera will preach at Trinity Church, St. Louis tomorrow. During this convention I've listened to what our Puerto Rican friends have had to say, and I would like to borrow from the words of Fr. Jorge who said, "For the diocese the relationship is a space where the glory of our Lord will be made a reality, but the best is yet to come. We anticipate with great happiness the full cultivation of the relationship with Missouri." In turn, we say to our Puerto Rican visitors, "We join with you in looking forward to the full cultivation of this relationship."

During this convention we have established ambitious goals for the next year. To strengthen the linkages of the churches that have been

paired: we want youth involvement and exchanges; we would like to see the Episcopal Church Women in both dioceses working together; we want to pursue ministerial development. In educational programs: what a great wealth the Puerto Ricans can lend to us in Missouri with music; we want to establish a coloring book -- Missouri children learning about Puerto Rico via coloring books, and vice versa. The Bishop has asked the Committee to look at several areas. First, we should look and study in depth what the Puerto Ricans are doing with AIDS children. Also, how they go about developing new congregations. They do wonderful work in their communities. And, very importantly, the Bishop has asked us to evaluate, to ensure that what we are doing really works. If it works we should replicate it, and if it doesn't work then we need to correct it.

It's with sadness that the Companion Diocese Committee must acknowledge members who have contributed greatly to the work that this Committee has done thus far, as they leave the Companion Diocese Committee: John Drescher, Edwin "Ted" Taylor, Marge Gantt, Delores Bordeaux. Please help me in thanking them for their work. [Applause]

This Companion Relationship isn't any fun if all of you aren't involved. How can you become involved? Number one, let us know that you are interested. How can you do that? The diocesan office has our names and numbers. Please call us. We want to work with you and make it as wonderful as everyone in this room who has traveled outside the borders of the United States knows the richness that it brings. We Americans sometimes leave our country thinking we can give to others and we can help so much, only to return with unbelievable growth and benefits and appreciation for what we have. Get on the bandwagon. Join us. The best is yet to come. Thank you.

The Chair then recognized Mary Jane Kuhn, a member of Emmanuel Church, Webster Groves, and President of the Episcopal Church Women, where she is the chief "W". [The full Report of the ECW can be found in Appendix 16, page 99.]

On behalf of the Board of the Episcopal Church Women, Mary Jane Kuhn and Bishop Rockwell recognized Mrs. Margie Bowman, a member of St. Mark's Church, St. Louis, and presented her with a gift. Bishop Rockwell remarked:

Margie Bowman has done absolutely everything you can do for ECW. She has been very active in keeping it alive at St. Mark's, St. Louis; she has been a very important person in our diocesan ECW. President twice. She has organized those conferences that ECW has year-in and year-out, and has done that brilliantly and carefully. She has represented our Province on the national board of Episcopal Church Women, and she is at the present time vice president of the National Board for Information. Margie Bowman is Ms. ECW.

Following a brief recess, hosted by the Episcopal Church Women, Bishop Rockwell recognized the Rev. David Fly, Rector of Grace Church, Kirkwood, and

Chair of the Resolutions Committee, to give the report of that Committee.

Mr. Fly reported that there were three resolutions to consider, and the first placed before Convention for consideration was Resolution A-157, Concerning the 1997 Minimum Compensation for Clergy.

RESOLUTION A-157

CONCERNING: 1997 Minimum Compensation for Clergy
SUBMITTED BY: Diocesan Council

BE IT RESOLVED BY THE 157TH CONVENTION OF THE DIOCESE OF MISSOURI that the minimum compensation in 1997 for full-time clergy will be as follows:

	<u>PRIEST</u>	<u>DEACON</u>
CASH SALARY	\$26,900	\$23,450
HOUSING ALLOWANCE	\$8,175	\$8,075

and 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 medical coverage for clergy and eligible dependents, will be paid by the congregation; and be it further

RESOLVED, that income replacement insurance premiums will be paid by the congregation; and be it further

RESOLVED, that a minimum of five days per calendar year and \$250 will be provided for continuing education; and be it further

RESOLVED, that the minimum 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 one and one-half days each week for personal time.

RATIONALE

1. The 1997 recommendation reflects a 3.5% increase over 1996 cash salary plus housing allowance which was - Priest \$33,900; Deacon \$30,450.
2. The Canons of the Episcopal Church mandate that pension assessments be paid by congregations (assessment = 18% of cash salary plus housing and utilities allowance).
3. Provides for \$50,000 of term life insurance for active clergy, (Effective January 1, 1995, all active clergy became eligible for an additional \$50,000 term life

insurance provided by the Church Pension Fund.)

4. *Clergy have the option to select either a Health Maintenance Organization (given where they live and how the managed care company defines its service area), or the indemnity plan. Effective January 1, 1997, dental coverage has been added to the Group Health Plan HMO.*

	<u>Single</u>	<u>Employee+1</u>	<u>Family</u>
Indemnity Plan			
with HMO access	\$5,136	\$8,820	\$12,528
without HMO access	4,572	7,872	11,184
Partners (HMO)	2,256	4,212	5,952
Blue Choice (HMO)	2,388	4,308	6,216
Group Health Plan (HMO)	3,072	5,416	6,976

5. *Income Replacement Insurance provides short-term disability payments in the event of a disability of thirty days or longer.*
6. *Congregations are encouraged to provide both time and financial resources to assist clergy with continuing education opportunities.*
7. *Minimum allowance for auto expense.*
8. *Congregations are urged to encourage their clergy to take one and one-half days for personal time.*

This resolution does not establish a salary schedule, but only minimum standards of compensation for clergy. Congregations are urged and invited to compensate clergy beyond the minimum.

It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

Note: This Resolution creates a diocesan clergy minimum compensation package for 1997 as follows:

	<u>PRIEST</u>	<u>DEACON</u>
<u>COMPENSATION</u>		
Cash Salary	\$26,900	23,450
Housing Allowance	8,175	8,075
*Auto Allowance	2,000	2,000
<u>BENEFITS</u>		
Pension	6,313	5,674
\$50,000 Life Insurance	390	390
Income Replacement Insurance	302	302
Continuing Education	<u>250</u>	<u>250</u>
Subtotal	\$44,330	\$40,141
Plus Group Medical Insurance**	\$2,256 to 12,528	\$2,256 to \$12,528

* Or reimbursed expenses

** Range of 1997 group medical premiums, dependent upon type of coverage -- single vs employee+1 or family coverage; selection of indemnity vs HMO plan.

Mr. Tom Tener, Church of the Good Shepherd, Town & Country, spoke indirectly to Resolution A-157, by reporting on action that was taken as a result of

Resolution B-155 two years ago. That Resolution asked the Finance Committee to study lay and clergy compensation in this Diocese. He was asked as a member of Council and the Finance Committee to Chair that subcommittee, comprised of Mike Coffey, Lavonne Deck, Harry Dengler, Terri Denicke, and Jim Sealey, and the Rev. Susie Skinner.

The subcommittee made three recommendations. The current practice of establishing a diocesan minimum compensation package be continued through years 1997 and 1998; the Finance Committee will continue to look at the compensation package and make recommendations about the package and its components during the interim time; and, with the introduction of HMO (Health Maintenance Organizations) plans, that consideration be given to the medical situation of the covered individuals, the availability of HMOs, and financial conditions of the parishes when determining their financial packages, because there is a large gap between comparable HMO coverage and the traditional indemnity plan.

Michael Dobbs, St. Barnabas Church, Florissant, remarked that Metro I raised the concern that currently the churches bear the total medical insurance premium cost, whereas it is the experience of many that in today's world it is common for the employer and the employee to share the cost of medical insurance premiums.

There being no further discussion, Resolution A-157 was passed with three opposing votes.

Mr. Fly then moved Resolution C-157.

RESOLUTION C-157

CONCERNING: Amendment to National Canon, Title IV, Canon I, Section 2
SUBMITTED BY: Missouri Clergy Association (MOCA)

BE IT RESOLVED THAT THIS 157TH CONVENTION OF THE DIOCESE OF MISSOURI submit to the forthcoming General Convention the following resolution:

RESOLVED, the House of _____ concurring, that the National Canons of the Episcopal Church be amended by inserting a new subsection to Title IV, Canon I, Section 2, as follows:

A Temporary Inhibition may not deprive the Priest or Deacon of the continuation of salary, benefits, housing, or livelihood from ecclesiastical employment between the time of its imposition and either 1) a Voluntary Submission to Discipline or 2) a Judgment of guilt by the Ecclesiastical Trial Court.

RATIONALE

The present National Canon on Temporary Inhibition is silent about the subject of compensation when charges of misconduct are brought. This allows a clergy person to be treated arbitrarily by a congregation or other ecclesiastical employer. This amendment is based on the assumption that a person is innocent until either wrong is

confessed or pronounced and that the accused cleric and family have continuing financial and other needs during this time of greatly increased stress.

Simone Camp, St. Alban's Church, Fulton, spoke on behalf of the treasurer of that church to raise a concern regarding the financial burden that this resolution may place on small churches, and asked if there had been consideration of assistance that might be provided in the event that this would occur?

The Rev. Anne Wolf, St. Peter's Church, Ladue, noted that the determination was made that it was not in order for the Resolution to address who would be responsible for continuing the payment of stipend and housing. That needs to be taken up at a local level between the diocese and the parish, because there are different situations where parishes may or may not be able to take on that burden, and the diocese may or may not be able to help. The proposers did feel that the matter needed to be addressed in terms of the inhibited individual being able to receive some form of compensation.

Rick Denicke, St. Barnabas Church, Florissant, echoed the concern previously raised, and suggested that a possible or partial solution, might be to put a time limit on the amount of pay, if Convention adopts this Resolution as written.

The Rev. Paul Walter, Church of the Good Shepherd, Town & Country, spoke in favor of the Resolution. "I don't feel at risk, because I'm fat, bald and ugly, but that is not why I stood up to speak. I do think that the existence of this Resolution, if it were passed, might encourage a priest, who might otherwise confess and end the situation, to lengthen the procedure because he is assured of ongoing income."

The Rev. Charles Morris, retired, noted that one of the canons says that a priest or clergyperson may not be deprived of income or have income lowered for any reason.

Pat Bishop, St. Luke's Church, Manchester, said that Metro IV discussed this, and the laity felt there should be a time limit to make sure that people don't just keep extending it. She moved an amendment to insert, "for a maximum period of one year" after "...ecclesiastical employment."

There being no further discussion, the vote on the proposed amendment passed.

Resolution C-157 as amended, then was voted upon and passed, and reads:

BE IT RESOLVED THAT THIS 157TH CONVENTION OF THE DIOCESE OF MISSOURI submit to the forthcoming General Convention the following resolution:

RESOLVED, the House of _____ concurring, that the National Canons of the Episcopal Church be amended by inserting a new subsection to Title IV, Canon I, Section 2, as follows:

A Temporary Inhibition may not deprive the Priest or Deacon of the continuation of salary, benefits, housing, or livelihood from ecclesiastical employment for a maximum period of one year between the time of its

imposition and either 1) a Voluntary Submission to Discipline or 2) a Judgment of guilt by the Ecclesiastical Trial Court.

The Rev. Mr. Fly then placed Resolution B-157 before Convention.

RESOLUTION B-157

CONCERNING: Forms for Blessing Committed Relationships

SUBMITTED BY: Ann Watts, Senior Warden and Jennifer M. Phillips, Rector, and the Vestry of Trinity Episcopal Church, St. Louis

BE IT RESOLVED THAT THIS 157TH CONVENTION OF THE DIOCESE OF MISSOURI submit to the forthcoming General Convention the following resolution:

RESOLVED, the House of _____ concurring, that the Standing Liturgical Commission, following their critical study of pertinent theological papers and rites used for blessing committed relationships of same-sex couples from faith communities, be allowed to make available these rites to enable conversation in the Church by inclusion in "The Book of Occasional Services" or an edition of "Supplemental Liturgical Texts."

RATIONALE

For many years pastoral concerns have led faith communities to develop forms for the celebration and blessing of committed same-sex relationships. The 71st General Convention directed the Standing Liturgical Commission and the Theology Committee of the House of Bishops to prepare and present to the 72nd General Convention a report addressing the theological foundations and pastoral considerations involved in the development of rites honoring love and commitment between persons of the same sex. The critical study and development of forms for "The Book of Occasional Services," or "Supplemental Liturgical Texts" is a logical next step that will build upon the work already done, provide concrete focus for further consideration, and support the work of congregations and dioceses.

The Very Rev. J. C. Michael Allen, Christ Church Cathedral, St. Louis, reported for the record that the Chapter of Christ Church Cathedral discussed this at some length and unanimously voted to co-sponsor this Resolution.

The Rev. Mary Lou Kator, St. Barnabas Church, Moberly, proposed an amendment to Resolution B-157, to insert "and following an agreement by the General Convention as to the theological acceptability of the" after "...following a critical study of pertinent theological papers..." [This proposed amendment was later tabled in favor of a second proposed amendment.]

[Secretary's Note: Resolution B-157 engendered much debate. In fact, 17 pages of transcription notes. I have tried to delete superfluous statements while retaining all the pertinent pro and con arguments that help clarify the issues. Much of this debate was very meaningful. But, for those who wish to go on to the next subject turn to Page 58.]

The Rev. Gary Nowlin, St. Stephen's, Ferguson, asked for a clarification: "If this Resolution passes unamended, would the inclusion of those rites and those service books be something that could be done by the Standing Liturgical Commission without further debate on the floor of General Convention?"

The Rev. Ms. Phillips, Trinity Church, St. Louis, stated, "The Standing Liturgical Commission acts at the will of General Convention, which does not mean they can not publish anything on their own. General Convention will not be instructed in a way they do not wish to go, and the Standing Liturgical Commission is a standing commission of the General Convention and that's their will."

The Rev. Tom Bruns, Church of the Holy Cross, Poplar Bluff: "This issue is one that is divisive, and one that tends to polarize us, not unite us. It must be discussed, hopefully being able to disagree with one another, but without being disagreeable. Whenever we break down the traditional understanding of marriage as being between men and women, then all of a sudden we move into a very gray area where it is not clear what is right and wrong any more, and almost everything is allowed. And then we have very little direction for ourselves or for our children. Much of what happens when this breakdown occurs is certainly not very nice, and it is very unpleasant. I ask that the Convention vote down this Resolution.

The Rev. Harvel Sanders, Grace Church, Jefferson City, rose to offer a second amendment. Some are in favor of disseminating proposed Rites, however they would not like to see them included in the Book of Occasional Services or the Supplemental Liturgical Texts.

By this proposed amendment, the first four lines of the Resolution would remain the same down to "to enable further conversation in the Church." But then would add, "and be it further, Resolved that the Diocese of Missouri commit itself to participate in that conversation in its congregations during the next triennium. The amended Resolution would read:

Resolved, the House of _____ concurring that the Standing Liturgical Commission, following their critical study of pertinent theological papers and rites used for blessing committed relationships of same sex couples from faith communities, disseminate these rites to enable further conversation in the Church; and be it further

Resolved, that the Diocese of Missouri commit itself to participate in that conversation in its congregations during the next triennium.

The Rev. Gary Nowlin, St. Stephen's Church, Ferguson, rose to speak in support of the Amendment on the grounds that the original Resolution calls for the availability of these Rites in order to enable conversation, including whether these Rites would be officially sanctioned Rites of the Church. Their inclusion in the Book of Occasional Services would make them officially sanctioned Rites of the Church, and so it would in effect end the discussion. But, it's not time to end the discussion. There are folk who still need to be heard, and there is more dialogue that needs to go on. The Convention that meets three years from this one may be the Convention that will be

prepared to include these Rites in the Book of Occasional Services.

The Rev. Charles Morris, retired, remarked that this is an extremely serious matter. It is time that the Church thoroughly wrestle with this issue. I personally believe there is need for some type of blessing of persons of the same sex, of their life-long commitment. I don't know whether I would go so far as to call that marriage. I don't think we'll ever get away from marriage being between a man and a woman because that's the way it is Biblically and in Jesus' own words. Since this is an extremely important theological and Biblical question, I think we would be going too far to put it into the Book of Occasional Services at this moment.

Les Pearson, St. Martin's Church, Ellisville, asked whether the authors of this Amendment were envisioning that this would be a matter of continuing discussion within the Church, with the Standing Liturgical Commission submitting or making public various or suggested rites which could be used for discussion within parishes and dioceses about the matter? If so, then it clearly cannot be defined in any way as something that would be used. But, if it were included in the Book of Occasional Services then it would be implied that it could be used.

The Rev. Howard Park, Rector, St. Martin's Church, Ellisville, rose to support the Amendment: "It has been the experience at St. Martin's that we have been unable to talk about this. We don't know how. If there is to be conversation, there also needs to be ways that people help us talk about this most difficult issue."

The question being called, the Chair called for a vote on the Amendment to Resolution B-157, which passed.

Mike Sims, Church of St. Michael and St. George, Clayton:

I didn't know what questions to ask myself about this Resolution. I know that I am going to be asked about it after this Convention. I also didn't know when it comes time to vote, exactly what I am voting on.

I brought this Resolution up to a group of about twenty men in my church who are close to each other and who understand each other. There was no consensus among them. As someone said, there was no language by which to discuss it. I am hearing that Jennifer Phillips, who is an impressive priest and has an impressive ministry at Trinity Church, and their Vestry are saying that at one level we lack power to deal with something in this Church. So they are asking this Convention to give them something; to aid them in this issue. They have a ministry at Trinity Church that is impressive, and they are dealing with some issues that are painful, that are difficult, that are life and death, and that require the support of all of us in many different ways. But, at the other end of the spectrum, and this came up at our Bible Study group that I mentioned: what would happen in any congregation if on a Sunday two people of the same sex got up in front of the congregation and asked them to bless their relationship? There is nothing present now in our community, in our religious body, that over these years allows a clergy person to deal with such a relationship. I don't see any answer right now. I can't vote for this Resolution because of the divisiveness

I know is there. I think we should pray about it some more. We also should focus on what is going on at Trinity Church more and find ways to get connected with our ministry and theirs so that we have a language and an understanding. It's a painful issue.

The Rev. Jocelyn Bell, Trinity Church, Kirksville, spoke in support of the Resolution: This resolution would allow printed rites, which many of us already know exist and circulate in the Church, but which we have not seen. It is very difficult to talk about how one would do any sort of liturgical act without the words in front of you to study. My seminary liturgical professor said that praying shapes believing. You have to have the words with which you pray in order to think about them and theologically reflect on them. This is an important step forward that will further communication in the Church.

The Rev. Beverly Factor, Vicar, St. Francis Church, Wildwood, spoke in favor of the Resolution: What we need to do in the Church is to open the conversation, and find the language to deal with this issue. Yes, it's difficult; yes, there are people who will be hurt about it, as there is hurt now, and there has been hurt for centuries because of this issue. We have not in centuries managed to get rid of the hurt for those people who have been excluded by not talking about it. So we need to engage in conversation, to find the language, to pray, and to be loving of one another, because isn't that the bottom line? Isn't that what we are all called to do, to love one another as Christ loved us? If we can do this in a loving way and a prayerful way, we will find the words we need to say.

The Very Rev. J. C. Michael Allen, Dean, Christ Church Cathedral remarked that after forty years of ordination the one thing that keeps coming louder and louder is that ALL our love relationships are imperiled. It seems to me that for the last twenty years every time we enter into a conversation with people proposing to be married, we talk about divorce -- either because they have been divorced, or because they fear divorce. It seems to me that this Resolution brings up a larger topic of how we deal with the support and the empowering of any love relationship in our society. They're ALL imperiled. If 50% of American marriages end in divorce, something is wrong. So when another part of our community asks for support and empowering of their relationships, I'd like for us to at least consider that it is part of a larger issue of a Church making commitment to faithful, committed love relationships among its people.

The Rev. David Benson, Emmanuel Church, Webster Groves, remarked that many of us don't have a language to speak about this issue. Episcopalians traditionally have found the liturgy as a way to develop language, to talk about hard issues. This Resolution as amended gives us the hope of being offered from people who understand liturgy a way to develop some language to talk about an issue that we know we've got to talk about. We cannot avoid it. It is there. If this Resolution is passed by us and General Convention, then there would be hope for us to begin, or else continue, a conversation that can lead somewhere.

The Rev. Howard Park, St. Martin's Church, Ellisville, commented that part of our difficulty is that in some of our minds it's simply voting up or down on what we think about blessing same-sex unions, but we are not ready to vote yet. If a church cannot and has not been able to talk about it first, then I don't see how we can vote

on it. We need to talk before we vote, but our congregations have not been talking.

The Rev. Steve Weissman, North Convocation Partnership, spoke in favor of the Resolution. He assured Mr. Bruns that no one was more dismayed, more horrified at the reports about Brazilian boys in Brooklyn than were the gay clergy. However, that issue is not pertinent to this discussion, any more than reports of a crazy woman in North Carolina who murdered her children should cause us to forbid motherhood.

The Rev. Gary Nowlin, Rector, St. Stephen's Church, Ferguson, rose to speak in favor of the Resolution, saying committed relationships are relationships based on a promise. Faithful, committed relationships are defined as relationships where there is an intention to keep that promise. The phrase "the blessing of faithful, committed relationships" is a phrase for which we need more explanation and more definition. By allowing the Standing Liturgical Commission to publish the pertinent theological papers, we will get that greater definition and we will then have something concrete to discuss as a Church. When the Standing Liturgical Commission releases those theological papers, the definition of faithful, committed same-sex relationship will certainly rule-out the activities on Long Island.

Mr. Roy Price, St. Luke's Church, Manchester commented how disturbing it was to receive this Resolution because of the division it may cause, and the precedent that may be set. In the Body of Christ, we can't be silent. Ephesians 4:15 admonishes us to speak the truth in love so that we may grow in all things into Christ, dealing faithfully and truly with everyone. Sometimes we may be called to say difficult things to one another; to admonish a brother or sister who has strayed from the truth. In doing so we are to follow the example of Christ and speak with truth, mercy and love from a position of humility rather than arrogance, with the hope of helping that beloved one draw closer to Jesus. I am reminded of the former Archbishop of York quoted recently in the Anglican Digest: "Anglicanism stands not for tolerance for the sake of compromise, but comprehension for the sake of truth.

Mr. Lawrence George, Christ Church, Rolla, stood in support of the Resolution because of the inclusiveness that the amendment provides. He envisioned how Absalom Jones might have felt when he was excluded from the Church. He reflected about when his son, who is involved in an interracial marriage, was going to have a baby. No one denied the kind of love that we shared with this child when it was born. Regardless of what the child looked like, it was loved and we continue to cherish it. For that reason, he spoke in support of the amendment.

The Rev. Jennifer Phillips, Trinity Church, St. Louis, commented that the Convention delegates had heard a lot of pain throughout this discussion. But there is also the joy she has experienced serving in two congregations of the Church that have welcomed for many, many years gay and lesbian people, seeing their lives shared in honesty and fullness in the congregation, seeing God shown forth, and their having been drawn into the common prayer of the congregation. Joy is heaped upon joy, relationships become accountable, the fabric of the Eucharistic body is woven together by the truths of people's lives being held up to the light of the Gospel -- ALL the lives, and not just a few, by the fact that there is not secrecy or shame about relationships. This means that the discernment of relationships can go openly and with input from the entire community. Then, when relationships are seen to be sound and faithful and

Gospel-based, the whole community can join in saying, "Amen. Thank you God! We will support these people in their life together" The subject here is not marriage, because by law and by canon marriage is defined very strictly. There is a whole other conversation about whether those definitions of marriage should or should not change, but that is not the purview of this Resolution. The people of Trinity Church, St. Louis, and of other similar congregations across the country who are blessed by having invited and received large numbers of gay and lesbian people, Christians, in their midst, are saying, "Come, taste and see how good God is and how wonderful the table becomes when ALL of God's children are invited, and ALL are there in their full lives and presence.

The Rev. Llewellyn Heigham, Grace Church, Kirkwood, spoke in favor of the Resolution as amended because it empowers and calls us to a dialogue, and without that dialogue we will continue to always avoid the issues. It empowers us to dialogue, and even compels us to do it. It is extremely important.

Mr. Les Pearson, St. Martin's Church, Ellisville, remarked that upon receipt of this Resolution he knew there would be a long discussion. My opposition to this Resolution has nothing to do with my position with respect to the act of homosexuality in any respect, nor concerning someone's sexual orientation, or whatever their behavior happens to be. I want to represent my viewpoint, my Vestry's, and my Rector's as to why we must oppose this Resolution for the following reasons. I realize it is a very deeply felt issue with many people. There is a lot of pain and suffering involved. I wish I could figure out a way to cause our society in general to make judgements on the basis of considerable, deep reflection and understanding of what the issues are. Thirty-five years in the daily newspaper business never got me to the point where I could believe that very many people were making reasoned decisions. They take information just on a snap impression that they get from television, or from somewhere else. If we have this Resolution go forward to the General Convention, there is no way that I can believe that the society in our wider culture will say, "Well, the Episcopalians are really going to be very reasoned in their approach. They are going to carefully discuss this for three years, and then they are going to take it up again and perhaps make some kind of decision about it." Many will say, "Well it appears to me the Episcopalians have taken one more step to move in the direction of approving same-sex marriages." If this goes to a point where it can be perceived as an action taken by the Episcopal Church which in any way tilts in the direction of one side or the other on this issues, there will be many who will vote with their feet. We have heard several times during this Convention that there are not a whole lot of people left in the mainstream Church. We've lost members, and we are trying to determine ways to grow. I am not sure that if we hope our ecclesiastical authorities will come down to approving the blessing of same-sex relationships, that we are going to be doing ourselves any favors for the growth of the Episcopal Church which we are looking for.

The Rev Dan Handschy called the question. The vote on the amended Resolution B-157 passed.

The Chair then recognized Mrs. Linda Rockwell, Chairman of the Cathedral Mission Society, for a report from that organization.

I'm glad to have a few minutes this morning to address this large and

distinguished gathering of Missouri Episcopalians. Primarily I want say thank you on behalf of the families, the staff, and the Board of the Cathedral Mission Society for all that you have done, and all that you continue to do for the 55 children, ages six weeks to six years, presently enrolled in the Child Care Center. Thank you for hanging in with us in 1994 when we lost our major funding source, the City of St. Louis, and we closed the Shelter. Thank you for knowing how vital a mission the ministry to children can be, and for supporting the Child Care Center in 1995 and helping us get on a more secure financial footing. Thank you, thank you, for the countless ways you give of your time, talent, and treasures. I'm not sure you all know how much you do, so I have this list to help you to feel as impressed as we certainly are, and grateful for all these things. I'm not going to be able to mention them all. You give financial support for which we really are grateful! You also help us get those dollars from corporations, foundations, and friends -- and that matters tremendously. When you have connections, they listen to you more than they listen to us. Thank you for your help in funding our new children's bathroom, for your support of our Spring Concert and Movie Benefit. Thank you for all the wonderful volunteer assistance you give -- for volunteer teachers who bring the joy of art and music to the children, for painting the entire facility and making it an attractive and inviting space to all who enter. Thank you for providing new blinds for the classrooms, for new equipment and toys and supplies, for meals and treats and pennies, and even for Santa Claus. We are most truly grateful for all of this and for all of your acts of generosity and compassion.

I have to say a special word about the Episcopal Church Women. Mary Jane Kuhn has already told you that they adopted us this past year and she's also happily said they are not giving us up. I can't tell you how much that means to us. They have done so much. They come down there; they cheer everybody up. They cheer the Board up. They have parties; they play with the kids. They give us money. They are just wonderful and I hope everyone knows that those women work so hard in so many ways. We know firsthand how wonderful they are. Now, in connection with the Episcopal Church Women, don't forget to drop money into this little blue box. We happen to know firsthand how important this is. This money just doesn't go off somewhere and we don't see it again. We at Cathedral Mission Society are the recipients of a 1996 grant from the UTO for \$10,000 to help us repair and renovate our rooftop playground. Without that playground we can't have a license. We need to raise \$35,000 for its renovation and this is a big start along that road. Thanks, Peg and Mary Jane, we really appreciate all you have done. I just want to say a few words about 1997 and beyond. We are moving ahead with an exciting and challenging expansion program. Christ Church Cathedral has given CMS major new space on the third floor of the Bishop Tuttle Memorial Building. We constructed a new children's bathroom, actually Sinak Plumbing Company did that, but it's great; it's almost finished. Within that area we have almost completed the other requirements of the city and state for an occupancy permit and license and all those little nitty things like smoke detectors

and all that. When the space is ready, then we will begin to add more preschoolers on the third floor until we have reached capacity there. Of course, as you know, we will need one staff member for every additional four infants and toddlers who come into this space so this is a major undertaking and a little bit of a challenge. We go ahead with a high heart but we are also a little shaky, hoping for the money to come through that we need. There's one other new program I would like to mention. There's a new parents group which began last May under the very able direction of Kathryn Nelson. This is called "Star Time." A group of single mothers meet monthly, they have dinner and socialize, and then they discuss all of the tough issues that they face as single parents -- the problems of raising children alone, holding down entry-level jobs, maintaining homes, having no money to do all of this with. It is no surprise that these young women love Kathryn Nelson. We all do and they find these sessions extremely helpful. We are hoping that this program can continue. Most of our other news you will find in our written report. We want to keep you informed about our progress, our good news, as well as our setbacks. We need you. We must fund at least half the cost for every child we serve; that's roughly \$2,500 per child per year we have to raise to keep serving the children who don't have the money. We are the only child care center for at-risk children in the downtown St. Louis area. We hope you will continue to be involved in all the ways you have been. We also hope you will come anytime and see for yourselves what a splendid place you have helped to create. Come and see how much your ministry means to these little ones who have so little. Thank you.

[A further written Report of the Cathedral Mission Society can be found in Appendix 9, Page 87.]

The Rev. Anne Wolf, St. Peter's Church, Ladue, commented that she recently was a representative of this Diocese at a teen pregnancy conference. One of the things she learned was that intervention is most effective in preventing teen pregnancy. There is a whole ripple effect of other things endemic to this problem which needs a childhood intervention program, sometimes as early as preschool. She applauded the Episcopal Church Women for supporting the Cathedral Mission Society, and Laura Kanne through Episcopal City Mission, who deals with some of the problems that spin-out from all of this. She encouraged the Diocese to do whatever it can to support children-at-risk, especially at an early age.

The Chair then recognized Dr. Margaret "Peg" Cooper, a member of Emmanuel Church, Webster Groves, and the diocesan United Thank Offering Coordinator for that Report

Let us pray: Lord, you are the giver of all things. Grant us grace to recognize your hand in all the events of our lives that we might give you thanks and glorify your name now and forever. Amen.

\$15,000 to renovate an adult day care center that allows elders to maintain their independence and enable family members to continue to care for seniors in their homes-- Emmanuel Episcopal Church,

Louisville, Kentucky, Diocese of Kentucky.

\$50,000 dollars to pay for a project vehicle and its operations, partial salaries and two goats for many households in a development project for repatriated households of very poor families, many of them headed by women--Province of the Sudan for the Goat Restocking Project.

\$20,000 to purchase a refrigerated-delivery vehicle for the only food bank in Mississippi, one that cooperates with the 350 member charities in the 58 counties of that state--the Mississippi Food Network, Diocese of Mississippi.

\$32,500 to help complete construction of the church, buy 18 pews and ceiling lamps as the congregation's involvement with evangelism, fellowship, and social concern continue to grow--St. Matthew's Church, Diocese of Puerto Rico.

\$10,000 to repair the rooftop playground by replacing that flat roof with a well-working drainage system and a synthetic turf--Cathedral Mission Society, Diocese of Missouri.

These are but five of the 131 grants given out by the United Thank Offering in 1996. Over 2.7 million dollars was allocated for projects throughout the Anglican Communion. These are all excellent reasons to make the blue boxes on the tables and our blue boxes at home to shake with coins or bills. For over one hundred years, United Thank Offering has provided an opportunity to say "Thank you, God" in a tangible way. Yes, it was started by women but everyone, everyone in this room, men, women, and children, have a reason to be thankful. Each and every coin and bill that goes into a blue box or a blue envelope are like ripples which together make waves of outreach all over the world. Each and every coin and bill that goes into the blue box goes for granting. Not one penny goes for the administration or the printed material that the United Thank Offering provides. Since the 1950's to today, over \$450,000 in United Thank Offering gifts has come back to various projects in the Diocese of Missouri. \$450,000. In the 1990's alone over \$119,000 has come back for outreach projects while only \$111,000 has been sent in to the United Thank Offering. That's over a \$8,000 difference. Yes, each of us in the Diocese has so much to be thankful for so let's show that here at Convention, by everybody placing at least one dollar, can be coins or bills, into that blue box on your table. There are approximately 250 people here at Convention, so let there be no less than \$250 in these boxes. Also each of you received a blue box in your yellow "goodie bag". Take that box home with you. Open it up, place it on your dresser, your desk, your kitchen, the dryer in the utility room, your desk at the office, wherever you want to place it. Make it a place where it is in your sight every day and use it every day. Each coin put into the box is a thanksgiving to God for a blessing. By the time your parish's UTO Ingathering comes by, your box should be laden and shaking well.

Now into this blue box I put coins of thanksgiving for all of us here today doing the work of the Church, for the opportunity to speak about UTO here at Convention, and my own parish for its love, support, and challenge it gives me but most of all I give thanks to God for life. Take your blue box home. Use it as an outward sign for your thanksgivings. It will make you smile. Thank you.

(A further written Report of the United Thank Offering can be found in Appendix 19, Page 104.]

The Chair then recognized Chaplain Danforth who led the Convention in Noonday Prayer prior to concluding Legislation Session II.

The Chair reconvened the Convention following lunch, and recognized Ms. Heidi Clark, Diocesan Coordinator of Christian Education and Youth Ministry for a presentation about Diocesan Youth Programs.

Ms. Clark remarked that a good way to say something about the youth work in the Diocese was to recognize something that many of our churches participate in, which is a Work Trip or a Service Project of some sort. She encouraged all congregations to consider doing just that. It changes lives in really good ways, more so for the people who go on these trips and work, than those who are actually helped. She introduced, the Rev. Susan Skinner, Rick and Jody Kuhn, all members of Emmanuel Church, Webster Groves, who spoke about their experience in Kentucky.

The Rev. Mrs. Skinner explained that shortly the Convention would be viewing a video from this year's mission trip that the Emmanuel Senior High Fellowship engaged in. It is the eighth mission trip that their Senior High young people and their leaders have been involved in. She echoed Heidi Clark's comments that the mission trip in many ways changes the life of the people who go on them, more than those people to whom they have gone.

Following the video, Rick Kuhn remarked that it is hard to embellish on what you have just seen. This was his sixth mission trip, having also gone to South Dakota working with Lakota Sioux, down to the Bayou of Louisiana, and two trips to Oklahoma with the Cherokee. It is hard to put into words the experience of combining a work-ethic with the cultural shock.

Daughter Jody Kuhn echoed the fact that the participants gained a lot out of the trip, as much as the people they worked for, if not more. She remarked that she went on the trip not looking forward to it, yet not really knowing why. When we arrived, we dug ditches. That first day we were appalled at the people. They seemed so rude; they didn't talk to us, and the work was hard. I honestly did not want to dig ditches at all, but I had to go because I was assigned to that job, and again on the second day. Our group was just not looking forward to it, and we were complaining the whole way down. When we arrived, one of our youth leaders, Donna Erickson, took the time to knock on the door of the people we were going to work for and talked to them, and we found out their situation. They were a younger couple, and we found out why they were not able to help us. They were depressed. He was on welfare because he had hurt his back. They couldn't work, and they didn't know where to start. So by us just coming out and

helping them, she brought us lemonade every five minutes, and helped us pick up rocks. It was such a difference; it completely changed my whole trip. For the rest of the trip, if people were rude or anything, I just thought, "There's something deeper." So I did gain a lot out of my trip, and everyone gained something different. Not just my experience, but everyone had different experiences.

Heidi Clark closed by saying that the opportunity to send young people is available to everyone. If you have a small group of people just call the diocesan office. She can link small youth populated churches together to plan a trip. She said she also has a folder full of places like Confrontation Point Ministries Youth Work Camps, and ideas to get your people together to do something like this. It's really worth it for your kids. There are lots of other programs and curriculum available if you would like to view them. She encouraged congregations to call her for assistance.

The Chair then recognized the Honorable Jean Hamilton of the Church of St. Michael & St. George, Clayton, Vice Chancellor of the Diocese, and Chairperson of the Committee on Constitution and Canons for the Report of that committee.

Judge Hamilton explained that the Committee on Constitution and Canons had three items, all Constitutional amendments to place before Convention. They passed in first reading at the 156th Convention last November, and are now before Convention for a second reading. The first proposed amendment is to Article III.3, Section 8, regarding Standing Committee powers; the second is to Article III.11, to allow for more than one Vice Chancellor; and third to Article IV.1, regarding membership on the Chapter of Christ Church Cathedral.

The Motion was placed before Convention and seconded. A further motion to dispense with a roll call vote, as required by Article V.2, was passed. In accordance with Article V.2 of the Diocesan Constitution, the Bishop gave his approval to the amendments. The vote on the main motion to amend the Constitution in second reading passed unanimously, first in the lay order and then in the clergy order.

The Chair then recognized the Rev. Llewellyn M. Heigham, Grace Church, Kirkwood, to nominate a Trustee for the University of the South.

The Rev. Mr. Heigham explained that the Diocese of Missouri is one of the owning dioceses of the University of the South, and as such we sit upon the largest Board of Trustees of any college or university in the United States. That group when it is all assembled is practically the same size as the student body. There are a hundred plus trustees. It's a very interesting institution, and it's exciting being a part of the life of that school, and seeing, as with any institution, its struggle to be relevant and creative. So it is in that light that we have three members on the Board of Trustees, as one of the owning dioceses. Mr. Heigham then nominated Michael Moio for a second three-year term. Mr. Moio graduated from Sewanee in 1964, and is a member of St. Peter's Church, Ladue. He also has served on the Board of Trustees of Mary Institute and Country Day Schools. He added that Michael is always very actively present at the Trustees' meeting and involved. The nomination was approved unanimously.

The Chair then made the following appointments for the 158th Convention Committees:

LAY CREDENTIALS AND ADMISSION OF NEW PARISHES

The Rev. Richard Knudsen, Chair

Mrs. Joan Elliott

DISPATCH OF BUSINESS

Mrs. Terri Denicke, Chair

Mr. Edwin S. Fryer

The Rev. Richard Knudsen

CONSTITUTION & CANONS

The Hon. Jean Hamilton, Chair

Mr. Harold R. Burroughs

Mr. Ronald Jones

Mrs. Terri Denicke

The Rev. Steve Lawler

The Rev. Canon John Danforth

The Rev. Susan Skinner

Mr. Edwin S. Fryer

Mr. Jamieson Spencer

Mr. John Houghton

The Rev. Richard Tudor

RESOLUTIONS

The Rev. David Fly, Chair

Ms. Kathy Dyer

Mrs. Delores Bordeaux

Mr. Randy Mariani

The Rev. Paris Coffey

The Rev. Harvel Sanders

The Rev. Warren Crews

Dr. Jane Williamson

NOMINATIONS & ELECTION PROCEDURE

The Rev. Robert Skinner

Ms. Jean Pennington

The Rev. George Plattenburg

Mr. James Markham

The Rev. Tamsen Whistler

Mr. Tom Tener

Convention then affirmed the Bishop's nominations of the following people to serve on the Commission on Ministry: Mrs. Donna Erickson, Dr. James Hood, Mr. Booker Lemmee, Miss Donna Paige, and the Rev. George Plattenburg.

Bishop Rockwell announced the election results:

Diocesan Council - two laypersons to serve three year terms: Mr. Randy Mariani and Mrs. Susan Gilstrap. Chapter of Christ Church Cathedral - one clergyperson and one layperson to serve three year terms: the Rev. Karen Mosso and Ms. Jaunetha Cade. Standing Committee- one clergyperson and two laypersons to serve four year terms: Mrs. Myra Tener, Mr. Chuck Allen and the Rev. Steve McKee. General Convention Deputies - four clergy and four lay persons to represent our Diocese at the 72nd General Convention of the Episcopal Church in Philadelphia in the summer of 1997, and four alternate deputies in each order:

The Rev. Susan Skinner
The Rev. Lydia Speller
The Rev. Kenneth Semon
The Rev. Richard Tudor

Jeannette Huey
Judy Herzog
John Drescher
Priscilla Bevins

The Rev. Jocelyn Bell
The Rev. Patricia Williams
The Rev. J. Edwin Heathcock
The Rev. Tom Bruns

Lance Williams
Raymond "Sandy" Peters
Kay Crecelius
Pat Lynn FitzRoy

Convention then set the 158th Annual Convention for November 20-22, 1997, to be held at the Doubletree Hotel, Chesterfield, Missouri.

The Rev. David Fly, Chair of the Committee on Resolutions came forward to introduce the Courtesy Resolutions which were adopted by applause.

WHEREAS, the clergy, staff and people of St. Martin's Church have welcomed us to their home with courtesy, grace and enthusiasm; therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri does extend to the Rev. Howard Park, his staff and the people of St. Martin's Church our profound gratitude and thanks for their hospitality.

WHEREAS, during his tenure as Presiding Bishop, Edmond Browning has served his Church with great distinction and courage; and

WHEREAS, he now enters his last years as Primate of the Episcopal Church in the United States of America; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri extend to Bishop & Mrs. Browning our profound gratitude and affection for their lives and for their work on behalf of us all.

WHEREAS, this diocesan family warmly remembers and cherishes our association with the Rt. Rev. George Cadigan and his ministry among us; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri does extend its greetings and affection to Bishop Cadigan and assures him of our continued gratitude and prayers.

WHEREAS, this diocesan family continues to give thanks for the ministry and witness of the Rt. Rev. William A. Jones, Jr. and Mrs. Jones, remembering their presence and witness here through many years; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri does send our greetings and best wishes and assures them of their place in our continued prayers.

WHEREAS, the Rev. Charles Maahs, Bishop of the Central States Synod of the Evangelical Lutheran Church in America, has inspired and encouraged us by confessing Christ in our midst; and

WHEREAS, Bishop Maahs and Bishop Rockwell, by their mutual decision to agree to the call of the Rev. Mary Lou Kator to St. Barnabas Church in Moberly, and Peace Lutheran Church in Salisbury, have given us a foretaste of the banquet that awaits our two churches in the signing of the Concordat; and

WHEREAS, the witness of Bishop Maahs is an inspiration to Episcopalians and Lutherans alike; therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri extend our thanks to Bishop Maahs for preaching God's word to us at our opening service and assure him of our prayers for him and our two communions as we near an historic moment in our histories.

WHEREAS, the Diocese of Missouri, its Bishop, people and parishes are served well by the diocesan staff; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri does extend its profound thanks to the Diocesan Staff for their dedication and efficiency and sends warmest greetings to the Rev. Richard Bormes, Terri Denicke, the Rev. Patricia Williams, Heidi Clark, Judy Taylor, Virginia Benson, Angela Bader, Judy Kvasnicka, Desirée O'Laughlin and Connie Lantrip.

WHEREAS, the Diocesan Council works to order our common life and to effect ministry for all of us in the diocese and the world; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri extend its thanks and gratitude to the retiring members of Council for their commitment to service: Titus Olajide, Jim Sealey, Tom Tener, Deborah Onken, Susan Skinner, Herb Lucke, and Larry Hamilton.

WHEREAS, the Standing Committee acts as a council of advice to the Bishop, gives consent to ecclesiastical acts affecting the whole church, and reflects for this convention on the state of the Diocese; and

WHEREAS, the Standing Committee also serves as the Corporation of the Diocese of Missouri in matters of civil law; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri extend its gratitude to the retiring members of Standing Committee for those who are finishing their terms of service to the Diocese: John Works, Jim Hood and the Rev. Ken Semon.

WHEREAS, Mr. George Eberle, will soon end his long and distinguished career as President and Executive Director of Grace Hill in order to pursue new avenues for ministry in the city of St. Louis;

WHEREAS, Mr. Eberle has been responsible for directing, on our behalf, one of the most significant ministries to the poor in this country; and

WHEREAS, George by his life and witness has not only talked the talk but walked the walk; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri extend its gratitude to George Eberle and wishes him well in this next chapter of his life.

WHEREAS, the Rev. Dorman Ball, priest of our Church and of our Diocese, died since our last Convention; and

WHEREAS, Bud is warmly remembered by his friends; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri does send its greetings to Bud's wife, Ellie, and family, and assure them of our continued prayers.

WHEREAS, the Rev. John E. Mason, Sr., served with love and commitment, as a priest in God's Church; and

WHEREAS, John continued to minister to those who came to visit him during his long illness; and

WHEREAS, John now joins that great cloud of witnesses that surrounds us as we complete the race that is set before us; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri send its warmest greetings and sympathy to John's wife, Anna, and his son, John, and assure them of our thanks for John's ministry among us.

WHEREAS, Mary Jane Kuhn, President of the Episcopal Church Women, has served as Chair of the dinner and entertainment for the 157th Convention of the Diocese of Missouri; and

WHEREAS, she has continued to witness to the responsibility we all share for the common good of the Diocese; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri extend to Mary Jane our sincerest thanks for her ministry among us.

WHEREAS, the Episcopal Church Women of the Diocese of Missouri continue to be a strong presence in our Diocese and minister to us by providing refreshments for the Convention; now therefore be it

RESOLVED, that this 157th Convention of the Diocese of Missouri express its sincere thanks to the ECW by standing and giving them an ovation.

The Bishop remarked, "This body knows, I feel sure, that the Collect to be said for Saturdays remembers that in the Creation of the earth, God set aside a day for rest. On that day, using the Collect from our Prayer Book, we put away earthly anxieties that we may be duly prepared for service in God's sanctuary on the next day. I just want to tell you how grateful your Bishop is for your having the will to take on a certain number of earthly anxieties, even though it is a Saturday. To have given of ourselves on this day counts very greatly in the governance of our church.

I felt the conversations all the way through this Convention were seeking the best outcome -- including in the difficult debate over Resolution B-157. There are differences among us, but that discourse this morning was conducted with decency and kindness, and I regard it as a sign of a very great Grace that is among us in this Diocese."

The Chair asked if there was any further business to come before this meeting of Convention. There being none, he declared the 157th Meeting of Convention of the Episcopal Diocese of Missouri adjourned.

Appendix 1

INDEX TO RESOLUTIONS

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Appendix 2

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Appendix 3

**BISHOP'S ADDRESS
to the 157TH CONVENTION
of the DIOCESE OF MISSOURI**

Although it troubles me to say so, I was compelled in this last week to acknowledge that a Convention Address is, by definition, conventional. Not only is the Address part of a convention, it is bound by expectations of responsible reporting. At this point in the proceedings, it is expected that the bishop will rise and say something about the condition of the diocese. With any luck he will be complimentary and brief. It is also expected that the bishop will provide an inspiring word about the future, what has commonly come to be called "vision", make suitable mention of the Almighty, and sit down: All very conventional. I considered several *unconventional* alternatives-- playing a medley of tunes on my grandfather's cornet, preaching again the Confirmation sermon which the Cathedral staff heard four times last spring, and so on-- but in the end I determined that I was, perforce, a slave to convention.

Resigned to duty, I go forward. What I want first to say is that I see increasing *coherence* in our life as a church in this part of God's world. What I mean is that I see congregations having to do with one another in creative ways. I find it in a thoughtful consensus in the meetings of Diocesan Council and in the deliberations of the Standing Committee, and of very many other committees and commissions. What I experience are the many positive ways in which our clergy have to do with one another, giving each other encouragement in study groups and support groups. All of this points to an inter-connectedness in our life for which I am deeply grateful. I have the sense that we are becoming the Episcopal Church in eastern Missouri, and not merely a random collection of congregations and individuals flying Episcopal Church flags.

I think that is partly the result of commitment to a short mission agenda over a long period of time. In 1995 we adopted that agenda for a three year period. Committing our energies and our dollars to those mission objectives has drawn us together and given us the growing *coherence* which I detect in our common life. Let me comment, very briefly, on each of those objectives.

The foundation and support system for our mission, in all of its parts, is what we have called "Being the Episcopal Church in Eastern Missouri". It is the means we have for providing Bishop and staff to connect the congregations and to aid in the implementing of the mission. And, it is a means of connecting with the wider church in this country and in the Anglican world beyond. Being the Church means having this annual convention and being represented at the church's triennial General Convention. Being the Church means Dick Bormes helping a congregation through the challenging task of finding a new priest. It means Pat Williams helping a clergy spouse find the right family counselor, or providing sensitive and necessary training about sexual harassment to a group of volunteers and employees who work in parishes. It means Heidi Clark spending long hours with a Sunday school director giving him fresh program ideas, and more importantly, supplying him with fresh reason to hope that he can be a transmitter of the faith of Christ to the young. It means Judy Taylor

giving encouragement to an array of diocesan bodies which work to build up fundamental elements in our common life: the Dismantling of Racism, the ministry of our Episcopal Church Women, the deepening of the life of prayer through the different approaches of the Lichtenberger Society and the Cursillo movement. Being the Church means Ginny Benson's determination to make INTERIM better with every issue. It means the diligence and good humor of a strong support staff: Angie Bader, my assistant, Desiree O'Laughlin who assists Terri Denicke in finance, and Judy Kvasnicka who helps three of the senior staff, and our new voice on the Diocesan Office telephone and general back-up person, Connie Lantrip. Being the Church in Eastern Missouri means Terri Denicke rescuing a priest from some painful and complicated dilemma having to do with his health insurance, or counseling a parish treasurer as she struggles to balance a budget, or attending to the endless details that accompany meetings of Council or undertaking the huge task of organizing this annual meeting. It's a lot, and it costs a lot. But those sacrificing people are the ones who provide the threads which help to hold us together, which give us *coherence*, and I feel deeply in their debt.

Being the Church means growing every year in our understanding of Christian stewardship. Our Stewardship Committee, with Lyn Ballard's leadership, helped very many of us in this last year, most conspicuously in that excellent stewardship conference of last spring. I'm very glad that another such gathering is planned for the spring of 1997. Being the Church in Eastern Missouri includes a commitment to the wider church. I am proud that the Council directed that our financial commitment to our national church should be greater than our apportionment, so that we contribute generously to the strengthening of the witness of the Episcopal Church in this country and in the world. I am proud, and grateful, for the growing bond with our partner church in Puerto Rico, and delight to welcome members of that part of the body of Christ to this meeting: Bienvenido amigos y amigas.

Being the Church means being in search of the wholeness of the body of Christ. It means being in dialogue with our Lutheran brothers and sisters to the end of facing up to a decision this summer at General Convention to join our lives in closer ways. Bishop Charles Maahs' presence here is an emblem of that, but lots and lots else has gone on. Our clergy have gathered and our lay people have over these last three years around the statement which is the Concordat working toward that union.

We work hard in your diocesan office to be better at communication, seeking fresh advice about our diocesan publications, continuing the practice of Town Meetings in the regions of the diocese, keeping alive and up to date the telephone chain by which emergency news is reported to clergy. I am pleased to report, as I said I would when we met a year ago, that as of this week you may now call me "www.pobox.com/~DIOCESE_MO/" A diocesan Web Page is in place, as it is in several of our congregations and many Episcopalian residences. That is the result of Terri's thoughtful, prudent approach to a complex--and potentially very expensive--project, and to the very welcome expert help of John Houghton and Steve Massey of the parish church of the Holy Communion. Steve Massey is here this morning, equipped with a handout of detailed information about our Web site and he is glad to talk to anyone about it. Will you stand, please, Steve?

The four mission objectives that are supported by that structure and those peop

are these: Support for Clergy and their Families; Being Present with and For the Poor, ministering to youth and on campuses; and aiding in the development of congregations. I will be very brief, but I want to say a few things about how we are faring toward each of these mission objectives.

In the support of clergy and their families we have increased the offerings in continuing education and spiritual renewal for the 1996-97 season. Those offerings are based on information gathered last year about what clergy want and need. It was gratifying to come away from a seminar on Jewish-Christian relations last spring and a preaching workshop in preparation for Advent and Christmas this month and hear the same thing. "This is just what I asked for." There are more workshops and clergy days ahead and some informal, entertaining time is planned in the form of a spring weekend for clergy and clergy families, next May. I spend about a third of my time with clergy and a significant portion of my colleagues' time is spent in the same way.

In our attempt to be present with and for the poor, Council endorsed a focus, for this next year, on children and young adolescents in the north St. Louis neighborhood of the Church of Ascension. Based there, this program combines resources from the Program Budget with those of Episcopal City Mission, and is staffed by an experienced Episcopalian youth worker, Andrew McKissack. Is there poverty in our diocese outside of North St. Louis? Of course there is, and the design of this project is intended to make it portable, so that in the future it can be replicated in other neighborhoods and in smaller communities and rural areas.

Our efforts to minister to youth have been given a great boost by the presence on our diocesan staff of Heidi Clark. She works on the premise that local programs need to be strong before diocesan programs can have authentic life, and she travels from congregation to congregation seeking to give encouragement to youth ministry. She does keep us and our young connected to programs outside of our diocese, and to ecumenical youth events, but she is committed first of all to what we do in our congregations. On the campuses we still have a distance to go before we can speak of making the witness we want to make. Still, I am encouraged by the parish-based campus ministry I know to be going on at Truman State and Webster University and a number of other places of higher education in the diocese. The Mission Group concerned with this matter has recently gathered some people whose parishes are close to campuses and begun a conversation about how to develop fresh approaches to this very important mission field.

The mission objective of congregational development includes everything we do to build up the life of a congregation, but it also includes a pair of still quite new initiatives. One of those arises from the decision to employ the Percept corporation to do demographic and ethnographic studies in our diocese. A group of more than twenty Episcopalians have given long hours in this last year to receiving those studies and examining their implications for our congregations. In the next two years those studies will be refined and we will have hard information upon which to base mission strategy, including about the planting of new churches and the building up of congregations. The other initiative goes by the name of Mutual Ministry, and it includes two undertakings: Five St. Louis congregations joined in the Urban Partnership, and five more in the North Convocation churches. There are clear signs that Episcopalians in both places are awakening to the great and ancient truth that the

primary credential for ministry is baptism, and not ordination. Training of those unordained ministers is critical to the success of mutual ministry, and something like two dozen clergy and lay people have given themselves to the development of a quite extraordinary curriculum to provide for the best kind of training so that lay people can assume the ministries of preaching and teaching and pastoral care and prophetic witness. These undertakings are still in their infancy, and face serious challenges, including the challenge of parting with old assumptions ("the minister does the ministering and the congregation does the congregating"). I only want to say that I have hope for a good outcome here, over time.

It will be up to the new Council to set objectives for the future. Whether they determine to stay with these four or make changes, I hope they will stay with the principle of a three year course which will carry us to the year 2000.

I want to say a word about diocesan resources and their relationship to mission. We are remarkably blessed with discretionary endowment funds, like the one left by Frank and Mattie Thompson, and with restricted funds like the Kelton White Fund for church building and maintenance. Yet even with these resources, there are great needs going unmet. I want to list some of those:

1. We are seriously under funded in our mission with and for the poor. We ought to be able to fund parish-based programs, in city and smaller communities and rural areas alike, which would help the ones to whom our Lord sends us first of all.

2. We ought to have a fund that would support full time campus ministry, at least in some places, lest we lose another generation of young people.

3. We need a fund that can be the source of boldness in the planting of new congregations, seed money toward the bearing of fruit in the growing communities of our region. When we have Percept data in hand, we are going to need the resources to act on it.

4. We need to find funds for the restoration of the Tuttle Building so that our Cathedral can have a decent place from which to do ministry in the city and an accommodation for the people of our diocese; and so that our diocesan office can have an efficient and hospitable home. I continue to believe that it is right for the Bishop's office to be in the city, but our building needs to be recovered from three quarters of a century of neglect.

All of this suggests the raising of capital and in the new year ahead it is my intention to assemble a small group to explore the possibility of a capital campaign, and to consider the best uses of the capital now available to us.

About myself as your bishop, I can honestly say that I continue to be stimulated by the task you have entrusted to me. Those Cathedral confirmations last spring, when scores of people came together from all over the diocese to stand up and reaffirm their baptismal faith, were profoundly moving events, and not only for me. The ordinations, the celebrations of new ministry, the time spent with vestries and Bishop's Committees who are seeking with all their hearts to make a faithful witness in their place and time, the courage of parish leaders to speak the unpopular truth and stand by it: All of that fills me with a humble gratitude for the ministry entrusted to my hands.

It is not undiluted delight, of course, and there are weary times. My assistant tells me that, by car or plane, I have traveled some ten thousand miles since the first of October. However, most of that travel has taken me to places where Episcopalians are up to good things, and there is a great encouragement for me in that. As a further encouragement, Council and Standing committee have graciously consented to my taking a sabbatical in 1998. We will be away from the dioceses for the first three months of that year, back for Easter and the Easter Confirmations and then away again in the summer, for the Lambeth Conference in England and for some time after that into the fall. I have a writing project underway, and we will do some traveling.

I close with a short reflection on evangelism. When I arrived among you, six years ago in February, I was aware that we were in the Decade of Evangelism, but I do confess I had little notion of what that meant. I didn't see myself as an evangelist and I didn't think I knew very many Episcopalians who were. But I have come to believe that we need to consider the way we go about being Christians to be certain that we are not behaving in a way that might be called anti-evangelism. I mean, we need to make congregations truly hospitable. That means hospitable to every kind and condition of the human race, including the disabled who are not able even to enter some of our buildings. It means coming out of hiding and actually putting up conspicuous signs that say who we are and what we are up to. It means opening our doors to community groups. It means making our liturgies accessible to people who are somehow moved to turn up in our pews and know nothing of our ways. We need to stop behaving like a secret society, communicating in code ("we'll now sing S-281"), and make generous provisions of directions and encouragements to the unchurched. We are not shrinking as a church in our region. We are not growing, either. Our Lord calls us to reach into the lives of as many people as we can possibly manage, to declare our strong and sublime version of faith in Him, that those lives may be touched and healed. Let us resolve in this now and here to be the open church, the hospitable church, the community that welcomes and affirms the people we bring into our midst. Let us make that resolution not merely to be bigger, but to be obedient to the command that we "make all people" disciples, made bold in the sure and certain knowledge that the One who commands is with us always, "even to the end of time." Thank you.

LETTERS DIMISSORY RECEIVED AND ACCEPTED

- David L. Gable, from the Diocese of Springfield, January 1, 1996
 Sarah E. Bailey from the Diocese of Southern Ohio, July 8, 1996
 Mary Lou Kator, from the Diocese of Chicago, September 6, 1996
 William T. Luley from the Diocese of West Missouri, October 3, 1996
 Wilson Nathaniel Pyron, from the Diocese of Arkansas, October 9, 1996
 Paul R. Walter, from the Diocese of Eau Claire, October 18, 1996

LETTERS DIMISSORY ISSUED AND ACCEPTED

- Arnold R. Hoffman, to the Diocese of Springfield, December 14, 1995
 Mary A. Caucutt, to the Diocese of Wyoming, July 30, 1996
 Georgia Humphrey, to the Diocese of Colorado, September 18, 1996
 Daniel Erdman, to the Diocese of West Missouri, October 7, 1996

ORDINATIONS , PRIESTHOOD - 1996

William M. North, Jr., Church of St. Michael & St. George, Clayton
by the Rt. Rev. Hays H. Rockwell, March 5, 1996

J. Paris Hooten Coffey, Christ Church Cathedral Church, St. Louis
by the Rt. Rev. Hays H. Rockwell, May 29, 1996

ORDINATIONS, DIACONATE, 1996

Michael David Kinman, Christ Church Cathedral Church, St. Louis
by the Rt. Rev. Hays H. Rockwell, July 27, 1996

ADMITTED AS CANDIDATE FOR HOLY ORDERS

- None -

ADMITTED AS POSTULANT FOR HOLY ORDERS

Marylen Wilkins Stansbery, January 19, 1996

CLERGY DEATHS

Dorman (Bud) A. Ball, November 30, 1995

Larry M. Inlow, January 11, 1996

John Mason, October 17, 1996

REGISTER OF EPISCOPAL ACTS - 1996

Holy Communion Services	75
Other Services	20
*Confirmation Services	13
Confirmations	289
Received from other Communions	40
Baptisms	5
Celebration of New Ministry	5
Consents to Marry after Divorce	41
Consent to Ordination and Consecration of a Bishop	10
Consent to Election of a Bishop	7
Consent to Resignation of a Bishop	3
Clergy Licensed to Officiate in the Diocese	10
Clergy Licensed to Officiate on Specific Occasions	4
Dedications	1
Layreaders Licensed	18
Layreaders Licenses Renewed	47
Chalice Bearers, Licensed	35
Chalice Bearers, Renewed	52
Lay Eucharistic Ministers, Licensed	2
Lay Eucharistic Ministers, Renewed	21

* In 1996, regional confirmations were held at Christ Church Cathedral, making way for 1997 when all confirmations will take place at Christ Church Cathedral during the Easter Season; thus the reduction in number of confirmation services.

Appendix 4

REPORT OF THE STANDING COMMITTEE to the 157th Convention

Four years ago (in this very room) I was elected to the Standing Committee of the Diocese of Missouri. While I was honored to receive the confidence of my brothers and sisters, I must admit I had a minimal idea of the committee's scope and responsibilities. It has taken me much of the intervening time to learn the ropes. I thank my Bishop and fellow committee members for their forbearance and help in this process.

(You see) in addition to the clear role of the Standing Committee outlined in our Constitution and Canons there is a process of self-definition which takes place each year in the course of our meetings. Part of this emerges as we seek to be a "council of advice" to our Bishop, and in our capacity as Trustees of the Diocese. We also have specific responsibilities both to the National church and the parishes and missions in our diocese. Sometimes as we give our consent to the election of one more bishop we seem to become the Committee for the Accuracy of Jots and Tittles. Yet, from another perspective, the Standing Committee has a voice and vantage point linking all levels of the Church.

In the midst of our free-ranging discussion and debate the Standing Committee is also continually assessing the state of this Diocese not only in bricks and mortar but also in terms of mission and vision. For example, this year with the able help of our Chancellor we considered and approved the final arrangements for the St. Luke's Charitable Trust and responded to the requests of several parishes and missions for changes in their bylaws or property considerations. At the same time presentations by Canon Bormes regarding Percept and Ms. Heidi Clark concerning the exciting new programs of Christian Education and youth ministry became the context for our larger discussions. What follows is not so much a corporate report from my fellow Committee members as a subjective reading of our ongoing reflections in this part of God's kingdom.

One of my favorite prayers in the service of Compline refers to "the changes and the chances of this life." "Change and Chance" in this particular context have a negative connotation; they cause fatigue and the prayer's author contrasts them with the unchanging nature of a loving God. The Diocese of Missouri seems to be experiencing a good deal of change and the occasional chance in our common life. At times we seem to welcome them while at others they tax our spirit (Bishop Rockwell noted this mood in his address yesterday.)

Evidence of change is all around us. Look at our clergy. Canon Bormes informs me that the Diocese has welcomed more than forty new priests in the past four years. New Ministries abound and in the parishes that means both hesitation and hope, excitement and sometimes discomfort. We believe that the Diocesan orientation program for new priests has been an important innovation. Would that we could say

that the average parish had incorporated forty new members in the past year. Despite some growth points many of us are simply holding our own, if that.

Change occasionally brings new chances. In the past year the Standing Committee considered the closing of one of our smaller parishes, but we also have launched new models of mutual ministry both in St. Louis and the North Convocation. What was a project on paper last year is now a growing reality. Mutual ministry education has already begun using a syllabus designed by and for people in this Diocese. In both St. Louis and in the North Convocation new leaders are exercising various gifts with great energy. Percept promises new data with which to make informed choices in terms of ministry and growth, but we must also listen to one another in discerning God's will.

One way in which the Standing Committee sought to listen to the Diocese during the past year was through the Lambeth questionnaire. At the request of Bishop Rockwell we distributed a series of questions linked to the principal themes to be discussed at the global meeting of bishops in 1998. In this way we hope that the concerns of Missouri will be heard in that larger forum. (I wish to thank the more than 200 vestry members who completed the forms in a timely manner.) Here are some of the highlights. A large number of respondents felt that the breakdown of the family should be the major concern of this Diocese and that our churches must develop programs to minister more effectively to youth. A continuing food ministry to the hungry was seen as a major priority both for local congregations and the National Church. Most respondents felt that our current programs of evangelism are inadequate. Suggestions for expanded mission programs in the Diocese included immigrants and university students. I hope that the new standing committee will consider sponsoring another poll of diocesan leaders to evaluate existing programs and suggest new directions in ministry. The "changes and chances" we encounter may well energize this community to explore a larger world of grace and service.

Before closing I would like to thank my fellow Standing Committee members and ask them to do just that -- stand as I read your names. Retiring with me this year are Dr. James Hood who has served us extremely well as Secretary, and the Rev. Kenneth Semon. Continuing members are Mr. Larry Loop, the Rev. Jerry Miller, the Rev. Richard Tudor, Mr. Raymond "Sandy" Peters, Ms. Valerie Walch, the Rev. Lydia Agnew Speller, Mr. Tom Rogers, the Rev. Tamsen Whistler, and the Rev. Harvel Sanders. Thank you each and all.

Respectfully submitted,
Dr. John A. Works, President
Standing Committee, 1996

STANDING COMMITTEE

Summary of Ecclesiastical Acts 1996

Consent to Elect:

- Bishop Coadjutor, Diocese of Northwest Texas - 1/23/96
- Suffragan Bishop, Diocese of Long Island - 2/27/96
- Bishop Coadjutor, Diocese of Pennsylvania - 2/27/96
- Bishop Coadjutor, Diocese of Southern Virginia - 5/28/96
- Bishop Coadjutor, Diocese of New York - 9/24/96

STANDING COMMITTEE

Summary of Ecclesiastical Acts 1996 (continued)

Consent to the Ordination and Consecration of:

- The Rev. John Lipscomb, Bishop, Diocese of Southwest Florida - 1/23/96
 The Rev. Andrew Smith, Suffragan Bishop, Diocese of Connecticut - 1/23/96
 The Rev. William Skilton, Suffragan Bishop, Diocese of South Carolina - 1/23/96
 The Rev. Carolyn T. Irish, Bishop Coadjutor, Diocese of Utah - 1/23/96
 The Rev. Canon William Duncan, Jr., Bishop, Diocese of Pittsburgh - 1/23/96
 The Rev. Dr. Edwin Leidel, Bishop, Diocese of Eastern Michigan - 5/28/96
 The Rev. James Gloster, Suffragan Bishop, Diocese of North Carolina - 6/25/96
 The Rev. Canon Clifton Daniel, III, Bishop Coadjutor, Diocese of East Carolina - 6/25/96
 The Rev. Gordon Scruton, Bishop, Diocese of Western Massachusetts - 8/27/96
 The Rev. Canon Richard Sui On Chang, Bishop, Diocese of Hawaii - 8/27/96
 The Rev. Henry Nutt Parsley, Jr., Bishop Coadjutor, Diocese of Alabama - 8/27/96
 The Rev. Frank Neff Powell, Bishop of Southwestern Virginia, 8/27/96

Canonical Requirements:

- 1/23/96:** Approved a request from Church of the Advent, Crestwood, to enter into a Lease Agreement with AT & T;
 Approved a request from Church of the Epiphany, Kirkwood, to enter into a Lease Agreement with AT & T;
 Approved the Amended and Revised Articles of Incorporation of St. Luke's Episcopal-Presbyterian Hospital and St. Luke's Health Corporation.
- 2/27/96:** Approved a request from Emmanuel Church, Webster Groves, to sell its rectory at 363 S. Gore, Webster Groves, and to purchase a new rectory;
 Approved a request from Church of the Epiphany, Des Peres, to encumber its property by granting a 15-foot easement to Union Electric.
- 3/26/96:** Approved a request from Church of the Holy Cross, Poplar Bluff, to purchase a house adjacent to their property.
- 4/23/96:** Consented to the ordination to the Priesthood for the Rev. Paris Coffey
- 5/28/96:** Consented to shortening the canonical period of Candidacy to ten months, and to the ordination to the Diaconate for Michael David Kinman
- 8/27/96:** Approved a request from Church of the Good Shepherd, Town & Country, to borrow \$66,000 to finance renovation of their rectory.
- 9/24/96:** Approved a request from Calvary Church, Louisiana, to sell its rectory.
- 10/22/96:** Consented to the appointment of Roy Eric Alan Ledbetter to Registrar of the Diocese.

Approved Bylaw revisions of:

- Church of the Transfiguration, Lake St. Louis - 1/23/96
 St. Paul's Church, Carondelet - 2/27/96

Others:

Affirmed the Bishop's intention to take a sabbatical in 1997 - 3/26/96

Elected Officers for 1997: The Rev. Richard B. Tudor, President; the Rev. Lydia Agnew Speller, Vice President; and, Mr. Thomas Rogers, Secretary - 11/23/96.

Appendix 5

ACTIONS OF THE CORPORATION of the EPISCOPAL DIOCESE OF MISSOURI - 1996

January 23, 1996: Elected Officers for 1996: Vice-President - Ms. Valerie Walch, and Recording Secretary - Dr. James Hood.

Approved a resolution designating Commerce Bank, N.A. as a depository for the Diocesan Payroll Account, and the Bishop of Missouri, the Treasurer of the Diocese and the Chief Financial Officer of the Diocese as signatories on said account.

February 27, 1996: Approved a \$5,000.00 expenditure from the Aged & Infirm Clergy Fund for the ongoing therapy of a retired priest

March 26, 1996: No action taken.

April 23, 1996: No action taken.

May 28, 1996: Approved a request that the Rev. Anne Sharon receive the medical insurance premium reimbursement from the Aged & Infirm Clergy Fund in accordance with the limits previously established by the Trustees.

To the extent as required under a Lease Agreement dated March 13, 1974, with the Neighborhood Health Center ("Grace Hill"), consented to consolidation of parcels of land affected by the Lease into a single contiguous parcel and to the construction of an expansion to the Grace Hill Center.

By Resolution, agreed to not assert that the income payable to the Hospital pursuant to the "Trust" established in the will of George D. Barnard will become payable to the Corporation of the Episcopal Diocese of Missouri by reason of resignation of current Board members and naming successor Directors.

Awarded five grants, totalling \$20,939 to congregations from the Church Assistance Endowment Fund: Trinity Church/St. Charles - \$5,000; Grace Church/Clarksville - \$5,000; Church of the Holy Communion/University City - \$5,000; St. Barnabas Church/Florissant - \$4,350; Calvary Church/Louisiana - \$1,589.

June 25, 1996: Approved the First Amendment to the Indenture of Trust of the Episcopal-Presbyterian Charitable Health and Medical Trust, and further authorized and directed the appropriate officers of the Corporation to execute and deliver the Amendment on behalf of the Corporation..

August 27, 1996: No action taken

September 24, 1996: Approved a \$16,800 expenditure from the Aged & Infirm Clergy Fund to assist four congregations, without Health Maintenance Organization (HMO) access, with payment of their clergy's medical insurance premiums for calendar year 1997.

October 22, 1996: Approved expenditure of \$2,050 from the Aged & Infirm Clergy Fund to assist Trinity Church, Kirksville with payment of medical insurance premiums in 1997, if necessary, for their Vicar.

November 23, 1996: Elected Officers for 1997, Vice-President - Ms. Valerie Walch, and Recording Secretary - Mr. Thomas Rogers.

Appendix 6

DIOCESAN COUNCIL

The first thing I would like to do is to introduce the other members of the 1996 Diocesan Council. I would ask that each person stand as I read your name.

The members at large who are elected by the Convention are:

Delores Bordeaux, All Saint's, St. Louis; Mike Coffey, St. Timothy's, Creve Coeur; Mary Etta Heggie, Grace, Kirkwood; Titus Olajide, Christ Church Cathedral; Victoria Myers, Grace, Jefferson City; James Sealey, St. Francis, Wildwood

The members elected by the Convocations are:

Metro I: Carolyn Daniels and the Rev. Gary Nowlin, both from St. Stephen's, Ferguson; Metro II: The Rev. Emery Washington, All Saints, St. Louis and Debbie Onken, Church of St. Michael & St. George, Clayton; Metro III: Pat FitzRoy, Grace, Kirkwood and the Rev. Susan Skinner, Emmanuel, Webster Groves; Metro IV: The Rev. Helen Ludbrook, St. Martin's, Ellisville and Betty Bowersox, Church of the Good Shepherd, Town & Country; North Convocation: The Rev. Steve Weissman, North Convocation Partnership and Herb Lucke, St. Paul's, Palmyra; South: The Rev. Tom Bruns, Church of the Holy Cross, Poplar Bluff and Larry Hamilton, Christ Church, Cape Girardeau; West: Jim Markham, Grace, Jefferson City and the Rev. Jocelyn Bell, Trinity, Kirksville.

Appointed by the Bishop: Tom Tener, Church of the Good Shepherd, Town & Country.

Serving as Ex-Officio members are: Edwin S. Fryer, Chancellor and Bill Cornelius, Treasurer for the Diocese

We receive outstanding staff support from Terri Denicke, the Rev. Richard Bormes, Heidi Clark and Pat Williams.

The Bishop serves as Chair for the group.

Last year when I reported to you about the work of the Diocesan Council, I used the analogy of developing a landscape plan for a garden. How is our garden growing? There has been considerable progress during 1996 and most parts of the landscape are growing well.

As you know, the Diocesan Council is charged with overseeing the program and budget for the Diocese. From your review of the budget you know, the majority of our budget supports the bishop and the diocesan office, our priority of "being the church in eastern Missouri."

As part of my report this year, I want to take time to tell you some stories about the four other priority areas of the Diocese -- Youth and Campus Ministry, Care for

Clergy and Their Families, Congregational Development, and Presence of the Church Among the Poor.

In the Youth and Campus Ministry area our report is mixed. The growth in the youth programs has been considerable. Heidi Clark, who has been on the diocesan staff for just over a year, has begun to see her efforts take hold. Her over-arching goal is to support parish based youth programs. One result of her efforts is that she found a curriculum which is suitable for teenagers called "Journey to Adulthood." She arranged for a training session about the curriculum which was attended by people from nine parishes in this diocese as well as by representatives from two other dioceses. The session was a great success. Let me tell you about one church's experience as a result of this training session. This parish decided to use the Journey to Adulthood curriculum. The whole parish has gotten involved in the fundraising for the program! The adults in the parish are as excited about the program as the youth are and leadership has been easy to obtain. The adult leaders have made two year commitments to the program and the kids are bringing their friends to church.

Campus Ministry on the other hand has been slower to take root. There is considerable interest in campus ministry throughout the diocese. The mission group for Youth and Campus Ministry will make the development of this area its top priority for 1997.

The Care for Clergy and their Families study in 1995 resulted in workshops for clergy and their families this year which included Preaching workshops as well as seminars on tax and financial planning. Since continuing education is always of great interest to this group, the mission group arranged a social presentation for the clergy on applying for continuing education grants through the diocese. After four priests talked about their own continuing education experiences many others in the meeting spontaneously told about their own experiences. Would you have thought a business management course at the University of Missouri St. Louis would have been a significant experience for a clergy person. And yet that is exactly the course which had a great impact on one person. It gave her the skills she needed to successfully manage a parish. Skills which are not taught in seminary.

In the area of Congregational Development. Earlier this year Bishop Rockwell appointed fifteen people to serve as a strategic planning team for the diocese. They are becoming our experts in the materials supplied by Percept. Percept is a firm that provides demographic and ethnographic data which will be used to make information based decisions in planning for the future of the church. The group began its three year task by reading "The Death of the Church" and wrestling with its contents. For a group theologically and ideologically diverse this was no easy task. But they did coalesce into a team of people with common vision who are not afraid to share their feelings with one another even though they may not agree with each other. The result of their efforts will be the formation of imaginative and new ways to plan for the continuing development of congregations in the Diocese of Missouri.

Mutual ministry is one new program which is already in place in two areas of the Diocese: in urban St. Louis and in the North Convocation. Small congregations are grouped together in mutual ministry. Each group of parishes shares two priests and the lay people take on more responsibility for such parish activities as leading the

worship services. In its second year the program is beginning to show positive results for these parishes.

When we develop new programs we sometimes have a tendency to develop programs which we think people need. Andrew McKissack has resisted this temptation in developing a pilot program for the youth for the Ascension Church neighborhood. The program under the aegis of the Mission Group for the Presence of the Church Among the Poor is designed to be replicated in other locations in the diocese. Andrew has worked through five schools which serve the Ascension neighborhood to distribute questionnaires to the families of these children. The result is a program which connects the interests and talents of adult volunteers with the interests and needs of at-risk children. To date, 24 boys and girls, aged six to eight, are enrolled in the first program which was chosen by the children. They want to learn to use the public library and go on Saturday field trips around St. Louis. Next Saturday these 24 children will get their first library cards, then they will go out for pizza to celebrate. On successive Saturdays they will alternate going on field trips around St. Louis and visiting the public library. In January a second and perhaps a third group will be up and running with other activities. The goals are to provide educational and recreational activities for youth under the guidance and mentorship for caring, loving adults.

It is important to share wonderful stories like these, so continuing to improve communications with the parishes is a top priority for the Council. During this past year we have worked to improve in this area by suggesting more substantive topics for the convocations and encouraging the groups to invite guest speakers to their meetings. Many convocations have done this and the result has been more meaningful gatherings. Communications, however, must be two-way. Delegates and priests have an obligation to share their thoughts, ideas, comments, and criticisms with the council. Council members represent the people of the Diocese and in order to do the best possible job, we need input from everyone. During this coming year, this will become crucial as we develop our priorities for the next triennium.

In our convention in 1997, when we look back on the last three years, I hope we will have even more wonderful stories to tell about what we have accomplished.

Thank you.

Ms. Jeannette Huey, Vice Chair
Diocesan Council 1996

**REPORT OF THE
COMMITTEE ON CONSTITUTION AND CANONS
TO THE 157th MEETING OF CONVENTION OF THE
EPISCOPAL DIOCESE OF MISSOURI**

The Committee on Constitution and Canons will bring these action items to Convention:

Action "in Second Reading" on Proposed Amendments to Various Sections within the Constitution.

At the 156th Meeting of Convention, three changes to the Constitution were proposed. These proposed constitutional changes now return to Convention, at this Meeting, for a vote "in second reading." What will be before you is the question of final approval of these proposed changes (which requires majority vote of each Order, voting separately). These proposals did not involve any substantive change in the authority of any of the persons or entities involved.

1. Action "in Second Reading" on Proposed Amendment to Article III.8 of the Constitution

Article III.8, Section 6 of the Constitution currently provides for an annual report by the Standing Committee to Convention regarding the state of the Diocese. An amendment has been proposed to Article III.8, Section 6 of the constitution that would provide for a process for the Standing Committee to issue its annual report to Convention. Article III.8, Section 6 would read as follows (underlining shows proposed additions and strikeouts show proposed deletions):

"ARTICLE III.8 Standing Committee

SEC. 6. The Standing Committee, after consultation with the Bishop, shall annually assess, and report to Convention upon, the state of the Diocese. This assessment shall be made in part from information supplied periodically, as reasonably requested by Standing Committee, from the Diocesan Office, COEDMO and other appropriate bodies. "

2. Action "in Second Reading" on Proposed Amendment to Article III.11 of the Constitution

Article III.11 of the Constitution currently provides for the appointment of one Vice-Chancellor. It has been proposed that the Constitution be amended to provide for the appointment of more than one Vice-Chancellor. The first sentence of Article III.11, as amended, would read as follows (underlining shows proposed additions and strikeouts show proposed deletions):

“ARTICLE III.11 Chancellor and Vice-Chancellors of the Diocese

The Bishop, with the advice and consent of the Standing Committee, shall appoint ~~a~~ the Chancellor, and may appoint ~~a~~ one or more ~~Vice-Chancellor~~ Chancellors, of the Diocese.”

3. Action “in Second Reading” on Proposed Amendment to Article IV.1 of the Constitution

Article IV.1, Section 2 of the constitution currently provides for the election of three clergy and three laity to the chapter of the Cathedral (one clergy and one lay member from the City of St. Louis, one clergy and one lay member from the County of St. Louis and one clergy and one lay member from outside the City and County of St. Louis). An amendment has been proposed to Article IV.1, Section 2 of the Constitution that would provide for two clergy and two lay members to be elected from the combined City/County area. One clergy and one lay member would continue to be elected from outside the City and County of St. Louis. The second paragraph of Article IV.1, Section 2 would read as follows (underlining shows proposed additions and strikeouts show proposed deletions):

“ARTICLE IV.1 The Cathedral

The six Diocesan members shall be chosen so that ~~one clerical and one lay member~~ two lay members and two clergy members shall be from Congregations within the City of St. Louis, one each from Congregations within St. Louis County, and one 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 City of St. Louis and St. Louis County City/County Area. The clerical members of the Chapter shall be known as Honorary Canons of Christ Church Cathedral.”

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Appendix 8

REPORT OF THE DIOCESAN BOARD OF EXAMINING CHAPLAINS

The focus of our work this year has been to explore our charge of determining the standards for training for the Diaconate (sometimes called the Vocational or Permanent Diaconate) and examining candidates for that order.

Since, in the past year, there have been no actual candidates ready for examination, our aim has been to discover what training is provided by the Missouri School for the Diaconate and by other existing structures in order that our process may be fair to the candidates when they are ready.

With the intention of gaining greater clarity on what kind of training we should expect, and what standards for examination we should set, we have gathered data about the curriculum of the Missouri School for the Diaconate and have conferred with parish clergy who have had people in training for the diaconate. In this process, we have found ourselves participating in renewed conversations with our Bishop and with the Commission on Ministry as to what the ministry of a deacon IS in the Episcopal Church, and in the Diocese of Missouri, in order to develop a fair and reasonable training and examination process for the diaconate.

We were delighted that the Rev. Michael Kinman sailed through his GOEs (General Ordination Exams) without the need of our ministry

The membership of the Board consists of eight persons appointed by the Bishop for staggered four year terms. Members who have not served two terms are eligible for appointment. The Rev. Warren Crews, the Rev Edwin Heathcock, the Rev. Llewellyn Heigham, Ms. Anne Hetlage, Dr. James Hood, the Rev. Lydia Agnew Speller, the Rev. Richard Valantasis, Dr. John Works. The Rev. Patricia Williams is our staff liaison.

Respectfully submitted,
Lydia Agnew Speller, Chairperson

Appendix 9

REPORT OF THE CATHEDRAL MISSION SOCIETY

“The Cathedral Mission Society (CMS) serves children and their families in crisis or need. We are committed to providing compassionate, comprehensive programs that lead to productive, independent living.

History:

CMS has been changing and evolving to meet the needs of at-risk families throughout its ten year history. Originally incorporated as an emergency shelter in 1986, the current emphasis is on providing affordable, first-rate child care for children of the working poor and educating their parents in areas such as health, nutrition, parenting skills, or other issues defined and requested by them. Ninety-three percent of the children are from homes headed by highly motivated single mothers who are working or attending an educational program while maintaining homes for their young children.

From its inception, the Child Care Center has been dedicated to serving children of low-income families. It grew out of a need to provide child care assistance for the families living in the shelter. Founded in 1988 with three young shelter residents, the present enrollment is 55 children between the ages of six weeks and six years. In 1995, the Center served a total of 121 children. The facility is licensed by the State of Missouri to operate five days a week from 6:30 am until 5:30 pm at Christ Church Cathedral in the heart of downtown St. Louis. It is the only child care center of its kind for at-risk families in the immediate downtown area.

CMS Program:

The program is designed to provide stimulating activities and learning opportunities as well as nurturing care for the children. Children are exposed to a wide variety of activities each day that develop language skills, cognitive skills, and science skills; art, music, and physical recreation are also vital parts of the program. As a measure of the high quality of the Child Care Center program, the St. Louis Regional Child Care Partnership, Inc., singled out CMS for its “1995 Partners in Caring Award” because of the outstanding program and the caring staff.

A new program for parents called “Star Time” has begun in the past year. Under the leadership of Kathryn Nelson, this group has begun to address some of the issues surrounding parenting for single, at-risk parents. What such a program can offer these young women in parenting skills, social skills, self-esteem, and mutual support is extremely valuable. The parents participating in the program are enthusiastic about its benefits and are anxious to have it continue.

CMS Future Plans:

An exciting and challenging expansion project is underway at CMS. Christ Church Cathedral has offered the Child Care Center additional space on the third floor of the Tuttle Building.

A new children's bathroom has been constructed within the area for the safety of the children and to comply with the State of Missouri requirements for licensing. When all of the State and City requirements have been met, the preschool children will be moved into the new space. The capacity for infants and toddlers on the second floor will be doubled to accommodate thirty-two.

The rooftop playground will demand major fundraising efforts in 1997. There is a critical need for repairs and renovations on the fifth floor roof of the Tuttle Building which holds the playground, a requirement of the State of Missouri. This will be an expensive undertaking, and estimated projection is close to \$30,000.00. Fortunately and thankfully, a \$10,000.00 grant from the United Thank Offering has given CMS a tremendous start in this major effort.

The Cathedral Mission Society is grateful for a dedicated and supportive Board of Directors comprised of the following members:

The Rt. Rev. Hays H. Rockwell, Bishop of Missouri
 The Rev. Richard J. Bormes, Canon to the Ordinary
 The Very Rev. J. C. Michael Allen, Dean, Christ Church Cathedral
 The Rev. Karen Mosso, Missioner, St. Louis Urban Partnership
 The Rev. Harlow Donovan, St. Paul's Church, Carondelet
 Charles C. Allen, Jr., Church of St. Michael and St. George, Clayton
 Ann Avery, St. Peter's Church, Ladue
 Sally Barrett, Church of St. Michael and St. George, Clayton
 Margaret Diemer, St. Francis Church, Wildwood
 Katherine Drescher, Trinity Church, St. Louis
 Carol Gaskin, Church of St. Michael and St. George, Clayton
 Susan Hecker, St. Peter's Church, Ladue
 Mary Jane Kuhn, Emmanuel Church, Webster Groves
 Betty Patton, All Saints' Church, St. Louis
 Robert McWhorter, Christ Church Cathedral, St. Louis
 Sheila Moseley, Emmanuel Church, Webster Groves
 Linda Rockwell, Christ Church Cathedral, St. Louis
 Nance St. James, Church of St. Michael and St. George, Clayton
 Valerie Walch, Emmanuel Church, Webster Groves
 Jill Young, Christ Church Cathedral, St. Louis

A large debt of gratitude also is extended to Suham Dawood, Child Care Director, and Tonnie Gragg, Office Manager, for their hard work and their capable execution of the daily operational requirements of the Child Care Center.

Respectfully submitted,
 Linda H. Rockwell, Board Chairman

Appendix 10

DIOCESAN CHRISTIAN EDUCATION

The program has taken on a new "flavor" of enthusiasm with networking and communication as its philosophy. An excellent committee has been assembled with specific goals of serving individual parishes and upgrading networking. Creative communication from Heidi Clark, diocesan Coordinator of Christian Education and Youth Ministries has enabled all of us "in the field" to keep informed and expand our horizons!

HOW HAVE WE IMPACTED CHRISTIAN EDUCATION?

- I. We review the latest resources and curricula
- II. We schedule seminars in various convocations
- III. We continue to publicize the Church School Leaders Group, and
- IV. We offer training events, including national consultants for *The Journey to Adulthood* and *Godly Play*.

If your parishioners engaged in Christian Education, from preschool through adult, are not aware of what we're up to, please let us know whom to contact.

Donna Kerwin,
Chairperson

CLERGY/LAY COMPENSATION COMMITTEE FINAL REPORT - November 21, 1996

BACKGROUND

The Clergy/Lay Compensation Committee, a subcommittee of the Finance Committee, was formed in 1995 in response to Resolution B-155, passed at the 155th Diocesan Convention. That Resolution reads:

Resolution B-155: Concerning a Study of the Clergy and Lay Compensation
Submitted by: Diocesan Council

BE IT RESOLVED THAT THE 155TH CONVENTION OF THE DIOCESE OF MISSOURI request the Finance Committee to establish a subcommittee charged to engage in an in-depth study of factors related to clergy and lay compensation (including benefits); and be it further

RESOLVED, that these findings be reported to Bishop & Council and to the 157th Diocesan Convention.

The subcommittee consisted of the following persons:

- Mike Coffey, LaVonne Deck, Harry Dengler, Terri Denicke (Staff), Jim Sealey, the Rev. Susan Skinner, Tom Tener (Chair)

EFFORTS TO DATE

The subcommittee designed a confidential survey to be sent to all parishes and missions in early 1996. The survey asked for information on salary, benefits, and other compensation for Rectors, Associate/Assistant Rectors, Secretaries, Bookkeepers, Sextons, Christian Education Directors, Organists/Choirmasters, et al. The respondents were assured of the confidentiality of the information, its intended usage and its distribution by Bishop Roekwell and Terri Denicke. The survey asked for the responding parish/mission to identify themselves as either a Family, Pastoral, Program or Corporate Parish. This information was based on the number of active members and was subsequently used to group like-sized parishes for analysis.

Completed surveys were returned in April and May 1996. Thirty-three completed forms were received. This represents well over half of the parishes and missions in the Diocese, a very good response rate for this type of survey. Additionally, we received a good sampling of responses from each of the above referenced groups (i.e. Family, Pastoral, etc.)

ANALYSIS OF RESULTS & CONCLUSIONS

The subcommittee has reviewed the results and the summaries by parish size and location (urban or rural, for example). The data from the survey was compared to local and national statistics for similar positions in industry and in religious and charitable organizations. Our conclusions are as follows:

- Average total compensation (cash, non-cash and benefits) for all job titles surveyed appear to be reasonable and in line with that of similar positions in industry and with that of like positions in the interdenominational religious community nationwide. In other words, people gainfully employed by our parishes and missions are compensated at, on average, a fair level when compared to their counterparts in both the secular and sacred worlds.
- Appropriate compensation differences exist between Rectors and Associate/Assistant Rectors to account for the differences in responsibilities.
- Parishes were asked to self-select into various categories (i.e. Family, Pastoral, etc.) for reporting of summary information. The data were analyzed based on that self-selection. No editing of the choices was made.
- Some parishes did not report the number of hours per week or month for part time employees. While not a significant factor, this did inhibit the analysis in some job classifications.
- Forty-two (75%) of all parishes and missions in this diocese can not afford to call a full-time seminary-trained priest, or would be economically pressured if they did. This is based on using 40% of Net Disposable income for support of the priest. This guideline is generally accepted among consultants on church management, and is a result of a series of studies by such groups as CRW Management of Arvada, CO. Symptoms of economic stress and early signs of movement to a "survival" mentality usually are present beyond this benchmark figure. The **minimum** compensation package for 1996 is **greater than the total** NDI in 26 of the parishes/missions in the Diocese. The minimum compensation package for 1996 is **greater than 40%** of NDI in 11 of the parishes and missions.

RECOMMENDATIONS

- The current practice of establishing a "Diocesan Minimum" compensation package annually should be continued for years 1997 and 1998. Adjustments based on the Cost of Living Index as published by the United States Department of Labor should be considered annually and if approved by resolution of Convention, implemented. We should point out, however, that this action, in fact, impacts very few of the clergy directly. Most full-time priests are compensated above the "minimum." It is reasonable to conclude that Vestries do take cost of living into account when determining increases in compensation. A convenient place to obtain this information is to look at the amounts included in the Diocesan package.

- The Finance Committee will continue to study the issue of compensation involving a wider range of people, both clerical and lay, to determine if there are improvements to be made in our process. This would include recommendations concerning continuing the current approach to "minimum" compensation levels.
- With the introduction of Health Maintenance Organizations (HMOs) in the Diocese of Missouri, there is a wide financial gap between comparable coverage under HMOs as compared to the traditional indemnity plan. Consideration should be given to the medical situations of the covered individual(s) the availability of the HMO option and the financial condition of the parish when determining financial packages. The annual costs to the parish for medical insurance are as follows.

DIocese of Missouri - 1997 Medical Insurance Premiums

	<u>Single</u>	<u>Employee+1</u>	<u>Family</u>
Indemnity Plan			
with HMO access	\$5,136	\$8,820	\$12,528
without HMO access	4,572	7,872	11,184
Partners (HMO)	2,256	4,212	5,952
Blue Choice (HMO)	2,388	4,308	6,216
Group Health Plan (HMO)	3,072	5,416	6,976

Appendix 12

COMMISSION ON MINISTRY**REPORT TO THE 157TH CONVENTION
OF THE DIOCESE OF MISSOURI**

Title III, Canon 2, of the National Canons charges the Commission on Ministry with assisting the Bishop in determining present and future needs for ministry, recruiting and selecting persons for Holy Orders, promoting the continuing education of clergy, and supporting the development, training and affirmation of the laity in the world. To fulfill this charge, the Commission has engaged the following activities:

- Spent a morning with the Bishop and The Very Rev. Durstan McDonald, Dean of the Seminary of the Southwest, discussing the role and function of seminaries in the life of the Church. Dean McDonald presented the Commission with a number of issues that will impact the Church in the future -- the decline in seminary enrollment, the economic realities that produce difficulties for both seminaries and congregations wishing to call a full-time cleric, and the rising age of the average seminary graduate.
- Continue to study and discuss the Mutual Ministry Model and how the calling forth of gifts for various ministries from specific members of the baptized would impact the recruitment, selection formation and training of persons for the ordained ministry. The Commission endorsed the work of the Mutual Ministry Task Force, particularly the instructional component.
- Completed new guidelines for Continuing Education Grants and appointed the Rev. Dr. Edwin Heathcock, Dr. Jim Hood and Dr. Lance Williams as a subcommittee of the Commission to review and recommend acceptance of grant requests.
- The annual Province V Conference on Ministry held at Cedar Hills Conference Center in the Diocese of Ohio on October 21-22 was attended by a member of the Commission and a member of the Board of Examining Chaplains. A report of the meeting was presented to the Commission.
- The Commission, with the Bishop's Office, sponsored a Diocesan Discernment Retreat for two aspirants to Holy Orders, November 8-9, at Fordyce Center.
- Began a study and discussion on all aspects of the Diaconate on this diocese, looking particularly at the training and formation process for the vocational Diaconate.

Interviews and Recommendations:

For Ordination to the Priesthood:
 The Rev. William M. North
 The Rev. J. Paris Coffey

For Ordination to the Diaconate:
 The Rev. Michael D. Kinman

Commission Membership:

Terms to expire with the 157th Diocesan Convention:

*Ms. Donna Erickson
 Dr. Nancy Fields
 Dr. James Hood
 *Ms. Donna Paige
 The Rev. George Plattenburg

Resignations:

The Rev. Daniel Handschy

*Filling unexpired terms

The Bishop will nominate persons to fill these vacancies. By Canon, these nominations must be approved by this 157th Diocesan Convention.

Respectfully submitted,
 The Rev. Susan C. Skinner

Appendix 13

COMPANION DIOCESE RELATIONSHIP COMMITTEE REPORT 1996

This year our new Companion Relationship began to take root and to grow. In February, a group of twelve went to Puerto Rico to "feel out" how best we might contribute to our lives here in Missouri.

The twelve visited around the Island and came back with new insights into the lives of fellow Episcopalians struggling to fulfill their baptismal vows in another culture. Since their visit, the Committee has encouraged those parishes in Missouri who have linkage already established to explore with their linked parishes ways of getting together, whether by clergy exchange; by youth group visit; by pen pals or by finding a parish project together. The Committee has, through its newly established newsletter, made available resources for church school, adult education, and Lenten Education projects on Puerto Rico and the Caribbean. Finally, the Committee has enabled the visit of several Puerto Ricans, lay persons and clergy, to Convention. Following Convention, these "companeros" will be visiting linked parishes across the Diocese.

The Committee encourages parishes in the Diocese to explore our relationship with Puerto Rico. This is a unique opportunity to experience a sense of community with Episcopalians who have a distinct and interesting culture but who share with us many common bonds.

Appendix 14

DIOCESAN INVESTMENT TRUST OF THE DIOCESE OF MISSOURI ANNUAL REPORT - 1996

The purpose of the Diocesan Investment Trust (DIT) is to make available a professionally managed investment vehicle for parishes/missions and organizations affiliated with the Diocese to invest endowment and other special funds.

The DIT consists of two funds -- the Equity Fund, which is invested in common stocks, and the Bond Fund, which is invested in bonds.

Substantially, all of the Funds' assets are invested under the management of Loomis, Sayles & Company, investment managers. A portion of the Equity Fund's assets, less than 10%, is invested by a committee of Trustees, including past Trustees, in a broad range of international no-load mutual funds.

Investment Objectives

The primary investment policy of the Equity Fund is to provide long term capital appreciation by investing in growth stocks with low risk exposure. The objective of the Bond Fund is to generate relatively high income consistent with the safety of the principal of the Fund.

The investment objectives of the DIT are best suited to the long term investor seeking to maintain purchasing power or consistent high current income.

Market Values at December 31, 1996

	<u>Equity Fund</u>	<u>Bond Fund</u>
Total Market Value	\$6,721,571	\$6,707,255
Number of units outstanding	137,603	214,838
Market Value per Unit	\$48.85	\$32.13

In 1996, the Equity Fund earned a total return of 16.9% which compares favorably to its target benchmark of 11.3% earned by the Russell 2000 Growth Stock Index, but unfavorably to the 23.0% earned by the Standard & Poor's 500 Common Stock Index (S&P 500). Loomis Sayles reported to the Trustees that by the first ten days in January 1997, the domestic equity portfolio had recovered all of the under-performance which it had experienced relative to the S&P 500 during 1996. The Trustees continue to believe that the Equity Fund's policy of investing in a combination of solid medium and large capitalized growth stocks will provide good results in the long run.

The portfolio of international stock mutual funds in the Equity Fund earned a total return of 9.7% during 1996. The Trustees believe that these investments provide a good source of diversification to the domestic equity markets and should enhance returns available in the U.S. over time.

The Bond Fund's total return in 1996 was 4.9% which compares favorably to the Lehman Brothers Intermediate Corporate bond Index return of 4.1%. Total return consisted of an income return of 7.0% and a decline in market value of 2.1%. During the year, the majority of the monies in the Bond Fund was invested in U.S. Treasury, U.S. government agencies, and mortgage-backed securities. The balance was invested in high-grade corporate and asset-backed bonds.

On October 17, 1996 the Trustees adopted the following Statement of Policy on Socially Responsible Investments:

The Diocesan Investment Trust (DIT) is committed not only to providing investment returns which are consistent with its investment guidelines but also to deriving such returns from conscionable, socially responsible sources. The Trustees of the DIT confirm that, as Christians, we believe that God's precepts hold sway in all aspects of our lives, including matters financial.

Consistent with the above principles, investment managers for the DIT are directed by the Trustees not to invest in industries producing tobacco products or providing gambling services.

In making individual investments, the Trustees furthermore direct its investment managers to be sensitive to the DIT's desire to earn returns from socially conscionable sources.

In early 1996, the Trustees resolved a dispute involving a former investment manager of the Equity Fund who had been terminated in the fall of 1990. As a result of the resolution of the dispute, unitholders in the Equity Fund during 1990 were compensated for some losses which were incurred during that year and all legal expenses were reimbursed.

Additional Participation Encouraged

The DIT stands ready to serve all parishes/missions and organizations in the Diocese which have funds available for investment. It is particularly suited for smaller congregations which do not have members experienced in managing investments on an active basis, or would be required to pay substantial management fees. Entry into and exit from the DIT are very simple propositions and can be effected at the end of any calendar month by contacting the Diocesan Office.

The Trustees will be pleased to answer any inquiries concerning the Trust.

For the Board of Trustees
Jerre E. Birdsong, Chairman

Appendix 15

EDUCATION FOR MINISTRY

Education for Ministry is a program of theological education for the laity sponsored by the Diocese and prepared by the University of the South, Sewanee. We have groups now meeting in Kirkwood, Creve Coeur, St. Charles, Moberly, Columbia, and the North Partnership. Each group meets for approximately three hours weekly with Sewanee-trained mentor(s) to study the Bible, church history, and other topics, and to reflect on daily life, looking for divinity there, as well as to pray together.

Students report enthusiasm for the program, and gratitude to the Diocese for subsidizing it. EFM graduates should be put to use by parishes and missions in ministries of teaching and/or service.

Respectfully submitted,
Stephen Weissman,
Diocesan Coordinator
(573) 754-6423

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Appendix 16

EPISCOPAL CHURCH WOMEN REPORT TO THE 157TH CONVENTION

First I would like to thank you all for your kind words all weekend for the loss of my mom on Tuesday. It's been a long week, and I think I'm finally getting tired. But there are so many positive things with ECW that I was determined I'd last until 10:00 this morning.

First, our focus this past year has been the Cathedral Mission Society Day Care Center, and that has been a very, very wonderful experience for all of us on the board and I hope for the day care center as well. We've toured down there, and we've met with staff and we've played with the kids, we hosted birthday parties and we've been there for Christmas. We did Thanksgiving dinner, it's been one of the most rewarding mission work that I've ever been involved in, and I look forward to continuing that in the years to come. Financially, we contributed to them from our budget \$100.00, but all of our offerings at our worship services this past year went to the day care center as well. We've collected toys and books, and we've talked and we've talked and we've talked, everywhere a board member has gone, we've pushed the day care center, and I hope that everyone has listened and will take time to go down there during the week and see what happens up there on that second floor. It's pretty amazing.

This fall, another first for the ECW. We awarded our first \$500 scholarship to Susan Kanpus from St. Martin's Church, Ellisville. If everyone keeps contributing to that fund and in Thanksgiving and in memory of people we will be able to award two next year, and we look forward to that. It's a tangible result of a dream that the board had, and that we pursued, and we are very proud of that. By the way, applications for next years scholarship are available in our booth. Please pick them up because it's nice for us to have them ahead of time rather than going around looking for them in June.

I've traveled a bit this year. I love to come out and speak. My message continues to be the same though, that if you are a woman, and you are a member of an Episcopal Church, you're a member of the ECW, that's all there is to it. The ECW is very much needed, we think right now, for women. It's a time when more women are stressed, and more called in different ways than ever before, and when they come together, as women in the ECW they come together to share their good things, their bad things, to grow spiritually, and to be refreshed. That's what we're about. That's why we're needed more now than ever. It's a place for women to be safe, to talk, and to be nourished. The challenge is to make that happen when most women can be there. Midnight maybe? The challenge is to be creative. St. Luke's, Manchester does it on Saturday mornings once a month for breakfast, so that everybody can be home by ten o'clock, when soccer games start, or you have to do what ever it is women do on Saturdays when they're not doing what they do Monday through Friday.

Another first for the, ECW, was our annual meeting was held in the evening. We're trying very hard to find new ways to reach out to as many women as possible. I feel it was very successful. There were over 80 women there, which is about where we were in the day time, but it was 80 new faces. It was a lot of new people. I was sorry that the women who traditionally are with us weren't there. We, as younger women need to reach to those women and say "Come on, we're going, I'll drive." Because they don't want to drive at night. But if we want to be there at night, we've got to take them with us. It was a good meeting. We're going to do it again next year, Sept. 24, I'll let you know where. If anybody wants to volunteer, St. Martin's did a great job hosting us, they really have been busy this fall.

We do have a new focus this year, it's domestic violence. We are going to implement a program after the first of the year. We're calling it "Stickers for Stalls." This started in the diocese of Ohio. We are copying it. They will print stickers that will be sent to every parish, with a peel-off label, that we put in women's bathrooms. In Ohio they can't keep them in the bathrooms. Women are taking them so fast. They'll have Rape Crisis Center hotline numbers, shelters, whatever. They will be different for every congregation because if you're at St. John's, St. Louis, the telephone numbers aren't the same as St. John, Sullivan. So it's a lot of work that we are trying to get coordinated. We hope to have those out after the first of the year. You will also have a list of speakers and hope to offer some educational opportunities in the spring.

So there is much to be excited about for the Episcopal Church Women of this diocese. We are growing, we are determined, we're excited about where we've come from, about our past, but we look forward to the coming years. Our challenge is to keep in mind the women who worked and set the way for us, but not dwell there. To move on, and I think with God's help and guidance from the Holy Spirit we can do that. Thank you.

Mary Jane Kuhn, President
Episcopal Church Women

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Appendix 17

REPORT FROM THE COMMITTEE FOR MINISTRY IN HIGHER EDUCATION

This past year has seen some new attempts in programming at the diocesan level in ministry in higher education, campus ministry. Unfortunately, the bishop and the council mission group for ministry in higher education, have also decided it is the time in the history of this ministry to try a new direction. As of the end of this year there will no longer be a Diocesan Coordinator for Ministry in Higher Education. The position coordinator is being evaluated and may take a new form in the future. What this will look like is uncertain at this time. This move is distressing because it is occurring before the new programs have a chance to get off the ground.

As for what these new programs were -- we had a conference for those on church staffs who work with ministry in higher education at the various sites in the diocese; a training and formation conference for ministry in higher education programs; a diocesan student ministry in Missouri and Kansas. A Vocare weekend, a renewal weekend for students and young adults; and the development of a diocesan committee to work with this ministry. I also think the budget put forward at this Convention calls into question the focus and in what direction ministry in higher education, campus ministry, will take this next year and in the future.

The amount requested for ministry in higher education is significantly less than what was requested by the Diocesan Committee for Ministry in Higher Education. Money dedicated to programming is less than a third of what was requested. The amount being asked for support of Student Peer Ministers, which has been the heart of diocesan ministry in higher education, is less than half of the Committee's request. These facts call into question, "How serious are we about doing this ministry which was named as one of the five mission priorities of our diocese?"

This brings up another area of concern -- one which should've been raised when the five mission priorities for the diocese were defined. That concern is how we look at and define ministry in higher education. It seems we are defining what can be and is a multifaceted ministry narrowly as a ministry with what has been the traditional, but is no longer the typical, student age group. We are defining this ministry solely in terms of students in the eighteen to twenty-two year old age group. Those of us involved in this ministry in our diocese must admit to having bought into and helped perpetuate this narrow focus and definition.

The eighteen to twenty-two year old student, while still the largest part of a campus' population, is becoming the less typical student on campus. Increasingly, our students are older adults who have waited before entering higher education, or come back, or are in graduate school. The model of the nineteen year old living in a

residence hall and eating in the dining hall is quickly fading as the dominant population on campus. Increasingly, students live off-campus and commute; and fewer students are able to afford to go to school full-time with a few extracurricular activities and groups to keep them occupied. More are having to work, at least part-time, to afford school and support themselves.

The way we have defined this mission priority reflects this misconception. To be honest, when this was first proposed two years ago, it was thrilling to see us focusing on ministry in higher education and not following the typical route of cutting this area when things get tight.

However, by defining this ministry in this way we do it and its constituencies a disservice. Ministry in higher education is a much broader and more encompassing ministry. It is not just a "college-aged youth group". It is more than that. It is work with faculty and staff and ministering to the academic community. It is being a presence, a light, a city on a hill, in the environment of the academic community. It is bringing to bear the light of our interpretation and approach to faith on the community of the academy. This ministry is participating in the processes and decisions which affect the lives of those who live and work in that community.

When we focus only on the narrow definition of ministry in higher education and make that the measure of whether we have a higher education ministry or not and the success of that ministry, we miss so much of what we are and can be doing. We miss the ministry we have with the faculty and staff who are part of our congregations and the ministry they have where they are. We miss the possibilities of developing programs with and for them that encourage and enable them to do their ministries as baptized persons where they are. We miss the older adults who for whatever reason have decided to enter or reenter academia and the struggles these people face and the need for support and encouragement they have. We miss the young faculty members who struggle to balance an idea of education with tenure requirements and family responsibilities. We miss participating in the processes of decision making and programming at the institution which affect all of these constituencies.

This is not to say we should abandon the path of our past endeavors in trying to engage young adults in the higher education setting. We should not abandon our work with Student Peer Ministries -- in fact over this past year we have put a great deal of effort in developing and standardizing this program. But, we should not limit our definition to this or judge success or failure of ministry in higher education on this criteria solely. This is not to say that we can neglect our ministry with the 18 to 22 year old constituency and claim we are doing an adequate job, but by the same token, we should not say, just because we don't have a large and active group of that age, we're not doing ministry in higher education.

As the Bishop and Council work to redefine ministry in higher education in the Diocese of Missouri I hope you will help to insure that these other aspects of this ministry are considered in the deliberations. I hope you will engage them in what they are proposing both in the budget and programmatically.

The Rev. Rocky Rachal,
Coordinator Campus Ministries

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Appendix 18

STEWARDSHIP

The Stewardship Committee has had a productive year, thanks to the efforts of individuals on the committee, the staff of the Diocese, the Episcopal Church Foundation, and other generous, interested persons. We are proud to report these accomplishments:

*Diocesan Stewardship Conference, March 22 and 23, Fordyce Education and Conference Center, St. Louis. The main speaker was the Rev. John Brackett, author of *Christian Stewardship as a Theology and Way of Life*. The Rev. Frank Cohoon, of the Diocese of Kansas, spoke on planned giving and endowments. Those who attended the conference were extremely satisfied with the level of education, inspiration, worship and communication.

*The Stewardship Committee has confirmed that the Rev. John Brackett will return on April 4 and 5, 1997, to lead our second Diocesan Stewardship Conference. The location again will be Fordyce House.

*The Committee is available to speak to meetings and congregations in regard to Stewardship topics. There is a wealth of expertise among the committee members. We are identifying the topics with which members are most proficient (planned giving, every member canvass, capital campaigns, theology of giving) and will be happy to work with congregations and groups to schedule a speaker.

*Teleconference on Planned Giving, "The Future of Episcopal Philanthropy," October 19, 1996, broadcast from New York City, sponsored and produced by the Episcopal Church Foundation. Hosted at St. Luke's Hospital, Chesterfield, Missouri; thanks to the Rev. Ed Heathcock and his staff in Pastoral Care. Attended by the Diocesan Council, the Committee, and interested individuals from congregations throughout the Diocese.

*Articles have been written on the subject of stewardship for each issue of *Interim* since July.

Members of the Committee: Peter Bunce, St. Peter's Church/Ladue; Kathy Sherby, Church of St. Michael & St. George/Clayton; the Rev. Robert Skinner and Valerie Walch, Emmanuel Church/Webster Groves; Cassy Venters, Grace, Church/Jefferson City; Bruce Ward, St. Luke's Church/Manchester; Jim Sealey, St. Martin's Church/Ellisville; Jill Young, Christ Church Cathedral; Diocesan Staff Members: the Rt. Rev. Hays H. Rockwell, the Rev. Richard Bormes, Mrs. Terri Denicke; Consultant: Mr. William Cornelius.

Respectfully submitted,
Lynette Ballard, Chairperson
St. Matthew's Church, Warson Woods

UNITED THANK OFFERING (UTO)

The United Thank Offering provides the wonderful opportunity for all individuals to express their thanksgivings for their daily blessing and help others at the same time. The Blue Box is in many homes and offices all over the Diocese of Missouri and each day the coins are dropped in means many thanksgivings are given to God for many blessings received.

My first year as Diocesan Coordinator, 1995-96, has been an exciting one for me. I have had the opportunity to really learn about UTO and talk and meet with the wonderful congregation coordinators. A good job has been done by those individuals with \$20,319.09 collected and sent in to the National Committee for granting. Forty-two congregations participated in the '95-'96 opportunity to give their thanksgivings in a tangible way for their many blessings. It is my goal that by the end of my tenure that there will be at least 90% congregational participation.

The National UTO Committee recognizes the need for good communication between the national committee, diocesan coordinators, congregation coordinators, and the individual in the pew. It offered to each Diocese \$50 to be used in a way the diocesan coordinator thinks will improve that communication. A UTO gathering was held in September 1996, at which the parish coordinators were invited to learn more about UTO from a variety of individuals: recipients of grants given in Missouri; Bishop Rockwell; and the National Committee Chair, Martha High; and me, the Diocesan Coordinator.

Grants given in 1995 in the Diocese of Missouri were in 1995 to the Episcopal City Mission/St. Louis Youth, Inc. for a project to work with young teenage males in an after school program, and in 1996 to the Cathedral Mission Society for improvements of the rooftop playground used by the children of the Cathedral Day Care Center.

Peg Cooper
Diocesan UTO Coordinator
(1995-1998)

Ripples of Thanksgivings make waves of Outreach

Appendix 20

DIOCESAN YOUTH COMMITTEE

The first meeting of the Diocesan Youth Committee was one year ago, almost to the date. Diocesan Council's Mission Group for Youth & Campus Ministries designed the preferred demographics of the DYC. It included a need for a balance of lay leadership, youth, and clergy from each convocation. We relied heavily on the results of a survey the Mission Group conducted that summer, on which the congregations indicated what they needed to improve their ministry to young persons. We brainstormed about our task in this diocese, and how we could meet these needs. It is the philosophy of this group that diocesan level programs can only be as strong as the programs feeding into them, and that we wanted to focus the majority of our resources on local parish programs for youth. It was agreed upon that without good communication our work wouldn't matter. We do not want to be an "inside" group with minimal congregational involvement.

HOW HAVE WE IMPACTED YOUTH MINISTRIES?

- I. Identified who was doing youth ministry around the diocese (the names change continually!).
- II. Designed mailings full of creative and inexpensive ideas for youth ministry which go out about every other month to clergy and identified youth workers.
- III. Provided training regarding youth ministries in each Convocation at least once this year.
- IV. Provided scholarships for The National Youth Resources Seminar last spring.
- V. Held the Diocesan Acolyte Training Festival which was enjoyed by all.

We are learning, and want to be relevant and helpful to the adults in our diocese who want to be present to the youth in their care.

Heidi Clark,
Coordinator of Youth Ministries

REPORT FOR EPISCOPAL CITY MISSION

The primary work of the Episcopal City Mission (ECM) for over 40 years has been ministry to young people in custody of the juvenile court. This year, we continue this ministry to youth in juvenile detention centers in St Louis City and County, and at Lakeside Center for Boys and Girls.

A BRIEF HISTORY

Charles U. Holmes began a chaplaincy ministry at the City Hospital in 1894. The Episcopal City Mission has actively served the St Louis community for over one hundred years. In 1935, the Episcopal City Mission Society was officially chartered. In 1953, Bishop Lichtenberger and the Episcopal community accepted the challenge of having Episcopal City Mission provide chaplaincy to the children in detention in St Louis City and St Louis County. In 1960, the Episcopal City Mission began Youth Counseling Service to augment the chaplaincy program by providing counseling to troubled youth. This was seen as a preventive program, a means of helping young people before they became involved in the court system. In 1964, the Episcopal City Mission was incorporated as a not-for-profit organization.

In 1968, Care and Counseling, Inc. (officially Clinical Association for Religious Education and Counseling, Inc.) was formed to combine the work of the Episcopal City Mission's Youth Counseling Service, the Metropolitan Church Federation's Counseling Center, and the Counseling Center at Eden Theological Seminary. The new organization had four functions: (1) to provide comprehensive pastoral counseling, (2) to provide graduate training to clergy and other professionals in pastoral counseling, (3) to continue the chaplaincy in the juvenile court and detention centers, and (4) to expand informational and training programs and workshops for lay persons, community mental health practitioners, and senior citizens.

On February 6, 1996, both boards of the ECM and Care and Counseling met jointly and agreed to pursue a process of separation which would allow each agency to focus more clearly on their unique missions. Final negotiations are still in process to complete that separation.

EPISCOPAL CITY MISSION CHAPLAINCY PROGRAM

ECM provides chaplaincy services to St Louis City Juvenile Detention Center, St Louis County Detention Center, and Lakeside Center. The St Louis County facility for juveniles needs for the detention centers have ranged from 55 to 60 youths for each facility over the past five years. The average stay is 11 to 15 days. The chaplains are charged with providing weekly religious services, crisis counseling and, in some cases, long-term counseling. They also provide a myriad of programs of a group nature, ranging from values clarification, and religious education, to therapeutic groups focusing on building self esteem. The Chaplaincy program is offered to over 5,000 young people each year. Many volunteers help support ECM's ministry.

ECM has continued to implement prevention and aftercare services for area youth at-risk. In October 1996, we reinitiated our St Louis Youth, a mentoring program

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servicing two distinct groups -- youth already involved with the court system and also youth at-risk of delinquency from the ages of six to fourteen. Both of these programs have been made possible by UTO funds and the Diocese of Missouri funding from the Church's Presence Among the Poor.

Laura Kanne is the Executive Director. A lay woman, and member of Grace Church, Kirkwood, Laura has been a chaplain at County Detention Center attending seminary in Austin, Texas. She also has extensive training in Clinical Pastoral Education and Counseling Psychology. She assumed her responsibilities in July 1992.

She is assisted by Sister Mary Ann Dooling, who serves City Detention on a part-time basis and Rev Gretchen Pickeral who serves as Chaplain at County Detention and the Lakeside Center. Both staff bring loving, warm dedication, and considerable experience to the Episcopal City Mission ministry. St Louis Youth, an aftercare program, provides care for youth after they leave the detention center. Andrew McKissack, a lay person from Trinity Episcopal Church, coordinates the Ministry to Neighborhood Youth Program located at Ascension Church. Michael Kramer, a lay person from The Church of St Michael and St George, serves as a part-time coordinator of our 12 Step Aftercare Program.

The Episcopal City Mission was supported by an outstanding Board of Directors, staff and volunteers during 1995-96. This included:

The Right Rev. Hays H Rockwell, Bishop of Missouri, President
 Dr G Brooke Hoey, 1st Vice-President & Chairman, Grace Church, Kirkwood
 Mr Stephen Murphy, 2nd Vice-President & Vice-Chairman, Webster Groves
 Presbyterian Church
 Mrs Pat Lynn FitzRoy, Treasurer, Grace Church, Kirkwood
 Mr Gordon Herzog, Secretary, St Stephen's Church, Ferguson
 Mr Richard Baldwin, Jr, Director, The Church of St Michael and St George's, Clayton
 Mrs Marguerite Bowman, Director, St Mark's Church, St Louis
 Mr Frederick Hermann, Director, St Peter's Church, Ladue
 Mrs Arlene Larimer, Director, Church of the Good Shepherd, Town and Country
 Mr Ned Lemkemeier, Director, St Peter's Church, Ladue
 Mr James Lemonds, Director, Emmanuel Episcopal Church, Webster Gardens
 Mrs Barbara McCann, Director, St Martin's Church, Ellisville
 Mr David D Metcalfe, Jr, Director, St Timothy's Church, Creve Coeur
 Mr William Sant, Director, Church of St Michael and St George, Clayton
 The Rev Susan Skinner, Director, Emmanuel Episcopal Church
 Mrs Phoebe Dent Weil, Director, The Church of St Michael and St George, Clayton
 Mrs Gisela Zastrow, Director, The Church of St Michael and St George, Clayton

and these staff members:

Laura M Kanne, Executive Director
 Sister Mary Ann Dooling, Chaplain
 Andrew McKissack, Youth Outreach Coordinator
 The Rev Gretchen Pickeral, Chaplain
 Michael Kramer, 12 Step Aftercare Coordinator

Diocesan leadership was invaluable to the success of our 1995-1996 annual drive, to which Episcopal churches and their parishioners contributed a total of \$38,275.00. Together with our valued staff, we carry out the mission of our Lord,

“... I was in prison and you came to me.” Matthew 25:35

Respectfully submitted,
Laura M Kanne,
Executive Director

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Appendix 22

**GRACE HILL
REPORT TO THE 157TH CONVENTION
OF THE
EPISCOPAL DIOCESE OF MISSOURI**

During 1996, Grace Hill—in partnership with the Episcopal Diocese of Missouri—will assist over 40,000 individuals in the City, County and St. Charles County move towards self-sufficiency through a neighbors helping neighbors approach to social service delivery. Through linking neighbors with resources as well as one another, Grace Hill is able to support a system which builds individual as well as community capacity. Services fall within four broad categories: (1) neighborhood organization (2) child development (3) health and (4) housing. In upcoming years, each of these areas will be challenged by shifts in economic, social, and political climates. In fact, some institutions predict that another \$1.1 million children will be pushed into poverty over the next several years as government entitlement cutbacks are levied.

To be prepared for the changes, the Grace Hill Council initiated an extensive New Directions planning process in 1995. The Council represents the six participating agency boards which oversee the many agency programs: Grace Hill Neighborhood Services, Grace Hill Settlement House, Grace Hill Neighborhood Health Center, Grace Hill Child Development, Grace Hill Wellness Initiative, and Murphy Blair Resident Housing Corporation. Representatives from each of these boards formed the New Directions Committee which regularly met during 1996 to identify key parameters and influencing factors that will affect Grace Hill neighbors in the next five to ten years. Their findings were distributed to all board members and agency staff, as well as a large network of neighbors. Each of these groups discussed the document and submitted suggestions back to the committee for further refinement. Each subsequent draft of the New Directions Report was similarly reviewed until September 7th when all groups gathered together at a morning seminar for final discussion. With the input of these many constituents culled into the document, in October, the New Directions Committee submitted to the Council the final report. Recognizing the changes which occur over time, the New Directions Report will be intermittently reviewed and updated. The first discussions will be held at a Spring 1997 seminar.

One of the adjustments that will occur within the first quarter of 1997 is the departure of longtime agency president, George Eberle. During 1996, the Grace Hill Council activated a Search Committee to begin a national search for his replacement. Representatives from each of the agency boards were joined by community leaders, donors, neighbors, and the Bishop to form a 13 person Search Committee. Thus far, they have successfully produced a job description, nationally marketed the position, networked with key professionals, and received nearly 80 applications. Based on defined evaluative criteria, the pool has been narrowed to just over 20 candidates who are being ranked to begin the first round of telephone interviews. By the end of year, the top four or five applicants should be identified for personal interviews.

During their visits to Grace Hill, candidates will find that 1996 has been a very

strong year for Grace Hill neighbors. The programs supported by the Diocese, its parishioners, and other private and public funding sources are developed and driven by the needs of the neighbors. The foundation of Grace Hill's neighborhood services is the Member Organized Resource Exchange (MORE) which relies on the talents of the same individuals it is helping—the neighbors. MORE has three components. The first is linking neighbors to one another, minimizing the isolation of poverty. The second aspect is the actual provision of services by neighbors to neighbors. In order to create this type of leadership among neighbors, a system of training them to provide services is the third aspect of MORE—the Neighborhood College. Highlights of these areas are provided in the following bullets. For more thorough information, please request a 1996 annual report which will be available early in 1997.

- one key linkage opportunity for neighbors to meet other neighbors is through the MORE Time Dollar Exchange whereby neighbors can exchange services for time. For every hour of service, one time dollar is earned. Thus far this year, nearly 25,000 time dollars have been exchanged. These time dollars are not only available to "hire" a neighbor for needed services but can also be used at MORE Time Dollar Stores created to help neighbors stretch their scarce cash. Donated items not available through food stamps can be acquired using time dollars. During 1996, a second store was opened in the Murphy Blair neighborhood, supplementing the Patch store that had opened in 1995.

- The four neighborhood centers in Patch, Norhill, West End, and Maple Heights continued to offer their neighbors services from a site located in the community and open 40 hours per week. These sites each held a number of community events welcoming 20-50 participants, were available to assist hundreds of people with obtaining or referrals to needed resources, and welcomed them to congregate with one another for fellowship and fun.

- Neighborhoods without centers continued to be linked with resources through a computer system which expanded during 1996. Computerized MORE work stations provide hundreds of individuals each month at over 20 sites with access to community resource databases, the MORE database—including the names of time dollar members and services provided—and the Missouri employment database, MISSOURI WORKS, through which neighbors can register themselves for employment as well as review current job openings. The computer MORE work stations are accessed through the use of a mentor system whereby neighbors who have completed Computer Mentor Training classes in the Neighborhood College help other neighbors use the computer. In the first six months of 1996, over 250 neighbors completed the training and can choose to become a mentor or use the system to help themselves find resources.

- The MORE system, through the Neighborhood College, also actively pursued voter registration throughout 1996 to prepare neighbors for the November elections. Events were held in each of the neighborhoods, neighbors completed MORE Voter Promoter training classes, and then canvassed their neighborhoods to register voters. Debate nights provided the opportunity for neighbors to gather to discuss the issues prior to the election and become familiar with the voting procedure and facilities.

- Employment continues to be a critical issue. Grace Hill's Business and Career Center addresses these needs by offering skills assessment, job training, and job placement services. Over 225 have enrolled in the Career Center program. Seven completed their GED's with over two dozen enrolled. A total of 37 people became employed as a result of the program, which sponsored a career fair this summer attended by nearly 430 neighbors and four dozen employers. Five companies are

participating in the newly formed Working Partners program through which neighbors get hands-on job training, and a total of 20 youth are involved in the youth business workshop which encourages their entrepreneurial spirit. The Grace Hill Junior Achievement program spawned a successful landscaping business, and two micro-loans were provided for start-ups. A total of 1,618 neighbors used the walk-in services thus far in 1996.

- The family and child services continued to meet critical community needs. Another 25 neighbors completed foster care training and a special emergency child care project in cooperation with the First District Police is being designed through a partnership for children's welfare. The MORE Home provided transitional housing for nine families during the first six months of 1996. Four families are now in permanent housing, six mothers are in training classes, and three are fully employed. Care Options for Children At Risk Everyday (CO-CARE) continued with three support groups, 39 individual intervention visits, and parenting classes welcoming nearly 80 neighbors. Front Porches, which specifically supports children in public housing, involved 20 youth in Grace Hill's Junior Achievement program, started a walking club this summer, and welcomed nearly 60 in their self-help courses. Twenty-four youth graduated from a Youth Leadership course, moving on to form a Youth Council. Over 1,000 volunteer hours have been provided by youth through this program. The two day care centers supported 132 children who participated in 8,056 days of care during the first six months of 1996. All of the children were from families which could not afford the full cost of care and required assistance. Wellness initiatives are vital to not only individual but also community health and well-being. Wellness councils in several neighborhoods held nearly a dozen forums and assemblies with over 200 neighbors attending. Wellness courses through the Neighborhood College graduated hundreds thus far, and a special summer camp for asthmatic children assisted over 70. Finally, the Family Center, a residential drug treatment center, continued to provide women and their children with assistance as they struggle through recovery. Seventeen adults and 16 children have been served in the first six months of 1996.

In addition to the neighborhood organization assistance and supports which provide linkage, direct services, and training, Grace Hill also provides primary/community health care as well as housing services. Through its five health centers, over 20,000 patients will be seen in 1996 for pediatrics, OB/GYN, adult medicine, dental, mental health, optometry, and radiology. Support services for transportation, pharmacy, and case management are also provided. Some highlights: during January to June, 218 women received prenatal counseling in 666 encounters; 146 high-risk prenatal patients were served and another 127 new patients entered care; nearly 300 high-risk infant home visits were completed, along with 132 home visits for suspected lead poisoning and 17 for asthma; 1,400 children are being tracked for immunizations; over 6,700 WIC encounters were completed; visits to homeless shelters continued, providing hundreds of individuals in shelters with nearly 3,000 health encounters in the first part of the year.

Grace Hill's three housing complexes continue to offer subsidized housing opportunities for hundreds of families through the Murphy Blair Townhouses, Murphy Blair Gardens, and the Murphy Blair Senior Commons. The latter facility, specifically for the elderly, also offers congregate meal opportunities. In the first six months, 35 individuals participated in the meals program. A total of 21 also received home care and personal care services through 1,039 visits.

Through the MORE system combined with the primary/community health programs and housing opportunities, Grace Hill has continued to offer neighbors a way to meet their needs as a participant in the model. This effective delivery system has helped Grace Hill gain an international reputation which brings visitors from other countries, agencies, and schools. Thus far this year, over 220 guests have learned more about Grace Hill through site visits. In 1996, Grace Hill also received a grant from the Annie E. Casey Foundation to designate Grace Hill as Casey's training and demonstration site for social service grantees.

As we move into 1997, Grace Hill will continue to work with neighbors to address their needs, allowing them to play key roles in responding to the changes which will be faced in the New Year. The continued support of the Episcopal Diocese of Missouri, it's parishes and parishioners is also a critical partnership which will be vital during upcoming years.

Appendix 23

DIOCESE OF MISSOURI - 1997 ASSESSMENTS

	1997 ASSESSMENT < \$25000 @ 8% \$ 25-75000 @10% >\$ 75000 @15%	1997 (c) Assessment Standard	1996 (c) Assessment Standard	1996 PLEDGE	96 Pledge as % of 94 NDI	*1995 NET DISPOSABLE INCOME(NDI)
Bonne Terre, St. Peter	314	303	275	275	4.28%	3,928
Cape Girardeau, Christ	10,918	8,833	8,030	8,030	9.18%	101,119
Caruthersville, St. John	1,518	1,210	1,100	1,200	6.63%	18,973
Clarksville, Grace	1,129	1,129	1,361	1,361	8.00%	14,108
Clayton, St. Michael & St. George	269,175	175,692	159,720	145,200 a	8.97%	1,822,830
Columbia, Calvary	42,884	42,884	44,142	48,000	14.88%	314,226
Columbia, St. Mary's	6,616	5,990	5,445	1,500 a	2.20%	71,162
Crestwood, Advent	11,274	5,334	4,849	4,849	5.10%	103,494
Creve Coeur, St. Timothy	32,328	32,328	33,275	33,275	12.99%	243,856
DeSoto, Trinity	1,383	1,378	1,253	1,253	8.00%	17,285
Ellisville, St. Martin	47,617	26,620	24,200	24,200	6.96%	345,782
Farmington, All Saints	4,010	4,010	3,723	3,723	8.82%	45,095
Ferguson, St. Stephen	15,547	14,641	13,310	13,310	10.94%	131,983
Florissant, St. Barnabas	15,174	14,084	12,804	12,804	10.70%	129,494
Fulton, St. Alban	1,738	1,738	1,597	1,452	5.26%	21,728
Hannibal, Trinity	9,118	5,271	4,792	2,400	3.05%	89,119
Ironton, St. Paul	5,644	5,280	4,800	4,800	9.06%	61,442
Jefferson City, Grace	21,482	21,482	19,530	19,530	12.32%	171,548
Kennett, St. Luke	512	512	653	653	8.00%	6,402

Appendix 23 (continued)

	1997 ASSESSMENT < \$25000 @ 8% \$ 25-75000 @10% >\$ 75000 @15%	1997 (c) Assessment Standard	1996 (c) Assessment Standard	1996 PLEDGE	96 Pledge as % of 94 NDI	*1995 NET DISPOSABLE INCOME(NDI)
Kirksville, Trinity	1,950	1,930	1,755	1,755	6.27%	24,377
Kirkwood, Epiphany	3,273	3,273	3,947	3,947	8.88%	37,727
Kirkwood, Grace	54,742	54,742	54,791	47,700 a	12.12%	393,280
Ladue, St. Peter	90,922	86,210	78,373	78,373	12.13%	634,480
Lake St. Louis, Transfigurati	4,199	1,948	1,771	1,771	4.06%	46,985
Louisiana, Calvary	2,297	2,297	2,662	2,662	7.87%	27,972
Manchester, St. Luke	9,974	9,974	9,983	9,983	9.50%	94,829
Mexico, St. Matthew	5,336	5,336	4,949	4,949	9.08%	58,362
Moberly, St. Barnabas	1,401	1,401	1,401	1,401	8.00%	17,514
Monroe City, St. Jude	0	0	476	0	0.00%	2,896
Northwoods, St. Andrew	6,926	3,075	2,795	3,000	4.91%	74,263
Palmyra, St. Paul	1,596	1,596	1,597	1,597	3.75%	19,950
Poplar Bluff, Holy Cross	7,770	7,023	6,385	6,385	9.27%	80,136
Portland, St. Mark	518	518	565	800	11.33%	6,477
Prairieville, St. John	290	266	242	252	8.33%	3,626
Rolla, Christ	17,218	17,218	17,023	17,023	12.00%	143,123
Sikeston, St. Paul	6,594	4,835	4,396	4,396	5.17%	70,940
St. Charles, Trinity	15,248	14,804	13,458	15,456	13.09%	129,986
St. Clair, St. James	1,616	1,502	1,365	1,379	8.00%	20,198
St. James, Trinity	3,113	2,928	2,662	2,662	7.18%	36,128

Appendix 23 (continued)

	1997 ASSESSMENT < \$25000 @ 8% \$ 25-75000 @10% >\$ 75000 @15%	1997 (c) Assessment	1996 (c) Assessment Standard	1996 PLEDGE Standard	96 Pledge as % of 94 NDI	*1995 NET DISPOSABLE INCOME(NDI)
St. Louis, All Saints	27,329	27,329	27,464	27,464	12.99%	210,524
St. Louis, Ascension	971	971	932	932	5.13%	12,134
St. Louis, Christ Church Cathedral	45,017	39,577	35,979	35,979	13.42%	328,449
St. Louis, Prince of Peace	833	833	1,066	1,068	8.02%	10,410
St. Louis, St. Augustine	2,019	1,573	1,430	1,430	5.19%	25,187
St. Louis, St. John	3,500	1,917	1,742	1,742	4.27%	39,999
St. Louis, St. Mark	7,976	7,976r	10,083	10,083	10.55%	81,506
St. Louis, St. Paul	5,371	4,463	4,057	4,057	8.90%	58,705
St. Louis, St. Stephen	1,697	1,089	990	990	5.43%	21,212
St. Louis, St. Thomas	2,295	2,295	2,464	3,000	10.12%	27,946
St. Louis, Trinity	29,595	29,595	28,646	30,000	13.68%	225,630
Sullivan, St. John	2,010	1,597	1,452	1,452	5.90%	25,102
Town & Country, Good Shepherd	23,420	23,420	24,727	19,845	10.27%	184,464
University City, Holy Communion	38,646	36,603	33,275	33,275	12.21%	285,970
Warson Woods, St. Matthew	13,387	10,648	9,680	9,680	8.84%	117,582
Webster Groves, Emmanuel	63,041	63,041	60,703	60,703	14.02%	448,604
Wildwood, St. Francis	<u>4,141</u>	<u>3,212</u>	<u>2,920</u>	<u>2,920</u>	8.54%	<u>46,410</u>
TOTAL	\$1,004,610	\$827,699	\$788,543	\$777,926	10.41%	\$7,786,657

* - Source: 1995 Parochial Report Line D less Line C

a - Adjusted through Review Process

(c) - 110% of previous year's Assessment Standard, or current year's Assessment, whichever is less

r - Revised (Amended Parochial Report Data)

1997 PROGRAM FUND BUDGET

As approved by the 157th Convention, November 23, 1996.

	1997 Asking	1996 Est. Actual 8/22/96	1996 Budget
REVENUES			
Parishes & Missions Assessment	827,700	777,926	803,000
Provision for Review Adjustment	-4,500		-18,000
From Investments	122,500	122,500	122,500
Miscellaneous	3,000	2,000	3,000
Prior Year Balance	<u>59,650</u>	<u>61,415</u>	<u>27,500</u>
TOTAL REVENUES	\$1,008,350	\$963,841	\$938,000
EXPENSES			
<u>Episcopal Witness in Eastern Missouri</u>			
Annual Convention	7,000	9,000	9,000
Archives	1,500	500	1,500
Audit	12,400	11,900	11,900
Communications	19,700	15,000	15,000
Companion Relationship	10,000	7,000	7,000
Contingency	6,953	5,000	5,000
Diocesan Council	5,000	5,000	5,000
Episcopal Church Women	1,000	0	0
Episcopate and Support	176,050	170,100	170,100
Equipment	5,000	5,000	5,000
General Convention Deputies	7,500	7,500	7,500
Insurance	11,500	10,140	12,000
Interpreters for the Deaf	1,200	1,000	1,200
Lambeth	2,500	2,500	2,500
National Church Assessment	167,422	162,110	162,110
National Church-Mission Challenge	20,000	14,000	14,000
Office Expenses	34,000	32,000	32,000
Office Space	15,000	15,000	15,000
Printed Material	2,000	2,000	2,000
Professional Fees	40,000	40,000	30,000
Province of the Midwest (V)	2,500	2,551	2,500
Staff	79,800	75,940	75,940
Standing Committee	1,000	300	1,000
Telephone	9,500	9,500	9,500
Thompson Center	12,500	10,000	10,000
United Thank Offering	<u>825</u>	<u>500</u>	<u>500</u>
Subtotal	\$651,850	\$613,541	\$607,250

Appendix 24 (continued)

	1997	1996	1996
	Asking	Est. Actual	Budget
		8/22/96	
<u>Youth and Campus Ministries</u>			
Christian Education	6,500	5,000	5,000
College Work	28,000	30,000	30,000
Youth (Program)	8,000	5,000	5,000
Youth (Staff)	<u>28,100</u>	<u>26,000</u>	<u>26,000</u>
Subtotal	\$70,600	\$66,000	\$66,000
<u>Presence Among the Poor</u>	\$60,000	\$15,000	\$50,000
<u>Ministry Among Clergy & Their Families</u>			
Clergy Continuing Education	15,000	15,000	15,000
Lay Employee/Leadership CE	2,000	0	0
Clergy Events	6,000	5,000	5,000
Clergy Family Network	0	0	500
Commission on Ministry	5,000	2,500	5,000
Diaconate Program	9,500	9,600	8,600
Missouri Clergy Association	500	0	0
New Ministries/New Beginnings	2,500	3,500	3,500
Pastoral Care Program	10,000	10,000	12,000
Retired Clergy and Spouse Events	500	0	0
Spouse Events	<u>2,000</u>	<u>2,000</u>	<u>2,000</u>
Subtotal	\$53,000	\$47,600	\$51,600
<u>Congregational Development</u>			
Bonne Terre, St. Peter's	0	400	400
DeSoto, Trinity	2,500	5,000	5,000
Education for Ministry	1,500	1,500	1,500
Evangelism	0	0	500
Farmington/Ironton	2,500	5,000	5,000
Kirkville, Trinity	21,000	17,000	17,000
Kirkwood, Epiphany	12,900	0	0
Lake St. Louis, Transfigura	12,000	3,000	6,000
Moberly, St. Barnabas	5,000	2,650	5,000
North Convocation Partnersh	0	11,500	2,500
Percept	2,500	3,000	0
Stewardship	2,000	2,000	2,000
St. Louis, Ascension	16,000	21,000	21,000
St. Louis, St. Stephen's	5,000	5,000	5,000
St. Louis, St. Thomas	0	0	7,250
St. Louis Urban Partnership	60,000	55,000	55,000
Wildwood, St. Francis	<u>30,000</u>	<u>30,000</u>	<u>30,000</u>
Subtotal	\$172,900	\$162,050	\$163,150
TOTAL EXPENSES	\$1,008,350	\$904,191	\$938,000
BALANCE	0	59,650	0

Appendix 25 (continued)

	1996 Pledge	1996 Receipts	% of Pledge	1996(c) Assessment Standard	1996 Assess- ment
Rolla, Christ	17,023	17,028	100%	17,023	17,023
Sikeston, St. Paul	4,396	4,396	100%	4,396	8,510
St. Charles, Trinity	15,456	15,458	100%	13,458	13,458
St. Clair, St. James	1,379	1,379	100%	1,365	1,379
St. James, Trinity	2,662	2,662	100%	2,662	3,210
St. Louis, All Saints	27,464	9,289	34%	27,464	27,464
St. Louis, Ascension	932	200	21%	932	1,452
St. Louis, Christ					
Church Cathedral	35,979	35,979	100%	35,979	35,979
St. Louis, Prince of Peace	1,068	1,068	100%	1,066	1,066
St. Louis, St. Augustine	1,430	1,440	101%	1,430	2,257
St. Louis, St. John	1,742	1,742	100%	1,742	3,576
St. Louis, St. Mark	10,083	10,116	100%	10,083	10,083
St. Louis, St. Paul	4,057	4,057	100%	4,057	4,057
St. Louis, St. Stephen	990	990	100%	990	1,459
St. Louis, St. Thomas	3,000	3,000	100%	2,464	2,464
St. Louis, Trinity	30,000	30,000	100%	28,646	28,646
Sullivan, St. John	1,452	1,442	99%	1,452	1,969
Town & Country,					
Good Shepherd	19,845	19,845	100%	24,727	24,727
University City,					
Holy Communion	33,275	33,264	100%	33,275	36,615
Warson Woods,					
St. Matthew	9,680	9,680	100%	9,680	12,179
Webster Groves,					
Emmanuel	60,703	60,703	100%	60,703	60,703
Wildwood, St. Francis	<u>2,920</u>	<u>2,920</u>	100%	<u>2,920</u>	<u>2,920</u>
TOTAL	\$777,926	\$762,140	98%	\$788,543	\$957,352

* Adjusted through Review Process

1996 PROGRAM FUND BUDGET

	<u>1996 Budget</u>	<u>1996 Actual</u>
REVENUES		
Parishes & Missions Assessment	803,000	761,938
Provision for Review Adjustment	-18,000	
From Investments	122,500	112,732
Miscellaneous	3,000	1,445
Prior Year Balance	<u>27,500</u>	<u>61,415</u>
TOTAL REVENUES	\$938,000	\$937,530
 EXPENSES		
<u>Episcopal Witness in Eastern Missouri</u>		
Annual Convention	9,000	7,656
Archives	1,500	1,576
Audit	11,900	11,674
Communications	15,000	18,236
Companion Relationship	7,000	7,004
Contingency	5,000	11,274
Diocesan Council	5,000	4,194
Episcopate and Support	170,100	162,633
Equipment	5,000	5,000
General Convention Deputies	7,500	7,500
Insurance	12,000	10,181
Interpreters for the Deaf	1,200	1,022
Lambeth	2,500	2,500
National Church Assessment	162,110	162,110
National Church-Mission Challenge	14,000	14,000
Office Expenses	32,000	34,955
Office Space	15,000	15,000
Printed Material	2,000	1,884
Professional Fees	30,000	35,208
Province of the Midwest (V)	2,500	2,551
Staff	75,940	73,720
Standing Committee	1,000	96
Telephone	9,500	10,841
Thompson Center	10,000	10,000
United Thank Offering	<u>500</u>	<u>500</u>
Subtotal	\$607,250	\$611,315

Appendix 26 (continued)

	1996 <u>Budget</u>	1996 <u>Actual</u>
<u>Youth and Campus Ministries</u>		
Christian Education	5,000	5,169
College Work	30,000	29,084
Youth (Program)	5,000	5,021
Youth (Staff)	<u>26,000</u>	<u>25,947</u>
Subtotal	\$66,000	\$65,222
<u>Presence Among the Poor</u>		
	\$50,000	\$15,000
<u>Ministry Among Clergy & their Families</u>		
Clergy Continuing Education	15,000	13,292
Clergy Events	5,000	2,996
Clergy Family Network	500	0
Commission on Ministry	5,000	5,807
Diaconate Program	8,600	9,393
New Ministries/New Beginnin	3,500	3,080
Pastoral Care Program	12,000	9,299
Spouse Events	<u>2,000</u>	<u>1,336</u>
Subtotal	\$51,600	\$45,203
<u>Congregational Development</u>		
Bonne Terre, St. Peter's	400	400
DeSoto, Trinity	5,000	5,000
Education for Ministry	1,500	1,500
Evangelism	500	0
Farmington/Ironton	5,000	5,000
Kirksville, Trinity	17,000	17,000
Lake St. Louis, Transfigura	6,000	0
Moberly, St. Barnabas	5,000	2,652
North Convocation Partnersh	2,500	11,000
Stewardship	2,000	2,000
St. Louis, Ascension	21,000	16,607
St. Louis, St. Stephen's	5,000	5,000
St. Louis, St. Thomas	7,250	0
St. Louis Urban Partnership	55,000	55,000
Wildwood, St. Francis	<u>30,000</u>	<u>30,000</u>
Subtotal	\$163,150	\$151,159
TOTAL EXPENSES	\$938,000	\$887,898
BALANCE	0	\$ 49,632

1996 THOMPSON FUND BUDGET

	<u>1996 Budget</u>	<u>1996 Actual</u>
RECEIPTS		
Income from Bequest	\$381,000	\$375,000
Interest	2,500	1,558
Prior Year Fund Balance	<u>14,000</u>	<u>13,328</u>
TOTAL RECEIPTS	\$397,500	\$389,886
DISBURSEMENTS		
<u>YOUTH AND CAMPUS MINISTRIES</u>		
Campus Ministry (Missouri)	3,500	0
Black Colleges	1,000	1,000
University of the South	<u>500</u>	<u>500</u>
Subtotal	\$ 1,500	\$ 1,500
<u>CLERGY & THEIR FAMILIES</u>		
Clergy Events	<u>5,000</u>	<u>0</u>
Subtotal	\$ 5,000	\$ 0
<u>CONGREGATIONAL DEVELOPMENT</u>		
St. Francis, Wildwood	15,000	15,000
St. Martin's, Ellisville	<u>10,000</u>	<u>10,000</u>
Subtotal	\$25,000	\$25,000
<u>NEW VENTURES/SPECIAL PROJECTS</u>		
Percept	12,500	12,907
Stewardship	7,000	3,911
Abrahamic Accord	4,000	4,228
Telemarketing Project	12,500	11,691
Altman Charter	5,000	8,540
Other	<u>22,000</u>	<u>27,660</u>
Subtotal	\$63,000	\$68,937

Appendix 27 (continued)

	<u>1996 Budget</u>	<u>1996 Actual</u>
<u>EPISCOPALIAN WITNESS IN EASTERN MISSOURI</u>		
Program Support Funds	10,000	3,671
Ministry/Pastoral Care Expense	3,000	704
Financial Officer Expense	3,000	2,525
C/E - Youth Director	3,000	309
Canon to Ordinary Expense	6,000	4,438
Consultant	5,000	0
Computer Equipment	7,500	6,492
Printed Material	2,000	0
Auto Purchase	2,500	2,500
Bishop's Discretionary Fund	10,000	10,000
Bishop's - Gifts & Entertainment	10,000	11,885
Staff Continuing Education	6,000	6,507
Staff Compensation	<u>235,000</u>	<u>227,808</u>
Subtotal	\$303,000	\$276,839
TOTAL DISBURSEMENTS	\$397,500	\$372,276
BALANCE	0	\$ 17,610

Appendix 28

EPISCOPAL DIOCESE OF MISSOURI - DIOCESAN TRUST FUNDS
Combined Schedule of Assets and Fund Balances and Receipts and Disbursements
December 31, 1996

	-----Revenues-----						
	<u>Bequests & Contributions</u>	<u>Invest. Income</u>	<u>Investment Gains (Losses)</u>	<u>Disbursements</u>	<u>Accrued Income 12/31/96</u>	<u>Principal Balance 12/31/96</u>	<u>TOTAL</u>
OTHER DIOCESAN FUNDS							
Aged & Infirm Clergy Fund		21,742	115,175	28,879	156,008	\$695,347	\$851,355
Cadigan Fellowship		2,881	10,962		18,589	82,032	100,621
Campus Ministry Fund		9,895	30,917	15,000	6,901	277,514	284,415
Church Assistance Endowment Fund		19,773	63,074	22,937	8,789	565,695	574,484
General Convention Deputies	7,500				16,311		16,311
Girls Friendly Society		455	1,098		5,449	8,239	13,688
William A. Jones Endowment Fund		704	2,004		3,084	21,123	24,207
Lambeth	2,500				8,200		8,200
Lichtenberger Trust Fund		60	174		481	1,475	1,956
Future Mission Fund		3,562	11,883	630	131,200		131,200
Kelton White Fund		444,205	22,562		848,309		848,309
Poplar Bluff Bequest	400,000	303			400,303		400,303
Rehkopf Archives Fund		102			2,119		2,119
Theological Education Fund		2,966	6,014		7,642	57,987	65,629
Transition Fund		295			6,340		6,340
Weiss Scholarship Fund	1,000			1,675	1,325		1,325
Total	\$411,000	\$506,943	\$263,863	\$69,121	\$1,621,050	\$1,709,412	\$3,330,462
CUSTODIAL FUNDS							
Hunger Fund	\$17,568			\$12,300	\$ 6,227		\$6,227
Total	\$17,568			\$12,300	\$ 6,227		\$6,227
TOTAL	\$428,568	\$506,943	\$263,863	\$81,421	\$1,627,277	\$1,709,412	\$3,336,689

Bonne
 Cape C
 Carthage
 Clark
 Clayton
 Colum
 Crestwa
 Creve
 DeSoto
 Ellisvill
 Farming
 Ferguson
 Floriss
 Fulton
 Hamlin
 Ironton
 Jefferson
 Kennet
 Kirksville
 Kirkw
 Kirkwa
 Ladue
 Lake S
 Louisa
 Marche
 Mexico
 Mexico
 Mober
 Northw
 Palmyr
 Poplar
 Portlan
 Prave
 Rella C
 St. Cha
 St. Clair
 St. Jan
 Sullivan

DIOCESE OF MISSOURI - 1996
SUPPORT of SEMINARIES by CONGREGATIONS

	1996 Net Disposable <u>Income</u>	1996 Contributions <u>Amount</u>	1996 Contributions <u>Contributed to:</u>
Bonne Terre, St. Peter	2,609		
Cape Girardeau, Christ	105,644	700	
Caruthersville, St. John	18,607	170	Sewanee
Clarksville, Grace	24,472		
Clayton, St. Michael & St. George	1,667,847		
Columbia, Calvary	327,831		
Crestwood, Advent	101,133		
Creve Coeur, St. Timothy	282,050	1,730	GTS
DeSoto, Trinity	18,471		
Ellisville, St. Martin	332,871		
Farmington, All Saints	43,017		
Ferguson, St. Stephen	135,758		
Florissant, St. Barnabas	125,104		
Fulton, St. Alban	28,863		
Hannibal, Trinity	69,353		
Ironton, St. Paul	49,393	200	
Jefferson City, Grace	193,870		
Kennett, St. Luke	5,932		
Kirksville, Trinity	29,852		
Kirkwood, Epiphany	40,639		
Kirkwood, Grace	376,120		
Ladue, St. Peter	637,505	6,000	VTS & Berkeley
Lake St. Louis, Transfiguration	40,639		
Louisiana, Calvary	25,386		
Manchester, St. Luke	107,495		
Mexico, St. Matthew	58,947	500	Seabury-Western
Moberly, St. Barnabas	29,774		
Northwoods, St. Andrew	69,331	100	CDSP
Palmyra, St. Paul	19,932		
Poplar Bluff, Holy Cross	81,358	600	
Portland, St. Mark	6,208	141	UTS & Sewanee
Praireville, St. John	3,924		
Rolla, Christ	169,741	500	
Sikeston, St. Paul	62,528	450	
St. Charles, Trinity	150,890	1,200	
St. Clair, St. James	22,507	200	Sewanee & EDS
St. James, Trinity	38,455		
Sullivan, St. John	26,179	200	

TOTAL

\$428,568

\$506,943

\$263,863

\$81,421

\$12,300

\$6,227

\$1,709,412

\$3,336,689

Total

DIOCESE OF MISSOURI - 1996
SUPPORT of SEMINARIES by CONGREGATIONS

	1996 Net Disposable <u>Income</u>	1996 Contributions <u>Amount</u>	<u>Contributed to:</u>
St. Louis, All Saints	211,173	400	
St. Louis, Ascension	15,271		
St. Louis, Christ Church Cathedral	295,596		
St. Louis, St. Augustine	22,349		
St. Louis, St. John	43,303		
St. Louis, St. Mark	80,588		
St. Louis, St. Paul	57,443		
St. Louis, St. Stephen	14,559		
St. Louis, St. Thomas	10,437	380	
St. Louis, Trinity	230,767		
Town & Country, Good Shepherd	198,621		
University City, Holy Communion	351,310	800	
Warson Woods, St. Matthew	105,696		
Webster Groves, Emmanuel	469,198		
Wildwood, St. Francis	<u>55,935</u>	350	Seabury-Western
TOTAL	\$7,692,481		

Index to abbreviations:

- EDS - Episcopal Divinity School
- CDSP - Church Divinity School of the Pacific
- GTS - General Theological Seminary
- VTS - Virginia Theological Seminary
- Sewanee - University of the South, School of Theology
- Berkeley - Berkeley Divinity School at Yale

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VITAL STATISTICS
DATA YEAR 95

	BAPTIZED MEMBERS		COMMUNICANTS	CONFIRMED	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION			AVERAGE ATTEND.		PUPILS		
	DEC. 31	DEC. 31			ADULTS	CHILD.	ADULTS	CHILD.	REC'D.	SUNDAYS	WEDS.	MONS.	PRIVATE	RINGS	ALS	4 WEEKS	CHURCH
Boone Terre, St. Peter's Church	19	21	14	15	0	0	0	0	0	22	0	0	0	1	0	10	0
Cape Girardeau, Christ Church	179	187	160	139	0	2	0	0	0	80	53	83	1	5	40	89	34
Carthersville, St. John's Church	11	14	12	12	0	0	0	0	0	52	4	3	0	0	2	9	0
Clarksville, Grace Church	33	32	20	20	0	1	0	0	0	21	12	0	1	0	3	20	0
Clayton, St. Michael & St. George	2,525	2,748	1,906	1,907	3	56	34	21	10	236	338	69	25	31	289	1,297	325
Columbia, Calvary Church	844	809	720	727	2	19	14	0	1	38	25	67	9	11	179	461	78
Columbia, St. Mary's Church	85	32	47	18	1	2	0	0	0	43	91	10	0	0	104	40	3
Crestwood, Church of the Advent	293	296	246	212	1	9	1	0	0	96	57	27	2	5	24	128	28
Creve Coeur, St. Timothy's Church	525	536	317	317	0	14	0	0	0	121	131	48	4	6	0	220	74
De Soto, Trinity Church	26	61	60	60	0	0	0	1	0	52	6	0	0	1	0	26	11
Ellisville, St. Martin's Church	874	862	685	685	0	20	5	9	7	141	82	46	12	9	198	408	148
Eolia, St. John's Church	8	8	8	8	0	0	0	0	0	1	0	0	0	0	0	0	0
Farmington, All Saints Church	45	46	72	40	0	0	1	1	2	48	37	20	1	0	8	44	27
Ferguson, St. Stephen's Church	415	403	350	271	0	2	0	0	0	106	24	54	5	6	7	150	19
Florissant, St. Barnabas Church	343	342	255	250	0	2	0	0	0	107	41	40	3	2	5	137	25
Fulton, St. Alban's Church	62	60	35	34	0	1	0	0	0	54	2	5	1	1	0	25	8
Glenock, St. Francis Church	76	95	111	48	0	6	0	3	0	56	3	0	0	0	38	82	37
Hannibal, Trinity Church	262	74	75	60	0	4	0	7	0	89	21	11	30	0	0	73	0
Ironton, St. Paul's Church	44	50	50	34	0	1	4	1	2	50	10	6	0	1	4	34	2
Jefferson City, Grace Church	479	453	428	289	2	14	14	5	2	89	64	134	7	8	20	213	116

* Indicates incomplete or obsolete data.

VITAL STATISTICS
DATA YEAR 95

	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU- NICANTS	CONFIRMED COMM. IN GD. STNDG	BAPTISMS			CONFIRMATIONS			SERVICES OF HOLY COMMUNION				AVERAGE ATTEND.			PUPILS	
					ADULTS	CHLD.	REC'D.	ADULTS	CHLD.	REC'D.	SUNDAYS	WKDAYS	PRIVATE	MAR- RIAGES	BURI- ALS	OTHER SERV.	4 KEY SUNDAYS	CHURCH SCHOOL	DAY SCHOOL
Kennett, St. Luke's Church	4	3	6	6	0	0	1	0	0	51	4	3	1	1	4	6	0	0	
Kirksville, Trinity Church	55	52	50	41	0	0	0	0	0	50	43	45	0	1	2	46	17	0	
Kirkwood, Church of the Epiphany	64	61	48	28	0	2	1	0	0	41	22	10	0	1	52	34	11	0	
Kirkwood, Grace Church	1,120	1,087	1,016	694	1	14	9	11	2	125	126	29	5	19	68	456	272	67	
Ladue, St. Peter's Church	1,489	1,554	0	0	0	23	0	18	1	0	0	0	0	0	178	0	0		
Lake Saint Louis, Church of the Transfigurat	94	114	89	83	0	2	0	1	2	105	5	17	1	1	4	76	20	0	
Louisiana, Calvary Church	59	49	33	33	0	0	0	0	0	19	5	2	0	0	3	27	6	0	
Manchester, St. Luke's Church	364	351	351	248	0	0	0	9	0	105	53	145	0	3	182	148	73	64	
Mexico, St. Matthew's Church	95	99	99	78	0	4	0	0	0	108	39	6	2	2	12	70	25	0	
* Moberly, St. Barnabas Church	116	116	87	87	0	0	0	0	0	25	7	2	0	0	31	38	0	0	
Monroe City, St. Jude's Church	14	17	10	3	1	2	0	0	0	25	0	0	0	0	3	8	0	0	
Northwoods, St. Andrew's Church	99	100	62	56	0	5	0	0	0	108	8	17	0	2	9	38	1	0	
* Overland, St. Paul's Church	25	14	21	15	0	0	0	0	0	52	55	5	0	1	0	20	0	0	
Palmyra, St. Paul's Church	31	30	15	23	0	0	0	0	0	17	0	0	0	1	13	12	0	0	
Poplar Bluff, Church of the Holy Cross	138	156	115	104	0	0	7	4	0	84	41	20	1	5	137	66	19	0	
Portland, St. Mark's Church	54	56	35	28	0	0	0	0	0	11	0	0	0	0	43	24	0	0	
Rolla, Christ Church	412	402	385	274	0	6	4	2	0	108	79	18	2	8	132	143	49	0	
Saint Charles, Trinity Church	434	437	280	224	0	8	0	0	0	111	48	45	5	5	46	140	47	0	
Sikeston, St. Paul's Church	169	157	110	108	0	0	0	0	0	56	2	33	0	1	4	54	12	0	
St. Louis, Church of the Good Shepherd	375	348	308	227	0	1	1	4	1	110	30	0	2	3	0	140	63	0	

DIOCESE OF Missouri, Page 2

* Indicates incomplete or obsolete data.

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 95	BAPTIZED MEMBERS		CONFIRMED COMM. IN GD. STNDG	BAPTISMS		CONFIRMATIONS		SERVICES OF HOLY COMMUNION					AVERAGE ATTEND.			PUPILS			
	PRIOR DEC. 31	DEC. 31		COMMUNICANTS	ADULTS	CHILD.	ADULTS	CHILD.	REC'D.	SUNDAYS	WKDAYS	PRIVATE	MAR- RIAGES	BURI- ALS	OTHER SERV.	4 SUNDAYS	KEY SCHOOL	CHURCH SCHOOL	DAY SCHOOL
St. Clair, St. James Church	50	49	27	28	0	0	0	0	0	30	7	4	0	1	24	17	0	0	
St. James, Trinity Church	71	78	65	65	0	1	0	0	0	47	2	0	0	0	44	11	0	0	
St. Louis, St. Paul's Church	176	191	93	66	0	2	1	0	0	106	30	11	1	5	71	12	0	0	
St. Louis, All Saints Church	526	438	378	378	0	13	2	4	1	114	37	37	3	13	49	257	23	0	
St. Louis, Christ Church Cathedral	519	531	300	285	1	14	7	0	1	156	240	120	6	10	25	322	55	0	
St. Louis, Church of the Ascension	101	100	0	48	0	0	0	0	0	39	7	7	0	0	13	38	21	0	
St. Louis, Prince of Peace Church	22	15	17	12	0	0	0	0	0	22	0	0	0	1	3	16	0	0	
St. Louis, St. Augustine's Church	92	87	23	20	0	1	0	0	0	44	4	0	0	0	9	23	6	0	
St. Louis, St. John's Church	72	75	74	74	0	2	3	0	1	52	7	1	1	0	16	37	11	0	
St. Louis, St. Mark's Church	212	209	152	101	2	1	0	0	0	106	59	8	0	6	9	94	28	0	
St. Louis, St. Stephen's Church	58	58	30	27	0	0	0	0	0	47	3	4	0	0	5	22	0	0	
St. Louis, St. Thomas Church	25	22	18	18	0	1	0	0	0	23	0	0	0	4	0	14	0	0	
St. Louis, Trinity Church	440	427	403	346	0	3	3	1	1	104	156	72	0	5	29	197	39	0	
Sullivan, St. John's Church	48	51	24	27	0	2	0	0	2	30	1	3	1	1	23	22	2	0	
University City, Church of the Holy Communion	139	188	178	178	0	6	0	6	0	105	70	24	2	4	101	159	43	0	
Warson Woods, St. Matthew's Church	139	126	87	83	0	0	2	0	0	107	9	44	0	4	8	75	19	0	
Webster Grove, Emmanuel Church	967	1,004	900	763	1	13	7	5	1	190	79	35	9	23	35	398	125	65	
GRAND TOTAL:	16,016	15,983	11,460	10,023	15	279	121	113	37	4,137	2,279	1,390	143	218	2,034	7,016	1,945	413	

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 95	REVENUES						EXPENDITURES					NET DISPOSABLE BUDGET INCOME	
	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	PLATE AND PLEDGE	TOTAL OPERATING REVENUES	TOTAL NON- OPERATING REVENUES	TOTAL REVENUES	OPERATING EXPENSES	TOTAL WORK WITHIN CONG.	TO DIOC. & GEN. CHURCH	OUTREACH	TOTAL WORK OUTSIDE CONG.		TOTAL EXP., OPERATING ACCOUNTS
Bonne Terre, St. Peter's Church	1	416	1,133	4,262	0	4,262	2,952	2,952	250	0	332	3,284	3,928
Cape Girardeau, Christ Church	66	96,644	87,357	101,119	130,522	231,641	99,829	203,263	7,300	2,312	9,612	212,875	100,910
Caruthersville, St. John's Church	8	15,000	18,195	18,973	211	19,184	10,522	10,522	1,000	0	1,461	11,983	18,473
Clarksville, Grace Church	12	9,000	11,831	14,106	0	14,106	14,446	15,490	1,800	0	1,891	17,381	14,106
* Clayton, St. Michael & St. George	753	1,408,213	1,431,465	1,822,830	219,615	2,042,445	1,573,309	1,634,860	132,000	136,183	268,183	1,903,043	1,642,405
* Columbia, Calvary Church	264	294,055	302,054	347,276	28,790	376,066	280,723	280,723	52,000	30,291	82,291	363,014	314,276
Columbia, St. Mary's Church	11	17,020	46,891	71,160	2,923	74,083	64,259	64,259	4,950	0	5,340	69,599	71,160
Crestwood, Church of the Advent	75	81,388	92,434	104,494	10,494	114,988	101,752	101,752	6,038	0	8,846	110,598	104,494
Creve Coeur, St. Timothy's Church	144	238,735	230,180	248,856	32,537	281,393	200,175	206,079	30,250	8,207	44,701	250,780	243,856
De Soto, Trinity Church	0	0	10,917	18,884	0	18,884	18,783	18,783	1,210	0	1,210	19,993	17,284
Ellisville, St. Martin's Church	179	301,137	320,514	345,778	282,686	628,464	166,502	415,511	23,837	1,352	32,659	448,170	345,778
Eolia, St. John's Church	1	600	2,041	3,626	0	3,626	2,308	2,308	468	0	468	2,776	2,826
Farmington, All Saints Church	18	33,840	30,333	49,923	449	50,372	43,614	43,614	4,181	0	4,630	48,244	45,095
Ferguson, St. Stephen's Church	109	116,516	123,773	131,983	30,919	162,902	117,535	125,784	12,100	14,949	30,827	156,611	131,983
Florissant, St. Barnabas Church	86	123,438	113,956	138,034	36,919	174,953	128,593	135,596	12,075	5,696	17,771	153,367	128,024
Fulton, St. Alban's Church	18	19,180	20,448	21,728	1,224	22,952	20,929	20,929	1,452	1,068	3,261	24,190	21,728
Glencoe, St. Francis Church	25	34,950	45,159	68,918	0	68,918	59,959	60,679	4,900	803	5,936	66,615	46,410
Hannibal, Trinity Church	39	43,085	52,973	89,119	1,505	90,624	72,038	72,038	0	0	0	72,038	89,119
Ironton, St. Paul's Church	19	12,720	15,783	61,442	6,467	67,909	46,217	71,027	4,800	1,018	7,413	78,440	61,442
Jefferson City, Grace Church	114	149,828	151,506	171,548	77,548	249,096	136,281	136,281	28,000	1,500	31,321	167,602	171,548
Kennett, St. Luke's Church	3	5,400	6,185	6,402	196	6,598	7,065	7,065	761	0	827	7,892	6,402
Kirksville, Trinity Church	24	27,100	23,864	49,377	7,436	56,813	46,625	58,904	1,595	300	2,206	61,110	24,377
Kirkwood, Church of the Epiphany	19	30,000	30,881	74,337	1,026	75,363	33,228	36,788	4,356	1,379	6,482	43,270	74,337

FINANCIAL STATISTICS DATA YEAR 95	REVENUES						EXPENDITURES					NET DISPOSABLE BUDGET INCOME
	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	PLATE AND PLEDGE	TOTAL OPERATING REVENUES	TOTAL NON- OPERATING REVENUES	TOTAL REVENUES	OPERATING EXPENSES	TOTAL WORK WITHIN CONG.	TO DIOC. & GEN. CHURCH	OUTREACH	TOTAL WORK OUTSIDE CONG.	

FINANCIAL STATISTICS DATA YEAR 95	REVENUES						EXPENDITURES					NET DISPOSABLE BUDGET INCOME	
	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	PLATE AND PLEDGE	TOTAL OPERATING REVENUES	TOTAL NON- OPERATING REVENUES	TOTAL REVENUES	OPERATING EXPENSES	TOTAL WORK WITHIN CONG.	TO DIOC. & GEN. CHURCH	OUTREACH	TOTAL WORK OUTSIDE CONG.		TOTAL EXP., OPERATING ACCOUNTS
Kirkwood, Grace Church	327	346,574	345,776	393,280	0	393,280	326,927	326,927	45,700	4,267	49,967	376,894	393,280
Ladue, St. Peter's Church	445	550,665	571,911	634,480	877,964	1,512,444	486,256	486,256	71,248	50,567	140,886	627,142	634,480
Lake Saint Louis, Church of the Transfig	33	41,000	45,302	46,983	7,837	54,820	44,201	47,824	1,620	320	2,923	50,747	46,983
Louisiana, Calvary Church	20	21,450	22,935	27,972	0	27,972	24,985	24,985	2,480	0	2,480	27,465	27,972
Manchester, St. Luke's Church	52	93,867	88,569	94,829	15,440	110,269	85,958	160,142	9,075	0	9,075	169,217	94,829
Mexico, St. Matthew's Church	31	44,600	50,513	58,362	6,583	64,945	69,306	69,306	4,864	776	6,335	75,641	58,362
* Moberly, St. Barnabas Church	21	13,374	13,831	17,511	40	17,551	17,618	23,380	1,430	240	1,710	25,090	17,511
Monroe City, St. Jude's Church	1	1,000	1,096	2,896	0	2,896	2,885	2,885	480	370	850	3,735	2,896
Northwoods, St. Andrew's Church	30	31,771	35,503	74,263	212,669	286,932	68,813	68,813	2,541	533	4,237	73,050	74,263
* Overland, St. Paul's Church	0	0	10,953	10,953	59,881	70,834	66,813	66,813	1,500	0	1,500	68,313	10,953
Palmyra, St. Paul's Church	4	3,980	8,542	19,948	0	19,948	24,124	28,126	1,452	0	1,452	29,578	19,948
Poplar Bluff, Church of the Holy Cross	55	60,000	68,165	80,133	8,965	89,098	75,903	75,903	6,050	1,800	9,280	85,183	80,133
Portland, St. Mark's Church	1	25	4,441	6,476	645	7,121	6,815	7,015	800	0	989	8,004	6,476
Rolla, Christ Church	115	126,416	132,118	144,123	39,859	183,982	138,930	157,043	22,506	1,050	30,117	187,160	143,123
Saint Charles, Trinity Church	85	122,544	120,103	129,986	40,184	170,170	117,895	133,357	17,464	7,237	28,820	162,177	129,986
Sikeston, St. Paul's Church	27	44,625	69,186	70,940	3,500	74,440	49,869	49,869	3,993	150	4,143	54,012	70,940
St. Louis, Church of the Good Shepherd	87	130,524	168,073	184,464	26,144	210,608	163,542	163,542	4,427	2,284	31,578	195,120	184,464
St. Clair, St. James Church	17	0	19,580	20,198	624	20,822	19,284	19,284	1,241	130	2,035	21,319	20,198
St. James, Trinity Church	0	0	17,709	36,125	0	36,125	19,113	19,113	2,420	0	2,420	21,533	35,522
St. Louis, St. Paul's Church	42	0	38,961	58,705	2,097	60,802	82,670	100,365	4,840	3,686	8,914	109,279	58,705
St. Louis, All Saints Church	205	182,000	192,396	210,524	12,228	222,752	205,082	205,082	14,169	250	14,419	219,501	210,524
St. Louis, Christ Church Cathedral	157	210,600	248,094	398,623	395,746	794,369	697,910	720,072	39,928	7,779	87,034	807,106	364,845
St. Louis, Church of the Ascension	12	5,000	8,892	30,033	164	30,197	29,988	29,988	2,522	1,752	4,274	34,262	12,133

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS
DATA YEAR 95

	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	PLATE AND PLEDGE	REVENUES		EXPENDITURES					NET DISPOSABLE BUDGET INCOME		
				TOTAL OPERATING REVENUES	TOTAL NON- OPERATING REVENUES	TOTAL REVENUES	OPERATING EXPENSES	TOTAL WORK WITHIN CONG.	TO DIOC. & GEN. CHURCH	OUTREACH		TOTAL WORK OUTSIDE CONG.	TOTAL EXP., OPERATING ACCOUNTS
St. Louis, Prince of Peace Church	8	8,228	8,578	10,410	0	10,410	9,482	9,482	1,078	337	1,491	10,973	9,410
St. Louis, St. Augustine's Church	14	11,972	16,530	25,185	2,148	27,333	24,583	24,583	1,380	400	2,036	26,619	25,185
St. Louis, St. John's Church	18	17,000	17,394	40,355	1,797	42,152	41,932	41,932	1,944	345	3,634	45,566	39,997
St. Louis, St. Mark's Church	56	58,824	63,585	102,068	25,302	127,368	103,544	103,544	8,400	1,825	10,225	113,769	81,506
St. Louis, St. Stephen's Church	8	2,128	5,845	42,144	5,121	47,265	37,889	41,543	900	0	900	42,443	21,212
St. Louis, St. Thomas Church	0	0	8,976	27,945	45	27,990	10,366	10,366	3,625	2,712	7,621	17,987	27,945
St. Louis, Trinity Church	100	150,000	197,323	256,130	106,349	362,479	190,435	190,435	36,300	58,872	95,789	286,224	225,630
Sullivan, St. John's Church	0	0	21,184	25,102	45	25,147	23,783	23,783	1,320	0	1,320	25,083	25,102
University City, Church of the Holy Comm	89	141,199	100,212	285,970	108,026	393,996	255,112	283,614	30,250	487	34,403	318,017	285,970
Warson Woods, St. Matthew's Church	58	95,158	104,719	117,582	4,031	121,613	115,963	115,963	8,800	1,600	13,244	129,207	117,582
Webster Grove, Emmanuel Church	297	379,654	376,877	448,804	40,900	489,504	390,293	390,293	60,680	25,680	87,410	477,703	448,804
GRAND TOTAL:	4,403	5,950,443	6,371,745	8,097,475	2,875,801	10,973,276	7,275,893	7,946,815	752,750	380,487	1,271,179	9,217,994	7,686,430

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NOTICE
158th Annual Convention of the Diocese
November 20-22, 1997
Doubletree Hotel & Conference Center
Chesterfield, Missouri

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