



# ONE

**One Lord + One Faith + One Baptism**

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NOV. 15-16, 2024

**DIOCESAN CONVENTION**



# TABLE CONTENT

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- Welcome Message
- Convention Schedule
- Lead with Love Campaign
- Convention Vendors
- Rules of Order
- Electronic Voting Instructions
- Nominations to Elected Offices
- Resolutions
- 2024 Budget Package

# WELCOME MESSAGE

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## **The Rt. Rev. Deon K. Johnson**

Bishop of The Diocese of Missouri

Welcome to the 185th gathering of the household of the Diocese of Missouri. For over 185 years faithful women and men have gathered in prayer, worship, and service to seek and serve Christ in the guise of stranger and friend. In their time they founded hospitals, schools, and churches as edifices to the goodness of God's wonderworking power being manifest in them. They welcomed the stranger, clothed the naked, befriended the immigrant, visited the prisoner, and fed the hungry. They were pioneers who broke barriers of class, gender and race and called the world to newness and fullness of life. They were creators who broadened the vision of the Church and deepened the call to serve those in need. Their legacy of faithfulness, fierceness, and fearlessness continues today in us. We are one with them and each other as we seek in our time to follow Jesus.

We are one Church, one fellowship, one community living the Good News of Jesus in many places. We are joined and connected by the One Lord, One faith, One baptism! Today we are leaning deeper in to collaboration, connection, and community as we chart new paths towards the dream of a world transformed by God's love, justice, and peace. Today we plant the seeds of hope and possibility for those who will come after us. We are working for social justice, healing the sin racism, striving for equity, and advocating for justice.

As part of the Body of Christ professing one Church, one Faith, one baptism, we are all called as a united community of faith to pay attention to the foundational ways of God. We practice and proclaim the One Baptism to which we have been called and united in Christ when we feed the hungry, clothe the naked, visit the prisoner, comfort the afflicted, and seek after justice. We are One in Christ when we seek to be agents of healing, ambassadors of reconciliation, and advocates for justice. Christ's work is our work and we embody that work together!

Today we forge a new legacy for those who will come after us in the faith and fellowship of Jesus our Savior. As one we will celebrate the past, engage the present, and inspire the future in the name of Christ who strengthens us.

So let us as one be about the business to which God has called us in this time and place!



# Friday – November 15, 2024

- 7:00 AM – COFFEE/HOT TEA/WATER SERVICE – PRE-FUNCTION (VENDOR) AREA
- 7:00 AM - 4:00 PM – SENSORY/QUIET ROOM – CONFERENCE ROOM D (LOWER LEVEL)
- 7:30 AM - LIGHT CONTINENTAL BREAKFAST – PRE-FUNCTION (VENDOR) AREA
- 8:30 AM – DELEGATE/VENDOR & GUEST REGISTRATION FOR FRIDAY (LOBBY)
- 9:30 AM - CONVENTION 101

- 10:00 AM - CALL TO ORDER, PLENARY I
  - PRESENTATION OF NOMINEES FOR ELECTION
  - RESOLUTIONS
  - TREASURER REPORT
- 12:00 PM - WORKING LUNCH BY CONVOCATION
- 1:00 PM - BREAK
- 1:15 PM - OPEN MEETINGS
  - BUDGET HEARING
  - RESOLUTION HEARING
- 2:15 PM - BREAK

- 2:30 PM - PLENARY II
- 3:00 PM - BREAK (CLERGY VEST FOR PHOTO AND EUCHARIST)
- 3:00 PM - CLERGY VESTING - CONFERENCE ROOM C
- 3:20 PM – CLERGY PHOTO - CANOPY
- 4:00 PM - EUCHARIST - CANOPY
- 6:00 PM - BREAK
- 6:30 PM - DINNER AND DANCING – HOSTED BY YOUTH/YOUNG ADULTS - BALLROOM
- KEYNOTE SPEAKER
- BISHOP’S MEDALS
- 8:00 PM – BOARD GAMES AND FUN – LOCATION TBD
- 8:00 PM – COMPLINE



# Saturday – November 16, 2024

- 7:00 AM – COFFEE/HOT TEA/WATER SERVICE – PRE-FUNCTION (VENDOR) AREA
- 7:00 AM - 4:00 PM – SENSORY/QUIET ROOM – CONFERENCE ROOM D (LOWER LEVEL)
- 7:30 AM – LIGHT CONTINENTAL BREAKFAST – PRE-FUNCTION (VENDOR) AREA
- 8:00 AM - DELEGATE/VENDOR & GUEST REGISTRATION FOR SATURDAY (LOBBY)
- 9:00 AM - CALL TO ORDER
- 9:05 AM - MORNING PRAYER

- 9:35 AM - PLENARY III
  - START FIRST THING WITH ELECTIONS
- 12:00 PM - LUNCH (BY COMPANION COMMUNITY) AND NOONDAY PRAYER
- 12:00 PM – CLERGY SPOUSE LUNCH – CONFERENCE ROOM F
- 1:00 PM – PLENARY IV (IF NEEDED)
- 3:00 PM - END



# LEAD WITH LOVE

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Every day, we are invited to reflect on how we embody God’s love in our lives and the world around us. As we celebrate and express our gratitude for the transformative leadership of Presiding Bishop Michael B. Curry, we recognize the importance of continuing the work he has begun.

We ask for your support of the Lead with Love Fund, an endowment dedicated to empowering new initiatives from the Presiding Bishop. Our goal is to raise a minimum of \$5 million to spearhead exciting programming that Bishop Sean Rowe and his successors see as essential in forwarding the mission of the Episcopal Church. To date, we’ve secured \$1 million in contributions.

We invite you to prayerfully consider a gift to celebrate the ministry of Presiding Bishop Micheal B. Curry. Your generosity will ensure that Bishop Sean Rowe and future leaders are equipped to move quickly and confidently in their new roles. Together, we can continue sharing Christ’s love with the world. For more information, please reach out or visit our website. Thank you for your continued support and commitment to this vital mission!

**QR CODE**



**WEBPAGE – LINK [WWW.EPISCOPALCHURCH.ORG/LEAD-WITH-LOVE/](http://WWW.EPISCOPALCHURCH.ORG/LEAD-WITH-LOVE/)**



# LEAD WITH LOVE

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## Love needs to be nurtured and cultivated.

Inspired by Bishop Curry's leadership, donors designed the Lead with Love Fund. The Fund's purpose and structure is simple.

- **THE FUND'S PURPOSE IS SIMPLE** – It's managed as an endowment to be held in perpetuity. The fund is seeking to raise a minimum of \$5 million, which will generate \$250,000 or more per annum based on a 5% annual expenditure rate. The funds are targeted to invest in new initiatives set forth by the Presiding Bishop (anticipating 1-3 years of funding for the new initiatives).
- **THE FUND IS HIGHLY ACCOUNTABLE** – The Episcopal Church's investment committee will manage the Fund and publish quarterly financial performance reports online. Donors to this Fund will receive annual updates and occasional invitations to events where they will learn about the work being done, expenditures, and impact.
- **THE TIME IS NOW** – At the close of his primacy, Presiding Bishop Curry is determined to create a Fund that will allow Bishop Sean Rowe and his successors to move with precision and speed as they step into their new role. He wants to ensure his successors have the resources to launch special new initiatives that promote Jesus' love and further the Jesus movement.
- **WE NEED YOUR HELP** – It is in this context that the Episcopal Church and DFMS is conducting a campaign to raise \$5 million USD in the next 12 months. At the outset, your support and advocacy will be critical for the success of such an effort.
- **As of today, we've raised approximately \$1 million** through a combination of diocesan and individual contributions. We're eager to engage more individuals and families in this effort. This is a unique and exciting opportunity to support Bishop Rowe at the very beginning of his primacy, equipping him with the resources to launch initiatives that support his priorities.

"We were made for each other, and I believe we were also made for the God who made us. That's the ultimate community—all of us together and the God who made us."

- The Most Rev. Michael Bruce Curry

Questions? Contact Julia Alling, Director of Development | [jalling@episcopalchurch.org](mailto:jalling@episcopalchurch.org)

# CONVENTION VENDORS

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- **Bishop Kemper School for Ministry** - Get information about theological education opportunities for those on an ordination track, lay leadership track, or personal enrichment track.
- **Crafts from the HolyLand** - Shop from beautiful handcrafted items.
- **Deacon Jane Dey Convocation** - Learn more about the Jane Dey Convocation.
- **Episcopal Church Women** - Learn about one of our oldest church organizations which is open to all women.
- **Episcopal City Mission** - Learn about ECM and the ways they are providing support, hope, and healing for children in the juvenile justice system.
- **Episcopal Diocese of MO** - 185th Diocesan Convention booth is THE place to be this year! Explore our Bargain Bin Bonanza, packed with everything from t-shirts to water bottles. Snap a fun pic in front of our #DioMO banner!
- **Grace African Christian Connections** - Discover the ways you can support and contribute to the GACC community and mission.
- **Gun Violence Prevention Mission** - Learn how you can contribute to advocating for changes in gun policy and other opportunities.



# CONVENTION VENDORS

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- **Jeff Wunrow Designs** - Since 2005, Jeff Wunrow and his creative team have been hand-crafting innovative, contemporary liturgical textiles for churches and clergy across the country and around the world.
- **Jubilee Ministry** - This is a social justice ministry of advocacy and service for the poor, oppressed, and marginalized within the Diocese of Missouri. This is a ministry to encourage and empower communities of faith with the Diocese to advocate and act toward meeting the basic human needs of those on the margins.
- **Provident Behavioral Health** - Discover how Provident's experienced and licensed clinical therapists are able to provide quality and caring counseling.
- **The Bridge Market and Faith Community** - Learn more about the faith community, coffee shop, and fair trade market.
- **The Center for Lived Faith and Organizing at Eden Theological Seminary** - The Center for Lived Faith and Organizing educates, trains, and connects leaders with local and regional partners for long-term and sustainable ministry in organizing and justice work. The Center supports congregations, justice-seeking community members, clergy, and students.
- **The University of the South** - Learn about the programs offered at the School of Theology in Sewanee, TN.
- **Young Adult Ministry/ Youth, Children and Family** - Learn about our Children and Youth Discipleship and how you can support them.

# RULES OF ORDER

## TO BE ADOPTED BY THE 185TH CONVENTION

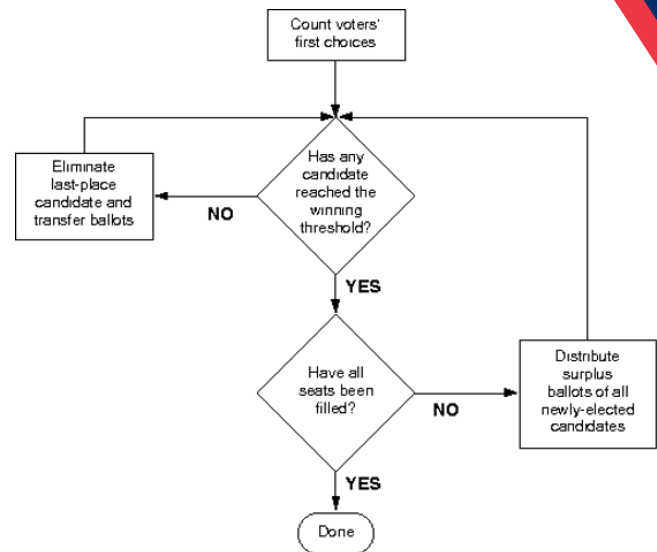
1. The Presiding Officer shall appoint members of Permanent Committees at each Meeting of Convention.
2. All resolutions from the floor shall be reduced to writing, presented to the Secretary, and read to Convention. A resolution from the floor that is not a part of a committee report may be introduced only at the time indicated in the Order of Business. All resolutions from the floor, whether or not a part of a committee report, after receiving a short explanation from the presenter, must receive a 2/3 majority vote of Convention before it may be considered by Convention.
3. When any member speaks to Convention, he or she shall address himself/herself to the Presiding Officer, state his/her name and church, and confine himself/herself to the point in debate.
4. A member, other than the Chairman of the Committee whose report is under consideration, shall not speak more than twice in the same debate, nor longer than five minutes at a time, without leave of Convention.
5. Any member of Convention may call for a vote by hands or standing vote. Every member of Convention who may be in attendance when such a vote is called shall be counted unless he/she be excused by Convention.
6. When a question has once been determined it shall stand as the judgment of Convention, and shall not again be drawn into debate except on motion of reconsideration which must be made by a member who had previously voted in the majority.
7. All questions of parliamentary law not resolved by reference to the Canons or these General Rules shall be decided under Robert's Rules of Order.
8. All questions of order shall be decided in the first instance by the Presiding Officer, without debate; an appeal may be made to Convention by any member.
9. The reports of all Committees shall be in writing, and shall be received without motion for acceptance, unless recommitted by a vote of Convention. All reports recommending or requiring any action or expression of opinion by Convention shall be accompanied by a resolution for the action of Convention thereon. All annual reports shall be received and filed by the Secretary as presented before or during Convention, and may be called upon motion to be read and considered at any time during Convention.
10. The names of movers of resolutions shall appear in the minutes of Convention.
11. All motions and resolutions requiring reference shall be referred, so far as possible, to the Permanent Committees of Convention.
12. Except in cases where majority vote is required, all elections shall be by Single Transferable Vote Ballot utilizing such online balloting system as the Secretary shall have determined in consultation with the Presiding Officer.
  - (a) No later than the day before elections are to occur, the Secretary of Convention or his or her designee shall send an email to every member of Convention setting forth a unique voter access code.
  - (b) Each elector shall mark his or her ballot by numbering the names of all the candidates for each office in order of preference, with "1" being the highest (most preferred) ranking. For example, if there are three candidates, the elector places "1" beside their first choice, "2" beside their second choice, and "3" beside their third choice. The elector shall not give more than one number to any name, nor shall any name be left unnumbered. Any ballot which does not comply with the directions given in this section will be invalid and will not be counted.

# RULES OF ORDER

## TO BE ADOPTED BY THE 185TH CONVENTION

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

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



13. 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.

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

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

# ELECTION VOTING INSTRUCTIONS

## **Voting Platform**

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

## **When**

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

## **How**

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

## **Step-by-Step Voting Instructions**

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

## **Alternate Voting Method**

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

# NOMINATIONS FOR **ELECTED OFFICES**

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The Nominations Committee is pleased to announce our slate of nominations for election at the 184th Annual Convention of The Episcopal Diocese of Missouri. We will be electing members to the Cathedral Chapter, Diocesan Council, Disciplinary Board, and Standing Committee.

According to our Diocesan Constitution, all nominations for elected positions must be submitted at least 50 days prior to Convention. Our deadline for nominations was September 26, 2024.

Any nominations made after the October 7 deadline are considered a “petition,” and must be submitted to the Presiding Officer (the Bishop) during Convention. Those petitions must be signed by at least five voting members and accompanied by the written consent of each nominee. The Bishop will add any additional nominations to the official ballot.

This booklet contains all officially nominated candidates (nominations received by September 26, 2024).

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

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

# NOMINATIONS FOR CATHEDRAL CHAPTER

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

Cathedral Chapter is similar to the Vestry of a parish, but because the Cathedral is the Bishop's seat and the "mother church" for the Diocese, its leadership is made up of clergy and lay members from throughout the Diocese as well as its own congregation. Chapter meets monthly on Zoom.

## **NOMINEES for election to Cathedral Chapter:**



### **Darlene Hillier-Kaczofsky**

Calvary, Columbia

After much prayerful consideration, I am seeking to serve the Cathedral Chapter as I feel this would be a good use of my talent, time, and treasure. I bring experience from serving on previous Vestries and Deanery Councils in the Anglican Church Of Canada.

I currently reside in Columbia and attend Calvary. I serve as the current Warden for the Jane Dey Convocation. I am also an aspirant for the Diaconate. Outside of my church life, I work full-time as a Patient Service Representative at Boone Pulmonary And Sleep Medicine and serve as a weekend on-call Chaplain at Boone Hospital. I share my blessed life with my Husband of 12 years, Dominick. I enjoy cooking, reading, traveling, and meeting new people. It would be an honor and privilege to serve as a Lay Member of the Cathedral Chapter from outside of the St.Louis area.

### **The Rev. Dn. Bethann Rohlfig**

St. John's , Tower Grove

I am Rev. Bethann Rohlfig, and I am a Deacon who has served as an intern at Trinity Episcopal CWE and Episcopal Church of the Transfiguration over the past year. I serve on the board of the Just Food truck and volunteer with the food ministry at Trinity CWE. I am a graduate of Covenant Theological Seminary, where I earned a Master of Divinity and a Master of Counseling. I am a Board Certified Chaplain and a Licensed Professional Counselor. I have been a chaplain at Mercy Hospital in St Louis for almost twelve years. I served twenty years in the Air Force as an Arabic linguist. I live with my husband, John, live in Kirkwood. We have two adult children.



# NOMINATIONS FOR DIOCESAN COUNCIL

Electing 2 lay members for 3-year terms.

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

## **NOMINEES for election to Diocesan Council:**



### **Tim Anderson**

Holy Communion

I am an avid choral singer. For the last seven years, I've been an active member of the Holy Communion choir. I have sung in church choirs and combined choirs such as the Diocesan Gospel Choir and at various ordinations in St. Louis as well as for Interfaith Pride Services. I am currently in my fourth season singing with the St. Louis Symphony chorus. Since becoming widowed in 2021, I have become involved in a number of parish activities:

Assisted in the office and around the church facility

Member of the Building and Grounds Committee

Member of the Stewardship Committee

Advisory committee member for the Ellicock endowment fund, which supports the music program at Holy Communion

Lay Eucharistic Minister

Delegate to the Emery Washington Convocation and to the Diocesan Convention

Member of the Vestry

### **Ruth Ezell**

Church of St. Michael and St. George

I'm a life-long Episcopalian who counts clergy, active lay persons and performers of sacred music among my extended family. Having served on the vestries of CSMSG and Trinity Episcopal Church in Chicago, IL, I appreciate the vital role entities like the Council play in the health and functioning of the Diocese.

In addition, my background in commercial news media and public broadcasting has taught me the importance of listening to all voices at the table and to "meet people where they are."



# NOMINATIONS FOR DIOCESAN COUNCIL

## NOMINEES for election to Diocesan Council: (continued)



### **Elizabeth Hines**

#### Holy Communion

Elizabeth English Hines is a retired educator having spent some 40 years in the field of education in various capacities (teacher, counselor, instructional coordinator, Assistant Principal, Psychological Examiner, college instructor). She also was an assistant director of the Head Start Program in St. Louis County.

Upon retirement Elizabeth continues to assist her community

by tutoring youth and serving as a board member of the Episcopal City Mission. She has volunteered in the Oasis Program for seniors and given presentations with the Faith for the Sake of all Program regarding the effects of racism in St. Louis and participated in the Dismantling Racism Program in the Diocese of Missouri. She is a former member of the

Board of Directors of the Mary Ryder Home for Seniors, a former member of the Women's Society of Washington University in St. Louis and a former member of the Parents Council of Washington University.

Elizabeth received her Bachelor of Arts in Education from Harris Teachers College (Harris Stowe State University), a Masters in Education/Guidance and Counseling from St. Louis University and a Specialist in Education Degree from Southern Illinois University Edwardsville.

Elizabeth is an active participant of Holy Communion Church where she serves as a Eucharistic minister and Lay Reader. In the Diocese of Missouri she has been a member of the Commission on Ministry as well as DECA in terms of selecting candidates for the diaconate and priesthood.

Elizabeth enjoys having fun and belongs to several social organizations. She loves reading and studying the Bible

Elizabeth is married to the Reverend Chester Hines Jr. and has twin sons Atty. Christian Hines and Atty. Christopher Hines, one three year old grand-daughter, Olivia and a one year old grand-daughter Eleanor.

### **Earl Naylor**

#### Christ Church Cathedral

I was confirmed in 1985 by Bishop Jones, became a member of Trinity, CWE, and later held membership at Emmanuel, Webster Groves, and currently at Christ Church Cathedral. I have served as director of music at both Emmanuel and St. Martin's, Ellisville, where I managed the budget for the music program at each church. Currently I am organist at Holy Communion, University City. In 2022 I went on the Companion Diocese trip to Puerto Rico with my wife of 28 years, the Rev. Deacon Susan Naylor. I also helped to host the Puerto Rican delegation when they visited here in 2023. Now that I am semi-retired, I look forward to giving more time to diocese in a new capacity.





# NOMINATIONS FOR DISCIPLINARY BOARD

Electing 2 clergy members for 3-year terms

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

## **NOMINEES for election to the Disciplinary Board:**



### **The Rev. Dn. Jerre Birdsong**

Emmanuel/St. Mark's

I have been active in the diocese since 1977. I have served as Treasurer of the diocese, Chair of the Diocesan Investment Trust, and as a trustee on the Tuttle Trust at Christ Church Cathedral and the Emmanuel Church Foundation. I graduated from the diocesan Episcopal School for Ministry in 2004. After retiring as Vice President and Treasurer of Ameren Corporation, I was ordained to the diaconate in 2014. In the last ten years I have served as deacon at my home parish of Emmanuel in Webster Groves and St. Mark's in St. Louis Hills. I would like to serve on the Disciplinary Board because I believe that good corporate governance and compliance enhances our ministry.

### **The Rev. William Nesbit**

Grace Episcopal Church

Currently the Rector of Grace, Jefferson City, I have been a priest for just under 30 years, and in the diocese on and off for about 5 years. In the diocese of Chicago I have served on Standing Committee, Diocesan Council, and Camp Board. In the Missouri I have served on Diocesan Council and Disciplinary Board. I am happily married for 40 years and have two adult children, both married, and one amazing grand daughter! I am seeking a second term on Disciplinary Board.



# NOMINATIONS FOR STANDING COMMITTEE

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

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

## **NOMINEES for election to the Standing Committee:**



### **The Rev. Dn. Justin Martin** Christ Church Cathedral

The Reverend Justin Martin is a vocational deacon within the Diocese of Missouri. He currently serves at Christ Church Cathedral following his ordination on December 9, 2013. Deacon Justin moved to St Louis back in 2017 for a hospital chaplain position at Saint Anthony's Hospital/Mercy. Currently Deacon Justin is the Director of Spiritual Care Innovation and Transformation with Mercy and provide strategic/matrix leadership to over 130 chaplains in 15 spiritual care departments across 5 states. Deacon Justin currently serves within the Diocese engaging the JustFood truck ministry that is hosted at the Cathedral on the 1st, 3rd, and 5th Saturdays. Additionally, Deacon Justin serves a member of the Young Adult Advisory Council and Deaconess Anne House Advisory Council. Prior to moving to St. Louis, Deacon Justin completed a Clinical Pastoral Education (CPE) residency at The Ohio State University Wexner Medical Center in Columbus, Ohio. He earned a Master of Divinity from Wesley Theological Seminary in Washington, DC. He completed one unit of Clinical Pastoral Education (CPE) at the National Institutes of Health (NIH) Clinical Center in Bethesda, Maryland. He completed his undergraduate work at Berea College in Kentucky, where he graduated with a Bachelor of Arts in Music. Deacon Justin is a native of West Virginia, yet his family now lives in southern Indiana. Deacon Justin is a proud resident of the City of St Louis. He enjoys going to Cardinals, Blues, and STL City games. He has attended many events at the Muny, the Fox Theatre, particularly their Broadway productions.

### **The Rev. Heather M. McCain** Columbia, MO

The Rev. Heather M. McCain serves as a bi-vocational clergywoman in the Episcopal Diocese of Missouri. As both Priest and Educator, she is passionate about educating young people in the faith, so they grow up knowing God. Her spiritual life in Christ includes daily prayer and meditation, Bible study, devotional music, weekly worship and participation in the 12-step fellowships. She holds three advanced degrees: a Bachelor of Arts from Duke University, a Master of Divinity from Seabury-Western Theological Seminary, and a Master of Education in Educational Leadership from Hannibal-LaGrange University. Heather currently leads an Episcopal School Exploration Team, whose task is to conduct a Feasibility Study for the purpose of developing an Episcopal School in Mid-Missouri. For over 12 years, Heather has served Columbia Public Schools as a French Teacher, Club Sponsor, and Equity Team Facilitator at Lange and Smithton Middle Schools; in that role, she studied and taught Mandarin Chinese. Since 2003, she has participated in undoing and dismantling racism; her current work in that area is building Beloved Community in religious and educational settings, by increasing Inclusion, Diversity, and Equity (IDE) through restorative justice practices. Since 2011, she has participated in a Jungian Dream Group. For fun, she swims, cooks and studies Spanish. She is matched with a wonderful Little Sister in the Big Brothers Big Sisters program. She lives in Columbia, MO with her dog and two cats.



# NOMINATIONS FOR STANDING COMMITTEE

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## NOMINEES for election to the Standing Committee: (continued)



### **James Ammon**

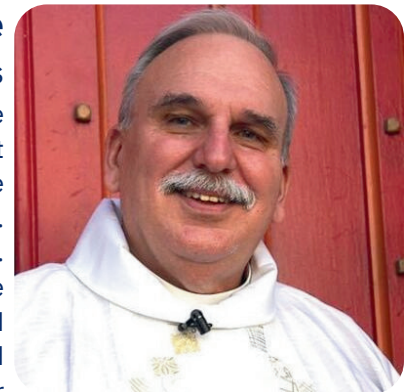
St. Paul's, Carondelet

I've been a member of St. Paul's since 2019 and have served terms as both the junior and senior warden. I work at loving and serving my neighbors daily. I would enjoy serving on the committee to learn more about our diocese and its members, as well as learning more about the leadership of our diocese.

### **The Rev. Jeffrey Goldone**

Trinity Central West End, St. Louis

The Rev. Jeffrey Goldone was ordained into the priesthood in December 2021. He currently serves as Transitional Priest for Trinity St. Louis and is an Affiliated Priest for Christ Church Cathedral. Prior, he served as Transitional Priest for Hope Episcopal Church in Town & Country, and Christ Church, Cape Girardeau. Throughout the past three years he has served numerous congregations in the St. Louis metro area as a supply priest, and served his diaconate with St. Timothy's. He completed a one-year chaplain residency program at St. Luke's Hospital and currently works part-time as a staff chaplain at SSM St. Louis University Hospital and Cardinal Glennon Children's Hospital. Rev. Goldone completed the three-year formation program at the Episcopal School of Ministry and Anglican Studies courses at Eden Seminary. Rev. Goldone served on the diocesan Bishop's Transition Committee in 2020 and the Healing in the Heartland planning committee earlier this year. Prior to ordination he served two years as senior warden on Chapter at Christ Church Cathedral and one year as junior warden. He was the coordinator for Winter Outreach at the Cathedral for eight years and lead a team of breakfast volunteers one Saturday a month at the Cathedral for six years. Rev. Goldone holds a B.A. from Dominican University. He was an adjunct professor at Fontbonne University for seven years, and he worked as Administrator of Dining Services for Lutheran Senior Services for twenty-seven years, managing an annual budget of \$17M, serving 2.5M meals, with 700+ full and part time employees. He will bring to the Standing Committee proven business management skills, a connection with many congregations in the diocese, as well as a compassionate heart for pastoral care and service. He enjoys gardening, cooking, preserving an historic home in the Shaw neighborhood, traveling, and spoiling his golden retriever pup, Bobbi.



# NOMINATIONS FOR STANDING COMMITTEE

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## NOMINEES for election to the Standing Committee: (continued)



### **Tammy O'Donnell**

Trinity Central West End, St. Louis

My name is Tammy O'Donnell . I am a very proud member of Trinity Central West End and I am seeking election to the steering committee.I am a mother of four adult daughters and twelve grand children. I am a graduate of Washington University in St. Louis. I received a Bachelor of Arts degree in English literature with an emphasis in Shakespeare and a graduate certificate in Creative Writing.I was born and raised in the Roman Catholic Church. I was received into the Episcopal Church in 2001 at Christ Church Cathedral. While I was a member at the cathedral I served as an acolyte, usher, Eucharistic minister and Eucharistic visitor. Plus, I led noonday prayer and I was commissioned a lay chaplain in the Community of Hope. I joined Trinity in 2016 . Since I have been at Trinity, I have been a thurifer, acolyte, and a vestry member. Currently, I am on the Rector Search Committee.Also, I am involved in the community. I am a member of the League of Women Voters, The Junior League,. I am a docent for Opera Theater of St Louis and a tutor for IHELP, a local nonprofit that teaches English to adult immigrants. Furthermore, I am a local actor and I have performed for the Tennessee Williams festival, Stray Dog, Tesseract, and Shakespeare St. Louis.Finally, because of my involvement in the church and the community, I can bring unique perspectives from various aspects of the metropolitan St Louis to the steering committee. Oh , and one more thing, I like to relax( when I get the chance) at home with a good book and drink a chilled glass of sauvignon blanc while listening to violin concertos by J. S. Bach.

# NOMINATIONS COMMITTEE MEMBERS

- **The Rev. Tamsen Whistler, Chair**
- **The Rev. Nancy Emmel Gunn**
- **The Rev. Meg Goldstein**
- **Lisann Backsmeyer**
- **Vicki Myers**
- **Mike Fowlkes**



# RESOLUTIONS

There are three types of resolutions:

1. Amendments to the Constitution and Canons: According to the Canons of the Diocese of Missouri, all proposed resolutions for consideration at the Diocesan Convention must be submitted for consideration no later than 50 days prior to the opening of that convention. The Constitution and Canons Committee presents one resolution for consideration this year: E-183: Average Sunday Attendance Calculations (Second Reading) D-182B: Imperiled Parishes (Postponed from last year)

2. Regular Resolutions: These resolutions must be sent to the Resolutions Committee for review. These resolutions typically only apply to the year immediately following Diocesan Convention. The Resolutions Committee presents two regular resolutions for consideration this year: A-184: Clergy Compensation B-184: Gun Violence Prevention Awareness

3. Courtesy Resolutions: Courtesy Resolutions are ceremonial resolutions showing appreciation for individuals and organizations, or for commemorating things such as the anniversaries of the founding of parishes. These are also submitted to the Chair of the Resolutions Committee. The Resolutions Committee presents 14 courtesy resolutions this year (to be announced during the convention). Copies of all proposed resolutions for this year's convention are found on the following pages (except courtesy resolutions, which will be read during convention).

**Resolution A-185**

**Clergy Compensation  
Submitted by Diocesan Council**

1. **BE IT RESOLVED** that this 185th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2025 as follows:

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME CLERGY**

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	\$72,100	\$75,341	\$79,037
5	\$75,341	\$79,037	\$82,915
10	\$79,037	\$82,915	\$87,061
15	\$82,915	\$87,061	\$91,414
20	\$87,061	\$91,414	\$95,985
25	\$91,414	\$95,985	\$100,784

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

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME CLERGY**

Years of Service			
	1/4 Time	Half Time	3/4 Time
0	\$18,025	\$36,050	\$54,075
5	\$18,835	\$37,670	\$56,506
10	\$19,759	\$39,519	\$59,278
15	\$20,729	\$41,458	\$62,186
20	\$21,765	\$43,530	\$65,296
25	\$22,853	\$45,707	\$68,560

2. BE IT FURTHER RESOLVED that the Church Pension Fund assessment will be paid by the congregation;
3. BE IT FURTHER RESOLVED that \$50,000 group life will be paid by the congregation;
4. BE IT FURTHER RESOLVED that the medical coverage for clergy comply with Diocesan Resolution A-172;
5. BE IT FURTHER RESOLVED that a standard of ten days per calendar year and \$500 will be provided for continuing education;
6. BE IT FURTHER RESOLVED that the standard auto allowance will be \$2,000 per year;
7. BE IT FURTHER RESOLVED that all parishes and missions encourage their full- time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive;
8. BE IT FURTHER RESOLVED that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage;
9. BE IT FURTHER RESOLVED that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service;
10. BE IT FURTHER RESOLVED that all parishes and missions be encouraged to reimburse deacons and non-stipendiary clergy for reasonable expenses incurred in connection with continuing education and diocesan clergy retreats, including mileage, professional memberships, and publications. (See also requirement in Title III Canon III.2 Sec 4 of the Constitution and Canons of the Episcopal Church in the Diocese of Missouri); and
11. BE IT FURTHER RESOLVED that all active vocational deacons shall receive compensation from the congregation and/or diocese in an amount sufficient to enable them to participate in programs offered by the Church Pension Fund.

## Rationale

The recommendation for 2025 reflects a 1.5% increase. Churches are encouraged to approve increases in the range of 1.5-2%. The Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers, reflects a Cost of Living Increase of 2.7%.

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

ASA	Low	Median	High	Average	Average Years
0-75	\$40,000	\$77,869	\$92,346	\$74,425	12
76-175	\$96,295	\$108,657	\$113,000	\$106,488	17
176+	\$178,080	\$179,858	\$239,565	\$199,168	35



## A-172 Implementation of Health Plan

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

## **Resolution B-185**

### **Church Pension Fund Benefits for Vocational Deacons**

#### Church Pension Fund Benefits for Vocational Deacons

**WHEREAS**, vocational deacons historically have been serving in non-stipendiary (unpaid) roles and are not eligible to participate in the Church Pension Fund and receive its program benefits.


**BE IT RESOLVED**, that this 185th Convention of the Diocese of Missouri declares it will be the policy of this diocese that all active vocational deacons shall be paid an amount sufficient to enable them to participate in programs offered by the Church Pension Fund from the congregation and/or diocese.

**BE IT RESOLVED**, eligible deacons may decline the compensation for a variety of reasons (e.g. a theological, situational, or financial - possible impact on other retirement benefits being received).

**RATIONALE:** Our diocese joins 20+ other Episcopal Dioceses that have approved similar resolutions and also fulfills Resolution A135 ( Compensation for Non-stipendiary Clergy) adopted at the 2024 General Convention. This proposed resolution requires congregations and/or the diocese to make a nominal payment of \$25 (or more) a month to their deacon(s), as well as a monthly assessment of 18% (\$4.50 for \$25) to the Church Pension Fund, to enable deacons to participate in the programs and benefits available through the Church Pension Fund. The total financial impact for congregations or the diocese per deacon in 2025, is \$354. However, per the rules of the Church Pension Group, retirement contributions cannot be made for clergy aged 72 years or older. While we recognize this resolution does not put diaconal compensation on par with the other orders of ministry (namely presbyters and the episcopate), it does give deacons access to beneficial Church Pension Fund resources.

*Example of CPF Benefits:* Outlined below are some of the benefits provided to eligible clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year ( \$25 per month), with 10 years of earned Credited Service (CS) at the time of retirement. The assumed Highest Average Compensation (HAC) is \$300 (\$25 a month). The total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250
- Resettlement benefit( one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences



Vocational Deacons in the Episcopal Church, including the Diocese of Missouri, serve at the behest of their Bishop Diocesan in parishes and diocesan positions usually without remuneration. As the Episcopal Church began to study the compensation between deacons and other clergy, it became clear that this was an issue of fairness and economic justice. In our diocese, we have deacons who give freely of their time - totaling hundreds of hours a month - while being unable to participate in any Clergy Pension Fund services/activities.

This continued sacrificial life, although commendable, does come at a cost when said deacons are without retirement resources, advice, and the means to live into a health ministry/life balance. The Church Pension Fund (CPF) provides resources for paid clergy and lay employees in Episcopal congregations who participate in the CPF pension plan. One of the resources the Church Pension Fund offers is the opportunity to participate in CREDO, a conference that helps active and retired clergy by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from spiritual, vocational, physical, emotional, and financial points of view. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services.

Submitted by: The Community of Deacons

**Resolution C-185**  
**Commemoration of Elizabeth Huntington Dyer in the Church Calendar**

Submitted by the Diocese of Missouri's GC81 Deputation

**BE IT RESOLVED** that this 185th Convention of the Diocese of Missouri directs the Secretary of the 187th Convention (in 2026) to forward a copy of this resolution to the Resolutions Committee of Province V for consideration by the next Provincial Synod;  
{expected to be in 2027}

**BE IT FURTHER RESOLVED** that the Secretary of the 187th Convention of the Diocese of Missouri be directed to assure the following Resolution and Explanation (italicized below) is forwarded to the Resolutions Committee of the 82nd General Convention of The Episcopal Church {incorporating any improvements from the 2027 Provincial Synod if they pass the Resolution};

**RESOLVED, the House of \_\_\_\_\_ concurring,**  
**that the 82nd General Convention of The Episcopal Church hereby directs the inclusion on the Calendar of the Church Year of Elizabeth Huntington Dyer, the first woman to serve as Lay Deputy to General Convention, and authorize for trial use for the triennium 2027-2030 to be observed annually on September 10.**

**EXPLANATION:**

*Elizabeth Huntington Dyer was the first woman from any diocese to serve as Lay Deputy to General Convention. At Diocesan Convention in 1946, "Mrs. Randolph Dyer" was elected as lay deputy to represent the Diocese of Missouri at the 55th General Convention of The Episcopal Church in Philadelphia PA that fall (September 10-20, 1946). She presented her credentials to the Secretary of the House of Deputies, but when the House was called to order, question was raised about the meaning and interpretation of the word "layman." The interpretation was made that the term meant both men and women, and Mrs. Dyer was seated with voice and vote and served as chief of Missouri's lay deputies.*

*In 1949, Missouri elected and sent Alice Cowdry to the 56th General Convention. Two other dioceses and one missionary district also sent women as lay deputies. This time, Convention chose to pass a resolution 321 to 242, stating that under the Constitution, women were not eligible to serve.*

*It would be 20 years before the House of Deputies would again include women. In October 1970, when the 63rd General Convention met, the final barrier was removed with final approval of Section 4 of Article I of the Constitution, substituting "lay person" for layman, with the House of Bishops concurring. Twenty-eight women were seated.*

*Elizabeth Huntington Dyer remains as the first woman to serve as Lay Deputy to the General Convention of The Episcopal Church. (See article [Women Delegates: Early Attempts in The Archives of the Episcopal Church](#), in [Episcopalarchives.org](#), [Women Delegates: Early Attempts | The Archives of the Episcopal Church \(episcopalarchives.org\)](#).)*

**Resolution D-185**  
**Practical Guidance for Episcopal-Jewish Relations**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-A039 of the 81st General Convention of The Episcopal Church.

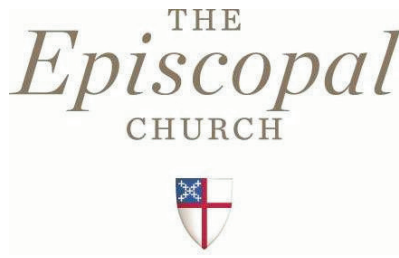
**Resolved**, That the Diocese of Missouri, its parishes, and other Episcopal communities in the Diocese utilize "[Christian-Jewish Relations: Theological and Practical Guidance for The Episcopal Church](#)", which the 81st General Convention of The Episcopal Church adopted as a resource, as they develop and maintain healthy and respectful relationships through conversation, collaboration, or other joint service or ministry initiatives with their Jewish neighbors.

**Explanation:**

The original text of Resolution 2024-A039 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

**Resolved**, That the 81st General Convention of The Episcopal Church adopt "[Christian-Jewish Relations: Theological and Practical Guidance for The Episcopal Church](#)" as a resource for use by dioceses, parishes, and other Episcopal communities as they develop and maintain healthy and respectful relationships through conversation, collaboration, or other joint service or ministry initiatives with their Jewish neighbors.



## **Christian-Jewish Relations**

### **Theological and Practical Guidance for Episcopalians**

Episcopalians commit to a posture of respect when dealing with other faith communities. How that respect manifests itself will differ not only from tradition to tradition, but within the breadth of those traditions as well. This document provides succinct guidelines for constructive dialogue with Jewish neighbors.<sup>1</sup> Judaism is a vibrant and complex community with many voices, some quite discordant with each other. It is an understatement to note that the Christian tradition (itself also quite complex and discordant) has not always respected the Jewish people as fellow children of God. This set of guidelines is for Episcopalians seeking a basis for building common ground, especially in joint service and ministry, with Jewish people—a resource for Episcopal teaching, preaching, daily scripture-study, individual prayer, corporate worship, and lament for past mistakes.

1. **Openheartedness.** First, without question, openheartedness toward Judaism and the Jewish people accords with the faith we proclaim through The Episcopal Church's Baptismal Covenant.
2. **Obligation.** The Baptismal Covenant promise to strive for justice and peace among all people obliges Episcopalians to treat Judaism and the Jewish people justly.
3. **Acknowledgement.** Because persistent unjust stereotyping of Jews by Christians continues to harm Jewish people in the present day (as it has for centuries), it is imperative to acknowledge that anti-Judaism is expressed in a wide array of present practices of The Episcopal Church: liturgical texts, interpretation of scriptures, preaching, devotional practices, poetry, iconography, hymnody, academic writing, pastoral advice, and educational resources.
4. **Truthful witness.** Given the scriptural mandate to witness truthfully, Episcopalians are obliged, in teaching, preaching, and informal communication, to present biblical and Rabbinic Judaism accurately. We can begin by presenting Jesus as an observant first-century Jew striving to fulfill the Law and the Prophets. Even while affirming that, as we see it, in Christ Jesus God has done a new thing, we can make explicit the substantial theological and scriptural continuities between Judaism and Christianity. We can be mindful of implicit or explicit references to Jews or Judaism in liturgy, in the public reading of Scripture, in hymnody, and in artistic representations that can reinforce prejudices.

5. **Better practices.** It is imperative that Episcopalians strive for practices that note, discontinue, and resist new iterations of stereotyping of Jewish people so they will be treated justly. Here are six recommendations.
- a. **Be mindful of vocabulary.** In our efforts to combat behavior harmful to our Jewish neighbors, it is useful to rethink how harmful behavior is named. To label the problem accurately, we can use “anti-Jewish bigotry” or “antisemitism” (unhyphenated).<sup>2</sup>
  - b. **Stress God’s continuing covenant.** A strong theology accounting for God’s continuing covenant with the Church and the Jewish people alike is the best corrective for unjust portrayal of historical and contemporary Jewish people in Episcopal liturgy, preaching, and teaching.
  - c. **Eschew supersessionism.** A pernicious theological move often called “theological supersessionism” is the root of anti-Judaism (be it overt or unintentional) sometimes expressed in Christian life and thought. Supersessionist theology feeds the stereotyping of Jewish people by making three erroneous assertions: that Judaism is obsolete; that, because of their role in the passion and death of Jesus of Nazareth, God has ended the covenant with the Jewish people; that the Church has replaced the Jewish people in unique relationship with God. The anti-Judaism and supersessionism latent in Episcopal Passion Sunday and Holy Week liturgies raise many concerns. For help in understanding the issues and considering solutions, see essays by Louis Weil, Ruth Meyers, and Susan Auchincloss archived on the website of the Standing Commission on Liturgy and Music of the Episcopal Church (2012–2015 triennium).<sup>3</sup>
  - d. **Avoid teaching of contempt.** Closely linked to supersessionism, the practice known as *teaching of contempt* involves manipulation of Christian doctrine and scripture to denigrate Jewish people and Judaism in a variety of ways: interpretation of passages of the New Testament particularly in John’s gospel to blame Jews for the crucifixion of Jesus; preaching salvation by grace using language in the Pauline epistles that maligns “the Law” and suggests that those who practice their religion through adherence to “the Law” as revealed to the Jewish people at Sinai are somehow misguided or ignorant; suggesting that the Jewish people have missed the mark because they do not believe Jesus to be the Messiah. By means of such logic, Christians have justified and perpetuated Jewish suffering. Not only does such teaching foster negativity, distrust, and hostility toward Jewish people, it has often led to violence. The Baptismal Covenant promise to strive for justice requires Episcopalians to recognize that, given persistent stereotyping and persecution, manifested during its most extreme form in the genocide of the Jews during the Shoah, Jewish people are justifiably fearful.<sup>4</sup> Because we have so promised, we are obliged to eschew the teaching of contempt.
  - e. **Mitigate latent anti-Judaism.** Latent anti-Judaism in our hymnody can be mitigated by making use of revisions that preserve the theological depth and purpose of particular hymns while excising supersessionist themes. The Rev. Dr. Barbara K. Lundblad’s reworking of the hymn *O come, O come, Emmanuel* is an excellent example.<sup>5</sup>
  - f. **Appreciate; don’t appropriate.** Judaism, a living and continually developing religion with its own integrity, has many beautiful traditions. Episcopalians may be deeply appreciative; yet they should resist any inclination to transpose Jewish ritual and tradition into Christian liturgical contexts. “Christian Seders” offer a case in point. Although

Jesus's last supper may have been a Passover meal of some sort, it assuredly was not a Seder in the modern sense, since the Passover Seder was introduced into Jewish ritual life in late antiquity, after the destruction of the Temple in Jerusalem. Attempts by Christians, even if well intended, to make this ritual their own are insensitive. However, when a Jewish person issues an invitation to a Seder, it is entirely appropriate for a Christian to accept that hospitality.

6. **Respect our shared scripture.** We do well to remember that Jesus himself drew upon the collection of writings that are canonical for Judaism to this day. These writings comprise more than half of the Christian Bible—an acknowledgment of common affirmation by Christians and Jews of God as revealed through patriarchs and prophets.
  - a. Just as second-century Christians resisted moves to set these writings aside, so too should we refrain from marginalizing them. It is helpful for Christians to be aware of the Jewish practice of reading the Torah in conversation with the Talmud (a multi-volume collection of Torah commentary, law, and more). Although Christian and Jewish people read them differently, these shared sacred writings provide a common resource for prayer, study, preaching, and dialogue.<sup>6</sup>
  - b. While Episcopal use of the term “Hebrew Bible” may seem to be a gesture of neutrality and inclusivity, it is not without its problems. All Jewish writings now included in the Christian Bible were received by the earliest Christian communities in Greek translation. For Episcopalians, “Scripture” includes several Jewish works that were composed in Greek. Furthermore, Jews and Christians organize their shared sacred writings differently. Therefore, consider context. When referring to this collection as Christian Scripture, call it “Old Testament;” when referring to it as Jewish Scripture explicitly, call it “Tanakh;” when speaking of it as a collection held in common by Christians and Jews, call it “Old Testament/Tanakh.”<sup>7</sup>
  - c. When studying the Bible, Episcopalians can guard against unintentional anti-Judaism by making good use of resources such as *The Jewish Annotated New Testament* edited by Amy-Jill Levine and Marc Zvi Brettler, or Marilyn Salmon’s *Preaching Without Contempt*.<sup>8</sup>
7. **Embrace theological dialogue.** When thinking theologically, Episcopalians characteristically draw simultaneously upon scripture, tradition, and reason. Christian-Jewish dialogue can enhance this practice, as can listening carefully to a range of Jewish voices.
  - a. It is worth remembering that in “Jewishness” is great variation: the religion “Judaism” has several movements (somewhat analogous to Christian denominations), each with its distinguishing beliefs and practices; some see themselves as members of “the Jewish people,” but have little interest in traditional beliefs or practices; and among those who identify as Jewish, can be found people of every race.
  - b. The Jewish tradition of “midrash,” through which the rabbis and sages of the tradition have wrestled with the Torah and continuously re-interpret it for new contexts and eras, offers a way for Christians and Jewish people to engage in fruitful dialogue—each drawing upon their unique interpretive traditions to discover new ways of understanding



the world through their respective religious lenses. Jewish midrash and Christian contextual theology can find fascinating places of convergence and divergence.

8. **Israeli/Palestinian Conflict:** Attitudes toward the contemporary nation of Israel and responses to its actions are complicated by questions regarding the status of the Palestinian residents within its borders and in territories it occupies. These issues are complex and demand caution, mindful of our Baptismal Covenant promise to strive for justice and peace. The Episcopal Church’s Office of Global Relations has worked on these matters for many decades, thus has resources for use by dioceses and parishes.<sup>9</sup>
  - a. Dialogue between Episcopalians and Jews about the Israeli/Palestinian conflict is difficult but important. Participants must educate themselves about this ongoing conflict and recognize that it presents issues that divide Christians and Jews intra-religiously as well as interreligiously.
  - b. When framing critiques of policies of the nation-state of Israel, it is imperative to avoid tropes and stereotypes that have long been a part of Christian anti-Judaism. For example, statements that conflate the Jewish people worldwide with the nation state of Israel or blame all Jews for the actions of the state of Israel; depictions of the State of Israel, either in words or visual images that draw on old stereotypes of Jews as demonic, or greedy, or as controlling the world; making assumptions about any given Jewish person’s attitudes or beliefs about the state of Israel or how that person’s Jewish identity is or is not aligned with support for the state of Israel.
9. **Make common cause:** The kinship between Judaism and Christianity is distinct; our shared sacred texts are the source of common beliefs and values. The Jewish ethic of *tikkun olam* (repair of the world) and The Episcopal Church’s own statements on ecology and creating Beloved Community provide foundations by which Episcopalians and Jewish people can participate collaboratively in God’s mission: mitigating human need, challenging structural injustice, and caring for creation.<sup>10</sup> By affirming this, Episcopalians bear witness to God’s abundant grace and acknowledge that they may indeed work together with Jewish people in loving service to God and to humanity.

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<sup>1</sup> This document—which is informed by the Church of England Faith and Order Commission’s *God’s Unfailing Word: Theological and Practical Perspectives in Christian-Jewish Relations* (2019) and is a thorough revision of a set of a document memorialized by the Eightieth General Convention (2022)—updates *Guidelines for Christian-Jewish Relations for Use in the Episcopal Church* adopted by the Sixty-Ninth General Convention in 1988. A companion document offers guidance for Episcopal-Muslim relations.

<sup>2</sup> For an explanation of what is at stake, see “Spelling of antisemitism” by the International Holocaust Remembrance Alliance: <https://www.holocaustremembrance.com/antisemitism/spelling-antisemitism>.

<sup>3</sup> See <https://standingcommissiononliturgyandmusic.org/>.

<sup>4</sup> See *Facing History & Ourselves*, Lesson 6: “The roots and impact of antisemitism,” <https://www.facinghistory.org/resource-library/teaching-holocaust-and-human-behavior/roots-and-impact-antisemitism>.

<sup>5</sup> For Barbara Lundblad’s version of the hymn, see <https://maryshaima.wordpress.com/2016/12/03/veni-immanuel/>.

<sup>6</sup> Of particular value is Marilyn Salmon, *Preaching without Contempt* (Minneapolis: Fortress Press, 2006).

<sup>7</sup> See “Christian and Jewish Bibles” in Amy-Jill Levine and Marc Zvi Brettler, *The Bible With and Without Jesus*:

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*How Jews and Christians Read the Same Stories Differently* (New York:HarperOne, 2020), 7–13.

<sup>8</sup> Amy-Jill Levine and Marc Zvi Brettler, eds., *The Jewish Annotated New Testament: New Revised Standard Version Bible Translation* (New York: Oxford University Press, 2011); also, other works by Amy-Jill Levine. See Marilyn Salmon, *Preaching without Contempt*, mentioned in note 6. See also, Sarah Dylan Breuer, *dylan's lectionary blog*: Fifth Sunday in Lent, year C at <https://www.sarahlaughed.net>. Also, Thomas E. Breidenthal, "Neighbor-Christology: Reconstructing Christianity before Supersessionism," in *Cross Currents* (Fall 1999): 320–48. Also, Rosemary Radford Reuther, *Faith and Fratricide: The Theological Roots of Anti-Semitism* (Eugene, Oregon: Wipf and Stock, 1996).

<sup>9</sup> See The Episcopal Church's Global Partnerships website: <https://www.episcopalchurch.org/ministries/global-partnerships/>,

<sup>10</sup> See The Episcopal Church's *Covenant for the Care of Creation*, available at <https://www.episcopalchurch.org/ministries/creation-care/>

**Resolution E-185**  
**Mental Health Awareness Sunday**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-A079 of the 81st General Convention of The Episcopal Church.

**Resolved**, That the Diocese of Missouri designate as Mental Health Awareness Sunday a Sunday close to October 10th, which is World Mental Health Day; and be it further

**Resolved**, That the common objective is to raise awareness of the impact that stigma has on preventing open dialogue about mental health and mental illness with our families, our Church, and our communities; and be it further

**Resolved**, That the Diocese of Missouri encourage the education of its clergy and laity on how to support individuals with mental illness and their caregivers; and be it further

**Resolved**, That the Diocese of Missouri post a reminder through their primary communication channels to encourage participation in Mental Health Awareness Sunday; and be it further

**Resolved**, That we add our voices and prayers with those around the world seeking care and attention to treat mental illness.

**Explanation:**

The original text of Resolution 2024-A079 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

Resolved, That the 81st General Convention of the Episcopal Church designate as Mental Health Awareness Sunday the Sunday closest to October 10th, which is World Mental Health Day; and be it further

**Resolved**, That the common objective is to raise awareness of the impact that stigma has on preventing open dialogue about mental health and mental illness with our families, our Church, and our communities; and be it further

**Resolved**, That the Episcopal Church encourage the education of its clergy and laity on how to support individuals with mental illness and their caregivers; and be it further

**Resolved**, That the 81st General Convention of the Episcopal Church send this resolution to each Diocese of the Episcopal Church to post a reminder through their primary communication channels to encourage participation in Mental Health Awareness Sunday; and be it further

**Resolved**, That we add our voices and prayers with those around the world seeking care and attention to treat mental illness.

**Resolution F-185**  
**Join The Communion Forest Initiative**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-A084 of the 81st General Convention of The Episcopal Church.

**Resolved**, That the Diocese of Missouri commends the 81st General Convention's endorsement of the Anglican Consultative Council's Communion Forest resolution, number 5.c., passed at ACC 18 in Ghana in February 2023, the text of which reads:

The Anglican Consultative Council:

1. recognizes that the integrity of creation is under threat and at risk of collapse; and there is urgent need to reduce our carbon footprint and protect biodiversity;
  2. affirms the potential of the Communion Forest initiative launched as a legacy of the 2022 Lambeth Conference;
  3. invites Churches of the Communion to join in this initiative to be ambitious in using their God-given assets; to weave creation care into the spiritual and liturgical life of the Church; and
  4. commends the collaboration of the Anglican Alliance and Anglican Communion Environmental Network, and encourages Churches of the Communion to share with them information about their existing and new activities.
- be it further

**Resolved**, That the Diocese of Missouri and its Congregations and other institutions as well as individual members of The Episcopal Church (TEC) in the Diocese, undertake appropriate projects in support of the Communion Forest initiative, efforts that may include:

- Placement of conservation easements on land, forests, wetlands, and waters to protect biodiversity and to prevent additional emissions of greenhouse gases such as carbon dioxide and methane;
- Planting and protection of trees to conserve soil, improve biodiversity, and sequester carbon;
- Protect marginal and indigenous communities from exploitation and displacement arising from resource extraction projects;
- Join with other TEC institutions and with other faith communities in these efforts;
- And such other efforts to reduce emissions, protect biodiversity, and protect people whose homes, health, and livelihoods may be threatened by unwise resource extraction projects, as may best fit the circumstances.

**Explanation:**

The original text of Resolution 2024-A084 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

**Resolved**, That the 81st General Convention, endorse the Anglican Consultative Council's Communion Forest resolution, number 5.c., passed at ACC 18 in Ghana in February 2023, the text of which reads:

*The Anglican Consultative Council:*

- 1. recognizes that the integrity of creation is under threat and at risk of collapse; and there is urgent need to reduce our carbon footprint and protect biodiversity;*
- 2. affirms the potential of the Communion Forest initiative launched as a legacy of the 2022 Lambeth Conference;*
- 3. invites Churches of the Communion to join in this initiative to be ambitious in using their God-given assets; to weave creation care into the spiritual and liturgical life of the Church; and*
- 4. commends the collaboration of the Anglican Alliance and Anglican Communion Environmental Network, and encourages Churches of the Communion to share with them information about their existing and new activities.*

And be it further

**Resolved,** That General Convention urge its Provinces, Dioceses, Congregations and other institutions of The Episcopal Church (TEC), as well as members of TEC, to undertake appropriate projects in support of the Communion Forest initiative, efforts that may include:

*Placement of conservation easements on land, forests, wetlands, and waters to protect biodiversity and to prevent additional emissions of greenhouse gases such as carbon dioxide and methane;*

*Planting and protection of trees to conserve soil, improve biodiversity, and sequester carbon; Protect marginal and indigenous communities from exploitation and displacement arising from resource extraction projects;*

*Join with other TEC institutions and with other faith communities in these efforts;*

*And such other efforts to reduce emissions, protect biodiversity, and protect people whose homes, health, and livelihoods may be threatened by unwise resource extraction projects, as may best fit the circumstances.*

*What is the Anglican Communion (<https://www.anglicancommunion.org>)?*

*The Anglican Communion is one of the world's largest Christian communities. It has tens of millions of members in more than 165 countries around the globe.*

*Anglicanism is one of the traditions or expressions of Christian faith. Others include Roman Catholicism, Eastern Orthodox, Lutheran and Baptist.*

*The Communion is organized into a series of provinces and extra-provincial areas. The provinces are subdivided into dioceses, and the dioceses into parishes.*

*All of the provinces are guided by recommendations from the four Instruments: the Archbishop of Canterbury, the Lambeth Conference, the Primates' Meeting and the Anglican Consultative Council.*



## Anglican Consultative Council (ACC)

The role of the ACC is to facilitate the co-operative work of the churches of the Anglican Communion, exchange information between the provinces and churches, and help to co-ordinate common action. It advises on the organization and structures of the Communion, and seeks to develop common policies with respect to the world mission of the Church, including ecumenical matters.

The ACC has byelaws and a constitution and through its networks and programs seeks to serve the needs of member churches. There is a chair, vice-chair and standing committee elected by the members. The current chair is Canon Maggie Swinson. The Vice-chair is Archbishop Hosam Naoum of Jerusalem. The Archbishop of Canterbury is the President of the ACC.

The ACC can be seen as the most representative body of gathered Anglicans among the Instruments of Communion. It includes members of the laity, archbishops, bishops, priests, and deacons. Provinces send two or three representatives and select them in different ways. For the first time, at ACC-17, there were youth delegates from the regions.

Meetings are held around the world approximately every three years. The most recent plenary meeting (ACC-18) was held in Accra, Ghana, in February 2023.

**Resolution G-185**  
**Commending Safe Gun Storage**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-B004 of the 81st General Convention of The Episcopal Church.

**Resolved**, That the Diocese of Missouri commend safe gun storage practices and support safety counseling that can prevent suicides, homicides, and unintentional gun deaths and firearm injuries; and be it further

**Resolved**, That the Diocese of Missouri and its congregations be encouraged to distribute to members of their congregations and communities information and materials that promote the safe storage of all firearms; and be it further

**Resolved**, That the Diocese of Missouri urge federal, state, and local officials to support Ethan's Law and other legislation and policies that would create federal, state, and local incentives and requirements for safe gun storage; and be it further

**Resolved**, That the Diocese of Missouri urge federal, state, and local officials to support legislation and policies that prevent children from having access to guns and impose penalties on adults who allow unsecured guns to be accessed by children; and be it further

**Resolved**, That the Diocese of Missouri commend legislation and policies that offer gun owners a secure place to store firearms in times of crisis; and be it further


**Resolved**, That the Diocese of Missouri, its congregations and individual Episcopalians be encouraged to advocate for increased education and funding for safe storage practices, legislation, and policies.

**Explanation:**

The original text of Resolution 2024-B004 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

**Resolved**, That the 81st General Convention commend safe gun storage practices and support lethal means safety counseling that can prevent suicides, homicides, and unintentional gun deaths and firearm injuries; and be it further



**Resolved,** That the 81st General Convention urge dioceses and congregations to distribute to members of their congregations and communities information and materials that promote the safe storage of all firearms; and be it further

**Resolved,** That the 81st General Convention urge federal, state, and local officials to support Ethan's Law and other legislation and policies that would create federal, state, and local incentives and requirements for safe gun storage; and be it further

**Resolved,** That the 81st General Convention urge federal, state, and local officials to support legislation and policies that prevent children's access to guns and impose penalties on adults who allow unsecured guns to be accessed by children; and be it further

**Resolved,** That the 81st General Convention commend legislation and policies that offer gun owners a secure place to store firearms in times of crisis; and be it further

**Resolved,** That the Office of Government Relations, Episcopal Public Policy Network, dioceses, congregations, and individual Episcopalians be encouraged to advocate for increased education and funding for safe storage practices, legislation, and policies.



**Resolution H-185**  
**End the Practice of Labor Trafficking of Migrant Youth**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-C035 of the 81st General Convention of The Episcopal Church.

**Resolved**, That the Diocese of Missouri call upon all members of the diocese to become informed about the injustices of labor trafficking, particularly how it affects migrant youth; and be it further

**Resolved**, That the Diocese of Missouri encourage its congregations to engage in educational campaigns that raise awareness about labor trafficking, its signs, and prevention methods; and be it further

**Resolved**, That the Diocese of Missouri advocate for comprehensive and enforceable policies at local, state, and national levels aimed at eradicating labor trafficking and protecting migrant youth.

***Explanation:***

The original text of Resolution 2024-C035 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

**Resolved**, That this 81st General Convention of The Episcopal Church call upon all members of the Church to become informed about the injustices of labor trafficking, particularly how it affects migrant youth; and be it further

**Resolved**, That The Episcopal Church encourage its dioceses and congregations to engage in educational campaigns that raise awareness about labor trafficking, its signs, and prevention methods; and be it further

**Resolved**, That The Episcopal Church advocate for comprehensive and enforceable policies at local, state, and national levels aimed at eradicating labor trafficking and protecting migrant youth; and be it further

**Resolved**, That the Office of Government Relations communicate this resolution to the appropriate legislative bodies, urging them to take decisive action against the exploitation of migrant youth.

**Resolution I-185**  
**Support for the Association for Episcopal Deacons**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-D023 of the 81st General Convention of The Episcopal Church.

**Resolved**, That the 81st General Convention be commended for celebrating and supporting the ministry of the Association for Episcopal Deacons (AED) which for the past 50 years, has served as the primary network to encourage and grow the diaconate, an order of ministry in The Episcopal Church, and provide resources and guidelines for its continuing development; and be it further

**Resolved**, That the Diocese of Missouri, their congregations, and any associated seminaries, be encouraged to support the work of AED by becoming members, participating in its conferences and activities, and engaging the work of diakonia (ie, the call to serve the poor and oppressed) in their own contexts; and be it further

**Resolved**, That this Convention looks forward to the day when The Episcopal Church engages more fully in resourcing and supporting the order of the diaconate.

***Explanation:***


The original text of Resolution 2024-D023 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

**Resolved**, That the 81st General Convention celebrate and support the ministry of the Association for Episcopal Deacons (AED) which for the past 50 years, has served as the primary network to encourage and grow the diaconate, an order of ministry in The Episcopal Church, and provide resources and guidelines for its continuing development; and be it further

**Resolved**, That the Convention encourage individuals, congregations, seminaries, dioceses, and jurisdictions to support the work of AED by becoming members, participating in its conferences and activities, and engaging the work of diakonia in their own contexts; and be it further

**Resolved**, That this Convention looks forward to the day when The Episcopal Church engages more fully in resourcing and supporting the order of the diaconate; and be it further



**Resolved,** That in the meantime, this Convention requests the Executive Council’s Joint Standing Committee on Finance to consider a one-time, \$200,000 allocation to the Association for Episcopal Deacons to support the ministry of the over 3,400 deacons in The Episcopal Church; and be it further

**Resolved,** That this funding also be used for the AED to engage with Executive Council in creating a working group to support the development of a long-term plan for the ongoing support of the diaconate in The Episcopal Church, and to present it to the 82nd General Convention.

**Resolution J-185**  
**Condemning Censorship**

Submitted by the Diocese of Missouri's GC81 Deputation

The following has been forwarded to Dioceses per Resolution 2024-D039 of the 81st General Convention of The Episcopal Church.

**Resolved**, That the Diocese of Missouri condemn harmful and oppressive book bans which undermine the Beloved Community; and be it further

**Resolved**, That the Diocese of Missouri and local parishes be encouraged to work more broadly to support the reading of and access to these affirming materials through initiatives such as:

- storing affirming books and materials in church libraries
- archiving affirming material about LGBTQ+ and POC Christian experiences
- facilitating connection and affirmation of oppressed individuals.

***Explanation:***

The original text of Resolution 2024-D039 which was Concurred (passed by the House of Deputies and the House of Bishops) is as follows:

**Resolution Text**

**Resolved**, That the 81st General Convention condemn harmful and oppressive book bans which undermine the Beloved Community; and be it further

**Resolved**, That the 81st General Convention direct the Office of Government Relations to advocate for access to material affirming of LGBTQIA+, racial minority, and other marginalized experiences in schools and libraries; and be it further

**Resolved**, That the 81st General Convention encourage dioceses and local parishes to work more broadly to support the reading of and access to these affirming materials through initiatives such as:

- storing affirming books and materials in church libraries
- archiving affirming material about LGBTQ+ and POC Christian experiences
- facilitating connection and affirmation of oppressed individuals;

and be it further

**Resolved**, That the 81st General Convention request grant making bodies affiliated with The Episcopal Church to consider directing funds to support these aims.

**Resolution K-185**

**A resolution to amend Section 1 of Article III.9 of the  
Constitution of the Episcopal Church in the Diocese of Missouri**

**WHEREAS**, the Constitution of the Episcopal Church in the Diocese of Missouri provides for the election of lay and clergy deputies at the last or next to the last meeting of Convention preceding the triennial meeting of General Convention; and

**WHEREAS**, it is preferable to have such elections at the next to the last meeting of Convention in order for the deputation from this Diocese to be eligible for legislative committees of the General Convention.

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

SECTION 1. At the last or the next to the last meeting of Convention preceding the triennial meeting of General Convention, Convention shall elect four Clerical and four Lay Deputies, or such other number as General Convention may specify, to represent the Diocese in the next General Convention, together with a like number of Provisional Deputies in each Order. If for any reason Convention is unable to hold the requisite election for Deputies at the next to the last meeting of Convention preceding a triennial meeting of General Convention, the election for General Convention Deputies and Provisional Deputies in each order shall be held at the last meeting of Convention preceding the triennial meeting of General Convention.

**Rationale**

Enables elected Deputies to be eligible for Legislative Committees of the General Convention and preserves flexibility of existing Constitutional provision.



# 2025 OPERATING BUDGET

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	A	C	D	E	F
		2024 Operating Budget	2024 Projected Year-end	2025 Council's Proposed Budget	Line Item Explanations
1					
2					
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,342,000	\$1,265,400	\$1,279,300	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2023 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$332,500	\$332,500	\$328,300	Investment income on Unrestricted Funds based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments).
7	Ministries on Campus Fund Income	\$100,300	\$100,300	\$99,730	Investment Income from the Ministries on Campus Fund based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments). This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$5,000	\$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income	\$300,000	\$300,000	\$415,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus an allocation of income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	\$495,000	\$495,000	\$495,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Income	\$59,000	\$59,000	\$59,000	Rental income from various properties owned by the Diocese, in addition to a distribution of income from the Property Fund.
12	Program Income				
13	Convention Income	\$26,000	\$27,000	\$27,000	
14	Commission on Ministry Income	\$6,000	\$4,000	\$4,000	
15	Vestry University Registrations	\$2,500	\$2,500	\$2,500	
16	Campus Ministry Income	\$12,000	\$12,000	\$11,000	
17	Camp Firebird Income	\$29,900	\$20,000	\$25,000	
18	Clergy Events-Registrations	\$6,500	\$11,300	\$8,500	
19	Program Income (Total)	\$82,900	\$76,800	\$78,000	The offsetting anticipated income for the various listed programs.
20	Donaldson Fund Income	\$100,270	\$100,270	\$98,900	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Firebird, Task Force for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
21	<b>TOTAL INCOME</b>	<b>\$2,816,970</b>	<b>\$2,734,270</b>	<b>\$2,858,230</b>	
22					

	A	C	D	E	F
		2024	2024 Projected	2025	
		Operating	Year-end	Council's	
		Budget	Budget	Proposed	
				Budget	Line Item Explanations
1					
2					
23	Expenses				
24	<b>EPISCOPATE &amp; CHURCH GOVERNANCE</b>				
25	Archives	\$8,300	\$8,500	\$12,000	The Archives is the repository for all the historical records of the Diocese. This funding will be used to complete a 2-year project to digitize "Church News", the first Diocesan newspaper( 1870-1931), and to provide funds to begin to digitize the Diocesan newspapers that followed. It will also allow funds to digitize other items that are beyond the capabilities of in-house scanners.
26	Bishop Transition	\$12,000	\$12,000	\$10,000	Funds set aside each year to cover transition expenses for the next bishop.
27	Companion Diocese Committee	\$2,500	\$2,500	\$2,500	Funds to support committee work related to our companion relationship with the Diocese of Puerto Rico.
28	Diocesan Convention (Related Income-Line 13)	\$60,000	\$70,000	\$60,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, and livestreaming.
29	General Convention Deputies	\$12,000	\$12,000	\$10,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
30	Governance	\$7,000	\$7,000	\$7,000	Funds to cover the logistical expenses associated with Diocesan Council and Standing Committee/COEDMO meetings, a joint leadership retreat, and Convocation event expenses.
31	Lambeth	\$1,000	\$1,000	\$1,000	Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
32	National Church Assessment	\$361,940	\$361,940	\$346,885	Amount of Asking from each diocese to fund the program and ministry of the Protestant Episcopal Church in the United States of America in the nation and the world. This represents a 100% giving level on the required 15% Asking.
33	Province of the Midwest (Province V)	\$7,230	\$7,230	\$6,938	This represents our assessment dues for our membership in Province V.
34	Curacy Leadership Program	\$10,000	\$10,000	\$10,000	These funds will go toward the formation of a new program to provide salary support, mentorship, leadership training, and vocational formation for new seminary graduates. This program will support newly ordained clergy and underserved congregations in the Diocese.
35	Episcopate & Governance Expense Account	\$45,000	\$55,000	\$45,000	This amount represents the travel, conferences, and other expenses for staff under Episcopate and Church Governance.. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
36	Salary (3.6 Employees)	\$428,480	\$428,480	\$435,470	Salary line is for 4 persons under Episcopate & Governance: the Bishop, an Executive Assistant, the Canon to the Ordinary, and the Archivist (3/5 time).
37	Benefits (3.6 Employees)	\$145,000	\$144,600	\$146,900	The appropriate benefit costs associated with the above salaries.
38	<b>TOTAL - EPISCOPATE &amp; GOVERNANCE</b>	<b>\$1,100,450</b>	<b>\$1,120,250</b>	<b>\$1,093,693</b>	
39	<b>ADMINISTRATIVE</b>				
40	Consulting Contract	\$7,000	\$7,000	\$7,000	Funds to allow the Offices of the Bishop to make use of outside consultants for special projects or events.
41	Contingency	\$2,000	\$2,000	\$2,000	Contingency is simply for unanticipated expenses.
42	Equipment	\$5,000	\$5,000	\$5,000	Funds primarily for replacing/upgrading equipment in the Diocesan Offices.
43	Insurance	\$13,500	\$14,000	\$14,500	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
44	Interpreters for the Deaf	\$3,000	\$3,000	\$3,000	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.



A		C		D		E		F	
		2024		2024		2025			
		2024 Operating Budget	2024 Projected Year-end	Councill's Proposed Budget				Line Item Explanations	
1									
2									
45	Office Expenses	\$62,000	\$68,000	\$68,000	\$68,000				Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support.
46	Office Space - Rent	\$158,500	\$158,500	\$158,500	\$144,716				Rent paid to Christ Church Cathedral for the Offices of the Bishop's office space. This amount is in direct proportion to the Cathedral's Diocesan Assessment.
47	Professional Fees	\$53,000	\$55,000	\$55,000	\$57,000				This represents the fee paid to auditors for the annual examination of the assets and liabilities of the Diocese of Missouri and funds to cover necessary legal expenses.
48	Property Management	\$125,000	\$115,000	\$115,000	\$120,000				Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses. This includes funding for the expenses of the following former properties: Grace Hill, St. Matthew's/Mexico, St. Luke's/Manchester, and St. Alban's/Fulton. Additional funding is also included for part-time property management.
49	Administrative Expense Account	\$4,500	\$3,000	\$3,000	\$4,500				This amount represents the travel, conferences, and other expenses of the Administrative staff.
50	Salary (4 Employees)	\$285,580	\$288,580	\$288,580	\$293,800				Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a Finance Administrative Assistant.
51	Benefits (4 Employees)	\$191,400	\$191,400	\$191,400	\$193,471				The appropriate benefit costs associated with the above salaries.
52	<b>TOTAL - ADMINISTRATIVE</b>	<b>\$910,480</b>	<b>\$910,480</b>	<b>\$910,480</b>	<b>\$912,987</b>				
53	<b>COMMUNICATION &amp; TECHNOLOGY</b>								
54	Communications Ministry	\$17,800	\$17,800	\$17,800	\$17,350				The Diocesan communications ministry informs and supports our diocesan and parish leadership, our clergy, our lay members, and the community at large. This is how we stay connected and spread the Good News! These funds cover digital publishing tools, printing, postage, resources and support for parishes, marketing/advertising, and audio/video production.
55	Communications Conferences/Workshops	\$1,500	\$500	\$500	\$1,500				Funds for hosting Diocesan communications workshops.
56	Communications Contract Work	\$19,400	\$5,000	\$5,000	\$15,000				Funds to hire freelance/contract workers to handle specific aspects of the communications function that require additional time or expertise such as video production, graphic design, podcasts, social media, photography, livestream and tech assistance.
57	Telephone/Internet	\$20,000	\$20,500	\$20,500	\$20,500				Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
58	Communications Expense Account	\$3,500	\$3,500	\$3,500	\$3,500				This amount represents the travel, conferences, and other expenses of the Director of Communications.
59	Salary (1 Employee)	\$76,840	\$81,356	\$81,356	\$81,600				Salary line is for the Director for Communications.
60	Benefits (1 Employee)	\$29,370	\$43,156	\$43,156	\$56,500				The appropriate benefit costs associated with the above salary.
61	<b>TOTAL - COMMUNICATIONS &amp; TECH</b>	<b>\$168,410</b>	<b>\$171,812</b>	<b>\$171,812</b>	<b>\$195,950</b>				
62	<b>COMMUNITY BUILDING &amp; JUSTICE</b>								
63	Dismantling Racism	\$14,500	\$14,500	\$14,500	\$14,500				These funds provide funding for the work of fostering anti-racist practices and attitudes within the diocese. The Commission on Dismantling Racism's mission is to dismantle racism through relationship building, dialogue, education and action.
64	Employee Assistance Program	\$7,000	\$5,000	\$5,000	\$6,000				This provides for free personal and confidential counseling for congregational staff and their families. Clergy counseling sessions are currently funded through the Aged & Infirm Clergy Fund.

A		C		D		E		F	
		2024		2024		2025			
		2024 Operating Budget		2024 Projected Year-end		Councill's Proposed Budget		Line Item Explanations	
1									
2									
65	Episcopal Church Women	\$2,500	\$2,500			\$2,500			Funds to support the work of the Episcopal Church Women whose mission is to offer every woman in the Diocese of Missouri an environment of support, encouragement and opportunity for ministry by providing fellowship, communication, resource materials and outreach to the diocese, nation and world.
66	Episcopal City Mission	\$25,000	\$25,000			\$25,000			Episcopal City Mission's chaplaincy services provide support, hope, and healing to youth in the juvenile justice system at facilities in St. Louis City and County. Funds will be allocated toward leveraging technology to optimize operational effectiveness.
67	Episcopal Recovery Ministries	\$1,700	\$1,700			\$1,900			ERM exists as a resource for people seeking information, guidance, and consolation in their struggles with substance use disorder. ERM offers information to enable all those affected by addiction to find the help they seek. Funds will be used for website maintenance, printing costs, annual fees, partial travel expenses to the national RMEC conference, and mileage expenses.
68	Task Force on Hunger	\$25,000	\$25,000			\$25,000			Funds will be used to support food and hunger ministries throughout the Diocese.
69	Interfaith & Ecumenical	\$1,300	\$1,300			\$1,300			This amount covers the minimum dues to the Interfaith Partnerships organization and ecumenical event fees.
70	Pastoral Care	\$4,000	\$3,000			\$5,000			Funds to cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations. 2025 funding includes support for the Community of Hope, which is a program of training for lay pastoral ministry based on Benedictine spirituality. Community of Hope funding includes annual dues and quarterly chaplain meeting expenses.
71	<b>TOTAL-COMMUNITY BUILDING &amp; JUSTICE</b>	<b>\$81,000</b>	<b>\$78,000</b>			<b>\$81,200</b>			
72	<b>EVANGELISM &amp; STEWARDSHIP</b>								
73	Evangelism & Discipleship Development	\$4,000	\$4,000			\$4,000			Funds for formation and training around Evangelism & Discipleship, and church planting and missional communities work throughout the Diocese.
74	Stewardship	\$1,200	\$1,200			\$1,200			This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
75	Evangelism & Discipleship Exp. Acct.	\$7,000	\$11,000			\$9,000			This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
76	Salary (1 Employee)	\$87,350	\$91,566			\$101,500			Salary line supports the Canon for Evangelism & Discipleship Development.
77	Benefits (1 Employee)	\$29,500	\$30,240			\$32,100			The appropriate benefit costs associated with the above salary.
78	<b>TOTAL - EVANGELISM &amp; STEWARDSHIP</b>	<b>\$129,050</b>	<b>\$138,006</b>			<b>\$147,800</b>			
79	<b>FORMATION</b>								
80	Camp Firebird (Related Income-Line 17)	\$77,000	\$65,000			\$70,000			The Camp Firebird program offers a residential summer camp experience to Diocesan youth. The camp program was relaunched in 2024 at a new site with 50+ campers, 18 counselors, and 12 staff. The budget is used for lodging, meals, activity fees, supplies, counselor stipends, and other camp related costs.
81	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 16)	\$120,000	\$115,000			\$120,000			Campus Ministry in the Diocese of Missouri serves as the presence of the Episcopal Church on, with, and around college campuses and their local communities. Funds support campus ministry communities in St. Louis, Kirksville, Columbia, and Cape Girardeau. Funding will also cover peer minister stipends, program expenses, chaplain conference expenses, and costs associated with the Campus Ministry Rockwell House. In addition, this item covers the salary, benefits and expenses of a half-time Campus Ministry Chaplain and part-time Administrative Assistant at Washington University.

A		C		D		E		F	
1		2024 Operating Budget	2024 Projected Year-end	2025 Council's Proposed Budget					Line Item Explanations
2									
82	Clergy Events (Related Income-Line 18)	\$20,000	\$25,000	\$25,000					Represents the logistical costs associated with a Spring retreat and a Fall conference.
83	Commission on Ministry (Related Income-Line 14)	\$18,000	\$15,000	\$18,000					Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, general ordination exam fees, psychological exam fees, and ordination services. Income of \$4,000 is anticipated from postulancy application fees.
84	Continuing Education - Clergy & Lay	\$12,000	\$9,000	\$9,000					Represents money available to assist lay leaders and clergy in taking part in continuing education. There is an application process to access these funds.
85	Education for Ministry	\$1,750	\$1,750	\$1,750					Funding for Diocesan membership in this four-year curriculum developed by the University of the South Theology School for theological education, which covers the costs of mentor recertification and allows our lay people to participate at a reduced cost.
86	Vestry University (Related Income-Line 15)	\$3,500	\$3,500	\$3,500					Annual conference designed to provide resources and inspiration for all leaders--lay and clergy. This event will generate an estimated income of \$2,500 in registration fees.
87	Bishop Kemper School for Ministry	\$25,000	\$25,000	\$25,000					Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
88	Children & Youth Ministries	\$11,000	\$3,000	\$5,000					Funds will provide strategic opportunities for spiritual formation into the likeness of Christ in the church for each child and young person in the Diocese of Missouri. In 2025 these opportunities include a Youth Leadership Council and an all-age Poetry and Meal event.
89	Young Adult Ministry	\$10,000	\$10,000	\$12,400					Funds will be used to directly serve young adults, their ministries, and their ministry practitioners. Funds are included in 2025 to support the re-launch of the Deaconess Anne House Ministry.
90	Formation Expense Account	\$5,000	\$10,000	\$10,000					This amount represents the travel, continuing education, and other expenses of the Children & Youth Minister.
91	Salary (1 Employee)	\$71,130	\$71,130	\$72,550					Salary line supports the Children & Youth Minister.
92	Benefits (1 Employee)	\$53,200	\$53,750	\$54,400					The appropriate benefit costs associated with the Children & Youth Minister.
93	<b>TOTAL - FORMATION</b>	<b>\$427,580</b>	<b>\$407,130</b>	<b>\$426,600</b>					
94	Total Expenses	<b>\$2,816,970</b>	<b>\$2,825,678</b>	<b>\$2,858,230</b>					
95									
96	<b>Net Income (Expense)</b>	<b>\$0</b>	<b>(\$91,408)</b>	<b>\$0</b>					



# Diocese of Missouri 2025 Operating Budget

## Supplemental Documents

# Supplemental Notes

## 2025 Operating Budget Notes

Salary lines—The Bureau of Labor Statistics Midwest Urban Consumers CPI factors to a COLA of 2.7%. Salary lines reflect a 1.5% increase for executive staff and 2% for all other staff.

Benefits lines—Depending on the current plan selection of each employee, health insurance reflects an increase of between 1% and 3%.

Line 9—Kelton White Income—This is an allocation of \$380,000 of the total \$972,800 available from the White Fund in 2025 based on a 4% spending policy. An additional \$35,000 represents interest income from outstanding loans. Due to an intentional restructuring of the assets in the Kelton White Trust to generate additional income, we are now able to increase from a 3.5% to a 4% spending policy.

Line 11 – Property Income - This includes rental income from the former St. Matthew’s Church/Mexico property (\$10,000) and the Grace Hill Property (\$33,000), in addition to a distribution of \$16,000 from the Future Mission/Property Fund.

Line 48 – Property Management – Breakdown is as follows:

- Former Grace Hill - \$32,000
- Former St. Matthew’s/Mexico - \$19,000
- Former St. Luke’s/Manchester - \$32,000
- Former St. Alban’s/Fulton - \$12,000
- Property Management - \$25,000

## Kelton White Fund Notes

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

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

As a result of the pre-2020 restrictions on the fund, the balance of the Kelton White Segregated Fund has grown to a substantial amount. As of September 30, 2024, the permanently restricted portion of the White Trust has investments worth approximately \$14.9 million, and the segregated White Fund has investments worth approximately \$12.1 million. The Diocesan Standing Committee has approved a spending policy for grants from the Kelton White Fund. The policy allows for annual spending based on a formula of 4% using a 3-year average of the Fund (restricted trust portion as well as segregated income portion). This policy places a cap on annual spending at a level that protects the corpus of the Fund, while also allowing it to continue to grow. This formula results in an allocation of \$972,800 for 2025.

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

A breakdown of the 2025 allocation is as follows:

Kelton White Funds Allocation (4% of 3-year average)	\$972,800
Congregational Operating Support	(\$407,000)
Diocesan Operating Budget Support	(\$380,000)
Less the following previously approved White Fund 2025 expenses:	
Rural Revitalization Program - Clergy Compensation Support	(\$103,000)
Balance remaining to fund emergency grants to Congregations in 2025	\$82,800

2025 Congregational Operating Support grants were previously approved. The details are provided for informational purposes only.

## 2025 Congregational Operating Support White Fund Grants

	A	C	D	E
		2024 Approved Grants	2025 Approved Grants	Line Item Explanations
2				
3				
4	Cape Girardeau, Christ	\$30,000	\$30,000	This provides clergy salary and operating support to allow the church to continue it's missional work.
5	Carondelet, St. Paul's	\$30,000	\$30,000	This provides salary support for a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
6	DeSoto, Trinity	\$18,000	\$20,000	This provides this small congregation with assistance for operating expenses, support for supply clergy, and allows them to continue to be a vital presence in their community.
7	Ellisville, St. Martin's	\$30,000	\$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and provide assistance in sustaining and expanding the mission and ministry of this congregation.
8	Farmington, All Saint's	\$30,000	\$30,000	This provides salary support for a part-time clergy person, assistance with operating expenses, and allows this church to continue their community outreach in the surrounding area.
9	Ferguson, St. Stephen's	\$15,000	\$20,000	This provides part-time clergy salary and operating support to allow this congregation to be a continuing presence in the Ferguson/North County area through various outreach and service programs. They are receiving additional funding for clergy support from the Thompson fund in 2024 and 2025 of approximately \$20,000 per year. Total funding is \$35,000 for 2024 and \$40,000 for 2025.
10	Hannibal, Trinity	\$5,000	\$5,000	This provides for salary support of a clergy person and allows for a continued Episcopal presence in the Northeast Region of the Diocese.
11	Ironton, St. Paul's	\$0	\$30,000	This provides clergy salary and operating support to allow the church to continue as a vital presence in Iron County and surrounding communities.
12	Kirksville, Trinity	\$30,000	\$28,000	This provides part-time clergy salary support and assists in sustaining and expanding the mission and ministry of this congregation.
13	Portland, St. Mark's	\$4,000	\$4,000	This provides this small congregation with assistance for operating expenses and funding for ministry and outreach, allowing them to continue to be a vital presence in their community.
14	St. Genevieve, St. Vincent's in-the-Vineyard	\$12,000	\$12,000	Funds will be used to assist with operating expenses as this small mission church transitions from reliance on wedding rental income to full support by members and regular attenders.
15	St. Louis, All Saints & Ascension	\$30,000	\$30,000	This provides salary support for a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
16	St. Louis, Christ Church Cathedral	\$20,000	\$20,000	Funds will be used to support day-to-day security for those who work and worship in the Bishop Tuttle Building and the Cathedral.
17	St. Louis, Faith Christian Church of India	\$30,000	\$30,000	This provides salary support for a clergy person and allows them to worship, serve, spiritually nurture, and build relationships with the Asian Indian individuals, students, and families in and around St. Louis, and in the state of Missouri. They are receiving additional funding from the Thompson Fund in 2024 and 2025 of \$17,200 and \$21,200 per year respectively. Total funding is \$47,200 in 2024 and \$51,200 in 2025.
18	St. Louis, St. John's	\$30,000	\$30,000	This provides salary support for a clergy person and assists in sustaining and expanding the mission and ministry of this congregation. They are receiving additional funding from the Thompson Fund in 2024 and 2025 of \$15,000 and \$10,000 per year respectively. Total funding for 2024 is \$45,000 and \$40,000 in 2025.
19	Sikeston, St. Paul's	\$30,000	\$0	No funds are requested in 2025.
20	Sullivan, St. John & St. James	\$25,000	\$28,000	This small church is engaged in an exciting time of redevelopment, renewal, and growth. Funds will support the salary of a part-time priest and assist with operating expenses.
21	Town & Country, Hope	\$30,000	\$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and support the development efforts of this newly merged church.
22	<b>TOTAL</b>	<b>\$399,000</b>	<b>\$407,000</b>	



# NOTES...

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