

I LOVE TO TELL THE STORY

The 184th Convention of
The Episcopal Diocese of Missouri
November 3 - 4, 2023

2023 Diocesan Convention Resources

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This book is a resource for your table and your delegation during convention.
All resources are also available online:
www.diocesemo.org/2023-convention

Welcome to the 184th Convention of The Episcopal Diocese of Missouri

Order of Business Friday, Nov. 3

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

- 8:30 a.m. Check-in begins / hotel lobby
- 9:30 a.m. **Convention 101**
(recommended for new delegates or for anyone who needs a refresher)
- 10:00 a.m. **Plenary Session I - Call to Order**
- Convention Officer Appointments and Reports
 - Adoption of Rules of Order
 - Adoption of Order of Business
 - Welcome from Convention Host
 - Recognition of 184th Convention Committees
 - Clergy Transitions
 - Election of Trustee for University of the South
 - Nominations Committee Report: Introduction of Candidates
 - Diocesan Council Report
 - Diocesan Renewal Reports:
 - Faith Christian Church of India
 - Grace African Christians Connection
 - The Journey
 - Deaconess Anne House
 - Gathering Space Task Force
 - Presentation of 2024 Diocesan Budget
 - Resolutions Committee: First Report
 - Announcements
 - Close of Plenary Session I
- 12:00 p.m. **Midday Prayer and Working Lunch**
- Keynote Speaker
The Rt. Rev. Rafael Morales,
Bishop of The Diocese of Puerto Rico
 - Table Discussion:
Companion Diocese Committee

- Noon - 3 p.m. **Individual Clergy Photos**
Conference Room F (lower level)
by appointment only
- 1:15 p.m. **Open Hearings**
Q & A for budget & resolutions
- 2:30 p.m. **Plenary Session II - Call to Order**
- Diocesan Advocacy Reports:
 - Gun Violence Prevention
 - Public Advocacy
 - LGBTQIA+ Engagement
 - Creation Care Ministry
 - Resolutions Committee: Second Report
 - Announcements
 - Close of Plenary Session II
- 3:00 p.m. **Break**
*Clergy vest for photo & worship in Conference Room C or your hotel room
- 3:15 p.m. **All Clergy Group Photo / pavilion**
- 4:00 p.m. **The Celebration of Holy Eucharist**
including Bishop's Annual Address
- 6:30 p.m. **Dinner / pavilion**
- Awarding of Bishop's Medals
 - Dancing
- 8:00 p.m. **Compline / ballroom**
hosted by St. Timothy's Church
-

Quiet Room

Friday: 1-4 p.m. and 7-8 p.m.

Boardroom 4

If you need to step away for a moment of peace and quiet during the convention, we are pleased to offer a "quiet room" this year. Our thanks to *Confluence: A Center for Spirituality* for creating this quiet space.

Welcome to the 184th Convention of The Episcopal Diocese of Missouri

Order of Business Saturday, Nov. 4

All events will be in the Grand Ballroom unless otherwise noted.

This order of business is subject to change.

8:00 a.m.	Check-in begins / hotel lobby	12:30 p.m.	Convocation Meetings
9:00 a.m.	Morning Prayer	1:15 p.m.	Plenary Session IV - Call to Order <ul style="list-style-type: none">- Bishop's Report- Diocesan Rule of Life Presentation- Canon to the Ordinary Report- Committee Appointments for 185th Convention- Bishop's Appointments- Province V Report- Adoption of 2024 Operating Budget- Resolutions Committee: Final Report- Nominations Committee Report: Election Results- Upcoming Convention Site Selections- Revival Preview- Announcements- Closing Prayer
9:30 a.m.	Plenary Session III - Call to Order <ul style="list-style-type: none">- Election Voting Procedures- Voting- Discipleship Development Reports:<ul style="list-style-type: none">- Children & Youth Ministry- Campus Ministry- Young Adult Ministry- Evangelism & Discipleship Development Ministry- Reports Received (by title)- Resolutions Committee: Third Report- Constitution & Canons Report- Standing Committee Report- Resolutions Committee: Fourth Report- Announcements- Close of Plenary Session III	3:00 p.m.	Convention Adjourns
12:00 p.m.	Midday Prayer and Lunch Clergy Spouse Lunch / conf. room F		



Join Our

STORY

SHARING

Project

*"I love to tell the story; 'twill be my theme in glory
to tell the old, old story of Jesus and his love."*

– Arabella Katherine Hankey (b. 1834)

We are a part of the unfolding story of God here in the eastern half of Missouri. For 184 years, we have proclaimed the love of God, the radical love of Jesus Christ, and the fierce wildness of the Holy Spirit. Stories have shaped, grounded, and molded us into faithful followers of Jesus. We are shaped by the stories we tell and the stories we are told. Stories are the most powerful transcendent force we can encounter of the Divine. To be a part of a story that is greater than ourselves is to be reminded of both the eternal and the transitory.

As we take part in this 184th Convention, we invite you to share YOUR story with us!

You will find colored note cards on your table. Use those cards to write out a brief personal story. Please include your name and contact info on the back. Then add your story to our display in the convention hall.

Here are just a few prompts to get you started:

- What is one of your first memories of church?
- Where and when have you felt God's presence in your life?
- Why are you an Episcopalian?
- How do you share your faith with others?
- How has your faith played a role in your life?

We invite everyone to browse the display and read the stories that make up the Diocese of Missouri!

Convention Vendors

We invite you to visit the convention vendor tables, located in the hall just outside the ballroom:

- **Bishop Kemper School for Ministry**
Get information about theological education opportunities for those on an ordination track, lay leadership track, or personal enrichment track.
- **Missouri Jobs With Justice**
Learn about current advocacy initiatives in our community and our state.
- **Provident Behavioral Health (Care & Counseling)**
Get behavioral health information for faith leaders and individuals.
- **School of Theology, University of the South**
Learn about the programs offered at the School of Theology in Sewanee, TN.
- **Diocese of Missouri: Communications**
Help us stay connected! Sign up for diocesan newsletters and email lists, tell us how we can help your parish or ministry, and don't forget to pick up convention swag.
- **Diocese of Missouri: Diocesan Council**
The Vital Communities Team is looking for your input on a new initiative to determine the number of delegates each parish sends to convention.
- **Diocese of Missouri: Discipleship Development Team**
Learn what's happening with our Children & Youth Ministry, our Young Adult Ministry, and our Campus Ministry.
- **Diocese of Missouri: Dismantling Racism Commission**
Learn about the anti-racism work happening in DioMO along with upcoming events.
- **Diocese of Missouri: Education Equity Working Group**
Learn about efforts to improve education in our communities and how you can get involved.
- **Diocese of Missouri: Gun Violence Prevention Ministry**
Learn about the Be SMART campaign to protect our children from death and injury from firearms.
- **Diocese of Missouri: JustFood Truck / Jubilee Ministry**
Learn about our new JustFood Truck and share stories of food justice.

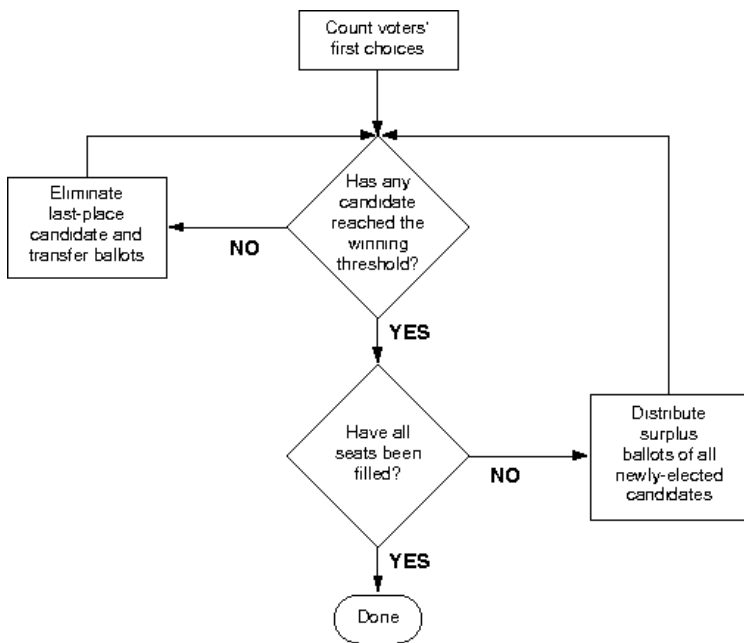


THE EPISCOPAL DIOCESE OF MISSOURI

Rules of Order to be Adopted by the 184th 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.
 - (c) The persons appointed by the Presiding Officer to conduct the election shall count each valid ballot.

(d) 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).



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.

**Convention Tip:
Speaking at Convention**

If you are coming to a microphone to address convention, you should begin your presentation or comments by saying the following:

“The Right Reverend Sir and Members of Convention, my name is (your name) from (your church) in (your city)....”

Election Voting Instructions for the 184th Convention

Voting Platform

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

When

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

How

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

Step by Step Voting Instructions

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

Alternate Voting Method

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

Having problems?

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

Nominations for Elected Offices

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 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 Sept. 14, 2023.

Any nominations made after the Sept. 14 deadline are considered a "petition," and must be submitted to the Presiding Officer (the Bishop) during Convention. Those petitions must be signed by at least five voting members and accompanied by the written consent of each nominee. The Bishop will add any additional nominations to the official ballot.

Nominations will be officially closed at noon on Friday, Nov. 3.

This booklet contains all officially nominated candidates (nominations received by Sept. 14, 2023).

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*

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.

NO NOMINEES for election to Cathedral Chapter (as of the Sept. 14 deadline)

** Nominations can be made from the floor of Convention until noon on Friday, Nov. 3).*

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:



Joyce LaFontain
Trinity Episcopal Church, St. Louis

I am a proud member of Trinity Episcopal and the parish's current senior warden. I am an attorney at Ameren by day and a bookworm/art appreciator/hapless gardener by the rest of the time. My tenure as vestry-person and then senior warden at Trinity has been marked by some particularly instructive challenges, including both the pause and the careful reentry necessitated by the Covid pandemic, the resignation of our current rector, and the kick-off of our discernment process for the next rector. Each of these events required a balancing of policy with the spiritual and emotional needs of my parish family, and improved my understanding of how the church's stewards can pitch in to turn impossible-seeming tasks into joyful, shared service. I am specifically proud to have contributed to both a significant increase in our parish's under-40 population and to the successful shepherding of our community through an eight month period without either a rector or interim rector.

Like many other young folks that I come across in the Episcopal Church, I am a transplant from another denomination. While my previous church offered a strong sense of community, it also adhered to antiquated attitudes of patriarchy and homophobia that were difficult to reconcile with the gospel message. I am so grateful to have found a spiritual home that does not complicate Jesus's plain message of divine, unconditional love with those arbitrary, wholly-human hang-ups. I would be honored to lend my time and energy to the Diocese's effort to communicate that same message of abundant love as a member of Diocesan Council.



Joan Kerry Quinlisk
The Episcopal Church of the Transfiguration, Lake St. Louis

I have lived most of my life in the Diocese of Missouri. I grew up at Emmanuel, and have also been a member of St. Timothy's. I am currently a member of Church of the Transfiguration, in Lake St. Louis. I have served on the vestry, been in the choir, served on a number of ministries at Transfiguration, and am currently a delegate to the diocesan convention.

I have served on the Diocesan Council for the past three years, and I have found it very interesting. I have learned a lot about how things work at the diocesan level. I am currently on the Vital Communities Working Group, and the New Ventures in Community Ministry Grant selection committee.

I feel I have experience and knowledge that I can use serving on council for another three years. I would be honored to continue to serve in this capacity.



Ezra Smith

The Episcopal Church of St. Michael & St. George, Clayton

My name is Ezra Smith, I am a current senior at Kirkwood High School. I was baptized on Pentecost 2006 at the Episcopal Church of Saint Michael and All Angels in South Bend, Indiana. In 2012 I moved to Saint Louis, and for the last eleven years I have been a member of the Church of Saint Michael and Saint George in Clayton, Missouri. I have served as an acolyte, thurifer, lay reader, and chalice bearer during services, and have experienced children’s chapel, youth group, guys’ small group, hunger ministry, youth retreats, mission trips, and the 2023 Episcopal Youth Event.

Through prayer and from those around me, I have heard the Lord calling me to leadership this summer. I love to serve others this way, and my strengths of responsibility, empathy, humility, and teamwork help me. I would love to be elected to a position on the Diocesan Council because I am passionate about serving others, as well as growing and learning more about the Episcopal Church that is my home.

Disciplinary Board

Electing 1 clergy member and 2 lay member for 3-year terms

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

NOMINEES for election to the Disciplinary Board:



The Rev. Garron Daniels

St. Timothy’s Episcopal Church, Creve Coeur

The Rev. Garron C. Daniels, SCP, serves as Curate at St Timothy’s Episcopal Church in Creve Coeur and as a Hospice Chaplain. He attended Truman State University where he received a BS in Justice Systems, Magna Cum Laude. He went on to study for his MDiv at the University of the South: School of Theology. In 2022 he was a recipient of the Griffin Fellowship and partook in ministry formation in the Holy Land at St George’s College. Fr. Garron is also a member of the Guild of All Souls and the Society of Catholic Priests. He is also an appointed member to the Constitution and Canons Committee of the Diocese.

Fr Garron is interested in the Disciplinary Board as he feels that he can use his education, experience, and skills with his BS in Justice Systems and his passion for restorative justice in order to help handle the cases the Disciplinary Board is given. Not only that but Fr. Garron devotes his time in trying to understand our Canons and Constitution, how it applies to share life as a Church and what is expected of our leaders. Fr. Garron believes that restoration and reconciliation are vital positions for Christians to have and sees these positions and theology around them as essential for the work of the Board.



The Rev. Shug Goodlow

Christ Episcopal Church, Rolla

The Rev. Shug Goodlow currently serves as Interim Priest-in-Charge at Christ Church Rolla in Rolla, Missouri, having previously served at St. Martin's in Ellisville and St. Peter's in Ladue. The following statement is offered for your consideration:

Anyone pursuing ordination to Holy Orders is required to go through Title IV training. Frankly, the more I learned about Title IV, the more it terrified me so I decided to become more familiar with the rationale and intent behind it (and Title III). Once I got past the procedural imperatives I began to discern that the spiritual imperatives were so much more important to the proceedings. I came to understand that we are each and every one of us called to holiness of life and accountability to one another at the time of our baptism. Yes, we are called to support one another, but we are also called to seek ways to resolve conflicts when they arise. Our communal life in Christ offers us many ways to do this through processes that seek to resolve conflicts by promoting "healing, repentance, forgiveness, restitution, justice, amendment of life and reconciliation among all involved or affected."

By offering myself as a nominee for the Disciplinary Board I am willing to accept the responsibilities and accountabilities associated with the position and always work to ensure that the process holds above all else, its spiritual and theological foundation.



Lisa Gould

Christ Church Cathedral, St. Louis

My name is Lisa Gould. I have worked for SEIU for the past 20 years in many different roles. I started as a temp looking for my next career. I was looking for a change after 10+ years in retail management. Temping gave me an opportunity to find my niche. Starting out as the receptionist while pursuing another degree from Saint Louis University, I quickly moved from that position to being a liaison for Kerry/Edwards campaign for SEIU in Missouri. It was a wonderful opportunity. After the election, I was asked to stay on as a union representative and 4 years later I again was asked to be the liaison for SEIU with OBAMA. In 2008, I trustee a union and merger 2 unions together moving to my current position as the Administrative Manager for SEIU Local 2000 Health & Welfare & Pension Trust Fund. A role I have been in since 2012. SEIU Local 2000 is the third-party administrator providing health insurance benefits to union members. Coming to SEIU as a temp was one of the best decisions.

When I am not working, I try to take part in giving back to my community. I have sat on the United Way board for 10+ years and am currently on the executive board. I chair the Health Service committee, Safety Net Subcommittee, and Regional Investment committee. I am a commissioner for the city of Saint Louis with CREA (Civil Rights Enforcement Agency). And for Christ Church Cathedral; I sit on the security and property committees.

I love books, movies of all genres, music, traveling and fashion. Love being mother to a grown son Justin.



Duncan McArthur
Trinity Episcopal Church, St. Louis

I was born in San Diego, CA and lived there until going off to college at Brown University, in Providence, RI. Although both my parents had affiliations to the Baptist denomination before I was born, they were married at St. Paul's Episcopal Church, where I was subsequently baptized, confirmed, and indelibly marked by my experiences in that congregation. I sang in the choir and was steeped in the Jungian-influenced preaching of our rector John Sanford, and learned from community teachers like Robert A. Johnson.

I'm interested in many things. Most of my working life has been as a software developer. But, in addition to my bachelor's degree in Human Biology from Brown, I also earned masters and doctoral degrees in clinical psychology from Georgia State University. My dissertation explored the development of narrative engagement in 2 to 3-year-old children.

At our 25th college reunion in 2005, I re-connected with my friend Lisa Carpenter. We had lived on the same freshman hall at Brown and had intermittently stayed in touch over the years. Lisa moved to St. Louis to attend Washington University School of Law, then worked as a career law-clerk in the Federal Judiciary. Lisa discovered Trinity Episcopal Church, joining its community in 1999. We were married at Trinity in 2006 and are actively engaged in the life of the community there.

I hope that my attention might never be needed for a matter before the disciplinary board. But if the need arises, I pledge to bring the sum of my experience and talents to work for a careful resolution. My training as a psychologist may be useful in this. Moreover, I've learned much from Lisa about how our society adjudicates controversies both inside and outside the courts. This too will inform my contributions to the disciplinary board.



Mari Moody
The Episcopal Church of the Transfiguration, Lake St. Louis

Born in Colorado, I grew up in Canada. I was raised in and married at St. John's Anglican Church in Toronto, and then lived and traveled extensively in the U.S. as my husband served in the Air Force and with the airlines. After retirement, health brought us here to Missouri in 2017. At a time when I most needed to find my church family again, we found ourselves enthusiastically welcomed at Transfiguration Episcopal Church in Lake St. Louis. There, I have served two terms as a member of the Vestry and three fulfilling years as Senior Warden to The Rev Lu-Anne Conner.

Thank you for considering the nomination of me to serve on our Diocesan Disciplinary Board. Each time I am invited to consider a calling, it strikes me that at the very least it is presumptuous of me to do so. And yet, current times call for service, with a focus on accountability balanced with compassion.

I am not called by God to judge. I do not see that as the purpose of our Disciplinary Board. Any one of us might find ourselves struggling to accomplish our given mission; any one of us might find we have lost our way. I have a strong capacity to see the humanity of others, even when I personally might struggle with the desire to judge. Instead, I believe that God calls me to work with others in ways that compassionately supports, strengthens and guides them as they struggle to redirect their efforts. Please allow me the opportunity to serve.

Thank you for your consideration.

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. C. Earl Mahan
Hope Episcopal Church

The Rev. C. Earl Mahan serves as rector of Hope Church, Town and Country. Ordained in 1994, he has served congregations in Michigan, Texas, Kansas, and Missouri, in both the Evangelical Lutheran Church in America (1994-2006) and The Episcopal Church (2006-present.) Within the Diocese of Missouri, he currently serves as facilitator of the diocesan Fresh Start program for newly ordained clergy, and clergy new to their congregations. In addition, he is a Title IV intake officer, a member of the diocesan Episcopal Recovery Ministry Committee, and a member of the Diocesan Convention Resolutions Committee. He is married to Angela, and father to two adult children, Trevor and Mikayla. In his spare time, he enjoys traveling, hiking, and spending time with two canine companions, Sutton and Shine, a sibling pair of Nova Scotia Duck Tolling Retrievers.



Edward (Ted) McNamara
Trinity Episcopal Church, St. Louis

I am Ted McNamara and I believe my background, training, experience, and demonstrated abilities qualify me for election to the Episcopal Diocese of Missouri Standing Committee.

I have been a member of Trinity Episcopal Church in Saint Louis since 2015. I reside in Saint Louis city with Dennis, my husband of 25 years. I have traveled extensively throughout the world in my working and retired life and experienced first-hand the cultural values and social norms of a great many of the world's peoples. This understanding, along with essential values of honesty, integrity, respect, and courage have guided my life over the years. My down time involves interests in family, cooking, gardening, photography, reading, good movies, classic cars, boating, and travel.

I was born in Boston, MA, grew up and attended private schooling in Rhode Island. I joined the U.S. Air Force following high school. After military service, I attended the University of Massachusetts, Amherst, graduating with a BBA degree in Human Resources Management. I was married following college and am blessed with two grown sons and a grandson.

For 25 years, I worked for the Army and Air Force Exchange Service (AAFES) as a Human Resource Manager. AAFES's 70K associates serve the men and women of the U. S. Army and the U. S. Air Force and their families stationed around the world, with retail goods, food and related services. During my career, I received numerous assignments to progressively complex HR functions, including overseas assignments in Hawaii and Germany. Before early retirement, I was the Chief, HR Policy, at AAFES Headquarters in Dallas, TX.

I later retired after 17 years' service as Chief Learning Officer (CLO) with the Department of Veterans Affairs

Canteen Service (VCS), headquartered in Saint Louis. VCS's 5K associates serve Americas' Veterans with retail goods and services at all VA Medical Facilities in the U. S. and Puerto Rico. My CLO Responsibilities included development, analysis and enhancement of associate recruitment, development, and leadership programs.

At Trinity I serve as a liturgical reader and intercessor; Film and Fellowship group member; and served with the Trinity Food Ministry. We support a variety of church-sponsored social and liturgical activities and events. Before Trinity, I was: a lay member of Parish Councils, Eucharist Minister and liturgist at various times; chaired/participated in youth leadership programs; trained liturgists; chaired festival committees; and oversaw programs for lay converts to the Faith.



The Rev. Aaron Rogers

St. Stephen's Episcopal Church, Ferguson and
Diocesan Ministry Developer for Young Adults

Aaron Rogers is the current clergy-in-charge at St. Stephen's Episcopal Church in Ferguson and is the ministry developer for Young Adult Ministry in the Episcopal Diocese of Missouri. Aaron received his B.S. from Bradley University, his Master of Divinity degree from Eden Theological Seminary, a certificate in Youth and Theology from Princeton Theological Seminary, a certificate in Nonprofit Management from the Institute of Ethical leadership at Rutgers University Business School, an Executive Certificate in Religious Fundraising from the Lake Institute, and a diploma in Anglican

Studies from Virginia Theological Seminary.

Formerly, Aaron has served as the Associate Minister of Stewardship and Development at the historic Riverside Church in Harlem, NY and as the Associate to the Rector for Trinity Episcopal Church in the Central West End neighborhood of St. Louis. Notably Aaron has been awarded a number of prestigious fellowships throughout his career and ministry which include being named a Public Policy fellow for Leadership Newark (2016), an Engle Preaching Fellow at Princeton Preaching Theological Seminary (2019), and most recently, a Trinity Wall Street Leadership Fellow (2023).

Aaron serves the community of the St. Louis Metropolitan area by serving as the board chair for East Side Aligned, a collective impact organization for children and youth in East Saint Louis and for Faith for Justice, a coalition of Christian activists in the St. Louis area. He has also been a member of the Community Governance Board for Forward Through Ferguson's Racial Healing and Justice Fund for the last three years.

Aaron serves the Diocese of Missouri as a member of the Emery Washington Convocation Leadership Council and as a member of the Dismantling Racism Leadership Team. He lives in Florissant, Missouri with his wife Trina' and their two daughters, Cameron and Olivia. Aaron enjoys reading, writing poetry, hikes, board games, and brunch.



Machele West

The Episcopal Church of All Saints & Ascension

I have been selected as a candidate for the Standing Committee Nomination. It is an honor to have my name included with the list of candidates.

I have been active in the Episcopal Church since 1983. The congregation I attend is All Saints & Ascension Episcopal Church. Presently, I sing in the Choir and serve as a Worship Leader. Through the years, I have served in various church ministries. Some of the ministries include the Altar Guild, an Adult Acolyte, Bishop's Committee, Vestry, Vacation Bible School Coordinator, Children & Adult Sunday School Education, and an

After School Snacks Coordinator.

I have also been an Alternate, a Delegate to the Diocesan Convention and an Episcopal City Mission Board Member. Recently, I served on the Episcopal Diocese of Missouri Visioning Committee.

Presently, I am on the Cathedral Chapter, the Gathering Space Task Force, the Gun Violence Prevention Committee, and Episcopal Recovery Ministry.

My theological education with the Episcopal School for Ministry and Eden Seminary have given me a greater understanding of God's work in the church and the wider community. I enjoy church worship and fellowship, but I believe that our Christian work extends beyond the doors and steps of our churches. It would be ideal if we could strive to help our churches and communities be more like heaven on earth.

The skills I have are collaboration, diplomacy, good listener, objectivity, and spiritually grounded.

I believe with my education, life experiences, and training, I can provide advice to the Bishop, the Council, follow the Canons of the Diocese and the wider Church.

Nominations Committee

We would like to thank the members of our Nominations Committee for their work in putting this slate of candidates together:

- The Rev. Tamsen Whistler, Chair
Trinity Episcopal Church, St. Charles
- Lisann Backsmeyer
Trinity Episcopal Church, Hannibal
- The Rev. Nancy Emmel Gunn
St. John's Episcopal Church, Tower Grove / St. Louis
- Mike Fowlkes
Episcopal Church of the Holy Communion, University City
- The Rev. Meg Goldstein
Episcopal Church of the Transfiguration, Lake St. Louis
- Vicki Myers
Grace, Episcopal Church, Jefferson City

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).

Chancellor Burroughs presented Resolution E-183 (first reading).

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

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

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

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

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

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

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

Resolution E-183 (on first reading) was moved by Chancellor Burroughs, and was approved unanimously.

Resolution D-182B

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

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

WHEREAS, the 183rd Convention of the Episcopal Church in the Diocese of Missouri (the “Diocese”) voted to postpone consideration of Resolution D-182B until the 1184th Convention of this Diocese; and

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

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

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

CANON IV.22 Of Imperiled Parishes

SECTION 1. Concerning all that follows, it shall be the intention and obligation of all parties to labor to restore any Imperiled Parish to a greater degree of health, setting forth problems to be addressed in an open, honest manner and working toward the resolution of such problems in a climate of respect, charity, and collaborative power sharing.

SECTION 2. The Bishop, with the consent of the Standing Committee, may declare a Congregation to be an Imperiled Parish under Section 3 (below) when two or more of the following conditions shall exist:

- (a) The Parish fails to assemble and elect a Vestry, as provided in these Canons; or fails to send delegates to any Convention of this Diocese; or shall fail to pay diocesan assessments in a timely manner.
- (b) The Parish fails to search for and elect a Rector after a reasonable period of time.
- (c) The Parish fails to compensate its Clergy with at least the minimum recommended stipends and allowances set forth in accordance with the compensation guidelines of the Diocese, or does not pay canonically required pension assessments for its Clergy and eligible lay employees, or does not maintain adequate insurance for the property of the Parish.
- (d) The Parish fails to make timely reports or to submit a certificate of audit as required by CANON IV.10.

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

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

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

SECTION 3. Action under this Canon may also be initiated in any of the following ways:

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

(b) The Bishop, being aware of the conditions enumerated in Section 2 of this Canon, and acting in his or her capacity as Pastor of the Church in this Diocese, may appoint a committee of three persons to seek amelioration of the condition(s), and to report to the Bishop thereon.

(c) The Standing Committee may initiate such intervention upon the affirmative vote of two-thirds of the members of the Standing Committee.

SECTION 4. In the event that one or more of the conditions specified persist, the Bishop, with the advice and consent of the Standing Committee, may declare such Congregation to be an Imperiled Parish, and require the application of one or more of the following measures to restore health to the Congregation:

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

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

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

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

SECTION 5. When any Parish fails to elect a Vestry, the Bishop, with the advice and consent of the Standing Committee, may appoint at least three trustees to take charge of the property of the Parish and exercise the rights and functions of a Vestry, until (i) the Parish shall have elected a Vestry under the provisions of this Canon or (ii) the appointment of a new Vestry under Section 4(a) of this Canon.

SECTION 6. When, in the judgment of the Bishop, with the advice and consent of the Standing Committee and in consultation with the Imperiled Parish in question, an Imperiled Parish has either completed its mission or exhausted its resources, the Bishop may end the

existence of the Parish, and its property and other assets shall be transferred to the Trustees of COEDMO. The Diocese will take appropriate steps to conclude the affairs of the Parish. The Diocese shall assist the people and Clergy of the affected Parish in continuing their lives in faith in the Diocese.

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

RATIONALE

PARISH REMEDIATION PROCESS OF DIOCESAN COUNCIL

THE EPISCOPAL DIOCESE OF MISSOURI

The process for restoration to full mission or parish status is intended to be relational, with the understanding that a restoration to health and wholeness is in the best interest of the congregation and the diocese. This is not a process of punishment or punitive measures but a way of providing resources to allow for greater engagement and ultimately greater health.

- I. Once a parish has fulfilled two (2) of the criteria necessary to be declared imperiled, the congregation if not already in enrolled in Requiem or Renaissance, shall enroll in the Requiem or Renaissance Program of the Diocese of Missouri.

- II. The congregation shall appoint a "Remediation Team" of seven (7) members to represent the interest of the congregation and, in consultation with the bishop and vestry, recommend a plan for remediation for their approval, and assist with implementing the plan.
 - (a.) This team shall be composed of at least three (3) members of the vestry/bishop's committee (including the Treasurer) and other leaders from the congregation, or diocese as recommended by Diocesan Council, and approved by the Vestry.

 - (b.) The Diocese will provide a flexible group of volunteers with particular experience/expertise to assist the Parish in areas that need remediation, including but not limited to people who can assist with financial records, communication, pastoral care, education, and hospitality. These volunteers may assist as their availability allows.

- (c.) The Remediation Team shall present a snapshot of the current conditions within the congregation to the Bishop and Members of the Diocesan Council. The presentation shall include:
- Five (5) years of parochial reports
 - Five (5) year of audited financial documents
 - Mission and Ministry plan for the congregation
 - Vision, hopes, and aspirations for the next five (5) years of ministry
- (d.) (d.)The Remediation Team shall prepare monthly reports/updates to the Vestry and the Oversight Committee (See II., below), or if there is no Oversight Committee, to the Bishop, Standing Committee, and Diocesan Council.

II. The Diocesan Council may recommend to the Bishop, with the consent of the Standing Committee, an oversight committee consisting of at least five (5) communicants of the Diocese to assist in the governance of the affairs of the congregation.

(a)The Oversight Committee shall review the policies, procedures, personnel, finances, and ministry opportunities of the congregation and make recommendations to the Vestry and Bishop.

(b) The Oversight Committee shall offer semi-monthly reports to the Bishop, Standing Committee and Diocesan Council.

III. Once the plan for remediation has been implemented, and the conditions for being declared imperiled have been alleviated, the congregation may petition the Bishop and Standing Committee, with the advice of the Diocesan Council, to be restored to full mission/parish status.

Resolution A-184

Clergy Compensation

Submitted by Diocesan Council

1. **BE IT RESOLVED** that this 184th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2024 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	\$71,035	\$74,227	\$77,869
5	\$74,227	\$77,869	\$81,690
10	\$77,869	\$81,690	\$85,774
15	\$81,690	\$85,774	\$90,063
20	\$85,774	\$90,063	\$94,566
25	\$90,063	\$94,566	\$99,295

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

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME CLERGY

Years of Service	Part Time		
	1/4 Time	Half Time	3/4 Time
0	\$17,759	\$35,517	\$53,276
5	\$18,557	\$37,114	\$55,670
10	\$19,467	\$38,935	\$58,402
15	\$20,422	\$40,845	\$61,267
20	\$21,444	\$42,887	\$64,331
25	\$22,516	\$45,032	\$67,547

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 be in compliance 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; and
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).

Rationale

The recommendation for 2024 reflects a 4.6% increase. This increase is based on the Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers.

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	\$74,445	\$91,403	\$73,948	17
76-175	\$101,600	\$107,050	\$108,000	\$105,925	17
176+	\$171,209	\$175,000	\$232,782	\$192,997	34

A-172 Implementation of Health Plan

Submitted by Diocesan Council

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.

Gun Violence Prevention Awareness

Submitted by the Gun Violence Prevention Advisory Committee

Resolution calling for a Sunday Observation of “Gun Violence Prevention Awareness” in congregations within the Episcopal Diocese of Missouri; Submitted by the Gun Violence Prevention Advisory Committee.

BE IT RESOLVED THAT this 184th Convention of the Diocese of Missouri asks that the congregations of the diocese observe Sunday December 10th, 2023 (the closest Sunday preceding the anniversary of the mass shooting at Sandy Hook Elementary in Newtown CT) as **Gun Violence Prevention Awareness Sunday** in support of the Diocese’s efforts to end the pandemic of gun violence in our communities.

RATIONALE

The nation was stunned with the news on December 14, 2012 that 26 people (20 of them children) had been killed at Sandy Hook Elementary School, plus two others killed and two injured, in a mass shooting in Newtown, CT. This sparked a short-lived but futile debate about the need for stricter, or more common sense, gun laws. Mass shootings in the country have alarmingly increased in the years since the federal assault weapons ban lapsed in 2004 and was not renewed.

During the 183rd Convention of this Diocese The Right Reverend Deon K. Johnson appointed a Diocesan Missioner for Gun Violence Prevention who, with a team serving as the Gun Violence Prevention Advisory Committee, is engaging in efforts to raise awareness and help bring an end to gun violence in our communities. The work centers on promoting gun safety, legislative advocacy, and education within the Diocese. The observance of a **Gun Violence Prevention Awareness Sunday** by congregations aids in sharing ways that advocacy, prayer, public witness, and pastoral care can help to end the pandemic of gun violence.

To facilitate this observance, the Gun Violence Prevention Ministry of the Diocese of MO, with the support of Bishop Deon, will be rolling out a letter writing campaign for congregations to begin on December 10th, with resources provided. The goal is to encourage Missouri’s 2024 Legislative Leaders to assign bills that are proposed for sensible gun laws to committee in a timely manner so that hearings can be held.

Other resources will also be available for congregations to use on December 10th, such as print-ready bulletin inserts, prayers and/or modified forms of the Prayers of the People.

Episcopal Diocese of Missouri - 2024 Operating Budget

For Final Action by Convention 4 November 2023

	A	C	D	E	F
		2023	2023 Projected Year-end	2024 Council's Proposed Budget	
		2023 Operating Budget			Line Item Explanations
2	Revenues				
3	INCOME				
5	Parishes and Missions Assessments	\$1,335,000	\$1,287,550	\$1,342,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2022 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$334,300	\$334,300	\$332,500	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	\$99,500	\$99,500	\$100,300	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	\$255,000	\$255,000	\$300,000	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	\$475,500	\$475,500	\$495,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Income	\$10,000	\$36,250	\$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	<i>Convention Income</i>	\$23,000	\$24,500	\$26,000	
14	<i>Commission on Ministry Income</i>	\$5,000	\$5,000	\$6,000	
15	<i>Vestry University Registrations</i>	\$2,500	\$2,500	\$2,500	
16	<i>Campus Ministry Income</i>	\$12,000	\$12,000	\$12,000	
17	<i>Camp Phoenix Income</i>	\$12,000	\$0	\$29,900	
18	<i>Clergy Events-Registrations</i>	\$6,500	\$3,960	\$6,500	
19	Program Income (Total)	\$61,000	\$47,960	\$82,900	The offsetting anticipated income for the various listed programs.
20	Donaldson Fund Income	\$101,660	\$101,660	\$100,270	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Task Force for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
21	TOTAL INCOME	\$2,676,960	\$2,642,720	\$2,816,970	
22					

Episcopal Diocese of Missouri - 2024 Operating Budget

For Final Action by Convention 4 November 2023

	A	C	D	E	F
		2023	2023 Projected Year-end	2024 Council's Proposed Budget	
		2023 Operating Budget			Line Item Explanations
1					
2					
23	<u>Expenses</u>				
24	EPISCOPATE & CHURCH GOVERNANCE				
25	Archives	\$13,300	\$13,300	\$8,300	The Archives is the repository for all the historical records of the Diocese. This funding will be used to purchase archivally safe supplies, finish the 3-year project to digitize 160 years of Diocesan Convention Journals and Constitution & Canons, begin a new project to digitize "Church News" 1870-1931, pay for other items to be digitized, for some silver and bronze repair, and other small archives expenses.
26	Bishop Transition	\$13,000	\$13,000	\$12,000	Funds set aside each year to cover transition expenses for the next bishop.
27	Companion Diocese Committee	\$5,000	\$3,500	\$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)	\$45,000	\$60,000	\$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	\$14,000	\$14,000	\$12,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
30	Governance	\$9,000	\$6,000	\$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	\$1,500	\$1,500	\$1,000	Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
32	National Church Assessment	\$341,187	\$341,187	\$361,940	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)	\$6,824	\$6,824	\$7,230	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	\$40,000	\$45,000	\$45,000	This amount represents the travel, conferences, and other expenses for staff under Episcopate and Church Governance. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
36	Salary (3.6 Employees)	\$409,640	\$409,640	\$428,480	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)	\$137,900	\$138,300	\$145,000	The appropriate benefit costs associated with the above salaries.
38	TOTAL - EPISCOPATE & GOVERNANCE	\$1,046,351	\$1,062,251	\$1,100,450	
39	ADMINISTRATIVE				
40	Consulting Contract	\$7,500	\$7,000	\$7,000	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	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
43	Insurance	\$14,000	\$13,000	\$13,500	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.

Episcopal Diocese of Missouri - 2024 Operating Budget

For Final Action by Convention 4 November 2023

	A	C	D	E	F
		2023	2023 Projected Year-end	2024 Council's Proposed Budget	Line Item Explanations
1					
2		2023 Operating Budget			
45	Office Expenses	\$60,000	\$62,000	\$62,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support.
46	Office Space - Rent	\$153,852	\$153,852	\$158,500	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	\$52,000	\$53,000	\$53,000	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	\$125,000	\$125,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses. The 2024 budget 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 a part time property manager.
49	Administrative Expense Account	\$4,500	\$4,500	\$4,500	This amount represents the travel, conferences, and other expenses of the Administrative staff.
50	Salary (4 Employees)	\$269,750	\$265,000	\$285,580	Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a General Administrative Assistant (new position for 2023).
51	Benefits (4 Employees)	\$193,000	\$168,000	\$191,400	The appropriate benefit costs associated with the above salaries.
52	TOTAL - ADMINISTRATIVE	\$889,602	\$861,352	\$910,480	
53	COMMUNICATION & TECHNOLOGY				
54	Communications Ministry	\$22,000	\$22,000	\$17,800	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 for parishes, marketing/advertising, audio/video production, and support for parishes.
55	Communications Conferences/Workshops	\$2,000	\$1,500	\$1,500	Funds for hosting Diocesan communications workshops.
56	Communications Contract Work	\$20,000	\$10,000	\$19,400	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	\$20,000	\$20,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
58	Communications Expense Account	\$3,500	\$3,500	\$3,500	This amount represents the travel, conferences, and other expenses of the Director of Communications.
59	Salary (1 Employee)	\$73,500	\$73,500	\$76,840	Salary line is for the Director for Communications.
60	Benefits (1 Employee)	\$28,000	\$28,100	\$29,370	The appropriate benefit costs associated with the above salary.
61	TOTAL - COMMUNICATIONS & TECH	\$169,000	\$158,600	\$168,410	
62	COMMUNITY BUILDING & JUSTICE				
63	Dismantling Racism	\$11,500	\$11,500	\$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	\$8,000	\$7,000	\$7,000	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.

Episcopal Diocese of Missouri - 2024 Operating Budget

For Final Action by Convention 4 November 2023

	A	C	D	E	F
		2023	2023 Projected Year-end	2024 Council's Proposed Budget	
		2023 Operating 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	\$20,000	\$20,000	\$25,000	Funds will help support the salary of a new office manager. 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.
67	Episcopal Recovery Ministries	\$1,500	\$1,500	\$1,700	ERM exists as a resource for people seeking information, guidance, and consolation in their struggles with substance use disorder. ERM offers information to enable all those affected by addiction to find the help they seek. Funds will be used for a website, YouTube videos, speaker honorarium, printing costs, and travel expenses to the national meeting of ERM.
68	Task Force on Hunger	\$25,000	\$25,000	\$25,000	Funds will be used for the food/hunger ministries of the Diocese of Missouri. The mission of the Task Force on Hunger is to support food and hunger ministries in the Diocese through outreach and resources.
69	Interfaith & Ecumenical	\$1,300	\$1,300	\$1,300	This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
70	Jubilee Ministry	\$1,500	\$1,500	\$0	This ministry will be covered by off budget funds in 2024.
71	Pastoral Care	\$4,000	\$4,000	\$4,000	Funds to provide pastoral care in congregations by offering trainings and guidance to lay pastoral care teams. Funds will also cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations.
72	TOTAL-COMMUNITY BUILDING & JUSTICE	\$75,300	\$74,300	\$81,000	
73	EVANGELISM & STEWARDSHIP				
74	Evangelism & Discipleship Development	\$6,000	\$4,000	\$4,000	Funds to equip clergy and lay leaders to be evangelists, more able disciples, and to build missional communities; to develop and facilitate curriculum and programming in pursuit of the above; to offer professional consultation and support to clergy, lay leaders, and youth; to make the Diocese of Missouri a recognized source of knowledge and best practices in evangelism and discipleship. The Requiem or Renaissance program is currently funded off budget through a Roanridge Grant, so is not included in this line.
75	Stewardship	\$1,000	\$1,200	\$1,200	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
76	Evangelism & Discipleship Exp. Acct.	\$6,000	\$6,000	\$7,000	This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
77	Salary (1 Employee)	\$83,507	\$83,507	\$87,350	Salary line supports the Canon for Evangelism & Discipleship Development.
78	Benefits (1 Employee)	\$28,000	\$28,150	\$29,500	The appropriate benefit costs associated with the above salary.
79	TOTAL - EVANGELISM & STEWARDSHIP	\$124,507	\$122,857	\$129,050	
80	FORMATION				
81	Camp Phoenix (Related Income-Line 17)	\$40,000	\$3,000	\$77,000	The Camp Phoenix program offers a residential summer camp experience to Diocesan youth. The camp program is being redeveloped and will be held at a new location in 2024. The camp expects to support 75 campers and 38 staff. The camp program was put on hold in 2023 to allow for new visioning and planning.

Episcopal Diocese of Missouri - 2024 Operating Budget

For Final Action by Convention 4 November 2023

	A	C	D	E	F
		2023	2023 Projected Year-end	2024 Council's Proposed Budget	Line Item Explanations
1		2023 Operating Budget			
2					
82	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 16)	\$120,000	\$120,000	\$120,000	Campus Ministry in the Diocese of Missouri serves as the presence of the Episcopal Church on, with, and around college campuses and their local communities. Funds support campus ministry communities in St. Louis, Kirksville, and Columbia, as well as a social justice partnership in Cape Girardeau. Funding will also cover peer minister stipends, program expenses, chaplain conference expenses, and costs associated with the Campus Ministry Rockwell House. In addition, this item covers the salary, benefits and expenses of a half time Campus Ministry Chaplain and part time Administrative Assistant at Washington University.
83	Clergy Events (Related Income-Line 18)	\$20,000	\$15,000	\$20,000	Represents the logistical costs associated with a Spring retreat and a Fall conference.
84	Commission on Ministry (Related Income-Line 14)	\$16,500	\$16,500	\$18,000	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, and ordination services. Income of \$6,000 is anticipated from postulant application fees. Increased expenses are expected due to an increased volume of participants in the ordination process, adding an online learning platform for the ordination process, and adding anti-bias training for committee members.
85	Continuing Education - Clergy	\$6,000	\$6,000	\$6,000	Represents money available to assist clergy in taking part in Continuing Education. Clergy must apply for these funds.
86	Continuing Education - Lay	\$6,000	\$6,000	\$6,000	Represents money available to assist lay leaders in taking part in educational events that help enable their individual ministry. Lay leaders must apply for these funds.
87	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.
88	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.
89	Safe Church	\$1,500	\$0	\$0	Funds to support trainings to educate and raise awareness of sexual abuse of children and youth as well as preventing sexual harassment and exploitation of adults. Trainings are currently offered online with no cost attached.
90	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.
91	Children & Youth Ministries	\$7,500	\$7,500	\$11,000	This budget reaches children and youth of the Diocese directly through programs, events, trips, and opportunities and space just for them within our Revival and Conventions. This request offers culture change in the diocese, moving from small single-parish initiatives to bigger offerings where churches are working in collaboration together with the Diocese.
92	Young Adult Ministry	\$0	\$0	\$10,000	Funds to support young adult programming for the Diocese, including young adult gatherings, a young adult retreat, and young adult participation at Diocesan Convention.
93	Formation Expense Account	\$5,000	\$5,000	\$5,000	This amount represents the travel, continuing education, and other expenses of the Children & Youth Minister.
94	Salary (1 Employee)	\$68,000	\$60,917	\$71,130	Salary line supports the Children & Youth Minister.
95	Benefits (1 Employee)	\$51,450	\$50,700	\$53,200	The appropriate benefit costs associated with the Children & Youth Minister.
96	TOTAL - FORMATION	\$372,200	\$320,867	\$427,580	
97	Total Expenses	\$2,676,960	\$2,600,227	\$2,816,970	
98					
99	Net Income (Expense)	\$0	\$42,493	\$0	

Diocese of Missouri
2024 Operating Budget

Supplemental Documents

Supplemental Notes

2024 Operating Budget Notes

Congregational operating support is funded through grants from the Kelton White Fund. **Please see additional note on the second page of this document and the Kelton White Grant spreadsheet.**

Salary lines – The Bureau of Labor Statistic Midwest Urban Consumers CPI is used to calculate the COLA. This year that COLA factors to 4.6%. This increase has been applied to all Diocesan staff.

Benefits lines – This includes a 5% increase for health insurance.

Line 9 – Kelton White Income - This is an allocation of \$280,000 of the total \$851,000 available from the Kelton White Fund in 2024 based on the 3.5% spending policy approved by the Standing Committee. An additional \$20,000 is included in this line, which represents interest income from outstanding loans.

Line 11 – Property Income - This includes rental income from the former St. Matthew's Church/Mexico property (\$10,000) and the Grace Hill Property (\$24,000). In 2024, \$25,000 in income from the Future Mission/Property Fund is included. This will help to offset the Property expenses on line 48.

Line 28 – Diocesan Convention - The 2022 Convention was the first in person Convention post COVID, as well as the first in person Convention with our new Bishop. Convention expenses totaled \$55,000 in 2022 and are estimated to total \$60,000 in 2023.

Line 48 – Property Management – This includes \$35,000 for a part time property manager plus the estimated expenses for the following properties:

- Grace Hill - \$31,000
- St. Matthew's/Mexico - \$18,000
- St. Luke's/Manchester - \$31,000
- St. Alban's/Fulton - \$10,000

Line 81 – The camp program is being redeveloped and will be held at a new location in 2024. The camp program was put on hold in 2023 to allow for new visioning and programming.

Kelton White Fund Notes

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

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

As a result of the pre-2020 restrictions on the fund, the balance of the Kelton White Segregated Fund has grown to a substantial amount. As of September 30, 2023, the permanently restricted portion of the Kelton White Trust has investments worth approximately \$12.9 million, and the Segregated Kelton White Fund has investments worth approximately \$10.2 million.

The Diocesan Standing Committee has approved a spending policy for grants from the Kelton White Fund. The policy allows for annual spending based on a formula of 3.5% using a 3-year average of the 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 \$851,000 for 2024.

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

A breakdown of the 2024 allocation is as follows:

Kelton White Funds Allocation (3.5% of 3-year average)	\$851,000
Congregational Operating Support	(\$399,000)
Diocesan Operating Budget Support	(\$280,000)
Less the following previously approved White Fund 2024 expenses:	
Rural Revitalization Program - Clergy Compensation Support	(\$100,000)
Balance remaining to fund emergency grants to Congregations in 2024	\$72,000

2024 Congregational Operating Support grants were previously approved. The detail is being provided for informational purposes only.

Thompson Fund Notes

The Frank C. and Mattie H. Thompson Memorial Trust was established as a charitable remainder trust in 1940. The Trustee of the Thompson Trust distributes 4.5% of the average fair market value of the Trust, determined on a three-year rolling basis. These distributions are controlled solely by the Bishop, who has historically designated a substantial portion as a contribution to the general operating budget, comprising between 15-25% of the budget on average. As of the end of the third quarter, the Thompson Trust had investments worth approximately \$16.3 million and the annual distribution for 2024 is approximately \$760,000.

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

Episcopal Diocese of Missouri
2024 Congregational Operating Support
White Fund Grants

A		C		D		E	
		2023 Approved Grants		2024 Approved Grants		Line Item Explanations	
2							
3							
4	Cape Girardeau, Christ	\$30,000		\$30,000			Christ Church is in a time of transition. These funds will provide for salary support of a clergy person and allow the church to continue it's missional work.
5	Carondelet, St. Paul's	\$30,000		\$30,000			This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
6	DeSoto, Trinity	\$0		\$18,000			This provides this small congregation with assistance for operating expenses, salary support for a part time clergy person, and allows them to continue to be a vital presence in their community.
7	Ellisville, St. Martin's	\$20,000		\$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	Eureka, St. Francis	\$30,000		\$0			No support requested for 2024.
9	Farmington, All Saint's	\$30,000		\$30,000			This provides for salary support of a part time clergy person, assistance with operating expenses, and allows this church to continue their community outreach in the surrounding area.
10	Ferguson, St. Stephen's	\$30,000		\$15,000			This provides for part time clergy salary support and operating support as this congregation works to grow a sustainable Episcopal Church in the Ferguson/North County area, which serves not only the congregation, but also reaches into the local community. They are receiving additional funding for clergy support from the Thompson fund in 2024 of approximately \$20,000. Total funding for 2024 is \$35,000.
11	Hannibal, Trinity	\$10,000		\$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.
12	Kirksville, Trinity	\$30,000		\$30,000			This congregation is moving to a new model of lay leadership with part time clergy support. Support will assist with staff salary assistance and operating expenses. They continue to be active in college ministry on the campuses of Truman State University, Moberly Area Community College, and A.T. Still University.
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	\$0		\$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 for salary support of 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. They are receiving additional funding for clergy support from the Thompson Fund in 2023 and 2024 of \$47,300 and \$16,300 respectively. Total funding for 2023 is \$67,300 and for 2024 is \$36,300.
17	St. Louis, Faith Christian Church of India	\$30,000		\$30,000			This provides for salary support of a clergy person for this new Mission and allows them to worship, serve, spiritually nurture, and build relationship with the Asian Indian individuals, students, and families in and around St. Louis, and in the state of Missouri. They are receiving additional funding from the Thompson Fund in 2023 and 2024 of \$17,200 per year. Total funding for each year is \$47,200.
18	St. Louis, St. John's	\$30,000		\$30,000			This provides for salary support of a clergy person and supports the redevelopment effort of this congregation. They are receiving additional funding from the Thompson Fund in 2023 and 2024 of \$12,000 and \$15,000 respectively. Total Funding for 2023 is \$42,000 and for 2024 is \$45,000.
19	Sikeston, St. Paul's	\$30,000		\$30,000			This church is in a time of transition. These funds will provide for clergy salary support and assist with operating expenses.
20	Sullivan, St. John & St. James	\$18,000		\$25,000			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	TOTAL	\$402,000		\$399,000			

Thompson Fund Draft Budget

9/30/2023	2023	2023	2024
	Budget	Projected Year End	Budget
INCOME			
Income from Thompson Trust	\$760,000	\$770,000	\$760,000
Miscellaneous	\$100	\$100	\$100
Deaconess Anne House Income	\$7,200	\$6,740	\$6,000
TOTAL INCOME	\$767,300	\$776,840	\$766,100
EXPENSES			
Black Colleges	\$1,000	\$1,000	\$1,000
University of the South	\$500	\$500	\$500
Deaconess Anne House Expenses	\$25,000	\$20,000	\$20,000
St. John's/St. Louis (Operating Support)	\$12,000	\$12,000	\$15,000
Christ Church Cathedral (Curate/Clergy Support)	\$47,330	\$47,330	\$22,975
Faith Christian Church of India (Operating Support)	\$17,200	\$17,200	\$17,200
Transfiguration (Curate Support)	\$39,909	\$44,679	\$27,780
St. Paul's/St. Louis (La Misa Program)	\$7,000	\$7,000	\$0
Holy Communion (Grace Gathering)	\$25,000	\$25,000	\$20,000
St. Timothy's (Curate Support)	\$0	\$4,144	\$24,400
The Journey Ministry Program Expenses	\$0	\$8,500	\$6,000
St. Stephen's Church/Ferguson (Clergy Support)	\$0	\$11,100	\$20,000
Young Adult Ministry Developer Expenses	\$0	\$5,000	\$5,000
Contribution to Operating Budget	\$475,500	\$475,500	\$495,000
Strategic Vision Work	\$20,000	\$15,000	\$15,000
New Ventures/Other	\$50,000	\$75,000	\$50,000
Bishop's Discretionary Fund	\$10,000	\$10,000	\$10,000
Resource Material - Professional Expenses	\$500	\$500	\$500
Digital Projects Manager Contract Worker	\$30,000	\$30,000	\$15,000
TOTAL EXPENSES	\$760,939	\$809,453	\$765,355
Net Income (Expense)	\$6,361	-\$32,613	\$745
Prior Year Fund Balance	\$135,717	\$135,717	\$103,104
Balance	\$142,078	\$103,104	\$103,849

Notes...

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