



Diocese of Missouri
THE EPISCOPAL CHURCH

The
Journal of the
Annual Meeting of
the 172nd Convention
of the Episcopal Church
in the
Diocese of Missouri

Convention Proceedings v. 1 of 2

November 18-19, 2011
St. Louis, Missouri

Making Disciples
Building Congregations
For the Life of the World

Bishops of Missouri

Tenth Bishop

The Rt. Rev. George Wayne Smith, DD
Born January 29, 1955
Consecrated March 6, 2002
Bishop Coadjutor March 6–June 6, 2002
Succeeded as Bishop of Missouri June 6, 2002

Ninth Bishop

The Rt. Rev. Hays Hamilton Rockwell, DD
Born August 17, 1936
Consecrated March 2, 1991
Bishop Coadjutor 1991–1993
Succeeded as Bishop of Missouri January 21, 1993
Retired June 6, 2002

Eighth Bishop

The Rt. Rev. William Augustus Jones Jr., DD
Born January 24, 1927
Consecrated Bishop of Missouri May 3, 1975
Retired January 21, 1993

Seventh Bishop

The Rt. Rev. George Leslie Cadigan, DD
Born April 12, 1910
Consecrated April 16, 1959
Succeeded as Bishop of Missouri May 15, 1959
Retired April 16, 1975
Died December 14, 2005

Sixth Bishop

The Rt. Rev. Arthur Carl Lichtenberger,
DD, STD, LLD, LHD, DCL, JCD
Born January 8, 1900
Consecrated April 5, 1951
Bishop Coadjutor 1951–1952
Succeeded as Bishop of Missouri, November 1, 1952
Elected Presiding Bishop October 11, 1958
Assumed Duties of Presiding Bishop November 15, 1958
Resigned as Bishop of Missouri May 15, 1959
Retired as Presiding Bishop October 12, 1964
Died September 3, 1968

Fifth Bishop

The Rt. Rev. William Scarlett, DD, LLD
Born October 3, 1883
Consecrated May 6, 1930
Bishop Coadjutor 1930–1933
Succeeded as Bishop of Missouri November 8, 1933
Retired November 1, 1952
Died March 28, 1973

Fourth Bishop

The Rt. Rev. Frederick Foote Johnson, DD
Born April 23, 1866
Consecrated November 2, 1905
Bishop of South Dakota, 1905–1911
Bishop Coadjutor of Missouri 1912–1923
Succeeded as Bishop of Missouri April 17, 1923
Retired November 8, 1933; Died May 9, 1943

Third Bishop

The Rt. Rev. Daniel Sylvester Tuttle,
DD, STD, DCL, LLD
Born January 26, 1837
Consecrated Missionary Bishop May 1, 1867
Bishop of Missouri August 9, 1886
Succeeded as Presiding Bishop September 7, 1903
Died April 17, 1923

Second Bishop

The Rt. Rev. Charles Franklin Robertson, DD, STD,
LLD
Born March 2, 1835
Consecrated October 25, 1868
Died May 1, 1886

First Bishop

The Rt. Rev. Cicero Stephens Hawks, DD
Born May 26, 1812
Consecrated October 20, 1844
Died April 18, 1868

Missionary Bishop

The Rt. Rev. Jackson Kemper, DD, LLD
Born December 24, 1789
Consecrated Missionary Bishop September 25, 1835
Translated to Wisconsin in 1854
Died May 24, 1870



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Christ Church Cathedral
St. Louis, Missouri

Making Disciples
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For the Life of the World

The Episcopal Diocese of Missouri
Offices of the Bishop
1210 Locust St., 3rd Floor
St. Louis, Missouri, 63103
314-231-1220
<http://diocesemo.org>

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Audited Financials

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Directory

Officers of the Diocese

The Rt. Rev. George Wayne Smith, Bishop
Mr. Harold R. Burroughs, Chancellor
Mr. Edwin S. Fryer, Chancellor Emeritus
The Hon. Jean C. Hamilton, Vice Chancellor
Dr. James F. Hood, Secretary of Convention
Mr. Thomas Hedrick, Treasurer

Staff of the Offices of the Bishop

The Rt. Rev. George Wayne Smith, Bishop
bishop@diocesemo.org ph. 314-231-1220

The Rev. Canon E. Daniel Smith,
Canon to the Ordinary, edsmith@diocesemo.org
ph. 314-231-1220 ext. 1374

Ms. Rita Benson, Financial Assistant
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bfelice@diocesemo.org ph. 314-231-1220 ext. 1387

Ms. Tracy Grigsby,
Receptionist & Communications Assistant
tgrigsby@diocesemo.org ph. 314-231-1220

Mr. Cory Hoehn, Administrative Assistant (resigned 6/11)

Ms. Emily McNeil, Financial Assistant (resigned 10/11)

Ms. Susan Rehkopf, Archivist and Registrar
srehkopf@diocesemo.org ph. 314-231-1220 ext. 1375

Ms. Desiree Viliocco, Finance Officer
desiree@diocesemo.org ph. 314-231-1220 ext. 1371

Ms. Susan Wegner,
Executive Assistant to the Bishop
swegner@diocesemo.org ph. 314-231-1220 ext. 1370

Ms. Robin Weisenborn,
Administrative Assistant to the Canon to the Ordinary,
rweisenborn@diocesemo.org ph. 314-231-1220 ext. 1373

Parishes, Missions, Campus Ministry

Church/Location/Mailing Address if Different/Phone

Advent, Episcopal Church of the (P)
9373 Garber Road, Crestwood, MO 63126
314-843-0123

All Saints' Episcopal Church (M)
1151 W. Columbia, Farmington, MO 63640
PO Box 651, Farmington, MO 63640
573-756-3225

All Saints' Episcopal Church (P)
5010 Terry Ave., St. Louis, MO 63115
314-367-2314

Ascension, Episcopal Church of the (M)
4520 Lucas & Hunt Rd, Northwoods, MO 63121
314-361-0105

Calvary Episcopal Church (P)
123 S. Ninth St, Columbia, MO 65201
573-449-3194

Parishes, Missions, Campus Ministry cont.

Calvary Episcopal Church (P)
704 Georgia St, Louisiana, MO 63353
PO Box 528, Louisiana, MO 63353
573-754-6423

Campus Ministry - University of Missouri
123 S. Ninth St, Columbia, MO 65201

Campus Ministry - Washington University
7023 Forsyth, University City, MO 63105
314-489-2342

Christ Church Cathedral (P)
1210 Locust St, St. Louis, MO 63103
314-231-3454

Christ Episcopal Church (P)
101 N Fountain St, Cape Girardeau, MO 63701
38 N. Fountain, Cape Girardeau, MO 63701
573-335-2997

Christ Episcopal Church (P)
1000 N Main St, Rolla, MO 65401
PO Box 845, Rolla, MO 65401
573-364-1499

Emmanuel Episcopal Church (P)
9 S. Bompert, Webster Groves, MO 63119
314-961-2393

Grace Episcopal Church (P)
217 Adams St., Jefferson City, MO 65101
573-635-4405

Grace Episcopal Church (P)
514 E. Argonne Dr., Kirkwood, MO 63122
314-821-1806

Good Shepherd, Episcopal Church of the (P)
1166 S. Mason Rd, Town & Country, MO 63131
314-576-5502

Holy Communion, Episcopal Church of the (P)
7401 Delmar Blvd, University City, MO 63130
314-721-7401

Holy Cross Episcopal Church (P)
420 N. Main St., Poplar Bluff, MO 63901
573-785-1098

St. Alban's Episcopal Church (M)
6 W. Ninth St., Fulton, MO 65251
PO Box 6065, Fulton, MO 65251
573-642-7758

St. Barnabas' Episcopal Church (P)
2900 St. Catherine, Florissant, MO 63033
314-837-7113

Parishes and Missions, continued

- St. Francis' Episcopal Church (M)
Services at Masonic Lodge, 616 Stockell, Eureka 63025
210 S. Central Ave, Eureka, MO 63025
636-938-3733
- St. John's Episcopal Church (P)
State Highway H, Eolia (Prairieville) MO 63353
PO Box 528, Louisiana, MO 63353
573-754-6423
- St. John's Episcopal Church (P)
3664 Arsenal St, St. Louis, MO 63116
314-772-3970
- St. John & St. James Episcopal Church (M)
463 N. Church St., Sullivan, MO 63080
573-468-3753
- St. Luke's Episcopal Church (P)
1101 Sulphur Spring Rd, Manchester, MO 63021
636-227-1227
- St. Mark's Episcopal Church (M)
8645 Co. Road 466, Portland, MO 65067
PO Box 148, Portland, MO 65067
573-676-3352
- St. Mark's Episcopal Church (P)
4714 Clifton Ave., St. Louis, MO 63109
314-832-3588
- St. Martin's Episcopal Church (P)
15764 Clayton Rd, Ellisville, MO 63011
636-227-1484
- St. Matthew's Episcopal Church (P)
1100 S. Grove, Mexico, MO 65265
573-581-1498
- St. Matthew's Episcopal Church (P)
1551 Bennett, Warson Woods, MO 63122
314-966-8909
- St. Michael & St. George, Church of (P)
6345 Wydown Blvd., Clayton, MO 63105
PO Box 11887, Clayton, MO 63105
314-721-1502
- St. Paul's Episcopal Church (M)
106 N. Knob, Ironton, MO 63650
PO Box 62, Ironton, MO 63650 573-546-2397
- St. Paul's Episcopal Church (P)
121 East Olive St., Palmyra, MO 63461
c/o Mannigel, 521 S. Lane, Palmyra, MO 63461
573-769-3552
- St. Paul's Episcopal Church (P)
1010 N. Main, Sikeston, MO 63801
PO Box 428, Sikeston, MO 63801
573-471-2680
- St. Paul's Episcopal Church (P)
6518 Michigan Ave., St. Louis, MO 63111
314-352-0370
- St. Peter's Episcopal Church (P)
110 N. Warson Rd, Ladue, MO 63124
314-993-2306
- St. Stephen's Episcopal Church (P)
33 N. Clay Ave., Ferguson, MO 63135
314-521-0138
- St. Thomas' Episcopal Church for the Deaf (M)
514 E. Argonne Dr., Kirkwood, MO 63122
314-821-1806
- St. Timothy's Episcopal Church (P)
808 N. Mason Rd, Creve Coeur, MO 63141
314-434-5906
- St. Vincent's-in-the-Vineyard Church (M)
24345 State Rt. WW, Ste. Genevieve, MO 63670
573-747-1000
- Transfiguration, Episcopal Church of the (P)
1860 Lake St. Louis Blvd., Lake St. Louis, MO 63367
636-561-8951
- Trinity Episcopal Church (M)
202 West Miller St., De Soto, MO 63020
PO Box 9, De Soto, MO 63020
636-586-2542
- Trinity Episcopal Church (P)
213 N. Fourth St., Hannibal, MO 63401
573-221-0298
- Trinity Episcopal Church (M)
124 N. Mulanix, Kirksville, MO 63501
PO Box 652, Kirksville, MO 63501
660-665-6155
- Trinity Episcopal Church (P)
318 S. Duchesne, St. Charles, MO 63301
636-949-0160
- Trinity Episcopal Church (M)
120 E. Scioto, St. James, MO 65559
PO Box 126, St. James, MO 65559
573-265-7667
- Trinity Episcopal Church (P)
600 N. Euclid Ave. St. Louis, MO 63108
PO Box 4740, St. Louis MO 63108
314-361-4655

Convocations

Metro II

All Saints' Church, St. Louis
 Christ Church Cathedral, St. Louis
 Church of the Ascension, Northwoods
 Church of the Holy Communion, University City
 Church of St. Michael and St. George, Clayton
 St. Barnabas' Church, Florissant
 St. John's Church, Tower Grove (St. Louis)
 Trinity Church, St. Louis

Metro III

Church of the Advent, Crestwood
 Grace Church, Kirkwood
 St. Matthew's Church, Warson Woods
 St. Mark's Church, St. Louis
 St. Paul's Church, Carondelet (St. Louis)
 St. Thomas' Church for the Deaf, Kirkwood
 Emmanuel Church, Webster Groves
 Trinity Church, Jefferson County (De Soto)

Metro IV

Christ Church, Rolla
 Church of the Good Shepherd, Town and Country
 Church of St. John and St. James, Sullivan
 St. Francis' Church, Eureka
 St. Luke's Church, Manchester
 St. Martin's Church, Ellisville
 St. Peter's Church, Ladue
 St. Timothy's Church, Creve Coeur
 Trinity Church, St. James

Kemper

Calvary Church, Louisiana
 Church of the Transfiguration, Lake St. Louis
 St. John's Church, Eolia (Prairieville)
 St. Paul's Church, Palmyra
 St. Stephen's Church, Ferguson
 Trinity Church, Hannibal
 Trinity Church, St. Charles

South

All Saints' Church, Farmington
 Christ Church, Cape Girardeau
 Church of the Holy Cross, Poplar Bluff
 St. Paul's Church, Ironton
 St. Paul's Church, Sikeston
 St. Vincent's-in-the-Vineyard, Ste. Genevieve

West

Calvary Church, Columbia
 Grace Church, Jefferson City
 St. Alban's Church, Fulton
 St. Matthew's Church, Mexico
 St. Mark's Church, Portland
 Trinity Church, Kirksville

Committees, Commissions, Boards

with some/all members elected and/or approved by convention

Trustees of the Corporation of the Episcopal Diocese of Missouri (COEDMO)

Members of Diocesan Council serve as trustees, Terms continue to Convention when the year is indicated.

The Rt. Rev. George Wayne Smith,
 President

Diocesan Council

The Rt. Rev. George Wayne Smith, Chair
 Mr. Harold R. Burroughs, Chancellor,
 ex officio
 Mr. Thomas Hedrick, Treasurer,
 ex officio
 The Rev. Canon E. Daniel Smith, staff

RC=representing convocation, EC=elected by convention, BA=Bishop's appointee.

Ms. Alisa Barnes 2011, RC, Vice-Chair
 Mrs. Sharon K. Hoffman, 2011, RC
 Mrs. Claudia Svoboda, 2011, RC
 Ms. Mary Ann Cook, 2011, EC
 The Rev. Renee L. Fenner, 2011, RC
 Mr. Thom Gross, 2011, BA
 Mrs. Mary Jane Kuhn, 2011, EC
 The Rev. Robert A. Towner, 2011, RC

Mr. Robert Daniels, 2012, RC
 The Rev. John C. Fleming, 2012, RC
 Mr. James Furgason, 2012, EC
 Mr. John Martin, 2012, EC
 The Rev. Todd S. McDowell, 2012, RC
 Mrs. Simone Camp, 2013, EC
 Ms. Susan D. Mills, 2013, RC
 The Rev. Dawn-Victoria Mitchell, 2013,
 RC
 Ms. Victoria C. Myers, 2013, EC
 The Rev. Jason W. Samuel, 2013, BA

Standing Committee

Terms continue to Convention when the year is indicated.

The Rt. Rev. George Wayne Smith,
 Bishop
 Mr. Harold R. Burroughs, Chancellor,
 ex officio
 The Rev. Canon E. Daniel Smith,
 staff person
 The Rev. Joseph Chambers, 2011,
 President
 Mr. Randy Mariani, 2014
 The Rev. Catherine Hillquist, 2011
 Mr. Michael Reiser, 2011

The Rev. Doris Westfall, 2012
 Mr. Todd Eller, 2012
 The Rev. N. Shariya Molegoda, 2012
 Mrs. Lynette Ballard, 2013
 Mrs. Nan Haynes, 2013
 The Rev. Dr. Daniel Handschy, 2013
 Mr. Richmond Coburn, 2014
 The Rev. Sally Weaver, 2014

Christ Church Cathedral, Chapter of

The Rt. Rev. George Wayne Smith,
 Bishop
 The Very Rev. Michael D. Kinman, Dean
Diocesan Representatives
 The Hon. Joseph Adams
 The Rev. Daniel Appleyard
 Ms. Sandra Coburn
 Mr. Jonathan Sanders

Committees, Commissions, Boards with some/all members elected and/or approved by convention

Commission on Ministry

The Rev. Canon Amy Chambers
Cortright, Chair
Mr. Joseph Adams
Ms. Kathleen Alexander
The Rev. Robert Ard, Jr.
The Rev. J. Stephen Barber
The Rev. Susan Bartlett
The Rev. Teresa Danieleley
The Rev. Renee Fenner
The Rev. Patricia Glenn
The Rev. Jon Hall
Ms. Ann Hogan
Mrs. Barbara Muench
Mr. Carl Muench
The Ven. Mark Sluss

Constitution and Canons Committee

The Hon. Jean C. Hamilton, Chair
Mr. Harold Burroughs
Mr. Ronald Jones
The Hon. Mary Russell
The Rev. James Purdy
The Rev. Susan Skinner
Dr. Jamieson Spencer
The Rev. Dr. Peter Van Horne
The Rev. Canon E. Daniel Smith,
ex officio

Deputies to the 76th General Convention (2009)

The Very Rev. Ronald H. Clingenpeel
The Rev. John C. Fleming
The Rev. Dr. Lydia Agnew Speller
The Rev. Tamsen E. Whistler
Mr. Michael Clark
Mr. Joseph Kloecker
Mrs. Kathryn Dyer
Ms. Jeannette Huey

Alternate Deputies to the 76th General Convention

The Rev. Jason W. Samuel
Mr. Don Fisher
Ms. Marguerite Bowman

Diocesan Investment Trust

Mr. Gerald Cooper, Chair
Mrs. Kathleen Sherby
Mrs. Kristina Reppert
Mr. Larry Labrier
Mr. Joseph Kloecker, Jr.
Mr. Thomas Hedrick, ex-officio
The Rt. Rev. George Wayne Smith, ex-officio

Dispatch of Business Committee

Mr. Harold R. Burroughs, Chair
Dr. James F. Hood
The Rev. Canon E. Daniel Smith, ex-officio

Ecclesiastical Court

Mr. Carl Muench
The Rev. John Fleming
Ms. Virginia Russell Rowe
The Rev. Andrew Archie

Lay Credentials and Admission of New Parishes Committee

Dr. James F. Hood, Chair
Mr. Harold R. Burroughs

Nominations and Election Procedure Committee

The Rev. Dr. Warren E. Crews, Chair
The Rev. Andrew J. Archie
Ms. Betty Bowersox
Ms. Lisa Fox
Mr. Chester Hines
The Rev. Jay Kanzler, Jr.

Resolutions Committee

Mrs. Kathryn Dyer, Chair
The Rev. Joseph Chambers
Ms. Carolyn Daniels
Ms. Ann Hogan
The Rev. Dr. Lydia Agnew Speller
The Rev. Robert A. Towner

Committees, Commissions, Boards other diocesan

Church Periodical Club

Mrs. Annie Rayman, President

Community of Hope

The Rev. Todd McDowell, Abbot
The Rev. Dr. Emily Hillquist Davis,
Pastoral Care Admin.

Companion Diocese Committee

The Rev. Emily Bloemker, Chair

Dismantling Racism, Commission on

Mr. Chester Hines, Jr., Chair

Education for Ministry

Dr. Melissa Poole, Coordinator

Episcopal Church Women

Ms. Karen Birr, President

Episcopal Habitat for Humanity Project

Mr. Michael Burke, Diocesan
Representative

Episcopal Recovery Ministries

Ms. Almira (Mydie) Sant, Chair

Episcopal School for Ministry

The Rev. Beverly Van Horne, Interim Dean

Oasis Missouri

Mr. Todd Eller, Chair

Paseo con Cristo

The Rev. Dr. Warren Crews, Chair

Task Force for the Hungry

Mr. Brian Roche, Chair

United Thank Offering

Ms. Rosemary Bagin, Chair

Youth Missioner

Mr. Jonathan Stratton

Partner and Related Organizations

Episcopal City Mission

The Rt. Rev. George Wayne Smith,
President
Ms. Mary Kay Digby, Executive Director

Grace Hill Settlement House and Neighborhood Services

Mr. Roderick L. Jones, President and
Chief Executive Officer
Mr. Tim Fogerty, Chair

Grace Hill Neighborhood Health Center

Mr. Alan O. Freeman, Chief Executive
Officer

St. Luke's Episcopal-Presbyterian Hospital

Mr. John B. Biggs, Jr., Board Chairman
The Rt. Rev. George Wayne Smith,
Standing Member of the Board
*Pastoral Care and the Clinical Pastoral
Education Program*
The Rev. Renita Heinzl, Director
The Rev. Mariclea J. T. Chollet,
Associate Director

St. Andrew's Resources for Seniors System

Ms. Mary Alice Ryan, President & CEO
The Rt. Rev. George Wayne Smith,
Standing Member of the Board

Trustees of the University of the South

The Rt. Rev. George Wayne Smith,
ex officio
The Rev. Llewellyn M. Heigham (2011)
Ms. Judith Lynn Bandy Stupp (2011)

List of Clergy, as of November 18, 2011

Canonically resident and eligible to seat, voice, and vote, in accordance with Title III, Article III.3, Section 4)

- Smith, George Wayne, Bishop, Offices of the Bishop, St. Louis
- Appleyard, Daniel S., Rector, Emmanuel Church, Webster Groves
- Archie, Andrew J., Rector, Church of St. Michael & St. George, Clayton
- Ard, Jr., Robert F., Priest-In-Charge, St. Paul's Church, Carondelet
- Baker, Jr., William A., Retired, St. Louis
- Barber, J. Stephen, Vicar, Trinity Church, St. James
- Bartlett, Susan M., Deacon, Christ Church, Rolla
- Bloemker, Emily J., Non-Parochial, New York, NY
- Bowen, Elizabeth A., Deacon, Trinity Church, St. Charles
- Carlson, Kelly B., Assistant to the Rector, St. Peter's Church, Ladue
- Chambers, Joseph M. C., Chaplain, Episcopal Campus Ministry at Washington University, St. Louis
- Chollet, Mariclea J. T., Chaplain, St. Luke's Hospital, Chesterfield
- Clingenpeel, Ronald H., Retired, River Ridge, LA
- Cobb, Christina Rich, Rector, St. Matthew's Church, Mexico and Chaplain, Episcopal Campus Ministry in Columbia
- Cortright, Amy Chambers, Vicar, Christ Church Cathedral, St. Louis
- Crews, Warren E., Priest Associate, Emmanuel Church, Webster Groves
- Crossnoe, Marshall Eugene, Vicar, St. Alban's Church, Fulton and St. Mark's Church, Portland
- Danieleley, Teresa K. M., Rector, St. John's Church, Tower Grove
- Davenport, Carrol K., Priest Associate, Trinity Church, Kirksville
- Dolan, Pamela E., Curate, Emmanuel Church, Webster Groves
- Dunnington, Michael G., Priest-In-Charge, All Saints' Church, St. Louis
- Esbenshade, Burnell True, Deacon, Emmanuel Church, Webster Groves
- Fenner, Renee L., Rector, St. Barnabas' Church, Florissant
- Fleming, John C., Rector, St. Timothy's Church, Creve Coeur
- Glenn, Patricia Foster, Rector, Calvary Church, Louisiana and Priest-In-Charge, St. John's Church, Eolia
- Hall, Jon W., Rector, St. Martin's Church, Ellisville
- Handschy, Daniel J., Rector, Church of the Advent, Crestwood
- Heigham, Jr., Llewellyn M., Rector Emeritus, St. Paul's, Carondelet
- Hillquist, Catherine R., Vicar, St. Paul's Church, Ironton and Priest-In-Charge, All Saints' Church, Farmington
- Hillquist Davis, Emily, Vicar, St. Thomas Church for the Deaf, Kirkwood and Assistant Priest, St. Martin's, Ellisville
- Jacobson, H. Knute, Rector, Calvary Church, Columbia
- Joseph, Annette B., Rector, Holy Cross, Poplar Bluff
- Kanzler, Jr., Jay Lee, Assisting Priest, St. Peter's Church, Ladue
- Kelsey, Anne H., Rector, Trinity Church, Central West End
- Kilgore, John W., Canon Minor, Christ Church Cathedral, St. Louis
- Kinman, Michael D., Dean, Christ Church Cathedral, St. Louis
- Lawler, Steven W., Rector, St. Stephen's Church, Ferguson
- Leip, III, Harry L., Deacon, Trinity Church, Central West End
- Luley, William T., Rector, St. Luke's Church, Manchester
- McDowell, Todd S., Rector, Grace Church, Kirkwood
- McMichael, Jr., Ralph N., Non-Parochial, Kirkwood
- Mitchell, Dawn-Victoria, Rector, Trinity Church, Hannibal and St. Paul's Church, Palmyra
- Molegoda, N. Shariya, Rector, Grace Church, Jefferson City
- Morgan, Heather M., Non-Parochial, Columbia
- Morris, Charles H., Priest Associate, Church of the Transfiguration, Lake St. Louis
- Myers, Brooke, Rector, Church of the Holy Communion, University City
- Nanny, Susan K., Non-Parochial, Kirkwood
- Naylor, Susan R., Deacon, St. Martin's Church, Ellisville
- O'Neil, Janet A., Deacon, St. Timothy's Church, Creve Coeur
- Park, III, Howard F., Priest Associate, Church of the Transfiguration, Lake St. Louis
- Peets, Patricia Ann, Deacon, Trinity Church, St. James
- Purdy, James H., Retired, St. Louis
- Pyron, Jr., W. Nathaniel, Retired, St. Louis
- Ragland, Rebecca Louise, Assistant to the Rector, Church of the Holy Communion, University City
- Samuel, Jason W., Rector, Church of the Transfiguration, Lake St. Louis
- Skinner, Susan C., Interim Rector, Church of the Good Shepherd, Town & Country
- Sluss, Mark D., Deacon, Christ Church Cathedral, St. Louis
- Smith, E. Daniel, Canon to the Ordinary, Offices of the Bishop, St. Louis
- Smith, Marc D., Priest-In-Charge, Church of the Ascension, Northwoods
- Speller, Lydia Agnew, Non-Parochial, St. Louis
- Strom, Aune J., Rector, Christ Church, Rolla
- Towner, Robert A., Rector, Christ Church, Cape Girardeau
- Van Horne, Beverly D., Retired, St. Louis
- Van Horne, Peter E., Interim Rector, St. Mark's, St. Louis
- Washington, Sr., Emery, Priest Associate, Church of the Holy Communion, University City

List of Clergy, as of November 18, 2011

- Weaver, Sally Sykes, Vicar, St. Francis' Church, Eureka
- Wesley, Carol A., Priest-In-Charge, Church of St. John & St. James, Sullivan
- Westfall, Doris C., Rector, St. Matthew's Church, Warson Woods
- Wheeler, John Michael, Associate Rector, Church of St. Michael & St. George, Clayton
- Whistler, Tamsen E., Rector, Trinity Church, St. Charles
- Wiltse, Roderic D., Priest Associate, Emmanuel Church, Webster Groves
- Wolfenbarger, M. Suzanne, Assisting Priest, Christ Church Cathedral, St. Louis
- Tudor, Richard B., Retired, Florissant
- Valantasis, Richard, Retired, Santa Fe, NM
- Vandivort, Paul M., Retired, Des Peres
- Weissman, Stephen E., Retired, Asheville, NC
- Wilkinson, Donald C., Retired, San Antonio, TX
- Williams, Patricia J. S., Priest Associate, Christ Church, Cape Girardeau
- Yerkes, Kenneth B., Retired, Haddon Township, NJ

Suspended Clergy

- Davis, Fred R., St. Louis, MO

Clergy Licensed to Officiate in the Diocese of Missouri

- Bergmann, J. Stephen (Ohio), Pastoral Assistant, St. Peter's Church, Ladue
- Clark, James L. (Central/Southern Illinois, ELCA), Supply Priest, Trinity, Jefferson County
- Dinovo, D. Rebecca (San Diego), Associate Rector, Grace Church, Kirkwood
- Fox, Jedediah Wynn (Montana), Curate, Church of St. Michael & St. George, Clayton
- Giles, III, James D. (Central Florida), Non-Parochial, Leetsdale, PA
- Good, John M. (Eastern Michigan), Priest Associate, Christ Church Cathedral, St. Louis
- Hoffman, Arnold R. (Springfield), Priest Associate, Christ Church Cathedral, St. Louis
- Klein, Robert (Ohio, ELCA), Supply Priest, St. Alban's, Fulton
- Moore, II, Roy C. (Central States, ELCA), Clergy Associate, St. Timothy's, Creve Coeur,
- Okere, Cyprian O. C. (Isialangwa South), Non-Parochial, Fort Hood, TX,
- Pearson, Daniel V. (Minnesota), Interim Rector, St. Peter's, Ladue
- Randolph, Michael P. G. G. (Southern Ohio), Priest Associate, Trinity Church, Central West End
- Reid-Levy, Schelly (Maryland), Deacon, Trinity Church, St. James
- Rosenholtz, Cathy E. (Metro New York, ELCA), Priest Associate, Calvary Church, Columbia,
- Shane, Johnnette (California), Vicar, Trinity Church, Kirksville
- Spratt, George C. (Kansas), Non-Parochial, Deer River, MN

*Clergy canonically resident with seat and voice only.
Not required for a quorum.*

- Jones, Jr., William A., Retired Bishop, Kennett Square, PA
- Rockwell, Hays H., Retired Bishop, West Kingston, RI
- Allen, J. C. Michael, Retired, St. Louis
- Allen, Priscilla, Retired, St. Louis
- Ash, Richard H., Retired, Macon
- Baker, Richard H., Retired, St. Louis
- Benson, David H., Retired, Inver Grove Heights, MN
- Blair, John Kenneth, Associate for Spirituality, St. Stephen's Church, Ferguson
- Bowden, G. Edward, Retired, Myrtle Beach, SC
- Bruns, Thomas C., Retired, Seguin, TX
- Cadigan, C. Richard, Retired, De Soto, TX
- Caldwell, Wallace F., Retired, Harrisonburg, VA
- Campbell, C. Alan, Retired, Helotes, TX
- Carlo, Joseph W., Retired, Ft. Myers, FL
- Cassell, Jonnie L., Non-Parochial, Grandview
- Cherbonnier, Edmond L., Retired Deacon, Hartford, CT
- Danforth, John C., Retired, St. Louis
- Doyle, R. Thomas, Non-Parochial, El Cerrito, CA
- Eastes, Suzanne H., Retired, Ballwin
- Fly, David K., Retired, St. Louis
- Franken, Robert Anton, Retired Deacon, St. Louis
- Grindrod, Robert H., Retired, Palatine, IL
- Hamp, Gary D., Retired, Traverse City, MI
- Hardwick, Linda Cornelius, Non-Parochial, Rolla
- Heathcock, J. Edwin, Retired, Chesterfield
- Ibe, Morgan K. C. , Non-Parochial, Edmond, OK
- Knudsen, Richard, Retired, Union
- LaBatt, Walter B., Retired, Dexter, MI
- Lobsinger, Eric J., Non-Parochial, Washington, DC
- Ludbrook, Helen C., Retired, St. Louis
- MacArthur, Robert S., Retired, Center Sandwich, NH
- Metzger, James P., Retired, Cincinnati, OH
- Moore, III, Edward F., Retired, Cypress, TX
- Musgrave, John B., Retired, Chesterfield
- Nabe, Clyde M., Retired, St. Petersburg, FL
- Noel, Virginia L., Retired, Ellisville
- Nowlin, Gary, Non-Parochial, St. Louis
- Orme-Rogers, Charles A., Non-Parochial, Madison, WI
- Peabody, William N., Retired, St. Johnsbury, VT
- Plattenburg, George S., Retired, St. Charles
- Raske, L. Keith, Retired, St. Louis
- Robinson, Paula P., Non-Parochial, Rufforth, England
- Roeger, William D., Retired, Hannibal
- Sanders, Harvel R., Retired, Sedalia
- Sarkissyan, Sabi K., Arabic Minister, Church of the Good Shepherd, Town & Country
- Schisser, Janet E., Non-Parochial, Columbia, MO
- Smart, Clifford E. J., Retired, St. Louis
- Stansbery, Marylen W., Retired Deacon
- Stuart, Jr., Calvin B., Retired, St. Louis
- Tomas, Bernardo D., Retired, Miami, FL

Clergy and Delegates

List of Clergy, as of November 18, 2011, by precedence

[C – Consecrated; O – Ordained in Missouri; R – Received into Missouri from Other Diocese]

Smith, George Wayne -C-	March 2, 2002 – Bishop	Mitchell, Dawn-Victoria-R-	January 10, 2001
Jones, William A., Jr. -C-	May 3, 1975 – Retired Bishop	Towner, Robert Arthur -R-	January 15, 2001
Rockwell, Hays H. -C-	March 2, 1991 – Retired Bishop	Hillquist, Catherine Rinke-R-	February 5, 2001
Carlo, Joseph W. -O-	September 14, 1960 – Retired	Smart, Clifford E. J. -R-	May 4, 2001 – Retired
Park, Howard F., III -O-	June 16, 1962 – Retired	Caldwell, Wallace F. -R-	June 1, 2001 – Retired
Cadigan, C. Richard -R-	January 4, 1963 – Retired	Hamp, Gary D. -R-	September 1, 2001 – Retired
Danforth, John C. -O-	September 15, 1963 – Retired	Sarkissyan, Sabi K. -R-	September 12, 2001 – Non-Parochial
Baker, Richard H. -O-	June 25, 1964 – Retired	Franken, Robert Anton-R-	September 14, 2001 – Retired Deacon
Stuart, Calvin B., Jr. -O-	June 25, 1964 – Retired	McMichael, Jr., Ralph N.-R-	October 11, 2001 – Non-Parochial
Morris, Charles H. -R-	August 1, 1965 – Retired	Van Horne, Peter E. -R-	October 12, 2001 – Retired
Benson, David H. -R-	September 1, 1965 – Retired	Kelsey, Anne H. -R-	January 14, 2002
Sanders, Harvel R. -O-	June 25, 1966 – Retired	Clingenpeel, Ronald H.-R-	April 1, 2002 – Retired
Tomas, Bernardo D. -R-	April 3, 1968 – Retired	Myers, Brooke -R-	October 16, 2002
Vandivort, Paul M. -O-	June 22, 1968 – Retired	Hardwick, Linda Cornelius-R-	October 28, 2002 – Non-Parochial
Peabody, William N. -R-	March 25, 1969 – Retired	Smith, E. Daniel -R-	December 31, 2002
Wilkinson, Donald C. -R-	January 19, 1972 – Retired	Wesley, Carol Ann -O-	March 28, 2003
Ash, Richard H. -R-	September 1, 1972 – Retired	Kilgore, John William -O-	March 28, 2003
Knudsen, Richard A. -O-	November 11, 1973 – Retired	Danieley, Teresa K. M.-O-	December 19, 2003
Cherbonnier, Edmund L.-R-	April 24, 1974 – Retired Deacon	Naylor, Susan Rice -O-	June 3, 2004 – Deacon
Baker, Jr., William A. -R-	January 14, 1976 – Retired	Musgrave, John B. -R-	July 6, 2004 – Retired
Allen, Jay Cooke Michael-R-	June 1, 1976 – Retired	Westfall, Doris C. -O-	December 22, 2004
Plattenburg, George S.-R-	August 20, 1976 – Retired	Weaver, Sally Sykes -O-	December 22, 2004
Davis, Fred R. -R-	February 23, 1978 – Suspended	Kanzler, Jr., Jay Lee -O-	December 22, 2004
Heigham, Jr., Llewellyn M.-R-	July 13, 1980 – Retired	Fenner, Renee Lynette-O-	December 22, 2004
Grindrod, Robert Hamm-R-	August 15, 1980 – Retired	Van Horne, Beverly Dew-O-	December 22, 2004 – Retired
Fly, David Kerrigan -R-	September 1, 1981 – Retired	Bartlett, Susan Mansfield-O-	November 18, 2005 – Deacon
Skinner, Susan C. -R-	February 1, 1982 – Retired	Chambers, Joseph M. C.-O-	December 21, 2005
Washington, Sr., Emery-R-	September 1, 1983 – Retired	Davenport, Carrol Kimsey-O-	December 21, 2005
Wiltse, Roderic D. -R-	September 1, 1983 – Retired	Peets, Patricia Ann -R-	March 1, 2006 – Deacon
Ludbrook, Helen C. -O-	June 15, 1984 – Retired	Orme-Rogers, Charles Arthur-O-	May 31, 2006 – Non-Parochial
Whistler, Tamsen E. -O-	June 15, 1984	Cobb, Christina Rich -O-	May 31, 2006
Noel, Virginia L. -R-	October 2, 1984 – Retired	Wolfenbarger, Mary Suzanne-R-	September 5, 2006
Yerkes, Kenneth B. -O-	June 15, 1985 – Retired	Cortright, Amy E. M. Chambers-R-	November 21, 2006
Bruns, Thomas C. -R-	December 5, 1985 – Retired	Barber, James Stephen-O-	December 20, 2006
Roeger, William D. -R-	April 15, 1986 – Retired	Hillquist Davis, Emily -O-	December 20, 2006
Crews, Warren E. -R-	August 15, 1986 – Retired	Glenn, Patricia Foster -O-	December 20, 2006
Heathcock, J. Edwin -R-	December 8, 1986 – Retired	Chollet, Mariclea Joaquim Treiber -O-	December 20, 2006
Campbell, Claude Alan-R-	February 26, 1987 – Retired	Esbenshade, Burnell True-O-	February 7, 2007 – Deacon
Allen, Priscilla -R-	January 1, 1989 – Retired	Sluss, Mark Duane -O-	February 7, 2007 – Deacon
Lawler, Steven W. -R-	February 2, 1989	Dunnington, Michael Gerard-R-	March 1, 2007
Tudor, Richard B. -R-	April 24, 1989 – Retired	Wheeler, John Michael-R-	March 27, 2007
Metzger, James P. -R-	November 7, 1989 – Retired	Ibe, Morgan Kelechi Chidi-R-	April 25, 2007 – Non-Parochial
MacArthur, Robert S. -R-	November 30, 1989 – Retired	O’Neil, Janet Anne -O-	May 17, 2007 – Deacon
Nanny, Susan K. -R-	April 5, 1990 – Non-Parochial	Molegoda, Niranjani Shariya-R-	October 1, 2007
Williams, Patricia J. S. -O-	May 5, 1990 – Retired	Bowen, Elizabeth Anne-O-	October 23, 2007 – Deacon
Moore, III, Edward F. -O-	May 5, 1990 – Retired	Morgan, Heather M. -R-	November 28, 2007 – Non-Parochial
Eastes, Suzanne H. -R-	June 25, 1991 – Retired	Crossnoe, Marshall Eugene-O-	December 21, 2007
Nabe, Clyde M. -R-	September 15, 1992 – Retired	Ragland, Rebecca Louise-O-	December 21, 2007
Handschy, Daniel J. -R-	November 13, 1992	Robinson, Paula Patricia-R-	August 5, 2008 – Retired
Valantasis, Richard -R-	March 19, 1993 – Retired	Bloemker, Emily Jo -O-	December 15, 2008 – Non-Parochial
Spellner, Lydia Agnew -R-	August 26, 1993 – Non-Parochial	Carlson, Kelly B. -R-	March 10, 2009
Nowlin, B. Gary -R-	September 1, 1993 – Non-Parochial	Schisser, Janet Elaine -R-	May 8, 2009 – Deacon
Weissman, Stephen E.-R-	November 10, 1993 – Retired	McDowell, Todd S. -R-	July 20, 2009
LaBatt, Walter B. -R-	October 3, 1994 – Retired	Appleyard, Daniel Scott-R-	October 16, 2009
Raske, L. Keith -R-	November 1, 1995 – Retired	Strom, Aune J. -R-	October 20, 2009
Kinman, Michael D. -O-	July 27, 1996	Dolan, Pamela E. -O-	December 18, 2009
Pyron, Jr., W. Nathaniel-R-	September 1, 1996 – Retired	Hall, Jon W. -R-	May 3, 2010
Luley, William T. -R-	October 3, 1996	Lobsinger, Eric J. -O-	May 13, 2010 – Deacon
Samuel, Jason W. -R-	November 19, 1997	Ard, Jr., Robert F. -O-	May 22, 2010
Purdy, James Hughes -R-	March 1, 1998 – Retired	Smith, Marc D. -O-	December 23, 2010
Stansbery, Marylen W.-O-	April 30, 1998 – Retired Deacon	Leip, III, Harry L. -O-	January 29, 2011 – Deacon
Cassell, Jonnie L. -R-	July 21, 1998 – Non-Parochial	Joseph, Annette B. -R-	March 1, 2011
Fleming, John Charles -O-	March 25, 1999	Jacobson, H. Knute -R-	May 6, 2011
Doyle, Ralph Thomas -R-	February 18, 2000 – Non-Parochial		
Archie, Andrew J. -R-	March 31, 2000		
Blair, John Kenneth -R-	September 28, 2000		
Bowden, George Edward-R-	November 14, 2000 – Retired		

List of Lay Delegates present at the 172nd Convention

<i>All Saints' Church, Farmington</i> Mr. James Kellogg	<i>Church of the Holy Communion, University City</i> Ms. Alisa Barnes Mrs. Elizabeth Hines Mrs. Leslie Scoopmire	<i>St. John's Episcopal Church, St. Louis</i> Mr. Bryan Cather Ms. Allyce Bullock	<i>St. Stephen's Episcopal Church, Ferguson</i> Ms. Michelle Hammond Ms. Cathy Johnston Mr. Stephen Robin
<i>All Saints' Episcopal Church, St. Louis</i> Dr. Carter Whitson	<i>Church of the Transfiguration, Lake St. Louis</i> Mr. Robert Daniels Mr. Lawrence Hopen Ms. Sarah Ruth	<i>St. Luke's Episcopal Church, Manchester</i> Mr. Bruce Ward	<i>St. Thomas Church for the Deaf, Kirkwood</i> Mr. William Sheldon
<i>Calvary Episcopal Church, Columbia</i> Ms. Kathy Alexander Ms. Kristina Detmer Mrs. Elizabeth Simpson Ms. Mary Wise Mrs. Laura Wolfe	<i>Emmanuel Episcopal Church, Webster Groves</i> Mr. John Hogg Mr. Brian Stephenson Mr. Rudy Walz Mrs. Katherine Ziegler Mr. Lee Nelsen	<i>St. Mark's Episcopal Church, Portland</i> Ms. Jean Blackburn	<i>St. Timothy's Episcopal Church, Creve Coeur</i> Mrs. Virginia Campbell Mrs. Jane Hood Ms. Rosemary Jasper Mrs. Lynn Whittington
<i>Calvary Episcopal Church, Louisiana</i> Ms. Lisann Backsmeyer Ms. Betzy Jakabs	<i>Episcopal Campus Ministry, University of Missouri, Columbia</i> Ms. Emily Harryman	<i>St. Mark's Episcopal Church, St. Louis</i> Ms. Lynn Heritage Mrs. Ellen Jeffery Ms. Margaret Hvatum	<i>St. Vincent's Church in the Vineyard, St. Genevieve</i> Mr. Hank Johnson
<i>Christ Church Cathedral, St. Louis</i> Dr. Huldah Blamoville Mr. Michael Clark Dr. Ronald Freiwald Mr. Thom Gross Ms. Elizabeth Watkins	<i>Episcopal Campus Ministry, Washington University, St. Louis</i> Ms. Noliyanda Jones	<i>St. Martin's Episcopal Church, Ellisville</i> Mr. Lincoln Drake Mrs. Phyllis Duff Mr. Wayne Peters	<i>Trinity Episcopal Church, Central West End, St. Louis</i> Mr. Al Adams Ms. Carolyn Munch Mrs. Betty Weber
<i>Christ Episcopal Church, Cape Girardeau</i> Ms. Ann Hogan Mrs. Barbara Muench	<i>Grace Episcopal Church, Jefferson City</i> Ms. Nancy Belcher Ms. Alice Bernard-Jones Mr. George Hartsfield	<i>St. Matthew's Episcopal Church, Mexico</i> No delegates present	<i>Trinity Episcopal Church, Hannibal</i> Mrs. Natalie Noel Ms. Theodora Rendlen
<i>Christ Episcopal Church, Rolla</i> Mrs. Peggy Leonard Ms. Susan Mills	<i>Grace Episcopal Church, Kirkwood</i> Mr. Vince Nicosia Ms. Patricia O'Brien Mr. Eric Woodruff	<i>St. Matthew's Episcopal Church, Warson Woods</i> Ms. Debbie Caby	<i>Trinity Episcopal Church, De Soto, Jefferson County</i> Mr. James Berger Mrs. Joyce Koch
<i>Church of St. John & St. James, Sullivan</i> Mrs. Mary Lou Hubble	<i>Holy Cross Episcopal Church, Poplar Bluff</i> Mrs. Barbara Pinkerton	<i>St. Paul's Episcopal Church, St. Louis</i> Mr. John Martin Mr. Earl Jones	<i>Trinity Episcopal Church, Kirksville</i> Dr. Natalie Alexander Ms. Julia Seidler
<i>Church of St. Michael & St. George, Clayton</i> Mr. Robert Barrett Mr. Wayne Norwood	<i>St. Alban's Episcopal Church, Fulton</i> Mrs. Simone Camp	<i>St. Paul's Episcopal Church, Ironton</i> No delegates present	<i>Trinity Episcopal Church, St. Charles</i> Mrs. Jackie Halter
<i>Church of the Advent, Crestwood</i> Mr. Harry Dengler Mrs. Claudia Svoboda Mrs. René Sanders	<i>St. Barnabas' Episcopal Church, Florissant</i> Mr. Michael Dobbs Mrs. Debbie Haefner Mrs. Sharon Love	<i>St. Paul's Episcopal Church, Palmyra</i> No delegates present	<i>Trinity Episcopal Church, St. James</i> Ms. Sharon Dolisi
<i>Church of the Ascension, Northwoods</i> Mrs. Betty Brown Ms. Donnetta Jones	<i>St. Francis' Episcopal Church, Eureka</i> Ms. Suzanne Jones	<i>St. Peter's Episcopal Church, Ladue</i> Mrs. Kelly Daniel-Decker Mr. James Freeman Mr. Joseph Kloecker, Jr. Mr. Brian Reeves Mrs. Cynthia Schellenberg Mrs. Elizabeth Yount Ms. Virginia Smith	
<i>Church of the Good Shepherd, Town and Country</i> Mr. Brooke Forsyth Mrs. Patricia Wieneman	<i>St. John's Episcopal Church, Eolia</i> No delegates present		

Rules of Order as adopted by the 172nd 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 shall address himself to the Presiding Officer, state his name and church, and confine himself 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 the House.

5. Any member of the House may call for a vote by hands or standing vote. Every member who may be in the House when such a vote is called shall be counted unless he/she be excused by Convention.

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

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 the House. All reports recommending or requiring any action or expression of opinion by the House shall be accompanied by a resolution for the action of the House thereon. All annual reports shall be received and filed by the Secretary as presented before or during 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 Preferential Aggregate Transfer Ballot:

a) Each elector shall mark his or her ballot by numbering the names of all the candidates for each office in order of preference, with the preferred name being numbered 1. The elector shall not give more than one number to any name, nor shall any name be left unnumbered. Any ballot which does not comply with the directions given in this section will be invalid and will not be counted.

b) The persons appointed by the Presiding Officer to conduct the election shall count each valid ballot by assigning to each candidate that candidate's rank-ordered number on the ballot.

c) The candidates shall then be ranked according to the respective sums of their rank-ordered numbers, beginning with the lowest sum, and the candidate or candidates with the lowest sums shall be elected, according to the number of vacancies to be filled.

d) In case of a tie in which one or more candidates must be selected, that candidate or candidates with the highest number of first-place ballots shall be elected; and if the tied candidates have the same number of first place ballots, then the candidate or candidates having the highest number of second place ballots shall be elected, and so forth; and if the tied candidates have the same number of ballots at every rank, then the candidate or candidates to be elected shall be chosen by the toss of a coin.

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.

Order of Business

FRIDAY, NOVEMBER 18, 2011

10–11:30 AM	Presiding Bishop Katharine's meeting Cathedral Nave with Diocesan clergy
1–2:30 PM	Plenary Session I
3–4:30 PM	Hearings
4:45–5:45 PM	Plenary Session II
6–8 PM	Reception Cathedral Nave

SATURDAY, NOVEMBER 19, 2011

9–10:15 AM	Convention Eucharist, Cathedral Nave, The Most Rev. Katharine Jefferts Schori preaching
10:30 AM–12 NOON	Clergy Spouse/Partner event BTM 2nd floor
10:45 AM–12:30 PM	Plenary Session III

Sine die

Minutes of Convention

Friday, November 18, 2011

Plenary Session I

Christ Church Cathedral, Schuyler Hall

Call to Order: Bishop Smith

Having been informed that a quorum was present, at 1:00 P.M., the Right Reverend George Wayne Smith declared the 172nd Meeting of the Convention of the Episcopal Church in the Diocese of Missouri to be in session.

Opening Prayer and Welcome: Bishop Smith, Dean Kinman

Bishop Smith gave the opening prayer, and the Very Rev. Michael Kinman, Dean of Christ Church Cathedral, welcomed the delegates and visitors.

Reminder to Register: Bishop Smith

Bishop Smith reminded all delegates to register each day of Convention.

Appointment of a Secretary: Bishop Smith

Bishop Smith appointed Dr. James Hood as the Secretary of the Convention.

Appointment of a Parliamentary Advisor to Chair: Bishop Smith

Bishop Smith appointed Harold R. Burroughs, Esq., Chancellor of the Diocese, to serve as Parliamentary Advisor to the Chair.

Report of the Committee on Lay Credentials and Admission of New Parishes: Dr. Hood

The Secretary offered a motion giving seat and voice to clergy and one lay person not canonically entitled to seat, voice, and vote in the Convention:

The Rev. J. Stephen Bergmann (Ohio), Pastoral Assistant, St. Peter's Episcopal Church, Ladue

The Rev. James L. Clark (Central/Southern Illinois, ELCA), Supply Priest, Trinity, Jefferson County

The Rev. D. Rebecca Dinovo (San Diego), Associate Rector, Grace, Kirkwood

The Rt. Rev. Stephen Dokolo, Bishop, Diocese of Lui

The Rev. Jedediah Fox (Montana), Curate, Church of St. Michael & St. George, Clayton

The Rev. John Good (Eastern Michigan), Priest Associate, Christ Church Cathedral

The Rev. Dr. Arnold R. Hoffman (Springfield), Priest Associate, Christ Church Cathedral, St. Louis

The Most Rev. Katharine Jefferts Schori, Presiding Bishop, Episcopal Church in the United States of America

The Rev. Robert Klein (Ohio, ELCA), Supply Priest, St. Alban's Church, Fulton

The Rev. Roy Moore, II (Central States, ELCA), Clergy Associate, St. Timothy's Church, Creve Coeur

The Rev. Daniel V. Pearson, (Minnesota), Interim Rector, St. Peter's, Ladue

The Rev. Michael P.G.G. Randolph (Southern Ohio), Associate Rector, Trinity Episcopal Church, Central West End

The Rev. Schelly Reid-Levy (Maryland), Deacon, Trinity Episcopal Church, St. James

The Rev. Cathy E. Rosenholtz (Metro New York, ELCA), Pastoral Associate, Calvary, Columbia

The Rev. Johnnette Shane (California), Vicar, Trinity, Kirksville
Ms. Anne Powell, Deanery of Blackmore Vale, Diocese of Salisbury, Church of England

The Secretary then presented and moved the following resolution:

Right Reverend Sir and Members of Convention:

Diocesan Canon IV.16, Section 1, states that a Parish or Mission may merge with another Parish or Mission, or dissolve by closing its operations completely, with the approval of the Bishop and by resolution of Convention. It is in the context of that Canon that I introduce the following resolution:

WHEREAS, the Bishop's Committee of the Mission, Columbia Hope, Columbia, Missouri, has voted to dissolve by closing its operations completely; and

WHEREAS, the Bishop has approved the dissolution of such Mission.

NOW, THEREFORE, BE IT RESOLVED BY THE 172nd MEETING OF CONVENTION OF THE EPISCOPAL DIOCESE OF MISSOURI:

I. That the Mission, Columbia Hope, Columbia, be and it is hereby dissolved; and

II. That the Chancellor and other appropriate officers and agents of the Diocese be and they are hereby authorized and directed to take whatever other and further actions they may deem necessary or desirable in order to carry out into effect both the spirit and letter of the foregoing resolution.

The resolution carried unanimously.

Adoption of the Rules of Order: Dr. Hood

The Secretary moved that the Rules of Order used in last year's Convention and as distributed in the Convention delegate packets be adopted as the Rules of Order for the 172nd Convention. The motion carried unanimously.

Recognition of 171st Convention Committees: Bishop Smith
Bishop Smith then recognized those appointed last year to serve on Committees serving the 172nd Convention.

THE COMMITTEE ON LAY CREDENTIALS AND ADMISSION OF NEW PARISHES

Dr. James Hood, Chair
Mr. Harold R. Burroughs

THE COMMITTEE ON THE DISPATCH OF BUSINESS

Mr. Harold R. Burroughs, Chair
Dr. James Hood
The Rev. Canon E. Daniel Smith, ex officio

THE COMMITTEE ON CONSTITUTION & CANONS

The Hon. Jean C. Hamilton, Chair Mr.

Minutes *continued*

Harold R. Burroughs
 Mr. Ronald Jones
 Mr. Jay Kloecker
 The Rev. James H. Purdy
 The Honorable Mary Russell
 The Rev. Susan Skinner
 Mr. Jamieson Spencer
 The Rev. Dr. Peter Van Horne
 The Rev. Canon E. Daniel Smith, *ex officio*

THE COMMITTEE ON RESOLUTIONS

Mrs. Kathryn Dyer, Chair
 The Rev. Joseph Chambers
 Mrs. Carolyn Daniels
 Ms. Ann Hogan
 The Rev. Lydia Agnew Speller
 The Rev. Robert Towner

Introduction of New Clergy and Clergy in New Cures: Bishop Smith

Newly Ordained Clergy

The Rev. Robert Ard, ordained to the priesthood, December 21, 2010
 The Rev. Dr. Marc Smith, ordained to the diaconate December 23, 2010, and to the priesthood, June 24, 2011
 The Rev. Harry Leip, ordained to the diaconate January 29, 2011
 The Rev. M. Suzanne Wolfenbarger, ordained to the priesthood, June 24, 2011

New to the Diocese

The Rev. Johnnette Shane, Vicar, Trinity, Kirksville
 The Rev. Annette Joseph, Rector, Holy Cross, Poplar Bluff
 The Rev. D. Rebecca Dinovo, Associate Rector, Grace, Kirkwood
 The Rev. Cathy Rosenholtz, Pastoral Associate, Calvary, Columbia
 The Rev. Daniel Pearson, Interim Rector, St. Peter's, Ladue

New Cures

The Rev. Dawn-Victoria Mitchell, Rector, Trinity, Hannibal
 The Rev. Robert Ard, Priest-in-Charge, St. Paul, St. Louis
 The Rev. Dr. Marc Smith, Priest-in-charge, Ascension, Northwoods

New Cures (out of the Diocese of Missouri)

The Rev. Emily Bloemker, Program Manager for Liturgy, Hospitality and Pilgrimage, Trinity, Wall Street

Retirements

The Rev. John Musgrave, Rector, Good Shepherd, Town & Country
 The Rev. James Purdy, Rector, St. Peter's, Ladue
 The Rev. Marylen Stansbery, Deacon, St. Mark's, St. Louis

Miscellaneous Transitions

The Rev. Dr. Peter Van Horne, Interim Rector, St. Mark's, St. Louis
 The Rev. Susie Skinner, Interim Rector, Good Shepherd, Town and Country
 The Rev. Dr. Emily Hillquist Davis, Assistant Priest, St. Martin's, Ellisville
 The Very Rev. Michael Kinman, Dean, Christ Church Cathedral
 The Rev. Heather Morgan, Resigned as Vicar, Columbia Hope, Columbia
 The Rev. M. Suzanne Wolfenbarger, Assisting Priest, Christ Church Cathedral
 The Rev. Christina Cobb, Chaplain, Campus Ministry at University of Missouri at Columbia

First Report of the Committee on Nominations and Election Procedure: The Rev. Dr. Warren Crews

Dr. Crews presented the report of the Committee on Nominations and Election Procedure, and asked the nominees for positions on the Standing Committee, Diocesan Council, Cathedral Chapter and Disciplinary Board to stand as they were introduced.

For the Cathedral Chapter (1 clergy and 1 lay for 3 year terms from congregations outside St. Louis City or County)

Lay:
 Mr. James Berger
 Parishioner, Trinity Church, DeSoto

Clergy:
 The Rev. Steve Barber, Vicar, Trinity Church, St. James
 The Rev. Catherine (Kitty) Hillquist, Vicar, St. Paul's Church, Ironton

For the Diocesan Council (2 members for 3 year terms)

Mr. Michael Calvin, Parishioner, All Saints' Church, St. Louis
 Dr. William R. Gilbert, II, Ph.D., Parishioner, St. Peter's Church, Ladue
 Mr. Jeffrey R. Klieve, Parishioner, St. Martin's Church, Ellisville
 Mr. Herschel Myers, Jr., Parishioner, Church of the Ascension, Northwoods

For the Disciplinary Board (1 clergy and 1 lay for 3 year terms and 1 clergy for a 2 year term to complete the unexpired term of The Rev. Harvel Sanders)

Lay:
 Ms. Jane Klieve, Parishioner, St. Martin's Church, Ellisville
 Mr. Jay Kloecker, Parishioner, St. Peter's Church, Ladue
 Ms. Patricia Redington, Parishioner, Holy Communion Church, University City
 Ms. Karen Winn, Parishioner, Grace Church, Jefferson City

Clergy:
 The Rev. Brooke Myers, Rector, Holy Communion Church, University City
 The Rev. Susan Skinner, Interim Rector, Church of the Good Shepherd, Town & Country
 The Rev. Dr. Peter Van Horne, Interim Rector, St. Mark's Church, St. Louis

For the Standing Committee (1 lay and 2 clergy for 4 year terms)

Lay:
 Ms. Mary Ann Cook, Parishioner, Church of St. Michael and St. George, Clayton
 Mr. Harry Goff, Parishioner, St. Barnabas' Church, Florissant
 Mr. Michael Reiser, Parishioner, Christ Church Cathedral, St. Louis
 Mr. Stephen Robin, Parishioner, St. Stephen's Church, Ferguson

Clergy:
 The Rev. Amy Chambers Cortright, Vicar, Christ Church Cathedral, St. Louis
 The Rev. Renee Fenner, Rector, St. Barnabas' Church, Florissant
 The Rev. Anne Kelsey, Rector, Trinity Church, Central West End, St. Louis
 The Rev. Susan Naylor, Deacon, St. Martin's Church, Ellisville

Minutes *continued*

Nomination and Election of a Trustee for the University of the South: Bishop Smith

The Bishop entertained a motion to nominate Ms. Judith Lynn Bandy Stupp to serve a three-year term as a Trustee for the University of the South. Mrs. Stupp was elected unanimously.

Continuing Trustees of the University of the South:
Mr. Jack Laules, term expiring with the 174th Convention
The Rev. Llewellyn M. Heigham, term expiring with the 173rd Convention
The Rt. Rev. Dr. George Wayne Smith, *ex officio*

First Report of the Committee on Resolutions: Mrs. Kathryn Dyer

Mrs. Dyer introduced the resolutions to be voted on Saturday.

She then introduced the first courtesy resolutions.

The Diocese of Lui—Special Guest Anne Powell

Whereas missionaries from the Diocese of Missouri traveled to Lui as early as 2003 and entered into a 5 year covenant with the Diocese of Lui in 2006 and

Whereas the Diocese of Missouri has enjoyed a growing relationship with the Diocese of Lui

Whereas we have expanded our relationship to include both the Blackmore Vale Deanery in the Diocese Salisbury in the Church of England and the Diocese of Lund in the Church of Sweden

Whereas Anne Powell, a member of the mission team from Blackmore Vale Deanery is a special guest at our convention this year,

Be it therefore resolved that this 172nd Convention sends its condolences on the death of Bishop Bullen Dolli to his family and diocese and extends warm greetings to our sisters and brothers in the Diocese of Lui and to newly elected Bishop Stephen Dokolo, and our mission partners in Blackmore Vale Deanery and the Diocese of Lund.

The resolution was adopted by applause.

Retired Bishops—The Rt. Rev. William Jones, The Rt. Rev. Hays Rockwell

Whereas the Diocese of Missouri has been served from generation to generation by faithful and wise bishops and

Whereas each in his turn has brought distinctive gifts for leadership in the mission and ministry of the diocese,

Be it resolved that this 172nd convention of the Diocese of Missouri gives thanks for the ministry of the Rt. Rev. Hays and Linda Rockwell and the Rt. Rev. William and Maggie Jones, wishing them a long and happy retirement.

The resolution was adopted by applause.

Retirement of Priests—The Rev. John Musgrave, The Rev. James Purdy

Whereas The Rev. John Musgrave has served on Diocesan Council and Commission on the Ministry, and as an Associate at St. Peter's (Ladue), and Rector of Church of the Good Shepherd (Town & Country),

Whereas The Rev. James Purdy has served as an active and faithful member of the Commission on Dismantling Racism of the Diocese of Missouri, and as Rector of St. Peter's Episcopal Church in Ladue, Missouri,

Be it therefore resolved that this 172nd Convention extends to them well wishes and an enjoyable retirement.

The resolution was adopted by applause.

Retirement of Deacons—The Rev. Marylen Stansbery

Whereas, the diocese has benefited from the renewal of the order of Deacons and;

Whereas, the second vocational Deacon ordained in Missouri the Rev. Marylen Stansbery has been a great example of diakonia in our diocese and our congregations, and

Whereas the Community of Deacons, revel in her mentorship and sage advice,

Be it therefore resolved that this 172nd Convention congratulates her on her retirement from active ministry, and bids her our best wishes.

The resolution was adopted by applause.

Margery Gantt

Whereas for over 50 of her 90 years, Margery Gantt exercised leadership, in countless ways, in the congregation of St. Matthew's Church, Mexico and

Whereas she was an active leader in her community esp. in support of health care and mental health ministries, and whereas her leadership was recognized by the Mexico Chamber of Commerce, the Southern Christian Leadership Conference for her work in dismantling racism, and by the Missouri Hospital Association for Trustee leadership and

Whereas she served the diocese as President of the ECW and as a three time deputy to General Convention, as a member of several diocesan committees including the Nigerian Task Force and Diocesan Council and

Whereas in 1974 she was recognized for extraordinary service to the diocese by the Rt. Rev. William Jones and again in 1995 by the Right Rev. Hays H. Rockwell who awarded her the Bishop's Medal

Be it therefore resolved that this 172nd Convention of the Diocese of Missouri gives thanks to God for the life and witness of Margery Noyes Gantt.

The resolution was adopted by applause.

The Rev. Anne Scharon-Glaser

Whereas the Rev. Anne Scharon-Glaser was among the first women ordained in the diocese of Missouri and whereas she served on the Chaplaincy staff at St. Luke's Hospital, as vicar of Prince of Peace (St. Louis), Chaplain at Beauvais Manor (St. Louis) and assisted with pastoral care at St. Stephen's, Ferguson, and whereas she died this week at the age of 92,

Be it resolved that this 172nd convention of the Diocese of Missouri thanks God for the life and ministry of Anne Scharon-Glaser and extends its condolences to her children, grand children and great grandchildren and gives thanks to God for her life and ministry.

The resolution was adopted by applause.

Closing Columbia Hope

Whereas we live in changing and challenging times for the church in our culture and

Whereas we are called to proclaim the Good News of God in Christ to those who have not heard it and

Whereas our experiments in church planting do not always bear the fruit we might have hoped for

Be it resolved that the 172nd convention of the Diocese of Missouri gives thanks to God for the bold experiment which was Columbia Hope Church and expresses regret at its closing.

The resolution was adopted by applause.

The Report of the Standing Committee: The Rev. Joseph Chambers

The Rev. Mr. Chambers introduced the members of Standing Committee and showed a video on the new role of the Committee.

The Report of Diocesan Council: Ms. Alisa Barnes

Ms. Barnes presented the report of the Diocesan Council and the Corporation of the Episcopal Diocese of Missouri.

In addition, she presented the Diocesan Council's response to Resolution D-171 as requested by the 171st Convention.

Diocesan Council's Response to Resolution D-171, September 9, 2011

We believe that access to high-quality, affordable health care is essential to our lives individually and communally, and is not an optional "benefit" dependent on either employment status or vocation.

That said, we believe even small parishes can commit to this mission and can carry it out. The task of Diocesan Council was to consider how to assist congregations who pay their full assessments to the Diocese of Missouri with the costs of providing health and dental insurance to the active clergy and their families.

It is our belief that it is not appropriate for the Aged and Infirm Clergy Fund to be used for this pur-

pose. That fund is rather to be used to help retired clergy and those active clergy who have health conditions that cause their costs to be higher than their retired and active peers who are not burdened with the expense of extra health care costs stemming from chronic illnesses or advancing age. Thus a process must begin so that the Aged and Infirm Clergy Fund will be reserved for specific purposes, including how to offset costs of supplemental health insurance needed by retired clergy. This fund is not to be appropriated for financially assisting clergy family members who may no longer qualify for the Denominational Health Plan because they are no longer dependents or because they already have access to high-quality, affordable health care.

Report on New Ventures in Community Ministry Grants: Mr. Robert Daniels

Mr. Daniels presented the report on the New Ventures in Mission Community grants awarded this year to Calvary Church, Columbia; Emmanuel Church, Webster Groves; and Grace Church, Kirkwood.

Report on Diocesan Investment Trust: Mr. Jerry Cooper
Mr. Cooper presented the report for the Diocesan Investment Trust.

Overview of the Proposed 2012 Budget: Mr. Tom Hedrick
Mr. Tom Hedrick, Treasurer of the Diocese, presented an overview of the proposed diocesan budget for 2012.

Announcements: Mr. Hal Burroughs
The Chair recognized the Chancellor for announcements.

Close of Plenary Session I
Bishop Smith then announced the close of Plenary Session I. The Convention stood in recess until 4:15 P.M.

Plenary Session II

At 4:15, having a quorum present, the Bishop convened Plenary Session II.

The Chair accepted the following reports by title:

Standing Committee
Commission on Ministry
Companion Diocese Committee
Commission on Dismantling Racism
Episcopal Campus Ministry, Washington University
Oasis Missouri
Paseo Con Cristo
Offices of the Bishop:
 Canon to the Ordinary
 Director of Communications
 Archivist and Registrar
United Thank Offering
Church Periodical Club
Episcopal City Mission
Grace Hill
St. Andrew's Resources for Seniors System
St. Luke's Hospital
The University of the South

Minutes *continued*

Presentation of Gift to the Presiding Bishop: The Rev. Tamsen Whistler

The Diocesan Delegation to General Convention presented a gift to the Presiding Bishop.

Presentation Concerning the United Thank Offering: Ms. Rosemary Bagin

Ms. Bagin presented the report for the United Thank Offering.

Presentation by the Anglican Covenant Task Force: The Rev. Doris Westfall

The Rev. Ms. Westfall presented the report on the work of the Anglican Covenant Task Force and announced that materials facilitating study of the proposed Anglican Covenant will be mailed to each parish early in December.

Annual Address to Convention: Bishop Smith

The Bishop then presented his Annual Address.

Report of the Episcopal Church Women: Ms. Cheryl Ward

Ms. Ward presented the report of the Episcopal Church Women, describing in particular the work of the ECW in Haiti for hurricane recovery.

For \$10.00, anyone may buy a brick to help rebuild the cathedral in Haiti.

Announcements: Mr. Hal Burroughs

The Chancellor reminded the Convention that all delegates need to sign in again on the following morning.

End of Plenary Session II: Bishop Smith

At 5:40, Bishop Smith announced the conclusion of Plenary Session II. The Convention stood in recess until Saturday morning.

A Reception followed at 6:00 P.M. in the nave of Christ Church Cathedral.

Saturday, November 19, 2011

Christ Church Cathedral, St. Louis

Convention Eucharist

On Saturday, November 19, a quorum being present, Bishop Smith reconvened the 172nd Convention at 9:00 a.m. From 9:00-10:15, the Convention Eucharist was celebrated in the Cathedral with Bishop Smith as celebrant and the Most Rev. Kathryn Jefferts Schori as preacher.

Plenary Session III: Bishop Smith

At 10:45, Bishop Smith opened Plenary Session III in Schuyler Hall.

It was announced that Clergy Spouses and Partners were meeting on second floor of Bishop Tuttle Memorial Building.

Further Report of the Resolutions Committee:
Ms. Kathryn Dyer

The Presiding Bishop—The Most Rev. Katharine Jefferts Schori

Whereas the Most Rev. Katharine Jefferts Schori has called us since 2006 to be attentive to the church's heartbeat of mission and

Whereas her calm and centered leadership in changing times is a blessing to the church and

Whereas she invites us leave our tents to venture with faith into uncertain times in the church trusting in God's love,

Be it resolved that this 172nd convention of the Diocese of Missouri extends a warm welcome to our Presiding Bishop and is grateful for her visit among us.

This resolution was unanimously adopted by standing applause.

Anniversary of Parishes

Whereas in 2011, Trinity Church, St. Charles celebrated 175 years since its foundation and both St. Timothy's (Creve Coeur) and St. Alban's (Fulton) celebrated 50 years since their foundation,

Be it therefore resolved that this 172nd Convention extends to them its congratulations and looks forward to celebrating their ministries for decades to come.

The resolution was adopted by applause.

Diocesan Staff

Whereas the staff of the offices of the Bishop labor tirelessly to assist the congregations of the diocese and

Whereas they offer support to congregations in search or in crisis and to all congregations in their financial and other day to day business and

Whereas they strive to communicate effectively the lives of congregations to the whole diocese and keep us all up to date on diocesan events and

Whereas they are in the front line when Missouri Episcopalians are frustrated or disgruntled,

Be it resolved that this 172nd Convention of the Diocese of Missouri expresses its profound gratitude to the staff of the diocese of Missouri: Tracy Grigsby, Emily McNeil (who has moved to Louisiana) Rita Benson, Desiree Viliocco, Beth Felice, Robin Weisenborn, Susan Wegner and the Rev. Canon Dan Smith.

This resolution was adopted by standing applause.

Celebrating Mothers

Whereas the ordination of women to the priesthood is still a relatively new phenomenon in the Episcopal Church and

Whereas for some of our clergy "birth pangs" is not just a metaphor and

Whereas giving birth to or adopting children while serving a congregation complicates and enriches the lives of women clergy

Be it resolved that this 172nd Convention of the Diocese of Missouri salutes those women priests who have become mothers while serving Missouri congregations: Susan Nanny, Tamsen Whistler, Chris Cobb, Amy Chambers Cortright, Mari Chollet and Teresa Mithen Danieleley and any others and gives thanks for the ways they have made “Mother” much more than a respectful clergy title and have challenged and expanded our vision of priesthood.

The resolution was adopted by applause.

Donated Parking

Whereas parking for this convention has been graciously donated by Steve Smith of the Lawrence Group, which owns the garage and the Park Pacific and

Whereas Steve and Park Pacific are wonderful friends and neighbors of Christ Church Cathedral and an important part of the revitalization of the neighborhood and

Be it therefore resolved that this 172nd convention of the Episcopal Diocese of Missouri expresses its deep gratitude to Steve Smith and the Lawrence Group for their generosity and support.

The resolution was adopted by applause.

Report on Nominations: The Rev. Dr. Warren Crews

The Bishop then recognized the Rev. Warren Crews to present the report of the nominating committee for diocesan offices and to explain the voting system using the preferential ballot.

Dr. Crews presented for a second time the nominees for Diocesan Council, Cathedral Chapter, Standing Committee, and the Disciplinary Board.

Following an explanation of the preferential ballot, balloting then ensued.

Further Report of the Resolutions Committee: Mrs. Kathryn Dyer

Mrs. Dyer then introduced legislative resolutions.

A-172 Implementation of Health Plan

Submitted by Diocesan Council

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 A-177 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.

RATIONALE

In its consideration of the theology imbedded in A-177 (GC2009), the social and economic justice it envisions (A-125, GC2006) and the financial challenges of its implementation, the Diocesan Council thoughtfully and prayerfully discerned the following foundational principle which shapes this resolution offered to Diocesan Convention.

We believe that access to high-quality, affordable health care is essential to our lives individually and communally and is not an optional “benefit” dependent on either employment status or vocation.

In addition, we acknowledge that commercial insurance is the primary instrument through which such access is achieved by those employed in the United States. Thus, the parity between lay and ordained employees required by A-177 can only be achieved through the equal treatment of both in plan design and pricing.

Three operational issues were especially important in the Diocesan Council's deliberations:

Minutes *continued*

a. First, we recognize that financial resources vary significantly among parishes within our diocese and have no intent to impose a financially burdensome mandate on any community of faith.

b. Second, we want to ensure that every parish in the diocese that currently provides employee health insurance coverage maintains or enhances this coverage. Under no circumstances, would we support a reduction in existing benefits or an increase in the individual's current financial responsibility for the cost of health insurance solely to comply with A-177 or this resolution (see resolve #3).

c. Finally, we believe that a reasonable surcharge or incentive may be applied to coverage elected by a lay or ordained employee 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 (see resolve #5); in order to encourage individuals to elect to remain covered by the alternate source.

In offering this resolution to Diocesan Convention, we pray with you:

Almighty God, you have so linked our lives one with another that all we do affects, for good or ill, all other lives: So guide us in the work we do, that we may do it not for self alone, but for the common good; and, as we seek a proper return for our own labor, make us mindful of the rightful aspirations of other workers, and arouse our concern for those who are out of work; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, for ever and ever. Amen.

(Collect for Labor Day, BCP, p. 261)

There was no discussion. The motion was passed but not unanimously.

Introduction of Guests: Bishop Smith

Bishop Smith then brought to the podium Bishop and Mrs. Stephen Dokolo who addressed the Convention briefly.

Further Report of the Resolutions Committee: Ms. Kathryn Dyer

B-172 Companion Diocese

Submitted by the Companion Diocese Committee

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri renews the commitment of the Diocese to the ongoing companion relationship with the Diocese of Lui in the Episcopal Church of Sudan for a second five-year period;

2. BE IT FURTHER RESOLVED that this convention encourages the bishops of Lui and Missouri to review the existing companion relationship [HYPERLINK "http://www.diocesemo.org/downloads/LuiCovenant20070724143318.pdf"](http://www.diocesemo.org/downloads/LuiCovenant20070724143318.pdf) agreement and make any needed adjustments or revisions

in consultation with the Companion Diocese Relationship Committee and other stakeholders in each diocese; and

3. BE IT FURTHER RESOLVED that the Diocese of Missouri will continue to partner with Blackmore Vale Deanery in Salisbury Diocese of the Church of England and the Diocese of Lund in the Lutheran Church of Sweden in their mutual relationship with the people of Lui Diocese through transparency, accountability, and communications, and whenever possible, through joint travels to South Sudan.

RATIONALE

When the Dioceses of Missouri and Lui established a companion relationship, they set a term of five years for the relationship, with an option to renew if mutually desirable. Year 2011 marks the end of the five-year covenant. The Diocese of Lui has strongly expressed its desire for the relationship to continue, and Missouri's Companion Diocese Relationship Committee agrees.

After more than five years of visits and communication as well as careful commitment of funds to mutually agreed projects, there is a hard-won level of maturity and trust in the relationship, and both dioceses continue to benefit from the relationship in rich and complex ways. Because 2011 has witnessed both South Sudanese independence and the consecration of Bishop Stephen Dokolo (who is well known to many Missouri Episcopalians from his two years at Eden Seminary), the coming five years particularly represent a time of great need and great opportunity.

Further, in the past two years Missouri and Lui have expanded their relationship to include the Blackmore Vale Deanery in the Diocese of Salisbury in the Church of England, and Missouri has also been able to connect with the Diocese of Lund in the Church of Sweden

After discussion, B-172 passed unanimously.

Introduction of Ms. Anne Powell from Blackmore Vale, Diocese of Salisbury, Church of England, who addressed the Convention briefly.

A video of the Lui relationship was then shown.

Further Report of the Committee on Resolutions: Mrs. Kathryn Dyer

C-172 HIV/AIDS Awareness Sunday

Submitted by Metro IV

1. BE IT RESOLVED by this 172nd Convention of the Episcopal Diocese of Missouri that each congregation be encouraged to annually designate a Sunday for HIV/AIDS Awareness;

2. BE IT FURTHER RESOLVED that each congregation be encouraged to have this HIV/AIDS Awareness Sunday on the Sunday closest to World AIDS Day, observed on December 1 each year; and

Minutes *continued*

3. BE IT FURTHER RESOLVED that congregations may elect to recognize HIV/AIDS Awareness Sunday in one or more of the following ways:

By asking a speaker from an agency that serves people infected with HIV/AIDS to address the congregation. Examples of such agencies include, but are not limited to: Doorways, which provides housing; Food Outreach, which provides meals; and St. Louis Effort for AIDS.

By thoughtfully and intentionally preaching the good news of Jesus Christ in the shadow of the theological, ethical, and pastoral dilemmas raised by the HIV/AIDS crisis.

By providing an educational program to parents/grandparents on how to discuss the risks of transmission of HIV/AIDS with their children.

By directly referencing those infected or affected by HIV/AIDS in the liturgy; for example, in the Prayers of the People or with a Litany, such as the one created by the ELCA for World AIDS Day.

RATIONALE

HIV/AIDS remains a terrible problem. In the U.S. the rate of infection has stabilized at approximately 56,000 new infections per year, which is a 40% increase in the original estimates from the Centers for Disease Control. Despite calls for increased training, robust education about HIV/AIDS is lacking both domestically and overseas.

In the U.S. women, youth, and African-Americans are disproportionately affected. HIV is the leading cause of death in black women 24-35 years of age and the second leading cause of death of black men in the same age bracket. The U.S. has no comprehensive plan for addressing the HIV/AIDS pandemic, although we require it of other countries to which the U.S. gives aid.

HIV/AIDS remains a global pandemic. About 40 million people globally are living with HIV/AIDS, two-thirds of them in Sub-Saharan Africa. For every two person who receive treatment, an additional five persons become infected.

The tragedy of HIV/AIDS extends beyond illness and death into the stigma that confronts people who are infected or affected by the disease. Those infected and affected are still bereft of pastoral care and compassion, as we tend to focus our attention internationally and ignore the people suffering in our own neighborhoods.

After discussion, the resolution passed though not unanimously.

Discussion of Resolution D-172 was deferred.

E-172 The Rev. Whiting Griswold

Submitted by St. John's Church (Tower Grove) and Metro II

BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri recognize and uphold the Reverend Whiting Griswold as an example of Christian sainthood, and encourage his recognition within the wider church, passing along this Resolution and Rationale to the Standing Liturgical Commission of the Episcopal Church, to consider adding the Rev. Whiting Griswold to the commemorations in Holy Women, Holy Men.

RATIONALE

The Reverend Whiting Griswold became first rector of St. John's (St. Louis) in 1841. Along with members of his parish, the Rev. Griswold established Orphans' Home in 1843 and worked diligently to build and strengthen both institutions. He mediated disension in the newly formed Diocese of Missouri in 1844, following the demise of Kemper College and he represented the Diocese of Missouri at every General Convention.

While many others fled the City of St. Louis during the cholera epidemic of 1849, the Rev. Griswold stayed and ministered to victims of the epidemic in Saint Louis. On July 24, 1849, the Rev. Griswold succumbed to cholera himself and died at the age of 34.

The Rev. Griswold's short, yet exemplary, life and untimely death inspired numerous memorials, including a large marble memorial tablet near entrance to St. John's, a stained glass memorial near the altar at St. John's, a memorial bench in Orphan's Home (since destroyed), and a memorial poem "A Christian Hero" composed by Episcopal priest in Philadelphia.

On July 24, 2011, St. John's Episcopal Church (St. Louis) began an annual recognition of the Rev. Whiting Griswold on the anniversary of his death.

There was no discussion, and the motion passed but not unanimously.

Presentation on Youth Ministry: Jonathan Stratton

Mr. Stratton gave a presentation on his year as Diocesan Youth Missioner. He focused on the two mission trips made by diocesan youth to Pine Ridge, South Dakota (Lakota Reservation) and to Joplin, Missouri.

Further Report on Resolutions: Ms. Kathryn Dyer

F-172 - Restructuring the Episcopal Church

Submitted by Lynette Ballard, St. Matthew's Church, Warson Woods; The Very Rev. Ronald Clingenpeel, Trinity Church, St. Louis; Kathryn Dyer, St. Timothy's Church, Creve Coeur; Donald W. Fisher, Christ Church Cathedral, St. Louis; Lisa Fox, Grace Church, Jefferson City; The Rev. Jason Samuel, Church of the Transfiguration, Lake St. Louis; The Rev. Doris Westfall, St. Matthew's Church, Warson Woods; The Rev. Tamsen Whistler, Trinity Church, St. Charles

Minutes *continued*

BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri affirms the following resolution and hereby submits it for consideration by the 77th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, there shall be a Special Commission on Missional Structure and Strategy, the composition of which shall be at the discretion of the Presiding Bishop and the President of the House of Deputies and the members of which shall be appointed jointly thereby not later than thirty days following the adjournment of this 77th General Convention. The Special Commission shall be charged with presenting a plan to the Church for reforming its structures, governance, administration, and staff to facilitate this Church's faithful engagement in Christ's mission to proclaim Good News to the poor, release to the captives, recovery of sight to the blind, freedom to the oppressed, and the acceptable year of the Lord (Luke 4:18) in a way that maximizes the resources available for that mission at all levels of this Church.

Resolved, the Special Commission shall endeavor to issue its report and recommendations along with resolutions necessary to implement them, including proposed amendments to the Constitution and Canons of this Church, so that they might be considered by a special General Convention prior to the convening of the 78th General Convention in 2015, in any event, not later than February 1, 2015.

Resolved, The General Convention requests the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$100,000 for the implementation of this resolution.

RATIONALE

The financial model of the Episcopal Church is not sustainable at the current rate. Our church-wide administration is heavily out of balance, cumbersome, and unwieldy.

Bishop Sauls' PowerPoint presentation & presentation notes:

HYPERLINK "http://www.episcopalchurch.org/oc/Becoming_A_DFMS_9.23.ppt" \t "_blank" http://www.episcopalchurch.org/oc/Becoming_A_DFMS_9.23.ppt

HYPERLINK "http://www.episcopalcafe.com/lead/bishops/bishop_stacy_sauls_presentatio.html" \t "_blank" http://www.episcopalcafe.com/lead/bishops/bishop_stacy_sauls_presentatio.html

Episcopal News Service article "Restructuring discussions continue after House of Bishops meeting—Chief operating officer calls for 'testing to see

if there's grassroots support' " HYPERLINK "http://www.ecusa.anglican.org/79425_129916_ENG_HTM.htm" http://www.ecusa.anglican.org/79425_129916_ENG_HTM.htm

Episcopal Cafe article HYPERLINK "http://www.episcopalcafe.com/lead/bishops/bishop_stacy_sauls_presentatio.html" \t "_blank" http://www.episcopalcafe.com/lead/bishops/bishop_stacy_sauls_presentatio.html

After discussion, the resolution passed but not unanimously.

G-172 - Minimum Clergy Compensation - Submitted on behalf of Diocesan Council

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2012 as follows:

CASH SALARY \$40,700

HOUSING ALLOWANCE \$14,670

[The actual compensation should be determined by Resolution of the Vestry/Bishop's Committee in consultation with the clergy.]

2. BE IT FURTHER RESOLVED that the Church Pension Fund assessment will be paid by the congregation.

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

4. BE IT FURTHER RESOLVED that medical coverage for clergy and eligible dependents, will be paid by the congregation.

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; and

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.

RATIONALE

1. 2011 cash salary was \$39,510 and housing allowance was \$14,240 for a package total of \$53,750. The recommendation for 2012 reflects a 3% increase in both Cash Salary and Housing. This increase is based on the Bureau of Labor Statistics, Consumer Price Index--Midwest Urban Consumers first half of 2010 comparison to the first half of 2011.

2. The Canons of the Episcopal Church mandate that pension assessments be paid by congregations

Minutes *continued*

(assessment = 18 percent of cash salary plus housing and utilities allowance.

3. Provides for \$50,000 of term life insurance for active clergy. (In addition, all active clergy are eligible to receive an additional term life insurance benefit from the Church Pension Fund equal to four times total compensation for a maximum of \$100,000.

4. A list of medical plans can be obtained from the Office of the Bishop.

5. Congregations are encouraged to provide both time and financial resources to assist clergy with continuing education opportunities.

6. Standard allowance for auto insurance.

7. Congregations are urged to encourage their clergy to take two days of personal time in the manner state above.

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.

During the debate, a motion was made to add a clause 8:

8. BE IT FURTHER RESOLVED that all parishes and missions are strongly encouraged to provide dental insurance for clergy and eligible dependents.

After debate, the amendment was approved but not unanimously.

After debate, the resolution as amended was passed but not unanimously.

Resolution D-172, deferred from earlier was presented.

D-172 Letters of Agreement

Submitted by the Venerable Mark D. Sluss, Archdeacon, Christ Church Cathedral (St. Louis)

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri encourages congregations to create or review letters of agreement with active, non-stipendiary clergy (presbyters and deacons) and part-time presbyters;

2. BE IT FURTHER RESOLVED that this convention encourages such letters of agreement to include provisions addressing:

- Clear guidelines about time commitment, including time off

- Necessary expenses for engagement with the diocese (e.g. diocesan convention and clergy days),

- Membership expenses (e.g. MOCA, Association of Episcopal Deacons)

- Budget for required continuing education

- Mileage reimbursement;

3. BE IT FURTHER RESOLVED that this convention requests the bishop to create an ad hoc committee to study the work conditions and expense allow-

ances for non-stipendiary deacons and presbyters and for presbyters in part-time cures and to develop a diocesan standard and model letters of agreement for adoption at the 2012 convention.

RATIONALE

This resolution encourages letters of agreement for both active, non-stipendiary clergy, as well as part-time presbyters, in order to provide clarity in the relationship and expectations with the congregation. Clear guidelines about time commitment could provide clarity about issues such as whether attendance at clergy events counts as a work day or time off. Non-stipendiary and part-time clergy have for many years performed their ministries, attended convention, and taken care of their continuing education at their own expense. Continuing formation is essential for all clergy, whether full time or part time, whether deacons or presbyters, and so it is essential for congregations to assure a fair and reasonable Continuing Education allowance. As many part-time and non-stipendiary clergy are now performing ministries within the diocese in support of congregations, it is reasonable that their expenses be considered when creating letters of agreement with a congregation.

Mrs. Dyer reported that the presenter had agreed to certain changes in the original text of the resolution and the resolution as revised was presented. (Agreed changes indicated by italics.)

D-172 Letters of Agreement

Submitted by the Venerable Mark D. Sluss, Archdeacon, Christ Church Cathedral, St. Louis

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri encourages *rectors, vicars, vestries, and Bishops' Committees* to create or review letters of agreement with active, non-stipendiary clergy (presbyters and deacons) and part-time presbyters;

2. BE IT FURTHER RESOLVED that this convention encourages such letters of agreement to include provisions addressing:

- Clear guidelines about time commitment, including time off

- Necessary expenses for engagement with the diocese (e.g. diocesan convention and clergy days),

- Membership expenses (e.g. MOCA, Association of Episcopal Deacons)

- Budget for required continuing education

- Mileage reimbursement

3. BE IT FURTHER RESOLVED that this convention requests *Commission on Ministry in consultation with the Bishop, the Canon to the Ordinary, and the Finance Committee of Diocesan Council* to study the work conditions and expense allowances for active non-stipendiary deacons and presbyters and for presbyters in part-time cures and to develop a dioc-

Minutes *continued*

esan standard and model letters of agreement for adoption at the 2012 convention

RATIONALE

This resolution encourages letters of agreement for both active, non-stipendiary clergy, as well as part-time presbyters, in order to provide clarity in the relationship and expectations with the congregation.

Clear guidelines about time commitment could provide clarity about issues such as whether attendance at clergy events counts as a work day or time off.

Non-stipendiary and part-time clergy have for many years performed their ministries, attended convention, and taken care of their continuing education at their own expense. Continuing formation is essential for all clergy, whether full time or part time, whether deacons or presbyters, and so it is essential for congregations to assure a fair and reasonable Continuing Education allowance.

As many part-time and non-stipendiary clergy are now performing ministries within the diocese in support of congregations, it is reasonable that their expenses be considered when creating letters of agreement with a congregation.

After discussion, the revised Resolution D-172 was approved unanimously.

Report from Constitution and Canons Committee: The Hon. Jean Hamilton

The Hon Jean Hamilton presented the report of the Committee on Constitution and Canons.

H-172

Submitted by the Rev. Daniel Appleyard, the Very Rev. Ronald Clingenpeel, the Rev. Jason Samuel

RESOLVED, to replace Title III ARTICLE III.9 of the Constitution of the Episcopal Diocese of Missouri as follows:

Article III.9 (substitute) SECTION 1. The Convention shall elect in conformity with the Constitution and Canons for the Government of the Protestant Episcopal Church in the United States of America, so many Deputies as permitted and a like number of Alternate Deputies to represent this Diocese in the General Convention. Deputies shall be elected first by vote, using a process in conformity to the Rules of Order of the Convention of the Diocese of Missouri; the Deputies shall be ranked as first, second, third and fourth, in accordance with the relative number of votes received by each; after which nominations shall then be open for Alternate Deputies, according to the procedures of the Convention. The election will then follow the Convention voting procedures. The Alternates shall be ranked as first, second, third and fourth Alternate, in accordance with the relative

number of votes received by each. A full deputation consists of as many Deputies as permitted and a like number of Alternate Deputies to represent this diocese.

SECTION 2. All Clergy Deputies shall be Clergy entitled to seat, voice and vote in Convention. All Lay Deputies shall be Communicants in good standing of the Church in this Diocese.

SECTION 3. The Deputies and the Alternate Deputies to the General Convention shall hold office until their successors are elected and shall have qualified.

SECTION 4. (a) It shall be the duty of the Deputies to the General Convention to inform the Bishop 60 days before the meeting of the General Convention whether or not they intend to be present to perform the duty assigned them. If they, or any of them, shall decline or fail to attend the sessions, the Bishop shall call upon the Alternate Deputies in the order of their election. If there is an insufficient number of Deputies and/or Alternate Deputies, the Bishop, with the advice and consent of the Standing Committee, shall appoint a sufficient number of other canonically eligible Clergy or Lay Communicants as Provisional Deputies in their stead. Such Provisional Deputies serve only during the particular session of the General Convention for which they are appointed.

(b) Under no circumstances may Provisional Deputies be appointed once the General Convention has convened. In such case, the Deputation shall participate in the General Convention with as many deputies as are in place at the opening of the General Convention.

SECTION 5. Members of the Deputation shall attend the Synod of Province V on behalf of the Diocese.

SECTION 6. (a) The Diocese shall pay the expenses of the Deputies and the First Alternate Deputies to the General Convention. Such expenses shall include, but not be limited to, travel, lodging, registration and food.

(b) The Diocese shall pay the expenses of the Deputies to the Meeting of the Synod of Province V.

SECTION 7. The deputation shall choose a chairperson from among the eight elected Deputies. Alternates may not serve as chair of the Deputation.

RATIONALE

A. Section 1: The current system does not allow a member of the Diocese to run for Alternate only. This process allows for two elections – one for Deputy and one for Alternate Deputy. A person who has not been elected Deputy may choose to run for Alternate. This process also allows a person to run for Alternate Deputy without running for Deputy.

B. Section 1: The current Article confuses the definitions of Alternate Deputy (which is the term used in the National Canons), and Provisional Deputy (a diocesan term). This proposal clearly defines a Deputy, Alternate Deputy and Provisional Deputy. It also defines the Deputation as all those elected Deputy and

Minutes *continued*

Alternate – a missing definition in the current Article III.9.

C. Section 1: Nominations for Alternate Deputy may be a pre-filed nomination OR from the floor of the Convention once the election for Deputy has been completed.

D. Section 2: This is consistent with the current canons of the Diocese of Missouri.

E. Section 3: This is consistent with the current canons of the Diocese of Missouri.

F. Section 4: This increases the time of notification to the Bishop from 30 days to 60 days, to allow for more time to instruct/orient Alternates or Provisional Deputies if necessary.

G. Section 4: This adds the additional consent of the Standing Committee to appoint Provisional Deputies. Provisional Deputies are defined here in order to distinguish them from Deputies and Alternates. Provision Deputies are not expected to serve beyond the close of the General Convention to which they are appointed.

H. Section 4b: It is imperative that Deputies, Alternate and Provisional Deputies be educated on the issues, procedures and resolutions before the General Convention. Provisional Deputies appointed after the beginning of the General Convention do not have time to be educated on the points of the Convention, nor do they have time to learn the material or procedures of the meetings. Therefore, it is useless to appoint someone a Provisional Deputy.

I. Section 5: Although this has been the tradition, this canonical change requires representation at the Synod of Province V. It expects that 8 Deputies will attend.

J. Section 6: In this canon it is clarified that the Diocese of Missouri has the responsibility to support the members of the Deputation in participating in the General Convention. First Alternates are included because these people need to be present at the General Convention to step in at any moment (First Alternates, on average, sit on the floor of the General Convention 3 sessions during the course of the meetings); to participate in caucuses of the Deputation; to provide support and information for the Deputation; to attend hearings and committee meetings on behalf of the Deputation. The ministry of the First Alternate is significant and the Diocese is responsible to support 10 Deputies and Alternates to the General Convention.

Current Canon Regarding the Deputies to General Convention

ARTICLE III.9 Deputies to the General Convention

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.

SEC. 2. Deputies shall serve for three years or until their successors are elected.

SEC. 3. Deputies shall inform the Bishop, not less than thirty days before the next regular or special meeting of General Convention, of their acceptance and intent to serve. If any Deputy decline or a vacancy subsequently occur before the next regular or special meeting of General Convention, the Bishop, with the advice and consent of the Standing Committee, shall appoint as Deputies the required number of Provisional Deputies in the order of their election. If there is an insufficient number of Provisional Deputies, the Bishop, with the advice and consent of the Standing Committee, shall appoint a sufficient number of other canonically eligible Clergy or Lay Communicants as Deputies in their stead. If a vacancy occur during a session of the General Convention, the Bishop may, with the advice and consent of the remaining Deputies, make the appropriate appointment from the canonically eligible Clergy or Lay Communicants of the Diocese.

SEC. 4. All Clergy Deputies shall be Clergy entitled to seat, voice and vote in Convention. All Lay Deputies shall be Communicants in good standing of the Church in this Diocese.

Resolution H 172 had not been reviewed by the Committee before the opening of Convention, and with the agreement of the submitters, Judge Hamilton moved that the resolution be referred back to the Committee on Constitution and Canons for review and report by July 1, 2012.

The motion was approved unanimously.

Report from the Community of Deacons: The Rev. Mark Sluss
The Rev. Mr. Sluss reported that the Community of Deacons had raised \$4,500.00 for a house in Joplin, MO. to serve as for a shelter for abused women.

Report from Standing Committee: The Rev. Daniel Handschy
On behalf of Standing Committee, Fr. Handschy moved the following resolution in response to the Bishop's Address:

BE IT RESOLVED that this 172nd Convention of the Diocese of Missouri concur with Bishop Smith that he create and appoint a task force to investigate the possibilities for mission and ministry in the Old North neighborhood of the City of St. Louis, and that this task force conduct its work in collaboration with the Bishop and Standing Committee, and make regular reports on its work to that body and to future conventions of the Diocese of Missouri; and

BE IT FURTHER RESOLVED that this Convention of the Diocese of Missouri encourage Bishop Smith and the task force of his appointment to explore the

Minutes *continued*

possibility of establishing a residential site on the model of the Episcopal Service Corps internship programs, and

BE IT FURTHER RESOLVED that this Convention of the Diocese of Missouri ask the task force to keep in view as a goal for the program opportunities for the congregations and the people of the Diocese of Missouri to cooperate in the program's mission and ministry.

This motion passed but not unanimously.

Report on Voting: The Rev. Dr. Warren Crews

Dr. Crews then gave the following results of the earlier balloting by the Convention:

Elected to Diocesan Council:

Mr. Michael Calvin

Mr. Jeffrey Klieve

Elected to Cathedral Chapter:

Lay: Mr. James Berger

Clergy: The Rev. Catherine Hillquist

Elected to Standing Committee:

Lay: Mr. Harry Goff

Clergy: The Rev. Renee Fenner

The Rev. Anne Kelsey

Elected to the Disciplinary Board:

Lay: Mr. Jay Kloecker

Clergy: The Rev. Brooke Myers (2 years)

The Rev. Susan Skinner (3 years)

Presentation of the 2012 Diocesan Budget: Mr. Tom Hedrick

Mr. Hedrick moved adoption of the proposed budget.

There was no discussion. On the vote, the budget proposal passed but not unanimously.

Further Report of the Resolutions Committee: Ms. Kathryn Dyer

The Rt. Rev. Wayne Smith—Diocesan Bishop

Whereas the Rt. Rev. George Wayne Smith has called us to renewed commitment to making disciples, building congregations, for the life of the world and

Whereas he has suggested that these times call us to live within our means, to right-size our common life and to be nimble in responding to God's mission, and

Whereas he reminds us that mission, at home or in the Sudan, is difficult work and

Whereas he has held up for us a vision of an old fangled idea made new, inviting us into establishing an Intentional Community engaged in mission in North St. Louis, returning to a neighborhood where we have been in mission since the founding of Grace Settlement House, and

Whereas he hopes to support the startup of this new ministry from the Thompson Fund, in order to draw all the baptized into the satisfying work of ministry, and

Whereas he has served our diocese diligently and faithfully, as chief pastor and teacher for 9 years,

Be it therefore resolved that this 172nd convention of the diocese of Missouri expresses its deep gratitude to our bishop for his ministries of care, inspiration and encouragement and assures him of our continued prayers and support.

The resolution was passed by applause.

Cathedral Bookstore

Whereas in one form or another, the Cathedral bookstore has provided books, gifts and a warm welcome to all who have visited the cathedral for decades

Whereas it's paid and volunteer staff have tirelessly brought the bookstore to congregations throughout the diocese offering a visible sign of the connection of our cathedral with congregations far and near, large and small

And whereas the whole face of publishing and book selling is changing dramatically and new occasions teach new duties, and whereas the cathedral chapter has prayerfully and regretfully voted to close the bookstore as of Dec. 31 and

Be it resolved that this 172nd convention of the diocese of Missouri gives thanks to Deborah Wheeler and to all at the cathedral who have made this ministry possible and looks forward to new ways of connecting with our cathedral.

The resolution was passed by applause.

Convention Hosts & Worship Service

Whereas the Rev. Canon D. John Kilgore has served as Master of Ceremony for the celebration of the Holy Eucharist at the 172nd Convention, with assistance from Verger Shug Goodlow, Altar Guild member Myrna Wacker and

Whereas the members of Christ Church Cathedral have graciously opened their doors and staffed them with competent and compassionate hosts, and

Whereas the staff of the Offices of the Bishop has given weeks and days and hours to provide for our comfort and dispatch of business, greatly aided by cathedral staff Annette Carr, Rick Edwards, Robert Buckley, Jr. and Dwight Minor,

Therefore be it resolved that this 172nd Convention express its thanks for service to this convention.

The resolution was passed by applause.

Approval of Site for the 174th Convention: Bishop Smith
Bishop Smith proposed that the 174th Convention be held in metropolitan St. Louis. On being put to the vote, the proposal passed.

Minutes *continued*

Appointment of Committees for the 173rd Convention of the Diocese to be held in Columbia, Missouri: Bishop Smith
Bishop Smith made the following appointments for the 173rd Convention of the Diocese of Missouri:

COMMITTEE ON LAY CREDENTIALS AND ADMISSION OF NEW PARISHES

Dr. James Hood, Chair
Mr. Harold R. Burroughs

COMMITTEE ON THE DISPATCH OF BUSINESS

Mr. Harold R. Burroughs, Chair
Dr. James Hood
The Rev. Canon E. Daniel Smith, *ex officio*

THE COMMITTEE ON CONSTITUTION & CANONS

The Hon. Jean C. Hamilton, Chair
Mr. Harold R. Burroughs
Mr. Jay Kloecker
Mr. Ronald Jones
The Honorable Mary Russell
The Rev. Susan Skinner
Mr. Jamieson Spencer
The Rev. Dr. Peter Van Horne
The Rev. Canon E. Daniel Smith, *ex officio*

THE COMMITTEE ON NOMINATIONS AND ELECTION PROCEDURE

The Rev. Andrew Archie
Ms. Betty Bowersox

Continuing members are:

The Rev. Dr. Warren Crews, Chair
Ms. Lisa Fox
The Rev. Jay Kanzler
Mr. Chester Hines

THE COMMITTEE ON RESOLUTIONS

Mrs. Kathryn Dyer, Chair
The Rev. Joseph Chambers
Mrs. Carolyn Daniels
Ms. Ann Hogan
The Rev. Robert Towner

Appointments to the Diocesan Commission on Ministry:
Bishop Smith

The Convention affirmed the following appointments to the Diocesan Commission on the Ministry made by Bishop Smith:

For a four year term:
Ms. Claudine Allen

Continuing members are:

The Rev. Patricia Foster Glenn (2013), Chair
Mr. Joseph Adams (2014)
Ms. Kathy Alexander (2013)
The Rev. Robert Ard (2014)
The Rev. Susan Bartlett (2012)
The Rev. Stephen Barber (2012)
The Rev. Teresa Danieleley (2014)
The Rev. Renee Fenner (2014)
The Rev. Jon Hall (2014)
Ms. Ann Hogan (2014)
Mrs. Barbara Muench(2012)
Mr. Carl Muench(2012)
The Rev. Mark Sluss (2014)

Committee appointments were approved unanimously.

Announcements: Mr. Hal Burroughs

The Chancellor announced that the Standing Committee will meet immediately following the close of Convention. He also announced that box lunches will be available for delegates in the Guernsey Room following adjournment.

Adjournment: Bishop Smith

There being no further business, the 172 Convention of the Diocese of Missouri was adjourned at 12:30 P.M.

Respectfully submitted,
James F. Hood, Secretary

Resolutions Approved by the 172nd Convention

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 A-177 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

Resolutions Approved by the 172nd Convention

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.

B-172 Companion Diocese

Submitted by the Companion Diocese Committee

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri renews the commitment of the Diocese to the ongoing companion relationship with the Diocese of Lui in the Episcopal Church of Sudan for a second five-year period;

2. BE IT FURTHER RESOLVED that this convention encourages the bishops of Lui and Missouri to review the existing companion relationship agreement and make any needed adjustments or revisions in consultation with the Companion Diocese Relationship Committee and other stakeholders in each diocese; and

3. BE IT FURTHER RESOLVED that the Diocese of Missouri will continue to partner with Blackmore Vale Deanery in Salisbury Diocese of the Church of England and the Diocese of Lund in the Lutheran Church of Sweden in their mutual relationship with the people of Lui Diocese through transparency, accountability, and communications, and whenever possible, through joint travels to South Sudan.

C-172 HIV/AIDS Awareness Sunday

Submitted by Metro IV Convocation

1. BE IT RESOLVED by this 172nd Convention of the Episcopal Diocese of Missouri that each congregation be encouraged to annually designate a Sunday for HIV/AIDS Awareness;

2. BE IT FURTHER RESOLVED that each congregation be encouraged to have this HIV/AIDS Awareness Sunday on the Sunday closest to World AIDS Day, observed on December 1 each year; and

3. BE IT FURTHER RESOLVED that congregations may elect to recognize HIV/AIDS Awareness Sunday in one or more of the following ways:

- By asking a speaker from an agency that serves people infected with HIV/AIDS to address the congregation. Examples of such agencies include, but are not limited to: Doorways, which provides housing; Food Outreach, which provides meals; and St. Louis Effort for AIDS.

- By thoughtfully and intentionally preaching the good news of Jesus Christ in the shadow of the theological, ethical, and pastoral dilemmas raised by the HIV/AIDS crisis.

- By providing an educational program to parents/grandparents on how to discuss the risks of transmission of HIV/AIDS with their children.

- By directly referencing those infected or affected by HIV/AIDS in the liturgy; for example, in the Prayers of the People or with a Litany, such as the one created by the ELCA for World AIDS Day.

D-172 Letters of Agreement

Submitted by the Venerable Mark D. Sluss, Archdeacon
Substitute D-172 submitted by Resolutions Committee

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri encourages rectors, vicars, vestries and bishop's committees, as appropriate, to create or review letters of agreement with active, non-stipendiary clergy (presbyters and deacons) and presbyters in part-time cures;

2. BE IT FURTHER RESOLVED that this convention encourages such letters of agreement to include provisions addressing:

- Clear guidelines about time commitment, including time off

- Necessary expenses for engagement with the diocese (e.g. diocesan convention and clergy days),

- Membership expenses (e.g. MOCA, Association of Episcopal Deacons)

- Budget for required continuing education

- Mileage reimbursement

3. BE IT FURTHER RESOLVED that this convention requests the Commission on Ministry, in consultation with the bishop, Canon to the Ordinary, and Finance Committee of Diocesan Council, to study the work conditions and expense allowances for active non-stipendiary deacons and presbyters and for presbyters in part-time cures and to develop a diocesan standard and model letters of agreement for adoption at the 2012 convention.

E-172 The Rev. Whiting Griswold

Submitted by St. John's Church-Tower Grove (St. Louis) and Metro II Convocation

BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri recognize and uphold the Reverend Whiting Griswold as an example of Christian sainthood, and encourage his recognition within the wider church, passing along this Resolution and Rationale to the Standing Liturgical Commission of the Episcopal Church, to consider adding the Rev. Whiting Griswold to the commemorations in Holy Women, Holy Men.

Resolutions Approved *continued*

F-172 Restructuring the Episcopal Church

Submitted by Ms. Lynette Ballard, St. Matthew's-Warson Woods; the Very Rev. Ronald Clingenpeel, Trinity-CWE, St. Louis; Ms. Kathryn Dyer, St. Timothy's-Creve Coeur; Mr. Donald W. Fisher, Christ Church Cathedral; Ms. Lisa Fox, Grace-Jefferson City; the Rev. Jason Samuel, Transfiguration-Lake St. Louis, the Rev. Doris Westfall, St. Matthew's-Warson Woods; the Rev. Tamsen Whistler, Trinity-St. Charles

BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri affirms the following resolution and hereby submits it for consideration by the 77th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, there shall be a Special Commission on Missional Structure and Strategy, the composition of which shall be at the discretion of the Presiding Bishop and the President of the House of Deputies and the members of which shall be appointed jointly thereby not later than thirty days following the adjournment of this 77th General Convention. The Special Commission shall be charged with presenting a plan to the Church for reforming its structures, governance, administration, and staff to facilitate this Church's faithful engagement in Christ's mission to proclaim Good News to the poor, release to the captives, recovery of sight to the blind, freedom to the oppressed, and the acceptable year of the Lord (Luke 4:18) in a way that maximizes the resources available for that mission at all levels of this Church.

Resolved, the Special Commission shall endeavor to issue its report and recommendations along with resolutions necessary to implement them, including proposed amendments to the Constitution and Canons of this Church, so that they might be considered by a special General Convention prior to the convening of the 78th General Convention in 2015, in any event, not later than February 1, 2015.

Resolved, The General Convention requests the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$100,000 for the implementation of this resolution.

G-172 Minimum Clergy Compensation

Submitted on behalf of the Diocesan Council

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2012 as follows:

CASH SALARY \$40,700 HOUSING ALLOWANCE \$14,670 [The actual compensation should be determined by Resolution of the Vestry/Bishop's Commit-

tee, in consultation with the clergy.]

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

Resolutions passed by the 172nd Convention of the Episcopal Diocese of Missouri, meeting Nov. 18-19, 2011, in St. Louis, Missouri

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

4. BE IT FURTHER RESOLVED that medical coverage for clergy and eligible dependents, will be paid by the congregation;

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; and

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.

H-172

Submitted by the Rev. Daniel Appleyard, the Very Rev. Ronald Clingenpeel, the Rev. Jason Samuel
Eliminated by consent and referred back to the Constitution and Canons Committee.

I-172 Old North St. Louis Initiative

Submitted from the floor by the Standing Committee

1. Be it resolved that this 172nd Convention of the Diocese of Missouri concur with Bishop Smith that he create and appoint a task force to investigate the possibilities for mission and ministry in the Old North neighborhood of the City of St. Louis, and that this task force conduct its work in collaboration with the Bishop and the Standing Committee, and make regular reports on its work to that body and to future conventions of the Diocese of Missouri; and

2. Be it further resolved that this Convention of the Diocese of Missouri encourage Bishop Smith and the task force of his appointment to explore the possibility of establishing a residential site on the model of Episcopal Service Corps internship programs; and

3. Be it further resolved that this Convention of the Diocese of Missouri ask the task force to keep in view as a goal for the program opportunities for the congregations and the people of the Diocese of Missouri to cooperate in the program's mission and ministry.

Bishop Wayne Smith's Address to Convention

Grace to you, and peace, from God our Father, and the Lord Jesus Christ.

I think that I am in the middle of a years-long conversation with you about Church and Mission, a conversation worth having. And not just any Church but this Episcopal Church-- especially the Episcopal Church in this Diocese, set within the population and geography here in the eastern half of Missouri. This conversation needs to be as specific as possible, undertaken with the twelve thousand five hundred Christians who are the Diocese of Missouri.

The conversation takes place within two important contexts--this middle-American context where we live, and a larger context of religious life in western culture. In the American context, Churches are having a hard go of it. Only two Churches, in fact, are currently showing growth: The Assemblies of God and the Mormons. Every other Church shows decline in varying degrees. Even the Church of my childhood, the Southern Baptist Church, is caught in this decline despite a lingering and false myth that they are growing.

The Episcopal Church is experiencing this decline. The Diocese of Missouri is experiencing this decline.

I say these words, not to bring about panic, or increase anxiety, or cause shame. I say these words just to tell the truth. That's how things are. No more. No less. The truth is no reason for self-pity and still less for despair. In fact, I find a very enlivening question to follow onto this truth, and it is this: What is God asking from a Church in decline? It is not our lot to sit down under a castor bean plant like Jonah did, in a world-class pout, just because things did not go the way Jonah wanted. But they did go the way God wanted.

Dear friends, we still have enormous resources. There are still twelve thousand five hundred of us in this diocese, just under two million in the USA. We have energy and creativity. Episcopalians are the smartest people I know. We have real assets church-wide, somewhere between seven and nine billion dollars in investments alone. What is God asking from us?

I have three answers, two of which are provisional, but one of which is clear.

- To live within our means.
- To organize our life together to be right-sized and nimble. (These two are the provisional answers.)
- To engage in God's mission. (This one I am sure about.)

First of all: living within our means. The leaders in this diocese, especially the Treasurer and Diocesan Council, understand the power of this principle, and they have exercised it responsibly. For the first time in recent memory, the draft budget for 2012 has been balanced at every point of its development. For the first three steps of review, it was balanced. The fourth step, your deliberation on the final draft tomorrow, will consider a draft in balance.

Living within our means is sensible and it is responsible. It makes possible a sustainable future for the life of this diocese. It does these things, and two more. First, a balanced budget is a morale boost for everyone involved. It takes anxiety

about money out of the system, and it increases creativity. If we do not have the money for an important ministry, or to participate in mission, then we have to find other ways to do what needs to be done. The future of our Church lies more in the networking of resources than in the hiring of staff. The future of our Church also lies in hands-on mission and ministry. And by that I mean your hands and mine. Second, living within our means, in our circumstances, has some unintended and desirable financial consequences. How odd that must sound, but more about it later. Unintended and desirable consequences are rare.

These matters also apply to the whole of the Episcopal Church, whose financial future, following current trends of funding and spending, will become unsustainable by 2020. Something must be done, and a resolution asking the General Convention to consider a strategy to this end will come before you tomorrow. We are at a point in our common life when we cannot simply replicate practices from an earlier era. The words of James Lowell's great hymn text say it aptly: New occasions teach new duties, time makes ancient good uncouth.

A final word about finances: the anecdotal evidence I have gathered in the last couple of rounds of visitations tells me that more and more parishes and missions are living close to the edge. Let me be clear that this is not a statistical analysis, but it is evidence nonetheless. Our forty-six communities continue to have the resources to do what needs to be done. But the economic situation in these communities and in our diocesan life bears close monitoring. I intend to do so, and I ask our treasurer and Diocesan Council to exercise vigilance also.

Second answer to the question, What is God asking from this Church in decline: Organize our life together to be right-sized and nimble. The truth is that financial straits can force us to do what we probably should have been doing all along. When I became Bishop, there were over 150 committees, commissions, taskforces, and ministries in this Diocese. That's too many. There can hardly be any focus in an organization so structured, especially in an organization the size of the Episcopal Diocese of Missouri. And then there is the financial cost for such an organization.

I have not counted the committees, commissions, taskforces, and ministries recently. I do know that there are fewer than 150. Over the years, you may have noticed my preference for appointing work groups, set to a specific task, which then disappear once the task is completed. This, I believe, helps us to be that nimble organization which the times require of us.

You no doubt have noticed that over the past years the staff in my office has grown smaller— incrementally, painfully, and out of necessity. I bring you glad tidings: the draft budget before this Convention contains no proposed reductions in staff. But the incremental, painful, and necessary reductions in the years past may have brought with them a paradoxical result. A smaller staff may in fact be right-sized for this Diocese.

A smaller staff may be more nimble. A smaller staff may be more responsive. No one in my office can assume that

Bishop's Address to Convention *continued*

someone else will take care of the matter that comes to his or her attention. I am very proud of the people who work in my office. They work hard and ably. They serve me well, and they serve the Church well. This reduction in staff necessarily forces a reimagining of ministry. That is to say, we will need to become ever more adept in the pooling and networking of resources, and generally doing what needs to be done by other means.

Here's the challenge that I put before all 46 of our communities of faith: discern what you are really good at, and find some way to share it, network it, or collaborate in that ministry with others. Often we think about such sharing as a responsive reflex only. Someone needs to ask for help, and then maybe we will think about it. What if we learn to take the initiative in setting forward what we are good at—instead of waiting for someone to ask? This approach sets up an entirely different dynamic. So what if you have a decent youth group? Or you sense that the next parish over, like your own parish, lacks a critical mass for ministry with youth? What if you took the initiative? What if you didn't wait for someone to organize it for you? What if all of us learn to work from our strengths, as well as our needs? Deliberate collaboration provides a way forward for the Church.

As I said earlier, and by the grace of God, ministry in the years ahead will depend more and more on the work of our own hands in accomplishing it. There will be more doing and less hiring—which in the final assessment is a good thing. This notion builds a church which looks more like Romans 12 and like Ephesians 4, an organic body with many members each fulfilling a function, with Christ Jesus the head. This robust organic model of the Church has the ability to draw all the baptized into what clergy already know, that mission and ministry are deeply satisfying. Shared ministry is not simply a matter of getting a job done, you see. It is for the well-being of everyone involved.

Answer number three to the question, What does God ask from a church in decline? Engage in God's mission. I find brilliant examples of mission in places around our diocese, small places and big, city and not the city. People in our parishes and missions are responding and using that missional template: context, text, action. They are interpreting their neighborhoods. They are looking to scripture to make sense out of the context. They are taking action. This is a good thing, the local expressions of mission. May they grow in number and power.

All of us also share in God's mission with Lui Diocese in South Sudan. Lui lies in a distant place, twenty hours by air, requiring at least two days' travel. Being there is hard for Westerners, with few of the customary amenities available. The climate is hard. The living conditions are hard. Travel within the diocese is hard. In the aftermath of the long civil war, very occasionally, the situation turns dangerous.

Everyone can participate in this work with Lui, but not everyone can go there. Digging wells, buying bicycles, supporting education—we have all had a part in these things.

This fact that not everyone can go to Lui forces travelers and pilgrims on their return, to reclaim the diminishing

art of storytelling. What is it like to be among these, some of God's other children? How can we retell their stories, and add those of our own? I believe that we need to have a presence in a place that is distant, and hard, and where God is so evidently at work. I believe that at this juncture we need to be in Lui Diocese, and I hope that we will continue our partnership with them. This is a crucial time, with the emergence of a new nation called South Sudan. This is a crucial time also, with the death of Bishop Bullen Dolli and his succession by Bishop Stephen Dokolo. God willing, Bishop Stephen and his wife Lillian will join us tomorrow. Getting travel documents in a nation trying to invent itself has been a challenge, and we will know that the challenge has been met in the event that they are here tomorrow.

But when it comes time for Missouri to find a new partnership in God's mission, and that time will come, I hope that we will not draw back from finding another place that is distant and hard. A Church like ours needs nothing less, to shape us into the faithful people whom God has in mind.

But a church like ours also needs a venue close by, still difficult, a place requiring no crossing of oceans, a place no more than three-hour drive from the farthest reaches of the Diocese of Missouri. Many of us have dreamt of such a place for all of us to have a share in; I have dreamt of such a place. I think that a venue and a mission strategy are becoming clear.

Let me begin with a strategy for engaging God's mission in a neighborhood in St. Louis City. It is not a new strategy. It is an ancient one recovered and adapted. It is the strategy of intentional Christian community, the practices of which find their roots in monasticism.

Mindful of the necessary closing of Columbia Hope earlier this year, what I have in mind is not a traditional Church plant.

Intentional Christian community: people who live together, eat together, pray together, and work together. Residents commit to a rule of common life, so much so that this strategy is often called "the new monasticism." The model has found great success in cities around the USA and in the United Kingdom. People do not literally become monks and nuns with the goal of making life vows, but they do live an avowed life for a time certain, usually for a year.

The establishment of intentional Christian communities has historically been a most effective long-term strategy for evangelization, an old-fangled idea made new. It is commonplace knowledge that the Celtic monasteries in Britain formed the bedrock of what it means to be Christian in our own heritage. But not Celtic only, for the arrival of Latin Christianity in England came with Benedictine monks, whose first foundation was at Canterbury. Our culture has an untapped hunger for genuine community, and this strategy draws on that hunger. And the classic place for Christians to plant genuine community is in a neighborhood of material need.

So, I am imagining a house for such an intentional community in an impoverished, changing neighborhood in St. Louis City. Residents would commit to live there for a year. They would number fewer than ten, and they would commit to work in or near the neighborhood where they live. They

Bishop's Address to Convention *continued*

would live simply, and they would first of all learn the neighborhood, and from the neighbors.

A fatal temptation for Christians who are relatively well-off is to assume that we can enter such a neighborhood with answers. No. We can only enter such a neighborhood with humility and a desire to meet some of God's other children who live there.

Pilgrimage is a key metaphor for this work. Those who go there will encounter holy ground and the holy people who live there.

Bishop Graham Cray, a Bishop Suffragan in the Diocese of Canterbury writes this: "There is no quick fix strategy for work among those who have no experience of church and little knowledge of the Christian story. It calls for a long-term incarnational ministry." Showing up and offering generous hospitality are key practices in this model. And it has proved enormously attractive for young adults, who might crave an honest community, who might be themselves be seekers, who might wonder about God's call in their life (and I am not just talking about ordination).

This approach to mission in the city would require a house for the community to inhabit; it would seek out internships and places for the residents to work; and it would stake a claim for the rest of us to engage in God's mission. It could give all of us a venue.

Imagine a weekend-long urban plunge for youth groups. Imagine a place for after-school tutoring, and your participating in it (this is already an expressed need from the neighborhood). Imagine spending sweat equity in helping to rehab an old house. Imagine a place for pilgrimage, for all of us. Imagine even more.

A likely neighborhood for this work is Old North St. Louis, about a mile and a half north of here. Old North is a neighborhood of significant impoverishment but also with significant redevelopment at its core. The new Mississippi River Bridge, completion date in 2015 or so, will open the neighborhood for traffic-flow south to downtown. The two great landmarks are Grace Hill Settlement House, and Crown Candy Kitchen, that place with a heart attack in every bite.

Old North started as separate incorporated village in 1816 before becoming part of St. Louis City in 1841. Its elegant brick houses later turned into rooms and apartments for newcomers to the city, and it was densely urban. Late in the nineteenth century Old North was a destination for immigrants from Eastern Europe and Italy in particular. It was also a first home for people moving into St. Louis from the Missouri countryside. Grace Episcopal Church was in the neighborhood, and the parish saw what was happening all around them. In 1903 the parish and the diocese responded by building a settlement house, a safe place and a first place for these newcomers to call home as they settled into the neighborhood.

Grace Church closed in 1976, but Grace Hill continues in existence, a major provider of social services in St. Louis City. The Diocese of Missouri still owns the property of Grace Church, including the parish's rectory. We need a

venue for mission in the Diocese of Missouri and in St. Louis City. Old North St. Louis is a place where we have been before and it looks like a place for us to be again.

Let me backtrack to my earlier words about living within our means and some unintended and desirable financial consequences doing so. Our careful economy of money these past years leaves the Thompson fund with what looks like enough for the launching of this work.

The Thompson Fund, you will remember, is that generous gift to the Diocese of Missouri from the estates of Frank and Mattie Thompson, with the bishop as sole trustee. I have devoted most of the income of the fund to the Diocesan Budget for many years, and I am still putting in \$465,000 this year. There is still money left over. An unintended, and good, consequence of living within our means: we can afford to undertake this exciting new possibility.

I have big dreams about mission. I dream that we might understand the work of mission as part of the curriculum for discipleship, that Scripture provides not simplistically a handbook for better living but a guidebook and a map for what God is doing in the world. And how we might join in with that.

Mission changes the missionary and the pilgrim. Mission is very important for every church in every time. Archbishop of Canterbury William Temple wrote: "The Church is the only society that exists for the benefit of those who are not its members." The Church is not the only place where God is acting in the world, and John 3:16 does not read "for God so loved the Church." No, it reads "for God so loved the World." And yet the church is the irreducible servant of God's mission in the world.

Mission is very important for every church in every time. It is nonnegotiable in times like ours. So whether in the neighborhoods around our 46 communities of faith, or in Lui Diocese, or in Old North St. Louis, we have to be about this work for the good of our souls and for the life of the world. Making disciples, building congregations, for the life of the world. I still think this is what we're about.

I ask you to join me in this pilgrimage deeper into what God is accomplishing through Jesus Christ in the power of the Holy Spirit for the transformation of an entire universe.

What a grand adventure it is!

Presiding Bishop Katharine Jefferts Schori: Convention Eucharist Sermon

Well, the Occupy-ers have been thrown out of one park after another. They were evicted from Zuccotti Park near Wall Street Monday night and from Kiener Plaza here in St. Louis last weekend. Oakland tired of them quite a while ago, and London hasn't been able to make up its mind about whether or not to let them stay at St. Paul's. Our city governments and even churches have been mightily conflicted about this movement. I am profoundly struck, however, by the parallels between the Occupy movement and Jesus' band of homeless wanderers.

"Whatever house you enter, first say, 'Peace to this house!'" It seems to me that most of these bands of campers have done just that. "Remain in the same house, eating and drinking whatever they provide, for the laborer deserves to be paid. Do not move about from house to house." The Occupiers have shared food, cared for each other, and challenged the rest of us about justice in the size of paychecks. Now those who have been evicted are struggling with how to continue their global demonstration.

The group at Kiener Plaza has dwindled to a small fraction of its earlier strength. One of the leaders said that without tents they no longer have access to food, medical supplies, or the media.[1] Their witness has been subverted, and now Occupy is going to have to find another way to make its presence known and its message heard.

We have the same challenge in the Church – both in presenting the good news we have to share, and in how best to do it. Our old settled tradition of staying put in church and waiting for others to come to us doesn't work so well with younger generations or the unchurched. Our message remains the same as it always has, but we need new ways of telling it and showing an effective response to the hungry outside our doors.

What does Jesus tell his band of wanderers? He sends the 70 out two by two to every city where he plans to go himself. He SENDS them OUT. That's where our word "mission" comes from. When they arrive in the mission field, they're supposed to find some place that's interested in hearing what they have to say, and then stay long enough to build some community and have an effective conversation. They're supposed to start with good news of peace, and then share food, heal the sick, and tell about the coming reign of God.

Our fall-back habits are rather different. For centuries we've depended on an established pattern of building beautiful churches and expecting that people will know where to find good news. That's not quite the same as what Jesus told those 70 missionaries. Nor is the news that's always proclaimed. We've often heard supposed Christians start out with words of damnation rather than peace – listen up, believe right, or you're going to hell! And most of us still tend to think that a bit of bread and a sip of wine is the only meal that's really needed, and that an hour on Sunday morning is enough to build the reign of God.

Well it is and it isn't.

Einstein defined insanity as continuing to do the same thing but expecting different results. The Occupy-ers aren't

going to be able to expect the same results now that they're faced with doing things differently. The challenge is how to communicate their urgent message without access to former methods.

We are experiencing a slow-motion version of being occupiers ousted from their camps. You've heard the familiar lament about buildings being albatrosses. At this convention you're dealing with the challenge of affording health insurance for everyone who works for pay in the church. As long as we understand our primary mission as preserving buildings, maybe we ought to welcome being tossed out. The shelters in which we gather to worship are meant to be aid stations, like those tents here in Kiener Plaza. We come together here to be fed for service in the world, to share a meal and be healed and remember the great dream of God, and then go out into the city or the countryside and do the same for others. And all across this Church we're beginning to learn new ways of gathering and of serving.

How many of you have met somebody who's been camping in the Plaza or talked with a young adult about his or her hopes for the future? The society around us is hungry for good news, they're hungry for healing, and they're hungry for a nutritious community meal. How is The Episcopal Church in Missouri going to renew our covenant to proclaim and be the kind of good news that responds to those hungers? There was a lovely piece on Episcopal News Service yesterday about a priest in Seattle who went down to the Occupy camp, celebrated Eucharist for a tiny handful and then sat down and welcomed large numbers who wanted to talk and reflect.[2]

There is an emerging wave of response across this Church that's providing shelters for young adults to ask challenging questions, particularly about what it means to be a faithful human being. There are Episcopal Service Corps groups that invite a few 20-somethings to spend a year living in intentional community and working in service agencies, much like what your Bishop talked about yesterday afternoon. They eat, pray, and live together in a way that feeds and heals them and others, and bears witness to what it means to be a fellow traveler with Jesus.

I see other communities that take names like Theology on Tap, gathered in a pub or pizza parlor to share sustenance and reflect on life's big questions. I've seen gatherings that might be called "messy church," where parents and small children gather for an act of worship that feeds body and soul, at a level that teaches all ages. There are dinner churches gathered first of all to eat together, from which worship is growing. Gardens are being planted on former church lawns or new green roofs, and community supported agriculture initiatives are bringing healthy food into the midst of food deserts.

There are a growing number of community meals that invite the poor and homeless to dine, and then insist that others in the community who think of themselves as servers also join the meal. Out of those meals begins to grow a community that breaks down some of those dividing walls Paul talks about – the same kind of dividing walls that Occupy is

Presiding Bishop's Sermon *continued*

tackling. Most of our cities have become far more economically segregated than they were just a couple of decades ago. The most scandalous divisions in our Church are probably economic ones. It's not unknown for the wealthier parts of the church to gravitate to theological positions that keep them focused inwardly on preserving beautiful buildings, rather than giving away the gift that has been given to us all.

The covenant renewal possibilities around here are mostly about breaking down dividing walls – dividing walls between ourselves and God, between us and all sorts and conditions of fellow human beings, and between ourselves and the rest of creation. Once again live in right relationship, well fed, healed, and at peace, the reign of God will in-

deed be here in its fullness.

The harvest is plentiful. Pray that God will send laborers out into that harvest – to leave the shelter of the places we settle in, whether they are in parks, tents, or beautiful buildings. It's time to break up any movement called Occupy the Pews.

[1] <http://money.msn.com/business-news/article.aspx?feed=AP&date=20111116&id=14534256>

[2] http://www.episcopalchurch.org/80050_130536_ENG_HTML.htm

Denominational Health Plan *continued*

Dear Friends,

Over the last several months, a subcommittee of Diocesan Council has been working on developing a resolution to be presented at this year's Diocesan Convention. The issue at hand is regarding health care coverage, but its implications reach beyond that. In this time when much effort has been focused on making health care accessible to all, your General Convention of 2009 took a position on this issue that is fundamental to our shared communion, both in philosophy and in practice. They passed Resolution A-177, better known as the Denominational Health Plan (DHP).

The Denominational Health Plan requires that all full time (1,500 hours or more annually) employees working under the authority of the Church must be provided with health care coverage through the Episcopal Church Medical Trust. In addition to this requirement, there must be parity between lay and clergy employees in provision of that coverage on a parish level. The dioceses of the Episcopal Church have been asked to create a policy that brings all churches in compliance with these requirements by January 1, 2013.

Enclosed you will find a resolution that will bring the Diocese of Missouri in compliance with Resolution A-177. Although the potential impact of changing the way health coverage is offered and paid for will not be a significant change or financial burden for the Offices of the Bishop or the majority of our congregations, adherence to the spirit of this resolution will take a commitment to social justice and our Baptismal covenant.

So that you may consider this proposed resolution in light of the current situation, we are including some talking points that may assist you in your considerations:

- Resolution A-177 requires the establishment of a Denominational Health Plan and that the plan provides comparable coverage to what is currently being offered.
- Resolution A-177 requires that the Episcopal Church Medical Trust be used for benefits. All parishes and missions in the diocese are now using the Medical Trust for clergy and lay healthcare coverage, except for one that is using a non-Medical Trust plan for its lay employees.
- A survey was conducted to obtain information re-

garding healthcare coverage for employees in the Diocese of Missouri. 42 of 47 surveys were returned.

- The surveys that were returned reported 254 employees. Of those employees, 81 are currently classified as full time, working 1,500 hours or more. 35 members of that full time group are clergy.
- Survey data indicated that all lay employees working 1,500 hours or more currently were covered under a medical insurance plan, either through the diocese or another source.
- Based on current survey data, if the proposed resolution is adopted, five or fewer of our congregations will need to update their policies on healthcare access and compensation, revising benefits for a potential 13 employees.
- A premium surcharge or incentive option is included in the policy. It is our hope that this option will prevent entire families from transferring to Medical Trust coverage if they have an opportunity to be covered elsewhere.
- In the Diocese of Missouri, all clergy are currently offered medical coverage for themselves and their families with 100% of the premium paid. The exception is the Offices of the Bishop, where both clergy and lay employees pay a small portion of their premiums.
- Under the Denominational Health Plan, individuals will continue to have the option to “opt out” of the diocesan health plan if they can prove coverage through another source.
- The Medical Trust will continue to work with the Diocese of Missouri to select health plan offerings that are appropriate for all individuals in the diocese.

You are strongly encouraged to review this information and discuss it with your vestry and convention delegates.

In addition to the resolution, in this mailing you will find a DHP Frequently Asked Questions guide as well as a spiritual reflection resource to help provide a context for your conversations.

Additional information on the DHP can be found at www.epg.org/dhp. Questions and comments can be directed to dhp@diocesemo.org.

Denominational Health Plan *continued*

DIOCESAN HEALTH PLAN RESOLUTION: RESOURCES FOR REFLECTION, DISCUSSION AND PRAYER

The church is not just another voluntary fellowship of kindred spirits – legally organized for a charitable purpose – any more than her compensated servants are mere employees. Among its many charges, the church has been commissioned by Christ Himself to proclaim, pursue and demand just, fair and equitable relationships among all God’s creation.

To be sure, the church lives and bears witness in a world with real challenges, real constraints and real consequences. The cost of health care and the insurance which mitigates its impact on individuals and families is significant. So, too, are the consequences of unaffordable or inadequate health insurance coverage for employees and their families, employers, health care providers, government and the larger society.

To begin to address the competing claims and pressures inherent in any discussion of employer-sponsored health insurance and the response proposed in this Resolution, it is essential that we reflect on the nature of the church, her mission and her ministries. The following selections from Scripture, the *Book of Common Prayer* and the work of generations of Christian theologians may prove helpful in establishing a context for the prayerful consideration of this Resolution.

Scripture

- **Romans 12:1-8:** I appeal to you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect. For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophesy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.
- **2 Corinthians 6:3-10:** We are putting no obstacle in anyone’s way, so that no fault may be found with our ministry, but as servants of God we have commended ourselves in every way: through great endurance, in afflictions, hardships, calamities, beatings, imprisonments, riots, labors, sleepless nights, hunger; by purity, knowledge, patience, kindness, holiness of spirit, genuine love, truthful speech, and the power of God; with the weapons of righteousness for the right hand and for the left; in honor and dishonor, in ill repute and good repute. We are treated as impostors, and yet are true; as unknown, and yet are well known; as dying, and see – we are alive; as punished, and yet not killed; as sorrowful, yet always rejoicing; as poor, yet making many rich; as having nothing, and yet possessing everything.

Book of Common Prayer

- **From the Baptismal Covenant (pp. 304-5)**

Will you seek and serve Christ in all persons, loving your neighbor as yourself?

I will, with God's help.

Will you strive for justice and peace among all people, and respect the dignity of every human being?

I will, with God's help.

- **Prayer 11, "For the Parish" (p. 817):** Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. *Amen.*
- **Prayer 38, "For the Right Use of God's Gifts" (p. 827):** Almighty God, whose loving hand has given us all that we possess: Grant us grace that we may honor you with our substance, and, remembering the account which we must one day give, may be faithful stewards of your bounty, through Jesus Christ our Lord. *Amen.*

Anglican Theologians

- **Richard Hooker:** "So natural is the union of religion with justice, that we may boldly deem there is neither, where both are not."
- **Frederick Denison Maurice:** "The church is, therefore, human society in its normal state; the world, that same society irregular and abnormal. The world is the church without God; the church is the world restored to its relation with God, taken back by him into the state for which he created it."
- **William Temple:** "We are obliged to ask concerning every field of human activity what is the purpose of God for it?"

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Denominational Health Plan *continued*

Highlights and Frequently Asked Questions:

The Denominational Health Plan

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Introduction

Dear Friends,

The 76th General Convention was a significant moment in the history of The Episcopal Church and the Church Pension Group (CPG).

The passage of Resolution A138, which established the Church-wide Lay Employee Pension System, will help lay employees save for retirement. Resolution A177, which established the Denominational Health Plan, will result in health benefit cost savings for dioceses, parishes, and institutions.

As the administrator of these programs, CPG becomes the benefits provider for nearly everyone who works for the Church. We are grateful to have been given this double vote of confidence, and excited about moving forward.

We understand pensions and healthcare benefits well because we've been in these businesses for years. And we understand the Church, because we've been serving you for years.

1914 The Church Pension Fund was founded.

1917 The Clergy Pension Plan (defined benefit) began paying benefits. Since inception, nearly \$3.4 billion in benefits have been paid to beneficiaries.

1978 The Episcopal Church Medical Trust was formed to sponsor and administer health plans.

1980 The Lay Employees' Defined Benefit Pension Plan was established.

1991 The Lay Employees' Defined Contribution Plan was established.

We also understand how complicated all this can be. And we are here to support and assist you as we move forward together in service to the Church.

Our implementation plans for these two programs are designed to help make things simple. They are based on three overarching principles:



UNDERSTAND



EVALUATE



ENROLL

We'll help you understand what the resolutions mean for you, who is eligible, the products we offer to help you comply with the resolutions, and the process.

Denominational Health Plan *continued*

We'll help you evaluate plan options and costs, timing, and approach.

Ultimately, we'll help you **enroll** your institution and employees in the Denominational Health Plan and the lay employee pension system.

This booklet provides highlights of each of these benefits plans, as well as the answers to frequently asked questions. We hope you will find it a useful starting point.

Denominational Health Plan *continued*

Highlights of the Denominational Health Plan

The Denominational Health Plan (DHP) was established by General Convention Resolution A177 of the 76th General Convention and its associated Canon in July, 2009. The DHP shall be designed and administered by the Trustees and officers of The Church Pension Fund, following best industry practices for comparable plans.

Effective no later than January 1, 2013, all domestic dioceses, congregations and other ecclesiastical organizations or bodies subject to the authority of the Church, as well as any diocesan institutions that the diocese has said must participate in the Denominational Health Plan, are required to provide eligible clergy and lay employees — those scheduled for at least 1,500 hours of compensated work per year — with healthcare benefits, as delineated by the diocese, through the Episcopal Church Medical Trust (the Medical Trust).

- Employees regularly scheduled between 1,000 and 1,400 hours of compensated work per year are eligible to participate voluntarily.
- Employees with coverage from an approved source may waive (“opt-out” of) coverage from their Episcopal employer.

Dioceses have autonomy and choice in certain key areas: choice of health plan options to offer its congregations and institutions; establishment of a diocesan-wide policy regarding the minimum employer cost-sharing requirements; the offering of healthcare benefits to domestic partners, and the participation of local parish schools and diocesan institutions.

The diocesan-wide minimum cost-sharing policy must apply equally to clergy and lay employees scheduled to work at least 1,500 hours of compensated work per year.

Implementation of the Denominational Health Plan: Collaboration at the Local Level

The Medical Trust will collaborate closely with Episcopal employers. While the Medical Trust is bringing the Church together around healthcare on a national level, it is the dioceses that will engage congregations and diocesan agencies/institutions at the local level.

The Medical Trust has established five regional territories and assigned a Regional Relationship Specialist to support each territory. These specialists live within the regions they serve, and work closely with their constituencies to address specific local concerns. Regional Relationship Specialists work with each diocese individually to create a customized implementation plan.

Denominational Health Plan *continued*

Between now and January 1, 2013, diocesan leadership will need to address four questions to customize the Denominational Health Plan for the diocese:

- What health plan options will the diocese offer to its congregations and participating institutions?
- What will the diocesan-wide minimum employer-sharing policy be for clergy and lay employees working at least 1,500 hours of compensated work per year, and how will it be communicated?
- Will domestic partner coverage be offered?
- Which schools and institutions will be required to participate?

Implementation will occur over a three-year period to minimize possible disruption to employers and employees. The comprehensive, multi-year implementation program seeks to:

- Transition dioceses, congregations, and groups that do not currently participate in our health plans by providing analyses, consultations and competitive pricing
- Assist dioceses in developing an employer cost-sharing policy designed to achieve parity
- Ensure a seamless, efficient, pastoral transition for all involved

The Medical Trust's Commitment to The Episcopal Church

The Medical Trust is committed to providing the Church with the same or better benefits at the same or lower cost, while seeking additional ways to improve members' health and well-being.

Cost savings were positively reflected in Medical Trust's 2010 rates. The Medical Trust's 2010 average rate increase was well below the projected national average of 9%. While the full amount of savings to the Church will be realized only when the Denominational Health Plan is completely implemented, this is early evidence that leveraging our size, and using that size to negotiate with our product partners, can yield savings for the Church. The Medical Trust is working to implement other cost-containment strategies including, the expansion of existing wellness and disease management programs, reviewing available plan options, and evaluating benefit plan designs.

Wellness initiatives are being implemented while a comprehensive health and wellness strategy dedicated to empowering our members to take better care of themselves and their families is being developed. As part of this initiative, effective January 1, 2010, the Medical Trust eliminated copayments (\$0 copays) for annual, in-network, routine physicals in health plans sponsored and administered by the Medical Trust to encourage members to get their annual screenings. This \$0 copay also applies to an annual eye exam, and all of our dental plans now include three (3) free in-network dental cleanings and related oral examinations per year.

General/Overview

What is the Denominational Health Plan (DHP)?

A Church-wide program of healthcare benefit plans authorized by General Convention and administered by the Church Pension Fund (CPF), with benefits provided through the Episcopal Church Medical Trust (the Medical Trust).

What does Resolution A177 require of employers?

Employers are required to provide all eligible clergy and lay employees with equal access to and parity of funding for healthcare benefits, to be provided through the Medical Trust. Under the terms of this resolution, an eligible employee is someone who is scheduled for at least 1,500 hours of compensated work annually for any domestic diocese, parish, mission, or other ecclesiastical organization or body subject to the authority of the Church.

What was the spirit behind the Resolution?

Both this resolution and Resolution A138 (Lay Employee Pension System) speak to social justice issues around adequate benefits for the Church's lay employees. While cost concerns around these initiatives are real, so is the need of lay employees to have adequate pension and healthcare benefits. The support and dedication of lay employees make many ministries possible, and providing them with adequate benefits is not only necessary, it's the right thing to do.

Currently, some lay employees do not have access to healthcare benefits, and others have a higher cost share than clergy for the same benefits. Resolution A177 requires that each diocese establish a cost-sharing policy, and that it be the same for clergy and lay employees who are scheduled for at least 1,500 hours of compensated work per year.

Since 2009, the Medical Trust has experienced material cost savings through economies-of-scale purchasing and the optimization of provider and prescription drug discounts. These savings have been directly shared with the Church through lower annual premium increases in 2010 and 2011. We expect such savings to continue and grow as we move toward full implementation.

What is the deadline for complying?

Full implementation of the DHP must be completed no later than January 1, 2013.

Denominational Health Plan *continued*

What are the advantages of the DHP?

- Provide healthcare cost-containment for our Church by leveraging its aggregated size for large-scale purchasing of employee healthcare benefits.
- Provide dioceses and groups with control, choice, and flexibility.
- Balance financial constraints with the cost of delivering employee healthcare benefits.
- Provide equal access to healthcare benefits for all eligible employees through parity of plans and funding for the eligible clergy and lay employees of groups required to participate.
- Provide the assurance of future healthcare benefits for clergy and lay employees.
- Provide financial stability for employees through protection from catastrophic healthcare expenses and position employers to better absorb claim fluctuations and volatility.
- Decrease the healthcare benefit administrative burden for most employers.
- Provide comprehensive and integrated care management programs and processes for delivery of improved health outcomes.
- Proactively encourage the Church's clergy and lay employees to embrace healthy lifestyles, wellness strategies, and preventive healthcare.
- Provide excellent customer service.
- Provide individualized service, support, and education to dioceses through the assignment of a Regional Relationship Specialist from the Medical Trust's Client Relations department for each province.

How much is the Church spending on employee healthcare benefits?

In 2008, an actuarial estimate determined that Church employers and other groups that would be required to participate in the DHP spent a combined total of approximately \$133 million on healthcare benefits that year. In addition, we estimated that Church employees contributed another \$12 million, bringing the total cost for the Church as whole to approximately \$145 million. At that time, we projected that if no changes were instituted, costs to the Church would almost double in seven years, to over \$250 million by 2015.

How much will the DHP save The Episcopal Church?

Several key objectives of the DHP are to contain costs, effect savings, and make the continued provision of healthcare benefits sustainable. The ability to buy healthcare benefits collectively

Denominational Health Plan *continued*

rather than per-diocese or per-congregation means savings for the Church since larger groups yield lower unit costs. Since 2009, the Medical Trust has experienced material cost savings through economies-of-scale purchasing, and the optimization of provider and prescription drug discounts. These savings have been directly shared with the Church through lower annual premium increases in 2010 and 2011. We expect such savings to continue and grow as we move toward full implementation.

Does the DHP require parish schools, camps and conference centers, social service agencies, and other Episcopal institutions to participate?

No. The decision as to whether or not to require the participation of other Episcopal institutions under diocesan authority will be left to each individual diocese. However, organizations that are not required to participate by the diocese can choose to do so voluntarily.

Does participation in the Medical Trust under the DHP require a group to comply with the requirements of the Lay Employee Pension System (Resolution A138) too?

The Lay Employees' Pension System and the Denominational Health Plan are two separate canonical requirements. Although they are independent of each other, all dioceses, parishes, and missions are required to comply with each.

How will national healthcare reform affect the DHP?

The Patient Protection and Affordable Care Act (PPACA) and the regulations issued under it will have significant short-term and long-term impacts on the health plans of The Episcopal Church. As healthcare reform begins to affect employer-sponsored health coverage, please know that the Medical Trust will remain informed, responding to changing requirements and adapting our health plans in ways that seek to minimize disruption to our employers and our members.

The Medical Trust healthcare plans already conform to many of the new healthcare reform requirements:

- Plan members are provided with 100% coverage for most preventive services such as annual health examinations.
- Eligible members are not excluded from coverage on the basis of their individual health conditions.
- Pre-existing condition limitations are not imposed.
- Contribution rates are not determined on the basis of individual health history.
- Coverage is not canceled on the basis of individual health status.

Denominational Health Plan *continued*

- The Medical Trust expanded health coverage to eligible adult children and stepchildren through age 30, regardless of student status, marital status, or tax-dependent status.
- The Medical Trust health plans have no annual or lifetime maximums.

There are several provisions that may impact the Medical Trust health plans in the future. We are working with other denominations through the Church Alliance to determine how our healthcare plans may be affected in the future. We will keep you up to date as more information becomes available.

Eligibility

Which employees are required to participate in the Medical Trust's health plans?

Clergy and lay employees required to participate in the Medical Trust's health plans are those who are scheduled to work at least 1,500 compensated hours per year for any domestic diocese, parish, mission, or for any other ecclesiastical organization or body subject to the authority of the Church (and whose diocese has determined it must participate.)

Can part-time employees participate in Medical Trust plans under the DHP?

The Medical Trust's eligibility rules relating to part-time employees currently remain the same as before the formation of the DHP. This means that clergy and lay employees of any Episcopal institution who are regularly scheduled to work between 1,000 and 1,499 hours per year are eligible to participate voluntarily.

How are hourly lay employees who are hired to work fewer than 1,500 hours per year, but who actually work and are compensated for 1,500 hours or more per year, treated regarding participation?

The requirement to participate and the eligibility to participate voluntarily in the Medical Trust Plans are governed by *actual compensated hours*. In this case, the employees would be required to participate because the actual hours worked total or exceed 1,500 per year.

What about clergy who receive a salary with no established hourly schedule?

Clergy generally know if they are full-time (more than 1,500 hours annually) or part-time (less than 1,500 hours annually) employees. Full-time clergy employed by groups required to participate in the DHP are required to participate in Medical Trust health plans. Salaried clergy employed by groups not required to participate in the DHP and who are considered full-time are eligible to participate voluntarily. Part-time salaried clergy employed by other Episcopal entities may participate voluntarily if their employers offer health-care benefits through the Medical Trust.

Are non-stipendiary clergy eligible to participate in the Medical Trust?

Currently, non-stipendiary clergy are not eligible to participate in the Medical Trust Plans, with a few exceptions as noted in the administrative guidelines. The Medical Trust is evaluating the eligibility of non-stipendiary employees as part of a strategic project initiated in 2010. Because the Episcopal Church Clergy and Employees' Benefit Trust ("ECCEBT"), the trust through which the Medical Trust plans are funded, is a Voluntary Employee's Beneficiary Association (VEBA), we must evaluate eligibility of non-employees carefully.

Are non-parochial clergy eligible to participate in the Medical Trust Plans?

Non-parochial clergy employed by Episcopal institutions that offer healthcare benefits through the Medical Trust are eligible to participate if they are regularly scheduled to work at least 1,000 hours per year. Non-parochial clergy (working more than 1,500 compensated hours annually) employed by diocesan institutions *may be* eligible or *required* to participate at the option of the diocese.

Are domestic partners of clergy or lay employees eligible for benefits under the DHP?

Each diocese will decide individually whether or not to offer healthcare benefits to same-sex domestic partners, opposite-sex domestic partners, or both.

How are seminarians treated under the DHP?

The DHP does not address seminarian healthcare benefits coverage. Seminaries traditionally obtain their student coverage outside of diocesan medical plans. Many Episcopal seminaries use the Medical Trust's seminarian program.

How will former employees currently enrolled in a benefit continuation program be treated under the DHP?

Although the Medical Trust plans are exempt from the Employee Retirement Income Security Act of 1974, as amended (ERISA), we do offer an Extension of Benefits (EOB) program that will cover existing employees receiving COBRA benefits through the end date that is currently in place at the time they transition to the Medical Trust Plans. Once an employer participates with the Medical Trust, the EOB program will be available to departing employees. Those employees who left employment in 2010 or before are eligible for a maximum period of 18 months from their employment termination date. Beginning January 1, 2011, employees who leave employment will be able to extend their benefits for a maximum of 36 months from their employment termination date.

Plans, Products & Vendors

Will most employees have access to the same plan and provider network as they do currently?

While the plans available from the Medical Trust may not be exactly the same as those currently offered by a particular group, the Medical Trust's variety of plans should meet the needs of most employees. A copy of our current plan offerings is available upon request.

What is the prescription drug benefit under the DHP?

The Medical Trust currently offers three prescription drug plan options through Medco. These designs work well for our groups and there are no plans to change them. As with the medical plan design, each group will choose which level of prescription drug benefit to offer its eligible employees.

For those groups that choose a regional Kaiser network plan, the prescription drug benefit is managed through Kaiser rather than Medco.

Is dental coverage required under the DHP?

No. Only medical benefits are required under the DHP. The Medical Trust does offer three dental plans using the CIGNA dental network.

Can the Medical Trust provide a “plan-to-plan” comparison of each of our current plans and the plans offered under the DHP?

The Medical Trust can prepare an analysis that compares the group's current plans against Medical Trust plan options, highlighting the differences in both cost and plan design.

Can the Medical Trust provide a disruption report for any networks that are different from the ones we currently use?

We can provide you with a detailed provider access report for employee zip codes. Depending on the quality of the data available from the prior healthcare benefit provider, we may be able to provide actual provider disruption reports.

Will pre-existing conditions be covered by the DHP?

Yes. When an eligible employee enrolls in the plan during either an open enrollment period or as the result of a qualified family status change, pre-existing conditions are covered subject to the terms of the plan benefit.

Parity

What does “parity” refer to?

The DHP requires that each diocese establish, on a diocesan-wide basis, the minimum required employer cost-sharing policy for healthcare benefits. That means that a diocese can require employers to cover all or a portion of the contribution (premium) for employees and their families. “Parity” refers to the requirement that the diocesan policy regarding employer cost-sharing must be the same for all eligible clergy and lay employees scheduled to work at least 1,500 compensated hours per year. In other words, all clergy and lay employees who are scheduled to work at least 1,500 compensated hours per year must receive the same minimum level of funding — such as a percentage of the premium cost, a flat dollar amount, or a coverage level (i.e., single, family, etc.) — for healthcare benefits.

When is the deadline for complying with the parity requirement?

January 1, 2013 is the deadline for full implementation of the DHP, including the parity requirement.

Does the Medical Trust have examples of canons, policies, rules, or guidelines other dioceses have created to govern the cost-sharing parity requirement?

Examples of canons/resolutions or policies that other dioceses have developed are available upon request from your Regional Relationship Specialist.

Do the parity rules apply only to clergy and lay employees hired after implementation of the DHP within the diocese? Can the diocese grandfather current employees using its current cost-sharing policies?

No. By January 1, 2013, all clergy and lay employees who are scheduled to work at least 1,500 compensated hours per year must be treated equally with regard to cost-sharing of the medical plan premiums, no matter when they were hired.

Can the diocese set a policy that treats full-time and part-time employees differently?

Yes. The DHP requires that all clergy and lay employees who are scheduled to work at least 1,500 compensated hours per year be treated equally with regard to the cost-share of medical plan premiums. Employers are free to provide a different cost-share to their part-time employees.

How does the diocese determine whether true parity exists between lay employees and clergy (those scheduled to work at least 1,500 compensated hours per year) throughout the diocese regarding the cost-sharing of health plan premiums?

The Church Pension Group is designing a Web Self Service registration system through www.cpg.org that will provide reporting to diocesan leadership. It is expected to launch in 2012.

Implementation

How is the DHP being implemented?

Implementation of the DHP is well underway. The Medical Trust has established a team of Regional Relationship Specialists who are partnering and consulting with groups to assist them in creating individualized implementation plans. Visit the DHP Resource Center at www.cpg.org/dhp to learn more.

What is the implementation schedule?

Individual dioceses are at different stages of implementation. Some are just forming committees and others are completing their decision-making. Since each diocese will require a customized plan, the Regional Relationship Specialists are working with all dioceses to complete implementation no later than January 1, 2013. For information about where your diocese is in the process, please contact your diocesan administrator.

Can dioceses enroll in the DHP now?

Yes. Any group can adopt a Medical Trust plan prior to the DHP implementation deadline, and may choose to comply with the parity and equal access regulations of Resolution A177 now or later — but in no case later than January 1, 2013.

What role does the diocese have in the implementation process?

The diocese is the primary partner in implementing the DHP within that diocese. The diocese must establish canons, policies, rules, or guidelines to determine:

- Whether institutions under its authority (schools, day care facilities, social service agencies, etc) are required to participate
- Whether the diocese wishes to provide healthcare benefits to domestic partners
- A cost-sharing policy that is the same for clergy and eligible lay employees
- Which Medical Trust plans will be offered in that diocese. The diocese makes this decision annually.

How does the diocese determine what other institutions it may require to participate with the diocese in the Medical Trust plans?

The rules governing the ECCEBT's status as a VEBA require that only eligible employees of Episcopal institutions be allowed to participate in the Medical Trust's plans. The Medical Trust has developed a document, "Questions to Consider When Determining if an Organization is Subject to the Authority of the Church," to assist dioceses in determining which of its diocesan institutions are considered Episcopal institutions, according to these stipulations.

Can groups required to participate choose to purchase healthcare benefits elsewhere, especially if they can get them at a lower cost?

No, but the Medical Trust will work with all employers to find plans that are economically viable for their specific situations and populations. It is important that all required groups participate with the Medical Trust to ensure optimal leverage in negotiating services from our contracted vendors

Employer-Specific

Who is going to monitor compliance with the DHP?

Participation in a Medical Trust plan is required by the canon enacted by the General Convention of The Episcopal Church and is enforced in the same manner that any canon is enforced. It is the individual diocese's responsibility to ensure compliance with Resolution A177, as it is with all canons. The Medical Trust will not enforce compliance.

What should the diocese communicate about DHP implementation to its constituents?

The Medical Trust has developed specific communication tools for the diocese to use for effective communications. We will work with each diocese to create a communication plan regarding the implementation of the DHP.

Who handles the open enrollment communications under the DHP; the diocese or the Medical Trust?

Before the open enrollment period begins, the diocese should communicate specific information to its parishes and other participating institutions regarding its plan selections, associated rates, and plan design changes so that employees can make informed decisions about their specific healthcare options. During open enrollment, the Medical Trust communicates directly with employees to provide information about how to review their plan selection choices, the resources and references available to them, and how to access the MLPS system and manage their enrollment.

(Most of the actual open enrollment verifications and changes are done directly by the employees, using our user-friendly web-based MLPS system)

Employee-Specific

Can an employee opt out of the DHP, and if so, under what circumstances?

Under the terms of the DHP, clergy and lay employees who have medical benefits through approved sources will be allowed to waive medical coverage under the DHP (“opt out”) and choose to maintain their medical benefits through the approved source. Examples of approved sources include coverage through a spouse’s or partner’s employment, medical benefits through a government-sponsored program such as Medicaid or TRICARE, or coverage from a previous employer. The list of approved sources is subject to change based on the federal healthcare reform law.

An employee may elect to waive coverage at the initial point of employment, during annual open enrollment, or at the time of any significant life event. The employee will need to reaffirm the election to waive coverage on an annual basis, as determined by the Medical Trust.

Will there be some type of form or waiver that employees are required to sign if they opt out? For those who do, will this be required annually?

Declaration of the individual waiver will occur on an annual basis during open enrollment beginning with the enrollment for 2012. The employee will need to reaffirm the election to waive coverage on an annual basis. Each year, administrators will make sure all employee decisions to opt-out are captured properly. This data can be updated throughout the year as members join or leave the plans.

What about employees in rural areas? What will the DHP do for them in terms of cost and access?

Access to providers in rural areas is a global challenge and one we continue to work to address with our national carriers Aetna, BCBS, CIGNA, Kaiser and UHC. These five carrier networks provide 98% of members with access to a participating provider where lower out-of-pocket costs for both the member and the plan exist. In addition, we offer plans with non-network benefits that allow members to seek care from any licensed provider. We recognize that, for rural members, this often results in either extensive travel to find a participating provider or the higher costs associated with having to utilize non-network care. This is why we have engaged our plan partners in the process of seeking solutions, since they

are better able to influence and engage local healthcare providers on our behalf. Geographic cost of healthcare is a factor in the pricing of groups; as overall cost efficiencies are realized, rural groups will benefit.

How does an existing Letter of Agreement (LOA) with a cleric or lay employee affect a diocese's compliance with Resolution A177's parity requirement?

The issue is complicated. There are several factors that may influence the relationship between an existing letter of agreement and the DHP. It is important to have your diocesan chancellor review existing LOAs to determine whether revisions to the LOAs are required and, if so, to determine the appropriate process for amending them.

Retiree Specific

How are pre-65 retirees covered under the DHP?

The DHP does not change the Medical Trust's current practice of providing coverage for eligible employees who retire before they are eligible for Medicare. If an employee has worked for the Church (a diocese, a congregation, or other institution under the authority of the Church) and has accrued at least five years of credited service immediately prior to retirement, that employee is eligible to enroll in any of the active medical plans offered by the diocese from which the employee retires.

Will there be any change in the Medicare Supplement coverage as a result of the DHP?

No, the post-65 Medicare supplement coverage will not change because the DHP addresses only active clergy and lay employees, not retirees.



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This document is provided for informational purposes, is not all-inclusive, and does not constitute an agreement. Additional limitations and explanations, including specific benefit maximums, will be provided to eligible, enrolled members in the Plan Document Handbook. In the event of a conflict between this document and the official plan documents, the official plan documents will govern. The Church Pension Fund and its affiliates retain the right to amend, terminate, or modify the terms of the plan at any time, without notice, and for any reason. 05/11

Anglican Covenant

Introduction

The Anglican Covenant Task Force was appointed by the Rt. Rev. George Wayne Smith, Tenth Bishop of Missouri, in August of 2011. The task force was charged with helping the congregations of the diocese prepare to engage in thoughtful discussions on the proposed Anglican Covenant that will be brought to the General Convention of the Episcopal Church in July of 2012.

The efforts of the task force culminated in the preparation of a discussion packet that includes:

- A Basic Guide to the Anglican Covenant
- The Anglican Covenant Text
- The Anglican Covenant: A Brief Summary of Positions
- Three essays framing the Covenant: Neil Alexander, Philip Turner, Winnie Varghese
- The Church Times Annotated Guide to the Anglican Covenant
- Three Study Guides from: Church of England, Episcopal Church and Church of Canada
- The Rector's Ramblings—a pastoral letter to a congregation after General Convention 2009
- Internet Resources Guide
- Congregational Survey

From the very beginning of our work, our hope has been to provide the best and most charitable representations of the positions held on the Anglican Covenant so that a space for generous listening and open hearts could be created. This packet is far from exhaustive, but it is a starting place for those congregations who wish to begin to engage in thoughtful and compassionate dialog.

Respectfully Submitted,
The Anglican Task Force Members:

Mr. Michael Booker-St. Francis, Eureka
Ms. Lisa Fox-Grace Church, Jefferson City
The Very Rev. Michael Kinman-Christ Church Cathedral
The Rev. Doris Westfall (Chair)-St. Matthew's-Warson Woods

The full 191 page Anglican Covenant Study Guide is available online at diocesemo.org/anglicanconvenant.

1. A BASIC GUIDE TO THE ANGLICAN COVENANT

Q: WHAT IS THE ANGLICAN COVENANT?

A: The Anglican Covenant is a document that attempts to create a mechanism for reconciling substantive disagreements between Anglican Churches worldwide.

Q: ISN'T THAT THE JOB OF THE ARCHBISHOP OF CANTERBURY?

A: The Archbishop of Canterbury is the spiritual leader of the Anglican Communion, but he does not have authority over the Churches outside of England.

Q: WHAT IS THE ANGLICAN COMMUNION?

A: The Anglican Communion is a global family of Churches that find their historic roots in the Church of England. The Episcopal Church is one such Church. There are forty-four Churches and thirty-four provinces around the globe comprising 80 million Anglican Christians.

Q: WHAT UNITES THE ANGLICAN COMMUNION?

A: In addition to our common historic roots, we share a common form of worship derived from the Church of England's Book of Common Prayer (1662) and in a faith that draws from both Protestant and Catholic traditions. There are also regular international gatherings of primates, bishops, priests and laity.

Q: WHY WAS THE ANGLICAN COVENANT WRITTEN?

A: The Anglican Covenant is the product of a process which began in 2004. There have been disagreements about a range of matters between the Churches of the Anglican Communion, including debate about the role of women in positions of religious leadership, issues of human sexuality, and geographical integrity of the episcopate. The Windsor Report proposed a covenantal framework to discuss and resolve those disagreements.

Q: WHAT IS IN THE ANGLICAN COVENANT?

A: The Anglican Covenant has four parts:

- Section 1: Articulates the Anglican emphasis on Scripture, the Catholic Creeds and historic formularies.
- Section 2: Expresses the Churches' commitment to missional vocation, with particular reference to the Five Marks of Mission (adopted by the bishops at the Lambeth Conference in 1998).
- Section 3: Expresses the Churches' commitment to sustaining interdependence and common life as part of its Anglican identity and witness.
- Section 4: Develops the practical implications of this commitment, and provides dispute resolution procedures.

Q: WHAT COMES NEXT?

A: Each church within the Anglican Communion has been asked to respond either affirmatively or negatively to the Covenant. A vote on the Covenant is scheduled for the 2012 General Convention in Indianapolis.

Bishop's Official Acts – 2011

Admitted Postulant for the Priesthood
Jonathan Robert Stratton – February 25, 2011

Admitted Postulant for Diaconate
Elizabeth Bass Simpson – February 25, 2011
Cathy Lynn Johnson – July 23, 2011

Ordained to the Diaconate
The Rev. Harry Leip, January 29, 2011, Trinity Episcopal Church, St. Louis, MO, by the Rt. Rev. George Wayne Smith

Ordained to the Priesthood
The Rev. Annette Beth Joseph, January 20, 2011, Holy Cross Episcopal Church, Poplar Bluff, MO, by the Rt. Rev. George Wayne Smith on behalf of the Rt. Rev. Stephen T. Lane

The Rev. Marc David Smith, June 24, 2011, Christ Church Cathedral, St. Louis, by the Rt. Rev. George Wayne Smith

The Rev. Mary Suzanne Wolfenbarger, June 24, 2011, Christ Church Cathedral, St. Louis, by the Rt. Rev. George Wayne Smith

Letters Dimmissory Issued and Accepted
The Rev. Hopie Welles Jernagan, May 16, 2011, to the Diocese of Florida
The Rev. Kamilla Blessing, June 30, 2011, to the Diocese of Pittsburgh

Letters Dimmissory Received and Accepted
The Rev. Annette Beth Joseph, March 1, 2011, from the Diocese of Maine
The Rev. H. Knute Jacobson, May 6, 2011, from the Diocese of Western Michigan

Clergy Died
The Rev. Anne Scharon-Glaser, November 15, 2011, Blue Springs, MO

• Confirmations	49	
• Received from other communions		26
• Reaffirmations	11	
• Baptisms	9	
• Celebrations of New Ministries		7
• Consents to Marry after Divorce		21
• Consents to Election of a Bishop/Bishop Coadjutor		2
• Consents to Election of a Suffragan Bishop		1
• Consents to Ordination and Consecration of a Bishop		4
• Consents to the Resignation of a Bishop		6
• Consents to the Renunciation of a Bishop		0
• Permission to Officiate on Specific Occasion		7
• Approval of Clergy Application to Retire		1
• Clergy Licensed to Officiate in the Diocese		14
• Catechist Licensed		13
• Lay Worship Leaders Licensed		133
• Lay Preachers Licensed		15
• Lay Eucharistic Ministers Licensed		282
• Lay Eucharistic Visitors Licensed		104

Report from the Standing Committee and Official Acts

The primary purposes of our Diocesan Standing Committee are to be “a council of advice to the bishop...” and to “advise the bishop of its own accord,” as described in our diocesan Constitution and Canons. The Standing Committee also has some ecclesiastical functions: certifying candidates for Ordination of Priests and Deacons and representing our diocese in consenting to the election, ordination, and consecration of other bishops. In addition, the group approves property transactions, bylaws, and loans from the Kelton E. White and Alma Mayland White Memorial Fund for parishes within the diocese.

In October of 2009 the Standing Committee took on the role of design team for mission in the diocese to focus on our mission:

*Making Disciples
Building Congregations
For the Life of the World.*

We made a short video for convention to explain who we are and what we do. Here is the script:

What if you were asked to dream? To look at the church from a different angle? To speak to each other using a different language? What if you were asked to be a body of dreamers? A body that comes together to focus on mission instead of business? Let us tell you our story.

In 2006, a major shift in diocesan governance took place. The Standing Committee would no longer act as the Corpo-

ration of the Episcopal Diocese of Missouri by passing on the duties to Diocesan Council. It made sense. Council is where the diocesan budget is developed and they provide oversight of the programs and offices that are funded by the budget.

When this shift occurred, Standing Committee was, in a way, lost. While we still acted as an ecclesiastical monitor and as a council of advice to the bishop, it seemed like there was something missing. We were searching for our identity and our role in the councils of the church.

One might say that we were a bit bored. Asleep at the wheel. Voting on church property sales and making oversight decisions is important, but the conversations were often short and unenthusiastic.

Until the day the bishop invited us to do something new. Something exciting. Something so out-of-the-box that at first we didn't know what to think and we didn't know how to act.

We were asked to dream. Yes dream. To take on the role of the diocesan design team we were commissioned to dig deep. To pray, talk, and envision...

We were asked to spend time at every meeting with the simple task of asking big dreamer questions: “What would this look like?” “How would that work?” “Where should we go next?”

Suddenly there was life: An energy that hadn't been at the table. We were acting as a mission instead of a business. And our membership was no longer a responsibility, but rather a call.

Standing Committee *continued*

We have been blessed to ask big questions with the bishop while envisioning a new ministry in Old North Saint Louis. We met in Old North St. Louis to get the feel of what a ministry might be like there.

And we've explored other ministries too. We've begun to explore what a shared parish nurse might look like in the diocese and we are asking how we as the Standing Committee can act as an agent of such transformation and change.

We have been transformed and continue to transform into a missional body.

What if you were asked to dream? To look at the church from a different angle? To speak to each other using a different language? To be a body of mission instead of a body of business?

What if?

Following the 171st Diocesan Convention, the Standing Committee met in November and December 2010, and in January, February, March, April, May, June, August, September and October 2011.

Thanks to the Rev. Sally Weaver, Mr. Michael Reiser, the Rev. Kitty Hillquist, Ms. Lynette Ballard, Mr. Richard Curn, Mr. Randy Mariani, the Rev. Shariya Molegoda, Ms. Nan Haynes, the Rev. Doris Westfall, the Rev. Dan Handschy (secretary), and Mr. Todd Eller (vice president) for their service on the Standing Committee this year.

During the year, the Standing Committee considered requests for nominations or consents for bishops in the Epis-

copal Dioceses of Haiti, Virginia, New York, East Tennessee, West Missouri, Northern Michigan, Western New York, Atlanta, and Alabama.

We addressed property issues involving Calvary, Columbia; St. Francis, Eureka; and Grace, Clarksville; and we approved renovations for Grace, Jefferson City.

We accepted the full repayment of Christ Church Cathedral's White Fund loan and by request we are working with Trinity, St. Charles, on a reasonable repayment plan for their White Fund loan.

We also approved a bridge loan for Grace, Kirkwood.

In March we hosted the Diocesan Leadership Conference titled, "Church in the 21st Century." We welcomed Sabine McDowell as the keynote speaker to speak about living green in the church.

We commended to the ordinations of Suzanne Wolfenbarger and Marc Smith in May.

In June, we received an admonition against a Diocese of Missouri clergy member.

Finally, thanks to Bishop Smith and the Rev. Dan Smith, Canon to the Ordinary, and his administrative assistant, Robin Weisenborn, for their constant support of the Standing Committee and its work.

Respectfully submitted,

The Rev. Joseph M.C. Chambers
President

Report of the Corporation of the Episcopal Diocese of Missouri, Diocesan Council, and Official Acts

- Elected Ms. Kristen Reppert and Mr. Larry Labrier as co-Trustees to the Diocesan Investment Trust Board. Each will serve a two-year term on the Board.
- Reviewed and approved more than \$9700 in Aged & Infirm Clergy Fund requests to support our clergy with much needed funds for medical issues.
- Formed the Diocesan Council Listening Committee this year to solicit our parishes' input on ways that the Council can better serve our parishes in the future.
- Voted to invest \$25,000 in seed money for the Church Investment Group. This is a new business venture that will allow our diocese, along with nineteen other dioceses across the country to have greater leverage and investing power.
- Provided feedback, support and prayer to the bishop in his decision to close the church plant Columbia Hope.
- Granted \$29,000 from the Church Assistance Endowment Fund to the following parishes: Christ Church, Cape Girardeau; Grace Church, Jefferson City; Church of the Good Shepherd, Town and Country; Christ Church Cathedral, St. Louis, and Emmanuel Church, Webster Groves.
- Supported the Rev. Todd McDowell and the DHP/Health Insurance sub-committee as they worked diligently on their challenging task of bringing Res-

olution A-177 to convention this year. This resolution is one step closer in allowing our diocese to begin the process of complying with the National Church Health Plan that will be implemented on January 1, 2013. The Council thanks the committee for their time, energy, and considerable commitment on this vital project.

- Worked industriously to ensure that the 2011 and 2012 diocesan budgets were thoroughly vetted and submitted to convention in a timely fashion. Council thanks Tom Hedrick, Desiree Viliocco, and their team for their hard work and dedication to this task.
- Approved three Making All Things New requests for the following parishes: Emmanuel, Webster Groves; Calvary, Columbia; and Grace, Jefferson City. Council wishes these parishes continued success in their ventures.
- Approved three Theological Education Grants to Jonathan Stratton, Joseph Thompson, and Melanie Jianakoplis. Council is pleased to be able to support these students in continuing their studies.
- Successfully negotiated the sale of two properties: St. Peters, Bonne Terre, and the closed church in Clarksville.

Respectfully submitted,
Alisa M. Barnes, vice-chair

[The sale of St. Peter's Church in Bonne Terre was reported incorrectly.]

Report of the Commission on Ministry

The Commission on Ministry, as outlined in national church canons, is charged with assisting the bishop “in determining present and future needs for ministry in the diocese,” “in enlisting and selecting persons for Holy Orders,” and making recommendations to the bishop. The charge to the Commission includes guiding and examining postulants and candidates, assisting with ministry enrichment for deacons and priests, and helping to explore and implement ways in which the diocese may live out its baptismal ministries.

The Diocese of Missouri’s Commission worked faithfully and prayerfully this year on the ordination process, focusing on order and cohesiveness. The COM invited the Bishop and Canon to the Ordinary to attend meetings to share current concerns and needs as well as the realities of deployment in the church today. The Annual Discernment retreat, sharpened in focus and shortened in length, worked effectively to share this information and helped aspirants to ask challenging questions both for and about themselves and about the church.

Changes in diocesan staff as well as the changing and changed needs of the church have required continued revisions to the Diocesan Discernment Handbook. COM worked

with the bishop this year to re-establish the Diocesan Board of Examining Chaplains (“DBEC”) as well as to create a good foundation for future work with the Episcopal School for Ministry—of critical importance as the “normative” ordination process becomes nearly extinct in this diocese. The Commission also continued the ongoing work of parish discernment committee trainings, and aspirant and postulant interviews, enjoying its tasks as a respectful and cohesive team.

In 2010–2011, the COM recommended three persons for postulancy: two for the diaconate and one for the priesthood.

There are currently six postulants: three postulants for the diaconate and three postulants for the priesthood.

The Rev. Robert Ard was ordained to the priesthood; the Rev. Marc Smith was ordained to the diaconate and to the priesthood; the Rev. Harry Leip was ordained to the diaconate; and the Rev. Suzanne Wolfenbarger was ordained to the priesthood.

Respectfully submitted,
The Rev. Canon Amy Chambers Cortright
Chair, Commission on Ministry

Report of the Companion Diocese Committee

The Companion Diocese Relationship Committee continued in 2011 to facilitate the relationship between the Diocese of Missouri and the Diocese of Lui. The committee’s year began with a retreat for all who have traveled to Lui and, God willing, will end with a visit by Bishop Stephen Dokolo and his wife Lillian Giniwa Clement to Missouri.

2011 witnessed a number of important events in Missouri, in Lui, and in Sudan/South Sudan. Here’s a timeline:

- January 9, 2011: Southern Sudanese inside Sudan and in diaspora began voting in a referendum mandated by the Comprehensive Peace Agreement of 2005. They decided by an overwhelming margin (98+ percent) to secede from Sudan and create a new nation, the Republic of South Sudan. The Diocese of Lui is in the new country.
- January: Committee chair Emily Bloemker led a retreat at the Marianist Center in Eureka to which all who had ever traveled to Lui were invited. Participants told stories, drew a map, created a timeline, and enjoyed fellowship with others who had shared similar experiences.
- February: The Diocese of Lui held an emergency synod meeting to nominate candidates for a bishop to succeed the late Bishop Bullen Dolli, who died in Nairobi
- December 11, 2010. Until the consecration of Lui’s new bishop, caretaker bishop of Lui was the Rt. Rev. Bismark Monday of neighboring Mundri Diocese.
- March: The Diocese of Lui completed phase 2 of the strategic planning begun in 2010.
- May 14: Stephen Dokolo was elected bishop of Lui at a provincial meeting in Juba. Stephen spent two years in the Diocese of Missouri earning an MTS de-

gree at Eden Seminary.

- Spring: Former missionaries submitted stories of their experiences in Lui to Emily Bloemker. These stories will be shared with the Diocese of Missouri in 2012.
- May/June: Several missionaries to Lui participated in a video project to reflect on their experiences of companion relationship for the wider church. (See June 18.) More video clips will be shared with the Diocese of Missouri in 2012.
- June 10: Bishop Smith and Debbie attended the final funeral of Bishop Bullen Dolli in Lui.
- June 18: Susan Naylor and Debbie Smith presented a session entitled “A Companion Connection” at the AFRECS conference in Richmond, Virginia, using the May/June video edited by Emily Bloemker to shape the presentation.
- June 26: Stephen Dokolo was consecrated and seated as Bishop of Lui.
- July 9: South Sudan became independent.
- August 13: Susan Naylor and Debbie Smith presented a tailored version of their AFRECS session to the Diocese of Iowa’s One World, One Church subcommittee considering a relationship with the Diocese of Nzara in South Sudan.
- September: Dan and Evelyn Smith spent the month in Lui. Dan consulted with the diocesan administration, and Evelyn taught English to adults.
- October: Bishop Stephen and Lillian spent most of the month trying to get visas to come to Missouri’s diocesan convention.

Other notes:

Throughout the year, the Companion Diocese Relation-

Report of the Companion Diocese Committee *continued*

ship Committee has made presentations to groups and congregations in Missouri on the relationship between Missouri and Lui, kept up communications with our friends and fellow Lui partners in the Blackmore Vale Deanery (Diocese of Salisbury, Church of England) and the Diocese of Lund (Church of Sweden), and established communications with Mango Ministries, an organization that wants to work with Lui Hospital.

Funding: The Diocese of Missouri has continued to provide monthly administrative support and satellite Internet connectivity to the Diocese of Lui and to pay the salaries of six teachers at Lunjini School. The diocese funded the Diocese of Lui's strategic planning, completed support for Rina Hamza and Lillian Clement at universities in East Africa, and paid for the tuition of eight students at the Bishop Ngalamu Theological College in Mundri. With partners in Blackmore Vale, the diocese and other friends funded Bishop Stephen's vestments, pastoral staff, and pectoral cross.

About wells and water: Significant funds remain in the water category of the monies the Diocese of Missouri holds

for Lui. Because of rains and scheduling issues, drillers have been unable to travel to Lakamadi Archdeaconry, the last area to which we have pledged a well, and other monies await a specific plan for usage directly related to water. The Diocese of Lui is investigating options for water distribution equipment as well as agricultural water projects such as simple tanks for irrigation, and we expect these funds to be disbursed soon.

Future projects: If the Diocese of Missouri votes to renew the companion relationship with the Diocese of Lui for another term, the committee is committed to raising funds for a permanent diocesan office and continuing to support education, bicycles, water, and other capacity-building projects as jointly agreed according to the covenant agreement.

However, deepening the relationship as brothers and sisters in Christ remains paramount.

Respectfully submitted,
Debra Smith
Companion Diocese Committee member

Report of the Dismantling Racism Commission

Vision: As people living out our Baptismal covenant, we see our diocese reconciled to God by challenging racism in ourselves and society.

Mission: To dismantle racism through education, dialogue and action.

The Commission on Dismantling Racism is charged by the national church and the Diocese of Missouri to promote racial justice in the Episcopal Church. The Commission expects to realize this result by working toward the above stated vision and mission statements. To fulfill this charge, the Commission has divided its work into four major goals areas:

- Goal 1: Increase the presence of the Commission in diocesan and congregational activities.
- Goal 2: Train, educate, and update all members of the Commission on some aspect of racism.
- Goal 3: Educate and inform so to empower others to dismantle racism in the diocese.
- Goal 4: Increase the active membership of the Commission on Dismantling Racism.

During calendar year, the Commission provided the required fourteen hour training for all ordained and leadership persons in the diocese. This training was held at the Church of the Holy Communion in University City on Friday and Saturday, September 16, and 17, 2011.

The Commission also provided various training programs at parishes throughout the diocese including a program on the understanding the common language of racism including the film the Lunch Date at St. Timothy's Church in Creve Coeur in January 2011; a program on classism on Sunday, March 13 and March 20, 2010 at the Church of the Holy Communion in University City; and a program on race and class at Trinity Church in St. Charles, Missouri.

These and other offerings are available to all parishes in the diocese.

Peace,
Chester Hines, Jr.
Chairperson, Commission on Dismantling Racism

Report of the Episcopal Campus Ministry, Rockwell House

Episcopal Campus Ministry at the Rockwell House serves Washington University in St. Louis and Saint Louis University.

The Rockwell House is located near Wash U's campus and has been an instrument of fruitful ministry for the past 10 years. Our mission is to be the gospel in the world and our philosophy is to welcome all through radical hospitality and engagement. We are a Eucharistic community that comes together on Sunday night to break bread and share a meal with one another. We also have a weekly text/ context study on Wednesday nights. Other special events include social activities and outreach. We ultimately offer a safe space for

college students to encounter God and reflect on the chaos that comes during this crucial time of life.

Last year I noted in our convention report that the Rockwell House was struggling when I accepted the call as Chaplain. Attendance was extremely low, the building was not in good shape (cluttered with junk, worn down, and unkempt), and the ministry had lost most of its momentum.

Rockwell House was in desperate need of some attention and could basically be categorized as a "restart."

The past year has proved to be fruitful on many levels. Not only has Sunday attendance and program participation grown, but we have begun the process of updating the house

Report of the Episcopal Campus Ministry, Rockwell House *continued*

by mostly cleaning and painting and fixing little things here and there. As we pace ourselves to not burn out we are on schedule to have the entire interior refreshed by the end of this school year, while the plan is to address the exterior issues such as the deck, the shutters and some in depth landscaping by the end of summer 2012. Finished house projects from the past year include the entire main level (including the kitchen), clearing out the basement, and remodeling the garage.

We currently do not have any house residents, but as the program has grown students have begun to show an interest in inhabiting the house once again. With residents, the house invites more traffic, which is ideal for a growing community.

We are definitely on a path to reach our potential as a ministry. As campus ministries tend to wax and wane, especially

when there is a lapse of leadership, it's clear that with a dedicated chaplain and a few dedicated students who are willing to put forth the extra effort, rebuilding isn't impossible.

In fact, when the goal as a community is to live the gospel, naturally, attraction is inevitable and growth happens.

So, to sum up Episcopal Campus Ministry at the Rockwell House in two words: Growth happens.

Please check us out at www.rockwellhouse.org. And feel free to stop by the Rockwell House any time you are in the neighborhood!

Respectfully submitted,
The Rev. Joseph M. C. Chambers
Chaplain

Oasis Missouri

The OASIS Missouri members include: Christ Church Cathedral, St. Louis; St. Mark's Episcopal Church, St. Louis; Trinity Episcopal Church, CWE; Episcopal Church of the Advent, Crestwood; Episcopal Church of the Transfiguration, Lake St. Louis; Trinity Episcopal Church, Kirksville and Washington University Campus Ministry. OASIS members, through a process of discernment are explicit in their welcoming of LGBT persons in all areas of worship and leadership. Each member has a seat, voice and vote on all matters before the OASIS Board.

In 2011, our primary focus was on evangelism through our presence at PrideFest St. Louis held in Tower Grove Park the last weekend of June. During the 2 day festival there were hundreds of visitors to our booth gathering information about the Episcopal Church and talking with parishioners from OASIS members and other Open and Welcoming congregations within the Diocese of Missouri.

The OASIS members were joined at PrideFest by St. John's, St. Louis and Holy Communion, University City. One of our give-aways this year was temporary tattoos with our logo "My Episcopal Church Invites You." Hundreds of people were wandering around the festival sporting this tattoo on their hands, arms, faces, heads, etc. The tattoos and the time required to apply them gave booth staffers extra time to make contact with folks and talk about what the Episcopal Church means to them.

We celebrated the 9th annual Mass On The Grass on Sunday of PrideFest on the corner of Arsenal and Grand. The Rt. Rev. Wayne Smith presided and the Rev. Anne Kelsey was our preacher. We had folks from many of our parishes in attendance and many others who wanted to experience

our liturgy for the first time. Our message was clear that all were welcome at God's table. After the Eucharist was over we took that message to the streets and participated in the Pride Parade. With Bishop Smith leading us front and center we marched, listening to the House of Bishops band lead by the Very Rev. Ron Clingenpeel. Throwing beads and cups emblazoned with our logo we were met with thunderous applause.

In our final board meeting for 2011, the board decided to shift our focus in 2012 to two main areas keeping with the mission of the diocese, "Making Disciples, Building Congregations, For the Life of the World." We will change to a committee structure in 2012 and expand our membership to include all Open and Welcoming congregations in the diocese. Our focuses will be in education and evangelism.

A sub-committee will focus on the educational aspects of being an Open and Welcoming congregation and continue to bring LGBT issues before the Church to congregations in the form of educational pieces and conversation. The other sub-committee will focus on evangelism, continuing our presence at PrideFest and other events, and keeping our message that My Episcopal Church Invites You front and center. We feel through this change in structure we are better positioned to be a greater asset to the congregations of the Diocese of Missouri. Look for information early in 2012 about what the OASIS Missouri will be offering.

Respectfully submitted,
Todd Eller
President, The OASIS Missouri

Paseo con Cristo (Walk with Christ)

The Paseo is based on the traditional Christian Cursillo method and our primary activity is the training of church leaders by conducting three-day weekends, developing reunion groups, and holding Ultreyas to support the leaders after the weekend is over. On the weekend, a series of 15 talks are given: 10 by lay people and 5 by clergy. We are multi-denominational and have members from both Missouri and Illinois in over 100 different churches.

This year we held one weekend entitled Unconditional Love and eleven Ultreyas. We have spent the last year in reviewing our job descriptions for the Secretariat (our governing body). We went from a mailed newsletter to one sent out by email. We reduced the number of times the Secretariat met from once a month to eight times a year.

The Rev. Dr. Warren Crews

Offices of the Bishop - Canon to the Ordinary

Under the supervision of the Rev. Canon Dan Smith, the office of the Canon to the Ordinary continues to supervise the Business, Legal, Property, and Congregational matters that make up the day to day work of a portion of the Bishop's staff. Ms. Desiree Viliocco continues to lead the daily work with the financial affairs of the Diocese. She is ably assisted by Ms. Emily McNeil who also handles the technology needs of the Bishop's staff. Ms. Robin Weisenborn continues as Canon Smith's administrative assistant.

Financial: Ms. Viliocco's work with the financial concerns of the Diocese continues to be exemplary. You will see in the convention journal for last year and this year the auditors continue to praise the work of Ms. Viliocco and her assistant Ms. McNeil. Both give a great deal of time to the insurance concerns of both our active and retired clergy.

This year Ms. Viliocco and Ms. McNeil provided significant guidance and support at the Diocesan Council and a subcommittee of the council worked to make sure the Diocese of Missouri is in compliance with the National Diocesan Health Plan. A resolution concerning this plan will be debated and voted on during this convention. They continue to give significant support to the mission trips to Lui. Ms. Viliocco continues to give primary support to the treasurer of the Diocese and to the Diocesan Investment Trust. We are sad that Emily McNeil has left our staff as of the end of October. Her work over the four years she has been with us has been outstanding. We wish her well in the future and as she makes a new home in Baton Rouge, LA. While we are sad to see Ms. McNeil leave we are delighted that Rita Benson has joined our staff as the financial assistant to Ms. Viliocco. As you can imagine there is a learning curve, but know that our financial staff is as always ready to serve the needs of the congregations and people of the diocese.

Canon Smith continues to have primary responsibility for the Business and Legal affairs of the Diocese. The chancellor, Mr. Hal Burroughs, continues to provide much needed counsel in this area. During 2011 we sold one piece of property in Clarksville, MO. This turned into a complicated sale because of the way the deed was written in the 1860's. On the other hand we learned some history as well as Missouri law.

Congregations in Transition are a priority in this office. Searches ending in a call of new clergy leadership were completed at Trinity, Kirksville; Holy Cross, Poplar Bluff, and Trinity, Hannibal. The Church of the Good Shepherd, Town and Country will have probably issued a call prior to this convention but after this report was written.

St. Mark's, St. Louis has started receiving names for consideration as it moves into that stage of the search for a new rector. This office assisted St. Peter's, Ladue in the search

for an Interim Rector. A Search Committee will be put in place there before this calendar year is complete. Initial meetings and training for St. Timothy's Creve Coeur will have taken place prior to this convention as that congregation begins planning for their future after the retirement of Fr. Jack Fleming.

In the area of transitions we participated in what amounts to a sea change in how searches are completed. New to the system is the Office of Transition Ministry (OTM) portfolio. This portfolio is new to the clergy of the Episcopal Church and new to congregations. So far its use has helped produce very good candidates for congregations searching for new clergy leadership. The change required some significant retooling in our office. Canon Smith and Robin Weisenborn attended several days of training in Minneapolis last spring. Ms. Weisenborn then attended with Canon Smith the Transition Officers meeting for Provinces 5, 6, and 7. Ms. Weisenborn helped Canon Smith design and implement a training program to help clergy learn the new system. To date this office has carried out three group trainings for clergy and a number of individual trainings in the new OTM Portfolio. Additional trainings will be held on request.

Canon Smith continues to work with the training towards the prevention of sexual abuse, exploitation and harassment in the work environment. This work was focused this year on the implementation of the Diocese's response to the new National Church Title IV on Ecclesiastical Discipline. A full clergy day was devoted to teaching the new canon to the clergy of the diocese. Canon Smith led a workshop at the annual discernment conference on the new Title. The new Disciplinary Board has also been trained in their role in responding to allegations of Misconduct. Bishop Smith has appointed Canon Smith as Intake Officer meaning that he receives initial reports of misconduct and completes enough of an initial investigation to report to the Bishop and the President of the Disciplinary Board whether or not there is a need for a full investigation.

Canon Smith continues to provide the primary staff support to the Standing Committee and to the Diocesan Council/COEDMO, assisted by Ms. Weisenborn and Ms. Tracy Grigsby.

On a personal note a highlight of this past year was the opportunity to spend a month in the Diocese of Lui working with Bishop Stephen and his team. It was a wonderful experience and great to share it with Evelyn.

Respectfully submitted,
the Rev. E. Daniel Smith
Canon to the Ordinary

Offices of the Bishop - Communications Department

The Office of Communications is Director Beth Felice, Archivist Sue Rehkopf, and Associate Tracy Grigsby. The archivist is a part-time position, and Ms. Grigsby works half time for communications and half for the administrative part of the office. Tracy's is the voice you often hear when you call the Offices of the Bishop; in addition to helping with communications projects, she works as receptionist and is the staff liaison to Diocesan Council, and the Dismantling Racism commission.

Communications continues to produce Seek, a quarterly gazette of reflections upon mission, which is printed and mailed to diocesan members and available in parishes for distribution.

Midweek we publish iSeek, a newsletter which is circulated by email. Reaching about 25% of the households of our average Sunday attendees, that newsletter's open rate holds steady at 40-50%. This year iSeek was recognized by the professional organization of Episcopal Communicators

Offices of the Bishop - Communications Department *continued*

with the Polly Bond Award of Merit for excellence in a weekly print or emailed newsletter. One judge commented, "very impressive amount of content as this is sent weekly."

We continue to seek balance between printed options and online options, and are committed to sending the good news of Jesus Christ and the work of this diocese in celebration that news, out into the world.

In early winter we redesigned the Lui Network, a group maintained site for the Companion Diocese Committee, and our mission partners in Lui, Sudan, including Blackmore Vale, Diocese of Salisbury, Church of England and Diocese of Lund, Church of Sweden. Mission partners all share stories and information on this network. During the January referendum and subsequent vigil in Missouri, the Network was used to organize and include members around the globe. The network was invaluable when keeping mission partners informed of the illness and subsequent death of Bishop Bullen Dolli, the referendum which created the new country of South Sudan, the funeral of Bullen, the nomination, election and consecration of Bishop Stephen Dokolo, as well as the details of each mission trip to the Diocese of Lui. Now, as Bishop Stephen and Lillian are arriving to spend a month, the network is how people in the diocese are scheduling time for fellowship and worship. Luinetwork.ning.com

In January, we began our monthly meet-ups for church communicators interested in exploring technology and the ever changing tools the internet offers us. We began testing a video broadcasting solution, WebEx, and diocesan members from outside of metro St. Louis have been able to attend. We've also used WebEx to connect Dismantling Racism commission members, and hope to include more diocesan groups in the upcoming year.

Also in January we introduced a smartphone application for diocesan members. It offers church directories, iSeek news, website news, and current offerings from photo and video galleries, plus all posts to social network sites.

In early spring, we changed iSeek news provider. While we were sad to no longer support a local company, we found a savings of over 75% and a much more stable and reliable delivery of weekly news.

In April, we upgraded the online calendar request. A handy form helps members include needed information, and is delivered in way that streamlines the process of getting your information online. We appreciate all diocesan members who submit events for the online calendar through the form: diocesemo.org/schedule

In May, Joplin was devastated by a tornado which removed one third of the town, and killed over 160 people. We worked to keep this diocese connected with the specific needs of West Missouri, and shared many reports from pilgrims and missionaries in the subsequent weeks and months, especially from our youth.

Over the summer, the foundation was laid for three new projects you will enjoy this coming year: a welcome folder for new confirmands and those newly received or reaffirmed; a booklet for Lent with reflections from Lui missionaries, which may become a model for a new diocesan publication; and the basic groundwork for a complete website redesign.

In October, we welcomed noted author and media strategist Elizabeth Drescher to a conference for 50 church communicators. We were grateful to be hosted by Emmanuel

Church in Webster Groves, which has also provided space this year for our monthly communicators meet-up.

The communications office represents the diocese all across the social media landscape, with pages on Facebook, Google Plus, LinkedIn, and others. We offer prayers and news through two Twitter channels. You will find diocesan events chronicled on Flickr (photos), Vimeo (videos), and Issuu and Scribd (print publications online).

One of our last projects of this convention year was to produce the video on our relationship with the Diocese of Lui, which will be shown at convention on Saturday.

Respectfully submitted,
Beth Felice
Director of Communications

Archivist and Registrar

The Archives is the repository for all the official and historical records of the Diocese. Our collection includes a library, extensive document and photograph collections, parish registers and a growing collection of three-dimensional items from our closed churches.

The 6th floor of Bishop Tuttle Memorial is home to the Archives. What was originally space designed for three 2-room apartments for unmarried Cathedral clergy at the time the building was constructed, now provides space for our Library with room for reading and research, and for our growing collection of materials on clergy, Standing Committee, Diocesan Council, Parochial Trust Fund and COEDMO, congregations, committees, commissions, task forces, organizations and institutions, and the records of our bishops. The Archives of Christ Church Cathedral also have a room reserved for their collections.

In June, I attended the annual conference of the National Episcopal Historians and Archivists held this year in Portland, Oregon. Attending this Conference each year is always rewarding, providing not only educational opportunities, but also time to meet other Church and Diocesan archivists and historians and to share experiences and resources. This year, I met Kurt Cook, archivist for St. Mark's Cathedral in Salt Lake City. A discussion of our shared history in Bishop Tuttle has led us to a continuing exchange of information about the Bishop and his family and Mr. Cook has now built a Tuttle Family Tree on Ancestry.com. If you belong to Ancestry, check out the Tuttle Family Tree and the great photos, including family photos he received from a Tuttle family member.

The range of requests we receive for historical information continues to amaze me. Because of our long history in the State of Missouri we receive requests for far more than just church information. The search through journals, registers, church newspapers and old records is often as rewarding as finding the needed answer. I continue to receive requests for letters of transfer from closed churches, and for birth, marriage and burial records as family genealogy continues to be a popular pastime for many.

I am happy to provide assistance for any congregation needing help establishing or maintaining their archives. And if your congregation is working on writing your con-

Offices of the Bishop - Communications Department - Archives *continued*

gregation's history, resources in the Archives as well as the archivist are available to you.

I am always happy to provide information relating to the history of the Diocese and of any of our congregations, orga-

nizations and institutions that have been part of the Diocese during the past 170 years.

Susan G. Rehkopf
Archivist and Registrar

United Thank Offering (UTO)

The United Thank Offering started in 1889 as a ministry of The Episcopal Church. Everyone can become a part of UTO by offering thanks and prayers as part of your daily life with Christ while dropping coins in the Blue Box.

Then once a year all the funds raised from the Blue Boxes are given out in the form of grants to promote the mission and ministry of the Episcopal Church within the United States and abroad. These grants are expected to meet some compelling human need. A few examples are a dental clinic in an under served area, handicap accessibility to our church buildings, equipment for our food pantries or support systems for the newly released from prison so they can become productive members of society.

The total collected in our diocese this year from January 1, 2011 through September 25, 2011 was \$6,974.03. This came from 17 congregations. Our Fall Ingathering is going on right now and we will not know that amount until the end of December.

In 2010 the members of this diocese contributed \$13,146,57 through the use of the UTO Blue Boxes. Twenty-two congregations participated.

Five congregations in our diocese applied for a 2011 UTO grant last fall. St. Martin's grant application was chosen as the one which was sent on to the national level. Each diocese is allowed to submit one grant application each year. (We are also allowed to submit a second application for a companion diocese, but did not receive one last fall.)

For more information about the United Thank Offering go to: www.episcopalchurch.org/uto. The Grant Application can be found at this site also each October.

Respectfully submitted,
Rosemary Bagin
Diocesan UTO Coordinator 2009-2012
Expanding the circle of thankful people

Grace Hill

Grace Hill was established by the Episcopal Diocese (Grace Church and Holy Cross Church) in 1903 to provide a comprehensive and coordinated complement of services and resources to immigrant populations, helping them "settle" into their new community. With the goal of supporting their integration into American society both socially and economically, the services and resources offered were health care, material assistance (food and clothing), English as a second language, housing, and employment readiness.

Today, that spirit of support—of neighbors helping neighbors—in geographically-bound communities is working to improve lives. Grace Hill brings together a network of services to enable healthy and productive lives through two sister agencies: Grace Hill Settlement House and Grace Hill Health Centers, Inc.

Grace Hill Settlement House is rooted in the philosophy of the Settlement Movement which began in America in 1889 with the work of Nobel Peace Prize winner Jane Addams, who founded the Hull House in Chicago. Grace Hill Settlement House works in partnership with neighbors and stakeholders to identify the social and economic challenges in North and South St. Louis, and establish families and communities that are strong and self-sustaining. Thousands of St. Louis residents are impacted each year by the multitude of resources and services that Grace Hill Settlement House offers. Those services include early childhood, youth and family supports, aging, and community and economic development.

Grace Hill Health Centers, Inc. provides primary and pre-

ventive health care through five community health center locations in the City of St. Louis, primarily to uninsured and underserved residents of St. Louis and surrounding communities. Of the nearly 38,000 patients Grace Hill serves, 31 percent are children, 24 percent are homeless, and another 18 percent are public housing residents. The majority of those served have no health insurance and greater than 90 percent have household incomes under 100% of the federal poverty level. Services include pediatrics, family and internal medicine, OB/GYN, dental, mental health, optometry, pharmacy, transportation, and a Children's Developmental Center. Grace Hill also contributes to overall community health through its chronic disease, health education, lead prevention and remediation, and homeless services. Staffed by highly-qualified physicians and other practitioners, the Health Centers serve neighbors who face numerous barriers to receiving access to appropriate preventive and primary care.

2011 Accomplishments at Grace Hill Settlement House

Over the years, our staff has worked hard to improve the quality of care we deliver. The results of our hard work are indicative of the recognition we've received. Following is a glimpse of some of the achievements we've enjoyed over the past year:

- Grace Hill Settlement House opened the Water Tower Hub in September 2011 to serve as a central resource and service center for the College Hill neighborhood and North St. Louis.

Grace Hill *continued*

- Sam Blue, Head Start parent, was selected as the Regional Head Start Association's 2011 Father of the Year.
- The Whitaker Urban Evening Series celebrated its 5th year of providing a cultural experience for the community. Since 2007, this free community concert series has hosted more than 18,000 attendees in St. Louis Place Park in North St. Louis.
- The AmeriCorps Trail Ranger Project received the National 2011 Environmental Sustainability Service Impact Award at the annual conference of the Corporation for National and Community Service.
- PNC Bank recognized Rod Jones as a Voice of Achievement honoree. This award is a partnership between PNC Bank and KMOX Radio, which recognizes individuals in our community who have achieved great heights within various fields that make an impact and enrich the lives of members of our community.
- Launched our housing initiative with the renovation of two apartments in College Hill. This project is the first of 5 units to be updated for transitional housing for clients of Gateway 180: Homelessness Reversed.

2011 Accomplishments at Grace Hill Health Centers, Inc.

- We received the 2011 Public Housing Primary Care Pioneer's Award from the National Center for Health in Public Housing.
- Certified Nurse Mid-wife Rebekah Hassler received the 2011 "Standing Up for Mothers and Babies Award" from the Maternal, Child & Family Health Coalition (MCFHC).
- Long-time board member William Van Luven, 80, received the "Age-less-Remarkable St. Louisans." Award from the St. Andrew's for Seniors System. The award recognizes St. Louis' older adults for contributions they make in their communities.
- Board member Vickie Lomax was recognized by Molina Healthcare as the 2011 Community Champion- Volunteer of the year.

- Chief Medical Officer Dr. Yolette Brown received the first ever Service Recognition Award from the St. Louis Inte-grated Health Network for work she does in helping ensure accessible, affordable and quality health care for St. Louis residents

• AmeriCorps HealthCorp Coordinator Linda Williams received a 2011 Community Service Award from the National Association of Community Health Centers (NACHC).

- Missouri Gov. Jay Nixon chose Grace Hill Murphy-O'Fallon Health Center as the site to sign into law a bill that subsidizing prescription drug costs for seniors and the disabled citizens.

Grace Hill Settlement House and Grace Hill Health Centers, Inc. have established and continue to maintain quality partnerships with a wide range of local corporations and community stakeholders. These groups come together to think, plan and implement best practices for the provision of health care and community support of those who come through our doors. Each of them has invested resources to improve the lives of countless men, women, and children living in challenged communities.

Meeting People at Their Point of Need

Through the provision of a broad safety net and a thousand helping hands, Grace Hill's purpose is to assist our neighbors residing in impoverished neighborhoods by equipping them with the necessary survival tools to achieve independence, thrive and live with dignity. We share this tradition of ministry and "mission agreement" with The Episcopal Church by reaching out together and making a difference in the community.

Respectfully submitted,
Barbara Kasten
Grace Hill
www.gracehill.org

St. Andrew's Resources for Seniors System

Growing older carries a unique set of challenges, for the senior, the family and other potential caregivers. When crises occur, most of us aren't prepared to act. We haven't pre-planned. We don't know where to find the resources we need. We often don't even know what questions to ask.

That's where we come in. For more than 50 years, St. Andrew's Resources for Seniors System has been the place where seniors, their families and caregivers find answers.

Whether it's occasional help that allows a senior to remain independent at home, a comfortable retirement residence that feels like home, or an assisted living or skilled nursing facility, St. Andrew's can provide whatever you need.

Thanks to donations to our Charitable Foundation, we are able to assist seniors at all income levels. We help them find and access the support they need, and most important, we help them Worry Less. St. Andrew's touches the lives of more than 5,000 seniors annually and employs more than 1,000 people system wide.

PROGRAMS:

Resident-Centered Care: The Person-Centered Care philosophy is in full bloom at Brooking Park in Chesterfield. This concept re-emphasizes the importance, dignity and preferences of the individual resident, from both care and environmental standpoints. This year, St. Andrew's went beyond its ongoing training efforts with a special 2-day event hosted by cutting-edge Chicago firm Mather Lifeways, which oversees the Institute on Aging.

Project Independence: Since 2006, St. Andrew's Project Independence has arranged for trained professionals to do minor home repairs for seniors who could not otherwise afford these services.

In 2010, 30 older adults received assistance with minor home repairs including repairing or replacing faucets, installing railings and safety bars, installing new flooring, and other minor repairs.

Financial Support for At-Risk Seniors: St. Andrew's has seen its seniors' need for financial assistance to remain

St. Andrew's Resources for Seniors System *continued*

in a St. Andrew's community increase more than 100% over the last five years—and the need is expected to increase substantially over the next decade.

In 2010, St. Andrew's provided \$500,000 in financial assistance to seniors. The support of individuals has allowed St. Andrew's to be there for some of the most vulnerable seniors in our community, but more is always needed.

Transportation Services: Being independent does not always mean one is self-sufficient. Many times, older adults living in retirement communities need help with daily living activities. One of the most important of those is transportation. Five days each week, St. Andrew's solution to that problem arrives at the front door. The popular St. Andrew's bus takes residents to grocery stores, movie theaters, restaurants and local cultural institutions.

Employee Assistance Fund: In 2009, St. Andrew's Assistance Fund for Employees (SAFE) was created to provide monetary assistance to St. Andrew's employees when they find themselves in an emergency financial situation. Last year, five grateful employees took advantage of this benefit.

COACH Program Helps Seniors with Resources: The Connecting Older Adults to Community Help program identifies the needs of older adults in the city and connects them with resources that enable them to be an independent as possible. In 2010, St. Andrew's helped 49 seniors through this program.

Adopt-A-Senior: St. Andrew's annual Adopt-a-Senior program brought holiday cheer — gifts, clothing, food and gift cards — to 171 low-income seniors in their own homes and more than 500 seniors living in our HUD communities.

EVENTS

On November 14, 2010, more than 700 individuals attended the eighth annual Ageless — Remarkable Saint Louisans celebration, St. Andrew's signature fundraising event. The program honors outstanding seniors from the St. Louis community, aged 75+, whose amazing lives are helping to re-define what it means to grow older.

Event chairman Linda Lee, Co-chairman Alan E. Brain-

erd and Honorary Chairman Virginia Trent marshaled a tremendous effort that helped raise more than \$300,000, an increase of 12 percent over the previous year's total. The proceeds will be used to support St. Andrew's programs and services. This year's Ageless is scheduled on Nov. 6.

In addition to Ageless, St. Andrew's holds numerous community events to benefit its outreach and financial assistance programs. In July, an Ice Cream Social raised \$3,000 for the Tower Grove Manor Financial Assistance program and a Casino Night at The Willows raised \$23,000 for the Brooking Park Financial Assistance program. In September,

St. Andrew's Volunteer Service Council of St. Louis raised \$5,000 from the with its (we need to give credit to the group who organized this event since it was not us) Under the Stars benefit for St. Andrew's Senior Solutions.

Other fall events that benefited St. Andrew's outreach efforts included the Dazzle Me Twice grand opening, a Brother Mel Art Gallery Cocktail Party as well the Ladue News Designer Show House.

MILESTONES:

A \$500,000 charitable gift annuity from Marvin S. Wool, a longtime St. Andrew's board member, and his wife, Harlene, will help enable St. Andrew's to continue to provide area seniors with housing and supportive services to promote their independence and quality of life. With their gift, the Wools become the first members in the newly established Harlene & Marvin Wool Legacy Circle.

To join the Legacy Circle, or to learn more about charitable gift annuities, contact St. Andrew's Charitable Foundation at 314-726-0111.

Respectfully submitted,
Ameerah Cetawayo,
Public Relations Coordinator
info@standrews1.com
www.standrews1.com, (314) 726-0111

St. Luke's Hospital

As an Episcopal-Presbyterian hospital in name and practice, St. Luke's Hospital partners in ministry with the Episcopal and Presbyterian USA churches in the greater St. Louis metropolitan area. The Rev. Mari Chollet is the Episcopal Priest and Associate Director of Pastoral Care.

The Rev. Renita Heinzl is the Presbyterian Minister and Director. Both serve as Clinical Pastoral Educators in St. Luke's CPE Learning Center.

St. Luke's Hospital, located in Chesterfield, Missouri, is a regional healthcare provider committed to improving the quality of life for patients and the community. The 493-bed, not-for-profit hospital offers more than 60 specialty areas including cardiovascular care and surgery, cancer care, neurosurgery and neurology, orthopedics, maternity and other women's health, general medicine, outpatient services, pediatrics and comprehensive surgical services.

St. Luke's serves the region from more than 20 locations across St. Louis and St. Charles counties, and is consistently nationally ranked for clinical excellence.

A Year in Review: Focused on Improving the Quality of Life

In keeping with a commitment to improve the quality of life for patients and the community, every year St. Luke's strives to meet community needs by expanding services, developing new programs and embracing the latest technology.

For example, within the past year St. Luke's began a two-year Cancer Center renovation and opened a new Infusion Center, added an Atrial Fibrillation Center, built a new Cardiovascular Step-Down Unit, acquired a new state-of-the-art linear accelerator for cancer treatment and a new mobile mammography van, earned certification as a Primary Stroke Center and launched an innovative community health program called St. Luke's Wellness College.

In 2011, St. Luke's Hospital was recognized for the fifth year in a row as one of America's 50 Best Hospital by HealthGrades®, an independent healthcare ratings company.

St. Luke's Hospital *continued*

St. Luke's was the only healthcare facility in Missouri to be named one of America's 50 Best Hospitals, ranking among the top 1 percent in the nation based on superior clinical quality.

As a not-for-profit hospital, St. Luke's also is committed to being a good steward of its resources. Each year, St. Luke's invests considerable dollars and resources to improve the health, wellness and quality of life of the community through community outreach programs, free health information and tools, health professions education and training opportunities and workplace wellness programs.

In 2011 (fiscal year), St. Luke's provided \$9 million, at cost, in charity, Medicaid and other uninsured/underinsured services, helping individuals access medical care regardless of their ability to pay. In addition, St. Luke's Pediatric Care Center provides primary and preventive care to medically underserved and underinsured children in North St. Louis City and County.

Providing a Ministry of Presence: Pastoral Care and Clinical Pastoral Education

As part of the interdisciplinary healthcare team providing holistic care in body, mind and spirit for patients and their families, visitors, physicians and employees of all faiths, St. Luke's Pastoral Care Department offers an important ministry of presence. Chaplains are a companioning presence at St. Luke's Hospital, Surrey Place (St. Luke's skilled nursing facility) and the Rehabilitation Hospital 24 hours per day, seven days a week, to provide visitation and companionship; spiritual, religious and emotional support; diverse worship services; and ritual sacramental practices and prayer. St. Luke's Hospice Services include a chaplain as a member of the interdisciplinary care team to provide spiritual and religious support.

St. Luke's also has a long tradition of providing Clinical Pastoral Education (CPE) for persons of diverse faith traditions in preparation for serving as future clergy and lay ministers, and CPE Supervisors. St. Luke's CPE Learning Center is accredited by ACPE, Inc.* for CPE Level I/Level II and Supervisory CPE. During 2011, St. Luke's added a sixth chaplain resident position to the program.

The Center offers the following CPE programs: a 1 to 2-year Residency Program; a 2 to 3-year Supervisory Education Program; an 11-week Summer Program; and a 16-week Extended Program.

Expanding the Healthcare Mission: The Episcopal-Presbyterian Charitable Trust

Another way St. Luke's lives out its Episcopal-Presbyterian heritage and healthcare mission is through the Episcopal-Presbyterian Charitable Trust (EPHT). The nonprofit, grant-making foundation was established twenty years ago as a joint healthcare mission of the Episcopal Church, the Presbyterian Church U.S.A. and St. Luke's Hospital. The Trust has made more than \$5 million in grants to nonprofit healthcare organizations serving the needs of our region's most vulnerable residents. The ministry of the Trust is exemplified through the investments it makes; there are large grants aimed at creating systemic change while a grant program for smaller organizations is intended to support a health ministry for underserved populations.

The mission of EPHT is to support organizations that provide quality healthcare services to St. Louisans. We seek to create partnerships with effective, community based organizations that work to improve the lives of others through access to health care. The Trust's Board of Directors includes members of the Episcopal Diocese of Missouri, the Presbytery of Giddings-Lovejoy of the Presbyterian Church U.S.A. and two representatives of St. Luke's Hospital. The Trust also partners directly with St. Luke's Hospital through grants to enable the hospital to expand the scope of healthcare services made available to the greater St. Louis area.

The Episcopal Presbyterian Charitable Health and Medical Trust again granted St. Luke's Hospital \$75,000. St. Luke's ministry of healing is dedicated to caring for all persons regardless of their ability to pay. Congruent with this mission, St. Luke's used the monies to provide to women with a diagnosis of cancer and without health insurance oncology treatments free of charge as they may have otherwise gone without care. Thus, the \$75,000 further contributed to St. Luke's commitment and ability to improve the health of the community in body, mind, and spirit.

Respectfully submitted,
The Rev. Mari Chollet, Episcopal Priest and Associate
Director of Pastoral Care
The Rev. Renita Heinzl, Presbyterian Minister and Director
of Pastoral Care
314-542-4748

Sewanee: The University of the South

- College of Arts & Sciences enrollment from the Diocese of Missouri for the 2010-2011 academic year: 7 students, 1 of whom reports to be an Episcopalian.
- School of Theology enrollment from the Diocese of Missouri for the 2010-2011 academic year: 3 students, 2 of whom was in the summer Advanced Degrees Program.
- 2010-2011 Financial aid awarded to all undergraduate students from the Diocese of Missouri: \$80,066.00
- 2010-2011 Amount of support from Missouri churches and the Diocese of Missouri: \$175.00

Governing board representatives from Missouri:
Board of Trustees

- The Rt. Rev. George Wayne Smith
- The Rev. Llewellyn M. Heigham, Jr. (2013)
- Jack Laules (2013)
- Judith Lynn Bandy Stupp (2013)

School of Theology Programs Center information for Missouri:

Education for Ministry (EfM) groups: 1
EfM Diocesan Coordinator: Dr. Melissa Jeanne Poole,
mjpoole@ccis.edu, 573.268.5690

Sewanee: The University of the South

About Sewanee: The University of the South is home to both an outstanding liberal arts college and a seminary of the Episcopal Church. Located atop the Cumberland Plateau between Nashville and Chattanooga, Tenn.,

Sewanee's 13,000-acre campus, the second largest campus in the United States, provides vast opportunities for research, recreation, and reflection.

Within the traditionally strong curriculum of humanities, sciences, and graduate theological studies, Sewanee faculty members promote intellectual growth, critical thinking, and hands-on research.

According to its mission statement, Sewanee "is an institution of the Episcopal Church dedicated to the pursuit of knowledge, understanding, and wisdom in close community and in full freedom of inquiry, and enlightened by Christian faith in the Anglican tradition, welcoming individuals from all backgrounds, to the end that students be prepared to search for truth, seek justice, preserve liberty under law, and serve God and humanity."

Sewanee's Relationship to the Episcopal Church: The University of the South, an institution of the Episcopal Church, was founded by church leaders from the south eastern United States in 1857. Sewanee is the only university in the nation that is owned and governed by dioceses of the Episcopal Church, specifically the 28 dioceses that are successors to the original founding dioceses.

The university's Board of Trustees is composed of the bishops of the 28 owning dioceses, together with clerical and lay representatives elected by each diocese and representatives of other University constituencies. The Board of Regents, to which the Board of Trustees delegates some of

its responsibilities for governance, is composed of Episcopal bishops, priests, and lay people, and may include a limited number of members of other Christian bodies. The Chancellor of the University, elected by the Board of Trustees, is a bishop from one of the 28 owning dioceses. The historic ownership and governance of the university by these Episcopal dioceses has produced a living synergy of leadership, resource, and mutual support, enriching the Church and advancing the university's role in American higher education.

2010-2011 Statistics

- College of Arts and Sciences students: 1,455
- Undergraduate Class of 2014: 401
- SAT combined: 1160-1360
- ACT: 26-30
- High School GPA: 3.6
- Female 52%, Male 48%
- Student/faculty ratio: 10.1
- Percentage of college students declaring Episcopal heritage: 32%
- Majors offered (college): 36
- Minors offered (college): 32
- College Tuition and Fees: \$46,112
- College Faculty: Full-Time – 124 Part-Time – 28
- School of Theology residential students: 73
- School of Theology Tuition and Fees: \$18,730
- School of Theology Faculty: Full-Time – 9 Part-Time – 5
- School of Theology summer graduate students: 69
- Degrees offered: M.Div., M.A., D.A.S., and S.T.M.

Vital Statistics of Congregations and Missions

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing, if not 2011

— B a p t i s m s —

Diocese of Missouri

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Cape Girardeau	Christ Episcopal Church	170	130	12	67	74	2	4	5
Clayton	Church of St Michael and St George	1,782	1,782	382	543	224	1	25	38
Columbia	Calvary Episcopal Church	804	438	0	208	0	2	3	7
Creve Coeur	St Timothy's Episcopal Church	450	400	0	220	166	0	6	4
De Soto	Trinity Episcopal Church	35	35	4	19	52	0	0	1
Ellisville	St Martins Episcopal Church	424	517	25	204	117	1	4	9
Eolia	St Johns Church (Prairieville)	9	6	4	12	11	0	0	0
Eureka	St Francis Episcopal Church	84	84	0	47	53	0	0	0
Farmington	All Saints Episcopal Church	41	41	3	21	37	0	1	0
Ferguson	St Stephens Episcopal Church	287	287	0	85	52	0	1	0
Florissant	St Barnabas Episcopal Church	146	120	9	93	85	1	2	0
Fulton	St Albans Episcopal Church	53	51	0	23	37	0	0	0
Hannibal	Trinity Episcopal Church	127	61	12	33	85	0	3	0
Ironton	St Pauls Episcopal Church	43	39	0	22	49	0	0	4
Jefferson City	Grace Episcopal Church	432	400	15	131	101	0	3	10
Kirkville	Trinity Episcopal Church	74	59	5	44	67	2	0	2
Kirkwood	Grace Episcopal Church	668	668	45	209	106	1	10	0
Kirkwood	St Thomas Church For the Deaf	12	10	0	10	53	0	2	0
Lake Saint Louis	Church of the Transfiguration	408	398	25	140	102	0	4	4
Louisiana	Calvary Episcopal Church	31	31	3	13	47	0	0	0
Manchester	St Lukes Episcopal Church	244	146	0	70	93	1	1	2
Mexico	St Matthews Episcopal Church	39	39	4	26	49	0	0	1
Palmyra	St Pauls Episcopal Church	7	6	0	6	45	0	0	0
Poplar Bluff	Church of the Holy Cross	107	100	0	49	92	0	4	2
Portland	St Marks Episcopal Church	64							
Rolla	Christ Episcopal Church	238	228	1	116	102	3	2	0
Saint Charles	Trinity Episcopal Church	395	224	9	107	102	0	2	0
Saint James	Trinity Episcopal Church	58	58	0	26	76	0	3	0
Saint Louis	All Saints Episcopal Church (2010)	196	196	0	77	65	0	0	0
Saint Louis	Christ Church Cathedral (2010)	628	341	360	252	139	2	1	6
Saint Louis	Church of the Advent	182	175	2	92	96	1	2	0
Saint Louis	Church of the Ascension	72	52	8	24	53	1	3	1
Saint Louis	Church of the Good Shepherd	118	109	0	59	54	0	3	0

Vital Statistics of Congregations and Missions

Diocese of Missouri **Vital Statistics of Congregations and Missions**

Year in parentheses is last year of filing if not 2011

— B a p t i s m s —

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Saunt Louis	St Johns Episcopal Church	257	210	10	93	109	0	5	2
Saunt Louis	St Marks Episcopal Church	235	168	2	68	103	0	1	7
Saunt Louis	St Pauls Episcopal Church	65	53	2	38	0	0	1	0
Saunt Louis	St Peters Episcopal Church	1,594	1,594	0	301	161	0	16	21
Saunt Louis	Trinity Episcopal Church	235	202	4	108	113	0	1	0
Sikeston	St Pauls Episcopal Church	36	32	1	25	36	0	1	1
Ste Genevieve	St Vincents-in-the-Vineyard (2008)	5	5	15	22	49	0	1	0
Sullivan	St John & St James Church	17	16	0	9	46	0	0	0
University City	Church of the Holy Communion	300	238	11	115	102	2	5	2
Warson Woods	St Matthews Episcopal Church	72	0	0	44	52	0	0	0
Webster Groves	Emmanuel Episcopal Church	809	730	244	274	187	0	21	0
Total		12,053	10,479	1,217	4,145	3,442.00	20	141	129.00

Financial Statistics of Congregations and Missions

Diocese of Missouri

Year in parentheses is last year of filing if not 2011

City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	
Cape Girardeau	Christ Episcopal Church	128,148	159,837	170,155	171,462	13,890	5,047	178,747
Clayton	Church of St. Michael and St. George	1,897,018	2,375,211	2,838,368	2,585,055	191,976	587,550	3,247,685
Columbia	Calvary Episcopal Church	403,835	413,132	466,828	414,335	54,002	96,927	505,994
Creve Coeur	St. Timothy's Episcopal Church	548,841	622,979	1,355,007	549,691	71,310	185,576	735,135
De Soto	Trinity Episcopal Church	21,906	28,745	28,745	27,325	3,565	300	27,325
Ellisville	St. Martins Episcopal Church	431,254	473,431	695,791	485,428	47,129	154,785	640,213
Eolia	St. Johns Church (Prairieville)	3,527	3,527	3,527	4,010	100	0	4,010
Eureka	St. Francis Episcopal Church	89,522	103,799	109,942	100,791	10,354	829	100,923
Farmington	All Saints Episcopal Church	52,508	55,214	55,612	49,625	7,200	2,457	51,530
Ferguson	St. Stephens Episcopal Church	155,328	162,541	244,875	179,195	16,654	76,579	257,750
Florissant	St. Barnabas Episcopal Church	126,663	146,326	206,049	170,101	20,378	33,655	211,051
Fulton	St. Albans Episcopal Church	26,423	35,624	35,624	36,553	3,250	1,715	38,391
Hannibal	Trinity Episcopal Church	88,650	100,266	101,136	102,802	10,867	5,444	108,175
Ironton	St. Pauls Episcopal Church	11,591	106,983	118,983	112,469	14,447	42,377	153,604
Jefferson City	Grace Episcopal Church	241,866	257,154	322,665	236,970	29,017	159,606	401,321
Kirkville	Trinity Episcopal Church	105,484	121,991	160,540	106,050	10,272	2,910	112,635
Kirkwood	Grace Episcopal Church	438,659	516,425	941,260	595,227	40,877	496,848	1,089,781
Kirkwood	St. Thomas Church For the Deaf	6,746	30,993	125,412	36,961	4,386	7,552	37,122
Lake Saint Louis	Church of the Transfiguration	201,230	205,502	243,822	194,954	21,564	33,638	231,777
Louisiana	Calvary Episcopal Church	16,871	20,089	20,089	20,951	2,400	1,200	20,951
Manchester	St. Lukes Episcopal Church	129,948	144,118	158,151	147,988	1,500	14,227	161,971
Mexico	St. Matthews Episcopal Church	29,420	38,819	40,929	31,644	3,284	2,186	42,219
Palmyra	St. Pauls Episcopal Church	4,157	31,168	31,168	19,289	2,158	8,314	27,603
Poplar Bluff	Church of the Holy Cross	89,332	97,064	125,031	129,976	2,400	27,738	157,879
Portland	St. Marks Episcopal Church	5,864	7,214	7,214	7,491	0	133	7,649
Rolla	Christ Episcopal Church	183,784	241,498	313,354	236,852	25,000	90,423	329,604
Saint Charles	Trinity Episcopal Church	175,900	185,080	201,125	187,667	10,000	94,259	285,619
Saint James	Trinity Episcopal Church	31,560	36,152	37,074	44,001	4,184	0	44,001

Financial Statistics of Congregations and Missions

Diocese of Missouri Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	Total Expense
Saint Louis	All Saints Episcopal Church (2010)	37,168	96,729	155,534	245,869	0	41,557	287,426
Saint Louis	Christ Church Cathedral (2010)	387,861	3,847,568	3,885,104	1,388,615	114,410	59,036	1,456,409
Saint Louis	Church of the Advent	166,544	185,200	312,661	180,648	22,347	20,627	201,858
Saint Louis	Church of the Ascension	17,391	51,403	61,927	49,965	4,000	30,962	59,920
Saint Louis	Church of the Good Shepherd	159,914	219,217	229,642	165,088	24,297	13,452	178,540
Saint Louis	St Johns Episcopal Church	91,073	136,967	144,146	143,661	4,000	23,524	167,418
Saint Louis	St Marks Episcopal Church	111,489	148,646	154,538	142,844	21,739	554	143,666
Saint Louis	St Pauls Episcopal Church	32,797	100,784	107,762	98,077	4,978	8,249	103,473
Saint Louis	St Peters Episcopal Church	948,940	1,099,846	1,309,347	1,131,595	50,000	87,781	1,241,258
Saint Louis	Trinity Episcopal Church	249,105	305,226	376,166	288,196	38,734	73,062	358,619
Sikeston	St Pauls Episcopal Church	40,851	49,251	49,251	65,787	6,940	3,056	65,787
Ste Genevieve	St Vincents-in-the-Vineyard (2008)	11,815	20,830	20,830	25,615	1,150	0	25,615
Sullivan	St John & St James Church	12,830	38,006	38,006	40,413	2,657	3,688	43,742
University City	Church of the Holy Communion	197,926	484,238	509,238	580,088	57,273	37,718	608,444
Warson Woods	St Matthews Episcopal Church	78,420	111,886	111,886	152,106	11,674	0	152,106
Webster Groves	Emmanuel Episcopal Church	626,604	716,556	836,695	706,201	92,115	108,073	842,123
Total		8,816,763	14,333,235	17,461,209	12,389,631	1,078,478	2,643,614	15,147,069

2012 Operating Budget (1/5)

EPISCOPAL DIOCESE OF MISSOURI
2012 Operating Budget
Adopted by Convention 19 November 2011

	A	C	D	E	F
		2011			
		2011 Operating Budget	2011 Projected Year-end	Council's Proposed 2012 Budget	Line Item Explanations
1					
2					
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,024,200	\$978,800	\$1,009,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2010 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$97,000	\$114,000	\$114,000	Investment income on Unrestricted Funds.
7	"Making All Things New" Ministries on Campus	\$20,000	\$20,000	\$17,000	Represents a dispersal from the Ministries on Campus portion of the Making All Things New Campaign. This dispersal is designated to offset Campus Ministry. This fund generates annual interest income of approximately \$19,000.
8	Miscellaneous	\$15,000	\$21,000	\$15,000	
9	White Fund Loan Account Interest	\$276,000	\$276,000	\$265,000	Interest income from loans to congregations from the Kelton & Alma White Fund plus income earned on the investment portion of the Loan Fund.
10	Bishop's Thompson Fund Contribution	\$465,000	\$465,000	\$483,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Program Income				
12	Convention Income	\$15,000	\$15,000	\$15,000	
13	Commission on Ministry Income	\$6,200	\$6,200	\$6,200	
14	Leadership Conf. Registrations	\$2,000	\$1,195	\$2,000	
15	Episcopal School for Ministry	\$18,000	\$18,000	\$16,000	
16	Communicators Conference	\$1,000	\$1,000	\$2,000	
17	Campus Ministry Income	\$15,400	\$9,500	\$18,500	
18	Camp Phoenix Income	\$20,500	\$20,500	\$22,100	
19	Commission on Youth Ministry	\$6,500	\$8,700	\$6,500	
20	Clergy Events-Registrations	\$5,000	\$5,000	\$5,000	
21	Mission Trip Income	\$21,000	\$0	\$35,000	
22	Program Income (Total)	\$110,600	\$85,095	\$128,300	The offsetting anticipated income for the various listed programs.
23	Donaldson Fund Income	\$74,600	\$74,600	\$56,000	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Youth Ministries and other programs of the Diocese. This income is based on a total return policy of 4.5% of a three year average. The 2011 budget utilized an additional \$16,000 of temporarily restricted Donaldson Funds.
24	TOTAL INCOME	\$2,082,400	\$2,034,495	\$2,087,300	
25					

2012 Operating Budget (2/5)

EPISCOPAL DIOCESE OF MISSOURI
2012 Operating Budget
Adopted by Convention 19 November 2011

A	C	D	E	F
	2011	2011 Projected Year-end	Council's Proposed 2012 Budget	Line Item Explanations
1				
2				
26				
27				
28	\$325,000	\$225,000	\$339,000	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. 2011 budget represents a 7% giving level on the required Asking. 2012 budget represents a 100% giving level.
29	\$4,500	\$4,500	\$4,500	This represents our assessment dues for our membership in Province V and the travel costs of our Missouri delegates who attend this meeting each year.
30	\$20,825	\$20,825	\$20,873	Calculated at 1% of operating revenue in support of Millennium Development Goals.
31	\$6,000	\$6,000	\$8,850	Funds to support the committee's ongoing work with the Diocese of Lui in Southern Sudan, including the raising of funds to support our Governor Partnership.
32	\$36,750	\$15,750	\$43,750	It is anticipated that this money will support one trip to Lui for 2 diocesan staff members/representatives to go over and review books and operations to insure that restrictions on donations are fulfilled and to assist the Diocese of Lui in capacity building. This line also includes the expenses of 10 missionaries traveling to Lui. The missionaries will personally raise funds to offset the entire cost of their trip, which is reflected in the income section of the budget.
33	\$2,200	\$2,200	\$2,000	This amount covers the minimum dues to the Interfaith Partnership organization and the expenses of our Ecumenical & Interreligious Officer.
34	\$10,000	\$10,000	\$10,000	Funds set aside each year to cover transition expenses for the next bishop.
35	\$12,000	\$12,000	\$12,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
36	\$1,000	\$1,000	\$1,000	Funds set aside each year to enable our Bishop and spouse to attend the next Lambeth Conference. Lambeth occurs every ten years.
37	\$20,000	\$20,000	\$20,000	This amount represents the travel, conferences, and other expenses related to the Episcopate Cluster. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
38	\$206,500	\$206,500	\$213,740	Salary line is for two persons in the Episcopate Cluster: the Bishop and an Executive Assistant.
39	\$77,300	\$77,300	\$79,400	The appropriate benefit costs associated with the above salaries.
40	\$722,075	\$701,075	\$755,113	
41				
42	\$29,000	\$29,000	\$29,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials and mailings to delegates, on-site expenses, publication of the Convention Journal and reprinting of the Constitution and Canons of the Diocese.
43	\$5,000	\$5,000	\$5,000	To allow the Offices of the Bishop to make use of outside consultants for special projects or events.
44	\$500	\$2,000	\$2,500	Contingency is simply for unanticipated expenses.
45	\$4,500	\$4,500	\$4,500	Funds to cover the logistical expenses associated with Diocesan Council and Standing Committee/COEDMO meetings.
46	\$10,000	\$10,000	\$5,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
47	\$15,000	\$10,000	\$13,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
48	\$3,000	\$3,000	\$3,000	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.
49	\$62,000	\$62,000	\$62,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing through Paychex, and the cost to maintain our server system.
50	\$40,000	\$40,000	\$40,000	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.

2012 Operating Budget (3/5)

EPISCOPAL DIOCESE OF MISSOURI
2012 Operating Budget
Adopted by Convention 19 November 2011

	A	C	D	E	F
		2011	2011 Projected Year-end	Council's Proposed 2012 Budget	Line Item Explanations
1					
2		2011 Operating Budget	2011 Projected Year-end	Council's Proposed 2012 Budget	Line Item Explanations
51	Telephone	\$16,500	\$13,000	\$13,500	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
52	Property Management	\$12,000	\$13,000	\$7,500	Funds to cover the costs associated with the management of the several properties that we own, such as insurance, lawn maintenance, and some capital expenses.
53	Administrative Expense Account	\$4,000	\$4,000	\$4,500	This amount represents the travel, conferences, and other expenses related to the Administrative Cluster.
54	Salary (2 Employees)	\$91,300	\$93,500	\$98,640	Salary line is for two persons in the Administrative Cluster consisting of a Finance Officer and an Administrative Assistant.
55	Benefits (2 Employees)	\$49,500	\$48,000	\$49,900	The appropriate benefit costs associated with the above salaries.
56	TOTAL - ADMINISTRATIVE	\$342,300	\$337,000	\$338,040	
57	COMMUNICATIONS				
58	Printed Publications/Web & E-mail Communications Events/Workshops (Related Income-Line 16)	\$28,900	\$28,900	\$27,305	Funds to cover the communication publications and printing, postage and all other associated costs. Also includes funds to cover website and e-mail services.
59	Archives	\$2,500	\$3,500	\$4,600	Funds for a Fall communicators conference and webinars.
60	Archives	\$1,390	\$1,390	\$1,240	The Archives is the repository for all the historical records of the Diocese. This funding will cover a workshop for parish archivists and historians, archives supplies and a small amount for memberships.
61	Communications Expense Account	\$4,750	\$6,000	\$6,500	This amount represents the travel, conferences, and other expenses related to the Communications Cluster.
62	Salary (2.6 Employees)	\$115,900	\$120,000	\$120,400	Salary line is for three persons in the Communications Cluster: the Canon for Communications, a receptionist and an Archivist (3/5 time).
63	Benefits (2.6 Employees)	\$54,100	\$52,500	\$54,014	The appropriate benefit costs associated with the above salaries.
64	TOTAL - COMMUNICATIONS	\$207,540	\$212,290	\$214,059	
65	MAKING DISCIPLES				
66	Christian Education	\$1,500	\$1,000	\$1,500	Christian Education deals with Christian formation. This request will assist with expenses of those attending the annual NAECED conference and provide help to congregations that need assistance to purchase curriculum materials.
67	Commission on Youth Ministry (Related Income-Line 19)	\$10,900	\$17,650	\$15,000	The Diocesan Youth Ministry serves the youth in the diocese by offering three major events - Happening, Diocesan Mission Trip, and overnight Diocesan Youth Event - for religious formation, spiritual development, and teaching discipleship. The ministry also organizes other events as need and interest dictate.
68	Diocesan Youth Missioner	\$5,000	\$4,037	\$5,385	The Diocesan Youth Missioner is tasked with revitalizing the Diocesan Youth Commission and building a sustainable network of mutual support and creative collaboration for youth ministry in the Diocese of Missouri.
69	Camp Phoenix (Related Income-Line 18)	\$50,000	\$50,000	\$53,075	The Camp Phoenix program offers a residential summer camp experience to Diocesan youth. The Camp serves approximately seventy children and twenty-five young staff members each year. Funds requested will cover camp operations.
70	Episcopal Church Women	\$1,200	\$1,200	\$1,500	The Episcopal Church Women request funds to help defray the cost of attendance at the Triennial Meeting held in conjunction with General Convention.
71	Dismantling Racism	\$5,800	\$5,800	\$6,800	The Commission on Dismantling Racism is charged by the National Church and the Diocese of Missouri to do the work to make our Episcopal church a more inclusive and accepting church as well as to address the destructive effects of racism wherever they occur in the church. Funding will allow them to train, educate and update each member of the Commission and also to educate and inform others so as to dismantle racism in the Diocese.

2012 Operating Budget (4/5)

EPISCOPAL DIOCESE OF MISSOURI
2012 Operating Budget
Adopted by Convention 19 November 2011

	A	C	D	E	F
		2011 Operating Budget	2011 Projected Year-end	Council's Proposed 2012 Budget	Line Item Explanations
1					
2					
72	Community of Hope	\$1,500	\$1,500	\$1,500	The Community of Hope is a program of training for lay pastoral ministry based on Benedictine spirituality. Funds requested will cover quarterly meetings of the Community and will allow one person to attend the annual conference.
73	School for Ministry (Related Income-Line 15)	\$49,200	\$45,000	\$48,558	The purpose of the Episcopal School for Ministry is to Deepen, Strengthen and Prepare individuals for ministry, lay and ordained. Included in this line is the salary of a part-time Interim Dean. This line also covers the expenses of the annual Making Disciples Conference.
74	Episcopal City Mission	\$20,000	\$20,000	\$25,000	Episcopal City Mission is seeking budget support to continue their mission of providing hope and healing to the children in detention through the presence of a chaplain.
75	Education for Ministry	\$1,500	\$1,500	\$1,500	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.
76	Task Force for the Hungry	\$5,000	\$5,000	\$6,500	Funds for donations to Episcopal and faith based food programs within the Diocese of Missouri boundaries. The Diocesan Task Force for the Hungry speaks and acts on behalf of hungry people, funds food ministries, raises awareness about hunger and poverty issues, and serves as a resource to food ministries within the Diocese of Missouri.
77	Oasis Missouri	\$1,500	\$1,500	\$3,000	The mission of the Oasis Missouri is to provide congregational education programs and to offer resources and support to gay, lesbian, bisexual, transgendered people, their families and friends, and the congregations in which they worship. The funding will cover the cost of Oasis educational materials and evangelism related expenses.
78	Episcopal Recovery Ministry	\$980	\$980	\$625	Funds to assist the Episcopal Recovery Ministry Committee in fulfilling their charge of assisting clergy and lay persons within the Episcopal and ECLA communities to become knowledgeable about addiction resources in our Diocese.
79	Stewardship	\$0	\$0	\$3,000	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS), attendance of diocesan representatives at the annual TENS conference and a small amount for miscellaneous expenses. These expenses were covered in the Making Disciples Expense Account in past years.
80	Making Disciples Expense Account	\$4,000	\$2,000	\$0	
81	Salary (.75 Employees)	\$32,100	\$18,350	\$0	
82	Benefits (1 Employee)	\$16,200	\$8,450	\$0	
83	TOTAL - MAKING DISCIPLES	\$206,380	\$183,967	\$172,943	
84	SUPPORTING CONGREGATIONS				
85	Leadership Conference (Related Income-Line 14)	\$2,000	\$1,827	\$2,000	Annual conference designed to provide resources and inspiration for all leaders--lay and clergy. This event will generate an estimated income of \$2,000 in registration fees.
86	Clergy Events (Related Income-Line 20)	\$15,000	\$15,000	\$15,000	Represents the logistical costs associated with 2 overnight events and 2 clergy days.
87	Clergy/Spouse Events	\$1,500	\$500	\$1,500	Represents the costs of special events with clergy spouses and partners plus the cost of a hospitality room at Diocesan Convention.
88	Commission on Ministry (Related Income-Line 13)	\$12,600	\$12,600	\$12,600	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as the discernment conference and ordination services. Income of \$6,200 is anticipated from postulant application fees and discernment retreat registrations.
89	Continuing Education - Clergy	\$4,500	\$4,500	\$4,500	Represents money available to assist clergy in taking part in Continuing Education. Clergy must apply for these funds.
90	Continuing Education - Lay	\$1,000	\$1,000	\$1,000	Represents money available to assist lay leaders in taking part in educational events that helps enable their individual ministry. There is an application process to tap these funds.

2012 Operating Budget (5/5)

EPISCOPAL DIOCESE OF MISSOURI
2012 Operating Budget
Adopted by Convention 19 November 2011

A		C	D	E	F
		2011 Operating Budget	2011 Projected Year-end	Council's Proposed 2012 Budget	Line Item Explanations
1					
2					
91	EAP Program/Pastoral Care	\$9,115	\$9,500	\$9,125	Employee Assistance Program/Pastoral Care: provides free personal and confidential counseling for clergy, congregational staff and their families through Care and Counseling. The Pastoral care portion of this line covers the cost of the prevention of sexual misconduct training.
92	Fresh Start	\$4,000	\$4,500	\$2,000	Fresh Start is a program designed for clergy in new cures and newly ordained clergy. It provides ongoing support to clergy during the critical time of transition, fortifies their leadership in their new congregation, and strengthens collegiality. This line item covers meeting expenses. The 2011 budget included training for 2 new facilitators.
93	Cape Girardeau, Christ	\$17,500	\$17,500	\$20,000	Support to allow this congregation to have a full time priest and to sustain their mission driven ministries.
94	Regional Ministry in NE Missouri	\$14,500	\$14,500	\$10,000	Helps provide a mentoring relationship provided by Trinity, Hannibal benefitting the congregations in the Northeast Region of the Diocese.
95	Kirksville, Trinity	\$15,000	\$15,000	\$12,500	Helps this small congregation provide for full time clergy leadership. This congregation continues to be active in college ministry on the Truman State campus, A.T. Still University, and Moberly Area Community College.
96	Mid-Missouri Cluster	\$9,500	\$9,500	\$9,500	Enables two small congregations (St. Alban's/Fulton and St. Mark's/Portland) to have part time clergy coverage.
97	Northwood, Ascension	\$29,500	\$29,500	\$35,000	This line item provides assistance in sustaining and expanding the mission and ministry of this congregation.
98	St. Louis, St. John's	\$8,500	\$8,500	\$8,500	This line allows for the continued redevelopment of this congregation.
99	Sullivan, St. John & St. James	\$15,000	\$15,000	\$15,000	This provides for salary support of a part time clergy person.
100	Town & Country, Good Shepherd	\$26,500	\$26,500	\$18,000	Provides support for the ongoing redevelopment effort of this congregation. Good Shepherd is following a 5-year diminution plan.
101	Eureka, St. Francis	\$12,000	\$12,000	\$15,000	St. Francis is engaged in redevelopment/start up work and continues toward its goal of becoming the Episcopal parish in Eureka.
102	Farmington, All Saint's	\$22,290	\$22,290	\$22,020	Provides support for the ongoing redevelopment effort of this congregation.
103	Carondelet, St. Paul's	\$20,000	\$20,000	\$20,000	This provides for salary support of a clergy person and supports the redevelopment effort of this congregation.
104	Campus Ministry (1.5 Employees+Exp) (Related Income Line 17)	\$162,700	\$115,000	\$159,000	Campus Ministry covers work currently or anticipated at MST, Wash U, Stephens College, Mizzou, SLU, Truman, and SEMO. Congregations supporting these ministries are in Rolla, Columbia, Kirksville, Cape Girardeau, and St. Louis. This item also funds the special ministry of the Rockwell House. In addition, this item covers salary, benefits and expenses for a full time Campus Ministry Chaplain at Wash U, and a half time Campus Ministry Chaplain in Columbia. Budget includes funding \$17,000 of this line item from the Making All Things New Campaign - Ministries on Campus Fund Income, which is shown in the income section of the budget.
105	Supporting Congregations Expense Account	\$17,500	\$17,500	\$17,500	This amount represents the travel, conferences, and other expenses related to the Supporting Congregations Cluster.
106	Salary (2 Employees)	\$135,300	\$138,500	\$146,200	Salary line is for two persons in the Supporting Congregations Cluster: the Canon to the Ordinary and an Administrative Assistant.
107	Benefits (2 Employees)	\$48,600	\$48,700	\$51,200	The appropriate benefit costs associated with the above salaries.
108	TOTAL - SUPPORTING CONGREGATIONS	\$604,105	\$559,417	\$607,145	
109	Total Expenses	\$2,082,400	\$1,993,749	\$2,087,300	
110					
111	Net Income (Expense)	\$0	\$40,746	\$0	

Operating Account (1/2)

CORPORATION OF THE EPISCOPAL DIOCESE OF MISSOURI

Operating Account Financial Report

Period Covered:		Year-to-date, Through December 2011			
	2011 Operating Budget	December Year-to Date Actual	December Budget to Date		2011 Variance
Revenues					
INCOME					
Parishes and Missions	\$1,024,200	\$972,018	\$1,024,200		(5.1) %
Investment Income	\$97,000	\$114,248	\$97,000	*	17.8 %
Miscellaneous	\$15,000	\$21,785	\$15,000		45.2 %
White Fund Income Account (Interest)	\$276,000	\$253,056	\$276,000	*	(8.3) %
Bishop's Contribution	\$465,000	\$465,000	\$465,000		0.0 %
Program Income					
Convention Income	\$15,000	\$13,890	\$15,000	*	(7.4) %
Commission on Ministry Income	\$6,200	\$4,997	\$6,200	*	(19.4) %
Leadership Conf. Registrations	\$2,000	\$1,195	\$2,000	*	(40.3) %
Episcopal School for Ministry	\$18,000	\$17,950	\$18,000	*	(0.3) %
Communications Events/Workshops	\$1,000	\$1,150	\$1,000	*	15.0 %
Campus Ministry Income	\$15,400	\$8,095	\$15,400	*	(47.4) %
Camp Phoenix Income	\$20,500	\$15,597	\$20,500	*	(23.9) %
Commission on Youth Ministry	\$6,500	\$4,850	\$6,500	*	(25.4) %
Clergy Events-Registrations	\$5,000	\$5,200	\$5,000	*	4.0 %
Mission Trip Income	\$21,000	\$0	\$21,000	*	(100.0) %
Total Program Income	\$110,600	\$72,924	\$110,600	*	(34.1) %
New Ministries on Campus Income	\$20,000	\$20,000	\$20,000		0.0 %
Donaldson Fund Income	\$74,600	\$74,600	\$74,600	*	0.0 %
Total INCOME	\$2,082,400	\$1,993,631	\$2,082,400		(4.3) %
Expenses					
THE EPISCOPATE					
National Church Asking	\$325,000	\$325,000	\$325,000		0.0 %
Province of the Midwest (V)	\$4,500	\$3,575	\$4,500	*	20.6 %
International Development	\$20,825	\$20,825	\$20,825	*	0.0 %
Companion Diocese Committee	\$6,000	\$3,928	\$6,000		34.5 %
Mission Trips - Diocese of Lui	\$36,750	\$13,548	\$36,750	*	63.1 %
Interfaith & Ecumenical	\$2,200	\$0	\$2,200	*	100.0 %
Bishop Transition	\$10,000	\$10,000	\$10,000	*	0.0 %
General Convention Deputies	\$12,000	\$12,000	\$12,000	*	0.0 %
Lambeth	\$1,000	\$1,000	\$1,000	*	0.0 %
Cluster Expense Account	\$20,000	\$23,190	\$20,000		(15.9) %
Salary (2 FTEs)	\$206,500	\$206,574	\$206,500		(0.0) %
Benefits (2 FTEs)	\$77,300	\$77,233	\$77,300		0.1 %
Total EPISCOPATE	\$722,075	\$696,872	\$722,075		3.5 %
ADMINISTRATIVE					
Annual Convention	\$29,000	\$25,514	\$29,000	*	12.0 %
Consulting Contract	\$5,000	\$5,000	\$5,000	*	0.0 %
Contingency	\$500	\$1,041	\$500	*	(108.3) %
Governance	\$4,500	\$4,307	\$4,500	*	4.3 %
Equipment	\$10,000	\$9,898	\$10,000		1.0 %
Insurance	\$15,000	\$7,134	\$15,000	*	52.4 %
Interpreters for the Deaf	\$3,000	\$1,531	\$3,000	*	49.0 %
Office Expenses	\$62,000	\$63,043	\$62,000		(1.7) %
Professional Fees	\$40,000	\$25,998	\$40,000	*	35.0 %
Telephone	\$16,500	\$13,573	\$16,500		17.7 %
Property Management	\$12,000	\$11,548	\$12,000		3.8 %
Cluster Expense Account	\$4,000	\$2,850	\$4,000		28.7 %
Salary (2 FTEs)	\$91,300	\$95,562	\$91,300		(4.7) %
Benefits (2 FTEs)	\$49,500	\$48,808	\$49,500		1.4 %
Total ADMINISTRATIVE	\$342,300	\$315,807	\$342,300		7.7 %

Operating Account (2/2)

CORPORATION OF THE EPISCOPAL DIOCESE OF MISSOURI

Operating Account Financial Report

Period Covered:		Year-to-date, Through December 2011			
		2011 Operating Budget	December Year-to Date Actual	December Budget to Date	2011 Variance
57	COMMUNICATIONS				
58	Printed Publications/Web & E-mail	\$28,900	\$21,157	\$28,900	26.8 %
59	Communications Events/Workshops	\$2,500	\$4,451	\$2,500 *	(78.0) %
60	Archives	\$1,390	\$322	\$1,390	76.9 %
61	Cluster Expense Account	\$4,750	\$5,051	\$4,750	(6.3) %
62	Salary (2.6 FTEs)	\$115,900	\$120,572	\$115,900	(4.0) %
63	Benefits (2.6 FTEs)	\$54,100	\$52,464	\$54,100	3.0 %
64	Total COMMUNICATIONS	\$207,540	\$204,018	\$207,540	1.7 %
65	MAKING DISCIPLES				
66	Christian Education	\$1,500	\$0	\$1,500	100.0 %
67	Commission on Youth Ministry	\$10,900	\$13,698	\$10,900	(25.7) %
68	Diocesan Youth Missioner	\$5,000	\$3,140	\$5,000	37.2 %
69	Camp Phoenix	\$50,000	\$43,294	\$50,000 *	13.4 %
70	Episcopal Church Women	\$1,200	\$1,200	\$1,200 *	0.0 %
71	Community of Hope	\$1,500	\$549	\$1,500	63.4 %
72	Dismantling Racism	\$5,800	\$3,587	\$5,800	38.2 %
73	Episcopal School for Ministry (.25 FTE+Exp)	\$49,200	\$40,396	\$49,200	17.9 %
74	Episcopal City Mission	\$20,000	\$20,000	\$20,000	0.0 %
75	Education for Ministry	\$1,500	\$1,500	\$1,500 *	0.0 %
76	Task Force for the Hungry	\$5,000	\$5,000	\$5,000 *	0.0 %
77	Oasis Missouri	\$1,500	\$1,500	\$1,500	0.0 %
78	Episcopal Recovery Ministry	\$980	\$40	\$980	95.9 %
79	Cluster Expense Account	\$4,000	\$2,379	\$4,000	40.5 %
80	Salary (.75 FTE)	\$32,100	\$18,324	\$32,100	42.9 %
81	Benefits (1 FTE)	\$16,200	\$8,458	\$16,200	47.8 %
82	Total MAKING DISCIPLES	\$206,380	\$163,065	\$206,380	21.0 %
83	SUPPORTING CONGREGATIONS				
84	Leadership Conference	\$2,000	\$1,827	\$2,000 *	8.6 %
85	Clergy Events	\$15,000	\$18,249	\$15,000 *	(21.7) %
86	Clergy Spouse Events	\$1,500	\$57	\$1,500	96.2 %
87	Commission on Ministry	\$12,600	\$10,525	\$12,600 *	16.5 %
88	Continuing Education-Clergy	\$4,500	\$1,167	\$4,500	74.1 %
89	Continuing Education-Lay	\$1,000	\$437	\$1,000	56.3 %
90	EAP Program/Pastoral Care	\$9,115	\$8,913	\$9,115	2.2 %
91	Fresh Start	\$4,000	\$1,645	\$4,000	58.9 %
92	Cape Girardeau, Christ	\$17,500	\$17,500	\$17,500	0.0 %
93	Regional Ministry in NE Missouri	\$14,500	\$14,500	\$14,500	0.0 %
94	Kirksville, Trinity	\$15,000	\$15,000	\$15,000	0.0 %
95	Mid-Missouri Cluster	\$9,500	\$9,500	\$9,500	0.0 %
96	Northwood, Ascension	\$29,500	\$29,500	\$29,500	0.0 %
97	St. Louis, St. John's	\$8,500	\$8,500	\$8,500	0.0 %
98	Sullivan/St. John & St. James	\$15,000	\$15,000	\$15,000	0.0 %
99	Town & Country, Good Shepherd	\$26,500	\$26,500	\$26,500	0.0 %
100	Eureka, St. Francis	\$12,000	\$12,000	\$12,000	0.0 %
101	Farmington, All Saints	\$22,290	\$22,290	\$22,290	0.0 %
102	Campus Ministry	\$162,700	\$116,753	\$162,700	28.2 %
103	St. Louis, St. Paul's	\$20,000	\$20,000	\$20,000	0.0 %
104	Cluster Expense Account	\$17,500	\$16,502	\$17,500	5.7 %
105	Salary (2 FTEs)	\$135,300	\$138,298	\$135,300	(2.2) %
106	Benefits (2 FTEs)	\$48,600	\$48,683	\$48,600	(0.2) %
107	Total SUPPORTING CONGREGATIONS	\$604,105	\$553,347	\$604,105	8.4 %
108	Total Expenses	\$2,082,400	\$1,933,108	\$2,082,400	7.2 %
109					
110	Net Income (Expense)	\$0	\$60,523	\$0	
111	*YTD Budget based on expenditure pattern rather than strictly straight line monthly allocation.				

Parish Assessment and Commitment Report

Diocese of Missouri Parish Assessment and Commitment Report

Organization	2011 Minimum Assessment (12.5% Less \$750 deduction)	2011 Commitment	2011 Actual
Cape Girardeau - Christ Church	18,519	\$18,519	\$18,520
Carondelet - St. Paul	3,398	\$4,978	\$4,978
Central West End - Trinity	38,734	\$38,734	\$38,734
Clayton-St. Michael/St. George	293,811	\$191,976	\$191,976
Columbia - Calvary	54,002	\$54,002	\$54,002
Columbia - Columbia Hope	3,773	\$3,773	\$1,887
Crestwood - Advent	22,347	\$22,347	\$22,347
Creve Coeur - St. Timothy	73,810	\$71,310	\$71,310
DeSoto - Trinity	3,565	\$3,565	\$3,415
Ellisville - St. Martin	47,390	\$47,129	\$47,129
Eolia - St. John	0	\$0	\$0
Eureka - St. Francis	10,354	\$10,354	\$10,354
Farmington - All Saints	14,394	\$7,200	\$7,200
Ferguson - St. Stephen	16,654	\$16,654	\$16,654
Florissant - St. Barnabas	20,378	\$20,378	\$20,377
Fulton - St. Alban	3,265	\$3,265	\$3,265
Hannibal - Trinity	10,867	\$10,867	\$10,867
Ironton - St. Paul	14,447	\$14,447	\$14,447
Jefferson City - Grace	29,017	\$29,017	\$29,017
Kirkville - Trinity	10,264	\$10,272	\$10,272
Kirkwood - Grace	63,121	\$40,877	\$40,877
Kirkwood - St. Thomas	3,538	\$3,540	\$4,386
Ladue - St. Peter	96,673	\$50,000	\$50,000
Lake St. Louis-Transfiguration	21,559	\$21,559	\$21,564
Louisiana - Calvary	1,686	\$1,723	\$2,400
Manchester - St. Luke	17,629	\$6,000	\$1,500
Mexico - St. Matthew	3,284	\$3,284	\$3,284
Northwoods - Ascension	3,565	\$4,000	\$4,000
Palmyra - St. Paul	2,158	\$2,158	\$2,158
Poplar Bluff - Holy Cross	11,534	\$2,400	\$2,400
Portland - St. Mark	121	\$200	\$0
Rolla - Christ Church	28,798	\$25,000	\$25,000
Sikeston - St. Paul	5,924	\$5,924	\$6,940
St. Charles - Trinity	21,081	\$10,000	\$10,000
St. Genevieve - St. Vincent's In-the-Vineyard	2,817	\$2,817	\$2,817
St. James - Trinity	4,184	\$4,184	\$4,184
St. Louis - All Saints	28,869	\$6,000	\$0
St. Louis - Cathedral *	110,827	\$110,827	\$110,827
St. Louis - St. Mark	21,739	\$21,739	\$21,739
Sullivan - St. John/St. James	2,657	\$2,657	\$2,657
Tower Grove - St. John	13,434	\$13,500	\$4,000
Town & Country - Good Shepherd	24,298	\$24,298	\$24,298
University City-Holy Communion	57,273	\$57,273	\$57,273
Warson Woods - St. Matthew	18,657	\$11,674	\$11,674
Webster Groves - Emmanuel	92,115	\$92,115	\$92,115
TOTALS	\$1,346,527	\$1,102,536	\$1,082,844
*Non-Cash Payment - COEDMO receives payment in-kind from the Cathedral towards the Diocesan Assessment per the Bishop Tuttle Memorial and Endowment Fund cost sharing agreement for the maintenance and care of the Bishop Tuttle Memorial Building.			

Appendix - Past Resolutions by title

Resolutions approved by previous conventions

**First Reading ** Second Reading*

171st Convention (Nov. 19-20, 2010)

A-171	Minimum Clergy Compensation
B-171	Diocesan Policy on Serving Alcohol
C-171	Diocesan Council
D-171	Health & Dental Insurance
E-171	Amendments to Title V: Ecclesiastical Discipline
F-171	Adjusted Term Limits for Wardens
G-171	Family Leave

170th Convention (Nov. 21-22, 2009)

A-170	Minimum Clergy Compensation
B-170	80-Cent Solution for Mission
C-170	Anglican Covenant
D-170	Accommodation for those with Disabilities
E-170	Evangelists
F-170	Care for Veterans
G-170	Recommit to the Millennium Development Goals
H-170	Health Ministries Task Force
I-170	Life-Long Learning
J-170	World Mission
K-170	Prison Ministry
L-170	Family Leave
M-170	Diocesan Youth Missioner
N-170	Accessible Library of Previously Passed Resolutions
O-170	Inclusion of Youth on Vestries and Bishop's Committees

169th Convention (Nov. 21-22, 2008)

A-169	Clergy Compensation
B-169	Assessment Calculation
C-169	Relationship with Diocese of Lui
D-169	Regarding General Convention Resolution B033
E-169	Same Gender Committed Relationships
F-169	Liturgies for Blessing
G-169	Canon on University Chapels and Chaplains
G-168	Campus Ministries: Representation at Convention**
H-168	Designation of Convention time and place**

168th Convention (Nov. 16-17, 2007)

A-168	Minimum Clergy Compensation
B-169	Call for a Moratorium for the Death Penalty in Missouri
C-168	Convocation System
D-168	Disabilities Amendments to the Constitution and Canons:
G-168	Campus Ministries: Representation at Convention*
H-168	Designation of Convention time and place*

167th Convention (Nov. 10-11, 2006)

A-167	Clergy Compensation
B-167	Teaching of Intelligent Design in Public Schools
C-167	Youth Ministries Initiative
D-167	Recovery Sunday
E-167	Amendments to the Diocesan Canons Concerning Diocesan Council Members Clarifying the Use of Making All Things New Monies
L-167	Representation at Diocesan Convention
M-167	Correcting Amendment to Article III.3, Section 9
N-167	Payment of Assessments and Congregational Representations at Convention

166th Convention (Nov. 18-19, 2005)

A-166	Clergy Compensation
B-166	Increased Media Coverage of Global Crises
D-166	Recycling of Convention Materials
E-166	Balancing the State Budget by Abandoning the Poor
F-166	Call for a Moratorium on the Death Penalty in Missouri
G-166	Structured Conversations on the Windsor Report
H-166	Relationship with the Diocese of Lui
I-166	Formula for Assessment of Congregations for Support of the Diocese
J-166	Continuing Support for the Millennium Development Goals
L-166	Formula for Determining Representation at Convention*
M-166	Cleaning up Language in Constitution*
N-166	Linking of Payment of Assessment to Representation*

Resolutions approved by previous conventions

**First Reading ** Second Reading*

165th Convention (Nov. 19-20, 2004)

A-165	Standard base compensation for clergy
B-165	Representation by the congregations to Diocesan Convention
C-165	Year of the Baptismal Covenant
D-165	Exploration of the role of the Church in marriage
Db-165	Study of role of clergy as agents of the state
E-165	Study and review of the budgeting and assessment processes of the Diocese
G-165	Episcopal City Mission Sunday
H-165	Development of a diocesan strategic direction
I-165	Support of the Church of the Good Shepherd
J-165	The dissolution of St. Barnabas' Church, Moberly
K-165	Adding Bishop James Holly to Church Calendar

164th Convention (Nov. 21-22, 2003)

A-164	Grant availability
B-164	Diocesan scheduling
C-164	Episcopal City Mission Sunday
D-164	Global Reconciliation and 0.7 percent giving for international development
E-164	Holy habits
F-164	Developing a ministry of advocacy for youth
G-164	Standard compensation for clergy

163rd Convention (Nov. 22-23, 2002)

A-163	Standard compensation for clergy
B-163	Opposition to war against Iraq
C-163	Location of Diocesan Convention
D-163	Urban missionary

162nd Convention (Nov. 16-17, 2001)

A-162	Standard compensation for clergy
D-162	Lay delegate representation at diocesan Convention
E-162	Safe spaces for sexual minorities
F-162	A study of ways to increase participation of youth and young adults in Episcopal Church government
G-162	Extension of Companion Diocese agreement

161st Convention (Nov. 17-18, 2000)

A-161	Standard compensation for clergy
B-161	Recognition of the work of food ministries
C-161	Support of General Convention Resolution on the 20/20: A Clear Vision evangelism initiative
D-161	Urban Mission Commission
E-161	Study of availability of affordable health care
Fa-161	Continuing education for clergy
Fb-161	Sabbaticals for clergy
G-161	A study of the structure of the Diocese
H-161	Support for universal health care
I-161	Opposition to the death penalty
J-161	Format for the 162nd Convention
K-161	Approval of the merger of St. John's, Sullivan, and St. James, St. Clair



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