



186TH DIOCESAN CONVENTION

WOVEN
TOGETHER

NOVEMBER 13-15, 2025

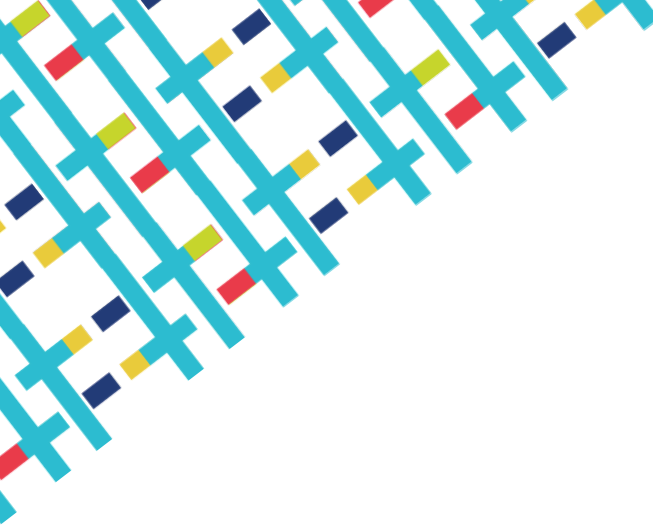


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WELCOME MESSAGE



The Rt. Rev. Deon K. Johnson

XI Bishop of The Diocese of Missouri

आपका स्वागत है ;Bienvenidos! 歡迎. Karibuni! ಸ್ವಾಗತಂ வாருங்கள்.

Welcome to the 186th gathering of the household of the Diocese of Missouri!

For more than 186 years, faithful followers of Jesus have come together in love, worship, and service—seeking and serving Christ in both stranger and friend. In their time, they wove threads of faith, courage, and compassion into the very fabric of our common life. They built churches, schools, and hospitals as testaments to God’s goodness at work among them.

They welcomed the stranger, lifted up the poor, embraced the outcast, and proclaimed the Gospel of liberation and love. Their stories are the warp and weft—the interlocking threads—of who we are as a household today. Their faithfulness, fearlessness, and fierce devotion form the patterns upon which our diocesan tapestry continues to unfold. Their faithfulness, fearlessness, and fierce devotion form the patterns upon which our diocesan tapestry continues to unfold.

This year, we gather under the theme ***Woven Together***—a reminder that our lives, ministries, and hopes are intertwined by the Holy Spirit into one beautiful and sacred design. We are bound together in Christ across generations, geography, and difference. Each convocation, each community of faith, each ministry, and each person contributes a unique thread to the larger story of God’s redeeming work in our midst. Together, we are weaving communities of justice and joy, hope and healing, grace and generosity.

As one body, one fellowship, and one Church knit together in Christ Jesus, we are called to strengthen the bonds that connect us—to collaborate, to share, to support, and to grow together. In a world so often torn by division and fear, our unity in Christ is both a gift and a witness. When we stand together for justice, speak peace into conflict, serve with compassion, and love without condition, we reveal the very pattern of God’s kingdom. Only a united Church can serve a divided world.

So let us be about the work of weaving God’s love, God’s hope, and God’s grace into our hearts and into the communities entrusted to our care. Let us, in this time and in this season, celebrate the past, engage the present, and inspire the future. Let us weave with courage, compassion, and creativity, trusting that the same Spirit who bound our forebears together continues to weave us into something strong, beautiful, and new.

May all we do in this Convention—and beyond—be to the glory of the One who weaves us together in love.



Thursday – November 13, 2025

Business Meeting (via Zoom)

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

Friday – November 14, 2025

Business Meeting (via Zoom if needed)

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

Saturday – November 15, 2025

- 7:30 a.m. Registration (Vendors encouraged to set up on Friday, 9 AM - 12 PM)
- 8:00 a.m. Check-in & Breakfast - Ministry booths & Vendors
- 9:00 a.m. Plenary Gathering: Convention Speaker, Dr. Katherine Meeks
- 9:45 a.m. Break –Ministry booths & Vendors
- 10:00 a.m. Clergy Photo*
- 10:30 a.m. Convention Eucharist
- 12:00 p.m.. "Free-range" Lunch & Ministry Booths & Vendors
- 1:15 p.m. Workshops
- 2:00 p.m. Break
- 2:15 p.m. Workshops
- 3:00 p.m. Break
- 3:15 p.m. Closing Plenary Gathering (Bishop's medals)
- 4:00 p.m. Adjournment

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

Saturday – November 15, 2025

Clergy Photo Instructions:

- Attire: Please vest in festive/white liturgical colors.
- Arrival: Be fully vested and ready by 10:00 AM.
- Location: Gather in the main sanctuary for the clergy photo promptly at 10:00 AM.
- Note: The group photo will begin immediately at 10:00 AM, so please plan accordingly to be vested and in place by this time.



Workshops

Rural Ministry

- The Rev. Carrol Davenport, The Rev. Dr. Maria Evans, & The Rev. Richard Wiskus

Public Advocacy: Faith & Activism in Ministry

- The Rev. Dr. Teresa Danieleley and Jeff Wunrow

Creation Care: "Here Comes the Sun!"

- The Rev. Kevin McGrane and Janis Greenbaum

Love Your Enemies, But How Can I?

- Dr. Catherine Meeks

Intergenerational Ministry

- The Rev. Erin Pickersgill

Marketing, Social Media, and AI

- AhSa-Ti Nu Tyehimba-Ford

Building Faithful Partnerships in Your Neighborhood & Beyond

- The Ven. Harry Leip, the Rev. Jessica Wachter, Matthew Branch, and Scott Skaggs

CONVENTION VENDORS & EXHIBITORS

- **Bishop Kemper School for Ministry** - Get information about theological education opportunities for those on an ordination track, lay leadership track, or personal enrichment track.
- **EfM: Education for Ministry** - To educate attendees about the EfM program and to let them know how they can get a group started.
- **Episcopal Campus Ministry across the Diocese** - To share information and highlights from campus ministries around the Diocese of Missouri.
- **Episcopal Church Women** - Learn about one of our oldest church organizations which is open to all women.
- **Episcopal City Mission** - Learn about ECM and the ways they are providing support, hope, and healing for children in the juvenile justice system.
- **Episcopal Diocese of MO** - 185th Diocesan Convention booth is THE place to be this year! Explore all the happenings of 2025. Snap a fun pic in front of our #DioMO banner!
- **Faith Christian Church of India** - Discover the ways you can support and contribute to the GACC community and mission.
- **Gun Violence Prevention Mission** - Learn how you can contribute to advocating for changes in gun policy and other opportunities.

CONVENTION VENDORS & EXHIBITORS

- **Holy Land Crafts** - display handmade artifacts from the Holy Land.
- **Shepherd Field Group** - Olive wood sales from the Holy Land.
- **St. Michael's Episcopal Day School** - To raise awareness of the Episcopal School in the Diocese.
- **The Bridge Market and Faith Community** - Fair Trade items

RULES OF ORDER

TO BE ADOPTED BY THE 186TH CONVENTION

I. Rules of Order Applicable to All Plenary Sessions

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

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

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

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

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

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

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

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

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

J. Robert's Rules of Order. All questions of parliamentary law not resolved by reference to the Canons or these General Rules shall be decided under Robert's Rules of Order.

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

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

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

RULES OF ORDER

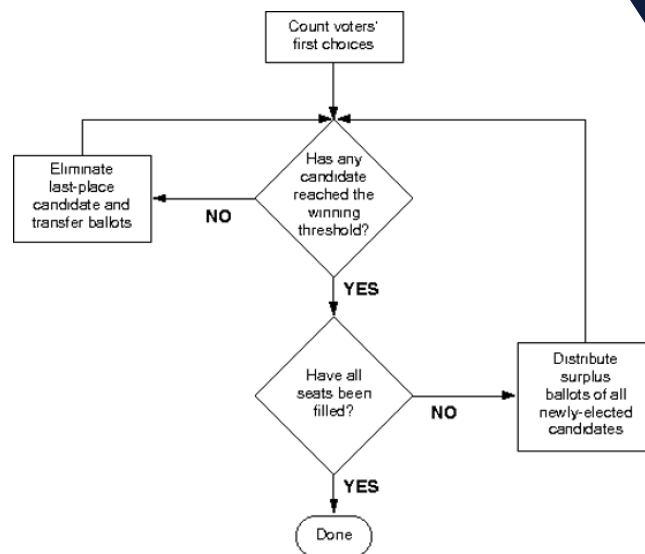
TO BE ADOPTED BY THE 186TH CONVENTION

2. Each elector shall mark his or her ballot by numbering the names of all the candidates for each office in order of preference, with “1” being the highest (most preferred) ranking. For example, if there are three candidates, the elector places “1” beside their first choice, “2” beside their second choice, and “3” beside their third choice. The elector shall not give more than one number to any name, nor shall any name be left unnumbered. Any ballot which does not comply with the directions given in this section will be invalid and will not be counted.

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

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

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



II. Special Rules of Order for Thursday, November 13, 2025, and Friday, November 14, 2025

A. Electronic Meeting. The first plenary session of the 186th Annual Meeting of the Convention of the Episcopal Church in the Diocese of Missouri (“Convention”) shall be conducted through use of an Internet meeting service designated by the Presiding Officer that supports anonymous voting and visible displays:

- (i) identifying those participating;
- (ii) identifying those seeking recognition to speak;
- (iii) showing (or permitting the retrieval of) the text of pending motions; and
- (iv) showing the results of votes.

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

RULES OF ORDER

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- (ii) identifying those seeking recognition to speak;
- (iii) showing (or permitting the retrieval of) the text of pending motions; and
- (iv) showing the results of votes.

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

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

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

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

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

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

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

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

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

RULES OF ORDER

TO BE ADOPTED BY THE 186TH CONVENTION

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

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

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

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

C. Members to furnish communication information. No later than one week before any electronic meeting of the Convention, every member of the clergy entitled to seat, voice, or vote in Convention must notify the Ecclesiastical Authority of his or her email address in order to receive the ability to participate in a Convention held electronically. No later than such date, every rector, vicar, or a warden of any congregation entitled to representation in Convention must notify the Ecclesiastical Authority of the email address of (i) every Lay Deputy of such congregation or (ii) any Alternate who will replace an elected Lay Deputy who will be unable to attend the Convention.

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

E. Opening of meeting and quorum.

1. Login Time.The Secretary shall schedule Internet meeting service availability to begin at least 30 minutes before the start of each meeting.
2. Signing in and out. Members shall identify themselves as required to sign in to the Internet meeting service, and shall maintain Internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.
3. Quorum. The Convention Managers shall determine and report to the Secretary the presence of a quorum as required by the diocesan Constitution on the basis of members' login information. Less than a quorum may act on a motion to adjourn.

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

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

RULES OF ORDER

TO BE ADOPTED BY THE 186TH CONVENTION

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

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

III. Rules of Order for Saturday, November 15, 2025

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

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



ELECTION VOTING INSTRUCTIONS

Voting Platform

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

When

Election voting will occur during the Thursday evening business session of the Convention. Shortly after the introduction of nominees, eligible voters will receive an e-mail containing their personalized voting link. The e-mail will come from electionbuddy.com with an Episcopal Diocese of Missouri header. If unable to find the e-mail, please be sure to check your spam or trash folders.

How

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

Step-by-Step Voting Instructions

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

NOMINATIONS FOR ELECTED OFFICES

The Nominations Committee is pleased to announce our slate of nominations for election at the 186th Annual Convention of The Episcopal Diocese of Missouri. We will be electing members to the Cathedral Chapter, Diocesan Council, Disciplinary Board, and Standing Committee.

According to our Diocesan Constitution, all nominations for elected positions must be submitted at least 50 days prior to Convention. Our deadline for nominations was September 24, 2025.

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

This booklet contains all officially nominated candidates (nominations received by September 24, 2025).

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

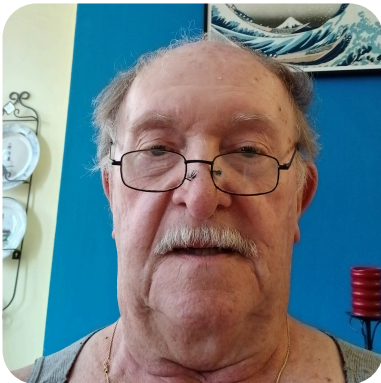
* The Constitution of The Episcopal Church in The Diocese of Missouri, Article III.6

NOMINATIONS FOR CATHEDRAL CHAPTER

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

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

NOMINEES for election to Cathedral Chapter:



Philip Kauffman
Trinity CWE, St. Louis

I am a retired RN of 40 years. The RN profession was mostly practiced within the hospital setting. I have done direct patient care to bench charge positions. The nursing profession also took me to volunteer at cultural institutions as a nurse on duty. I had volunteered with the city health department, giving vaccinations and other medical services. I have 3 BA degrees: secondary education, teacher; Business Administration in finance and economics; and BSN. Also, I had spent 3 years in the Lutheran Seminaries. I was a member of the Evangelical Lutheran Church in America before becoming an Episcopal-Anglo catholic. I joined Christ Church Cathedral in St. Louis in 2010: lecture, lay minister, property and finance committee, head of grounds (St. Francis Creation Care Committee), Jane Mayfield, and I started the fellowship committee, convention delegate. Years member.. I enjoy reading history, historical literature, archeological, and anthropological literature. I love outdoor activities...still work PRN at St. Luke's Hospital and part-time at Cardinals Museum. I have been a volunteer at the Missouri Botanical Gardens for 40 years, Zoo and Forest Park Forever for 20 years.

Sherine Paul

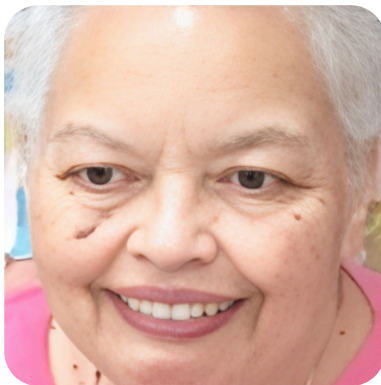
Faith Christian Church of India, Ballwin

As a Senior Warden at Faith Christian Church of India, I have been blessed to serve on different committees that have provided me with an understanding of how churches function and a heightened commitment to parish ministry. I am dedicated to the ministry of promoting unity and spiritual growth in our diocesan community and would be honored to serve as a Lay Member of the Cathedral Chapter, bringing my time, wisdom, and commitment to the work of the Church. I passionately believe in the significance of shared leadership and would welcome the opportunity to support the work of the diocese.



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



Adrienne Dillon

All Saints/Ascension, St. Louis

I have had the honor and the pleasure of representing you as a Deputy in 2022 and 2024 and as an alternate in 2015 and 2018. I love General Convention because it gathers people from the entire church family to discern God's call to the church. I have served the church in a variety of ways--choir, vestry, food ministry, the Dismantling Racism Commission, as Secretary of Province V (2019-2024), and as Warden of Emery Washington Convocation. I am excited by the church's commitment to our baptismal covenant as expressed by recent General Convention resolutions to pursue justice and truth-telling, to advocate for the most vulnerable, to be inclusive in our fellowship, and to be open to new ways of proclaiming the Good News.

Betty Bowersox

Grace, Kirkwood

I've been blessed to be elected as a deputy for the past three General Conventions (GC), serving as deputation lay co-chair each time. At the last two Conventions, I've also been appointed to GC Legislative Committees, doubly enriching the opportunity to serve my Church! An Episcopalian from birth, I moved to St. Louis in 1987. My first church here was Good Shepherd (now Hope), where I was an acolyte, Lay Reader, Eucharistic Minister, Jr. Warden, Metro IV lay representative to Diocesan Council, and on the Standing Committee. Now at Grace-Kirkwood, I've continued altar services, added handbells, participated in Metro III, and chaired the Stewardship Committee for four years. I'm on the Emery Washington Convocation leadership team, twice served on Episcopal City Mission's Board, completed a second Standing Committee term (Secretary 2020-22), and was on the Diocesan Nominations Committee for six years (three as Chair). My current Diocesan appointments are to the Resolutions Committee, as Diocesan Representative to the Province V Board, and as Secretary of Convention. For a little fun, I've twice co-chaired the annual Diocesan Picnic.

Trained as a Mechanical Engineer at Michigan State (BS) and Rensselaer Polytechnic (MS) in NY, I retired early after working at Nooter/Eriksen (MO) as a Quality Systems Engineer and Sr. Project Manager. I've also worked at General Electric (MA/OH) and Air Products (MO). A Fellow of my professional organization (ASME), I've served on their Board of Directors and Committee on Finance and Investment. I enjoy reading, gardening, and traveling with my husband. My education, experience, and the many volunteer positions in technical, parish, diocesan and provincial organizations/committees have been a great help in preparing me to serve as a deputy at GC. I enjoy contributing to the ministry of governance, and would be honored if elected as a member of our 2027 Deputation.



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



The Rev. Clive Samson

Faith Christian Church of India, Ballwin

The inimitable strength of the Diocese of Missouri is its diversity.

And if not me, then who is the right person to represent this uniqueness of our Diocese within the Episcopal Church?

At a time when political tyranny targets immigrants, particularly Asian Indians, it is vital that I raise my voice for us, as your voice. The time is now

Doris Goodlow

Christ Church Cathedral, St. Louis

My name is Doris Lucy-Goodlow. I have been an Episcopalian for 58 years and a member of Christ Church Cathedral, St. Louis, for nearly 30 years. After considerable prayer and discernment, I have decided to run for the position of Deputy to General Convention as a lay candidate.

I have served in several positions of responsibility at the parish level, diocesan level, and wider church level, including Convention Deputy, Vestry (three terms), Diocesan Convention Delegate, Lector, Eucharistic Minister, Altar Guild, Parish Administrator, Cathedral Chapter, and the Commission on Ministry (COM). I also bring organizational and leadership skills from 37 years spent working as a

Government. Systems Analyst for the United States.

The coming years promise to be both challenging and exciting as our church discusses important matters and resolutions put before us. I have served one term as a Deputy and feel confident that I have learned the ways of the General Convention.

The Episcopal Church is in a period of transition. I believe I possess gifts that are particularly suited for this time in our church: a grateful heart, a joyful outlook, an open spirit, and the ability and willingness to listen with a discerning mind. I am a prayer warrior and am passionate about sharing the Good News of the Gospel. I know that the Gospel reveals ways for us to all participate more fully in the life of The Episcopal Church through meaningful dialogue and engagement.

I am married to Rev. Shug Goodlow, Priest-in-Charge at Christ Church Rolla. We have two daughters and a granddaughter. We live in Kirkwood. Thank you for the opportunity to introduce myself.



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

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The Rev. Deacon Justin Martin Christ Church Cathedral, St. Louis

The Reverend Justin Martin is a vocational deacon in the Diocese of Missouri, serving at Christ Church Cathedral in St. Louis since his ordination on December 9, 2013. He currently serves on the diocesan Standing Committee and on the advisory boards for Jubilee Ministries, Recovery Ministries, and Young Adult Ministries. He previously served in the Emory Washington Convocation as representative to the Diocesan Council.

Deacon Justin moved to St. Louis in 2017 to begin a hospital chaplaincy role at Saint Anthony's Hospital/Mercy. Today, he is the Director of Spiritual Care Innovation and Transformation for Mercy, where he provides strategic leadership to more than one hundred and fifty chaplains across five states and forty hospitals. His work focuses on advancing spiritual care practices that support patients, families, and staff in diverse healthcare settings.

Before coming to St. Louis, Deacon Justin completed a Clinical Pastoral Education (CPE) residency at The Ohio State University Wexner Medical Center in Columbus, Ohio. He earned a Master of Divinity from Wesley Theological Seminary in Washington, D.C., and completed a unit of CPE at the National Institutes of Health (NIH) Clinical Center in Bethesda, Maryland. A graduate of Berea College in Kentucky, he holds a Bachelor of Arts in Music.

The Rev. Leslie Scoopmire St. Martin's, Ellisville

I would be honored to be elected to serve as a clergy delegate to the 82nd General Convention to be held in Phoenix in 2027.

I have served as a delegate at the COVID-limited 80th General Convention in 2021 and as an alternate at the 81st General Convention in 2024.

During my time at GC81, I sought to represent our diocese, particularly in the areas of Creation Care and Indigenous Ministries. These activities are natural outgrowths of DioMO's strong interest in feeding ministries and creation care, as well as my work as Indigenous Missioner. As a member of the "Green Deputies Caucus," I spoke before the Budget Committee regarding funding for creation care and climate initiatives, and was actively engaged in helping to pass resolutions encouraging the promotion of sustainable development and care of the natural resources of the nations within the Episcopal Church. I also helped run the social media for the Green Deputies Caucus, and attended multiple meetings, in addition to my observation and participation in plenary sessions in both the Houses of Deputies and of Bishops. I was blessed to be allowed to speak on the floor of the House of Deputies in support of the adoption of prayers and liturgies regarding the tragic history of boarding schools on our Indigenous kindred, and I attended meetings of working groups in that area.

In my 8 years of ordained ministry, I have served and prayed alongside many of you across the diocese, and I seek to represent our diocesan concerns. If given the opportunity to continue to serve, I would be able to build on the many collegial connections I have made and am continuing to make across the wider church in these and other areas of governance and advocacy. I am grateful for your consideration.



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



The Rev. Deacon Loretta Go

I would be honored to represent our diocese as a deputy at the 82nd General Convention. I have been Episcopalian since childhood, but my experience here did not begin until I relocated from Arkansas in 2002. My time here has given me a solid appreciation for the governance and collaborative spirit of the Episcopal Church. It is also during this time that I entered discernment and was ordained a deacon in June of 2023.

I am blessed to serve as Chaplain to Bishop Deon and represent him on the cabinet of the Interfaith Partnership of Greater St. Louis. I serve as diocesan Missioner of Recovery Ministries and Deacon at St. Stephen's & the Vine in Ferguson. Past duties include co-facilitator for Sacred Ground dialogue series, one term on Standing Committee, ECW Chaplain, and various lay ministries, including altar guild, LEM, vestry, junior warden, and clergy admin.

"Becoming Beloved Community", our long-term commitment to racial healing, reconciliation, and justice, holds special meaning to me. As a daughter of immigrants who fled China in 1949, I am deeply saddened and angered by the current administration's quest to end birthright citizenship, its indiscriminate deportation policy, and the economic challenges that have been handed to the AAPI community.

All baptized Episcopalians vow to respect the dignity of every human being. A deacon vows to share in Christ's ministry of servanthood and to serve all people, particularly the poor, the sick, and the oppressed. Given recent cuts in government assistance, it is now more than ever up to us to step up and help provide for those in need.

Twenty-one out of 850 deputies at the 81st General Convention in 2024 were AAPI. Missouri has not had diaconal representation at GC since 2018. Please help me increase representation in these two underserved cohorts in 2027. Thank you!

The Rev. Meghan Ryan St. Timothy's Episcopal Church, Creve Coeur

Originally hailing from Paducah, Kentucky, Rev. Meghan Ryan attended Murray State University and graduated with a bachelor's degree in theatre. She is a 2011 graduate of Virginia Theological Seminary. After ordination, she served churches in Western Kentucky, Clarksville, TN, and Ponte Vedra, FL. Meghan's work in parishes, dioceses, and in larger Episcopal associates has prepared her to take on the work of a Deputy to General Convention.

Mo. Meghan currently serves as the Rector of St. Timothy's Church in Creve Coeur, MO. Her current area of focus at St. Tim's is fostering intergenerational spaces of learning, prayer, and fellowship, with the goal of creating space for children, youth, and young adults to become more full participants in the shared life of discipleship. In the Diocese of MO she serves as co-chair of "Cultivate: Connecting Clergy" (an orientation program for new priests in the diocese), the leadership team of Camp Firebird (the diocesan summer camp), and is wrapping up a tenure as the co-missioner for Gun Violence Prevention. She is also a member of Gathering of Leaders, an organization "committed to connecting young, creative, proven clergy-leaders in the Episcopal church." And if you listen to Forward Movement's Daily Prayer podcast, you may have heard Meghan's voice, as she serves as an occasional reader.

Meghan is married to Michael Francese, an architectural designer and small business owner. They have two daughters, Kenna (11) and Louise (5). She cares deeply about the Church's mission in the world and works hard to collaborate with others to make sure the Episcopal Church grows as a community of radical inclusion, transformation, and love. As a Deputy, she would be proud to represent the values of this Diocese as we seek a "world transformed by God's love, justice, and peace."



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



The Rev. Paul Jacobson

Trinity, CWE, St. Louis

I have served the Church as a pastor, musician, educator, and writer for more than forty years. A native Midwesterner, born in Illinois and raised in Florissant, I have an undergraduate degree in organ performance, received a Marshall Fellowship to study organ and conducting in Denmark, and acquired dual Master's degrees in Organ and Religion. I hold a PhD in theology, specializing in the liturgical history of the Early Middle Ages. Ordained a priest in 2010, I have served parishes in New Jersey, Connecticut, and Indiana. In the Diocese of Indianapolis, I was invited by the bishop to curate liturgy and music for clergy gatherings and Diocesan Conventions. I also served on the Executive Council, the Disciplinary Board, and the Standing Committee. On the wider church level, I am active in Recovery Ministries of the Episcopal Church and the Association of Anglican Musicians, having served on a national planning committee and the Professional Developments and Concerns Society.

Currently, as the Rector of Trinity in the Central West End of St. Louis, MO, I am committed to the belief that a deeply embodied practice of public prayer fosters a richer witness to the Good News of God in Christ.

These wide and varied experiences have given me a deeper understanding of the particular ways that work is carried out in the Episcopal Church. I believe that the Holy Spirit is active in the faithful work of collective discernment and parliamentary procedure. Despite its sometimes-knotty particulars, I have a deep love of the Episcopal Church, believing that ongoing discernment at conventions (both diocesan and general) might show us how the Holy Spirit is calling us to be Church. I feel that I am well prepared to serve faithfully and represent the Diocese of Missouri at General Convention in 2027.

Rich Luebcke

All Saints, Farmington

My life in the Episcopal Church began when my Baptist father and Roman Catholic mother had me baptized in a Newark, NJ church at the age of three.

My experience in the life of the church began when I married an Episcopalian in Fenton, MI. We found a small Episcopal church in central NJ. I was elected Senior Warden at 28 and had to lead that church in a rector search at 29.

My employer transferred my family and me to St. Louis so that I may work on a big project. Finding St. Martin's in Ellisville, we joined, along with several other newly transferred families. Building relationships (having young children helped), I eventually wound up being Senior Warden, working with the Rev. Howard Park...to find a new associate rector.

I was also Senior Warden during the time we had to work with the Bishop to effect the resignation of Howard's successor, not a pleasant task. I sought and received God's help when I had to explain to a packed audience in Park Hall why that resignation had to occur.

My third chance as Senior Warden came just as the third rector was being interviewed and chosen, spending the next year bringing that leader up to speed.

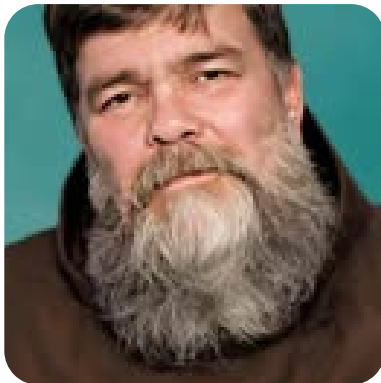
A move to Farmington happened in 2012. Shortly after, Rev. Kitty Hillquist of All Saints "outed" me, and I became their Bishop's Warden. I have been chair of the Diocesan Nominations and Election Committee (thanks to the Rev. Joe Chambers) and a member of the new bishop's Transition Committee working with the Rt. Rev. Deon Johnson.

It is always important for new experiences and rural missions to aid in God's work. I nominate myself to make that happen.



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



Samuel Kincade

Christ Church Cathedral, St. Louis

I am a Life Professed Franciscan Friar with the Order of Saint Francis. I am the Chairman of the Ministry and External Witness Committee. Our committee is charged with spreading the word about our Order.

I am a lifelong learner, always seeking to deepen my understanding of faith, theology, and Church history. I attend workshops, read widely, and participate in study groups. This habit of continual growth ensures that I remain open to new ideas and perspectives, and it enables me to engage thoughtfully with the evolving conversation within the Episcopal Church.

I am committed to preparing thoroughly for the Convention—studying the issues, understanding the resolutions, and seeking input from my parish and diocese. I believe that informed delegates are essential to the health and vitality of our Church's governance.

As a delegate, I would bring not only experience and commitment but also a vision for the future. I believe the Episcopal Church is uniquely positioned to offer hope, reconciliation, and leadership in a divided world. My vision is for a Church that is courageous in its witness, generous in its welcome, and transformative in its mission.

The Rev. Shug Goodlow

Christ Church, Rolla

I am the Rev. Shug Goodlow, and I am both pleased and humbled to offer myself as a candidate for General Convention Deputy (clergy). I have been in the diocese for about 30 years and am currently Priest-in-Charge at Christ Church Rolla. Prior to that, I served as Assistant Rector at St. Martin's Ellisville, Deacon at St. Peter's Ladue, and Head Verger at Christ Church Cathedral. I have also served as Eucharistic Minister, Lector, Chaplain, Episcopal City Mission, member Diocesan Council, Standing Committee (1 term as president); and Doorway Executive Board member.

Current responsibilities: Member, Interim Bodies LGBTQIA+ Task Force (appointed); Missioner, Racial Reconciliation and Social Justice; Co-Facilitator, Dismantling Racism Commission; Trustee for Episcopal Presbyterian Trust Fund (appointed); Board Chair, Episcopal City Mission; member Disciplinary Board; member LGBTQIA+ diocesan ministry.

I am grateful to be in ministry with such a dynamic, forward-thinking, energizer-bunny-of-a-bishop and wonderful colleagues, both lay and ordained. I seek to be led by the Holy Spirit in all that I do. I am filled with hope and excitement about the opportunities for growth and service we all share. I have a servant's heart; everything I do or try to do is centered in our Baptismal Covenant, which I read every morning.

I acknowledge that I am called to use my God-given gifts and talents by using these gifts in service to others, our community, and the church. I look forward to serving this diocese that I have loved and served for 30 years; the diocese that has cared for me, raised me up, and shaped me and my ministry. May God bless each and every one of us as we engage in business and fellowship during our time together at this diocesan convention.

I am your sibling servant in Christ,
Shug+



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



The Rev. Tamsen Whistler

To serve as a General Convention (GC) Deputy is an honor and a privilege. After the 81st GC in 2024 and until a short time ago, I told everyone who asked that I thought serving eight times as a GC Deputy for the Diocese of MO was enough. I was convinced that I been as effective as I could be as a Deputy, and less effective in 2024 than I had been previously. Recently, however, I have been urged to rethink my decision. As a newly retired priest, without the responsibilities of a parish, leadership in the St. Charles ministerial alliance, or designated diocesan roles, I have, theoretically, more time. I also bring a long view of the church—parish, diocese, province, and GC. With all our flaws as the “Episcopal branch of the Jesus Movement” (Bp. Curry) and all my own flaws, I have great love for and hope for the Church. I was ordained Deacon June 15, 1984 and Priest Feb 24, 1985. I served as a lay Diocesan Convention delegate as a lay person from 1977-1981; as both a lay person and a cleric on Diocesan Council; three times as a priest on Standing Committee; on numerous diocesan committees; an EFM Mentor and a Stephen Leader; 13 years as a Reader for the General Ordination Exam; on the ECM Board, Grace Hill Board; and the 2018-19 Bishop’s Search Committee! I served on the staff of Grace Church/Jefferson City (1984-86), Calvary Church/Columbia (1986-95)—also serving St. Barnabas’ Church/Moberly. I served Trinity Church/St. Charles as Rector May 1995-Aug 2025. St. John’s Church/Caruthersville sponsored me for ordination. I taught high school English and journalism six years. Robert Brown and I married Nov 1983. Our son and daughter-in-law live in Richmond, VA. I love reading, cooking, traveling, coffee, cats, and serving the church.

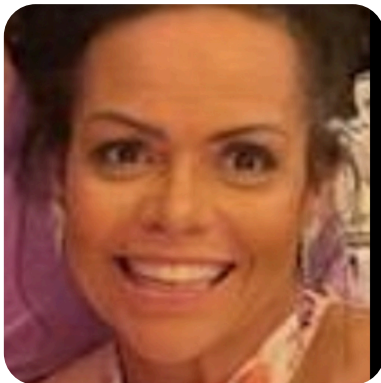
Philip Kauffman Trinity CWE, St. Louis

I am a retired RN of 40years. The Rn profession was mostly practiced within the hospital setting. I have done direct patient care to beng charge positions. The nursing profession also took me to volunteer at cultural institutions as a nurse on duty. I had volunteered with the city health department, giving vaccinations and other medical services. I have 3 BA degrees: secondary education, teacher; Business Administration in finance and economics; and BSN. Also. I had spent 3 years in the Lutheran Seminaries. I was a member of the Evangelical Lutheran Church in America before becoming an Episcopal-Anglo catholic. I joined Christ Church Cathedral in St Louis in 2010: lecture, lay minister, property and finance committee, head of grounds (St. Francis Creation Care Committee), Jane Mayfield, and I started the fellowship committee, convention delegate. Years member.. I enjoy reading history, historical literature, archeological, and anthropological literature. I love outdoor activities...still work PRN at St. Luke's Hospital and part-time at Cardinals Museum. I have been a volunteer at the Missouri Botanical Gardens for 40 years, Zoo and Forest Park Forever for 20 years.



NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION

Deputies shall serve for 3 years or until their successors are elected.



Lisa Meeks
St. Barnabas, Florissant

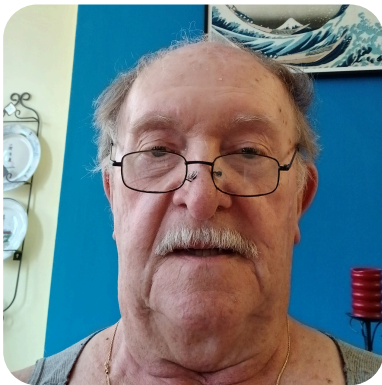
I am a retired school teacher/counselor of 31 years in the Ritenour school district. I am the mother of 2 sons and one daughter. I have two grandchildren and 2 more on the way. I am a lifelong member of the Episcopal faith. I was baptized and confirmed at All Saints and then moved to Florissant and became a member of St. Barnabas. Shortly after joining St. Barnabas, I joined the vestry. I am also a member of the Dismantling Racism Committee. I look forward to serving the Diocese in any capacity.

NOMINATIONS FOR DIOCESAN COUNCIL

Electing 2 lay members for 3-year terms.

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

NOMINEES for election to Diocesan Council:



Philip Kauffman
Trinity CWE, St. Louis

I am a retired RN of 40 years. The RN profession was mostly practiced within the hospital setting. I have done direct patient care to bench charge positions. The nursing profession also took me to volunteer at cultural institutions as a nurse on duty. I had volunteered with the city health department, giving vaccinations and other medical services. I have 3 BA degrees: secondary education, teacher; Business Administration in finance and economics; and BSN. Also, I had spent 3 years in the Lutheran Seminaries. I was a member of the Evangelical Lutheran Church in America before becoming an Episcopal-Anglo catholic. I joined Christ Church Cathedral in St. Louis in 2010: lecture, lay minister, property and finance committee, head of grounds (St. Francis Creation Care Committee), Jane Mayfield, and I started the fellowship committee, convention delegate. Years member.. I enjoy reading history, historical literature, archeological, and anthropological literature. I love outdoor activities...still work PRN at St. Luke's Hospital and part-time at Cardinals Museum. I have been a volunteer at the Missouri Botanical Gardens for 40 years, Zoo and Forest Park Forever for 20 years.

NOMINATIONS FOR DISCIPLINARY BOARD

Electing 2 clergy members for 3-year terms

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

NOMINEES for election to the Disciplinary Board:



The Rev. Carol Davenport

Trinity, Kirksville

I've been a priest since 2006, and for most of those years, my primary work was to coordinate the spiritual care and bereavement services for a nonprofit hospice. This work taught me to listen deeply to hard stories. I've also been a part of a congregation that has dealt with clergy misconduct, so I've seen firsthand the kind of hurt it inflicts on a community of faith. My current work is as Co-Transition Pastor at Trinity-Kirksville, where we have done some difficult work around Safe Church issues. One of the skills I have brought to this work that has been further honed over the last 18 months is the ability to have difficult conversations in kind and loving ways. I believe that these skills lend themselves to the kind of work we hope we never have to do but is sometimes necessary.

Cynthia Fox

Christ Church Cathedral, St. Louis

Cynthia has been a member in good standing as an attorney with the Missouri Bar since 1973. She has had her own law firm since 1978. As such, she was responsible for all trials, case management, and firm management. Prior to that, she was in counsel with Kellwood Company, where she had litigation responsibilities of an \$11 million labor backpay case, managed all corporate leases, contract drafting, and managed the discovery on all pending litigation with outside counsel; was a trial attorney for the St. Louis County Prosecuting Attorney. She is also a credentialed mediator.



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NOMINEES for election to the Disciplinary Board:



The Rev. Kevin McGrane

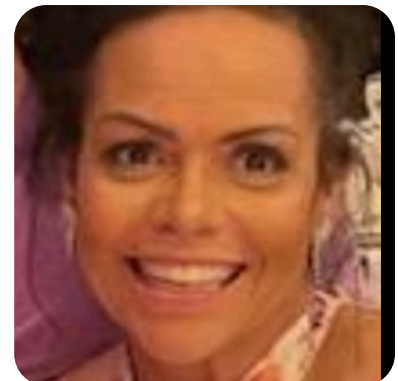
Trinity, St. James

Ordained in 2014, I currently serve as priest-in-charge at a small town parish in the diocese. I live on ten acres in Franklin County with my spouse. I have served as a layman on Diocesan Council, later as clergy on Standing Committee. I have been interested in clergy development and parish development for some years now, serving as one of the shepherds on the Renaissance or Requiem 3rd cohort, and a mentor to applicants to discernment. I believe I can bring my experience and concerns for clergy and the faith community to contribute to the Disciplinary Board.

Lisa Meeks

St. Barnabas, Florissant

I am a retired school teacher/counselor of 31 years in the Ritenour school district. I am the mother of 2 sons and one daughter. I have two grandchildren and 2 more on the way. I am a lifelong member of the Episcopal faith. I was baptized and confirmed at All Saints and then moved to Florissant and became a member of St. Barnabas. Shortly after joining St. Barnabas, I joined the vestry. I am also a member of the Dismantling Racism Committee. I look forward to serving the Diocese in any capacity.



NOMINATIONS FOR DISCIPLINARY BOARD

Electing 2 clergy members for 3-year terms

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

NOMINEES for election to the Disciplinary Board:



The Rev. Mtipe Koggani

Grace African Christian Connections (GACC)

The Rev. Mtipe Dickson Koggani is the Founder and Priest-in-Charge of Grace African Christian Connections, a recipient of the 2024 African Diaspora Impact Award from the African Professional Network. He previously served as Assistant to the Dean at Christ Church Cathedral and has held various leadership roles within and outside the Diocese of Missouri.

Born and raised in the coastal city of Dar es Salaam, Tanzania, his journey has been one shaped by faith, justice, and deep compassion. Before relocating to St. Louis, Rev. Mtipe worked as an Evangelist (Lay Pastor) in the Anglican Church of Tanzania, Diocese of Dar es Salaam, under the Department of Church Planting, Mission, and Missionary.

Along with his pastoral duties, he is a practicing Attorney and a member of the Tanganyika Law Society and the East Africa Law Society. He believes that serving on the Disciplinary Committee will be an honor, giving him the opportunity to utilize his legal expertise in service to the Diocese, which he now considers his second home.

Rev. Mtipe is married to Beverly Divya Koggani, and together they are blessed with a daughter, Genevieve Karishma - the heart of their home and the joy of their lives.

Tom Smith

Emmanuel, Webster Groves

Tom has served as a Lay Member to the Disciplinary Board for two previous terms and is seeking to serve another term. Tom is a member of Emmanuel Episcopal Church and is Co-Chair of Faith in Action there. Tom is an attorney who has been an Assistant Prosecuting Attorney in the St. Louis County Prosecuting Attorney's Office since 2013.



NOMINATIONS FOR DISCIPLINARY BOARD

Electing 2 clergy members for 3-year terms

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

NOMINEES for election to the Disciplinary Board:



Ted McNamara

Trinity, St. Louis

Hello. I am Ted McNamara, a member of Trinity Episcopal Church, Saint Louis, and I am submitting my nomination for your consideration as a lay member of the Diocesan Discipline Board. My work, church, and life experiences have given me the qualities, skills, and characteristics needed to be a positive force in facilitating the expectations and needs of the Board.

My work-life background is in Human Resources leadership. I am certified as a mediator, equal employment opportunity officer, professional workplace investigator, and skilled labor negotiator. Personally, I am someone who has always sought to foster a strong, healthy organizational culture within a workplace climate of trust, fairness, and integrity. I am committed to upholding the values of equality, fairness, and justice in both my actions and relationships.

At Trinity, I am a delegate to the Emory Washington Diocesan Convocation, a liturgical reader, a member of the film group, and helped with the Trinity Food Ministry. I have been a member of several parish councils, trained Eucharist ministers and liturgists, chaired youth leadership programs, and conducted introductory programs for lay converts to the Faith.

I have been a member of Trinity since 2015. I am now retired and reside in Saint Louis City with Dennis, my husband of 27 years. I am a graduate of the University of Massachusetts and a Veteran of the US Air Force. My family and I have lived in and traveled extensively throughout the world, where we have been privileged to engage with, learn from, and be enriched by a broad range of culturally diverse communities. In my downtime, my likes and interests are family, church, creative cooking, gardening, photography, good books, good movies, classic cars, boating, being an avid sports fan, and global travel.

NOMINATIONS FOR STANDING COMMITTEE

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

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

NOMINEES for election to the Standing Committee:



Becky Brewer

St. Martin's, Ellisville

I have been a member of St. Martin's Episcopal Church for the past six years and am grateful for the many ways I've been able to serve our parish community. Over the years, I've been active in a variety of ministries, including serving on the Vestry, Altar Guild, Choir, Broadcasting team, and Children's Music Ministry. I've also had the privilege of serving as Assistant Treasurer and have represented St. Martin's as a delegate to the diocesan convention.

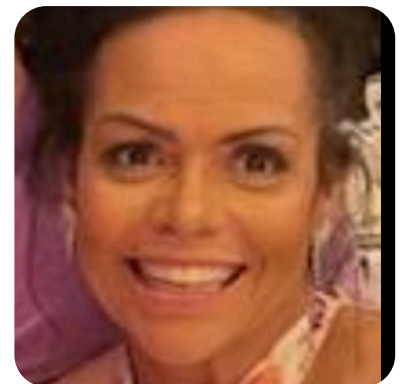
Each of these roles has deepened my commitment to the life of the church and strengthened my desire to support its mission. I approach every opportunity with a willingness to serve and a heart for collaboration. Whether behind the scenes or up front, I find joy in contributing wherever I'm needed.

As I continue to seek new ways to serve, I feel called to expand that commitment beyond the parish level and support the broader work of the diocese. I bring with me both experience and enthusiasm, and I would be honored to serve on the Standing Committee where my gifts can be useful to the larger Church.

Lisa Meeks

St. Barnabas, Florissant

I am a retired school teacher/counselor of 31 years in the Ritenour school district. I am the mother of 2 sons and one daughter. I have two grandchildren and 2 more on the way. I am a lifelong member of the Episcopal faith. I was baptized and confirmed at All Saints and then moved to Florissant and became a member of St. Barnabas. Shortly after joining St. Barnabas, I joined the vestry. I am also a member of the Dismantling Racism Committee. I look forward to serving the Diocese in any capacity.



NOMINATIONS FOR STANDING COMMITTEE

NOMINEES for election to the Standing Committee: (continued)



Philip Kauffman
Trinity CWE, St. Louis

I am a retired RN of 40years. The Rn profession was mostly practiced within the hospital setting. I have done direct patient care to beng charge positions. The nursing profession also took me to volunteer at cultural institutions as a nurse on duty. I had volunteered with the city health department, giving vaccinations and other medical services. I have 3 BA degrees: secondary education, teacher; Business Administration in finance and economics; and BSN. Also. I had spent 3 years in the Lutheran Seminaries. I was a member of the Evangelical Lutheran Church in America before becoming an Episcopal-Anglo catholic. I joined Christ Church Cathedral in St Louis in 2010: lecture, lay minister, property and finance committee, head of grounds (St. Francis Creation Care Committee), Jane Mayfield, and I started the fellowship committee, convention delegate. Years member.. I enjoy reading history, historical literature, archeological, and anthropological literature. I love outdoor activities...still work PRN at St. Luke's Hospital and part-time at Cardinals Museum. I have been a volunteer at the Missouri Botanical Gardens for 40 years, Zoo and Forest Park Forever for 20 years.

Suhasini Avula

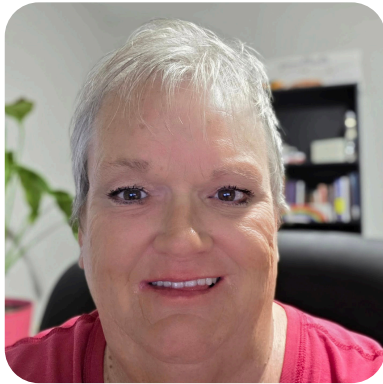
Calvary Episcopal, Columbia

Suhasini Avula is a compassionate and multidimensional ministry leader with a strong foundation in theology, pastoral care, and community engagement. Her ministry formation includes internships at Calvary Episcopal Church in Missouri and Church at Wieuca in Atlanta, where she contributed to worship leadership, women and children's ministry, intercessory prayer, Bible study facilitation, and serving the transient population in both inner city and rural settings. Suhasini is deeply committed to discipleship, having led and participated in small group ministries across multiple churches and communities. Her training has shaped her approach to relational evangelism and authentic spiritual formation in a diverse setting of various religions. Whether offering pastoral care at a hospital bedside, leading community outreach efforts, or fostering spiritual growth in small groups, Suhasini approaches every role with empathy, insight, and a heart for service. She brings a unique blend of theological wisdom, professional excellence, and cross-cultural sensitivity to every ministry context she enters.



NOMINATIONS FOR STANDING COMMITTEE

NOMINEES for election to the Standing Committee: (continued)



Tamela Motsinger

St. John and St. James, Sullivan

I am a relatively new member of St. John and St. James in Sullivan, MO, and new to the Episcopal Church as a whole. In my time here, I have come to love the tradition of the church while having flexibility and outside-of-the-box thinking.

I am a member of the Bishop's committee and serve on a couple of different ministries within our congregation.

I believe that being part of the Standing Committee would be an honor to serve the Episcopal Church as a whole. I enjoy engaging in thoughtful conversations on important matters and working together as a team to find solutions that best serve all. I feel that being part of a smaller, rural congregation will afford the opportunity of a fresh perspective on matters that are important to churches of all sizes.

I am also part of the LGBTQIA+ community. My wife and I have been together for 38 years, we legally married in 2016. We have 1 adopted son and 3 grandchildren that we adore.

The Rev. Teresa Danieley

St. Mark's, St. Louis

I have served as a priest in this Diocese for over 21 years. I have been a leader in this Diocese and the wider Church since high school; my appointments have included leading an Episcopal Church Task Force on Imagining a Church Grounded in Social Justice as Christian Ministry from 2022-2024. My training as a priest has been augmented by specific training in nonprofit management (a Master of Public Policy), a Doctor of Ministry from Eden Theological Seminary, and a recent certificate in interim and transitional ministry. NOTE: By the time of the convention, I may be serving in a new ministry setting.



In 1993, when I was 16, I attended an Episcopal Youth Event (EYE) in Massachusetts with other youth from the Diocese of Missouri. It was a mountain-top experience in which I felt a call to the priesthood and in which I learned a song with these unforgettable lyrics: "Is the Church a stone building? A book or a pew? No, the Church is the Lord's hand and feet and that's me and that's you!"

One of my favorite passages of Scripture is from Acts chapter 2 (44-47), in which Luke describes life among the first followers of Jesus. The lyrics from that campy song from EYE and that passage from Acts 2 are foundational to my life as a Christian and as a priest. The Church as an institution is only as worthwhile as the agape (sharing, charitable) love that we embody in the world through Jesus Christ. My life's work has been to help people and organizations (religious and secular) act faithfully on the values they proclaim. Demonstrating agape love with glad and generous hearts and acting as the Lord's hands and feet to all whom we meet - that is what being the Church means to me.



NOMINATIONS COMMITTEE MEMBERS

- **Mike Fowlkes, Chair**
- **Theresa Luebcke**
- **The Rev. Dr. Teresa Danieleley**
- **The Rev. Dr. Maria Evans**
- **The Rev. Dave Malek**
- **Vicki Myers**



RESOLUTIONS

There are three types of resolutions:

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

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

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



Resolution A-186
Clergy Compensation
Submitted by Diocesan Council

1. BE IT RESOLVED that this 186th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2026 as follows:

CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME CLERGY

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	\$74,263	\$77,601	\$81,408
5	\$77,601	\$81,408	\$85,403
10	\$81,408	\$85,403	\$89,673
15	\$85,403	\$89,673	\$94,156
20	\$89,673	\$94,156	\$98,864
25	\$94,156	\$98,864	\$103,807

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

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME CLERGY

Years of Service	Part Time		
	1/4 Time	Half Time	3/4 Time
0	\$18,566	\$37,132	\$55,697
5	\$19,400	\$38,800	\$58,201
10	\$20,352	\$40,704	\$61,056
15	\$21,351	\$42,701	\$64,052
20	\$22,418	\$44,836	\$67,255
25	\$23,539	\$47,078	\$70,617

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

Rationale

The recommendation for 2026 reflects a 3% increase. This increase is based on the Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers.

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

ASA	Low	Median	High	Average	Average Years
0-75	\$40,000	\$78,935	\$115,069	\$78,816	13
76-175	\$75,341	\$112,250	\$122,587	\$107,242	14
176+	\$184,678	\$217,723	\$243,093	\$215,165	36

A-172 Implementation of Health Plan

1. BE IT RESOLVED that this 172nd Convention of the Episcopal Diocese of Missouri require Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop to pay 100% of the cost of individual health insurance coverage (selected from the offerings included in the Denominational Health Plan and administered by the Episcopal Church Medical Trust) for all lay and ordained employees working 1,500 or more hours annually, in accordance with Title I, Canon 8 of the Episcopal Church and to be implemented no later than January 1, 2013;

2. BE IT FURTHER RESOLVED that Lay and ordained employees of the Episcopal Diocese of Missouri and the Offices of the Bishop eligible for required individual health insurance coverage under Section 1 of this resolution may elect not to participate in the Denominational Health Plan if they have access to coverage through other approved sources, e.g. Medicare, Tricare, a former employer, or a spouse's or domestic partner's health insurance plan;

3. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop shall not reduce existing coverage or increase the cost of existing coverage to employees to comply with A177 or this resolution;

4. BE IT FURTHER RESOLVED that benefit design and premium support parity is required within each congregation of the Episcopal Diocese of Missouri and the Offices of the Bishop in the provision of health insurance coverage for lay and ordained employees;

5. BE IT FURTHER RESOLVED each congregation and the Offices of the Bishop may impose a monthly premium surcharge or incentive to lay and ordained employees who elect coverage for a spouse, domestic partner, or dependent who is eligible for comparable employer-sponsored health insurance (other than the Denominational Health Plan) through an alternate source;

6. BE IT FURTHER RESOLVED that Congregations within the Episcopal Diocese of Missouri and the Offices of the Bishop are encouraged, if financially possible, to exceed the minimum standard of health insurance coverage for their lay and ordained employees; and

7. BE IT FURTHER RESOLVED that schools, day care facilities and other congregational and diocesan institutions, regardless of the independence of their incorporation or tax status, are encouraged to adopt the principles articulated in this resolution.



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2026 OPERATING BUDGET

Episcopal Diocese of Missouri - 2026 Operating Budget

For Final Action of Convention 13 November 2025

	A	C	D	E	F
1		2025		2026	
2		2025 Operating Budget	2025 Projected Year-end	Council's Proposed Budget	Line Item Explanations
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,279,300	\$1,326,500	\$1,357,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2024 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$328,300	\$328,300	\$320,800	Investment income on Unrestricted Funds based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments).
7	Ministries on Campus Fund Income	\$99,730	\$99,730	\$96,875	Investment Income from the Ministries on Campus Fund based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments). This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$6,200	\$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income	\$415,000	\$415,000	\$400,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus an allocation of income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	\$495,000	\$495,000	\$515,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Income	\$59,000	\$37,000	\$30,000	Rental income from various properties owned by the Diocese, in addition to a distribution of income from the Property Fund.
12	Program Income				
13	Convention Income	\$27,000	\$18,000	\$18,000	
14	Commission on Ministry Income	\$4,000	\$4,000	\$4,000	
15	Vestry University Registrations	\$2,500	\$0	\$0	
16	Campus Ministry Income	\$11,000	\$10,000	\$10,000	
17	Camp Firebird Income	\$25,000	\$20,000	\$25,000	
18	Clergy Events-Registrations	\$8,500	\$15,000	\$16,500	
19	Program Income (Total)	\$78,000	\$67,000	\$73,500	The offsetting anticipated income for the various listed programs. Income from the Donaldson Fund designated for Episcopal City Mission, Camp Firebird, Task Force
20	Donaldson Fund Income	\$98,900	\$98,900	\$96,100	for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
2	TOTAL INCOME	\$2,858,230	\$2,873,630	\$2,894,275	

Episcopal Diocese of Missouri - 2026 Operating Budget

For Final Action of Convention 13 November 2025

	A	C	D	E	F
1		2025	2026		
2		2025 Operating Budget	2025 Projected Year-end	Council's Proposed Budget	Line Item Explanations
23	Expenses				
24	EPISCOPATE & CHURCH GOVERNANCE				
2	Archives	\$12,000	\$12,000	\$12,000	The Archives is the repository for all the historical records of the Diocese. This funding will be used to complete the digitization of Standing Committee Minutes, begin digitization of Trust Fund files, and other small digitization projects as needed.
5	Bishop Transition	\$10,000	\$10,000	\$10,000	Funds set aside each year to cover transition expenses for the next bishop.
27	Companion Diocese Committee	\$2,500	\$2,500	\$2,500	Funds to support committee work related to our companion relationship with the Diocese of Puerto Rico.
28	Diocesan Convention (Related Income-Line 13)	\$60,000	\$35,000	\$35,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, and livestreaming. The 2025 Convention will be moving to a new hybrid model with the business portion conducted virtually and a one day in person ministry fair.
29	General Convention Deputies	\$10,000	\$10,000	\$9,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
30	Governance	\$7,000	\$7,000	\$7,000	Funds to cover the logistical expenses associated with Diocesan Council and Standing Committee/COEDMO meetings, a joint leadership retreat, and Convocation event expenses.
31	Lambeth	\$1,000	\$1,000	\$1,000	Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
3	National Church Assessment	\$346,885	\$346,885	\$366,689	Amount of Asking from each diocese to fund the program and ministry of the Protestant Episcopal Church in the United States of America in the nation and the world. This represents a 100% giving level on the required 15% Asking.
2	Province of the Midwest (Province V)	\$6,938	\$6,938	\$7,334	This represents our assessment dues for our membership in Province V.
34	Curacy Leadership Program	\$10,000	\$10,000	\$10,000	These funds will go toward the formation of a new program to provide salary support, mentorship, leadership training, and vocational formation for new seminary graduates. This program will support newly ordained clergy and underserved congregations in the Diocese.
35	Episcopate & Governance Expense Account	\$45,000	\$45,000	\$45,000	This amount represents the travel, conferences, and other expenses for staff under Episcopate and Church Governance. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
3	Salary (3 Employees)	\$435,470	\$415,000	\$423,500	Salary line is for 3 persons under Episcopate & Governance: the Bishop, an Executive Assistant, and the Canon to the Ordinary. This line also covers the compensation for a part-time contract historian/archivist position.
6	Benefits (3Employees)	\$146,900	\$141,100	\$145,100	The appropriate benefit costs associated with the above salaries.
3	TOTAL - EPISCOPATE & GOVERNANCE	\$1,093,693	\$1,042,423	\$1,074,123	
7	ADMINISTRATIVE				
40	Consulting Contract	\$7,000	\$7,000	\$7,000	Funds to allow the Offices of the Bishop to make use of outside consultants for special projects or events.
41	Contingency	\$2,000	\$2,000	\$2,000	Contingency is simply for unanticipated expenses.
42	Equipment	\$5,000	\$5,000	\$5,000	Funds primarily for replacing/upgrading equipment in the Diocesan Offices.
43	Insurance	\$14,500	\$14,500	\$15,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.

Episcopal Diocese of Missouri - 2026 Operating Budget

For Final Action of Convention 13 November 2025

	A	C	D	E	F
		2025		2026	
		2025 Operating Budget	2025 Projected Year-end	Council's Proposed Budget	Line Item Explanations
44	Interpreters for the Deaf	\$3,000	\$2,500	\$2,500	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.
45	Office Expenses	\$68,000	\$67,000	\$68,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support.
46	Office Space - Rent	\$144,716	\$144,716	\$149,402	Rent paid to Christ Church Cathedral for the Offices of the Bishop's office space. This amount is in direct proportion to the Cathedral's Diocesan Assessment.
47	Professional Fees	\$57,000	\$57,000	\$57,000	This represents the fee paid to auditors for the annual examination of the assets and liabilities of the Diocese of Missouri and funds to cover necessary legal expenses.
4	Property Management	\$120,000	\$115,000	\$115,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses. This includes funding for the expenses of the following former properties: Grace Hill, St. Matthew's/Mexico, St. Luke's/Manchester, and St. Alban's/Fulton.
8	Administrative Expense Account	\$4,500	\$4,500	\$4,500	This amount represents the travel, conferences, and other expenses of the Administrative staff.
4	Salary (4 Employees)	\$293,800	\$293,800	\$302,600	Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a Finance Administrative Assistant.
0	Benefits (4 Employees)	\$193,471	\$190,700	\$201,755	The appropriate benefit costs associated with the above salaries.
5	TOTAL - ADMINISTRATIVE	\$912,987	\$903,716	\$929,757	
1	COMMUNICATION & TECHNOLOGY				
2					The Communications Ministry is the connective tissue of our Diocese, ensuring that our stories, events, and mission are visible, impactful, and spiritually resonant. In the coming year, we aim to expand our reach, improve digital and print media quality, and foster more vibrant two-way communication across the Diocese. These funds cover digital publishing tools, printing, postage, resources and support for parishes, marketing/advertising, and audio/video production.
5	Communications Ministry	\$17,350	\$17,350	\$26,900	Funds for hosting Diocesan communications workshops.
4	Communications Conferences/Workshops	\$1,500	\$1,500	\$1,500	Funds to hire freelance/contract workers to handle specific aspects of the communications function that require additional time or expertise such as video production, graphic design, podcasts, social media, photography, livestream and tech assistance.
5	Communications Contract Work	\$15,000	\$15,000	\$15,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
5	Telephone/Internet	\$20,500	\$21,000	\$21,000	This amount represents the travel, conferences, and other expenses of the Director of Communications.
5	Communications Expense Account	\$3,500	\$3,500	\$2,500	Salary line is for the Director for Communications.
59	Salary (1 Employee)	\$81,600	\$84,600	\$87,550	The appropriate benefit costs associated with the above salary.
60	Benefits (1Employee)	\$56,500	\$57,300	\$59,450	
61	TOTAL - COMMUNICATIONS & TECH	\$195,950	\$200,250	\$213,900	
62	COMMUNITY BUILDING & JUSTICE				
63	Dismantling Racism	\$14,500	\$12,000	\$12,000	These funds provide funding for the work of fostering anti-racist practices and attitudes within the diocese. The Commission on Dismantling Racism's mission is to dismantle racism through relationship building, dialogue, education and action.
64	Employee Assistance Program	\$6,000	\$2,500	\$0	This provides for free personal and confidential counseling for congregational staff and their families. Clergy counseling sessions are currently funded through the Aged & Infirm Clergy Fund. Lay counseling expenses will be funded through the Bishop's Thompson Fund beginning in 2026.

Episcopal Diocese of Missouri - 2026 Operating Budget

For Final Action of Convention 13 November 2025

	A	C	D	E	F
1		2025		2026	
2		2025 Operating Budget	2025 Projected Year-end	Council's Proposed Budget	Line Item Explanations
65	Episcopal Church Women	\$2,500	\$2,500	\$2,500	Funds to support the work of the Episcopal Church Women whose mission is to offer every woman in the Diocese of Missouri an environment of support, encouragement and opportunity for ministry by providing fellowship, communication, resource materials and outreach to the diocese, nation and world.
66	Episcopal City Mission	\$25,000	\$25,000	\$25,000	Episcopal City Mission's chaplaincy services provide support, hope, and healing to youth in the juvenile justice system at facilities in St. Louis City and County. Funds will be used to create a part-time grant writer position, whose essential role will be to improve and diversify revenue funding streams.
6	Episcopal Recovery Ministries	\$1,900	\$1,900	\$2,200	ERM exists as a resource for people seeking information, guidance, and consolation in their struggles with substance use disorder. ERM offers information to enable all those affected by addiction to find the help they seek. Funds will be used for website maintenance, annual membership fees, partial travel expenses to the national Recovery Ministries of the Episcopal Church conference, mileage expenses, and expenses toward producing an annual International Overdose Awareness Day event.
7	Task Force on Hunger	\$25,000	\$25,000	\$25,000	Funds will be used to support food and hunger ministries throughout the Diocese.
6	Interfaith & Ecumenical	\$1,300	\$1,350	\$1,350	This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
69	LGBTQIA+ Ministry & Engagement	\$0	\$0	\$5,000	This ministry advocates for LGBTQIA+ inclusion and equity and works to increase awareness of being a loving and accepting space for LGBTQIA+ people. Funds will cover expenses of the Diocesan Pride Evensong and Diocesan participation in St. Louis PrideFest.
70	Pastoral Care & Community of Hope	\$5,000	\$3,000	\$3,000	Funds to cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations. Funds of \$1,040 are included to support the Community of Hope, which is a program of training for lay pastoral ministry based on Benedictine spirituality. Community of Hope funding includes annual dues and quarterly chaplain meeting expenses.
71					
72	TOTAL-COMMUNITY BUILDING & JUSTICE	\$81,200	\$73,250	\$76,050	
73	EVANGELISM & STEWARDSHIP				
74	Evangelism & Discipleship Development	\$4,000	\$4,000	\$4,000	Funds for formation and training around Evangelism & Discipleship, and church planting and missional communities work throughout the Diocese.
75	Stewardship	\$1,200	\$1,200	\$1,200	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
76	Evangelism & Discipleship Exp. Acct.	\$9,000	\$9,000	\$9,000	This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
77	Salary (1 Employee)	\$101,500	\$101,500	\$104,545	Salary line supports the Canon for Evangelism & Discipleship Development.
78	Benefits (1 Employee)	\$32,100	\$32,400	\$33,620	The appropriate benefit costs associated with the above salary.
79	TOTAL - EVANGELISM & STEWARDSHIP	\$147,800	\$148,100	\$152,365	
80	FORMATION				
81	Camp Firebird (Related Income-Line 17)	\$70,000	\$65,000	\$70,000	The Camp Firebird program offers a residential summer camp experience to Diocesan youth. This year they had 56 campers, 20 counselors, and 6 staff/lay volunteers. The budget is used for lodging, meals, activity fees, supplies, counselor stipends, and other camp-related costs.

Episcopal Diocese of Missouri - 2026 Operating Budget

For Final Action of Convention 13 November 2025

	A	C	D	E	F
1		2025		2026	
2		2025 Operating Budget	2025 Projected Year-end	Council's Proposed Budget	Line Item Explanations
82	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 16)	\$120,000	\$120,000	\$140,000	Campus Ministry in the Diocese of Missouri serves as the presence of the Episcopal Church on, with, and around college campuses and their local communities. Funds support one standalone and 3-4 parish based campus ministries. Funding will also cover peer minister stipends, program expenses, chaplain conference expenses, costs associated with the Campus Ministry Rockwell House, and a new ministry geared toward the care of international students. In addition, this item covers the personnel expenses for a half-time chaplain and part-time administrative assistant. The 2026 budget also includes the personnel expenses for a part-time associate who works directly to support ministry to international students.
83	Clergy Events (Related Income-Line 18)	\$25,000	\$40,000	\$40,000	Represents the logistical costs associated with a Spring retreat, Fall conference, renewal of vows lunch, and clergy chat speakers.
84	Commission on Ministry (Related Income-Line 14)	\$18,000	\$17,000	\$17,000	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, general ordination exam fees, psychological exam fees, and ordination services. Income of \$4,000 is anticipated from postulancy application fees.
85	Continuing Education - Clergy & Lay	\$9,000	\$8,000	\$8,000	Represents money available to assist lay leaders and clergy in taking part in continuing education. There is an application process to access these funds.
86	Education for Ministry	\$1,750	\$1,750	\$1,750	Funding for Diocesan membership in this four-year curriculum developed by the University of the South Theology School for theological education, which covers the costs of mentor recertification and allows our lay people to participate at a reduced cost.
87	Vestry University (Related Income-Line 15)	\$3,500	\$0	\$0	This event will not occur in 2025 or 2026. Opportunities for learning will be available through the Diocesan Ministry Conference in November.
88	Bishop Kemper School for Ministry	\$25,000	\$25,000	\$25,000	Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
89	Children & Youth Ministries	\$5,000	\$5,000	\$5,000	The 2026 budget will fully aid the This Young Church Project. This is a residency experiment, helping churches create and meet their own ministry goals for putting children and youth back in the picture of church. Funds will cover stipends for mentors, food and hospitality for in person gatherings.
90	Young Adult Ministry	\$12,400	\$8,500	\$5,000	Funds will be used to directly serve young adults, their ministries, and their ministry practitioners. Funds were included in 2025 to support the re-launch of the Deaconess Anne House Ministry and to support several one time events that are not scheduled to occur in 2026.
91	Formation Expense Account	\$10,000	\$5,000	\$5,000	This amount represents the travel, continuing education, and other expenses of the Children & Youth Minister.
92	Salary (1 Employee)	\$72,550	\$72,550	\$74,730	Salary line supports the Children & Youth Minister.
93	Benefits (1 Employee)	\$54,400	\$54,400	\$56,600	The appropriate benefit costs associated with the Children & Youth Minister.
94	TOTAL - FORMATION	\$426,600	\$422,200	\$448,080	
95	Total Expenses	\$2,858,230	\$2,789,939	\$2,894,275	
96	Net Income (Expense)	\$0	\$83,691	\$0	

Diocese of Missouri 2026 Operating Budget

Supplemental Documents





Supplemental Notes

2026 Operating Budget Notes

Salary lines—The Bureau of Labor Statistics Midwest Urban Consumers CPI factors to a COLA of 3%. Salary lines reflect this 3% increase for all staff.

Benefits lines—Depending on the current plan selection of each employee, health insurance reflects an increase of between 6% and 7%.

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

Line 9—Kelton White Income—This is an allocation of \$380,000 of the total \$962,300 available from the White Fund in 2026 based on a 4% spending policy. An additional \$20,000 represents interest income from outstanding loans.

Line 11 – Property Income – In 2026, this will entirely be a distribution from the Future Mission/Property Fund.

Line 48 – Property Management – Breakdown is as follows:

- Former Grace Hill - \$40,000
- Former St. Matthew's/Mexico - \$19,000
- Former St. Luke's/Manchester - \$32,000
- Former St. Alban's/Fulton - \$12,000
- Property Management - \$12,000

Line 68 – Task Force on Hunger – They will have approximately \$8,000 in additional funding from the Bishop's Annual Appeal.

Kelton White Fund Notes

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

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

As a result of the pre-2020 restrictions on the fund, the balance of the Kelton White Segregated Fund has grown to a substantial amount. As of September 30, 2025, the permanently restricted portion of the White Trust has investments worth approximately \$15.8 million, and the segregated White Fund has investments worth approximately \$13 million. The Diocesan Standing Committee has approved a spending policy for grants from the Kelton White Fund. The policy allows for annual spending based on a formula of 4% using a 3-year average of the Fund (restricted trust portion as well as segregated income portion). This policy places a cap on annual spending at a level that protects the corpus of the Fund, while also allowing it to continue to grow. This formula results in an allocation of \$962,300 for 2026.

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

A breakdown of the 2026 allocation is as follows:

Kelton White Funds Allocation (4% of 3-year average)	\$962,300
Congregational Operating Support	(\$395,000)
Diocesan Operating Budget Support	(\$380,000)
Less the following previously approved White Fund 2026 expenses:	(\$100,000)
Rural Revitalization Program - Clergy Compensation Support	\$87,300
Balance remaining to fund emergency grants to Congregations in 2026	

2026 Congregational Operating Support grants were previously approved. The details are provided for informational purposes only.

Episcopal Diocese of Missouri

2026 Congregational Operating Support

White Fund Grants

	A	C	D	E
		2025 Approved Grants	2026 Approved Grants	Line Item Explanations
2				
3				
4	Cape Girardeau, Christ	\$30,000	\$30,000	This provides clergy salary and operating support to allow the church to continue it's missional work.
5	Carondelet, St. Paul's	\$30,000	\$30,000	This provides salary support for a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
6	DeSoto, Trinity	\$20,000	\$10,000	This provides this small congregation with assistance for operating expenses and support for supply clergy to assist with sustaining their mission and ministry.
7	Ellisville, St. Martin's	\$30,000	\$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and provide assistance in sustaining and expanding the mission and ministry of this congregation.
8	Farmington, All Saint's	\$30,000	\$30,000	This provides salary support for a part-time clergy person, assistance with operating expenses, and allows this church to continue their community outreach in the surrounding area.
9	Ferguson, St. Stephen's	\$20,000	\$20,000	This provides clergy salary and operating support to allow this congregation to be a continuing presence in the Ferguson/North County area through various outreach and service programs.
10	Hannibal, Trinity	\$5,000	\$5,000	This provides for salary support of a clergy person and allows for a continued Episcopal presence in the Northeast Region of the Diocese.
11	Ironton, St. Paul's	\$30,000	\$30,000	This provides clergy salary and operating support to allow the church to continue as a vital presence in Iron County and surrounding communities.
12	Kirkville, Trinity	\$28,000	\$28,000	This provides part-time clergy salary support and assists in sustaining and expanding the mission and ministry of this congregation.
13	Portland, St. Mark's	\$4,000	\$4,000	This provides this small congregation with assistance for operating expenses and funding for ministry and outreach, allowing them to continue to be a vital presence in their community.
14	St. Genevieve, St. Vincent's in-the-Vineyard	\$12,000	\$10,000	The current meeting space of this congregation, owned by Chaumette Winery, has been sold. They will continue to meet in the current space while they begin the process of finding a new space. These funds will help support programs of community outreach, clergy and musician stipends, and marketing outreach as they seek to ensure the area is aware that they still exist, given that Chaumette has closed.
15	St. Louis, All Saints & Ascension	\$30,000	\$30,000	This provides salary support for a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
16	St. Louis, Christ Church Cathedral	\$20,000	\$20,000	Funds will be used to support day-to-day security for those who work and worship in the Bishop Tuttle Building and the Cathedral.
17	St. Louis, Faith Christian Church of India	\$30,000	\$30,000	This provides salary support for a clergy person and allows them to worship, serve, spiritually nurture, and build relationships with the Asian Indian individuals, students, and families in and around St. Louis, and in the state of Missouri. They are receiving additional funding from the Thompson Fund in 2025 and 2026 of \$21,200 per year. Total funding is \$51,200 in each year.
18	St. Louis, St. John's	\$30,000	\$30,000	This provides salary support for a clergy person and assists in sustaining and expanding the mission and ministry of this congregation. They are receiving additional funding from the Thompson Fund in 2025 and 2026 of \$10,000 per year. Total funding is \$40,000 in each year.
19	Sullivan, St. John & St. James	\$28,000	\$28,000	This small church is engaged in an exciting time of redevelopment, renewal, and growth. Funds will support the salary of a part-time priest and assist with operating expenses.
20	Town & Country, Hope	\$30,000	\$30,000	These funds provide for salary support of a clergy person, assist with operating expenses, and support the development efforts of this newly merged church.
21	TOTAL	\$407,000	\$395,000	



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