

**MINUTES OF THE 133RD CONVENTION OF
THE DIOCESE OF WEST MISSOURI
NOVEMBER 4-5, 2022
GRACE & HOLY TRINITY CATHEDRAL, KANSAS CITY**

Friday, November 4, 2023

The 133rd Convention of the Diocese of West Missouri convened with Holy Eucharist at Grace and Holy Trinity Cathedral on November 4, 2022, at 6:00 pm. The Rt. Rev. Diane M. Jardine Bruce, Bishop Provisional of the Diocese of West Missouri, officiated and preached. After the Eucharist, the convention adjourned until the business session on Saturday morning.

Saturday, November 5, 2023

After Morning Prayer, the business session of the convention was called to order at 9:00 am, with Bishop Bruce as President of the Convention. Bp. Bruce called on the Convention Chaplains to lead prayer.

AGENDA ITEM I: ORGANIZING FOR BUSINESS

ITEM I-1: INTRODUCTIONS AND PROCEDURAL ANNOUNCEMENTS

Bishop Bruce began by providing instructions and procedural announcements for the convention. In particular, she thanked those who provided Spanish interpretation for the convention, Ada Ramirez and Pamela Gastelum.

ITEM I-2: PROCEDURAL INSTRUCTIONS—MR. CURTIS HAMILTON, SECRETARY OF THE CONVENTION

Bp. Bruce called on Mr. Hamilton to explain the process for changing delegates and for submitting amendments to resolutions.

ITEM I-3: REPORT OF THE CREDENTIALS COMMITTEE—MS. GLENDA DAY-THOMS, CHAIR

Ms. Day-Thoms (St. Peter's, Harrisonville) reported that it was the committee's understanding that all congregations in the diocese were current with their assessments and therefore all lay delegates duly elected were entitled to seat, voice, and vote in the Convention.

ITEM I-4: SEATING OF LICENSED CLERGY—MR. HAMILTON, CHAIR OF DISPATCH OF BUSINESS COMMITTEE

Mr. Hamilton moved that members of the clergy who are not canonically resident, but who are licensed and actively serving in ministries of the diocese, be permitted to have seat and voice at this convention. Several seconds were heard. Bp. Bruce ruled that, without objection, these clergy be given seat and voice.

ITEM I-5: CERTIFICATION OF A QUORUM—CONVENTION SECRETARY

Mr. Hamilton noted the following requirements for a quorum per Article X, Section I of the Constitution:

One-fourth of the Clergy and Lay Delegates from one-fourth of the Parishes and Congregations entitled to representation in the Convention, when fully assembled, shall constitute a quorum for the transaction of business.

Mr. Hamilton reported that as of 8:30 am, 59 of 140 clergy and 85 lay delegates representing at least 29 of 46 congregations entitled to vote were either present or had registered their attendance online. He certified that there was a quorum for the conduct of the business of the Convention. He also noted since more persons may have registered after the time indicated that there may be more votes in elections than these numbers indicate.

ITEM I-6: APPOINTMENT OF THE PARLIAMENTARIAN—CONVENTION PRESIDENT

Bp. Bruce appointed Mr. Mark Galus (Grace and Holy Trinity Cathedral, Kansas City), Diocesan Chancellor, as Parliamentarian.

ITEM I-7: REPORT OF THE COMMITTEE ON MINUTES—MR. CURTIS HAMILTON, CHAIR

Mr. Hamilton reported that the Committee on Minutes had met prior to the Convention and certified that the minutes of the 132nd Convention of The Diocese of West Missouri, as posted to the Virtual Packet on the Convention webpage, are a true and correct record of the proceedings of those Conventions.

ITEM I-8: ELECTION OF DIOCESAN OFFICERS

Item I-8a: Election of the Secretary of the Diocese

Bp. Bruce called for nominations for the Secretary of the Diocese. Ms. Amanda Perschall (Trinity, Lebanon) nominated Mr. Curtis Hamilton (Grace and Holy Trinity Cathedral, Kansas City) to serve as Secretary of the Diocese. Several seconds were heard.

The Very Rev. Chandler Jackson (St. Matthews, Ozark, and Dean of the Southern Deanery) moved that nominations be closed, and that Mr. Hamilton be elected by acclamation. Several seconds were heard.

Bp. Bruce called for a vote on Dean Jackson's motion.

***The motion carried; the Convention elected
Mr. Hamilton as Secretary of the Diocese.***

(Secretary's Note: Per Article VII, Section 6, of the Constitution, the Secretary of the Diocese serves as the Secretary of the Convention.)

Mr. Hamilton moved that Fr. Ted Estes (St. Philip's Joplin) be elected to serve as Assistant Secretary for this convention. Several seconds were heard.

Dean Jackson moved that nominations be closed, and that Fr. Estes be elected by acclamation. Several seconds were heard.

Bp. Bruce called for a vote on Dean Jackson's motion.

***The motion carried; the Convention elected
Fr. Estes as Assistant Secretary of the Convention.***

Item I-8b: Election of the Treasurer

Bp. Bruce called for nominations for the Treasurer of the Diocese. Fr. John Spicer (St. Andrew's, Kansas City) nominated Mr. Tom Kokjer (St. Andrew's, Kansas City) to serve as Treasurer of the Diocese. Several seconds were heard.

Dean Jackson moved that nominations be closed, and that Mr. Kokjer be elected by acclamation. Several seconds were heard.

Bp. Bruce called for a vote on Dean Jackson's motion.

***The motion carried; the Convention elected
Mr. Kokjer as Treasurer of the Diocese.***

Bp. Bruce noted that Mr. Mark Galus had been elected to a three-year term as Chancellor and that Mr. David Powell (St. Paul's, Kansas City) had been elected to a three-year term as Assistant Chancellor at the last diocesan convention. Their terms expire at the end of the 135th Annual Convention in 2025.

ITEM I-9: ANNOUNCEMENTS—CONVENTION SECRETARY

Mr. Hamilton read greetings from the Rt. Rev. Barry Howe (7th Bishop of the Diocese of West Missouri, Resigned) and the Rt. Rev. Martin Field (8th Bishop of the Diocese of West Missouri, Resigned) to the Convention.

ITEM I-10: REPORT OF THE COMMITTEE ON DISPATCH OF BUSINESS—MR. HAMILTON, CHAIR

Mr. Hamilton reported on behalf of the committee that three resolutions have been received by the deadline laid out in the Rules of Order for the Convention (four weeks before the opening of the Convention) and that no resolutions have been received after that deadline. He then introduced the resolutions by title.

- Resolution 2022-1: Renaming Associate Chancellor to Vice Chancellor (This is the second reading of a change to the *Constitution of The Diocese of West Missouri* that passed at the last diocesan convention.)
- Resolution 2022-2: Converting the Chancellor to a Non-Voting Member of the Convention
- Resolution 2022-3: Converting the Chancellor to a Non-Voting Member of the Diocesan Council

Mr. Hamilton noted that all of the resolutions have been translated into Spanish and are available on the Convention webpage.

Bp. Bruce stated that all three resolutions had been submitted to the Constitutions and Canons committee. Since no resolutions were referred to the Resolutions Committee, there will be no report from that committee.

AGENDA ITEM II: NOMINATIONS AND ELECTIONS

ITEM II-1: REPORT OF THE NOMINATION COMMITTEE—MS. AMANDA PERSCHALL, CHAIR

Ms. Perschall reported that the committee had met prior to the Convention. On behalf of the committee Ms. Perschall nominated the following persons as indicated.

STANDING COMMITTEE—CLERGY ORDER

(Elect two to two-year terms)

The Rev. Larry Ehren
St. Mary Magdalene, Belton

The Rev. Ted Estes
St. Philip's, Joplin

STANDING COMMITTEE—LAY ORDER

(Elect two to two-year terms)

Mr. Jeremy Chesman
St. James, Springfield

Ms. Marsha Patterson
Christ Episcopal Church, Springfield

DIOCESAN COUNCIL—CLERGY ORDER

(Elect two to two-year terms)

The Rev. Steven King
St. Paul's, Kansas City

The Rev. Galen Snodgrass
Épiscopal Church of the Good Shepherd,
Kansas City

DIOCESAN COUNCIL—LAY ORDER
(Elect four to two-year terms)

Ms. Shirley Bolden
St Augustine's, Kansas City

Mr. Gary Gee
Épiscopal Church of the Good Shepherd,
Kansas City

Mr. Spencer J. T. Orr
Grace Church, Carthage

Ms. Amanda Perschall
Trinity, Lebanon

Ms. Beverly Roggenkamp
Christ Church, Lexington

GENERAL CONVENTION DEPUTY—CLERGY ORDER
(Elect four delegates and four alternates)

The Very Rev. Robin James
Grace, Liberty
Dean of Northwest-Metro Deanery

The Very Rev. Dr. Andrew Keyse
Grace and Holy Trinity Cathedral, Kansas City

The Rev. Steven King
St. Paul's, Kansas City

The Rev. Anne Meredith Kyle
Calvary, Sedalia

The Rev. Collin Larimore
Grace, Carthage

The Rev. Chas Marks
St. Augustine's, Kansas City

The Very Rev. Isaac Petty
Church of the Redeemer, Kansas City and
St. Luke's Excelsior Springs
Dean of the Central Deanery

The Rev. Joe Pierjok
Grace, Carthage

GENERAL CONVENTION DEPUTY—LAY ORDER
(Elect four to two-year terms)

Ms. Alexandra Connors
St. Paul's, Kansas City

Mr. Curtis Hamilton
Grace and Holy Trinity Cathedral, Kansas City

Mr. Robert Maynard
St. Peter & All Saints, Kansas City

Ms. Christine Morrison
Grace and Holy Trinity Cathedral, Kansas City

Mr. Spencer J. T. Orr
Grace, Carthage

Ms. Amanda Perschall
Trinity, Lebanon

Mr. David Schlomer
Calvary, Sedalia

Ms. Perschall thanked the members of the committee for their work.

ITEM II-2: NOMINATIONS FROM THE FLOOR

Bp. Bruce then called for nominations from the floor for each election. She started by asking for nominations for the Standing Committee in either order.

Dean Jackson moved that nominations for Standing Committee be closed. Several seconds were heard.

Bp. Bruce called for a vote on Dean Jackson's motion.

The motion carried; nominations for Standing Committee were closed.

Bp. Bruce called for nominations from the floor for Diocesan Council in either order.

Dean Jackson moved that nominations for Diocesan Council be closed. Several seconds were heard.

Bp. Bruce called for a vote on Dean Jackson's motion.

The motion carried; nominations for Diocesan Council were closed.

Bp. Bruce called for nominations from the floor for General Convention Deputation in either order.

Dean Jackson moved that nominations for General Convention Deputation be closed. Several seconds were heard.

Bp. Bruce called for a vote on Dean Jackson's motion.

The motion carried; nominations for General Convention Deputation were closed.

Mr. Hamilton moved that the following persons be declared elected to the Standing Committee by acclamation in that the number of nominees for that body in each order is equal to the number of persons to be elected:

- The Rev. Larry Ehren,
- The Rev. Ted Estes,
- Mr. Jeremy Chessman, and
- Ms. Marsha Patterson.

Several seconds were heard. Bp. Bruce called for discussion of the motion.

In calling for the vote, Bp. Bruce noted that elections to the Standing Committee were taken on votes by order. She therefore called for members of the clergy order and the lay order to vote in turn on Mr. Hamilton's motion.

***The motion carried in both orders;
Fr. Ehren, Fr. Estes, Mr. Chesman, and Ms. Patterson
were elected to the Standing Committee.***

Mr. Hamilton moved that the following persons be declared elected to the Diocesan Council by acclamation in that the number of nominees for that body from the Clergy Order is equal to the number of persons to be elected:

- The Rev. Steven King and
- The Rev. Galen Snodgrass.

Several seconds were heard. Bp. Bruce called for discussion of the motion. She then called for a vote on Mr. Hamilton's motion.

***The motion carried; Fr. King and Fr. Snodgrass
were elected to the Standing Committee.***

ITEM II-3: BALLOTING—THE REV. DCN. BROCK SLABACH, ELECTIONS COMMITTEE CHAIR

Dcn. Slabach (St. Mary Magdalene, Belton) gave instructions regarding voting for the remaining positions to be elected (Diocesan Council Lay order and General Convention Deputation). All ballots were taken via electronic means. The vote totals are included in a table found in Appendix A. The results of each ballot and motions made during the voting are summarized below.

Item II-3a—Diocesan Council, Lay Order

Ballot 1

Ms. Shirley Bolden, Mr. Spencer J. T. Orr, Ms. Amanda Perschall, and Ms. Beverly J. Roggenkamp were elected. No further ballots were required.

Item II-3b—General Convention Deputation, Clergy Order

(Secretary's Note: The order of election designates whether a deputy to the General Convention is the first deputy, second deputy, etc., through the fourth alternate, in each order. This ranking will be noted in these minutes as first Clergy Deputy (C1), second Clergy Deputy

(C2), etc., through fourth clergy alternate (CA4). A similar style will be used for Lay Deputies (L1, L2, ..., LA4).

Ballot 1

The Rev. Chas Marks (C1) and the Rev. Anne Meredith Kyle (C2) were elected.

Ballot 2

There was no election on this ballot. Fr. Joe Pierjok withdrew from the election prior to the third ballot.

Ballot 3

The Rev. Steven King (C3) and the Very Rev. Isaac Petty (C4) were elected.

After the third ballot, Mr. Hamilton moved that on the fourth ballot the rules be suspended and that the alternates for General Convention Deputation in the clergy order be elected as follows. The persons not already elected will be placed on the ballot. Each member of the convention will vote for one person. The alternates will be ranked based on the results of this ballot become the first alternate and so on without need to have been voted for on a majority of ballots cast.

Several seconds were heard. Bp. Bruce called for discussion of the motion.

In calling for the vote, Bp. Bruce noted that since this was a suspension of the Rules of Order a two-thirds majority vote was needed to adopt the motion. She then called for a vote on Mr. Hamilton's motion.

The motion carried.

Ballot 4

The Very Rev. Robin James (CA1), The Rev. Collin Larimore (CA2), and the Very Rev. Dr. Andrew Keyse (CA3) were elected.

Item II-3c—General Convention Deputation, Lay Order

Ballot 1

Ms. Amanda Perschall (L1), Mr. Curtis Hamilton (L2), Mr. Spencer J.T. Orr (L3), and Ms. Alexandra Connors (L4) were elected.

After the first ballot, Mr. Hamilton moved that on the second ballot the rules be suspended and that the alternates for General Convention Deputation in the lay order be elected as follows.

The persons not already elected will be placed on the ballot. Each member of the convention will vote for one person. The alternates will be ranked based on the results of this ballot become the first alternate and so on without need to have been voted for on a majority of ballots cast.

Several seconds were heard. Bp. Bruce called for discussion of the motion.

In calling for the vote, Bp. Bruce noted that since this was a suspension of the Rules of Order a two-thirds majority vote was needed to adopt the motion. She then called for a vote on Mr. Hamilton's motion.

The motion carried.

Ballot 2

Ms. Christine Morrison (LA1), Mr. Robert Maynard (LA2), and Mr. David Schlomer (LA3) were elected.

Bp. Bruce called for the convention to be in recess until 11:00 am.

AGENDA ITEM III: PLAN FOR MINISTRY—MR. TOM KOKJER, TREASURER

Bp. Bruce noted that the Rules of Order call for action on the Plan for Ministry as early as possible in the business of the Convention. She also noted that any resolutions with budgetary implications would be acted upon before the Plan for Ministry. If any such resolutions were adopted, then the Plan for Ministry would be presented (displayed) to the Convention for adoption with changes from resolutions for Convention action.

Bp. Bruce ruled that none of the resolutions before the Convention this year had any substantive effect on the draft 2023 Plan for Ministry.

Bp. Bruce then called on Mr. Kokjer. On behalf of the Diocesan Council, Mr. Kokjer moved to adopt the 2023 Plan for Ministry—Convention Draft as posted in the Virtual Packet on the Convention webpage. (A copy of the 2023 Plan for Ministry—Convention Edition is attached to and made a part of these minutes as Appendix B).

After Mr. Kokjer's presentation, Fr. Frazier called for discussion of the 2022 Plan for Ministry. When no more persons wished to speak, Fr. Frazier called for a vote.

***The motion carried;
the Convention adopted the 2021 Plan for Ministry.***

SPECIAL ORDER OF BUSINESS—VISION AND MISSION STATEMENT DISCUSSION

Bp. Bruce called on Ms. Perschall to facilitate a discussion by convention delegates of the Vision and Mission statements that had been worked on by the Diocesan Council through 2023.

VISION: To become a just, peaceful, & loving community built on your shared love of God and one another.

MISSION:

Deputies were asked to report back on their discussion via a feedback form available online.

SPECIAL ORDER OF BUSINESS—NOONDAY PRAYER AND NECROLOGY

The Rev. Anne Meredith Kyle (Calvary, Sedalia) led Noonday Prayer, during which the Diocesan Necrology was read:

| | |
|---------------------------------|---------------------------|
| Margaret Adams | Grace, Chillicothe |
| The Rev. William Beachy | |
| Ann Bellais | Grace, Chillicothe |
| The Rev. William Bellais | |
| Wilma Fink | Grace, Chillicothe |
| Florence C. Friedrichs | Christ, Booneville |
| The Rev. Deacon. Jerald Grabher | |
| Rodney L Hall | St. Mary's, Savannah |
| Margaret Heckendorn | St. Andrew's, Kansas City |
| William Lountz | St. Mary's, Fayette |
| The Rev. James Pulliam | |
| Lauren Way | Grace, Chillicothe |
| The Rev. Steven Wilson | |
| Ralph L Woodward | St. Mary's, Fayette |

The Convention then recessed for lunch.

ITEM IV: REPORT OF ALL OFFICERS AND COMMITTEES

(Note: The written reports are part of the Journal of the Convention.)

ITEM IV-1: REPORT OF THE BISHOP PROVISIONAL—THE RT. REV. DIANE M. JARDINE BRUCE

Bp. Bruce gave her report to the Convention

ITEM IV-2: REPORT OF THE SECRETARY OF THE DIOCESE—MR. CURTIS HAMILTON

Mr. Hamilton filed his report by title. He also reported that Per Canon I.1.1.e of the *Canons of the Episcopal Church* that three resolutions had been passed by the 80th General Convention that proposed changes to the *Constitution of the Episcopal Church* (Resolutions A031, A059, and A157). Copies of these resolutions are included in the Secretary's written report. He also noted that the written report was included as part of the written report of the Diocesan Council.

ITEM IV-3: REPORT OF THE CHANCELLOR OF THE DIOCESE—MR. MARK GALUS

Mr. Galus filed his report by title and made additional comments to the Convention.

ITEM IV-4: REPORT OF THE TREASURER—MR. TOM KOKJER

Mr. Kokjer report was included in the presentation of the Plan for Ministry for 2023.

ITEM IV-5: REPORT OF THE DIOCESAN COUNCIL—FR. GALEN SNODGRASS, VICE-PRESIDENT

Fr. Snodgrass gave a verbal report to supplement the written report presented by Mr. Hamilton.

ITEM IV-6: REPORT OF THE STANDING COMMITTEE—MS. SHIRLEY BOLDEN, PRESIDENT

Ms. Bolden (St. Augustine's, Kansas City) filed her report by title and made additional comments to the Convention.

ITEM IV-7: REPORT OF THE GENERAL CONVENTION DEPUTATION—THE REV. ANNE MEREDITH KYLE, CHAIR

Mtr. Kyle filed her report by titled and made additional comments to the Convention.

ITEM IV-8: RECEPTION BY TITLE OF OTHER REPORTS

Mr. Hamilton asked unanimous consent that all remaining written reports on the Convention webpage be received by title. Without objection, Bp. Bruce ruled that all other reports would be received by title.

ITEM V: COMMITTEE REPORTS ON RESOLUTIONS PREVIOUSLY RECEIVED

Item V-1: Report of the Committee on Resolutions—The Rev. Robin James, Chair

Bp. Bruce noted that there were no resolutions that were referred to the Committee on Resolutions, so there would be no report.

ITEM V-1: REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS—MR. MARK GALUS, CHAIR

Mr. Galus reported that the committee met to consider the resolutions that were referred.

Resolution 2022-1

TITLE: Renaming Associate Chancellor to Vice Chancellor

PROPOSER: The Chancellor's Office

1. Whereas, the deputy legal officer of The Diocese of West Missouri is known as the
2. Associate Chancellor; and

3. Whereas, the Constitution and Canons of the General Convention of the Episcopal
4. Church refer to this position as the Vice Chancellor; and

5. Whereas, a large number of other Dioceses from across the country refer to this
6. position as the Vice Chancellor; and

7. Whereas, changing the title of Associate Chancellor to Vice Chancellor would bring the
8. title of the position in line with the National Church and sister Dioceses.

9. Now, therefore, be it resolved that the deputy legal officer of The Diocese of West
10. Missouri be known as the Vice Chancellor; and

11. Be it further resolved that the Constitution and Canons of The Diocese of West Missouri
12. be amended to reflect this change by striking the term "Associate Chancellor" and
13. replacing it with "Vice Chancellor" wherever it appears, to wit:

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15. CONSTITUTION
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17. THE CHANCELLOR AND ~~ASSOCIATE~~ VICE CHANCELLOR

18. **ARTICLE IV – ELECTION OF OFFICERS**

...

19. THE CHANCELLOR AND ~~ASSOCIATE~~ VICE CHANCELLOR

20. SECTION 6. The Convention shall, on the nomination of the Ecclesiastical Authority,
21. elect a Chancellor and ~~an Associate~~ a Vice Chancellor. If a vacancy in the office of the
22. Chancellor or the ~~Associate~~ Vice Chancellor occurs, the Ecclesiastical Authority shall
23. appoint a qualified person to fill such office until the next Convention, which shall elect
24. a Chancellor and ~~an Associate~~ Vice Chancellor for the full term of three years, on
25. nomination of the Ecclesiastical Authority.

26. ARTICLE VIII – MEMBERS OF THE DIOCESAN CONVENTION

27. SECTION 1. The members of the Convention shall be the Bishop, the Bishop
28. Coadjutor, the Suffragan Bishop, and Archdeacons, when there be such, every cleric in
29. good standing in the Church who is canonically resident in this Diocese; also the
30. Treasurer and the Associate Treasurer of the Diocese; also the Secretary of the
31. Diocese; also the Chancellor and the ~~Associate~~ Vice Chancellor of the Diocese; also the
32. Registrar of the Diocese, and also lay delegates from every Parish and Congregation in
33. union with the Diocese duly chosen and entitled to seats, as hereinafter provided.

EXPLANATION:

The National Church refers to the deputy legal officer of a diocese as the Vice Chancellor. We surveyed approximately 30 Dioceses from across the country – contiguous, regional, large, small – and found that all but one referred to this position as the Vice Chancellor. This resolution would bring the name of the position in line with the National Church and our sister Dioceses.

This is the second reading of a change to the Constitution. It was adopted at the 132nd Annual Convention of the Diocese of West Missouri. As such, the 133rd Annual Convention must adopt this resolution on a vote by orders for it to go into effect.

On behalf of the Committee, Mr. Galus moved the consideration of Resolution 2022-1. He noted that this is the second reading of a change to the *Constitution of the Diocese of West Missouri*.

After allowing for debate and when no one wished to speak further to the resolution, Bp. Bruce called for a vote. She noted that since was the second reading of a change to the constitution, a vote by orders was required. She called for members of the clergy order to vote first, followed by members of the lay order. She noted that a majority of members of both orders voted to adopt the resolution.

Resolution 2022-2

TITLE: Converting the Chancellor into a Non-Voting Member of Diocesan Convention
PROPOSER: Constitution & Canons Committee

Be it resolved that the Convention amend Article VIII, Section 1 of the Constitution of the Diocese of West Missouri to read as follows:

ARTICLE VIII - MEMBERS OF THE DIOCESAN CONVENTION

SECTION 1. The members of the Diocesan Convention shall be the following, all with seat, voice, and vote, unless otherwise noted:

- (a) The Bishop;
- (b) The Bishop Coadjutor, if any;
- (c) The Bishop Suffragan, if any;
- (d) The Archdeacon, if any;
- (e) Every cleric in good standing in the Church who is canonically resident in this Diocese;
- (f) The Secretary of the Diocese;
- (g) The Treasurer of the Diocese;
- (h) The Chancellor of the Diocese (seat and voice, but no vote);
- (i) Any other Officers of the Diocese, if any (seat and voice, but no vote);
- (j) Lay delegates from every Parish and Congregation in union with the Diocese duly chosen and entitled to seats, as hereinafter provided.

EXPLANATION:

This amendment would convert the Chancellor into a non-voting member of the Convention. The Chancellor is the chief legal officer of the Diocese. As such, the Chancellor provides legal advice and counsel to the Diocese and its components, including the Convention. As a voting member of the Convention, the Chancellor could cast a vote on a matter on which he or she also provided legal advice. By doing so, the attorney-client privilege and attorney work product doctrine that attach to legal advice could be jeopardized, thus potentially putting the Diocese in a bad position. While perhaps remote, having a non-voting Chancellor would be a best practice and would conform with how a majority of dioceses treat this issue.

This amendment would also convert the Registrar and Vice Chancellor into non-voting positions, as well as make the Associate Treasurer a non-voting member of the Convention.

This is the first reading of an amendment to the Constitution. A second reading will be necessary at the next Diocesan Convention, with a vote by orders necessary to adopt the change at that Convention.

The text to be changed, with deleted language struck through and added language *italicized* is below.

ARTICLE VIII - MEMBERS OF THE DIOCESAN CONVENTION

~~SECTION 1. The members of the Convention shall be the Bishop, the Bishop Coadjutor, the Suffragan Bishop, and Archdeacons, when there be such, every cleric in good standing in the Church who is canonically resident in this Diocese; also the Treasurer and the Associate Treasurer of the Diocese; also the Secretary of the Diocese; also the Chancellor and the Associate Chancellor of the Diocese; also the Registrar of the Diocese, and also lay delegates from every Parish and Congregation in union with the Diocese duly chosen and entitled to seats, as hereinafter provided.~~

SECTION 1. The members of the Diocesan Convention shall be the following, all with seat, voice, and vote, unless otherwise noted:

- (a) The Bishop;*
- (b) The Bishop Coadjutor, if any;*
- (c) The Bishop Suffragan, if any;*
- (d) The Archdeacon, if any;*
- (e) Every cleric in good standing in the Church who is canonically resident in this Diocese;*
- (f) The Secretary of the Diocese;*
- (g) The Treasurer of the Diocese;*
- (h) The Chancellor of the Diocese (seat and voice, but no vote);*
- (i) Any other Officers of the Diocese, if any (seat and voice, but no vote);*
- (j) Lay delegates from every Parish and Congregation in union with the Diocese duly chosen and entitled to seats, as hereinafter provided.*

On behalf of the Committee, Mr. Galus moved the consideration of Resolution 2022-2 and recommended adoption.

After allowing for debate and when no one wished to speak further to the resolution, Bp. Bruce called for a vote. She noted that since this is the first reading of an amendment to the constitution, a vote by orders was not required.

***Resolution 2022-2 was passed at
its first reading by the Convention.***

Resolution 2022-3

TITLE: Converting the Chancellor to a Non-Voting Member of Diocesan Council

PROPOSER: Constitution & Canons Committee

Be it resolved that Canon IX, Sections 1 through 3 of the Canons of the Diocese of West Missouri be amended to read as follows:

CANON IX - DIOCESAN COUNCIL

MEMBERSHIP

SECTION 1. The Diocesan Council shall be composed of the following members, all with seat, voice, and vote, unless otherwise noted:

- (a) The Bishop;
- (b) The Bishop Coadjutor, if any;
- (c) The Bishop Suffragan, if any;
- (d) The Secretary of the Diocese;
- (e) The Treasurer of the Diocese;
- (f) The Chancellor of the Diocese (seat and voice, but not vote);
- (g) Eight (8) laypersons elected by the Annual Convention;
- (h) Four (4) clergy elected by the Annual Convention;
- (i) Four (4) laypersons appointed by the Bishop;
- (j) The President of the Episcopal Churchwomen, ex-officio;
- (k) The President of the Standing Committee, ex-officio;
- (l) The Deans of the Deaneries, ex-officio; and
- (m) Any other Officers of the Diocese, if any (seat and voice, but not vote).

Each Annual Convention shall elect four (4) laypersons and two (2) clergy to serve as members of the Diocesan Council for a two-year period, and the Bishop shall appoint two (2) laypersons to serve for a two-year period. No member of the Diocesan Council may be elected to serve for more than three (3) consecutive two-year terms.

SECTION 2. No person shall be appointed or elected a member of the Diocesan Council who is not an adult communicant of the Church in good standing, and a member of a Parish or Congregation in union with the Diocese.

VACANCIES

SECTION 3. The Bishop shall have the power to fill all vacancies caused by death, resignation, or removal from the Diocese or otherwise, of any members of the Diocesan Council appointed by the Bishop, and the Diocesan Council shall have the power to fill all vacancies caused by death, resignation, or removal from the Diocese or otherwise, of any member elected by the Convention, except for the ex-officio members identified in Section 1 above. Members appointed or elected to fill vacancies shall hold office for the unexpired term of the vacant office to which they were appointed or elected. The office of any member of the Diocesan Council who shall be absent from three consecutive meetings of the Diocesan Council may be declared vacant by the vote of a majority of those present at any meeting of the Diocesan Council.

EXPLANATION:

This amendment would convert the Chancellor into a non-voting member of the Diocesan Council. The Chancellor is the chief legal officer of the Diocese. As such, the Chancellor provides legal advice and counsel to the Diocese and its components, including the Diocesan Council. As a voting member of the Diocesan Council, the Chancellor could cast a vote on a matter on which he or she also provided legal advice. By doing so, the attorney-client privilege and attorney work product doctrine that attach to legal advice could be jeopardized, thus potentially putting the Diocesan Council in a bad position. While perhaps remote, having a non-voting Chancellor would be a best practice and would conform with how a majority of dioceses treat this issue.

The other voting members of the Diocesan Council are unchanged by this amendment. The only other substantive change would be to explicitly allow seat and voice (but not vote) to the "other Officers of the Diocese." In addition to the Bishops, Secretary, Treasurer, and Chancellor, the Constitution & Canons provide for additional Officers – Registrar, Associate Treasurer, and Vice Chancellor. This amendment would allow their attendance and participation at Diocesan Council meetings.

The text to be changed, with deleted language struck through and added language *italicized* is below.

CANON IX - DIOCESAN COUNCIL

MEMBERSHIP

SECTION 1. ~~The Diocesan Council shall be composed of the following members: The Bishop of the Diocese, The Bishop Coadjutor, and the Suffragan Bishop, if there be such; the Secretary and the Treasurer and other officers of the Diocese; eight laypersons and four clergy elected by the Annual Convention, and four laypersons appointed by the Bishop of the Diocese.~~ *The Diocesan Council shall be composed of the following members, all with seat, voice, and vote, unless otherwise noted:*

- (a) *The Bishop;*
- (b) *The Bishop Coadjutor, if any;*
- (c) *The Bishop Suffragan, if any;*
- (d) *The Secretary of the Diocese;*
- (e) *The Treasurer of the Diocese;*
- (f) *The Chancellor of the Diocese (seat and voice, but not vote);*
- (g) *Eight (8) laypersons elected by the Annual Convention;*
- (h) *Four (4) clergy elected by the Annual Convention;*
- (i) *Four (4) laypersons appointed by the Bishop;*
- (j) *The President of the Episcopal Churchwomen, ex-officio;*
- (k) *The President of the Standing Committee, ex-officio;*
- (l) *The Deans of the Deaneries, ex-officio; and*
- (m) *Any other Officers of the Diocese, if any (seat and voice, but not vote).*

~~The~~ Each Annual Convention shall elect four (4) laypersons and two (2) clergy to serve as members of *the Diocesan* Council for a two-year period, and the Bishop shall appoint two (2) laypersons to serve for a two-year period. No member of the Diocesan Council may be elected to serve for more than three (3) consecutive two-year terms.

~~The President of the Episcopal Churchwomen of the Diocese of West Missouri, the President of the Standing Committee, and the Deans of the Deaneries shall be ex-officio members of the Diocesan Council and shall have seat, voice, and vote.~~

SECTION 2. No person shall be appointed or elected a member of the Diocesan Council who is not an adult communicant of the Church in good standing, and a member of a Parish or Congregation in union with the Diocese.

VACANCIES

SECTION 3. The Bishop shall have *the* power to fill all vacancies caused by death, resignation, or removal from the Diocese or otherwise, of any members of the Diocesan Council appointed by the Bishop, and the Diocesan Council shall have *the* power to fill all vacancies caused by death, resignation, or removal from the Diocese or otherwise, of any member elected by the Convention, ~~except as noted above in~~ *except for the ex-officio members identified in Section 1 above.* Members appointed or elected to fill vacancies shall hold office for the unexpired term of the vacant office to which they were appointed or elected. The office of any member of the Diocesan Council who shall be absent from three consecutive meetings of the *Diocesan* Council may be declared vacant by the vote of a majority of those present at any meeting of the *Diocesan* Council.

On behalf of the Committee, Mr. Galus moved the consideration of Resolution 2022-3 and recommended adoption.

After allowing for debate and when no one wished to speak further to the resolution, Bp. Bruce called for a vote.

Resolution 2022-3 was adopted by the Convention.

Mr. Galus thanked the members of the committee for their work.

AGENDA ITEM VI: ELECTIONS AND OTHER APPOINTMENTS

Bp. Bruce made the following nominations. For each nomination that required the Convention to give its consent, Bp. Bruce allowed for discussion and called for votes.

ITEM VI-1: BOARD OF EXAMINING CHAPLAINS

The following persons were nominated to serve on the Board of Examining Chaplains for three-year terms which will end at the close of the 136th Annual Convention in 2025.

- The Rev. John Coil (non-parochial)
- Dr. Linda Robertson (St. John's, Springfield)

The Convention elected the nominees to the Board of Examining Chaplains.

ITEM VI-2: DISCIPLINARY BOARD

The following persons were nominated to serve on the Disciplinary Board for three-year terms which will end at the close of the 136th Annual Convention in 2025.

- The Rev. Jonathan Frazier (St. Peter & All Saints, Kansas City)
- The Rev. Steven King (St. Paul's, Kansas City)
- Ms. Anne Gardner (Calvary, Sedalia)

The Convention elected the nominees to the Disciplinary Board.

ITEM VI-3: BISHOP KEMPER SCHOOL FOR MINISTRY (BKSM) BOARD OF DIRECTORS

The following persons were nominated to serve on the BKSM Board of Directors for two-year terms which will end at the close of the 135th Annual Convention in 2024.

- The Rev. Charles Everson (St. Mary's, Kansas City)
- Ms. Carmen Kynard-Krasick (St. Augustine's, Kansas City)

*The Convention elected the nominees to
the BKSM Board of Directors.*

ITEM VI-4: COMMISSION ON MINISTRY

The following persons were nominated to serve on the Commission on Ministry for three-year terms which will end at the close of the 136th Annual Convention in 2025.

- The Rev. Tim Coppinger (St. Paul's, Lee's Summit)
- The Rev. Kary Mann (Trinity, Independence)
- The Rev. Joe Pierjok (Grace, Carthage)

*The Convention elected the nominees to
the Commission on Ministry.*

Bp. Bruce made the following appointments to the Commission on Ministry for three-year terms which will end at the close of the 136th Annual Convention in 2025.

- The Rev. Rita Kendagor (St. Andrew's, Kansas City)
- Ms. Meredith Seaton (St. Paul's, Kansas City)
- Mr. Raja Reed (St. Mary's, Kansas City)

Bp. Bruce appointed the following persons to the Committee on the Minutes of this Convention.

- Mr. Curtis Hamilton, Diocesan Secretary, as chair
- The Rev. Ted Estes (St. Philip's, Joplin)
- The Rev. Dcn. Donna Stanford (St. Peter & All Saints, Kansas City)
- Ms. Emily Davenport (Diocesan Staff)
- Mr. Spencer Orr (Grace, Carthage)
- Ms. Marsha Patterson (Christ Church, Springfield)

AGENDA ITEM VI-5: SELECTION OF YOUTH DELEGATES

Bp. Bruce noted that the Constitution and Canons of the diocese enable the election of Youth Delegates to this convention and call upon the Ecclesiastical Authority to appoint "a person or persons to oversee the process in the Youth Ministries Program for choosing Youth Delegates and Alternates." Bp. Bruce appointed the regional deans, in consultation with the Secretary of the Diocese, to oversee the process for choosing Youth Delegates and Alternates to the next Annual Convention.

**SPECIAL ORDER OF BUSINESS—NAMING OF HONORARY CANONS OF THE
CATHEDRAL**

Bp. Bruce then presented the following persons who had been named Honorary Canons.

- Ms. Shirley Bolden (St. Augustine's, Kansas City)
- The Rev. Jose Palma (St. Nicholas', Noel)
- Mr. David Powell (St. Paul's, Kansas City)

SPECIAL ORDER OF BUSINESS—PRESENTATION OF BISHOP'S SHIELDS

Bp. Bruce then presented the Bishop's Shield to the following persons.

- Ms. Ruth Fenton Hartman (???)
- The Rev. Galen Snodgrass (Church of the Good Shepherd, Kansas City)
- The Rev. Susan Roberts (St. Luke's Health System)
- Peter Allen (???)
- The Very Rev. Robin James (Grace, Liberty, and Northwest Metro Dean)
- The Rev. Jonathan Frazier (St. Peter & All Saints, Kansas City)

AGENDA ITEM VII—CLOSING ITEMS AND ADJOURNMENT

ITEM VII-1: REPORT OF THE COURTESY RESOLUTIONS COMMITTEE—THE REV. JOE PIERJOK, CHAIR

On behalf of the committee, Fr. Pierjok moved the adoption of the following Courtesy Resolutions.

- For Our Bishops Resigned
- For The Bishop's Staff
- For Grace and Holy Trinity Cathedral
- For Our Anglican and Ecumenical Partners
- For Stephen Bruce, the First Gentleman of the Diocese
- For Mrs. Shirley Bolden

Bp. Bruce ruled that, without exception, the Courtesy Resolutions would be combined in one motion. She then called for a vote on the Courtesy Resolutions.

The Convention adopted the Courtesy Resolutions.

ITEM VII-2: CONVENTION OFFERING—MS. KIRSTEN HOLLSTROM AND MS. LAURA RANKIN, CO-CHAIRS

Ms. Hollstrom and Ms. Rankin (St. Peter & All Saints, Kansas City) reported that \$614.00 has been received in the Convention Offering. Bp. Bruce reported that the Diocesan Council had voted that the offering be designated to local ministries to be determined by Bp. Bruce in consultation with the regional deans.

ITEM VII-3: NEXT CONVENTION

Bp. Bruce announced that the next Diocesan Convention will be held November 3-4, 2023, at a location to be determined.

ITEM VII-4: CLOSING PRAYERS AND ADJOURNMENT

The Rev. Susan Roberts and the Rev. Cn. Jose Palma led the Closing Worship, which included a Commitment to Godly Service.

There being no further business, Bp. Bruce adjourned the 133rd Annual Convention of the Diocese of West Missouri *sine die*.

The Convention adjourned at 2:47 pm.

Respectfully submitted,



Curtis D. Hamilton
Secretary of the Convention

Appendix A
Election ballot results

Diocesan Council, Lay Order

| Ballot number | 1 | | | | Result |
|---------------------------|-----|--|--|--|-----------------------------------|
| Votes cast | 147 | | | | |
| Needed to elect | 74 | | | | |
| Ms. Shirley Bolden | 132 | | | | Elected on 1 st ballot |
| Mr. Gary Gee | 76 | | | | |
| Mr. Spencer J. T. Orr | 128 | | | | Elected on 1 st ballot |
| Ms. Amanda Perschall | 108 | | | | Elected on 1 st ballot |
| Ms. Beverly J. Roggenkamp | 93 | | | | Elected on 1 st ballot |

General Convention Deputation, Clergy Order

| Ballot number | 1 | 2 | 3 | 4 | Result |
|--------------------------------|-----|-----|-----|-----|---|
| Votes cast | 147 | 147 | 149 | 149 | |
| Needed to elect | 74 | 74 | 75 | *** | |
| The Very Rev. Robin James | 64 | 54 | 57 | 76 | Elected on 4 th ballot (CA1) |
| The Very Rev. Dr. Andrew Keyse | 49 | 44 | 32 | 35 | Elected on 4 th ballot (CA3) |
| The Rev. Steven King | 66 | 61 | 93 | * | Elected on 3 rd ballot (C3) |
| The Rev. Anne Meredith Kyle | 111 | * | * | * | Elected on 1 st ballot (C2) |
| The Rev. Colin Larimore | 42 | 25 | 21 | 38 | Elected on 4 th ballot (CA2) |
| The Rev. Chas Marks | 112 | * | * | * | Elected on 1 st ballot (C1) |
| The Very Rev. Isaac Petty | 66 | 58 | 80 | * | Elected on 3 rd ballot (C4) |
| The Rev. Joe Pierjok | 50 | 44 | ** | * | |

* Not on ballot (previously elected or withdrawn)

** Not on ballot (withdrew before this ballot)

*** Ranked based on number of votes

General Convention Deputation, Clergy Order

| Ballot number | 1 | 2 | | | Result |
|------------------------|-----|-----|--|--|---|
| Votes cast | 152 | 152 | | | |
| Needed to elect | 77 | *** | | | |
| Ms. Alexandra Connors | 92 | * | | | Elected on 1 st ballot (L4) |
| Mr. Curtis Hamilton | 97 | * | | | Elected on 1 st ballot (L2) |
| Mr. Robert Maynard | 48 | 48 | | | Elected on 2 nd ballot (LA2) |
| Ms. Christine Morrison | 67 | 78 | | | Elected on 2 nd ballot (LA1) |
| Mr. Spencer J. T. Orr | 94 | * | | | Elected on 1 st ballot (L3) |
| Ms. Amanda Perschall | 122 | * | | | Elected on 1 st ballot (L1) |
| Mr. David Schlomer | 42 | 24 | | | Elected on 2 nd ballot (LA3) |

* Not on ballot (previously elected or withdrawn)

** Not on ballot (withdrew before this ballot)

*** Ranked based on number of votes

Appendix B
2023 Plan for Ministry
see next page

DRAFT
Approved by Diocesan Council
October 17, 2022



2023

Plan For Ministry



Bishop's Message 2022

It is an honor and a privilege to serve as your Bishop Provisional during this time in the history of The Diocese of West Missouri! I would like to share my thoughts on this Plan for Ministry, as well as what we are planning for the year ahead.

Diocesan leadership has been discerning, through listening and prayer, where the Spirit is moving the Diocese in terms of mission and ministry. One result of that discernment will be a budget that is aligned with our mission and ministry. We have made some headway this year, but we are not done yet.

For this Plan for Ministry, you will find an enhanced narrative to explain how the dollars and cents of the proposed budget correlate to our mission and ministry. To be better stewards of our resources, you will also see a reduction in the amount of the annual draw we take from our investments, an especially prudent step in this volatile economic landscape.

After Convention, beginning in December, we will outline the process for constructing the 2024 Plan for Ministry. Our goals include not only creating a zero-based budget process, but also a restructuring of the assessment formula. These things go hand in hand. We are committed to transparency in this process, so you can expect monthly updates in *From the Mission Field*, and regular updates in the *New Spirit* as to our progress. We will be seeking your input along the way, especially at the Deanery level, so that we can truly live into our mission together.

I am especially grateful to our Treasurer, Tom Kokjer, the Finance Committee, and the Finance Staff of the Diocese, especially Financial Administrator Ron Weil, for their hard work during the past year. If you have questions or concerns, please feel free to contact Tom, Ron, or me.

Faithfully,

+Diane

Treasurer's Message 2022

It is my privilege to serve as your diocesan treasurer. I am pleased to report that your diocese is in good financial shape. Although our long-term investments have declined this year as the equity and bond markets have retreated, our overall cash position is stronger versus a year ago. Overall operating revenues for our 47 churches are up slightly year over year reflecting to an extent the easing of socialization protocols. Diocesan expenses are under budget this year with moderating requests for assessment relief.

As mentioned above, because operating revenue overall is up, our apportionment revenue will be up about 1% or \$12k. Having sufficient liquidity will enable us to lower our standard (5%) draw in investments to 4.34% for PFM 2023. A lower draw during a market correction is a good thing. This budget incorporates a 3% cost of living increase and a 5.7% increase in healthcare insurance. Healthcare insurance increases have abated slightly this past year.

Our conservative approach to our finances during the pandemic has afforded our diocese an opportunity to expand our mission with stronger roots in which to grow from. Through lower expenses and COVID relief measures from congress and The Episcopal Church USA, the net effect has been to bolster resources for new/increased mission by over \$600k.

Your Diocesan Council, working with our Bishop Provisional, clergy, and churches, looks forward to discerning a revitalized missional purpose for the Episcopal Church in West Missouri. We are optimistic that, following the pandemic, our diocese's stronger financial position resulting from our cautionary stewardship will position us to pursue meaningful and aspirational work to accomplish the mission we know God has in mind for us to pursue

I would like to personally thank our finance staff, Ron Weil and Elaine Gilligan, the Finance Committee, Diocesan Council, and Bishop Diane for their time, advice, and counsel.

Tom Kokjer

Operating Income Summary

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|------------------|------------------|------------------|-----------------------------|
| Operating income for all programs | | | | |
| A. Congregational Covenanted Portions <i>(see page 5)</i> | 1,229,784 | 1,196,561 | 1,208,394 | |
| <i>Subtotal: A. Congregational Covenanted Portions (see page 5)</i> | 1,229,784 | 1,196,561 | 1,208,394 | 63.27% |
| B. Investment Income <i>(see page 6)</i> | | | | |
| 1. Unrestricted Investments | | | | |
| a) Remfry & Shank Trusts <i>(not included on page 6)</i> | 233,062 | 180,000 | 180,000 | |
| b) Investments in DFMS Trust Funds | 273,195 | 345,956 | 345,800 | |
| c) Unrealized Gains (Losses) from DFMS | 110,334 | - | - | |
| 2. Campus Ministry Fund | 10,000 | 10,000 | 8,000 | |
| 3. Expansion Fund | 71,174 | 88,915 | 28,309 | |
| 4. Youth Ministry | 34,171 | 41,363 | 40,209 | |
| 5. Education & Training | | | | |
| a) Continuing Education | 774 | 1,253 | 1,231 | |
| b) Seminary and BKSM Training | 19,973 | 24,255 | 23,588 | |
| 6. Mission Work | | | | |
| a) International Mission Work | 2,197 | 2,668 | 2,595 | |
| b) Rural Mission Work | 30,884 | 16,310 | 2,433 | |
| 7. Hispanic Ministry | 638 | 775 | 753 | |
| <i>Subtotal: B. Investment Income (see page 6)</i> | 786,402 | 711,495 | 632,919 | 33.14% |
| C. Reserves & Council Designated Funds | | | | |
| 1. Diocese Wide Hispanic Ministry | 4,355 | 4,355 | 96 | |
| <i>Subtotal: C. Reserves & Council Designated Funds</i> | 4,355 | 4,355 | 96 | 0.01% |
| D. Other Income | | | | |
| 1. Episcopal Churches of the Ozarks Regional Min. Assess. | 42,000 | 42,000 | 42,000 | |
| 2. Cost Sharing Income (ELCA) | 24,000 | 24,000 | 24,000 | |
| 3. Miscellaneous Income | 11,288 | 2,500 | 2,500 | |
| <i>Subtotal: D. Other Income</i> | 77,288 | 68,500 | 68,500 | 3.59% |
| Total operating income for all programs | 2,097,829 | 1,980,911 | 1,909,909 | 100.00% |

Notes on Operating Income Summary:

Section A) Congregational Covenanted Portions – (Note: Operating Income is determined from the parish’s parochial reports.) The Calculation Base is the lesser of (1) the average of the two prior year's Operating Incomes after the exclusion of outreach expense (also per parochial reports), OR (2) the Operating Income from the most recent year's parochial report less outreach expense. The calculation is 10.52% of the first \$50k, 11.37% of the next \$50k, 12.22% of the next \$50k, and 13.92% on anything over \$150k.

Section B) Investment Income – The Diocese annually receives a portion of the investment growth of the Remfry Trust and the Shank Trust (both administered by Bank of America/U.S. Trust). The remainder of the diocese’s investments are held in the trust funds of the Domestic and Foreign Missionary Society (DFMS). Each fund’s restricted or designated purpose is reviewed annually.

Section C) Reserves & Council Designated Funds - Funds held specifically to support Hispanic/Latino Ministry will be for that designated purpose in 2023.

Section D1) Other Income – After remitting their regular Covenanted Portions, the congregations of the Episcopal Churches of the Ozarks (EChO) remit an additional, annual, contracted Regional Assessment toward the funding of bi-vocational priests who provide sacramental, teaching, and missional leadership for the regional ministry's churches.

Operating Income Summary

Section D2) Cost Sharing Income (ELCA) - Since January 2019, the Bishop and staff of the Central States Synod of the Evangelical Lutheran Church in America have occupied our Diocesan Center alongside our Diocesan Staff. They currently occupy the first floor offices, and both staffs share common spaces like the kitchenette, the conference room, storage rooms, and the lobby. This has enhanced the missional cooperation between our diocese and one of TEC's chief ecumenical partners.

Section D3) Miscellaneous Income - This line item represents small amounts of income received during the year through payroll tax credits, unrestricted donations, etc.

Congregational Covenanted Portions -- 2023

| Parish or Congregation Name | Deanery | 2017 Operating Income | 2018 Operating Income | 2019 Operating Income | 2020 Operating Income | 2021 Operating Income | Calculation Base for 2023 | 2023 Covenanted Portion |
|--------------------------------|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------|-------------------------|
| Belton, St. Mary Magdalene | Central | 243,592 | 150,536 | 165,403 | 182,041 | 187,814 | 184,928 | 21,915 |
| Blue Springs, Resurrection | Central | 200,234 | 163,757 | 196,796 | 167,291 | 212,217 | 189,754 | 22,586 |
| Boonville, Christ | Central | 15,221 | 20,398 | 19,085 | 14,105 | 21,937 | 18,021 | 1,896 |
| Chillicothe, Grace | Central | 68,046 | 68,021 | 49,277 | 65,832 | 63,080 | 63,080 | 6,746 |
| Clinton, St. Paul's | Central | 14,732 | 10,182 | 11,673 | 8,238 | 7,888 | 7,888 | 830 |
| Ex. Springs, St. Luke's | Central | 66,279 | 43,000 | 51,901 | 49,735 | 43,770 | 43,770 | 4,604 |
| Fayette, St. Mary's | Central | 15,139 | 13,317 | 16,132 | 13,049 | 8,519 | 8,519 | 896 |
| Harrisonville, St. Peter's | Central | 44,157 | 40,018 | 38,711 | 36,824 | 48,272 | 42,548 | 4,476 |
| Indep., St. Michael's | Central | 88,889 | 74,766 | 69,161 | 60,636 | 52,840 | 52,840 | 5,582 |
| Independence, Trinity | Central | 119,437 | 113,120 | 115,812 | 105,119 | 121,941 | 113,530 | 12,597 |
| Lee's Summit, St. Anne's | Central | 138,296 | 128,905 | 117,326 | 101,088 | 65,398 | 65,398 | 7,010 |
| Lee's Summit, St. Paul's | Central | 186,497 | 143,432 | 137,277 | 122,953 | 141,080 | 132,017 | 14,856 |
| Lexington, Christ | Central | 33,618 | 38,224 | 36,453 | 31,113 | 30,473 | 30,473 | 3,205 |
| Raytown, St. Matthew's | Central | 85,183 | 83,810 | 71,754 | 62,821 | 57,956 | 57,956 | 6,164 |
| Sedalia, Calvary | Central | 115,804 | 120,356 | 138,463 | 131,098 | 140,993 | 136,046 | 15,348 |
| Trenton, St. Philip's | Central | 10,805 | 12,435 | 11,514 | 6,013 | 9,160 | 7,587 | 798 |
| Warrensburg, Christ | Central | 62,029 | 63,392 | 68,780 | 67,121 | 76,036 | 71,579 | 7,713 |
| KC, G&HT Cathedral | Northwest-Metro | 1,814,963 | 1,917,668 | 1,688,174 | 1,647,350 | 1,703,694 | 1,675,522 | 229,387 |
| KC, Good Shepherd | Northwest-Metro | 224,699 | 241,777 | 268,963 | 231,908 | 266,606 | 249,257 | 30,868 |
| KC, Redeemer | Northwest-Metro | 362,667 | 394,500 | 395,916 | 307,665 | 359,884 | 333,775 | 42,632 |
| KC, St. Andrew's | Northwest-Metro | 1,728,394 | 1,780,643 | 2,046,687 | 1,902,092 | 1,913,433 | 1,907,763 | 261,712 |
| KC, St. Augustine's | Northwest-Metro | 112,021 | 141,023 | 156,854 | 142,880 | 143,536 | 143,208 | 16,223 |
| KC, St. Mary's | Northwest-Metro | 193,214 | 171,928 | 200,214 | 204,725 | 188,659 | 188,659 | 22,434 |
| KC, St. Paul's | Northwest-Metro | 735,713 | 702,754 | 672,963 | 689,489 | 728,917 | 709,203 | 94,887 |
| KC, St. Peter & All Saints' | Northwest-Metro | 297,757 | 209,597 | 216,571 | 324,448 | 202,746 | 202,746 | 24,395 |
| Liberty, Grace | Northwest-Metro | 208,998 | 170,543 | 147,959 | 150,336 | 158,550 | 154,443 | 17,672 |
| Savannah, St. Mary's | Northwest-Metro | 12,313 | 10,410 | 9,876 | 21,925 | 3,802 | 3,802 | 400 |
| Skidmore, St. Oswald's | Northwest-Metro | 2,835 | 3,548 | 3,480 | 6,251 | 6,453 | 6,352 | 668 |
| St. Joseph, Christ | Northwest-Metro | 172,288 | 194,578 | 178,976 | 152,967 | 143,784 | 143,784 | 16,294 |
| Bolivar, St. Alban's-Ozarks | South | 31,768 | 37,669 | 29,392 | 25,767 | 21,855 | 21,855 | 2,299 |
| Branson, Shepherd Hills | South | 51,364 | 55,926 | 57,450 | 53,954 | 58,576 | 56,265 | 5,972 |
| Camdenton, St. George's | South | 81,524 | 77,444 | 65,008 | 65,008 | 37,550 | 37,550 | 3,950 |
| Carthage, Grace | South | 434,476 | 486,567 | 493,142 | 464,383 | 490,455 | 477,419 | 62,626 |
| Cassville, St. Thomas a Becket | South | 16,916 | 28,211 | 22,842 | 23,074 | 25,219 | 24,147 | 2,540 |
| Joplin, St. Philip's | South | 186,853 | 209,807 | 217,219 | 176,914 | 210,237 | 193,576 | 23,118 |
| Kimberling City, St. Mark's | South | 56,043 | 58,108 | 38,254 | 43,916 | 42,703 | 42,703 | 4,492 |
| Lebanon, Trinity | South | 74,384 | 73,108 | 76,300 | 78,000 | 77,259 | 77,259 | 8,358 |
| Monett, St. Stephen's | South | 36,460 | 35,018 | 27,223 | 22,602 | 24,596 | 23,599 | 2,482 |
| Mt. Grove, Transfiguration | South | 10,557 | 7,565 | 9,046 | 3,521 | 6,207 | 4,864 | 512 |
| Neosho, St. John's | South | 23,582 | 26,476 | 25,349 | 17,955 | 12,203 | 12,203 | 1,284 |
| Nevada, All Saints' | South | 68,110 | 66,617 | 61,276 | 63,304 | 65,876 | 64,590 | 6,918 |
| Noel, St. Nicholas' | South | 26,384 | 21,830 | 24,198 | 18,136 | 24,420 | 21,278 | 2,238 |
| Ozark, St. Matthew's | South | 37,586 | 39,168 | 39,122 | 40,037 | 45,518 | 42,778 | 4,500 |
| Springfield, Christ | South | 751,488 | 820,707 | 787,573 | 831,705 | 780,005 | 780,005 | 104,742 |
| Springfield, St. James' | South | 183,907 | 236,054 | 259,371 | 244,485 | 288,365 | 266,425 | 33,258 |
| Springfield, St. John's | South | 252,649 | 257,158 | 273,931 | 242,959 | 310,186 | 276,573 | 34,670 |
| West Plains, All Saints' | South | 58,466 | 60,415 | 85,191 | 74,661 | 102,459 | 88,560 | 9,643 |
| TOTALS | | \$9,805,064.00 | \$9,867,724.00 | \$9,914,042.00 | \$9,517,498.00 | \$9,753,131.00 | \$9,476,095.50 | \$1,208,394 |

Calculation

| | | |
|--------------------|--------|--------------|
| First 50k - 10.5% | 10.52% | \$ 5,259.38 |
| Next 50k - 11.4% | 11.37% | \$ 10,943.75 |
| Next 50k - 12.2% | 12.22% | \$ 17,053.13 |
| Above 150k - 13.9% | 13.92% | |

Notes:

The Operating Income columns for 2017, 2018 & 2019 are for historical reference only. Only the 2020 & 2021 columns are included when determining the Calculation Base.

Investment Income

| Purpose | Account Name | Account No. | 09/30/21 | 12/31/21 | 03/31/22 | 06/30/22 | 4 QTR Average | 2023 Budget Amount |
|--|---|------------------|----------------------|----------------------|----------------------|---------------------|----------------------|--------------------|
| General | | | | | | | | |
| | 1077 WMO - Diocese - General Fund (2015) | 20-000-2881-5060 | \$ 2,248,355 | \$ 2,355,603 | \$ 2,166,074 | \$ 1,945,087 | \$ 2,178,780 | \$ 108,939 |
| | 1083 WMO - Other Fund (2015) | 20-000-2881-5066 | \$ 411,720 | \$ 419,842 | \$ 379,911 | \$ 325,761 | \$ 384,308 | \$ 19,215 |
| | 1085 WMO - Kate Leslie Bequest (2015) | 20-000-2881-5068 | \$ 130,366 | \$ 132,937 | \$ 120,294 | \$ 103,148 | \$ 121,686 | \$ 6,084 |
| | 1086 WMO - William Shank Trust (2015) | 20-000-2881-5069 | \$ 7,433 | \$ 7,579 | \$ 6,859 | \$ 5,881 | \$ 6,938 | \$ 347 |
| | 1087 WMO - John B Rust Trust (2015) | 20-000-2881-5070 | \$ 17,189 | \$ 17,528 | \$ 15,861 | \$ 13,600 | \$ 16,044 | \$ 802 |
| | 1088 WMO - Poindexter Fund (2015) | 20-000-2881-5071 | \$ 15,995 | \$ 16,310 | \$ 14,759 | \$ 12,655 | \$ 14,930 | \$ 746 |
| | 1091 WMO - Bidwell Fund (2015) | 20-000-2881-5074 | \$ 3,064 | \$ 3,124 | \$ 2,827 | \$ 2,424 | \$ 2,860 | \$ 143 |
| | 1094 WMO - McGuire (2015) | 20-000-2881-5080 | \$ 25,255 | \$ 25,753 | \$ 23,304 | \$ 19,982 | \$ 23,573 | \$ 1,179 |
| | 1120 WMO - St. Luke's Endowment (2015) | 30-000-5704-0000 | \$ 4,464,106 | \$ 4,552,164 | \$ 4,119,209 | \$ 3,532,082 | \$ 4,166,890 | \$ 208,345 |
| | Total General | | \$ 7,323,482 | \$ 7,530,840 | \$ 6,849,097 | \$ 5,960,619 | \$ 6,916,010 | \$ 345,800 |
| Christian Formation | | | | | | | | |
| | 1095 WMO - Diocesan College Work (2015) | 20-000-2881-5081 | \$ 318,393 | \$ 325,325 | \$ 295,021 | \$ 254,229 | \$ 298,242 | \$ 8,000 |
| | 1114 WMO - Diocese - Youth Ministry Fund (from Cliff Springs Sale) (2015) | 30-000-5704-0000 | \$ 861,574 | \$ 878,548 | \$ 794,970 | \$ 681,656 | \$ 804,187 | \$ 40,209 |
| | Total Christian Formation | | \$ 1,179,967 | \$ 1,203,873 | \$ 1,089,991 | \$ 935,885 | \$ 1,102,429 | \$ 48,209 |
| Clergy Formation | | | | | | | | |
| Gen'l Clergy Formation (New Clergy) | | | | | | | | |
| | 1084 WMO - Mabel Cave Bequest (2015) | 20-000-2881-5067 | \$ 36,502 | \$ 37,222 | \$ 33,682 | \$ 28,881 | \$ 34,072 | \$ 1,704 |
| | 1112 WMO - School for the Diaconate (2015) | 30-000-5704-0000 | \$ 18,610 | \$ 19,162 | \$ 17,520 | \$ 15,237 | \$ 17,632 | \$ - |
| | 1113 WMO - Elmquist Fund (2015) | 30-000-5704-0000 | \$ 353,972 | \$ 360,954 | \$ 326,624 | \$ 280,069 | \$ 330,405 | \$ 16,520 |
| | 1115 WNO - M. Shields Matheny Memorial Fund (2015) | 30-000-5704-0000 | \$ 42,869 | \$ 43,714 | \$ 39,557 | \$ 33,919 | \$ 40,015 | \$ 2,001 |
| Gen'l Clergy Formation (Any Clergy) | | | | | | | | |
| | 1110 WMO - Clergy Cont Education & SABB Endowment Fund (2015) | 30-000-5704-0000 | \$ 26,361 | \$ 26,895 | \$ 24,352 | \$ 20,884 | \$ 24,623 | \$ 1,231 |
| BKSM & Clergy Formation at BKSM | | | | | | | | |
| | 1107 WMO - West MO School for Ministry (2015) | 30-000-5704-0000 | \$ 72,069 | \$ 73,491 | \$ 66,501 | \$ 57,022 | \$ 67,271 | \$ 3,364 |
| Interim Ministry | | | | | | | | |
| | 1108 WMO - Dioc of West Mo - Interim Ministry (2015) | 30-000-5704-0000 | \$ 66,236 | \$ 68,200 | \$ 62,357 | \$ 54,233 | \$ 62,756 | \$ - |
| | Total Clergy Formation | | \$ 616,619 | \$ 629,638 | \$ 570,592 | \$ 490,245 | \$ 576,773 | \$ 24,819 |
| Mission | | | | | | | | |
| | 1093 WMO - Rust (2015) | 20-000-2881-5076 | \$ 781,690 | \$ 797,110 | \$ 721,297 | \$ 623,480 | \$ 730,894 | \$ 2,433 |
| | 1097 WMO - Expansion Fund - Diocese of West Missouri (2015) | 30-000-5704-0000 | \$ 1,938,566 | \$ 1,996,046 | \$ 1,810,685 | \$ 1,560,170 | \$ 1,826,367 | \$ 28,309 |
| | 1104 WMO - Church Growth 5th Start (2015) | 30-000-5704-0000 | \$ 16,145 | \$ 16,463 | \$ 14,897 | \$ 12,774 | \$ 15,070 | \$ 753 |
| | 1106 WMO - Georgiana King Restricted (2015) | 30-000-5704-0000 | \$ 55,596 | \$ 56,693 | \$ 51,300 | \$ 43,988 | \$ 51,894 | \$ 2,595 |
| | 1111 WMO - Seventh Start (2015) | 30-000-5704-0000 | \$ 31,399 | \$ 32,330 | \$ 29,560 | \$ 25,709 | \$ 29,750 | \$ - |
| | Total Mission | | \$ 2,823,396 | \$ 2,898,641 | \$ 2,627,740 | \$ 2,266,122 | \$ 2,653,975 | \$ 34,090 |
| Special Reserves | | | | | | | | |
| | 1090 WMO - Mary Miller Fund (2015) | 20-000-2881-5073 | \$ 1,419 | \$ 1,461 | \$ 1,336 | \$ 1,162 | \$ 1,344 | \$ - |
| | 1105 WMO - Episcopal Transition Reserve (2015) | 30-000-5704-0000 | \$ 208,005 | \$ 314,172 | \$ 287,332 | \$ 260,420 | \$ 267,482 | \$ - |
| | 1118 WMO - Diocese of West Missouri - Auto Replacement Fund (2015) | 30-000-5704-0000 | \$ 69,886 | \$ 71,958 | \$ 50,430 | \$ 31,433 | \$ 55,927 | \$ - |
| | Total Special Reserves | | \$ 279,310 | \$ 387,591 | \$ 339,097 | \$ 293,015 | \$ 324,753 | \$ - |
| | | | | | | | | |
| | | TOTALS | \$ 12,222,774 | \$ 12,650,585 | \$ 11,476,518 | \$ 9,945,886 | \$ 11,573,940 | \$ 452,919 |

All draws are 5% with the exception of Diocesan College Work (2.7%), Rust Fund (.33%) and Expansion Fund (1.6%).

Operating Expense Summary

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|------------------|------------------|------------------|-----------------------------|
| Operating expenses for all programs | | | | |
| A. Congregational Life | | | | |
| 1. Congregational Development (see page 10) | 143,984 | 122,831 | 93,060 | |
| 2. Hispanic Ministry (see page 11) | 96,398 | 98,469 | 108,433 | |
| 3. Episcopal Churches of the Ozarks (see page 12) | 45,132 | 58,310 | 44,433 | |
| <i>Subtotal: A. Congregational Life</i> | 285,514 | 279,610 | 245,926 | 12.88% |
| B. Christian Formation | | | | |
| 1. Campus Ministry (see page 13) | 3,201 | 10,000 | 8,000 | |
| 2. Youth Ministry (see pages 14-15) | 94,932 | 125,348 | 149,982 | |
| 3. Spiritual Formation (see page 16-17) | 99,741 | 106,670 | 110,880 | |
| <i>Subtotal: B. Christian Formation</i> | 197,874 | 242,018 | 268,863 | 14.08% |
| C. Social Ministries (see pages 18-20) | 80,954 | 90,740 | 109,034 | 5.71% |
| D. Vocations/Leadership Development (see pages 21-22) | 76,040 | 98,012 | 103,199 | 5.40% |
| E. Communications (see page 23) | 90,886 | 99,046 | 157,292 | 8.24% |
| F. Work of Deaneries (see page 24) | 76,055 | 77,000 | 82,400 | 4.31% |
| G. Administration & Governance (see pages 25-27) | | | | |
| 1. Administration | 384,731 | 615,282 | 452,698 | |
| 2. Governance | 11,341 | 13,000 | 13,000 | |
| 3. Support of the Larger Church | 225,871 | 221,325 | 206,960 | |
| 4. Bishop's Compensation | 164,512 | 244,878 | 270,538 | |
| <i>Subtotal: G. Administration & Governance</i> | 786,455 | 1,094,485 | 943,196 | 49.38% |
| Total operating expenses for all programs | 1,593,778 | 1,980,911 | 1,909,909 | |
| Total operating income for all programs | 2,097,829 | 1,980,911 | 1,909,909 | |
| <i>Subtotal: Net operating income/(loss)</i> | 504,051 | - | 0 | |
| Non-operating income/(loss) - (see notes) | 1,812,648 | - | - | |
| Total net income/(loss) | 2,316,699 | - | 0 | |

Notes on Expenses:

In the 2021 column, the dollar figure in the line item entitled "Non-operating income/(loss)" includes investment fund gain/(loss) not used to support operations as well as expansion fund income and interest income. The amount shown is the net amount after depreciation expense, and investment expense.

Staff Roster

| Name | Position | Explanation | FTE | Staff Area |
|---|--|---|-------------|------------|
| The Rt. Rev. Diane M. Jardine Bruce | Bishop Provisional | Bishop of the Diocese and President of Council | 1.00 | Bishop |
| Ms. Emily Davenport | Bishop's Executive Asst. | Assists the Bishop and congregations | 1.00 | Admin |
| The Rev. Anne Cheffey | Bi-Vocational Regional Ministry Developer (EChO) | Southern EChO Missioner | 0.25 | Program |
| The Rev. Chandler Jackson | Bi-Vocational Regional Ministry Developer (EChO) | Southern EChO Missioner | 0.25 | Program |
| The Rev. Jerry Kolb | Chaplain to Retirees (North) | Provides pastoral care for retired clergy and spouses | 0.10 | Program |
| The Rev. Jerry Miller | Chaplain to Retirees (South) | Provides pastoral care for retired clergy and spouses | 0.10 | Program |
| Ms. Kim Snodgrass | Spiritual Formation Coord. | Develops ongoing formation resources | 0.50 | Program |
| Mr. Gary Allman | Communications Director | Social Media, websites, newsletters, translations | 1.00 | Admin |
| Pending | Communications Assistant | Assists Communication Director | 0.50 | Admin |
| Pending | Diocesan Missioner for Youth Ministry | Youth ministry | 1.00 | Program |
| Ms. Rachael Orth | Events Coordinator | Sets of meetings online and in person, catering, etc. | 0.50 | Admin |
| Mr. Ron Weil | Finance Administrator | Oversee day to day finances of the Diocese | 1.00 | Admin |
| The Rev. Jose Palma | Diocesan Missioner for Hispanic/Latino Ministry | Oversee Hispanic/Latino ministry for the Diocese | 1.00 | Program |
| Ms. Elaine Gilligan | HR Administrator & Financial Asst. | Bookkeeping, Human Resources, Insurance Specialist | 0.40 | Admin |
| The Rev. Charles "Chas" Marks | Diocesan Missioner for Transitions | Assists congregations and clergy in transitions | 0.50 | Program |
| The Rev. Charles Everson | Diocesan Missioner for Vocations | Oversees the ordination process | 0.25 | Admin |
| Total = | | | 9.35 | |
| Admin. = 4.65; Program = 3.7; Bishop = 1 | | | | |
| Part-time staff = 10; Full-time staff = 6 | | | | |

Grants Available to Parishes

| Name of Grant or Program | Committee/Commission | Budget Amount | Page |
|---------------------------------------|----------------------------|-----------------|-------|
| Development of Existing Congregations | Congregational Development | 25,000 | 10 |
| International Outreach Grants | Social Ministry | 13,809 | 18-20 |
| Jubilee Ministries | Social Ministry | 4,200 | 18-20 |
| Advertising & Promotion | Communication | 1,600 | 23 |
| Total = | | \$44,609 | |

Notes: This page is **informational only** and provides a synopsis of the grant opportunities for which parishes might apply. In the past, parish leaders have noted the difficulty of spotting grant opportunities scattered throughout the various sections of the Plan for Ministry. This table is to ease that difficulty.

Congregational Development/Transitions

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|--|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Congregational Development/Transitions</u> | | | | |
| A. Share of Congregational Assessments | 113,841 | 23,532 | 45,486 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 89,776 | 32,613 | 26,343 | |
| 2. Expansion Funds | 27,429 | 66,686 | 21,232 | |
| Total operating income for Congregational Development/Transitions | 231,045 | 122,831 | 93,060 | 4.87% |
| <u>Operating expense for Congregational Development/Transitions</u> | | | | |
| A. Grants for Development of Existing Congregations | 25,000 | 25,000 | 25,000 | |
| B. Beginning Well Program | - | 2,000 | 2,500 | |
| C. Diocesan Missioner for Transitions Travel | 2,716 | 13,000 | 13,000 | |
| D. Auto Replacement Fund | 4,000 | 4,000 | - | |
| E. Personnel Costs (salary, benefits, taxes) | 112,268 | 78,831 | 52,560 | |
| Total operating expense for Congregational Development/Transitions | 143,984 | 122,831 | 93,060 | 4.87% |

Notes on Congregational Development expenses:

Section A) Grants for Development of Existing Congregations - Congregations requests for financial assistance to support programs to enhance congregational vitality, evangelism, membership, or mission receive their grants from this program line item.

Section B) Beginning Well Program - This program is designed to bring together clergy who are newly ordained, new to a cure, or new to the Diocese for monthly mentoring, formation and fellowship with a mentor or mentors.

Section C) Diocesan Missioner for Transitions Travel - This line item is to cover travel for Diocesan Transitional Missioners' meetings as well as "in diocese" travel.

Section D) Auto Replacement Fund - In prior years this was used to ensure adequate funds were available for when the Canon to the Ordinary's vehicle needed to be replaced. With that position being open with no plans to fill, the \$4k will not be reserved in 2023.

Section E) Personnel includes the Diocesan Missioner for Transitions a .5 full-time equivalent. Up from .25 in 2022.

Hispanic/Latino Ministry

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|--|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Hispanic/Latino Ministry</u> | | | | |
| A. Share of Congregational Assessments | 77,341 | 67,194 | 76,877 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 89,776 | 26,145 | 30,707 | |
| 2. Church Growth 5th Start (Hispanic) | 638 | 775 | 753 | |
| C. Prior Year Reserves and Council Designated Funds | | | | |
| 1. Diocese Wide Hispanic/Latino Ministry | 4,355 | 4,355 | 96 | |
| Total operating income for Hispanic/Latino Ministry | 172,110 | 98,469 | 108,433 | 5.68% |
| <u>Operating expense for Hispanic/Latino Ministry</u> | | | | |
| A. Hispanic/Latino Ministry | 4,473 | 7,000 | 7,000 | |
| B. Lent Spiritual Retreat | - | - | 2,000 | |
| C. Day of the Virgin of Guadalupe | - | - | 3,000 | |
| D. Personnel Costs (salary, benefits, taxes) | 91,924 | 91,469 | 96,433 | |
| Total operating expense for Hispanic/Latino Ministry | 96,398 | 98,469 | 108,433 | 5.68% |

Notes on Congregational Development expenses:

Section A) Hispanic/Latino Ministry – These funds support the diocese's outreach to and development of ministry with, among, and to persons whose first language is Spanish. Congregationally, this includes St. Nicholas, Noel and Grace Church, Carthage. It also includes the ministry expenses of the diocese's Hispanic/Latino Missioner and development of other ministries designed to reach Hispanic/Latino individuals and communities in West Missouri. The Hispanic/Latino Missioner is a member of the Diocesan staff.

Section B) Lent Spiritual Retreat - To help build local community of Spanish speaking congregations, spirituality of individuals, praise, and knowledge of impact of a successful spiritual life.

Section C) Day of the Virgin of Guadalupe - A positive evangelism event that helps bring the local community together. Will work with the Hispanic/Latino and Anglo community within Grace Episcopal Church for planning, setup, and teardown.

Section D) Personnel includes the Diocesan Missioner for Hispanic/Latino Ministry, 1 full-time equivalent.

From the Rev. Jose Palma, head of the Hispanic/Latino Ministry

Section B) It will impact the hispanic parishes in a positive way to keep them involved in the church but also help others growing in there walk of faith. We would work with All Saints Episcopal Church and Hispanic ministry of Arkansas. All Saints would help with providing a location. Hispanic ministry of Arkansas would help with planning and spreading the word of the event.

Section C) This event provides a experience in a diversity of faith to the Diocese.

Episcopal Churches of the Ozarks (EChO)

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Episcopal Churches of the Ozarks (EChO)</u> | | | | |
| A. Share of Congregational Assessments | 98,752 | - | - | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 49,512 | - | - | |
| 2. Rust Fund (Rural Mission) | - | 16,310 | 2,433 | |
| C. Other Income | | | | |
| 1. EChO Regional Ministry Assessment | 42,000 | 42,000 | 42,000 | |
| Total operating income for Episcopal Churches of the Ozarks | 190,264 | 58,310 | 44,433 | 2.33% |
| <u>Operating expense for Episcopal Churches of the Ozarks (EChO)</u> | | | | |
| A. Supply clergy | | | | |
| 1. Honorariums & travel reimbursements | - | 2,000 | 2,000 | |
| B. Regional minister other costs | | | | |
| 1. Travel | 5,814 | 12,500 | 12,500 | |
| 2. Continuing education support | - | 1,000 | 1,000 | |
| C. Personnel (salary, benefits, taxes) | 39,319 | 42,810 | 28,933 | |
| Total operating expense for Episcopal Churches of the Ozarks | 45,132 | 58,310 | 44,433 | 2.33% |

Notes on Episcopal Churches of the Ozarks expenses:

The Episcopal Churches of the Ozarks (EChO) Regional Ministry was officially formed in 2012 as a means to provide affordable priestly oversight to four congregations in the Southern Deanery. EChO churches have served as the training ground for candidates for ordination and newly ordained priests. As clergy numbers and parochial and diocesan resources became inadequate to provide a priest for every church, the number of trained and licensed lay ministers in positions such as Eucharistic Visitor, Preacher, and Worship Leader increased. This provided the added benefit of lay people willingly taking on leadership roles that have been traditionally seen as within the role of the priest. In some of the churches, the regular use of lay-led Morning Prayer and other daily offices was reintroduced. Though having Holy Eucharist each Sunday is always highly desired, lay led worship continued to meet community's worshipping needs and the congregations embraced periodic Holy Eucharists on days other than Sundays. Gatherings during the week to promote fellowship, ecumenical interaction, and community engagement through marketing, outreach, and evangelism have been held in all the churches. In an area where liturgical and sacramental denominations seek to provide a broader understanding of Christianity in the challenging, predominantly conservative-evangelical Ozark culture, EChO maintains the Episcopal Church's presence largely because of the laity and clergy dedicated to the Episcopal branch of the Jesus Movement. Today, there are three congregations served by EChO ministries. Each have regular Sunday Holy Eucharists with regularly assigned clergy or supply clergy. Having the same clergy person present each week as led to stability within the congregations and allowed them to expand their work for God's Kingdom.

The 3 congregations in EChO include: St. Stephen's, Monett, St. Matthew's, Ozark, and St. Mark's, Kimberling City. Combined these 3 congregations have 97 active baptized members.

In addition to the Regional Assessment of \$42,000, EChO congregations will pay regular assessments in the amount of \$11,474 in the aggregate to cover their Covenanted Portions.

The diocesan cost above EChO's contractual Regional assessments is \$1,883 (total costs of \$43,883 less regional assessment of \$42,000) or \$628 per congregation.

Section A) Supply Clergy to cover stipends for supply clergy.

Section B) Regional minister other costs to cover travel and continuing education for bi-vocational and supply clergy.

Section C) Personnel includes 2, bi-vocational Priests-in-Residence, which = .5 full-time equivalents.

Campus Ministry

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Campus Ministry</u> | | | | |
| A. Share of Congregational Assessments | 246 | - | - | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 123 | - | - | |
| 2. Diocesan College Work | 10,000 | 10,000 | 8,000 | |
| Total operating income for Campus Ministry | 10,369 | 10,000 | 8,000 | 0.42% |
| <u>Operating expense for Campus Ministry</u> | | | | |
| A. Campus Programs | | | | |
| 1. Peer Ministers | | | | |
| a) Campus in Springfield, Warrensburg, and Kansas City | 2,500 | 5,000 | 6,000 | |
| 2. Ministry Support | | | | |
| a) Campus in Springfield, Warrensburg, and Kansas City | 701 | 5,000 | 2,000 | |
| Total operating expense for Campus Ministry | 3,201 | 10,000 | 8,000 | 0.42% |

Notes on Campus Ministry expenses:

The Campus Ministry Community allows young adults to come together in community, learn more about the Church, and explore their faith through a variety of ways such as outreach, book/bible study, and music. Campus ministry gives the diocese an opportunity to reach an age group that is not well represented in the Church.

Section A1) Peer Ministers – Will provide funding for 6 college student peer minister positions for the Spring and Fall of 2023. (\$500 per semester) Students will help plan and implement outreach to college campuses in Springfield, Warrensburg, and Kansas City.

Section A2) Ministry Support - Will provide funding for selected campus ministry program expenses such as materials and refreshments.

From Alisa Carmichael, Chair of Campus Ministry

Section A1) Will promote intentional outreach on campus to college students, a population that is currently underserved in our diocese. Peer ministers will also help establish a welcoming, inviting presence for young adults who visit our parishes. Peer ministers will work with young adults to support other worship/service/outreach ministries within our parishes, as well as building collaborations with student organizations and service groups on campuses.

Section A2) Will provide support for new campus ministry growth and lessen the impact on individual parish budgets. Programming support at the diocesan level will help build a network of campus ministry resources, promoting cooperation and collaboration between parishes and avoiding duplication of services and siloed efforts.

Youth Ministry

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|--|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Youth Ministry</u> | | | | |
| A. Share of Congregational Assessments | 92,480 | 55,146 | 67,341 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 46,368 | 28,839 | 42,432 | |
| 2. Diocese - Youth Ministry Fund (from Cliff Springs Sale) | 34,171 | 41,363 | 40,209 | |
| Total operating income for Youth Ministry | 173,018 | 125,348 | 149,982 | 7.85% |
| <u>Operating expense for Youth Ministry</u> | | | | |
| A. Diocesan and Network Programs | | | | |
| 1. Youth Activities | (1,342) | 25,000 | 29,000 | |
| B. Continuing Education & Training | 976 | 7,500 | 12,000 | |
| C. Office and Administration | | | | |
| 1. Office & Communication | 7,623 | 4,000 | 1,500 | |
| 2. Travel | 5,958 | 5,400 | 6,400 | |
| D. Auto Replacement Fund | 4,000 | 4,000 | - | |
| E. General Convention Reserve | - | 3,333 | 3,333 | |
| F. Resource Material | - | - | 2,500 | |
| G. Ministry Assistants | - | - | 2,500 | |
| H. Personnel Costs (salary, benefits, taxes) | 77,717 | 76,115 | 92,749 | |
| Total operating expense for Youth Ministry | 94,932 | 125,348 | 149,982 | 7.85% |

Notes on Youth Ministry expenses:

Section A) Youth Activities - Creating and delivering both content and experiences that form youth in the Christian faith is essential to this ministry. We believe opportunities for fellowship, education, liturgy and service should be provided regularly; deepening a sense of community and building relationships. We propose this include a minimum of three to four in-person events such as a Diocesan Youth Event, Camp WEMO, Happening and Jr. High Retreat. Also, \$5,000 scholarship money is requested to make it possible for 10-15 youth to attend a group mission trips experience (similar to Missionpalooza). We anticipate expenses associated with online opportunities (i.e.guest speakers, materials, mailings) and Regional Gatherings (i.e. entrance fees)

Section B) Continuing Education and Training - The Youth Commission hopes to see opportunities for training, support and growth made available to the Youth Missioner, caregivers, volunteers, and clergy. Possible expenses include the Forma Conference, church-wide youth leader gatherings (registration, travel, hotel), Fall/Spring gatherings for volunteer continuing education/training, continuing education for caregivers and clergy, and resource materials for distribution.

Section C1) Office & Communication - Regular and timely communication with youth, parents/guardians, volunteers, and churches is vital to success. Communication and record keeping tools such as Formstack, creativity suites (Canva), etc. make communication possible.

Section C2) Travel - Traveling to churches, meetings with parents, volunteers, and clergy, and attending gatherings are in-person opportunities that nurture relationships and build trust. Additionally, gathering supplies is a necessary part of event planning, so this line item also includes reimbursing volunteer mileage upon request. The new Youth Missioner has been asked to spend a majority of Sundays each year visiting churches across the diocese to connect with youth, to publicly share about the work of diocesan youth ministry, and to engage the (potential or actual) youth ministry leaders in the local congregation.

Section D) Auto Replacement Fund - Established to have funds available when the youth van was ready for replacement. With the position currently open and youth events minimized due to the pandemic, the youth van is in the process of being sold and the proceeds will be held in the DFMS Investment account until it is determined a youth vehicle is once again needed.

Section E) General Convention Reserve - To set aside funds to cover youth travel and lodging for General Convention that is held every three years.

Section F) Resource Material - This line item allows for the Youth Missioner to curate a repository of immediately accessible formation materials not associated with a specific program or event (e.g. books, curricula), creating an opportunity to purchase and share helpful resources with youth ministry groups throughout the diocese.

Section G) Ministry Assistants - This line item helps make it possible for the Youth Missioner to put their time, skill, and energy in multiple directions, as opposed to being focused solely on event coordination.

Section H) Personnel includes the Youth Missioner equalling 1.00 FTE. This line item also includes \$6,000 for potential moving expenses for hiring new Youth Missioner.

Spiritual Formation

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Spiritual Formation</u> | | | | |
| A. Share of Congregational Assessments | 46,732 | 80,781 | 79,490 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 23,430 | 24,139 | 31,390 | |
| Total operating income for Spiritual Formation | 70,162 | 104,920 | 110,880 | 5.81% |
| <u>Operating expense for Spiritual Formation</u> | | | | |
| A. Program Costs | 46,908 | - | - | |
| 1. Internships | - | 13,500 | 13,500 | |
| 2. Everything Holy | - | 35,000 | - | |
| 3. Seasonal Projects | - | 3,000 | 3,000 | |
| 4. Ministry to Children | - | - | 11,300 | |
| 5. Training Workshops | - | - | 15,000 | |
| 6. Annual Forma Conference | - | - | 8,190 | |
| B. Education for Ministry Sponsorship Fees | 1,750 | 1,750 | 1,750 | |
| C. Travel | 37 | 1,000 | 1,000 | |
| D. Personnel Costs (salary, benefits, taxes) | 51,046 | 52,420 | 57,140 | |
| Total operating expense for Spiritual Formation | 99,741 | 106,670 | 110,880 | 5.81% |

Notes on Spiritual Formation expenses:

The Spiritual Formation program empowers individuals, families, and congregations to embrace a diocesan-wide vision of growing Christian knowledge and building life-long faith.

Section A) Program Costs - The formation office *advocates* for people to engage in this life-long process with intentionality; *encourages* educational, service-oriented, fellowship experiences that naturally move us outside the walls of church buildings in the form of mission, outreach, inclusiveness, and evangelism; *promotes* healthy spiritual practices, relationships, and self-discovery; *provides* a companion presence to walk alongside households and congregations through this organic, life-giving, and holistic process and to do all in our power to support people in their life in Christ.

Section A1) Internships - Provides interns for diocesan ministries.

Section A2) Everything Holy - Changes made in the Everything Holy Project budget line reflect the Spiritual Formation Commission's desire to make curriculum, training, and resources available diocesan wide. Although survey results indicate the majority of people have found the Everything Holy project beneficial and would continue, we recognize it is a time-intensive and expensive line item that has a narrow audience. As conversation with Bexley-Seabury continues, we see the potential of the project being offered in another format and with a church-wide collaborative effort.

Section A3) Seasonal Projects - Funds for projects related to Lent, Advent, etc.

Section A4) Ministry to Children - Diocesan-wide access to curriculum and resources such as Weaving God's Promises, Illustrated Ministry, and Godly Play.

Section A5) Training Workshops - Online and in person training for Small Group Facilitation, Planning a Formative Year, Milestone Ministries, Living Compass, and Music Ministry.

Section A6) Annual Forma Conference - Vouchers to help congregations become members and have access to presentations during the annual Forma Conference. Not only will participants have access to respected leaders in the Christian Formation field, but also opportunities to build community.

Section B) Education For Ministry Sponsorship Fees -The Diocese also pays the membership fees to The Episcopal Network for Stewardship, which affords congregations access to their resources, and the Education for Ministry sponsorship fee, which allows each group in the diocese to participate at reduced costs.

Section C) Travel includes funds to cover travel for the Spiritual Formation Coordinator.

Section D) Personnel includes the Spiritual Formation Coordinator, at .5 FTE.

From Kim Snodgrass, the Chair of the Formation Commission

Formational ministry efforts focus on 1) curated resources for Children, Youth, Young Adult, Adult and Intergenerational opportunity 2) development of a Formational Arc 3) Regular online posts and general communication and 4) Collaborative ministry through ministry consultants.

We are constantly being formed over time like a work of art. From a foundational perspective God's hands are always busy at the potter's wheel and every aspect of life is a spiritual matter and every shared ministry opportunity has the potential to be formational. It is intrinsically part of working together towards a common vision and fits with all diocesan ministry, especially when formative elements such as personal growth, understanding and cooperation are understood and acknowledged as a value that comes with being part of a faith community. Through ministry we put our faith into action; willing to be pliable clay, molded and shaped to become disciples and learners.

Social Ministry

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|--|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Social Ministry</u> | | | | |
| A. Share of Congregational Assessments | 57,185 | 67,195 | 75,575 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 28,671 | 20,877 | 30,864 | |
| 2. Georgiana King Restricted (International Mission) | 2,197 | 2,668 | 2,595 | |
| Total operating income for Social Ministry | 88,053 | 90,740 | 109,034 | 5.71% |
| <u>Operating expense for Social Ministry</u> | | | | |
| A. Diversity & Reconciliation Commission | 14 | 6,000 | 25,000 | |
| B. Ecumenical Relations Commission | | | | |
| 1. Workshop on Christian Unity & Annual Meeting of EDEIO | - | 1,400 | 1,400 | |
| 2. Annual EDEIO Dues | 300 | 300 | 300 | |
| 3. Contribution to Missouri Faith Voices | - | 125 | 125 | |
| 4. United Methodist Church Full Communion Work | - | 500 | - | |
| C. Grants & Donations | | | | |
| 1. Episcopal Relief & Development | 2,340 | 2,500 | 2,500 | |
| 2. NourishKC | 30,000 | 30,000 | 30,000 | |
| 3. Council of Churches of the Ozarks | 30,000 | 30,000 | 30,000 | |
| 4. International Outreach Grants | 13,600 | 14,015 | 13,809 | |
| 5. Jubilee Ministries | 4,200 | 4,200 | 4,200 | |
| 6. Cursillo | 500 | 500 | 500 | |
| 7. Daughters of the King | - | 1,200 | 1,200 | |
| Total operating expense for Social Ministry | 80,954 | 90,740 | 109,034 | 5.71% |

Notes on Social Ministry expenses:

Section A) Diversity & Reconciliation Commission - *Resolution 2015-A182: Address Systemic Racial Injustice*, adopted by the 78th General Convention of The Episcopal Church, calls the wider Church to be in conversation and to take action on Racial Reconciliation and Justice. At the 79th General Convention in 2018, no fewer than 5 resolutions were approved that dealt with the many facets of anti-racism in the life of Church and society. The Catechism notes that the mission of the church is "to restore all people to unity with God and each other in Christ." The Church pursues its mission "as it prays and worships, proclaims the gospel, and promotes justice, peace, and love." This Diversity & Reconciliation Commission serves the diocese by calling the diocesan membership to intentional conversations that reveal systemic discrimination while also helping church leaders become more conversant and comfortable with these important issues. Workshops conducted by the commission facilitate individuals and congregations to process their feelings about racism and other forms of oppression in safety and in meaningful and practical ways to make change in their local community. The more people understand the attendant costs of division in the Body of Christ the more incentive they will have to overcome those divisions. Growing in compassion and love, seeing one another as brothers and sisters, and as partners in change, will help us heal communities. The budget request for 2023 includes \$10k for speakers for the MLK & Absalom Jones celebrations, and \$5k for a pilgrimage for younger adults (20s thru 30s) to visit spots of historical significance in the Civil Rights Movement. Stops would potentially include Nashville, Sewanee, Birmingham, Montgomery, Selma, Jackson, and Memphis.

Social Ministry

Section B) Ecumenical Relations Commission - This line item supports 1.) the attendance of our Diocesan Ecumenical & Interreligious Officer at the 2023 National Workshop on Christian Unity & the Annual Meeting of the Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO); 2.) annual dues to EDEIO; and 3.) an annual Diocesan contribution to Missouri Faith Voices. The ecumenical and interreligious ministry of the Diocese empowers parishes by promoting effective collaboration with churches of other denominations with whom The Episcopal Church already has full communion agreements or with whom TEC is moving toward such agreements. This work directs us out of our Episcopal "silo" to recover the full unity of the Church and to work with non-Christian groups on common values of justice and peace. 4) As the United Methodist Church has slowed down the process of potential full communion with the Episcopal Church, this item was taken out of the 2023 plan for ministry.

Section C1) Episcopal Relief & Development (ERD) - This supports the Church's major arm for responding quickly and energetically to disasters and economic development needs around the world.

Section C2) NourishKC - This organization provides social ministry programs in the greater KC metro area, especially related to hunger relief, food reclamation (gleaning) and direct services including the Kansas City Community Kitchen (KCCCK), which each weekday provides freshly prepared and balanced meals to all who come for breakfast & lunch. NourishKC reports: "Our work cannot be done without the incredible support of The Diocese of West Missouri and the community. We use volunteers every day to serve lunch at KCCCK in a 'restaurant style' food service where volunteers are hosts, waiters, bussers, beverage station attendants, etc. We obtain food through partners such as After the Harvest and Harvesters as well as Whole Foods, Farm to Market Bread, and HyVee. NourishKC serves nearly 150,000 hot, healthy meals annually."

Section C3) Council of Churches of the Ozarks - CCO offers an existing and efficient avenue for the Diocese of West Missouri's outwardly directed resources. The three Episcopal parishes that are active in CCO and part of the Southern Deanery, along with 69 other CCO member churches, have made the following impact on the community: 7,364 children; 35,560 seniors; 484 homeless women; and 71,164 food insecure people received services through CCO for a total of 114,572 people in the Southern Deanery receiving critical services; thus magnifying the gifts to make a larger, community-wide improvement of life for the most vulnerable in the Southern Deanery. The \$30,000 gift to CCO was leveraged to provide services including food, shelter, and clothing for an average of \$.30 per person.

Section C4) International Outreach Grants - Each year, the diocese sets aside 0.7% of its annual income to support international missions. Funds are available to WestMo parishes as matching grants of up to \$1,000 to support outside-the-US projects.

Section C5) Jubilee Ministry - Established as a ministry of the Episcopal Church in every diocese by the General Convention of 1982 (also requiring a Jubilee Officer in every Diocese), this line item provides for travel and training expenses for our Jubilee Officer to attend National Jubilee Ministry events. Jubilee Grants (to a max. of \$500) aid Jubilee Centers to help buy supplies & materials needed for outreach ministries.

Section C6) Cursillo - The Cursillo focuses on showing Christian laypeople how to become effective Christian leaders. Heartland Episcopal Cursillo is a joint ministry of the Dioceses of West Missouri and Kansas. Our local cursillo ministry donates \$1,000 in annual dues to TEC's Episcopal Cursillo Ministry (\$500 per Diocese) to support the program locally and internationally. Cursillo participants are encouraged to embrace a rule of life and to group frequently to support each other. Weekends are conducted annually to introduce people to the joy of Christian leadership.

Section C7) Daughters of the King - DOK exists to promote community, growing disciples, and evangelism through their use of the gifts of time and prayer. They annually maintain a prayer chapel at Diocesan Convention and lift the delegates and clergy in prayer throughout the business days. This donation also aids them in discernment classes for potential Daughters, travel for officers to church-wide DOK meetings, etc.

Social Ministry

From Shirley Bolden, the Chair of the Diversity and Reconciliation Commission

Section A) Mandate 2015-A182: Address Systemic Racial Injustice of the 78th General Convention of the Episcopal Church calls the wider Church to be in conversation and take action on Racial Reconciliation and Justice. The fabric of faith communities is knit together by all. We make the teaching, wisdom, and ministry of Jesus Christ our cornerstone and believe a relationship with the Triune God is life-giving, experiential and transformational. The Catechism notes that the mission of the church is "to restore all people to unity with God and each other in Christ." The church pursues its mission "as it prays and worships, proclaims the gospel, and promotes justice, peace, and love." We need to have intentional conversations that unpack systemic discrimination, while also helping church leaders become more conversant and comfortable with these important issues. Our role as facilitators are to assist people and congregations in processing their feelings about racism and other forms of oppression in a safe place, and giving them meaningful practical ways to make change in their local community. The more people can understand the attendant costs of division in the Body of Christ and the more incentive they will have to come together to overcome those divisions. Growing in compassion and love, seeing one another as brothers and sisters, and as partners in change, will help us heal the communities.

The workshops are illuminating, humbling, gave a lot of historical context, and addressed the 'knee-jerk' reactions to the label of 'privilege' among others. We hope that everyone present come away with something to think about, and the knowledge and acceptance that there is a lot of work still to be done; both personally and institutionally. As we have the various workshops we have asked each participant to give the Commission an evaluation. Looking at the evaluations will assist us in the planning of future workshops. Questions asked: What is your overall assessment of the workshop? What topics or aspects of the workshop did you find most interesting or useful? Did the workshop achieve the objective? The Workshop helped me improve my commitment to working for reconciliation? Please tell us how we could improve? We will have more workshops with limits on participants so there will be more time for conversations. Working with Congregations to identify their areas of racism and how to irriate racism in our churches and communities. Also talking and working with areas that overlap with peace and justice issues that deal with racism. Our Commission will continue with a spring and fall workshops on "Undoing Racism", hopefully in person. We will have quest preachers for the Martin Luther King, Jr. Celebration and reception in January 2023, Absalom Jones Celebration and reception in February 2023. Activities for National Day of Racial Healing, Pride Month, Juneteenth. We are also looking at each parish and how they were established, i.e. how their property was purchased and who built their buildings. The intent to admit how much our church participated in slavery and other racial issues. How can we as a diocese reconcile the wrong that has been done in year past.

The Diversity and Reconciliation Commission will work with all other ministries to collaborate with publications, workshops and other means of communiations. As issues come forth, we will have articles for the Christian Formation, the New Spirit Youth Ministry and our Diocesan website; in particular during Martin Luther King, Jr. Celebration, Black History Month (with video presentations each week), Absalom Jones Celebration, and Juneteenth. We anticipate that other ministries will seek information from our commission as they encounter issues that relate to our work in the diocese. Our Commission is available to assist any of the other ministries that want to discuss or have activities that relate to diversity.

From the Rev. David Kendrick, head of the Ecumenical Relations Commission

Section B) The work of ecumenical relations supports the mission of the Church "to restore all people to unity with God and each other in Christ." (BCP Catechism, p. 855) As the United Methodist Church reconfigures itself, I look forward to a fruitful discission, and eventual implemtation, of the proposed full communion agreement that was first promulgated in 2019. Our membership and participation in Missouri Faith Voices fits the Social Ministry of this Diocese in its outreach to the needs of the world, patricularly in MO Faith Voices' advocacy for the powerless.

Vocations/Leadership Development

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|--|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Vocations/Leadership Development</u> | | | | |
| A. Share of Congregational Assessments | 49,191 | 27,724 | 42,068 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 24,664 | 22,550 | 29,235 | |
| 2. Clergy Cont ED & SABB Endowment Fund | 774 | 1,253 | 1,231 | |
| 3. Mabel Cave Bequest | 1,441 | 1,752 | 1,704 | |
| 4. West MO School for Ministry | 2,846 | 3,459 | 3,364 | |
| 5. Elmquist Fund | 14,000 | 16,988 | 16,520 | |
| 6. M. Shields Matheny Memorial Fund | 1,693 | 2,057 | 2,001 | |
| 7. Expansion Fund | 9,143 | 22,229 | 7,077 | |
| Total operating income for Vocations/Leadership Development | 103,753 | 98,012 | 103,199 | 5.40% |
| <u>Operating expense for Vocations/Leadership Development</u> | | | | |
| A. Support for Bishop Kemper School for Ministry | 36,000 | 36,000 | 36,000 | |
| B. COM Program Support | - | 1,000 | 3,000 | |
| C. Ordination Process | | | | |
| 1. Scholarship Aid | 7,516 | 15,000 | 12,600 | |
| 2. Background Checks | 766 | 720 | 585 | |
| 3. Psychological Exams | 5,265 | 5,400 | 2,472 | |
| 4. General Ordination Exams | 1,500 | 1,500 | 4,500 | |
| 5. Ordination Expenses | 838 | 2,000 | 1,500 | |
| D. Travel Costs | - | 1,000 | 4,000 | |
| E. Clergy Retreats | - | 3,500 | 7,000 | |
| F. Community of Deacons | 200 | 1,200 | 1,500 | |
| G. Bishop's Day | - | 2,500 | - | |
| H. Diocesan Fellowship | 1,890 | 3,500 | - | |
| I. Personnel Costs (salary, benefits, taxes) | 22,065 | 24,692 | 30,042 | |
| Total operating expense for Vocations/Leadership Development | 76,040 | 98,012 | 103,199 | 5.40% |

Notes on Leadership Development expenses:

Section A) Bishop Kemper School for Ministry (BKSM) began in 2013 as a collaboration between the Dioceses of West Missouri, Kansas, Western Kansas, and Nebraska. The first class consisted of 13 students on track to become deacons or priests in the four diocese. Since then the school has expanded to offer education and formation for those on track for ordination to the Presbyterate or Diaconate; formation and education for those seeking lay licenses; continuing academic formation for lay and clergy, such as in professional leadership development (Leadership Boot Camp), etc. Additionally, BKSM now trains students from the Evangelical Lutheran Church in America (ECLA) for enrollment as Pastoral Ministry Associates and has added the Diocese of Missouri to the collaboration. This academic year (2022-2023) will have a total enrollment of 37 students.

Section B) COM Program Expense - This budget line item is to cover the costs of two vocations/discernment weekends which might include costs such as a speaker, lunch for the aspirants and COM members, etc.

Section C1) Ordination Process - Scholarship Aid - This is a proposal that increases the scholarship support for seminarians at residential seminaries. Last year's budget request was \$12,600. There are fewer students in both categories this year. The request is \$6,600 to continue supporting BKSM students at the same rate (one-third of \$180 per class), and an additional \$6,000 to support residential seminarians at \$1,500 per semester (up from \$350 per semester). Based on six semesters of residential seminary scholarships, and eleven students attending BKSM for the entire year.

Vocations/Leadership Development

Section C2) Background Checks -Based on seven background checks plus \$250 in reserve.

Section C3) Psychological Exams - Based on seven psychological exams plus \$500 in reserve.

Section C4) General Ordination Exams - BKSM Students previously did local canonical exams, and they will begin taking the GOEs. Based on six students.

Section C5) Ordination Expenses - To cover expenses related to ordinations such as Bibles, certificates and frames, bulletin copies, etc.

Section D) Travel Costs - Funds to cover travel costs for the Diocesan Missioner for Vocations

Section E) Clergy Retreats - This line item supports the costs of clergy retreats by helping to keep registration fees down.

Section F) Community of Deacons - This line item includes travel costs for the Archdeacon or other deacons for meetings to support the Deacons ministry in the Diocese of West Missouri.

Section G) Bishop's Day w/ Wardens, Vestries, Treasurers, etc. has been transitioned into Leadership Essentials, a series of online classes covering the same subjects as were covered by Bishop's Day.

Section H) Diocesan Fellowship - funds to help cover or defer costs for Diocesan fellowship events such as Women's Retreat, etc.

Section I) Personnel includes the Diocesan Missioner for Vocations and two Chaplains to Retirees, totaling .45 FTE. The Chaplains to the Retired Clergy and Surviving Spouses provide pastoral care and oversight for retired clergy and surviving spouses located in the diocese on behalf of the bishop.

From the Venerable Bruce Bower, Archdeacon

Section F) Build community of deacons, recruit new postulants for the diaconate, etc. I expect to see collaboration with/from deaneries....to help priests and congregations recognize the ministry of the deacon, and to help grow our numbers in the community of deacons. Also, with better trained and happier deacons, we have a better chance of sending deacons across the diocese to occasionally assist in worship at church other than their home church.

Communications

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Communications</u> | | | | |
| A. Share of Congregational Assessments | 50,421 | 76,258 | 112,757 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 25,280 | 22,788 | 44,535 | |
| Total operating income for Communications | 75,701 | 99,046 | 157,292 | 8.24% |
| <u>Operating expense for Communications</u> | | | | |
| A. Diocesan Website | 10,196 | 7,476 | 17,625 | |
| B. Ministry Support | - | 4,878 | 4,577 | |
| C. Episcopal Communicators Network | | | | |
| 1. Annual conference attendance | - | 425 | 425 | |
| 2. Membership & Dues | 75 | 150 | 150 | |
| D. Advertising and Promotion | 185 | 1,600 | 1,600 | |
| E. Translation & Interpretation Services | - | - | 3,000 | |
| F. Travel | 3,012 | 5,530 | 6,690 | |
| G. Personnel Costs (salary, benefits, taxes) | 77,418 | 78,987 | 123,225 | |
| Total operating expense for Communications | 90,886 | 99,046 | 157,292 | 8.24% |

Notes on Communications expenses:

Section A) Diocesan Website - The diocesan websites are the central hub of the diocesan and churches online connections with members and visitors. The diocese hosts 37 websites of which 31 are for churches (the remainder are diocesan and ministry sites). In 2023 this line includes \$10k for a one-off cost to update the main diocesan website and archive all the content therein.

Section B) Ministry Support - Provides the necessary tools needed by the Communications Director, Events Coordinator, Spiritual Formation and Youth missionaries and others supporting the work of the diocese and its churches. This budget item also includes provision for providing email and other support to the churches of the diocese.

Section C1) Episcopal Communicators Network Annual Conference Attendance - This is an invaluable resource for assisting the Communications Team and keeping us up to date on trends and initiatives, enabling us to advise churches in turn.

Section C2) Episcopal Communicators Network Membership & Dues - Provides support and resources to the Communications Director in their work.

Section D) Advertising and Promotion - Provides additional 'Communications reach' to selected ministries and programs within the diocese.

Section E) Translation & Interpretation Services - Covers expenses related to translation and interpretation of Diocese communications.

Section F) Travel - These funds are used to enable the Communications Director to attend key church and diocesan events and individual churches for training/site visits. It also includes a travel allowance to attend the ERD annual network meeting.

Section G) Personnel includes the Communications Director and part-time Communications Assistant, a total of 1.5 FTE.

From Gary Allman, the Communications Director

Section A) Provides a direct communications channel between the churches of the diocese, and the diocese and the churches, allows visitors and members alike to see what is happening within the diocese and the wider church. Provides a centralized and standardized set of resources for the churches. It provides a primary communications channel to inform members and the world at large the work being done in West Missouri. It communicates essential information to members.

Section B) Many of the diocesan staff rely on these tools and resources to perform their work. Some churches rely on these resources to conduct their day-to-day business.

Section C) A well informed Communications Director, with a skilled support network. Information is made available to other communicators within the diocese. The support received is shared with church communicators.

Section D) Promotion of events that would not get the attention they deserve. By promoting church events of interest to the wider community.

Section F) Without the travel budget the Communications Director would not be able to provide assistance at diocesan and church events, document the work of the diocese and churches, visit to provide on-site assistance. It also allows the Communications Director to attend the Episcopal Communicators Conference to gain insight into the work of communicators throughout the Episcopal Church. It further includes a provision to allow the Communications Director to attend an annual Episcopal Relief and Development meeting. Coverage and support of diocesan events, and in person support to churches. It provides direct support by enabling churches to share key events.

Work of Deaneries

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|----------------|----------------|-----------------|-----------------------------|
| <u>Operating income for Work of Deaneries</u> | | | | |
| A. Share of Congregational Assessments | 50,790 | 59,284 | 59,054 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 25,465 | 17,716 | 23,346 | |
| Total operating income for Work of Deaneries | 76,255 | 77,000 | 82,400 | 4.31% |
| <u>Operating expense for Work of Deaneries</u> | | | | |
| A. Program Costs | | | | |
| 1. Central Deanery | 25,000 | 25,000 | 25,000 | |
| 2. Northwest Metro Deanery | 25,000 | 25,000 | 25,000 | |
| 3. Southern Deanery | 25,000 | 25,000 | 25,000 | |
| B. Administrative Costs | | | | |
| 1. Central Deanery | 92 | 400 | 800 | |
| 2. Northwest Metro Deanery | 136 | 400 | 400 | |
| 3. Southern Deanery | 827 | 1,200 | 1,200 | |
| C. Deanery Picnics | - | - | 5,000 | |
| Total operating expense for Work of Deaneries | 76,055 | 77,000 | 82,400 | 4.31% |

Notes on Work of Deaneries expenses:

Section A) Program Costs - Each deanery is allotted funds to support deanery activities and grants for localized missional purposes, which in turn support other initiatives such as evangelism and outreach efforts in the community.

Section B) Administrative Costs - To assist with administrative costs (so they will not be born solely by the Deans' parishes), each deanery is allotted funds to help with mileage reimbursements, meeting supplies, etc. The Southern Deanery's administrative expenses are higher due to additional travel required of the Dean of that deanery to attend meetings.

Section C) Deanery Picnics - To provide funds to allow Deanery Picnics in each deanery.

Administration & Governance

| | 2021 Actual | 2022 Budget | 2023 Request | Percentage of 2023 Total |
|---|----------------|------------------|-----------------|-----------------------------|
| <u>Operating income for Administration & Governance</u> | | | | |
| A. Share of Congregational Assessments | 579,844 | 713,302 | 649,746 | |
| B. Investment Income | | | | |
| 1. Proportional Share of Unrestricted Investment Income | 290,723 | 356,433 | 266,948 | |
| C. Other Income | | | | |
| 1. Cost Sharing Income from ELCA | 24,000 | 24,000 | 24,000 | |
| 2. Miscellaneous Income | 11,288 | 2,500 | 2,500 | |
| Total operating income for Administration & Governance | 905,855 | 1,096,235 | 943,195 | 49.38% |
| <u>Operating expense for Administration & Governance</u> | | | | |
| A. Administration | | | | |
| 1. Professional Fees | | | | |
| a) Audit Fees | 12,000 | 12,000 | 12,000 | 0.63% |
| b) Legal Fees | 549 | 10,000 | 10,000 | 0.52% |
| c) Bank & Paypal Fees | 2,189 | 1,850 | 2,250 | 0.12% |
| d) ACS Fees, Supplies & Training | 4,218 | 4,400 | 4,500 | 0.24% |
| e) ADP Payroll Processing Fees | 711 | 950 | 950 | 0.05% |
| 2. Non-compensation Insurance | | | | |
| a) Retired Bishop's Health Insurance | 8,217 | 12,300 | - | 0.00% |
| b) Clergy & Lay Group Life | 10,897 | 11,500 | 11,500 | 0.60% |
| c) Worker's Compensation Insurance | 2,383 | 3,076 | 2,200 | 0.12% |
| d) Property & Casualty Insurance | 12,217 | 19,500 | 19,500 | 1.02% |
| 3. Diocesan Center Expenses | | | | |
| a) Utilities | 11,193 | 13,500 | 14,250 | 0.75% |
| b) Maintenance | 3,280 | 4,500 | 4,500 | 0.24% |
| c) Facility Repairs | 3,885 | 5,000 | 5,000 | 0.26% |
| d) Office Supplies & Equipment | 8,667 | 16,000 | 16,000 | 0.84% |
| e) Copy Machine Expense | 2,284 | 2,500 | 3,000 | 0.16% |
| f) Postage | 1,081 | 1,500 | 1,500 | 0.08% |
| g) Downtown KC Streetcar Assessment | 1,761 | 2,000 | 2,000 | 0.10% |
| h) The Episcopal Network for Stewardship (TENS) dues | 1,000 | 1,000 | 1,000 | 0.05% |
| i) IT&S Support | 600 | - | 7,200 | 0.38% |
| 4. Travel | | | | |
| a) Bishop Travel | 5,122 | 21,230 | 21,230 | 1.11% |
| b) Lay Administrative Staff Travel | 826 | 4,000 | 4,000 | 0.21% |
| 5. Reserves | | | | |
| a) Auto Replacement fund | 4,000 | 4,000 | 4,000 | 0.21% |
| b) Repair/Replace Diocesan Center Equipment | 3,000 | 3,000 | 3,000 | 0.16% |
| c) Episcopal Transition Fund | - | - | - | 0.00% |
| d) Assessment Underfunding | 36,064 | 85,000 | 55,000 | 2.88% |
| e) General Convention | 12,000 | 12,000 | 12,000 | 0.63% |
| f) Special Travel | 2,000 | 2,000 | 2,000 | 0.10% |
| g) Covid | - | 122,711 | - | 0.00% |
| 6. Springfield Apartment | | | | |
| a) Springfield Apartment | 10,058 | 11,500 | - | 0.00% |
| 7. Miscellaneous Expense | | | | |
| a) Miscellaneous Expense | 5,386 | 5,000 | 4,705 | 0.25% |
| B. Governance | | | | |
| 1. Diocesan Convention | 11,072 | 10,000 | 10,000 | 0.52% |
| 2. Diocesan Council & Standing Committee | 269 | 3,000 | 3,000 | 0.16% |
| C. Support of the Larger Church | | | | |

Administration & Governance

| | | | | |
|--|----------------|------------------|----------------|---------------|
| 1. General Church Assessment | 223,275 | 218,725 | 204,360 | 10.70% |
| 2. Province VII Assessment | 2,596 | 2,600 | 2,600 | 0.14% |
| D. Bishop Compensation (salary, benefits, taxes) | 164,512 | 244,878 | 270,538 | 14.16% |
| E. Administrative Personnel Costs (salary, benefits, taxes) | 219,145 | 223,265 | 229,412 | 12.01% |
| Total operating expense for Administration & Governance | 786,455 | 1,094,485 | 943,195 | 49.38% |

Notes on Administration & Governance expenses:

Section A1 - Professional Fees

Section 1a) Audit Fees - Fees for independent audit which is required by canon.

Section 1b) Legal Fees - Funds for legal expenses that are above and beyond the scope of Chancellor's work.

Section 1c) Bank & PayPal Fees - Covers bank fees and transaction fees for PayPal.

Section 1d) ACS Fees, Supplies, & Training - Fees associated with the ACS software used to track Diocesan finances and people database.

Section 1e) ADP Payroll Processing Fees - Fees for payroll processing software and end of year W-2s.

Section A2 - Non-compensation Insurance

Section 2a) Retired Bishop's Health Insurance - The Diocese covers the expense of health insurance coverage for retired Bishops and their spouses. Prior to 2022, the post-retirement subsidy offered to retired clergy often did not cover the full expense. In 2022 Church Pension Group converted to a Medicare Advantage plan which in many cases is now covered by the post-retirement subsidy.

Section 2b) Clergy & Lay Group Life – The Diocese provides group life insurance including Accidental Death and Dismemberment for qualified clergy in the amount of \$50,000 and for qualified lay employees in the amount of \$25,000. The Diocese provides group life insurance in the amount of \$3,000 for qualified retired clergy.

Section 2c) Worker's Compensation Insurance - Expense to provide worker's compensation coverage for the Diocesan Staff.

Section 2d) Property & Casualty Insurance - Expense to provide property & casualty coverage for the Diocese, including property, autos, and liability.

Section A3 - Diocesan Center Expenses

Section 3a) Utilities - provides funds to cover electric, gas, telephone, internet and water for the Diocesan center.

Section 3b) Maintenance - Provides funds to cover routine maintenance for the Diocesan center.

Section 3c) Facility Repairs - Provides funds for minor facility repairs for the Diocesan center.

Section 3d) Office Supply & Equipment - Provides funds for office supplies and equipment for Diocesan staff.

Section 3e) Copy Machine Expense - Provides funds for the office copy machine.

Section 3f) Postage - Provides funds for postage and postage meter leased. Postage meter is shared between Diocese and ECLA, which has reduced cost.

Section 3g) Downtown KC Streetcar Assessment - Provides funds for the assessment on the Diocese to fund the Downtown KC Streetcar.

Section 3h) The Episcopal Network for Stewardship (TENS) dues - Covers the subscription to TENS that can be used by anyone in the Diocese for their annual stewardship campaigns, including graphics, sample letters, forms, bulletin inserts, etc.

Section 3i) IT&S Support - Provides funds to cover IT&S setup, maintenance, and repair issues.

Section 4 - Travel

Section 4a) Bishop Travel - provides funds to cover travel outside the Diocese for events such as House of Bishops, Consecrations, etc. as well as "in diocese" travel.

Section 4b) Lay Administrative Staff Travel - provides funds for conferences outside the diocese such as Bishop's Executives Secretaries Together (BEST), Episcopal Business Administrators Conference (EBAC), etc. as well as "in diocese" travel.

Administration & Governance

Section A5) Reserves - Current year funds set aside each year to cover future expenses.

Section 5a) Auto Replacement Fund - Fund to provide adequate money for replacement of Bishop's vehicle.

Section 5b) Repair/Replace Diocesan Center Equipment - Fund to provide for major repairs & replacement of equipment located in Diocesan Office.

Section 5c) Episcopal Transition Fund - Fund to provide coverage for expenses associated with searches for new Bishops. This fund is currently well funded and this is a placeholder item for when further funding is needed.

Section 5d) Assessment Underfunding - Funds for use by Assessment Review Committee to provide Assessment Relief to congregations/missions in financial distress.

Section 5e) General Convention Reserve - Fund set aside to cover travel expenses for delegates representing the Diocese at General Convention every three years.

Section 5f) Special Travel - Fund set aside to cover travel expenses for seldom held events such as Lambeth Conference.

Section 5g) Mission Fund (Formerly Covid Fund) - 2022 budget surplus set aside for future Mission opportunities.

Section A6) Springfield Apartment - Previously used for lodging for Bishop and Canon to the Ordinary in Springfield, as of April 2022 the diocese is allowing Christ Church Springfield to take over the payment of the apartment for use by the Interim Rector at Christ Church. The lease is still under the name of the Diocese of West Missouri.

Section A7) Miscellaneous Expense - Funds to cover minor expenses that are not covered elsewhere.

Section B) Governance

Section B1) Diocesan Convention - Funds to help cover expenses associated with annual Diocesan Convention.

Section B2) Diocesan Council and Standing Committee - Funds to help cover expenses associated with Diocesan Council and Standing Committee meetings.

Section C) Support of the Larger Church

Section C1) Support of the Larger Church - This includes support of Province VII (our internal province of the 11 in The Episcopal Church) as well as the General Church. The General Church assessment is calculated this way: the diocese's 2021 Operating Income, minus a \$200,000 holdback, is then multiplied by 15%.

Section C2) Province VII Assessment - Annual assessment to support the work of Province VII.

Section D) Provisional Bishop Compensation - Includes salary, medical benefits and pension for Bishop Provisional.

Section E) Administrative Personnel includes: 1.) the Events Coordinator, 2.) the Bishop's Assistant, 3.) the HR Administrator/Finance Ass't, and 4.) the Finance Administrator, equalling 2.9 FTEs.