The background of the page features a large, faint, light-yellow seal of the Diocese of West Missouri. The seal is shield-shaped with a double border. The outer border contains the Latin text "SIGILLUM DIOCESEOS MISSOURIENSIS OCCIDENTALIS" in a serif font, with a small cross at the top and bottom. The inner shield is divided into four quadrants by a cross. The top quadrant is white with a blue and gold crown. The bottom quadrant is white with a blue and gold cross. The left and right quadrants are blue with a white cross and a gold cornucopia. The center of the shield is white with a blue and gold cross.

Journal of the  
One Hundred Thirty-Second  
Annual Convention

**The Diocese of West Missouri**

Grace and Holy Trinity Cathedral

Kansas City, Missouri

November 6, 2021

# 2021 Diocesan Journal

## Table of Contents

### Official Acts of the Bishop

Baptisms, Confirmations, Receptions, Reaffirmations, Letters Dimissory, Ordinations.....	1
Visitations.....	1
Other Services/Events.....	2
Letters Dimissory .....	3
Bishop's Shield recipients .....	4

Ecclesiastical Authority's Address.....	9
---	---

### Diocesan Convention Information, Minutes and Resolutions Adopted

Minutes of the 2021 Convention .....	13
Appendix A: Ecclesiastical Authority's Address to the Convention.....	9
Appendix B: Resolutions as Presented .....	26
Appendix C: 2022 Plan for Ministry as Presented, Acted Upon and Adopted .....	169
Appendix E: Resolutions as Adopted .....	38
Lay Delegates to Convention .....	48

### Clergy List

Clergy in Order of Canonical Residence .....	51
Non-Parochial Clergy Report.....	54
Roster of Postulants & Candidates.....	55
Necrology.....	56

### Diocesan Organizations Directory

Officers of the Diocese .....	57
Diocesan Council.....	57
Standing Committee .....	58
Disciplinary Board.....	58
Committees of Convention.....	58

### Parochial Statistics and Reports

Vital Statistics for the Diocese.....	60
Financial Statistics for the Diocese .....	62

## Ministry and Mission Reports to Convention

Bishop Kemper School for Ministry .....	64
Canon to the Ordinary .....	67
Central Deanery .....	69
Chaplains to Retired Clergy and Surviving Spouses .....	73
Christian Formation.....	75
Commission on Ministry.....	78
Council Churches of the Ozarks .....	81
Daughters of the King .....	85
Diocesan Board of Examining Chaplains.....	89
Diocesan Chancellor .....	91
Disciplinary Board.....	92
Diversity and Reconciliation.....	93
Ecumenical and Interfaith Committee .....	102
Emergency Planning.....	104
Episcopal Church Women.....	107
Episcopal Relief & Development .....	111
Hispanic Ministry.....	114
Jubilee Ministry .....	124
Northwest-Metro Deanery.....	125
NourishKC.....	127
Saint Luke's Hospital .....	130
Secretary of the Diocese/Convention .....	153
Southern Deanery .....	157
St. Luke's Nursing Center .....	163
Standing Committee .....	165
Youth Ministry Commission.....	167
 Annual Financial Reports and Budget (Plan for Ministry) .....	 169
 Constitution and Canons.....	 194

# The Rt. Rev. Martin S. Field

## Journal of Sacramental Acts 2021

Confirmations	52	Baptisms	0	Ordinations	4
Receptions	12	Weddings	0		
Reaffirmations	1	Funerals	2		

### Visitations

11/12/20	St. Anne's, Lee's Summit
11/15/20	Grace Church, Chillicothe
11/18/20	Christ Church, Lexington
12/6/20	Christ Church, Springfield
12/9/20	St. John's, Neosho
12/13/20	Good Shepherd, Kansas City
1/6/21	St. Andrew's, Kansas City (virtual)
1/13/21	Grace Church, Carthage (virtual)
1/17/21	St. Mary Magdalene, Belton
1/27/21	Christ Church, Boonville (virtual)
2/7/21	St. Mary's, Kansas City
2/10/21	St. Luke's, Excelsior Springs (virtual)
2/14/21	St. Peter & All Saints, Kansas City
2/21/21	Christ Church, St. Joseph
2/24/21	St. Peter's, Harrisonville
3/3/21	Grace, Liberty (virtual)
3/7/21	Grace and Holy Trinity Cathedral, Kansas City
3/14/21	St. Paul's, Clinton
3/21/21	St. Nicholas, Noel
3/28/21	St. Augustine's, Kansas City
4/4/21	Grace and Holy Trinity Cathedral, Kansas City
4/11/21	St. Mary's, Savannah
4/25/21	Good Shepherd, Kansas City
5/2/21	All Saints, West Plains
5/11/21	St. Thomas a Becket, Cassville
5/12/21	St. James, Springfield
5/14/21	St. Stephen's, Monett
5/23/21	St. Michael's, Independence
5/26/21	Trinity, Independence
6/3/21	St. Mary's, Fayette (virtual)



# The Rt. Rev. Martin S. Field

## Journal of Sacramental Acts 2021

6/6/21	Transfiguration, Mountain Grove
6/7/21	Trinity, Lebanon
6/8/21	St. George, Camdenton
6/13/21	St. Oswald's in the Fields, Skidmore
6/16/21	Church of the Redeemer, Kansas City
6/23/21	St. Paul's, Kansas City
7/11/21	St. Peter & All Saints, Kansas City
7/13/21	Calvary, Sedalia
7/14/21	St. Alban's, Bolivar (virtual)
7/15/21	All Saints, West Plains
7/18/21	Church of the Resurrection, Blue Springs
7/22/21	Grace and Holy Trinity Cathedral, Kansas City
7/25/21	St. Matthew's, Raytown
8/1/21	St. Anne's, Lee's Summit
8/8/21	St. Mark's, Kimberling City
8/9/21	Shepherd of the Hills, Branson
8/10/21	St. John's, Springfield
8/18/21	St. Matthew's, Ozark
8/22/21	St. Philip's, Joplin
8/26/21	St. Philip's, Trenton (virtual)
8/29/21	St. Paul's, Lee's Summit
9/1/21	All Saints, Nevada
9/10/21	Grace Church, Chillicothe
9/12/21	Christ Church, Warrensburg

### Other

1/8/21	Memorial Service for the Rev. Sharron Heathman
3/9-12/21	Spring House of Bishops Meeting (virtual)
3/30/21	Renewal of Ordination Vows – Grace and Holy Trinity Cathedral, Kansas City
4/2/21	Good Friday Liturgy (virtual)
4/3/21	Holy Saturday Liturgy (virtual)
4/3/21	Easter Vigil – Grace and Holy Trinity Cathedral, Kansas City
4/20/21	Hope & Faith in a Time of Discouragement (virtual)
4/24/21	Memorial Service for the Rev. Kathy Hall
6/29/21	College for Bishops (virtual)
7/8/21	Celebration of New Ministry: The Rev. Isaac Petty – St. Luke's, Excelsior Springs

# The Rt. Rev. Martin S. Field

## Journal of Sacramental Acts 2021

### Confirmation Services

11/21/20 St. Peter & All Saints, Kansas City  
12/5/20 St. John's, Springfield  
4/17/21 Grace Church, Carthage  
4/24/21 St. Andrew's, Kansas City  
9/11/21 St. Stephen's, Monett

### Ordinations

3/27/21 Diaconate Ordination of the Rev. Michael Johns – Grace, Chillicothe  
5/29/21 Presbyteral Ordination of the Rev. Isaac Petty – Grace and Holy Trinity  
Cathedral, Kansas City  
10/2/21 Presbyteral Ordination of the Rev. Ryan Wiksell – Grace and Holy Trinity  
Cathedral, Kansas City  
11/6/21 Diaconate Ordination of the Rev. Rita Kendagor – Grace and Holy Trinity  
Cathedral, Kansas City

### Letters Dimissory

2/10/21 The Very Rev. Don Compier transferred to the Diocese of West Missouri from  
the Diocese of Kansas  
6/30/21 The Rev. James Harris transferred to the Diocese of West Missouri from the  
Diocese of Dallas  
8/2/21 The Rev. Teresa Deokaran transferred from the Diocese of West Missouri to  
the Diocese of Western Louisiana  
9/17/21 The Rev. Steven King transferred to the Diocese of West Missouri from the  
Diocese of Nebraska

# Bishop's Shield Award Honorees

Last Name	First Name	Year	Congregation
N/A	N/A	2021	No Bishop's Shield Awards were presented in 2021
N/A	N/A	2020	No Bishop's Shield Awards were presented in 2020
Kemp	Sally	2019	St. George, Camdenton
Turner	Judy	2019	St. Philip's, Joplin
Bower	Joyce	2019	St. Andrew's, Kansas City
N/A	N/A	2018	No Bishop's Shield Awards were presented in 2018
Wall	Duchess	2017	St. Peter & All Saints, Kansas City
Ellsworth	The Rev. Brad	2016	Church of the Transfiguration, Mountain Grove
Gass	Don	2016	Shepherd of the Hills, Branson
McDonnell	Mike	2016	St. George, Camdenton
Maynard	Bob	2016	St. Peter & All Saints, Kansas City
Cordonnier	Caleb	2015	St. Paul's, Kansas City
McCann	Susan	2015	Grace, Liberty
Pryor	Carole	2015	St. Philip's, Joplin
Runnels	Stan	2015	St. Paul's, Kansas City
Vinson - McAfee	Marilyn	2015	Grace, Carthage
Adams	Walker	2014	St. Paul's, Kansas City
Allen	Larry	2014	Redeemer, Kansas City
Byer	Martha "Marty"	2014	NERM/Christ Church, Boonville
George	Walter	2014	Redeemer, Kansas City
Gilligan	Jim	2014	Resurrection, Blue Springs
Miller	Patricia "Pat"	2014	St. Michael's, Independence
Moon	Cheryl	2014	St. Stephen's, Monett
Edwards	Nina	2013	Church of the Good Shepherd, Kansas City
Kyle	The Rev Michael	2013	All Saints Church, West Plains
Meyer	Donna	2013	St. Michael's Church, Independence
N/A	N/A	2012	No Bishop's Shield Award were presented in 2012
N/A	N/A	2011	No Bishop's Shield Award were presented in 2011
Howe	Mary	2010	Spouse of Bishop Howe
Kost	Harold	2010	St. Philip's, Trenton
McDowell	Charles "Bud"	2010	Grace and Holy Trinity Cathedral, Kansas City
Robertson	Linda	2010	St. John's, Springfield
Snodgrass	Kim	2010	Grace, Carthage - Diocesan Youth Ministry Coordinator
Swaney	Jim	2010	St. Michael's, Independence
Swaney	Rachel	2010	St. Michael's, Independence
Tyndall	Constance "Connie"	2010	Retired
Morgan	Romain	2009	St. Alban's, Bolivar
Schmidt	William	2009	Trinity, Lebanon
Smith	The Rev LillyMae	2009	Retired
Wagon	Bob	2009	St. Alban's, Bolivar
Zoller	The Rev Joan	2009	Retired
Ditto	John	2008	St. Paul's, Kansas City
Hastings	Rich	2008	St. Luke's Hospital
Leabo	Gary	2008	Trinity, Independence
Lower	Ken	2008	Grace, Chillicothe
Mynatt	Chari	2008	Retired
Pemberton	Edith	2008	Grace, Carthage
Rudy	Patricia "Pat"	2008	Redeemer, Kansas City
Shields	Ramona	2008	St. Philip's, Joplin
Valdez	Pedro	2008	Hispanic Missioner/Retired
Wood	Patricia	2008	Transfiguration, Mountain Grove
Barns	Robert	2007	St. Matthew's, Ozark

# Bishop's Shield Award Honorees

Last Name	First Name	Year	Congregation
Chapman	Les	2007	St. Thomas a Becket, Cassville
Kile	Judy	2007	Church of the Good Shepherd, Kansas City
Napier	Adalyn	2007	St. Michael's, Independence
Shannon	Ann Marie	2007	Grace, Liberty
Smith	Kermit	2007	Retired
Ticknor	Patsy	2007	Retired
Anderson	Dean Emmanuel	2006	St. Matthew's, Raytown
Bellais	William	2006	Retired
Breese	Sidney	2006	Retired
Hoffman	Raymond "Dick"	2006	Grace, Liberty
Leed	Rolf	2006	Retired
Shaver	J. Lyle	2006	Resurrection, Blue Springs
Way	Dolores	2006	Grace, Chillicothe
Schmidt	Joyce	2005	St. Alban's, Bolivar
Swift	John	2005	Retired
Tally	Jane	2005	Cathedral
Warns	Dorothy	2005	Christ, Warrensburg
Warns	Robert	2005	Christ, Warrensburg
Ferrero	Hal	2004	St. Peter's, Kansas City
Heckendorn	Margaret	2004	St. Andrew's, Kansas City
Johnson	Maxine	2004	All Saints, Nevada
Morrison	Connie	2004	Retired
Phillips	Betty	2004	Cathedral
Shepherd	Thomas	2004	Retired
Vorhis	Louise	2004	Trinity, Lebanon
Wood	Robert	2004	Retired
Hall	Greg	2003	St. Mary's, Savannah
Herndon	Betty	2003	St. Mary's, Kansas City
Levitski	Mark	2003	St. Mark's, Kimberling City
McKnabb	William	2003	St. James', Springfield
Palmer	Nan	2003	Christ, Springfield
West	John	2003	Retired
West	Ruth	2003	Retired
Whelan	Ed	2003	Retired
Whelan	Janet	2003	Retired
Barton	Louise	2002	Cathedral
Beachy	William	2002	Retired
Branham	Don	2002	St. George, Camdenton
Branham	Martha	2002	St. George, Camdenton
Finnell	Roy V.	2002	Retired
Garrison	Harold	2002	St. Augustine's, Kansas City
Moerer	Mary	2002	Redeemer, Kansas City
Stinnett	Roger	2002	Retired
Carrell	Susan	2001	Christ, Springfield
Davis	Herbert V	2001	St. Paul's, Kansas City
Greenall	C. Dean	2001	Retired
McClure	Jim	2001	St. Paul's, Kansas City
Parker	Lillian	2001	St. Peter's, Kansas City
Shaffer	Stan	2001	St. Andrew's, Kansas City
Long	Bob	2000	Retired
Philly	India	2000	Christ, Springfield
Schmidt	Dennis	2000	Cathedral

# Bishop's Shield Award Honorees

Last Name	First Name	Year	Congregation
Stuckey	Ross	2000	St. James', Springfield
Warren	Donna	2000	Retired
Yeagley	Joan	2000	St. Nicholas', Noel
DeLaurier	Nancy	1999	Historiographer
Harvey	George	1999	All Saints, Kansas City
Kolb	Jerry	1999	St. Luke's Hospital
Sharp	Tessa	1999	St. James', Springfield
Smith	Michael	1999	St. James', Springfield
Copeland	William	1998	St. Nicholas', Noel
Lewis	Larry	1998	St. Paul's, Maryville
Miller	Douglas	1998	St. Andrew's, Kansas City
Moon	James	1998	St. Stephen's, Monett
Rahtjen	Bruce	1998	St. Mary's, Kansas City
West	Robert	1998	St. Andrew's, Kansas City
Ball	Mary Catherine	1997	St. Oswald's in-the-Fields, Skidmore
Baucum	Elizabeth	1997	St. Andrew's, Kansas City
Beihl	John	1997	St. Mary's, Savannah
Benson	Charles	1997	Christ, Springfield
Birkness	Harold	1997	St. Mark's, Kansas City
Bloess	Jack	1997	Calvary, Sedalia
Bolden	Shirley	1997	St. Augustine's, Kansas City
Bowman	Gloria	1997	
Brown	Barbara	1997	
Cheffey	Anne	1997	Ascension, Springfield
Colfry III	Allen	1997	St. Paul's, Lee's Summit
Craig	Jim	1997	St. Stephen's, Monett
Cravens	Adalyn	1997	St. John's, Springfield
Davis	Joe	1997	All Saints', West Plains
Fitts, Jr.	D.R.	1997	St. Anne's, Lee's Summit
Gerlach	Ernie	1997	Resurrection, Blue Springs
Gibson	Richard	1997	St. Alban's, Bolivar
Haeker	Howard	1997	
Hamilton	Curtis	1997	St. Peter's, Harrisonville
Harlow	Cliff	1997	Grace, Chillicothe
Harrison	Joe	1997	St. Michael's, Independence
Herndon	Richard	1997	St. Mary's, Kansas City
Hill	James	1997	Grace, Liberty
Horman	Jean	1997	Trinity, Marshall
Horner	Channing	1997	St. Paul's, Maryville
Huckins	Dawn	1997	St. Mary's, Fayette
Hutchings	Caroline	1997	St. Luke's, Excelsior Springs
Jackson	Margaret	1997	Christ, Booneville
Keifer	Don	1997	St. Paul's, Clinton
Kritz	Letha Lee	1997	St. John's, Neosho
Lanio	Tom	1997	Associate Treasurer
Maple	Francis	1997	St. James', Springfield
McDowell	Candy	1997	Cathedral
Miller	John	1997	Holy Spirit, Kansas City
Miller	Ken	1997	Trinity, Lebanon
Phelps	Carolyn	1997	Grace, Carthage
Popek	Teena	1997	Good Shepherd, Springfield
Schwartz	Robert	1997	Christ, Warrensburg

# Bishop's Shield Award Honorees

Last Name	First Name	Year	Congregation
Short	June	1997	Trinity, Independence
Smart	Robert	1997	Treasurer
Smith	George	1997	St. Matthew's, Raytown
Steffen	Michael	1997	St. Peter's, Kansas City
Story	Douglas	1997	All Saints', Nevada
Taylor	Jack	1997	St. George's, Camdenton
Taylor	Susan	1997	St. Nicholas', Noel
Tootle	Sharon	1997	Christ, St. Joseph
Wagstaff	Richard	1997	Chancellor
White	Thomas	1997	St. Philip's, Joplin
Willard	Jordan	1997	Shepherd of the Hills, Branson
Williams	Dana	1997	St. Andrew's, Kansas City
Yeager	Jon	1997	Diocese
Bacon	Jean	1996	Bishop Spencer Place
Frazzell	Dorothy	1996	St. Andrew's, Kansas City
Johannsen	Calvin	1996	St. James', Springfield
O'Hearne	John	1996	Cathedral
Prince-Joseph	Bruce	1996	St. Mary's, Kansas City
Ruth	Margaret	1996	St. Andrew's, Kansas City
Schaeffer	John	1996	Cathedral
Seaberger	Beth	1996	Episcopal Social Services
Steinbach	Robert	1996	St. Andrew's, Kansas City
Thomson	Mabel	1996	Christ, Springfield
Birkenmeier	Loretta	1995	Resurrection, Blue Springs
Cavanaugh	Earl	1995	Cathedral
Meyer	Kathy	1995	Good Shepherd, Kansas City
Skillicorn	Jerry	1995	St. Paul's, Lee's Summit
Atwood	William	1994	St. Paul's, Kansas City
Eason	Lillian	1994	St. Augustine's, Kansas City
Lindstrom	Charles	1994	St. Luke's Hospital
McClure	Charlotte	1994	Redeemer, Kansas City
Fligg	Ken	1993	Chancellor
Harris	Jim	1993	All Saints', West Plains
Jermyn	Tom	1993	Transfiguration, Mountain Grove
Kauffman	Jim	1993	St. John's, Neosho
Pulliam	Jim	1993	Christ, Warrensburg
Schwab	Cynthia	1993	St. Philip's, Joplin
Temple	Edith	1993	St. Mary's, Kansas City
Williams	Deborah	1993	St. Augustine's, Kansas City
Anderson	Doris	1992	
Craig	Bernice	1992	Christ, Warrensburg
Firth	Harry	1992	All Saints', Kansas City
Gunderson	Pat	1992	Diocese
Hoffman	Donald	1992	St. Paul's, Kansas City
Hutcherson	Robert	1992	St. Matthew's, Raytown
Johnson	Douglas	1992	Diocese
Macioce	Jean	1992	Ascension, Springfield
McCann	John	1992	Diocese
Simnitt	Mickey	1992	Christ, Lexington
Snyder	Robert	1992	Neosho/Noel
Anderson	Jim	1991	
Barton	Donald	1991	Shepherd of the Hills, Branson

# Bishop's Shield Award Honorees

Last Name	First Name	Year	Congregation
Chrostowski	Gene	1991	Good Shepherd, Kansas City
Dibble	Dan	1991	St. Paul's, Kansas City
Douglas	Vernon	1991	St. Augustine's, Kansas City
Ewing	Clarice	1991	Christ, Warrensburg
LeBarron	Bruce	1991	All Saints', Nevada
Lusk	Bill	1991	St. Peter's, Harrisonville
Mansfield	Gregory	1991	Diocese
Miller	Bill	1991	All Saints', Kansas City
Schubert	Rebecca	1991	Diocese
Buchanan	Peggy	1990	Diocese

# Report of the Ecclesiastical Authority - 2021

## The Rev. Jonathan Frazier, President of the Standing Committee

If you have had DNA ancestry testing, you might have had a surprise. I thought I knew all about my family's background, but when taking a close look deep into the past, the experts found...what must have been some stories that no one ever repeated. My wife was surprised that I had so *little* Neanderthal DNA. The surprises have launched me on an avocation as a genealogist.

"New Life" is the forward-looking theme of this convention, and with a Bishop Provisional possibly coming on board at the beginning of December, I see lots of new life in our near future, as well as healthy and hardy life already here.

But at this moment, I thought it might be useful to look at our diocesan DNA, and we will see if there are any surprises. I will offer quotes from three former bishops and one member of the diocese who is in the room.

The first quote is from Bishop William Sylvester Tuttle, at one time a storied missionary bishop in the west, who settled down in St. Louis as the Bishop of Missouri. We were one diocese when he addressed the convention in 1887, saying,

"It needs no Latin scholar to know that missionary work means a sending out of our strength and help for others, and not a keeping of our strength and help for ourselves. So, if unselfishness is the best one work to express what true Christianity is, that unselfishness which is missionary is *the best kind of church life to aim at*.

My dear brethren, who are clergymen, [today he would say, 'My sisters and brothers who are members of the clergy,'] I know how, if you are in earnest, the interests of your own parish and people must naturally absorb your attention and time. And I would not have you other than minders of your own business, and diligent doers of the duty nearest at hand.

But I beg you, do not allow that natural absorption to dwindle you down and dry you up into narrowness and selfishness.

When large-hearted interest and wide-reaching sympathy are ours, we are ever so much more like the Master. And narrowness is an unwise as it is ignoble. Brethren mine, your parish and people, if kept roused in missionary interest and to missionary sympathy and missionary giving, will run generously over in abounding gifts for your good parochial purposes."

Missionary interest.

Missionary sympathy.

Missionary giving.

Mission, mission, mission.



# Report of the Ecclesiastical Authority - 2021

The Rev. Jonathan Frazier, President of the Standing Committee - page 2

"That unselfishness which is missionary is **the best kind of church life to aim at.**"

Here is a quote from Bishop Edward Robert Atwill, speaking in 1890 at the first convention of the Diocese of West Missouri:

"You will count me only loyal to the Church, and not personally immodest, I hope, if I say, -- to get a Bishop of your own, and a good Bishop is a prime essential for good work. I trust your prayers to God have been going up for this. I hope your earnest votes will be given for this. May God's special guidance be vouchsafed, I humbly pray.

When God sends him [and today we would add, "or her,"], gather to his [or her] side. Stay up his hands. Get close to his heart. Expect not perfection in him. Count not that he by his energy and through his office can and will accomplish everything.

Let him get a little used to the field ere you demand much of him. Give him time and keep your patience: and afterwards let him feel that he is a general indeed, not left helplessly alone, but with captains and sergeants and regiments of rank and file, all alive to be led by him and work with him.

**"Yours is a glorious Missionary field. Talk Missions, work Missions, love Missions from the very start.**

You have twenty-four Parishes and twenty-eight organized Missions. You have forty-one Church buildings and nine Rectories. Of your thirty-five Clergy, twenty -seven are actively working...

"So, all around the horizon there is Missionary work for you, and that, too, of a most promising kind...Kansas City, St. Joseph, Springfield, Sedalia, Carthage, ye that are strong, I beg you uphold the weak. I beseech you as for your life, *stand by the Missionary work.*

"Dear Brethren, here and now you are to give tone to your Diocese. *You are to start the making of its future history.* Be prudent, prayerful, earnest, kindly, unselfish, generous.

"Talk Missions, work Missions, love Missions.

"Stand by the Missionary work."

# Report of the Ecclesiastical Authority - 2021

The Rev. Jonathan Frazier, President of the Standing Committee - page 3

The last former bishop I will quote is Bishop Arthur Vogel, speaking to convention in 1986:

**"First and last, we are a community of mission.** We are sent as the Son was sent by the Father in the power of the Spirit to carry the Good News to others. We are sent to make a clear witness in the world by our proclamation, worship, and service. We are gathered together as God's people to move beyond ourselves by God's grace, not wringing our hands, cutting programs, and lamenting problems that arise in the course of our life together. We are a people whose victory has already been won by God for us, and we ought to act that way."

"First and last, we are a community of mission."

Father John Spicer, present this morning, in his book *Beating the Boundaries*, looked at fresh expressions in nine congregations in the United States and in England. He said that they asked the same questions about their "missional DNA:"

Where's the mission in your DNA?

Whom are you trying to reach -- and how?

What expression of ministry is **God** trying to create?

How will you empower strong leadership and plan for governance?

How will you identify success and failure?

"Where's the mission in your DNA?"

Mission is in our DNA. This diocese founded St. Luke's Hospital, one of the best hospitals in the nation for certain specialties, and it was the progenitor of an entire health care system. More recently we founded Bishop Spencer Place. Those and some others are big missions—  
[[accomplished.]]

Please raise your hand—and keep it up—if your congregation:

Cooks hot meals for hungry neighbors?

Gives packaged food and other necessities to neighbors in need?

Provides clothes for neighbors who are interviewing for jobs, or just need to be warm?

Helps neighbors who are homeless, or can't pay all of their rent or utilities?

Resettles immigrants from war-torn countries, welcoming them as new neighbors?

Provided worship services for Spanish-speaking neighbors?

Learned how to fight racism?

Reaches out in mission in ways I haven't mentioned?

It looks like that is every hand, every congregation.

# Report of the Ecclesiastical Authority - 2021

The Rev. Jonathan Frazier, President of the Standing Committee - page 4

Small congregations and large congregations, we know what we're doing: "Missionary interest, Missionary sympathy, Missionary giving." Mission, mission, mission. "That unselfishness which is missionary is *the best kind of church life to aim at*," Bishop Tuttle said.

Mission has been in our DNA all along. That's no surprise.

Some other stories need to be told, because we will find surprises when looking carefully at our DNA, but together, with our Bishop Provisional, we will tell those stories and own them, and heal or evolve where necessary.

I offer one final, brief quote, from a bishop who has been looking at us and our DNA quite closely. Bishop Bruce said,

"From my first set of interviews, I understood that the mission and ministry of the people of the Diocese of West Missouri, to the communities in which they serve, is planted deeply in their DNA. **There is nothing stronger than that in this world!**"

**MINUTES OF THE 132<sup>ND</sup> CONVENTION OF  
THE DIOCESE OF WEST MISSOURI  
NOVEMBER 6, 2021  
GRACE & HOLY TRINITY CATHEDRAL, KANSAS CITY**

The 132<sup>nd</sup> Convention of the Diocese of West Missouri convened with Holy Eucharist and Ordination. The Rt. Rev. Martin S. Field, 8<sup>th</sup> Bishop of the Diocese of West Missouri (resigned), officiated and preached. During the service, Ms. Rita Jo Carson Kendagor was ordained to the Sacred Order of Deacons.

**AGENDA ITEM I: ORGANIZING FOR BUSINESS**

After the Eucharist, the Business Session of the Convention opened with The Rev. Jonathan Frazier (St. Peter & All Saints, Kansas City), President of the Standing Committee, taking the chair.

**ITEM I-1: ELECTION OF PRESIDENT PRO-TEMPORE—FR. FRAZIER**

Fr. Frazier noted that per Article VII, Section 5 of the *Constitution of the Diocese of West Missouri* (hereafter referred to as “the Constitution”):

In the event of the absence or inability to act of the Bishop, the Bishop Coadjutor, if there be one, and the Suffragan Bishop, if there be one, the President of the Standing Committee shall call the Convention to order and it shall immediately proceed to the election of a President, pro tempore.

Fr. Frazier called on The Rev. John Spicer (St. Andrew’s, Kansas City), who nominated The Rev. Jonathan Frazier as President Pro-Tempore of the Convention. Several seconds were heard.

Fr. Frazier called on Mr. Curtis Hamilton (Secretary of the Convention), who moved that nominations cease, and Fr. Frazier be elected by acclamation. Several seconds were heard.

Fr. Frazier called for a vote on the motion.

***The Convention elected Fr. Frazier as  
President Pro Tempore of the Convention.***

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

Fr. Frazier 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 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: 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 10:00 am, 59 of 132 clergy and 80 lay delegates representing 26 of 48 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-5: SEATING OF LICENSED CLERGY—CONVENTION SECRETARY**

Mr. Hamilton asked 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. Fr. Frazier ruled that, without objection, these clergy be given seat and voice.

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

Fr. Frazier appointed Mr. David Powell (St. Paul's, Kansas City), Diocesan Chancellor, as Parliamentarian. Fr. Frazier asked Mr. Powell to make remarks concerning the Rules of Order and other procedural matters.

**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 131<sup>st</sup> 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**

Fr. Frazier called on Ms. Amanda Perschall (Trinity, Lebanon), who nominated Mr. Curtis Hamilton (Grace & Holy Trinity Cathedral, Kansas City) to serve as Secretary of the Diocese. Several seconds were heard.

Hearing no further nominations, Fr. Frazier called for a vote to elect Mr. Hamilton.

***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.)

#### **Item I-8b: Election of the Treasurer**

Fr. Frazier called on Mr. Randolph Oliver (St. Andrew's, Kansas City), who nominated Mr. Thomas (Tom) Kokjer (St. Andrew's, Kansas City) to serve as Treasurer of the Diocese. Several seconds were heard.

Hearing no further nominations, Fr. Frazier called for a vote to elect Mr. Kokjer.

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

#### **Item I-8c: Election of the Chancellor**

Fr. Frazier noted that the term of the current Chancellor, Mr. David Powell (St. Paul's, Kansas City) concludes at the end of this Convention. Per Article IV, Section 6 of the Constitution the Ecclesiastical Authority nominates a Chancellor to the Convention. On behalf of the Standing Committee, in its capacity as the Ecclesiastical Authority, Fr. Frazier nominated Mr. Mark Galus (Grace & Holy Trinity Cathedral, Kansas City) to serve as Chancellor of the Diocese for a three-year term.

Hearing no further nominations, Fr. Frazier called for vote to elect Mr. Galus.

***The Convention elected Mr. Galus as  
Chancellor of the Diocese.***

#### **Item I-8d: Election of the Associate Chancellor**

Fr. Frazier noted that per Article IV, Section 6 of the Constitution the Chancellor may be assisted by an elected Associate Chancellor, who after election serves a three-year term. On behalf of the Standing Committee, in its capacity as the Ecclesiastical Authority, Fr. Frazier nominated Mr. David Powell to serve as Associate Chancellor for a three-year term.

Hearing no further nominations, Fr. Frazier called for vote to elect Mr. Powell.

***The Convention elected Mr. Powell as***

**ITEM I-9: ANNOUNCEMENTS—CONVENTION SECRETARY**

Mr. Hamilton announced that the Diocesan Council had designated the Convention offering to be split evenly between the discretionary fund for the ordinand at the Convention Eucharist (the Rev. Dcn. Rita Jo Carson Kendagor) and migration ministry programs through Episcopal Migration Ministries.

He also read greetings from the Rt. Rev. Barry Howe (7<sup>th</sup> Bishop of the Diocese of West Missouri, Retired) to the Convention.

**ITEM I-10: REPORT OF THE COMMITTEE ON DISPATCH OF BUSINESS—MR. CURTIS 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.

2021 Resolution #1—Election of Bishop Provisional

2021 Resolution #2—Renaming Associate Chancellor to Vice Chancellor

2021 Resolution #3—Diocesan Council Membership – Chancellor and Vice Chancellor

Mr. Hamilton noted that all of the resolutions have been translated into Spanish and are available on the Convention webpage. (The resolutions as submitted to the Convention can be found in the Journal of the Convention at Appendix \_\_\_\_.)

Fr. Frazier stated that 2021 Resolution #1 had been referred to the Committee on Resolutions and that 2021 Resolutions #2 and #3 had been referred to the Committee on Constitution and Canons. He noted that those committees would report on those resolutions later in the Convention.

**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—LAY ORDER  
(elect two to two-year terms)**

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

Mr. Eric Rhodes  
St. Anne's, Lee's Summit

STANDING COMMITTEE—CLERGY ORDER

(Elect two to two-year terms)

The Rev. Charles Everson  
St. Mary's, Kansas City

The Rev. Robin James  
Grace Church, Liberty

The Rev. Anne Meredith Kyle  
Calvary, Sedalia

The Rev. John Spicer  
St. Andrew's, Kansas City

DIOCESAN COUNCIL—LAY ORDER

(Elect four to two-year terms)

Ms. Regina Berens  
St. Mary Magdalene, Belton

Mr. Chris Morrison  
Grace & Holy Trinity Cathedral, Kansas City

Ms. Sally Scheid  
Christ Church, Springfield

Mr. David Schlomer  
Calvary, Sedalia

DIOCESAN COUNCIL—CLERGY ORDER

(Elect two to two-year terms)

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

The Rev. Joe Pierjok  
Grace Church, Carthage

The Rev. Susan Roberts  
St. Luke's Health System

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

Fr. Frazier thanked the following persons who were completing terms on these elected bodies.

- Standing Committee—Ms. Alexandra Connors, Ms. Mary Christiano (Christ Church, Springfield), the Rev. Anne Meredith Kyle, and the Rev. John Spicer
- Diocesan Council—Ms. Regina Berens, Ms. Kathleen Merrill Jackson (St. James' Springfield), Ms. Jillian Merrill (Trinity, Independence). Mr. Chris Morrison, the Rev. Laura Hughes (St. George's, Camdenton), and the Rev. Joe Pierjok

Item II-2: Nominations from the floor

Fr. Frazier called for additional nominations for each of these offices. Hearing none and without objection, Fr. Frazier declared nominations closed. Fr. Frazier called the convention to prayer for the nominees and the members of the Convention as they voted.

Item II-3: First Ballot—The Rev. Dcn. Brock Slabach, Elections Committee Chair

Dcn. Slabach (St. Mary Magdalene, Belton) gave instructions regarding voting for Standing Committee and Diocesan Council. The first ballot for these elections was taken.



(Note: Agenda Item II-3 will reappear as the results of ballots are reported by the Elections Committee.)

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

Fr. Frazier noted that the Rules of Order call for action on the Plan for Ministry as early as possible in the business of the Convention. He 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.

Fr. Frazier ruled that none of the resolutions before the Convention this year had any substantive effect on the draft 2021 Plan for Ministry.

Fr. Frazier then called on Mr. Kokjer. On behalf of the Diocesan Council, Mr. Kokjer moved to adopt the 2022 Plan for Ministry—Convention Draft as posted in the Virtual Packet on the Convention webpage. (A copy of the 2022 Plan for Ministry—Convention Edition is attached to and made a part of these minutes as Appendix \_\_.)

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—INTRODUCTION OF NEW CLERGY**

Fr. Frazier introduced new clergy to the diocese since the last convention.

### **SPECIAL ORDER OF BUSINESS—NOONDAY PRAYER AND NECROLOGY**

The Rev. Dcn. Rita Kendagor led Noonday Prayer, during which the Diocesan Necrology was read. (The Necrology is included in the Journal of the Convention at Appendix \_\_.) The Convention then recessed for lunch.

### **AGENDA ITEM II: NOMINATIONS AND ELECTIONS (CONTINUED)**

#### **ITEM II-3: RESULTS OF THE FIRST BALLOT—THE REV. DCN. BROCK SLABACH**

Dcn. Slabach delivered the report of the Elections Committee on the first ballot.

(NOTE: Those elected are shown in **bold** type. For the Standing Committee a concurrent election by both orders on the same ballot is required to elect. The terms of all elected will end

at the close of the 134<sup>th</sup> Annual Convention in 2023, except as indicated. Persons removed from the next ballot under the Rules of Order are in *italics*.)

STANDING COMMITTEE			DIOCESAN COUNCIL	
	<u>Clergy</u>	<u>Lay</u>		
Ballots cast	60	93	Ballots cast	147
Invalid ballots	0	0	Invalid ballots	0
Valid ballots	60	93	Valid ballots	147
Needed to elect	31	47	Needed to elect	73
<u>LAY ORDER</u>			<u>LAY ORDER</u>	<u>Total votes</u>
<b>Ms. Alexandra Connors</b>	<b>60/93</b>		<b>Ms. Regina Berens</b>	<b>147</b>
<b>Mr. Eric Rhodes</b>	<b>60/93</b>		<b>Mr. Chris Morrison</b>	<b>147</b>
			<b>Ms. Sally Scheid</b>	<b>147</b>
			<b>Mr. David Schlomer</b>	<b>147</b>
<u>CLERGY ORDER</u>			<u>CLERGY ORDER</u>	
The Rev. Charles Everson	21/35		The Rev. Isaac Petty	88
The Rev. Robin James	12/19		<b>The Rev. Joe Pierjok</b>	<b>108</b>
<b>The Rev. Anne Meredith Kyle</b>	<b>45/62</b>		<b>The Rev. Susan Roberts</b>	<b>92</b>
<b>The Rev. John Spicer</b>	<b>42/69</b>			

#### 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 ECCLESIASTICAL AUTHORITY—FR. JONATHAN FRAZIER, PRESIDENT ON THE STANDING COMMITTEE

On behalf of the Standing Committee, Fr. Frazier gave the report of the Ecclesiastical Authority.

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

Mr. Hamilton filed his report by title. He 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. DAVID POWELL

Mr. Powell filed his report by title.

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

Mr. Kokjer filed his report by title.

#### **ITEM IV-5: REPORT OF THE DIOCESAN COUNCIL**

On behalf of the Diocesan Council, Mr. Hamilton filed the report by title. He noted an error in the report that was on the Convention webpage. At its October 2021 meeting the Diocesan Council passed a motion that the 2022 Diocesan Convention be held at Grace & Holy Trinity Cathedral. He noted that the error was his and apologized to the Convention and to the Council.

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

Ms. Bolden (St. Augustine's, Kansas City) presented the report of the Standing Committee. She also provided a written copy of the report.

#### **ITEM IV-7: REPORT OF THE YOUTH COMMISSION—MR. JOSHAWA TRADER, BISHOP'S ASSISTANT FOR YOUTH MINISTRY**

Mr. Trader made a verbal report to the Convention.

#### **ITEM IV-8: RECEPTION BY TITLE OF OTHER REPORTS**

Without objection, Fr. Frazier ruled that all other reports would be received by title.

#### **ITEM V: COMMITTEE REPORTS ON RESOLUTIONS PREVIOUSLY RECEIVED**

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

Mtr. James reported that the committee met to consider the resolution that was referred.

##### **2021 Resolution #1-- Election of Bishop Provisional**

On behalf of the committee, Mtr. James moved the consideration of Committee Substitute 2021 Resolution #1. (A copy of the substitute resolution is in the Journal of the Convention at Appendix \_\_.) The committee recommended adoption of the substitute resolution.

Fr. Frazier ruled that this vote would be a vote by orders. No objections were heard.

After allowing for debate and when no one wished to speak further to the resolution, Fr. Frazier called for a vote first in the clergy order and then in the lay order. He noted that a majority of persons voting in each order voted to adopt the resolution.

***Committee Substitute 2021 Resolution #1 was  
adopted by the Convention.***

Fr. Frazier called Bp. Diane M. Jardine Bruce, who addressed the Convention.

Fr. Frazier thanked the members of the committee for their work.

**ITEM V-2: REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS—MR. DAVID POWELL, CHAIR**

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

*2021 Resolution #2—Renaming Associate Chancellor to Vice Chancellor*

On behalf of the Committee, Mr. Powell moved the consideration of 2021 Resolution #2. The committee recommended adoption of the resolution.

After allowing for debate and when no one wished to speak further to the resolution, Fr. Frazier called for a vote on the resolution.

***2021 Resolution #2 was  
adopted by the Convention.***

*2021 Resolution #3—Diocesan Council Membership – Chancellor and Vice  
Chancellor*

On behalf of the Committee, Mr. Powell moved the consideration of Substitute 2021 Resolution #3. (A copy of the substitute resolution is in the Journal of the Convention at Appendix \_\_.) The committee recommended adoption of the substitute resolution.

After allowing for debate and when no one wished to speak further to the resolution, Fr. Frazier called for a vote on the resolution.

***2021 Substitute Resolution #3 was  
not adopted by the Convention.***

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

**AGENDA ITEM VI: ELECTIONS AND OTHER APPOINTMENTS**

On behalf of the Standing Committee in its capacity as the Ecclesiastical Authority, Fr. Frazier made the following nominations.

**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 135<sup>th</sup> Annual Convention in 2024.

- The Rev. Ron Verhaeghe (Christ Church, Warrensburg and St. Luke's Health System)

- Mr. Channing Horner (St. Oswald's, Fairfax)
- Dr. Victor Matthews (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 135<sup>th</sup> Annual Convention in 2024.

- The Rev. Christy Dorn (non-parochial)
- Mr. Richard Wagstaff (St. Paul's, Kansas City)

***The Convention elected the nominees to the Disciplinary Board.***

Fr. Frazier called on The Rev. Douglas Johnson (retired), a member of the Board, to convene an organizational meeting at which the Board shall elect a President and other officers it deems necessary and report the results of the election to Fr. Frazier as soon as possible.

#### **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 134<sup>th</sup> Annual Convention in 2023.

- The Rev. Dcn. Donna Stanford (St. Peter & All Saints, Kansas City)
- The Rev. Dcn. Alisa Carmichael (St. Peter & All Saints, 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 135<sup>th</sup> Annual Convention in 2024.

- The Rev. Mark Ohlemeier (Christ Church, Springfield)
- The Very Rev. Jos Tharakan (St. James', Springfield)
- Ms. Shirley McCarty (Trinity, Independence)
- Ms. Paula Shepherd (St. Alban's, Bolivar)

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

The Standing Committee in its capacity as the Ecclesiastical Authority appointed the following persons to the Commission on Ministry for the terms indicated.

- The Ven. Bruce Bower (St. Andrew's, Kansas City) for a three-year term which will end at the close of the 135<sup>th</sup> Annual Convention in 2024
- Mr. Robert Maynard (St. Peter & All Saints, Kansas City) for a three-year term which will end at the close of the 135<sup>th</sup> Annual Convention in 2024
- Ms. Ann Rainey (St. Andrew's, Kansas City) to fill a vacancy ending at the close of the 124<sup>th</sup> Annual Convention in 2023.

#### **AGENDA ITEM VI-5: SELECTION OF YOUTH DELEGATES**

Fr. Frazier 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." The Standing Committee in its capacity as the Ecclesiastical Authority appointed the Youth Ministry Commission and its advisors to oversee the process for choosing Youth Delegates and Alternates to the next Convention.

#### **AGENDA ITEM VII—CLOSING ITEMS AND ADJOURNMENT**

##### **ITEM VII-1: REPORT OF THE COURTESY RESOLUTIONS COMMITTEE—THE REV. WILLIAM FASEL, MEMBER**

Fr. Fasel (??? at the time of the Convention) presented Courtesy Resolutions with the following titles. (The Courtesy Resolutions are attached to and made a part of these minutes as Appendix \_\_\_\_).

For Our Bishops Resigned  
 For The Bishop's Staff  
 For Our Recent Retirees  
 For Grace and Holy Trinity Cathedral  
 For Christ Church, Boonville  
 For Our Anglican and Ecumenical Partners  
 For Bishop Martin S Field. Bishop Resigned of West Missouri  
 For The Rev. Steven C. Wilson

Fr. Frazier ruled that, without exception, the Courtesy Resolutions would be combined in one motion. He then called for a vote on the Courtesy Resolutions.

***The Convention adopted the Courtesy Resolutions.***

## **ITEM VII-2: THANK YOUS**

Fr. Frazier thanked the following persons and groups.

- The members of the Diocesan Staff for their hard work and meticulous preparations for this Convention, especially Ms. Emily Davenport, Ms. Jamillah Duckett, and Mr. Gary Allman (who carry the biggest loads, especially Mr. Allman's work on the technology used to hold this Convention), in addition to Mr. Ron Weil and Ms. Elaine Gilligan.
- The officers of the Diocese: Mr. Curtis Hamilton (Secretary), Mr. Tom Kokjer (Treasurer), and Mr. David Powell (Chancellor).
- Fr. Galen Snodgrass (Vice President), Fr. Joe Pierjok (at-large member of the Executive Committee), and the other members of the Diocesan Council.
- The members of the Standing Committee.
- The councils and deans of the deaneries, Dean David Lynch (Central), Dean Chas Marks (Northwest-Metro), and Dean Jos Tharakan (Southern).
- Those who chaired and served on the Convention's Committees.
- The Diocesan Council's Finance Committee, which works year-round to watch over and strategize our stewardship of the resources God places into the hands of this Diocese.

## **ITEM VII-3: APPOINTMENT OF THE COMMITTEE ON THE MINUTES**

Fr. Frazier appointed Mr. Curtis Hamilton (Chair), The Rev. Dcn. Donna Stanford (St. Peter & All Saints, Kansas City), Ms. Marsha Patterson (Christ, Springfield), and the Rev. Ted Estes (non-parochial) to the Committee on the Minutes, supported by Ms. Emily Davenport (Diocesan Staff).

## **ITEM VII-4: NEXT CONVENTION**

Fr. Frazier took a poll to ask the members of the Convention about their preference for a two-day versus a one-day convention for next year. The results of the poll indicated that the preference was for a one-day convention.

Fr. Frazier then called on Mtr. Robin James for a point of personal privilege. She thanked Fr. Frazier for his service as chair of the Convention. The Convention showed its appreciation via a standing ovation.

## **ITEM VII-5: CLOSING PRAYERS AND ADJOURNMENT**

Fr. Frazier led a Litany of Thanksgiving and Dcn. Donna Stanford gave a dismissal.

Fr. Frazier called for a motion to adjourn. Several "so moved" and "seconds" were heard. Fr. Frazier called for a vote.

***The motion carried.***

The Convention adjourned at 2:18 pm.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Curt D. Hamilton". The signature is fluid and cursive, with the first name "Curt" being more legible than the last name "Hamilton".

Curtis D. Hamilton  
Secretary of the Convention



# Resolution #1

**Title:** Nomination of Bishop Provisional

**Proposer:** The Standing Committee

1. *Resolved:* that the Diocesan Convention shall place The Diocese of West Missouri under
2. the provisional charge and authority of a Bishop Provisional and be it further,
3. *Resolved:* that the Bishop Provisional by this act be authorized to exercise all the duties
4. and offices of the Bishop of the Diocese until a Bishop is elected and ordained for The
5. Diocese of West Missouri or until the act of the Convention is revoked and be it further,
6. *Resolved:* that the Bishop Provisional shall be the Right Reverend Diane M. Jardine
7. Bruce, the seventh Bishop Suffragan of the Episcopal Diocese of Los Angeles.

---

## Explanation:

The Right Reverend Martin Scott Field resigned as Diocesan Bishop on September 13, 2021. The Diocese is without a bishop at this time. Canon III.13.1 of the Constitution and Canons of the General Convention of the Episcopal Church (2018) states, "A Diocese without a Bishop may, by an act of its Convention, and in consultation with the Presiding Bishop, be placed under the provisional charge and authority of a Bishop of another Diocese or of a resigned Bishop, who shall by that act be authorized to exercise all the duties and offices of the Bishop of the Diocese until a Bishop is elected and ordained for that Diocese or until the act of the Convention is revoked."

The Office of Pastoral Development, working with the Presiding Bishop, presented two candidates to the Standing Committee. The Standing Committee nominated Bishop Bruce who, if this resolution is adopted, will begin work as the Bishop Provisional on December 1, 2021, for a period of two to three years.

The Standing Committee believes that Bishop Bruce best represents the needs expressed at our diocesan convention last year when it was agreed that The Diocese of West Missouri needs a bishop provisional who will have the skill, stamina, and ability to help the leadership of the diocese, both lay and clergy, take a good and honest look at where we have come from and where we are as the Episcopal Church in West Missouri. We identified the importance of being open to calling a woman and/or a member of a minority. Strengths in the areas of facilitation of healing, trust-building, and growth; conversations about the viability of the diocese; and 'systems work' were noted to be important. Pastoral care, warmth, and accessibility were also named as desirable characteristics of the bishop provisional.

# Resolución #1

**Título:** Nombramiento de Obispo Provisional

**Proponente:** El Comité Permanente

1. *Resuelto:* que la Convención Diocesana colocará a la Diócesis de West Missouri bajo
2. el cargo provisional y la autoridad de un Obispo Provisional y sea más,
3. *Resuelve:* que el Obispo Provisional por esta ley sea autorizado para ejercer todos los deberes
4. y oficios del Obispo de la Diócesis hasta que un Obispo sea elegido y ordenado para La
5. Diócesis de West Missouri o hasta que se revoque el acto de la Convención y sea más,
6. *Resuelto:* que el Obispo Provisional será el Derecho Reverendo Diane M. Jardine
7. Bruce, el séptimo Obispo Sufragáneo de la Diócesis Episcopal de Los Ángeles.

---

## Explicación:

El Reverendo Martin Scott Field renunció como Obispo Diocesano el 13 de septiembre de 2021. La Diócesis está sin obispo en este momento. El Canon III.13.1 de la Constitución y los Cánones de la Convención General de la Iglesia Episcopal (2018) establece: "Una Diócesis sin Obispo puede, por un acto de su Convención, y en consulta con el Obispo Presidente, ser puesta bajo el cargo provisional y la autoridad de un Obispo de otra Diócesis o de un Obispo renunciado, quien por ese acto estará autorizado a ejercer todos los deberes y oficios del Obispo de la Diócesis. hasta que un Obispo sea elegido y ordenado para esa Diócesis o hasta que se revoque el acto de la Convención".

La Oficina de Desarrollo Pastoral, trabajando con el Obispo Presidente, presentó dos candidatos al Comité Permanente. El Comité Permanente nominó al Obispo Bruce quien, si se adopta esta resolución, comenzará a trabajar como Obispo Provisional el 1 de diciembre de 2021, por un período de dos a tres años.

El Comité Permanente cree que el Obispo Bruce representa mejor las necesidades expresadas en nuestra convención diocesana el año pasado cuando se acordó que la Diócesis de West Missouri necesita un obispo provisional que tenga la habilidad, la resistencia y la capacidad de ayudar al liderazgo de la diócesis, tanto laicos como clérigos, a echar un vistazo bueno y honesto a dónde venimos y dónde estamos como Iglesia Episcopal en West Missouri. Identificamos la importancia de estar abiertos a llamar a una mujer y/o a un miembro de una minoría. Fortalezas en las áreas de facilitación de la curación, la creación de confianza y el crecimiento; conversaciones sobre la viabilidad de la diócesis; y se señaló que el "trabajo de sistemas" era importante. El cuidado pastoral, la calidez y la accesibilidad también fueron nombrados como características deseables del obispo provisional.

**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:

14. TABLE OF CONTENTS
15. CONSTITUTION
16. ...
16. ARTICLE IV – ELECTION OF OFFICERS
17. ...
17. THE CHANCELLOR AND ASSOCIATE VICE CHANCELLOR

\*\*\*\*\*

18. ARTICLE IV – ELECTION OF OFFICERS
19. ...
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~~ 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~~ 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.

---

**Título:** Cambio de nombre de Canciller Asociado a Vicecanciller

**Proponente:** La Oficina del Canciller

1. Considerando que, el oficial legal adjunto de la Diócesis de West Missouri es conocido como el
  2. Canciller Asociado; y
  3. Considerando que, la Constitución y los Cánones de la Convención General de los Episcopales
  4. Church se refiere a esta posición como el Vicecanciller; y
  5. Considerando que, un gran número de otras diócesis de todo el país se refieren a esto
  6. cargo de Vicerrector; y
  7. Considerando que, cambiar el título de Canciller Asociado a Vicecanciller traería el
  8. título de la posición en línea con la Iglesia Nacional y las Diócesis hermanas.
  9. Ahora, por lo tanto, se resuelve que el oficial legal adjunto de la Diócesis de West
  10. Missouri será conocido como el Vicecanciller; y
  11. Se resuelve además que la Constitución y los Cánones de la Diócesis de West Missouri
  12. se enmendará para reflejar este cambio mediante la tachización del término "Canciller Asociado" y
  13. sustituyéndolo por "Vicecanciller" dondequiera que aparezca, a saber:
  14. TABLA DE CONTENIDOS
  15. CONSTITUCIÓN
  - ...  
16. ARTÍCULO IV – ELECCIÓN DE LA MESA
  - ...  
17. EL CANCELLER Y\_ VICERRECTOR ~~ASOCIADO~~
- \*\*\*\*\*
18. ARTÍCULO IV – ELECCIÓN DE LA MESA
  - ...  
19. EL CANCELLER Y\_ VICERRECTOR ~~ASOCIADO~~
  20. SECCIÓN 6. La Convención deberá, a propuesta de la Autoridad Eclesiástica,
  21. elegir un Canciller y ~~un Asociado~~ un Vicecanciller. Si hay una vacante en la oficina del
  22. Canciller o\_ Vicecanciller Asociado, la Autoridad Eclesiástica deberá

- 23. nombrar a una persona cualificada para ocupar ese cargo hasta la próxima Convención, que elegirá
- 24. un Canciller y ~~un~~ Vicecanciller Asociado por el período completo de tres años, el
- 25. nombramiento de la Autoridad Eclesiástica.

\*\*\*\*\*

### 26. ARTÍCULO VIII – MIEMBROS DE LA CONVENCIÓN DIOCESANA

- 27. SECCIÓN 1. Los miembros de la Convención serán el Obispo, el Obispo
- 28. Coadjutor, el obispo sufragáneo y los archidiaconos, cuando hay tal, cada clérigo en
- 29. buena reputación en la Iglesia que reside canónicamente en esta Diócesis; también el
- 30. Tesorero y Tesorero Asociado de la Diócesis; también el Secretario de la
- 31. Diócesis; también el Canciller y el Vicecanciller Asociado de la Diócesis; también el
- 32. Registrador de la Diócesis, y también delegados laicos de cada Parroquia y Congregación en
- 33. la unión con la Diócesis debidamente elegida y con derecho a sedes, según se disponga a continuación.

---

### Explicación:

La Iglesia Nacional se refiere al oficial legal adjunto de una diócesis como el Vicecanciller. Encuestamos aproximadamente 30 diócesis de todo el país ( contiguas, regionales, grandes, pequeñas - y encontramos que todas menos una se referían a esta posición como el Vicecanciller. Esta resolución pondría el nombre de la posición en línea con la Iglesia Nacional y nuestras diócesis hermanas.

**Title:** Diocesan Council Membership - Chancellor and Vice Chancellor

**Proposer:** The Chancellor's Office

1. Be it resolved that Canon IX, Section 1, of the Constitution and Canons of The Diocese of West Missouri be amended as follows:

2. **CANON IX - DIOCESAN COUNCIL**

3. **MEMBERSHIP**

4. SECTION 1. The Diocesan Council shall be composed of the following members: ~~the~~  
5. Bishop of the Diocese, ~~the~~ Bishop Coadjutor, and the Suffragan Bishop, if there be such;  
6. the Secretary, ~~and the Treasurer, and other officers of the Diocese~~ the Chancellor; eight  
7. laypersons and four clergy elected by the Annual Convention, and four laypersons  
8. appointed by the Bishop of the Diocese. The Vice Chancellor shall be an ex-officio member,  
9. with seat and voice, but with no vote unless sitting in the Chancellor's stead and directed to  
10. do so by the Chancellor in the Chancellor's absence. The Annual Convention shall elect four  
11. laypersons and two clergy to serve as members of Council for a two-year period, and the  
12. Bishop shall appoint two laypersons to serve for a two-year period. No member of the  
13. Diocesan Council may be elected to serve for more than three (3) consecutive two-year  
14. terms.

---

**Explanation:**

Canon IX, Section 1, sets forth the members of Diocesan Council. The Chancellor has long been a member of Diocesan Council with seat, voice, and vote, no different than the Secretary and the Treasurer, two other enumerated officers of the Diocese. This amendment would explicitly list the Chancellor as a member of the body, as opposed to the more ambiguous "other officers of the Diocese" language. In addition, this amendment would allow the Vice Chancellor to serve as an ex-officio member of the body, with seat and voice only. However, the amendment would allow the Vice Chancellor to vote in the Chancellor's place in those situations where the Chancellor is absent from a meeting and authorizes the Vice Chancellor to vote in his or her place. Under Robert's Rules of Order, only the single voting member of the Chancellor's Office (either the Chancellor or the Vice Chancellor, as the case may be) would be counted for purposes of determining a quorum.

**Título:** Membresía del Consejo Diocesano - Canciller y Vicecanciller

**Proponente:** La Oficina del Canciller

1. Se resuelve que el Canon IX, Sección 1, de la Constitución y los Cánones de la Diócesis de West Missouri se enmienden de la siguiente manera:
2. **CANON IX - CONSEJO DIOCESANO**
3. **MIEMBROSHIP**
4. SECCIÓN 1. El Consejo Diocesano estará compuesto por los siguientes miembros:
5. Obispo de la Diócesis, ~~el~~ Obispo Coadjutor, y el Obispo Sufragáneo, si lo hubiera;
6. ~~el~~ Secretario, y el Tesorero, y ~~otros funcionarios de la Diócesis~~ el Canciller;
7. laicos y cuatro clérigos elegidos por la Convención Anual, y cuatro laicos
8. nombrado por el Obispo de la Diócesis. El Vicerrector será miembro nato,
9. con escaño y voz, pero sin voto a menos que se sienta en lugar del Canciller y se le indique
10. hacerlo por el Canciller en ausencia del ~~Canciller~~. La Convención Anual elegirá a cuatro
11. laicos y dos clérigos para servir como miembros del Consejo por un período de dos años, y el
12. El obispo nombrará a dos laicos para servir por un período de dos años. Ningún miembro de la
13. El Consejo Diocesano puede ser elegido para servir por más de tres (3) dos años consecutivos
14. letra chica.

---

### Explanation:

El Canon IX, Sección 1, establece los miembros del Consejo Diocesano. El Canciller ha sido durante mucho tiempo un miembro del Consejo Diocesano con asiento, voz y voto, no diferente del Secretario y el Tesorero, otros dos oficiales enumerados de la Diócesis. Esta enmienda incluiría explícitamente al Canciller como miembro del cuerpo, a diferencia del lenguaje más ambiguo de "otros oficiales de la Diócesis". Además, esta enmienda permitiría al Vicecanciller servir como miembro ex officio del cuerpo, con asiento y voz solamente. Sin embargo, la enmienda permitiría al Vicecanciller votar en lugar del Canciller en aquellas situaciones en las que el Canciller está ausente de una reunión y autoriza al Vicecanciller a votar en su lugar. Según las Reglas de Orden de Robert, solo el miembro con derecho a voto de la Oficina del Canciller (ya sea el Canciller o el Vicecanciller, según sea el caso) se contaría a los efectos de determinar un quórum.



# Courtesy Resolutions

## For OUR BISHOPS RESIGNED

WHEREAS, the pastoral presence of our Bishops resigned and of their wives continues to be witness powerfully to our common life in Christ which transcends distance and unites us in love, therefore, be it

RESOLVED, that the 132<sup>nd</sup> Convention of The Diocese of West Missouri instruct the Secretary of Convention to send greetings to

Mrs Peggy Buchanan, wife of VI Bishop of West Missouri, and  
The Rt. Rev. Barry R. Howe, VII Bishop of West Missouri and his wife, Mary, and  
The Rt. Rev. Martin S Field, VIII Bishop of West Missouri and his wife, Donna.

## For the BISHOP'S STAFF

WHEREAS, the Bishop's staff have shouldered enormous challenges over the past two years of relentless change, not the least being to include all who participate in this Convention, whether in person or at distance, all whilst juggling plates and answering the burning question of the moment eighteen times in a row, therefore, be it

RESOLVED, that this 132<sup>nd</sup> Convention of The Diocese of West Missouri express its appreciation to those faithful servants who make up the Bishop's Staff and for the ministries entrusted into their hands.

## For OUR RECENT RETIREES

WHEREAS, Mr. David Powell, has served his Lord in numerous and faithful ways through the years, most especially for his erudite, amusing and incisive exercise of the legal knowledge he has imparted to us all through his years as Diocesan Chancellor, keeping one and all adhering to the straight and narrow path as we seek transparently and faithfully to exercise our joint and mutual ministries in troubling and complex times.

WHEREAS, the Rev. Ken Chumley has served his Lord in numerous and faithful ways through the years, most signally as rector of Christ Church, Springfield, having served the congregation, community and diocese in that capacity for more years than there are in the current millennium, and

WHEREAS, the Rev. Canon Dr. Steven Rottgers has served God and the Church faithfully and well through the years, most recently in his capacity as canon to the ordinary, in which position he has worked with parishes and clergy throughout our diocese to expedite transition processes, helped to reinvigorated our diocesan Cursillo ministry, and on occasion even enlightened diocesan soirees with bluegrass performances, and

WHEREAS, the Rev. Paula Lively has served her Lord in numerous and faithful ways through the years, most significantly as the vicar of St Stephen's Monett, in which capacity she shepherded and cared for her flock even through her own serious health issues, and

WHEREAS, the Rev. Ross Stuckey has served his Lord in numerous and faithful ways through the years, most recently priest in charge of Shepherd of the Hills Church, Branson, where important work was undertaken to renovate the facility and expand ministry into that growing community, therefore, be it

RESOLVED, that this 132<sup>nd</sup> Convention of The Diocese of West Missouri expresses its appreciation to them for these and all other ministries they have exercised in our midst and extend to them permanent ecclesiastical license to attend meetings of the West Missouri Martini Society and all other such important and unofficial commissions on doctrine and common life in our diocese to which they are inclined, that our fellowship may be strengthened and sustained by their continuing presence.

### **For GRACE and HOLY TRINITY CATHEDRAL**

WHEREAS, the Cathedral Church of this Diocese has so splendidly offered its hospitality to all assembled at this 132<sup>nd</sup> Convention of The Diocese of West Missouri, therefore, be it

RESOLVED, that we clean up after ourselves, for behold, our mothers do not work for the Cathedral and tomorrow is a new day requiring tidy pews to welcome into the Kingdom those who may come through these doors. And, be it further

RESOLVED, that all present stand to express our gratitude to the cathedral See of plains and hills with a moment of heartfelt applause.

### **For CHRIST CHURCH, BOONVILLE**

WHEREAS, the nave of Christ Church Boonville was consecrated 175 years ago this past September (records varying as whether on the 24<sup>th</sup> or 26<sup>th</sup> of 1846), and is thus the oldest Episcopal church building still in use in the state of Missouri, and

WHEREAS, Christ Church is the oldest parish in our diocese, founded by the legendary missionary bishop the Rt. Rev. Jackson Kemper in 1836, and

WHEREAS, such moments of celebration ought not be limited merely to local observance but should invigorate us all to plant goodly heritages in the mission fields which our parishes have been given, therefore be it

RESOLVED, that this 132<sup>nd</sup> Convention of The Diocese of West Missouri applaud and recognize the continuing ministry of Christ Church, a model of the vitality of small town churches as they face and transform the challenges of three centuries from “ashes into garlands.”

### **For Our ANGLICAN and ECUMENICAL PARTNERS**

WHEREAS, The Diocese of West Missouri is a member of the worldwide Anglican Communion, and more particularly, of The Episcopal Church and of Province VII of this Church; and

WHEREAS, The Diocese of West Missouri is in full communion with the ELCA Lutheran Central States Synod, and has of late entered into a closer relationship through the sharing of office space and administrative staff, and stands in full communion also with the Northern Province of the Moravian Church, although there are at present no congregations of that denomination in our diocese, therefore, be it

RESOLVED, that the 132<sup>nd</sup> Convention of The Diocese of West Missouri, assembled at Grace and Holy Trinity Cathedral in Kansas City, Nov 6, 2021, instruct the Secretary of the Convention to send greetings those bishops most closely tied to us by reason of geography or heritage:

The Most Rev. and Rt. Hon. Justin Welby, 105<sup>th</sup> Archbishop of Canterbury and Primate of All England,  
The Rt. Rev. Michael Curry, Presiding Bishop and Primate of the Episcopal Church  
The Bishops of Province VII of The Episcopal Church,  
The Rt. Rev. Terry White, Bishop of Kentucky and sometime dean of this Cathedral Church, and  
The Rev. Susan Candea, Bishop of the Central States Synod, Evangelical Lutheran Church of America, and  
The Bishops of the Moravian Church in the Northern Province

### **For BISHOP MARTIN S. FIELD, Bishop Resigned of WEST MISSOURI**

WHEREAS, the Rt. Rev. Martin S. Field, hearing the call of the flock, has momentarily laid down the heavy burdens and commitments of retirement, grandfatherhood and catching up on his reading in order to provide this Convention with liturgical leadership and his prayers and presence with us, therefore be it

RESOLVED that this 132<sup>nd</sup> Convention of The Diocese of West Missouri express our gratitude for his gracious participation in this portentous Convention, and stand to express that gratitude a moment of applause.

## For The REV. STEVEN C. WILSON

WHEREAS, the Rev. Steven Wilson has served our diocese ably this year, and previous years, as Chair of the Courtesy Resolutions Committee, while also serving as Rector of Grace Episcopal Church in Carthage, Missouri, and

WHEREAS, the Rev. Steven Wilson has done so this year while maintaining a rigorous schedule of treatment for cancer, and

WHEREAS, the Rev. Steven Wilson has prepared all our courtesy resolutions in advance this year (save this one) knowing that his treatment regimen might prevent his participation in Diocesan Convention this weekend, which sadly has come to pass, therefore, be it

RESOLVED, that this 132nd Convention of The Diocese of West Missouri thank the Rev. Steven Wilson for his tireless efforts on our behalf and extend to him our prayers and best wishes during this time of treatment and our fervent hope for a full recovery.

# Lay Delegates to Convention

## Diocesan Convention -- 2021

Attended	Name	Position	Deanery/Committee	Church
	Schlomer, Mr. David	Lay Delegate	Central	Calvary-Sedalia
	Thomas, Mr. Mark	Lay Delegate	Central	Calvary-Sedalia
OL	Rose, Mr. Thomas	Lay Delegate	Central	Christ-Boonville
IP	Roggenkamp, Ms. Beverly	Lay Delegate	Central	Christ-Lexington
	Gilmartin, Mr. Joe	Lay Delegate	Central	Christ-Warrensburg
	Moore, Ms. Bettie	Lay Delegate	Central	Christ-Warrensburg
IP	White, Ms. Karen	Lay Delegate	Central	Grace-Chillicothe
	Biggs, Mr. John	Lay Delegate	Central	Resurrection-Blue Springs
OL	Carle, Mr. William (Bill)	Lay Delegate	Central	Resurrection-Blue Springs
	McGrath, Mr. Dan	Lay Delegate	Central	St. Anne's-Lee's Summit
	McNutt, Mrs. Patricia (Tricia)	Lay Delegate	Central	St. Anne's-Lee's Summit
IP	Miller-Pearce, Ms. Brie	Lay Delegate	Central	St. Anne's-Lee's Summit
IP	Kelman, Ms. Teresa	Lay Delegate	Central	St. Luke's-Excelsior Springs
IP	Kirkland, Mrs. Carla	Lay Delegate	Central	St. Luke's-Excelsior Springs
IP	Laurent, Mr. Robert (Scott)	Lay Delegate	Central	St. Mary Magdalene-Belton
IP	Pierson, Mr. David	Lay Delegate	Central	St. Mary Magdalene-Belton
OL	Cook, Mrs. Anne	Lay Delegate	Central	St. Mary's-Fayette
	Turlin, Mr. Carl	Lay Delegate	Central	St. Matthew's-Raytown
	Barkie-Cox, Ms. Hazel Ann	Lay Delegate	Central	St. Michael's-Independence
OL	Meyer, Mrs. Donna	Lay Delegate	Central	St. Michael's-Independence
OL	Gladfelter, Ms. Katlyn	Lay Delegate	Central	St. Paul's-Clinton
	Chinnery, Mr. Carl	Lay Delegate	Central	St. Paul's-Lee's Summit
	Jacobs, Ms. Carol	Lay Delegate	Central	St. Paul's-Lee's Summit
OL	Jana, Mr. Kalyan	Lay Delegate	Central	St. Paul's-Lee's Summit
IP	Day-Thoms, Mrs. Glynda	Lay Delegate	Central	St. Peter's-Harrisonville
IP	Thoms, Mr. Robert (Bob)	Lay Delegate	Central	St. Peter's-Harrisonville
	Allen, Mr. Peter	Lay Delegate	Central	St. Philip's-Trenton
IP	Schinkel, Mr. John	Lay Delegate	Central	Trinity-Independence
	Compton, Mr. Charles (Owen)	Lay Delegate	Northwest-Metro	Christ-St. Joseph
OL	Hardwick, Mrs. Cosette	Lay Delegate	Northwest-Metro	Christ-St. Joseph
IP	Ebert, Ms. Marie	Lay Delegate	Northwest-Metro	Good Shepherd-KC
	Edwards, Ms. Nina	Lay Delegate	Northwest-Metro	Good Shepherd-KC
OL	Gee, Mr. Gary	Lay Delegate	Northwest-Metro	Good Shepherd-KC
IP	Kirby, Mr. Christopher	Lay Delegate	Northwest-Metro	Good Shepherd-KC
OL	Copeland, Mrs. Sara	Lay Delegate	Northwest-Metro	Grace & Holy Cathedral-KC
IP	Morrison, Mr. Chris	Lay Delegate	Northwest-Metro	Grace & Holy Cathedral-KC
IP	Morrison, Mrs. Christine	Lay Delegate	Northwest-Metro	Grace & Holy Cathedral-KC
	Morrow, Ms. Joyce	Lay Delegate	Northwest-Metro	Grace & Holy Cathedral-KC
	Sweeting, Mr. Ric	Lay Delegate	Northwest-Metro	Grace & Holy Cathedral-KC
OL	Reynolds, Dr. Elaine	Lay Delegate	Northwest-Metro	Grace-Liberty
IP	Becker, Ms. Pamela	Lay Delegate	Northwest-Metro	Redeemer-KC
	Carlile, Mrs. Jeannie	Lay Delegate	Northwest-Metro	Redeemer-KC
	Smith, Ms. Cora	Lay Delegate	Northwest-Metro	Redeemer-KC
OL	Terrell, Mrs. Michael (Micki)	Lay Delegate	Northwest-Metro	Redeemer-KC

IP	Ashmore, Ms. Jan	Lay Delegate	Northwest-Metro	St. Andrew's-KC
	Bleakley, Mr. Matthew	Lay Delegate	Northwest-Metro	St. Andrew's-KC
IP	Bower, Mrs. Joy	Lay Delegate	Northwest-Metro	St. Andrew's-KC
IP	Goree-Hamilton, Ms. Latoya	Lay Delegate	Northwest-Metro	St. Andrew's-KC
	Oliver, Mr. Randolph	Lay Delegate	Northwest-Metro	St. Andrew's-KC
IP	Paynter, Susan	Lay Delegate	Northwest-Metro	St. Andrew's-KC
OL	Sanders, Ms. Mary	Lay Delegate	Northwest-Metro	St. Andrew's-KC
IP	Todd, Mr. Norm	Lay Delegate	Northwest-Metro	St. Andrew's-KC
OL	Wurth, Mr. Paul	Lay Delegate	Northwest-Metro	St. Andrew's-KC
IP	Campbell, Mr. Thomas	Lay Delegate	Northwest-Metro	St. Augustine's-KC
OL	Williams, Ms. Deborah	Lay Delegate	Northwest-Metro	St. Augustine's-KC
IP	Jasper, Mr. Spencer	Lay Delegate	Northwest-Metro	St. Mary's-KC
IP	Murray, Ms. Virginia (Ginny)	Lay Delegate	Northwest-Metro	St. Mary's-KC
OL	Reed, Mr. Raja	Lay Delegate	Northwest-Metro	St. Mary's-KC
	Hall, Mr. Greg	Lay Delegate	Northwest-Metro	St. Mary's-Savannah
IP	Horner, Mr. Channing	Lay Delegate	Northwest-Metro	St. Oswald's-Fairfax
OL	Day, Ms. Nancy	Lay Delegate	Northwest-Metro	St. Paul's-KC
IP	Gee, Mr. Gordon	Lay Delegate	Northwest-Metro	St. Paul's-KC
	Kerrigan, Mrs. Jessica	Lay Delegate	Northwest-Metro	St. Paul's-KC
IP	Roath, Mr. Sterling	Lay Delegate	Northwest-Metro	St. Paul's-KC
IP	Roath, Mrs. Donna	Lay Delegate	Northwest-Metro	St. Paul's-KC
OL	Glenn, Mr. Clay	Lay Delegate	Northwest-Metro	St. Peter & All Saints-KC
IP	Hollstrom, Mrs. Kirsten	Lay Delegate	Northwest-Metro	St. Peter & All Saints-KC
IP	Rankin, Ms. Laura	Lay Delegate	Northwest-Metro	St. Peter & All Saints-KC
	Jaross, Ms. Verna	Lay Delegate	Southern	All Saints'-Nevada
OL	Larsen, Ms. Rosemary	Lay Delegate	Southern	All Saints'-Nevada
	Foster, Ms. Michelle	Lay Delegate	Southern	All Saints'-West Plains
	Kambouris, Mrs. Eleanor	Lay Delegate	Southern	All Saints'-West Plains
OL	Alexander, Ms. Kathy	Lay Delegate	Southern	Christ-Springfield
IP	Boyland, Mr. Austin	Lay Delegate	Southern	Christ-Springfield
OL	Chiles, Mrs. Mary	Lay Delegate	Southern	Christ-Springfield
OL	Christiano, Mrs. Mary	Lay Delegate	Southern	Christ-Springfield
OL	Foster, Mr. Henry	Lay Delegate	Southern	Christ-Springfield
OL	Patterson, Mr. Thomas (Tom)	Lay Delegate	Southern	Christ-Springfield
OL	Patterson, Mrs. Marsha	Lay Delegate	Southern	Christ-Springfield
OL	Scheid, Mrs. Sally	Lay Delegate	Southern	Christ-Springfield
IP	Taylor, Ms. Julia	Lay Delegate	Southern	Christ-Springfield
OL	Bell, Mrs. Chalaine	Lay Delegate	Southern	Grace-Carthage
IP	Diggs, Mr. Craig	Lay Delegate	Southern	Grace-Carthage
IP	Lynch, Mr. Andrew	Lay Delegate	Southern	Grace-Carthage
IP	Mercer, Ms. Katherine (Kat)	Lay Delegate	Southern	Grace-Carthage
IP	Mountjoy, Mrs. Barbara	Lay Delegate	Southern	Grace-Carthage
IP	Orr, Mr. Spencer	Lay Delegate	Southern	Grace-Carthage
IP	Orr, Ms. Debby	Lay Delegate	Southern	Grace-Carthage
IP	Sponaugle, Mr. Mark	Lay Delegate	Southern	Grace-Carthage
IP	White, Mrs. Elisa	Lay Delegate	Southern	Grace-Carthage
	Hart, Ms. Cheryl	Lay Delegate	Southern	Shepherd of the Hills-Branson
OL	Smith, Mrs. Cinnamon	Lay Delegate	Southern	Shepherd of the Hills-Branson
	Cox, Ms. Olivia	Lay Delegate	Southern	St. Alban's-Bolivar
OL	Shepard, Mrs. Paula	Lay Delegate	Southern	St. Alban's-Bolivar

OL	Bishop, Ms. Kathleen (Kathie)	Lay Delegate	Southern	St. George-Camdenton
OL	Still, Mrs. Virginia (Gail)	Lay Delegate	Southern	St. George-Camdenton
OL	Gillogly, Ms. Julie	Lay Delegate	Southern	St. James-Springfield
OL	Rivera-Amigon, Astry	Lay Delegate	Southern	St. James-Springfield
	Walker, Ms. Karen	Lay Delegate	Southern	St. John's-Neosho
OL	Horny, Ms. Karen	Lay Delegate	Southern	St. John's-Springfield
OL	Robertson, Dr. Linda	Lay Delegate	Southern	St. John's-Springfield
OL	Westervelt, Mr. David	Lay Delegate	Southern	St. John's-Springfield
OL	Brice, Mr. Garry	Lay Delegate	Southern	St. Mark's-Kimberling City
IP	Donelow, Mr. T.J.	Lay Delegate	Southern	St. Matthew's-Ozark
IP	Hernandez, Mr. Agustin	Lay Delegate	Southern	St. Nicholas-Noel
IP	Hernandez, Ms. Brenda	Lay Delegate	Southern	St. Nicholas-Noel
	Larson, Missy	Lay Delegate	Southern	St. Philips-Joplin
	Larson, Mr. Robert (Bob)	Lay Delegate	Southern	St. Philips-Joplin
OL	Salyer, Mr. Leigh	Lay Delegate	Southern	St. Stephen's-Monett
OL	Laughlin, Ms. Cheryl	Lay Delegate	Southern	St. Thomas a Becket-Cassville
IP	Ellsworth, Mr. James (Jim)	Lay Delegate	Southern	Transfiguration-Mountain Grove
IP	Pearcy, Mr. Thomas (Tom)	Lay Delegate	Southern	Trinity-Lebanon
IP	Perschall, Ms. Amanda	Lay Delegate	Southern	Trinity-Lebanon

IP In Person

OL Online

# Clergy in Order of Canonical Residence

## Diocesan Convention -- 2021

### BISHOPS

1		Field, Martin Scott	Michigan	March 5, 2011
2		Howe, Barry Robert (Ret.)	Southwest Florida	March 13, 1998

### PRESBYTERS

4		Beachy, William N. (Ret.)	Ordination	June 21, 1956
5		Moon, James F. (Ret.)	Ordination	May 31, 1958
6		Firth, Harry W. (Ret.)	Kansas	June 1, 1970
7		McCann, John H. (Ret.)	Ordination	June 11, 1971
8	OL	Kolb, Jerry W. (Ret.)	Colorado	August 1, 1972
9		Lewis, Lawrence B. (Ret.)	Missouri	November 15, 1974
10		Hutcherson, Robert M. (Ret.)	Springfield	March 3, 1976
11		Pulliam, James (Ret.)	Mississippi	September 18, 1978
12		Siegel, Carl D.	Ordination	December 21, 1982
13		Leed, Rolf A. (Ret.)	Western Kansas	January 21, 1985
14		Whelan, Edgar J. (Ret.)	Received	February 2, 1985
15	IP	Coil, John A. (Ret.)	Oklahoma	September 14, 1987
16		Stuckey, Ross W. (Ret.)	Arkansas	March 4, 1988
17		Bellais, William F. (Ret.)	Rio Grande	September 20, 1988
18		Spencer, Ronald D. (Ret.)	Rio Grande	January 8, 1990
19		Skillicorn, Gerald A. (Ret.)	Missouri	January 22, 1990
20		Stinnett, Roger (Ret.)	Ordination	December 7, 1991
21		Hinson, Jerome A.	Missouri	January 10, 1992
22	OL	Fasel, William J.	West Texas	May 30, 1993
23		Wood, Robert E. (Ret.)	Tennessee	September 1, 1993
24	OL	Scott, Marshall (Ret.)	Michigan	April 25, 1994
25		Jewson, Alfred (Ret.)	Received	December 3, 1994
26	OL	Chumbley, Kenneth L.	Central NY	January 1, 1995
27		Beam, Barbara (Ret.)	Ordination	February 4, 1995
28		Ellsworth, Bradford (Ret.)	Ordination	February 4, 1995
29		Savidge, Karen F. (Ret.)	Ordination	May 10, 1995
30		McCann, Susan	Ordination	June 8, 1996
31		Hutchens, Holly (Ret.)	Kansas	November 7, 1996
32		Johnson, Russell (Ret.)	Minnesota	May 12, 1997
33	OL	Coppinger, Timothy	Ordination	June 7, 1997
34		Miller, Patricia (Ret.)	Colorado	February 12, 1999
35		Wilson, Steven C.	Virginia	April 4, 1999
36	IP	Punzo, Thomas (Ret.)	Kansas	April 5, 1999
37		Swift, John (Ret.)	Connecticut	November 23, 1999
38		Shepherd, Thomas (Ret.)	Southeast Florida	March 8, 2000
39		Gilbertson, Gary (Ret.)	Maryland	September 18, 2000
40		Johnson, Douglas (Ret.)	Indianapolis	September 25, 2000
41	OL	Cheffey, Anne	Ordination	February 3, 2001
42		Byer, Martha	Ordination	February 2, 2002
43		McGuire, Mark A.	Ordination	June 8, 2002
44	IP	Spicer, John M.	Ordination	June 8, 2002
45	IP	Milholen, Linda	Kentucky	July 15, 2002
46		Cox, Catherine S.	Ordination	February 1, 2003
47		Armer, MaryCay (Ret.)	Idaho	January 30, 2004



48	IP	Miller, Jerry (Ret.)	New York	February 5, 2004
49	IP	Snodgrass, Galen	Ordination	February 7, 2004
50		McVey, William (Ret.)	Kansas	February 17, 2004
51	IP	Frazier, Jonathan	Ordination	June 5, 2004
52	OL	Sierra, Frank	West Texas	January 16, 2005
53		Keel, Ronald	Ordination	June 4, 2005
54	IP	Sanford, Carol	Ordination	June 4, 2005
55		Kyle, Michael (Ret.)	Missouri	August 10, 2005
56		Henderson, L. Owen	Ft. Worth	December 22, 2005
57		Runnels, R. Stanley (Ret.)	Mississippi	February 9, 2006
58	IP	Behen, R. Joseph	Ordination	June 2, 2007
59	OL	Hutcherson, Anne	Ordination	June 2, 2007
60	IP	Estes, Robert Theodore	Ordination	June 7, 2008
61		Bauer, Kathryn (Ret.)	Colorado	March 29, 2010
62	IP	Palma, Jose	Texas	May 3, 2010
63		Biggs, John (Ret.)	Fond du Lac	September 1, 2010
64	OL	Verhaeghe, Ronald	Received	October 27, 2011
65	IP	DeVeau, Peter	Olympia	April 2, 2012
66	IP	Rhodes, Margaret Diana Clark	Iowa	September 10, 2012
67		Cox, Amy Hutchinson	Ordination	April 28, 2013
68		Anderson, Eric A.	Kansas	May 14, 2013
69	IP	Dorn, Christy Michelle	Los Angeles	May 14, 2013
70	OL	Kendrick, David	Alabama	June 16, 2013
71		Rottgers, Steven R.	Texas	August 15, 2013
72		Hornaday, Evelyn (Ret.)	Arkansas	October 25, 2013
73	OL	Hughes, Lauretta	Ordination	May 3, 2014
74		Lively, Paula	Ordination	May 3, 2014
75	OL	Taube, Kimberly	Ordination	May 3, 2014
76	IP	Marks, Charles (Chas)	Ordination	November 7, 2014
77	IP	Lynch, David	Kansas	November 13, 2014
78	IP	Kyle, Anne Meredith	Ordination	November 6, 2015
79	IP	Jeske, Mark	Received	November 4, 2016
80	OL	Lile, James	Ordination	November 4, 2016
81	IP	Callison, Jonathan	Received	November 3, 2017
82	IP	Ehren, Larry	Ordination	November 3, 2017
83	IP	Mann, Karen (Kary)	Ordination	November 3, 2017
84	IP	Tharakan, Jos	Arkansas	November 13, 2017
85	OL	Ohlemeier, Mark	Kansas	March 2, 2018
86	OL	Swenson, Warren	Ordination	March 12, 2018
87	IP	Cleaves, George	Eastern Michigan	August 28, 2018
88		Spoon, Bryan	Virginia	September 27, 2018
89	OL	Heuett, Bradley Allen (Brad)	Ordination	November 2, 2018
90	OL	Hurst, William Jeffrey (Jeff)	Ordination	November 2, 2018
91	IP	Jackson III, Chandler Cheshire	Ordination	November 2, 2018
92	IP	Kim, Sean	Ordination	November 2, 2018
93		Serrano, Marco	Ordination	November 2, 2018
94	IP	Everson, Charles	Kansas	March 22, 2019
95	IP	Pierjok, Joseph (Joe)	Ordination	March 24, 2019
96		Yazell, William	Ordination	March 24, 2019
97		Sinclair, Elisabeth	Milwaukee	May 14, 2019
98		Davis, Vicki	Connecticut	July 31, 2019
99		Roberts, Susan	Utah	August 6, 2019
100	OL	Roberts-George, Melissa	Ordination	October 11, 2019
136	IP	Keyse, Andrew	Alabama	November 26, 2019

137	IP	Petty, Isaac	Ordination	November 16, 2020
101	IP	Compier, Don	Kansas	February 10, 2021
102		Harris, James	Dallas	June 30, 2021
103	IP	King, Steven	Nebraska	September 17, 2021
139	IP	Wiksell, Ryan	Ordination	March 26, 2021
141	IP	Kendagor, Rita	Ordination	November 6, 2021

## DEACONS

104		Mynatt, Belva Charlene (Ret.)	Ordination	January 18, 1989
105		Tyndall, Constance F. (Ret.)	Ordination	May 12, 1991
106		Fritsch, Andrew J.(Ret.)	Ordination	December 7, 1991
107		Ticknor, Patricia (Ret.)	Ordination	January 18, 1992
108		Eick, David (Ret.)	Kansas	May 22, 1992
109		Tangeman, Carolyn (Ret.)	Ordination	January 23, 1993
110		Murphy, Robert A. (Ret.)	Ordination	March 27, 1993
111		Lynch, Suzanne	Ordination	January 25, 1994
112	IP	Schubert, Rebecca	Ordination	February 4, 1995
113		Yeager, Linda (Ret.)	Ordination	February 4, 1995
114		Zoller, Joan (Ret.)	Ordination	February 4, 1995
115		Easter, Kathleen	Ordination	February 1, 1997
116		Richardson, John	Ordination	February 14, 1998
117		Babcock, Linda Mae	Colorado	September 30, 1998
118		Easter, James (Ret.)	Ordination	February 13, 1999
119		Sickler, Brenda	Ordination	February 13, 1999
120		Whelan, Janet (Ret.)	Ordination	February 5, 2000
121		McCall, Kent (Ret.)	Ordination	February 3, 2001
122		Grabher, Jerald	Ordination	August 28, 2002
123		Allen, Larry	Ordination	February 7, 2004
124		Crain, William (Ret.)	Ordination	February 7, 2004
125		Roumas, Peisha (Ret.)	Ordination	February 7, 2004
126	OL	Bell, Jeffrey	Ordination	February 2, 2008
127		Whitsitt, Helen	Ordination	February 6, 2010
128		Nevins, Nancy (Ret.)	Ordination	June 5, 2010
129		Russell, Sherrill	Ordination	February 5, 2011
130		Bower, Bruce	Ordination	November 7, 2014
131	IP	Stanford, Donna	Ordination	November 7, 2014
132	IP	White, Kevin	Ordination	November 6, 2015
133	IP	Slabach, Brock	Ordination	November 4, 2016
134		Carmichael, Alisa	Southwest Florida	August 8, 2019
135	IP	James, Robin	New York	October 10, 2019
138	IP	Hurt, Lynda	Ordination	November 16, 2020
140	IP	Johns, Michael	Ordination	March 27, 2021

Date = Ordination to Transitional or Vocational Diaconate, if ordained by this diocese.  
Letters Dimissory accepted, if ordained outside this diocese.

## Non-Canonical Clergy

1		Baguyos, The Rev Avelino	Priest	Kansas
2		Bee, The Rev Robert (Bob)	Priest	Nebraska
3		Burton, The Rev John	Priest	Arkansas
4		Cassell, The Rev Jonnie Lee	Priest	Iowa
6		Deng, The Rev John	Priest	Sudan
7		Erdman, The Rev Daniel (Dan)	Priest	Michigan
11		McKee, The Rev Stephen (Steve)	Priest	Oklahoma
12	IP	Murphy Jr, The Rev Russell E. (Russ)	Priest	Wyoming
13		Parrish, The Rev Larry	Priest	Nebraska
15		Sanders, The Rev Harvel	Priest	Missouri
17		Seney, The Rev Robert	Priest	Mississippi
18		Tharakan, The Rev Angeline (Angi)	Priest	Arkansas
19		Thon, The Rev Ezekiel Lueth	Priest	Sudan

IP	In Person
OL	Online

## Non-Parochial Clergy Reports

The Rev	Eric	Anderson	N
The Rev	MaryCay	Armer	N
The Rev	Kathryn	Bauer	N
The Rev Dr	William	Beachy	N
The Rev	Barbara	Beam	N
The Rev Dr	William	Bellais	N
The Rev	John	Biggs	N
The Rev	Alisa	Carmichael	N
The Rev	Kenneth	Chumbley	Y
The Rev	John	Coil	Y
The Very Rev Dr	Don	Compier	Y
The Rev	Amy	Cox	N
The Rev	Catherine	Cox	N
The Rev	William	Crain	Y
The Rev	Vicki	Davis	Y
The Very Rev	Peter	DeVeau	N
The Rev	James	Easter	N
The Rev Dr	John	Eick	N
The Rev	Bradford	Ellsworth	N
The Rev Dr	William	Fasel	Y
The Rev Canon	Harry	Firth	Y
The Rev Dr	Andrew	Fritsch	N
The Rev	Gary	Gilbertson	N
The Rev	Luther	Henderson	N
The Rev	Jerome	Hinson	Y
The Rev	Evelyn	Hornaday	Y
The Rt Rev	Barry	Howe	N
The Rev	Robert	Hutcherson	N
The Rev	Mark	Jeske	Y
The Rev	Alfred	Jewson	Y
The Rev	Russell	Johnson	Y
The Rev	Ronald	Keel	N

The Rev	Jerry	Kolb	Y
The Rev	Michael	Kyle	N
The Rev	Rolf	Leed	N
The Rev	Lawrence	Lewis	N
The Rev	Kent	McCall	N
The Ven	John	McCann	N
The Rev	Susan	McCann	N
The Rev	Mark	McGuire	N
The Rev	William	McVey	N
The Rev	Patricia	Miller	Y
The Rev	James	Moon	Y
The Rev	Robert	Murphy	N
The Rev	Belva	Mynatt	N
The Rev	Nancy	Nevins	N
The Rev	James	Pulliam	N
The Rev	Thomas	Punzo	N
The Rev	John	Richardson	N
The Rev	Susan	Roberts	N
The Rev Dr	Rufus	Runnels	Y
The Rev	Carol	Sanford	Y
The Rev	Karen	Savidge	Y
The Rev	Rebecca	Schubert	Y
The Rev	Marshall	Scott	N
The Rev	Thomas	Shepherd	N
The Rev	Brenda	Sickler	N
The Rev Dr	Carl	Siegel	N
The Rev	Gerald	Skillicorn	N
The Rev	Ronald	Spencer	N
The Rev	Bryan	Spoon	Y
The Rev	Roger	Stinnett	Y
The Rev	Carolyn	Stockwell-Tangeman	N
The Rev	Warren	Swenson	N
The Rev Dr	John	Swift	Y
The Rev	Patsy	Ticknor	Y
The Rev	Constance	Tyndall	Y
The Rev	Edgar	Whelan	Y
The Rev	Janet	Whelan	Y
The Rev	Kevin	White	N
The Rev	Helen	Whitsitt	N
The Rev	Robert	Wood	N
The Rev	Linda	Yeager	Y
The Rev	Joan	Zoller	N

# Necrology

*Clergy who passed into Larger Life since the 2020 Diocesan Convention*

12/4/2020	The Rev. Gordon Mesley
1/2/2021	The Rev. Sharron Heathman
4/11/2021	The Rev. Kathy Hall
6/4/2021	The Rev. David With

## Postulants and Candidates

Name	Order Sought	Sponsoring Parish
Vicky Anderson	Deacon	St. Mary Magdalene, Belton
Mark Bowers	Priest	Trinity, Lebanon
Ryan Burress	Priest	St. Paul's, Kansas City
Jody Carrol	Deacon	St. Paul's, Lee's Summit
Brian Cowley	Priest	St. Mary's, Kansas City
Silas Engstrom	Priest	Shepherd of the Hills, Branson
Krista Heuett	Priest	Christ, Springfield
Adam James	Deacon	St. Andrew's, Kansas City
Rita Kendagor	Priest	St. Andrew's, Kansas City
Collin Larimore	Priest	St. James, Springfield
Jean Long	Priest	St. Andrew's, Kansas City
Katherine Mansfield	Priest	Grace, Carthage
Roberta Rusconi	Deacon	Grace and Holy Trinity Cathedral, KC
Brittany Sparrow Savage	Priest	Grace and Holy Trinity Cathedral, KC
Barbara Wegener	Deacon	St. Matthew's, Raytown
David Wilcox	Priest	St. Mary's, Kansas City
Jon Williams	Priest	St. Alban's, Bolivar
Ryan Zavacky	Priest	St. Andrew's, Kansas City

# Officers and Committees of the Diocese

## 2021

Diocesan Officers		
Frazier, The Rev. Jonathan	St. Peter & All Saints, Kansas City / Standing Committee President	Chair
Hamilton, Mr. Curtis	Grace and Holy Trinity Cathedral - Kansas City	Secretary and Registrar
Kokjer, Mr. Thomas	St. Andrew's - Kansas City	Treasurer
Galus, Mr. Mark	Grace and Holy Trinity Cathedral - Kansas City	Chancellor

Diocesan Council		
Class of 2021		
Hughes, The Rev. Laurretta	St. George - Camdenton	Clergy
Pierjok, The Rev. Joe	Grace Church - Carthage	Clergy
Berens, Ms. Regina	St. Mary Magdalene - Belton	Lay
Jackson, Ms. Kathleen	St. James - Springfield	Lay
Merrill, Ms. Jillian	Trinity - Independence	Lay
Morrison, Mr. Chris	Grace and Holy Trinity Cathedral - Kansas City	Lay
Scheid, Mrs. Sally	Christ Church - Springfield	Lay
Schlomer, Mr. David	Calvary - Sedalia	Lay
Class of 2022		
Slabach, The Rev. Brock	St. Mary Magdalene - Belton	Clergy
Snodgrass, The Rev. Galen	Good Shepherd - Kansas City	Clergy
Gee, Mr. Gary	Good Shepherd - Kansas City	Lay
Hardwick, Mrs. Cosette	Christ Church - St. Joseph	Lay
Orr, Mr. Spencer	Grace Church - Carthage	Lay (Bp.'s Appoint.)
Perschall, Ms. Amanda	Trinity - Lebanon	Lay
Roggenkamp, Ms. Beverly	Christ Church - Lexington	Lay (Bp.'s Appoint.)
Sweeting, Mr. Ric	Grace and Holy Trinity Cathedral - Kansas City	Lay
Deans		
Petty, The Very Rev Isaac	St. Luke's - Excelsior Springs	Central Deanery
James, The Very Rev. Cn. Robin	Grace - Liberty	Northwest-Metro Deanery
Jackson, The Very Rev. Chandler	St. Matthew's - Ozark	Southern Deanery
Other		
Frazier, The Rev. Jonathan	St. Peter & All Saints - Kansas City	President of the Standing Committee
Turner, Ms. Judy	St. Philip's - Joplin	President of Episcopal Church Women

# Officers and Committees of the Diocese

## 2021

### Standing Committee

#### Class of 2021

Kyle, The Rev. Anne	Calvary - Sedalia	Clergy
Spicer, The Rev. John	St. Andrew's - Kansas City	Clergy
Christiano, Ms. Mary	Christ Church - Springfield	Lay
Connors, Ms. Alexandra	St. Paul's - Kansas City	Lay

#### Class of 2022

Estes, The Rev. Ted	St. Philip's - Joplin	Clergy
Frazier, The Rev. Jonathan	St. Peter & All Saints - Kansas City	Clergy, President
Bolden, Ms. Shirley	St. Augustine's - Kansas City	Lay
Patterson, Mrs. Marsha	Christ Church - Springfield	Lay

### Disciplinary Board

#### Class of 2021

Dorn, The Rev. Christy	Grace and Holy Trinity Cathedral - Kansas City	Clergy
Johnson, The Rev. Dr. Douglas	St. Andrew's - Kansas City	Clergy

#### Class of 2022

Yeager, The Rev. Linda	Non-Parochial	Clergy
Forrest, Mr. John	Redeemer - Kansas City	Lay

#### Class of 2023

Runnels, The Rev. Dr. Stan	Non-Parochial	Clergy
Forrest, Mr. John	Redeemer - Kansas City	Lay

#### Other

Stanford, The Rev. Donna	St. Peter & All Saints - Kansas City	Clergy, Intake Officer
Bentz, Mr. Greg	St. Andrew's - Kansas City	Lay, Church Attorney

### Constitution & Canons

Powell, Mr. David	St. Paul's - Kansas City	Chair
Galus, Mr. Mark	Grace and Holy Trinity Cathedral - Kansas City	Co-Chair
Hollstrom, Ms. Kristen	St. Peter and All Saints - Kansas City	Member
Stanford, The Rev. Donna	St. Peter and All Saints - Kansas City	Member

### Courtesy Resolutions

Wilson, The Rev. Steven	Grace Church - Carthage	Chair
-------------------------	-------------------------	-------

### Credentials

Day-Thoms, Mrs. Glynda	St. Peter's - Harrisonville	Chair
------------------------	-----------------------------	-------

# Officers and Committees of the Diocese

## 2021

### Elections

Slabach, The Rev. Brock	St. Mary Magdalene - Belton	Chair
Ebert, Ms. Marie	Good Shepherd - Kansas City	Member

### Nominating

Perschall, Ms. Amanda	Trinity - Lebanon	Chair
Coppinger, The Rev. Tim	St. Paul's - Lee's Summit	Member
Rose, Mr. Thomas	Christ - Boonville	Member
Wilson, The Rev. Steven	Grace Church - Carthage	Chair

### Resolutions

James, The Rev. Cn. Robin	Grace Church - Liberty	Chair
Coil, The Rev. John	Non-Parochial	Member
Edwards, Ms. Nina	Good Shepherd - Kansas City	Member
Gladfelter, Mr. Mark	St. Paul's - Clinton	Member
Kyle, The Rev. Anne	Calvary - Sedalia	Member



Diocese of West Missouri

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2021

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Furcharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Blue Springs	Church of the Resurrection	138	135	2	40	0	0	0	0
Bolivar	St Albans Episcopal Church	57	57	5	31	32	0	2	0
Boonville	Christ Episcopal Church	20	20	5	7	0	0	0	0
Branson	Shepherd of the Hills Church	51	51	9	44	0	2	0	2
Camdenton	St George Episcopal Church	36	36	10	22	51	0	0	0
Carthage	Grace Episcopal Church	863	800	160	158	208	2	6	17
Cassville	St Thomas a Becket Epis Ch	21	21	3	13	36	0	0	0
Chillicothe	Grace Episcopal Church	24	14	2	9	2	0	0	0
Clinton	St Pauls Episcopal Church	15	15	0	10	21	0	0	0
Excelsior Springs	St Luke Episcopal Church	43	43	4	19	22	0	1	0
Fayette	St Marys Episcopal Church	18	13	2	6	16	0	0	0
Harrisonville	St Peters Episcopal Church (2020)	118	0	0	18	49	0	0	1
Independence	St Michaels Episcopal Church (2020)	51	51	0	32	11	0	0	2
Independence	Trinity Episcopal Church	44	44	0	22	52	0	0	0
Ⓔ Joplin	St Phillips Episcopal Church	247	200	7	41	51	0	3	1
Kansas City	Church of the Good Shepherd	306	268	0	57	125	1	3	3
Kansas City	Church of the Redeemer	374	359	15	103	38	0	0	2
Kansas City	Grace and Holy Trinity Cathedral	536	518	161	118	44	0	4	8
Kansas City	St Andrews Episcopal Church	1,549	911	412	175	98	0	10	4
Kansas City	St Augustines Church	63	60	60	59	41	0	3	0
Kansas City	St Marys Episcopal Church	173	113	0	58	105	0	2	6
Kansas City	St Pauls Church	678	460	20	94	30	0	7	0
Kansas City	St Peter & All Saints Episcopal Church	214	214	1	53	51	0	1	0
Kimberling City	St Marks Episcopal Church	42	42	0	22	52	0	0	0
Lebanon	Trinity Episcopal Church	68	68	7	45	51	0	0	0
Lees Summit	St Annes Church	170	170	0	50	0	0	0	0
Lees Summit	St Pauls Episcopal Church (2020)	182	163	22	61	70	0	0	0
Lexington	Christ Episcopal Church (2020)	66	38	5	16	15	0	0	0
Liberty	Grace Episcopal Church	180	180	4	28	39	0	1	5
Monett	St Stephens Episcopal Church	15	15	1	10	45	0	0	1
Mountain Grove	Church of the Transfiguration	16	0	0	6	44	0	1	0
Neosho	St Johns Church (2020)	19	9	9	17	23	0	0	0
Nevada	All Saints Episcopal Church	143	43	0	23	45	0	0	0
Noel	St Nicholas Episcopal Church	115	84	0	16	0	0	0	0

# Diocese of West Missouri

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2021

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Furcharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Ozark	St Matthews Episcopal Church	40	40	2	17	75	0	0	0
Raytown	St Matthews Episcopal Church	73	59	0	18	25	0	0	0
Saint Joseph	Christ Episcopal Church	108	78	3	69	135	1	1	2
Savannah	St Marys Episcopal Church	16	0	0	7	20	0	0	0
Sedalia	Calvary Episcopal Church	80	64	4	26	50	0	0	6
Skidmore	St Oswalds in the Field Church	12	12	0	7	11	0	0	0
Springfield	Christ Episcopal Church	1,187	760	109	81	53	2	7	0
Springfield	St James Episcopal Church	149	149	0	44	52	0	5	0
Springfield	St Johns Episcopal Church	146	146	2	41	131	0	0	3
Trenton	St Philips Church	9	0	0	5	4	0	0	0
Village of Loch Lloyd	St Mary Magdalene	134	66	0	40	50	0	1	0
Warrensburg	Christ Episcopal Church (2020)	140	53	0	20	35	0	1	0
West Plains	All Saints Church	58	58	6	21	47	1	0	0
Total		8,807	6,700	1,052	1,879	2,155	9	59	63

# Diocese of West Missouri

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2021

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	Total Expense
Blue Springs	Church of the Resurrection	208,359	212,217	340,832	169,728	21,267	2,960	174,033
Bolivar	St Albans Episcopal Church	22,855	22,855	46,055	28,915	2,340	5,000	34,415
Boonville	Christ Episcopal Church	21,937	21,937	23,822	15,366	2,015	1,008	16,374
Branson	Shepherd of the Hills Church	51,976	59,776	61,440	55,252	6,020	23,550	78,366
Camdenton	St George Episcopal Church	37,550	37,550	39,950	54,966	6,966	2,400	57,366
Carthage	Grace Episcopal Church	398,585	612,168	785,265	543,706	64,357	228,731	706,724
Cassville	St Thomas a Becket Epis Ch	25,219	25,219	25,219	7,273	2,403	0	7,273
Chillicothe	Grace Episcopal Church	12,262	65,992	65,992	67,529	11,038	2,912	68,339
Clinton	St Pauls Episcopal Church	7,879	7,888	51,259	10,878	1,149	35,083	45,961
Excelsior Springs	St Luke Episcopal Church	43,655	43,770	50,093	5,407	5,407	27,000	32,407
Fayette	St Marys Episcopal Church	9,119	9,119	11,119	12,828	1,438	600	12,828
Harrisonville	St Peters Episcopal Church (2020)	24,881	37,472	51,364	49,157	4,209	648	49,157
Independence	St Michaels Episcopal Church (2020)	63,131	64,261	97,744	86,367	8,075	22,442	105,184
Independence	Trinity Episcopal Church	67,316	126,316	126,316	139,881	12,711	0	139,881
Joplin	St Philips Episcopal Church	92,011	213,852	278,112	31,666	28,051	9,215	37,266
Kansas City	Church of the Good Shepherd	263,883	268,606	319,675	247,573	31,719	46,996	292,594
Kansas City	Church of the Redeemer	358,987	361,884	467,655	386,309	51,182	92,711	477,020
Kansas City	Grace and Holy Trinity Cathedral	516,005	1,758,694	1,877,480	1,498,784	211,885	183,204	1,637,869
Kansas City	St Andrews Episcopal Church	1,927,637	2,174,433	2,794,786	2,039,863	262,536	674,580	2,642,590
Kansas City	St Augustines Church	110,741	143,536	820,228	174,488	16,923	23,168	198,880
Kansas City	St Marys Episcopal Church	168,861	211,159	211,159	199,767	22,641	3,000	199,767
Kansas City	St Pauls Church	447,961	853,578	1,019,028	861,494	89,843	189,955	1,026,988
Kansas City	St Peter & All Saints Episcopal Church	206,612	253,681	263,630	272,175	25,834	5,989	276,768
Kimberling City	St Marks Episcopal Church	43,702	43,702	43,702	48,922	4,024	999	48,922
Lebanon	Trinity Episcopal Church	85,786	85,786	160,917	83,642	8,068	76,478	151,593
Lees Summit	St Annes Church	84,226	84,226	116,202	97,486	6,250	21,033	99,691
Lees Summit	St Pauls Episcopal Church (2020)	122,953	122,953	124,543	97,992	16,251	0	107,218
Lexington	Christ Episcopal Church (2020)	28,317	31,113	39,164	31,299	3,778	1,953	34,661
Liberty	Grace Episcopal Church	152,303	178,632	186,594	164,707	1,680	22,684	187,891

Diocese of West Missouri

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2021

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Monett	St Stephens Episcopal Church	28,396	28,396	32,196	33,698	2,864	3,800	33,698
Mountain Grove	Church of the Transfiguration	6,307	6,307	6,657	8,509	874	100	8,509
Neosho	St Johns Church (2020)	17,955	17,955	17,955	21,617	2,980	0	21,617
Nevada	All Saints Episcopal Church	65,670	67,188	83,588	63,845	6,541	28,253	91,473
Noel	St Nicholas Episcopal Church	24,420	24,420	24,420	18,429	2,421	0	18,429
Ozark	St Matthews Episcopal Church	37,918	47,388	67,307	46,173	18,115	26,117	72,375
Raytown	St Matthews Episcopal Church	57,845	57,956	58,473	55,174	7,733	3,900	59,591
Saint Joseph	Christ Episcopal Church	105,659	161,374	203,646	174,956	21,086	30,837	202,343
Savannah	St Marys Episcopal Church	3,802	3,802	22,552	11,081	1,038	17,610	28,441
Sedalia	Calvary Episcopal Church	74,981	169,224	177,534	234,754	15,633	33,725	268,231
Skidmore	St Oswalds in the Field Church	6,410	6,453	6,453	3,250	0	0	3,250
Springfield	Christ Episcopal Church	684,012	910,645	990,463	837,571	105,795	96,097	961,228
Springfield	St James Episcopal Church	245,762	290,365	414,438	290,365	30,654	42,133	349,911
Springfield	St Johns Episcopal Church	229,688	340,755	356,524	257,580	33,135	57,988	326,824
Trenton	St Philips Church	7,786	10,540	13,396	8,626	1,205	4,130	11,376
Village of Loch Lloyd	St Mary Magdalene	178,223	187,814	313,268	137,299	2,000	9,593	146,892
Warrensburg	Christ Episcopal Church (2020)	68,321	68,321	68,321	68,321	6,704	1,200	68,321
West Plains	All Saints Church	73,252	111,039	111,039	110,943	7,851	31,500	142,693
Total		7,521,116	10,642,317	13,467,575	9,865,611	1,196,689	2,091,282	11,763,228

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## Highlights of the Previous Year

- In fall 2021 BKSM's enrollment continued to grow. 39 students are now pursuing a certificate of study in seven areas. 13 are from The Diocese of West Missouri: 6 pursuing presbyteral studies, 4 in diaconal studies, 1 on the lay preaching track, and 2 in Anglican Studies. We have some students now from the Dioceses of Iowa and Missouri.
- BKSM received a technology grant from the Roanridge Foundation that will allow persons far from our Topeka campus to join any of our classes via Zoom. We have formed a second distance cohort in Dodge City, KS. This technology has been tremendously helpful as our courses have been offered entirely on Zoom since March of 2020. We hope we can resume face to face sessions in Topeka as soon as possible.
- BKSM once again offered the marriage preparation class in the summer.
- BKSM continues to offer Biblical Greek, and Biblical Hebrew is now offered as well (both taught by Richard Liantonio of The Diocese of West Missouri).
- BKSM continued to participate actively in efforts to create collaborative networks in Episcopal theological education. Dean Compier has served on the General Convention's Interim Task Force on Theological Education Networking. BKSM alumni/ae participated in the Lilly project entitled "Thriving in Bi-Vocational Ministry" administered by the Seminary of the Southwest. They met regularly with peers concentrating on subjects such as preaching and spiritual growth. Another cohort will be formed beginning in January of 2022. We strongly encourage our alumni/ae in The Diocese of West Missouri to apply. The program is open to both priests and deacons.
- Claremont School of Theology and BKSM have an articulation agreement. BKSM courses are accepted for credit towards completion of graduate degrees at this prestigious institution. We are most grateful for this recognition of the quality of our work.
- We had a strong year in fundraising, allowing us to create investment accounts to help fund our growing programs. We had the most successful annual campaign in our 8-year history. BKSM was able to hire a part-time administrative assistant. We are grateful that we have plenty of scholarship money. BKSM is affordable for all.
- BKSM became an official sponsor of the Anti-Racism Covenant and held a number of discussions about racial justice and reconciliation. We continue to review our course offerings and ways to promote diversity among our faculty, staff, and student body.

- For the first time BKSM began the 2021 school year with a spiritual retreat for all students led by Brother James Dowd of the Benedictine Way. Students continue to meet monthly for group spiritual formation.
- Dean Compier is now canonically resident in The Diocese of West Missouri.

## Plans for the Coming Year

- BKSM's board is engaged in a long-range strategic planning process, using the "SWOT-D" process (examination of strengths, weaknesses, opportunities, threats, and dreams).
- In late October 2021 Dean Compier will represent BKSM on a panel about bi-vocational ministry at the College of Bishops.
- Plans are underway to strengthen our course offerings in leadership. The experience of The Diocese of West Missouri has been very helpful in this endeavor.
- BKSM is actively involved in discussions with Episcopal seminaries about ways to collaborate in areas such as curricula for congregational development and field education/supervised ministerial practice.
- We are having discussions that could lead to other dioceses becoming part of our partnership.
- We continue to explore further ways to actively promote spirituality at BKSM.

## Assessment and Evaluation

- Monitoring of results of ordination examinations.
- Regular feedback from dioceses, parishes, alumni/ae to determine success of our graduates in promoting the mission of the church.
- December 2021 board retreat, using the SWOT-D process, will further assess the strengths and weaknesses of our programs.
- In the spring of 2021 BKSM began annual mutual ministry reviews.

## Reflection of Diocesan Priorities

- Curricula promote skills and insight needed to foster congregational growth. The lay evangelism curriculum is particularly important in this regard. We have revised the course on Contemporary Mission to place greater emphasis on evangelism.
- Spiritual and communal formation at the school contribute to the personal growth of all participants—students and faculty. As noted, we are working to strengthen this vital dimension of our work.
- Supportive ties forged between dioceses, between the Episcopal Church and ELCA, between future clergy (priests and deacons) and lay leaders. Networking with theological educators throughout the Episcopal Church is accelerating.

- Diaconal curriculum stresses compassionate ministry in community.
- Above all, BKSM constantly strives to produce lay and ordained leaders (priests and deacons) for today's church and its mission.

Yours in Christ,

The Very Reverend Dr. Don H. Compier, Dean

## LEADERSHIP ROSTER

### Staff

The Very Rev. Dr. Don H. Compier, Dean

[bksmdean2@gmail.com](mailto:bksmdean2@gmail.com)

(816) 217-4053

The Rev. Casey Rohleder, Communications Director

[bksmoutreach@gmail.com](mailto:bksmoutreach@gmail.com)

The Rev. Deacon Fran Wheeler, Administrative Assistant

[bksmadassist@gmail.com](mailto:bksmadassist@gmail.com)

### Executive Committee of the Board of Trustees

The Venerable Monte Giddings, President

The Venerable Betsy Bennett, Vice President

Mrs. Carolyn Peterson, Secretary

The Rev. Canon Dr. Bill Fasel, Treasurer

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



I have completed my eighth year as Canon to the Ordinary, and all five areas of Diocesan priority continue to drive and organize what I do. Growing Congregations, Growing Personally, Growing Community, Growing Compassion and Growing Leaders serve as the spinal cord of the departments and ministries that I interact with and serve. I serve and collaborate with The Departments of Congregational Development, Christian Formation, Communication, Stewardship, Youth Ministry, Diversity and Reconciliation Commission and Emergency/Disaster Response Committee as well as the clergy and their spouses as Transition Minister.

During 2021, and with collaborative efforts of the above listed departments and ministries, we have been able to offer multiple events to train and inform congregational leaders and members, intended to increase their capacity to be informed and empowered leaders for their respective parishes/missions and as resources for diocesan ministry. The unforeseen addition of Covid 19 virus and the overall Pandemic necessitated most of our work to go to virtual/Zoom formats to do our work and communication. Such events this year were:

Bishop's Day with Wardens, Treasurers, Administrators and New Vestry.  
February 25th in the evening and February 27th on Saturday morning. All were virtually attended.

Recovery of Hope Virtual Gathering April 20th in the evening.

In the role of Transition Minister and Church Developer, I have been engaged with the following congregations in their discernment and transition of clergy leadership. I am also involved with some of them in discussions that are evaluating the need for different roles and time frames of clergy/congregation relationships and internal systemic changes.

All Saints, West Plains, MO  
St. Luke's, Excelsior Springs  
St. Paul's, Kansas City, MO  
St. Paul's Lee's Summit, MO

St. Matthew's, Raytown, MO  
Grace and Holy Trinity Cathedral, KCMO  
St. Peter's, Harrisonville, MO

I also attended the "Office of Transitional Ministers virtual meetings for Provinces V, VI, & VII.



My normal weekly practice was to choose at random a congregation of the diocese to visit without appointment. My wife Mary may attend with me. First, I enjoy worshipping with you in your local congregations and getting the “feel” of an everyday Sunday experience from your perspective. I want to affirm what you are doing well and that is working! I also want to afford an “outsider’s” set of eyes that may be able to offer helpful suggestions for consideration and improvement of what may have become “stable and unseen” by the regular membership/leadership. In short, “I come in peace and offer my willingness to serve you and to help you become the best Episcopal presence wherever you are located!” If there is a specific need, I am more than glad to schedule a visitation to meet with you, your vestry and clergy leadership to discuss or work on any issue or topic that may help you better serve Christ in your specific context! Call or email me! The unfortunate addition of Virus Response Protocol meant that I had to put this practice aside and attend by virtual streaming of the services. I did not want to interrupt an already unstable quest to provide services for local members or take the place in a limited number of seating capacity from those who regularly attend.

I, along with other member of the Diocesan Staff have been involved in initial meetings and conversations to establish a closer relationship with our working counter parts in the ELCA Central States Synod located out of Kansas City, MO. We see this as a move to initiate collaborative sharing of resources and events with our Lutheran Brothers and Sisters. This year we continued exploring further sharing of clergy leadership in the Blue Springs and West Plains area of the diocese.

In Summary: I end my employment with The Diocese of West Missouri in this role as Canon to the Ordinary in tandem with the resignation of Bishop Field. I thank Bishop Field for his trust and support! I thank the Diocesan/Bishop’s Staff and the Deans for their support, help and mentorship! I thank those kind clergy and people of this diocese that have responded to me so warmly, allowed me to share a bit of my experience with them as well as to break bread and share the cup.

Faithfully Submitted in Christ,

The Rev. Dr. Steven R. Rottgers+  
Canon to the Ordinary

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## What are the highlights of your deanery's activities since the 2020 Diocesan Convention?

- Renewal Works became and still is a driving force for the diocese and emphasis has been placed for parishes in the Central Deanery to take advantage of these resources. Currently the following parishes are pursuing this ministry:
  - St. Mary Magdalene-Belton
  - Resurrection-Blue Springs
  - Grace-Chillicothe
  - Calvary-Sedalia
- Identifying avenues to pursue evangelism, especially during the frustration of the Covid virus issues has opened doors for many parishes to pursue more on-line technology to provide services, meetings and continuing parish ministries and missions.
- Pursuit of and engagement with the actions to combat racism and inequality.

## Describe how these activities have furthered the work of the diocese and strengthened parishes and congregations? (Include, if applicable, the number of participants and/or people served.)

- Renewal Works continues to focus on the spirituality of who we are as spiritual congregations. With the onset of the pandemic, the cultural unrest and the social-political mayhem that continues daily, parishes are finding it is a good time to pursue how the church is meeting their spiritual needs even in the void of not meeting in church buildings or sharing in fellowship as we are routine to do.
- The deanery grants have specifically helped to provide additional methods to be church, especially with imagination and entrepreneurship through the use of electronic mediums. Many thanks to Eric Rhodes from St. Anne's in Lee's Summit who has offered and given of his time and talents to help many churches with ideas and examples for jumping into the arena of broadcasting on Facebook and YouTube.

## Describe your plans for ministry/activities in 2022

Deanery plans will include the following;

- Work with the diocesan office and the other deaneries to welcome and engage our bishop provisional. To listen and to share as we begin a relationship of healing and growth.
- 2022 and beyond will be the time to continue Renewal Works and the benefits the surveys and follow-ups that can help each parish who participates grow.
- Find more effective ways to engage the clergy of the deanery specifically since most priests are bi-vocational and planning meetings is more than difficult. ZOOM will be a venue that draws the clergy together without the frustration of traveling.
- Engage in our community efforts to promote unity and anti-racism in our local and regional communities. Take advantage of resources and promote more involvement with our own working ministries against racism.

## How will you measure success in 2020?

- Realize the open communications among clergy, lay and the wider church as we engage with the bishop provisional and map out our diocesan plans for the future in calling a new diocesan bishop
- Capture stories and events that demonstrate the value brought to parishes through monies received from the deanery grants. Encourage our congregations to share these stories through the diocesan communications director.
- During deanery council and clericus meetings identify how resources have helped their parishes develop ecumenical and evangelical goals, actions and outcomes. Share experiences that can help other parishes to benefit from what is learned and experienced
- Identify how parishes that have engaged with other faith groups and Episcopal faith groups in and around their communities have added to evangelism and spreading the gospel

## How does your ministry reflect the priorities of the diocese?

**#1 – Grow Congregations:** we seek to be congregations growing in membership, to start additional congregations, and to obtain excellence in our liturgical life.

- We seek to focus on how our current parishes can maintain and grow their status in their communities through programs like Renewal Works, Stewardship Development and good interrelationships with other congregations, both as Episcopalians and ecumenically.
- Assist the diocese with placing consistent clergy presences with parishes who have clergy transition.

- Help promote candidates for BKSM programs both in the Lay and ordinal tracts to help sustain and build church leadership.

**#2 – Grow Personally:** we seek to provide Christian formation for all ages, especially children, youth, and young adults; we seek growth in knowledge of the faith and in spiritual depth; we seek growth in responsible stewardship.

- Continue planning for deanery/diocesan wide programs to understand diversity, likeness, faith and other common grounds for the Christian Church
- Find even more ways to involve greater youth participation in the small churches to the east of KCMO. Identify common ground for VBS, and other programs and resources to bring our youth together
- Come together as three deaneries to promote diocesan programs that will help all parishes:
  - Renewal Works
  - Stewardship/Legacy/Endowment
  - Shared programs: Advent Quiet Days and other programs the one deanery can share with others
  - Focus on clergy wellness, fellowship and ministry

**#3 – Grow in Community:** we seek unity, cooperation, and mutual support between congregations and dioceses, with the greater Episcopal Church, and with people of faith and goodwill beyond TEC.

- Seek out resources from around the diocese and regions to support education for inter-racial engagement and how to work through and understand privilege that divides peoples and communities
- Continue to provide outreach to the agencies that are feeding the hungry, providing housing for those who have lost their homes, and to aid the increasing homeless populations
- Partner with other churches and agencies to fight the racial divides and develop working programs that bring communities together

**#4 – Grow in Compassion:** we seek to provide effective social outreach to aid and empower the diverse children of God.

- Specifically engage clergy leadership that address:
  - Having avenues for open discussion and fellowship
  - Working through scenarios that help to bring answers and problem solving especially as we deal with cultural unrest and racism
  - support laity for ministry
  - Support for clergy through prayer groups and virtual engagements
  - engaging in quality continuing education

**#5 – Grow Leaders:** we seek leadership development for lay and clergy alike.

- Get more people involved in programs that help to develop lay and ordained leadership:
  - Education for Ministry (EFM)
  - Cursillo
  - BKSM for lay and ordained leadership development
  - Continue and improve the processes for lay leadership, training and mentorship
  - Help to support our active and retired clergy with avenues for open discussion, prayer, colloquy, and fellowship

Submitted by the Very Rev. David Lynch

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## What are the highlights of your ministry since the 2020 Diocesan Convention?

The work of the Chaplains to the Retired Clergy and Surviving Spouses goes on with regularity. We have clergy that retire and we seek to bring them into the retired community. Perhaps the most significant events that have occurred for us in the past year has been the death of several clergy and spouses. Marcia Biggs, Ruth Parham and Kay Jenista, all clergy spouses, have died in this past year. Chaplain Jerry Miller has ministered to John Biggs and Phillip Parham following their spouse's deaths. Jerry Kolb and Kent McCall were able to minister to the family of Kay Jenista.

Our more "routine" work includes remembering birthdays, anniversaries and other events and sending e-cards and occasional humorous emails. Of most importance this year is the change in health care plans for the CPG. Chaplains have been sources for information about these changes and encouragement to learn about the proposed changes before the change happens.

## Describe how these activities have furthered the work of the diocese and strengthened parishes and congregations?

There are 105 clergy and surviving spouses listed as belonging to The Diocese of West Missouri. Not all of those listed live in the diocese but they are still ours to be ministered to. The diocesan chaplains try to maintain some form of contact with them through the phone, birthday greeting cards, or emails. It helps these people to know that they are still a part of the diocese regardless of where they may reside. For those living in the diocese, maintaining contact with the retired helps them to feel 'active' in the diocese and available for parish supply. National statistics indicate that retired clergy are a significant resource that help keep our parishes (especially smaller congregations) open and operating. Chaplains are a resource for questions regarding Church Pension policies and benefits and help reduce anxiety about financial security. Chaplains' also try to keep track of retired clergy or surviving spouses that may have unusual financial needs that may be covered by emergency requests to the CPG through the bishop's office.

## What are your plans for ministry in 2022?

We plan to continue our ministries as we have in the past. We would like to know in advance when clergy are planning their retirement so we can assist them in making that transition.

Jerry and Brenda Kolb

Jerry and Betty Miller

Chaplains to the Retired Clergy and Surviving Spouses  
Diocese of West Missouri

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



The purpose of the Christian Formation ministry is to encourage and nurture spiritual growth, Christian practices, and theological reflection. This is based on the belief that actively engaging in Christian formation is a transformative experience which affects our understanding of morality, politics, economics, labor, family, the environment, hospitality, justice, friendship, and forgiveness. In short, *everything* is a spiritual matter.

As formation takes place *within* our hearts and minds; the fruits of awareness and spiritual growth are directed *outward* into our communities. Ultimately, what we *inwardly* digest as we follow The Way of Jesus encourages active, visible faith that values people and relationships, naturally moving us *outside* the walls of the church building in form of mission, outreach, inclusiveness, and evangelism.

Our diocese hopes to be a source of support, resource, and opportunities to households. To fulfill this purpose and advocate for intentional Christian formation, the following are available to individuals, households, and congregations on an ongoing basis:

- Curated traditional and experiential resources for people of all ages on the diocesan website to organize the wealth of online information and simplify the search process.
- The companion presence of support, consultation, and encouragement on request.
- Virtual Coffee Hour is offered weekdays for anyone to come ask questions, explore formation resources, and share experiences.
- Newly formed quarterly Children and Family Ministry meetings focus on preparing for upcoming seasons as well as provide an opportunity to share challenges and sharing ideas.
- The Christian Formation Commission is focusing on making infographic formational material on ways in which people can explore, deepen and grow their faith; determining helpful responses to the needs of congregations, discovering new resources, and recommending best practices.
- Formation-related weekly posts through the New Spirit Update and Diocesan Facebook page highlight educational, liturgical, fellowship and service-oriented resources and reflections.

In January 2021, **Everything Holy** was introduced as a monthly, experiential, Christian formation resource for households of all shapes and sizes. Those opting-in receive a packet woven around a theme with multiple learning styles in mind. Everything Holy aims to be an experiential, fun way to explore, grow, and deepen an experience of God



within the home. The packet is a tool for households to use throughout the month; doing a little bit *every day* has a greater impact than doing a lot on one day, and a little bit every day is enough to grow into a lifelong foundational habit.

Missional in nature, *Everything Holy* encourages spiritual growth, and has great potential to involve many West Missouri households in a formational experience. The project has been developed by a Creative Team: Josh Trader (Assistant to the Bishop for Youth Development), Kat Mercer (Children's Ministry and Christian formation), and Kim Snodgrass (Assistant to the Bishop for Christian Formation). Anyone can be involved, and everyone is welcome to collaborate. Opt-in information, as well as digital copies of monthly packets and suggestions to explore music, stories, poetry, or video options, can be found on the diocesan website.

Everything Holy monthly packages are being shipped to -

- Well over 500 individuals representing over 280+ households
- Members of 37 churches within our diocese
- 65 cities (both rural and urban)
- 6 states

An additional seasonal project, *At the Table*, was well received by households and congregations throughout the diocese, also going abroad to both England and Mexico. Fourteen congregations and five households proposed using the materials to reach nearly 170 people.

#### 2022 Plans for Ministry

- Advocate for the promotion of Christian formation through liturgy, education, service, fellowship, and evangelism within households and faith communities, including the application of beneficial short and long-term strategies.
- Topic Presentations on Prayer & Temperament, Experiential Stations, Stewardship, Empowering People to Facilitate; Lay Reader Training, Retreat Planning, Intergenerational and Milestone Ministries, etc. can be held virtually or in person.
- Continuation of the Everything Holy Project to offer hope, encouragement and new perspectives that support self-discovery and awareness, healthy routines and habits, and creativity through small steps.
- Continuation of regular online posts promoting healthy spiritual practices, relationships, self-discovery, upcoming formational opportunities, and Fruits of the Spirit.
- Seasonal projects and Wellness Gatherings that offer continuing education and relationship-oriented opportunities.
- Build human resources through internship and ministry consultants, the former being specifically regarding children, family, intergenerational and youth ministries.

Beginning with our youngest members, understanding how church is relevant to our life is vital to the health of our diocese, our communities, and the world.

God's hands are always busy at the potter's wheel; Jesus himself "increased in wisdom and in years, and in divine and human favour."<sup>i</sup> The Christian Formation ministry is here to walk with the people of West Missouri as we seek to become authentically engaged in hospitality, worship, prayer, learning and mission; a people who "live out the values of the kingdom of God in the presence of the kingdoms of the world;"<sup>ii</sup> a people becoming human beings made in the likeness of Christ.

Sincerely,  
Kim Snodgrass  
Assistant to the Bishop for Christian Formation

---

<sup>i</sup> Luke 2:52

<sup>ii</sup> *The Dream of God: A Call to Return* by Verna Dozier

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



The Commission on Ministry (COM) exists in compliance with Title III, Canon 2 of the Canons and Constitutions as an advisory role to the Bishop in the implementation of Title III. The primary responsibilities are the encouraging and enabling present and future opportunities for the ministry of all the baptized, in the design and oversight of recruitment, discernment, formation for ministry and assisting in accessing individuals' readiness for ministry.

Our Subcommittees have been formed to cover these areas articulated in specific Canons under Title III. These four subcommittees are Discernment, Ordination Process, Licensed Ministry, and Clergy Continuing Education, Orientation and Mentoring. Membership in these subcommittees is not limited to members of the Commission. The chairs of the subcommittees will be ex-officio members of the Commission, if not already elected or appointed members.

For the duration of 2021 all activities of the Commission have been held via Zoom.

## Highlights of 2021

The Discernment sub-committee created a Discernment Handbook for use by local discernment committees as well as a structure for use by the Commission's Regional Vocations Committees.

The Clergy Continuing Education, Orientation and Mentoring subcommittee continued work on reviewing ways to report out continuing education activities required of clergy. The committee is also working on guidelines for Mentoring.

The subcommittee for Licensed Ministry has continues reviewing and revising diocesan policies regarding licensed ministry for recommendation to the Bishop. We have been doing this in with the assistance of the Dean of the Bishop Kemper School for Ministry, which is developing curricula to support licensed ministries.

## Commission on Ministry Actions since last reported to Diocesan Convention 2020:

September 2020	Recommended for Postulancy -Silas Engstrom Recommended for Candidacy – Isaac Petty Recommended for Candidacy -Ryan Wiksell Recommended for Candidacy -Rita Kendagor
October 2020	Recommended for Ordination to the Transitional Diaconate – Isaac Petty Recommended for Ordination to the Diaconate – Lynda Hurt
December 2020	Recommended for Postulancy -Brian Cowley
April 2021	Recommended for Ordination to the Priesthood – Isaac Petty
June 2021	Recommended for Postulancy – Michael Johns Recommended for Postulancy – Katherine (Katie) Mansfield Recommended for Postulancy –Robin Rusconi Recommended for Postulancy –Vicky Anderson
August 2021	Recommended for Postulancy to the Priesthood – Jody Carroll (change in status) Recommended for Postulancy –Mark Bowers Recommended for Postulancy –Ryan Buress Recommended for Postulancy –Brittany Sparrow-Savage Recommended for Postulancy –Ryan Williams Recommended for Ordination to the Priesthood –Ryan Wiksell
September 2021	Recommended for Postulancy –Blake Smith

## Plans for 2022

1. Continue to receive nominations for further ordination and use the regional vocations committees for discernment.
2. Participate in joint conversations with Commissions on Ministry associated with the BKSM membership.
3. Continued support of Lay ministry development and training.
4. Further development of guidelines for continuing education.
5. Implement strategy for continuing vocational discernment in all congregations.

## Diocesan Priorities

While some of our work ultimately impacts all of the priorities, perhaps most directly we are assisting in growing leaders. Identifying and encouraging individuals for being ordained clergy, obviously, but we intend our work to include occasional training opportunities for lay individuals. Coordination with BKSM will be a new opportunity for lay education and training.

The Diocese of West Missouri currently has 2 Nominees, 5 Postulants for the Diaconate 14 Postulants for the Priesthood, one Candidate, and one Transitional Deacon active in the ordination process.

Respectfully submitted,

Robert Maynard, Chair



## September 24, 2021 Diocesan Convention Report

### 1. What are the highlights of your ministry since the 2020 Diocesan Convention?

As a Ministry Partner with the Diocese of West Missouri Episcopal Church, the Council of Churches of the Ozarks (CCO) recognizes that our relationship is based on a shared mission of compassion in the name of Jesus Christ. This year, we inspired hope, met people where they were, restructured organizationally to improve service, protected against COVID, maintained human connection, updated systems, and increased partnerships by clarifying community needs. In short, this year challenged us to be a blessing and meet needs when people needed it most.

Since the last time we shared the impact of your partnership, you helped **Inspire Hope** for *more than* 100,000 people through the compassionate services of the multiple outreach services that make up the Council of Churches of the Ozarks. The need for compassion has never been greater. Fortunately, our community came together to not only protect the physical well-being of our neighbors, but also minister personally as well. It has been a time of fear and uncertainty for all of us, but especially for those struggling with the burdens and challenges of poverty. The Council of Churches remains a constant and trusted lifeline for our community - a weighty responsibility.

Beyond the numbers of individuals served, the past year represented tremendous growth and renewal for the Council of Churches of the Ozarks. Our new executive director, Jaimie Trussell, came on board in August 2020, and has overseen a transformation of our service model and strategic plan. Going from nine distinct outreaches, to one unified council, we are operating under a whole new system designed to better serve our neighbors in need. Some immediate and far-reaching changes to our systems include adapting our service models to protect partners and those we serve from COVID-19, a monumental undertaking. We identified safety, enhanced efficiencies, and increased impact while prioritizing the sacredness of human connection, allowing us to be the hands and feet of Christ when people needed it most. Going forward, many of our service changes will remain long after Covid is no longer a threat.

In the past year, we have made significant investments in infrastructure to better protect donor and client information - a looming threat in the new digital world. A new accounting software to replace *our thirty year old* version was launched, and many of our systems have moved to the cloud for both security and convenience.

Team members started imagining a future where we could adapt our services to be truly “wrap-around” in nature, and where our services could evolve to meet emergent needs. One of the most urgent needs is the oncoming “Silver Tsunami” of an ever-increasing population whose lifelong journeys have leave them unequipped to care for themselves or whose financial plans did not account (or prepare) for a time when dollars could only go so far. These people will need our help, and the Council team is already preparing to gear up to meet the need.

Our fundraising success has been unprecedented in the past year, consistently tracking above the five-year rolling average – demonstrating not only the faith the community has in the ability of the Council to serve, but also the generosity of those with whom we partner. As of this report, we are projected to surpass our 2021 annual goal by more than one million dollars.

**2. Describe how these activities have furthered the work of the diocese and strengthened parishes and congregations? (Include the number of participants and/or people served.)**

Compassionate outreach through Council of Churches programs brings the community together to inspire hope through life-changing services. Your participation demonstrates the love of Christ to the more than 100,000 guests, clients, volunteers, and team members engaged in the work we do. Last year our outreaches collectively recorded more than 76,959 service impressions – meaning tens of thousands of our most vulnerable neighbors received help and hope because of your investment!

Our Member Churches, such as St. John’s Episcopal Church and Christ Episcopal Church, are participating in the collaborative work of ministry and are strengthened through the daily services provided to our most vulnerable neighbors. We depend on volunteers from these congregations to deliver services across all our lanes of outreach. Our experience suggests that such involvement serves to strengthen congregations as these volunteers participate in fulfilling the mission of the church and the Diocese to grow in compassion and greater unity. The work of these Episcopal churches is also shared in our community, allowing other churches and Council partners to witness the care, concern, and consistency these congregations have for their neighbors. This service is what Mother Teresa spoke about when she advocated “Compassion in Action”.

Your parish and congregation offered compassionate action through food, hygiene, and holiday assistance to 23,261 families; inspired hope by providing safe overnight shelter, caregiver education, and day habilitation to 35,786 adults; encouraged love with nutritious meals, new clothing, mentor services, and holiday gifts for their children; and empowered independence with food delivery, non-emergency medical transport, essential home repairs and advocacy to 19,231 seniors.

**3. What are your plans for ministry in 2021?**

Our work is rich and diverse and difficult to summarize. It looks different to different people – depending on what services you need or have knowledge of. Streamlining our efforts to meet basic needs and move families from scarcity to security will allow us to keep doing all the great work we are doing, but also **SIMPLIFY** the message of what it is that we do here at the Council of Churches.

Related to messaging, we have long operated as distinct outreaches under the Council umbrella. You are likely very familiar with some of our services (like Crosslines), but also completely unfamiliar with others (such as Ombudsman, the One Stop, etc). Each entity operating in a silo has, unfortunately, created scores of duplicated systems and expenses within our own organization. In a season when resources are tight and we want to maximize our impact through wise stewardship, we have to eliminate these redundancies. Enhancing the awareness and collaboration among our many programs will also enrich our ability to serve neighbors and open our eyes to opportunities as they develop - allowing our programs to synergize. We will be working hard as ONE body to ensure that, while our separate service areas remain, our infrastructure promotes **UNITY**, efficiency, and fiscal responsibility.

This year we will be working hard to carry forward our mission to improve the quality of life for our most vulnerable neighbors by growing this ministry in strategic ways. As long as there are needs within our community, we are not content to maintain our levels of service. We must **ADVANCE**.

With all the changes our organization has experienced in the last 18 months, we rely more than ever on the stability of partners committed to a brighter future for families in need. I appreciate you taking the time to learn more about our organization and what we hope to accomplish.

In just the last year, we have already made unprecedented progress toward the decades-long dream of a united campus for the diverse ministries of CCO. A contract to purchase an ideal property has been executed, the sale of three of our current properties is progressing, architects are engaged, and our first \$500,000 in capital gifts have been raised. A grant has been received to begin freezer construction and our year-to-date donations are higher than they have ever been!

In short, we are fully ready to launch the most ambitious fundraising campaign in the history of the Council of Churches of the Ozarks, and it will not be possible without stakeholders who recognize a good investment when they see one.

We are racing toward a future where Dr. Reverend Dorsey Levell's dream:

- A **united ministry** with many unique strengths
- Impacting both **immediate needs** and **long-term transformation**
- Serving the **most vulnerable** people of southwest Missouri

- is no longer a dream, but reality.

#### **4. How will you measure success in 2021?**

Success will be measured by ensuring critical services such as food, shelter, and clothing are provided to the most vulnerable in the Episcopal Southern Deanery. In addition, although difficult to measure, we will be responsible for providing emotional support necessary to communicate a sense of being safe and being loved into each guest served. In being ONE outreach with many programs, the Council of Churches has the desire that each person we serve will know that we see them and value them as a person who matters.

Investments in new accounting software, comprehensive volunteer management software, updated donor software, and a new inventory software system will all make it easier than ever to track the numbers, demographics, and outcomes of people served. Monitoring and compiling data measurements (including guests served, areas served, analysis and comparison of prior years'/months' data) on a regular basis to be reviewed monthly by the CCO Board of Directors, CCO program leaders, and key stakeholders - with an annual review of all services to include a synopsis of the year's data to critically analyze and discuss community needs moving forward.

CCO will routinely seek feedback from member churches, community partners, volunteers, and guests to ensure services provided reflect the love of Christ and meet critical needs in the Episcopal Southern Deanery.



## **5. How does your ministry reflect the priorities of the diocese?**

Maslow's Hierarchy of needs reminds us that while the highest level of human development is self-actualization, (which can be interpreted as defining one's relationship with God), the fundamentals required to sustain life must be provided for first. These fundamentals include basic necessities such as food, water, shelter. Without consistent access to these essentials, a person is stymied physically, mentally, and spiritually. At the Council of Churches of the Ozarks, we see our role as removing barriers as a person moves up through the hierarchy. Based on multiple references in scripture, Matthew 25 being the most well-known, our goal is to meet basic needs in the name of Jesus. Once these needs are met, we work with member congregations, such as St. John's Episcopal Church and Christ Episcopal Church, to move families up the hierarchy to develop safety, security, community and connection both within the local church and with the greater family of believers.

We feel our mission aligns well with the priorities of the diocese as we not only provide members multiple ways to effectively serve their community (we offered more than 7,022 different volunteer opportunities last year alone), but also opportunities to develop congregational leadership through the CCO Network and congregational membership. This was accomplished by connecting members to individuals living and working in Southwest Missouri – in need of help and hope – something we at the Council and within the Diocese understand comes from a relationship with God. We depend on our member congregations to steward our guests toward spiritual development as much as they depend upon us to provide food, shelter, safety, and security for those in need.

As our efforts expand externally, and we sharpen our mission and organization internally, we are equipped to make a broader impact and meet people where they are - with depth, with heart, with purpose. Partnering with you to serve in the name of Jesus Christ has led to results, and we are excited to continue raising the roof in how we serve and where we grow. Your trust and investment make all of this possible.

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## What are the highlights of your ministry since the 2020 Diocesan Convention?

- We welcomed The St. Abigail Chapter of Daughters of the King into our Diocese on June 13, 2021, at St. Peter & All Saints in Kansas City. They are the newest chapter in our diocese and have 12 new members.
- Both the Fall & Spring Assembly for DOK in the diocese were cancelled due to Covid.
- Province VII Assembly was made available via Zoom and quite a good number of daughters in the diocese participated virtually.
- Many of the activities that Daughters normally participate in were suspended due to the virus.
- As they were able, chapters continued to meet via Zoom and stayed in touch with each other through social media, snail mail and phone calls.
- Daughters continued to be faithful in supporting their parishes, priests and outreaches during this very difficult time in our history.
- DOK Executive Board voted to concentrate on assisting chapters with payment of National DOK dues for individuals who continued to have financial shortfalls due to the virus and shut down in our country.
- A financial gift to Ozark Food Harvest in Springfield was made to assist in the ongoing support for those food pantries in Southwest Missouri that have a huge increased need during the pandemic.
- The DOK Diocese made a \$500 gift to Episcopal Relief and Development to be used as they had need during the pandemic.
- Several (4-5) women who are currently in discernment for becoming daughters in established parishes.
- Daughters continued to be faithful in their rule of life by praying daily for their parishes, dioceses and provinces, as well as national/international daughters.
- New officers for both the diocese and chapters were held in compliance with the By-Laws of The Order of the Daughters of the King.

## Describe how these activities have furthered the work of the diocese and strengthened parishes and congregations.

- Daughters of the King provide spiritual formation for the parish through their commitment to prayer, service and evangelism.
- Daughters are a rich resource to the priests of each parish where a Daughters chapter is located.
- Daughters often attract new members through their external/internal evangelism and service which strengthens the parish, as well as the diocese

## Describe your plans for ministry/activities in 2022

- Hold our first in-person Fall Assembly in two years on October 16, 2021 at St. Mary Magdalene Church in Belton, MO.
- Continue to seek opportunities for new chapters of Daughters of the King throughout the diocese
- Provide appropriate opportunities for DOK to continue working in the diocese in promoting DOK
- Most importantly; listen to the needs of all Daughters in the diocese and take direction from their in-put.
- Provide relevant and meaningful education that will nurture Daughters for the furthering of God's Kingdom.

## How will you measure success in 2020?

- Track (through our National Office) new member numbers, which are only reported to the diocesan level once every three years.
- Track new chapter interest and applications.
- Utilize new membership chair to assist with tracking of our chapter rosters and current members within the diocese.
- Follow the involvement of Daughters in reported participation within the life of their respective parishes.

## How does your ministry reflect the priorities of the diocese?

### #1 – Grow Congregations

- The presence of Daughters of the King within a parish helps stabilize and sustain the parish so the church can grow and ministry can be on-going.

### #2 – Grow Personally

- Daughters grow personally through practicing their Rule of Life: to pray, to serve and to evangelize in furthering the Kingdom of God.

### #3 – Grow in Community

- The activities of the individual chapters of Daughters of the King represent the accounting of the work carried out in communities, often hand-in-hand with other community partners.

### #4 – Grow in Compassion

- Recognize the need to aid others, as is seen time and again, in the work of Daughters throughout the diocese. Service is one of the rules Daughters vow to uphold in becoming a member of the order.
- Daughters wear their crosses daily and hold each other accountable in an effort to show the world who we are and to whom we belong.

### #5 – Grow Leaders

- Through prayer, service to others and evangelism, many Daughters have found their role as leaders within their parish, the diocese, the province and even at the national level.
- Nurture chapter members in leadership so the future of DOK in the diocese will be on-going for years to come.
- Provide a retreat for current board members (who are the chapter presidents in the diocese) to assist in the growth of DOK within our diocese.

## Chapters of Daughters of the King in The Diocese of West Missouri

St. Mary Magdalene Episcopal Church, Belton  
Church of the Resurrection, Blue Springs  
St. George Episcopal Church, Camdenton  
St. Thomas a' Becket Episcopal Church, Cassville  
Grace Episcopal Church, Chillicothe  
St. Michael's Episcopal Church, Independence  
Trinity Episcopal Church, Independence  
Church of the Good Shepherd, Kansas City  
St. Matthew's Episcopal Church, Raytown  
Christ Episcopal Church, Springfield  
St. James Episcopal Church, Springfield  
Trinity Episcopal Church, Lebanon  
St. Peter & All Saints Episcopal Church, Kansas City

## 2021-2024 Diocesan Officers for The Order of Daughters of the King

<b>Chaplain:</b>	The Rev. Timothy Coppinger, Lees Summit
<b>President:</b>	Cheryl Webb-Laughlin, St. Thomas a' Becket Episcopal, Cassville
<b>Vice President:</b>	Doris Fry, Church of the Good Shepherd, Kansas City
<b>Secretary:</b>	Donna Meyer, St. Michael's Episcopal, Independence
<b>Treasurer:</b>	Shari Percy, Trinity Episcopal, Lebanon

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## What are the highlights of your ministry since the 2020 Diocesan Convention?

- The Board meets as needed to prepare for examinations and to conduct written and oral examinations of candidates to the diaconate and the priesthood. Much of its business is conducted by email.
- In January 2021, the DBEC was asked to evaluate the GOE responses Ryan Wiksell, a candidate for ordination to the transitional diaconate and subsequently to the priesthood. The responses from the members of the Board were unanimously supportive and judged his responses to be proficient in all areas of the canonical exam.
- In July-August 2021, the DBEC administered a written and oral canonical exam to Rita Kendagor, a candidate for ordination to the transitional diaconate and priesthood. The recommendation of the Board is that they provided satisfactory responses to these exam questions and that they be ordained to Holy Orders.

## What are your plans for ministry in 2021?

- The Board will continue to refine and update its examination questions for priest and deacon candidates in order to better gauge their competencies.
- Coordinate with the Bishop Kemper School for Ministry on the examination of their students, and seek ways to share ideas with Examiners in other Dioceses. At this point, Bill Fasel, Bill Stancil, and Victor Matthews are teaching courses at BKSM and are gaining a better sense of the skill levels of the candidates.
- Continue to coordinate with the Commission on Ministry as part of the discernment process for ministry.
- The Board Chair will continue to serve as ex-officio member of the Commission on Ministry and to make reports at their meetings.

## How does your ministry reflect the priorities of the diocese?

- The work of the Board primarily relates to leadership development for those persons who have been discerned to have a call to ordained ministry.
- Candidates for ordained ministry are examined and congregations are better served by well-prepared and dedicated ministers.

If you have any questions about this report, please feel free to contact me.

Dr. Victor H. Matthews  
DBEC Chair  
VictorMatthews@missouristate.edu.

## Committee Members

Victor H. Matthews, Chair

Bill Fasel, ex-officio

Channing Horner

Sean Kim

Peter DeVeau

John Coil

Linda Robertson

Bill Stancil

Ron Verhaeghe

Steven Wilson

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



THE *Episcopal* CHURCH IN  
WEST MISSOURI

In accordance with the custom of this Convention and Canon V of the Canons of this Diocese, it is my privilege to report on the following matters that were handled through the Chancellor's Office in the course of the past year:

1. Regular consultation with the Bishop on Diocesan matters.
2. Advised the Diocesan Council from time-to-time in the course of its deliberations and assistance was given to the Secretary with respect to drafting resolutions and minutes.
3. Attended Diocesan Council Executive Committee meetings.
4. Advised the Diocese regarding issues with respect to its website and copyright issues.
5. Advised parishes regarding various internal and corporate governance issues.
6. Met with Standing Committee to discuss transition planning.
7. Advised the Bishop, Diocesan leadership, and parishes regarding measures to address COVID-19.
8. Advised various Diocesan officers in the course of their duties.
9. Provided information regarding the Diocesan audit letter to Diocese accounting firm.
10. Prepared documentation for the Annual Convention to permit the Diocese to conduct its Annual Convention virtually in part or in whole as necessary.
11. Advised the Diocese regarding the process for calling a Bishop Provisional.
12. Advised Diocesan Council and Standing Committee on employment matters and agreements.
13. Advised the Diocese regarding interpretation of Constitutions and Canons.
14. Advised the Diocese and parishes regarding the bankruptcy of the Boy Scouts of America.
15. Advised the Diocese and parishes regarding the purchase and sale of property.
16. Advised parishes regarding property and equipment issues.
17. Advised the Diocese in preparing for the Diocesan Convention and in reviewing proposed resolutions.

David T. M. Powell, Chancellor  
Mark J. Galus, Associate Chancellor



# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



The Disciplinary Board has not met since the 2020 Diocesan Convention and therefore has no report. There is however, one matter to bring to this Convention's attention.

In October 2020, an individual ("Complainant") filed a complaint alleging possible canonical offenses against a Member of the Clergy ("Respondent"). The Intake Officer found that the allegations, if true, would constitute canonical offenses under the Canons. The Intake Officer filed an Intake Report with the Reference Panel (the Bishop, the Intake Officer, and the President of the Disciplinary Board) on December 10, 2020, for review and disposition of the matter.

The Reference Panel met on January 6th, 2021, and following discussion, unanimously agreed to refer the matter to the Bishop for an appropriate pastoral response pursuant to Canon IV.8. The Bishop issued a Pastoral Directive to the Respondent in late January 2021.

Faithfully submitted,

The Rev. Dr. Douglas P. Johnson  
President of the Disciplinary Board

### Committee Members

Dorn, The Rev Christy	Vice-President
Forrest, Mr John	Member
Johnson, The Rev Dr Douglas (Doug)	President
Runnels, The Rev Dr Rufus (Stan)	Member
Shaw, Mrs Clare	Member
Stanford, The Rev Donna	Intake Officer
Wagstaff III, Mr Richard	Member
Yeager, The Rev Linda	Member

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri

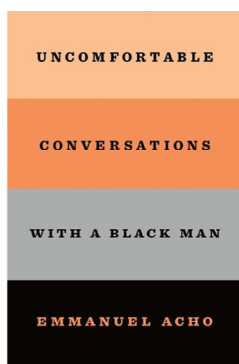


*"The fundamental truth undergirding this vision [of the Beloved Community] is that all are made in the image of God. It is in our diversity that we discover the fullness of that image.... Whenever individual or community behaviors work against God's vision, we have promised to respond in ways that will serve to heal: "Will you strive for justice and peace among all people, and respect the dignity of every human being? I will with God's help (Book of Common Prayer p305)."*

March 21, 2006 pastoral letter from the House of Bishops -- "The Sin of Racism: A Call to Covenant"

Below are the articles published in the *New Spirit* and other activities held virtually during the 2021 Pandemic:

## Book Review



### The Beloved Community of Care and Love Book Club

Diversity and Reconciliation Commission



In his first book, Acho, an analyst for Fox Sports who grew up in Dallas as the son of Nigerian immigrants, addresses White readers who have sent him questions about Black history and culture. "My childhood," he writes, "was one big study abroad in white culture—followed by studying abroad in black culture during college and then during my years in the NFL, which I spent on teams with 80-90 percent black players, each of whom had his own experience of being a person of color in America. Now, I'm fluent in both cultures: black and white." While the author avoids condescending to readers who already acknowledge their White privilege or understand why it's unacceptable to use the N-word, he's also attuned to the sensitive nature of the topic. As such, he has created "a place where questions you may have been afraid to ask get answered." Acho has a deft touch and a historian's knack for marshaling facts. He packs a lot into his concise narrative, from an incisive historical breakdown of American racial unrest and violence to the ways of cultural appropriation: Your friend respecting and appreciating Black arts and culture?

*KirkusReviews.com*

## The [Mis]concept[ion] of Race

Learning transforms because it informs. February is Black History Month, celebrate in part by reading about the [Mis]concept[ion] of race, and open the way for conversation.

"So slavery and the horrors which have followed it did not grow out of racism. Rather racial bias developed to preserve slavery and other economic advantages and privileges."

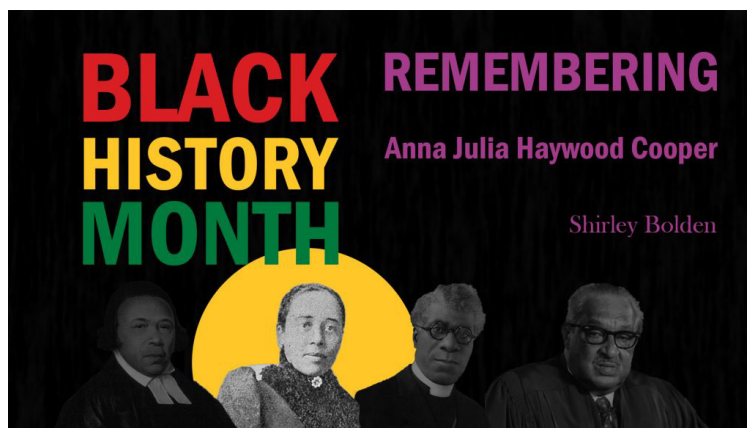


Hope. Image credit: Russell Leffel

"What we may want to ask ourselves is how that knowledge will shape our work toward becoming the Beloved Community and freeing us from this toxic place where we have been for 600 years."

This article was originally written for the [Everything Holy](#) February packet by Ms. Cheryl Cementina.

Due to the COVID 19-Pandemic, the Annual Absalom Jones Celebration was postponed. Instead, the Diversity and Reconciliation Commission presented a series of short videos during the month of February on prominent Episcopal African Americans.



[Black History Month: Remembering Edward Thomas Demby](#)

February 4, 2021

This is the first in a series of four weekly videos remembering key African American figures in the Episcopal Church and beyond. A new video will be published each Thursday throughout February. This week, Edward Thomas Demby.

### [Black History Month: Remembering Absalom Jones](#)

February 11, 2021

This is the second in a series of four weekly videos remembering key African American figures in the Episcopal Church and beyond. A new video will be published each Thursday throughout February. This week, Absalom Jones.

### [Black History Month: Remembering Thurgood Marshall](#)

February 18, 2021

This is the third in a series of four weekly videos remembering key African American figures in the Episcopal Church and beyond. A new video will be published each Thursday throughout February. This week, Thurgood Marshall.

### [Black History Month: Remembering Anna Julia Haywood Cooper](#)

February 25, 2021

This is the fourth and final video in a series remembering key African American figures in the Episcopal Church and beyond. A new video has been published each Thursday throughout February. This week, Anna Julia Haywood Cooper.

## Diversity Workshop: Undoing Racism

When: Every Saturday, April 17 – May 22, 2021, 10 a.m. – noon

Where: Online Training Sessions via Zoom

Who: Diocese-wide.

The purpose of this workshop is to assist the diocese in eliminating the sin of racism. This training fulfills the intent of several General Convention resolutions, which call for leaders at all levels of The Episcopal Church to receive training on the Church's teaching about racial diversity and other forms of diversity present within the human family.



Diversity and Reconciliation Commission Training Resources

May 22, 2021, Online Training Session

- [\*Undoing Racism : What's Next - Workshop Session 6\*](#)

May 15, 2021, Online Training Session

- [\*Systemic and Institutional Racism - Workshop Session 5\*](#)

May 8, 2021, Online Training Session

- [\*Power of Racism - Workshop Session 4\*](#)

May 1, 2021, Online Training Session

- [\*Privileges of Racial Power - Workshop Session 3\*](#)

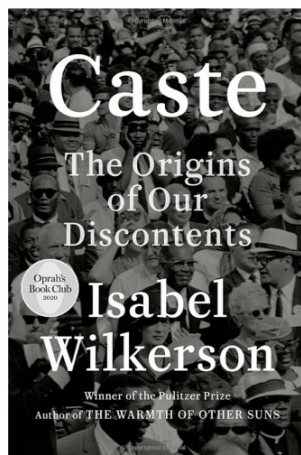
April 22, 2021, Online Training Session

- [\*Undoing Racism Handout - Workshop Session 2\*](#)

April 17, 2021, Online Training Session

- [\*Telling the Truth \(2021\) - Workshop Session 1\*](#)

## Book Review



### The Beloved Community *of* Care and Love Book Club

Diversity and Reconciliation Commission



A caste system is an artificial construction, a fixed and embedded ranking of human value that sets the presumed supremacy of one group against the presumed inferiority of other groups on the basis of ancestry and often immutable traits, traits that would be neutral in the abstract but are ascribed life-and-death ...

## Juneteenth to become an official federal holiday

June 17, 2021 Article written by Mr. Gary Allman

As federal employees are granted a paid holiday to celebrate Juneteenth, learn more about this commemoration of the ending of slavery in the United States.



Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Originating in Galveston, Texas, it commemorates the announcement on June 19, 1865, of [General Order No. 3](#) by Union Army General Gordon Granger, proclaiming freedom from slavery in Texas. Today Juneteenth commemorates African American freedom and emphasizes education and achievement.

## Taking Pride – a personal reflection

June 17, 2021 Article written by The Very Rev. Charles Marks

For me, Pride Month is about celebrating the grand diversity that God has created in humanity. Pride is a consciousness of the dignity that each of us possesses as a beloved creation of God. It is this particular sense of the word that is meant when we talk about this month celebrating the LGBTQ+ community.



## 1968 Holy Week Riots in Kansas City, Missouri

June 22, 2021 Article written by The Rev. David Fly

April 4, 1968, was a normal workday for me, starting at 8 a.m. and ending around 5:30 p.m. when I would rush in the door and plop down in front of the television for the evening news. At 6:01 p.m. that evening, the world changed for many in America and was on the verge of changing for me.



Center frame, left Fr. Edward Warner, right, Fr. David Fly.

Image credit: Kansas City Star, from the January 2006 issue of the Missouri Historical Review



## Diversity Workshop: Undoing Racism



Summer Diversity Workshop: Undoing Racism in-person was postponed due to the COVID 19 continual outbreak.

We recommend the following resources to you:

- *Center for Racial Healing*
- *List of Historically Black Parishes*
- *Responding to Racist Violence as the People of God*
- Resources for Adult Formation with an Emphasis on Race and Diversity by Katherine Malloy, on Building Faith: A ministry of the Virginia Theological Seminary, <https://buildfaith.org/resources-for-adult-formation-with-an-emphasis-on-race-and-diversity/>
- *The Episcopal Church - Becoming a beloved community - Plan*
- *The Episcopal Church - Racial Justice Audit of Episcopal Leadership*
- *The Episcopal Church Office of Black Ministries*
- *The Episcopal Church - Racial Reconciliation*



## Diversity Workshop: Undoing Racism



The Diversity and Reconciliation Commission presented “Undoing Racism” on Saturday, September 8 and October 2 online from 10:00 a.m. until 3:00 p.m. We had two sessions of 6 hour each. Each participant must attend both sessions to receive a certificate of completion.

A statement from the Diversity and Reconciliation Commission:

The Diversity & Reconciliation Commission of The Diocese of West Missouri stands in solidarity with the call for justice for all who have suffered from systemic injustice and oppression because of their race. As Episcopalians, we believe that all people are created in God’s image and likeness. We proclaim in our baptismal covenant that we will respect the dignity of all human beings. We believe that respect is not just a state of mind but is demonstrated in what we do. We believe that the sin of racism harms all people of the community—oppressed, oppressors, and indifferent. We, therefore, have committed ourselves to work for the dismantling of racism through education, prayer, repentance, confession, forgiveness, and action, and we call upon all the people of West Missouri to join us. We are here to provide resources, support, education, and training for all who are ready to engage in that redeeming work.

*...what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God.” (Micah 6:8)*

We say goodbye to one of very faithful commission member, Cheryl Cementina who has retired and moved to be closer to family in Connecticut.

## DIVERSITY AND RECONCILIATION COMMISSION

SHIRLEY BOLDEN, CHAIR  
MR. DREW BROWN  
MS. CHERYL CEMENTINA  
THE VERY REV. DON COMPIER. BKSM DEAN  
THE REV. TED ESTES  
MRS. MELINDA ESTES  
MRS. JEANNE GOOLSBY  
THE VERY REV. CHARLES MARKS  
THE REV. GALEN SNODGRASS  
THE VERY REV. JOS THARAKAN

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



The ecumenical movement is the Church's response to Jesus' prayer for his disciples in John 17:21: "that they may all be one. As you, Father, are in me and I am in you, may they also be in us so that the world may believe that you have sent me." As his disciples in A.D. 2018 we should join **our** prayers for unity with this prayer of our Lord, with the understanding that the end purpose of ecumenism is evangelization: "that the world may believe that you have sent me." The unity of the Church was seriously broken with the Great Schism between Orthodox East and Catholic West in 1054 and again with the Protestant Reformation beginning in 1517. These divisions continue to this day as though Jesus had never prayed that prayer. We have experienced some of this in the Anglican Communion. During the twentieth century some progress was made in beginning to restore the unity of the Church between several branches of the Church.

In the last decade The Episcopal Church entered into full communion relationships with the Evangelical Lutheran Church in America (ELCA) and the Moravian Church of the Northern and Southern Provinces. On Friday, March 25th, and Saturday the 26th, there will be a celebration of the 20th anniversary of *Called to Common Mission*, the agreement between TEC and the ELCA at Grace and Holy Trinity Cathedral.

We are now poised to introduce to our churches another full communion relationship. Since 2002, **The Episcopal Church and The United Methodist Church** have been engaged in bilateral dialogue, with full communion as the goal. A statement from the Dialogue Committee follows:

Full communion is understood as a relationship between two distinct ecclesiastical bodies in which each maintains its own autonomy while recognizing the catholicity and apostolicity of the other, and believing the other to hold the essentials of the Christian faith. In such a relationship, communicant members of each would be able freely to communicate at the altar of the other, and ordained ministers may officiate sacramentally in either church. Specifically, this includes transferability of members, mutual recognition and interchangeability of ministries, mutual enrichment by one another's traditions of hymnody and patterns of liturgy, freedom to participate in each other's ordinations and installations of clergy, including bishops, and structures for consultation to express, strengthen, and enable our common life, witness, and service, to the glory of God and the salvation of the world.

The United Methodist Church has been unable to hold its 2020 General Conference due to COVID. When they are able to meet, the main business is likely to be the formal division of the UMC into an international branch (including some American congregations) and the bulk of the American congregations as another branch. It is likely that the mostly American branch will retain the UMC name. From my conversations with Methodist leaders, I believe that among American Methodists there is still a great desire to move forward with the full communion relationship. **(Priority No.3)**

**Missouri Faith Voices** gathers and equips a diverse and non-partisan, state-wide network of some 500 congregations and faith-based community organizations to positively impact issues affecting Missouri's communities. This year, we rallied support for a proposed regulation of payday lending institutions in Springfield. While this effort has not yet been successful, our work in protecting people from predatory lending practices continues. At this time I continue as the convener of the local chapter, **Faith Voices of Southwest Missouri. (Priorities No.3 and 4)**

I am a member of **Interfaith Alliance of the Ozarks**, which continues to be involved in social justice issues. In addition to Christian denominations, other faiths that are members include Jewish, Muslim and Bahá'í congregations. **(Priorities No.3 and 4)**

In April I participated as a diocesan leader in the **Annual Meeting of the Episcopal Ecumenical and Interreligious Officers (EDEIO)** via ZOOM. This meeting was held concurrently with the **National Workshop on Christian Unity (also via Zoom)** along with annual meetings of the ecumenical networks of the Roman Catholic, Evangelical Lutheran, United Methodist and Evangelical churches. The next EDEIO and NWCU meetings are scheduled for May at the former Crystal Cathedral, now Christ Cathedral (Roman Catholic) in Garden Grove, CA. **(Priority No.3)**

Respectfully submitted  
David P. Kendrick,  
Ecumenical and Interreligious Officer

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## Emergency Planning 2021

Since the passing of Deacon Bryan England, Gary Allman has been the principal torch bearer for keeping the diocese informed regarding emergency preparedness and readiness.

The resources available to all parishes from the diocesan website are excellent examples for beginning and continuing preparation for emergency planning. I thank Gary for his emphasis on the Asset Mapping, and frequent reminders in the [New Spirit](#) and [New Spirit Update](#) publications, as well as his participation in Deanery meeting activities.

Episcopal Relief & Development remains a motivating resource for all churches to appreciate the gravity of the needs of help around the nation and world for our brothers and sisters suffering from the numerous natural and human aided disasters.

Our struggle to get our churches more involved, even in their own emergency planning continues to be a key theme for the future. We have all had to enact policies, procedures, and guidelines in the midst of the COVID pandemic, something that should serve as a clear reminder of being prepared for future issues that can beset the church.

Access to AED purchases is still available and can be coordinated through the Very Rev. David Lynch.

From previous reports here are key points of emphasis for all parishes:

- Continue providing programs that raise the awareness and example for what it means to be prepared
- Encourage partnership with public safety: Police-Fire-EMS and military where applicable
- Complete and maintain each parish Asset Map
- Find an example written plan and make it your own to include, review, table-top and scenario-based practices.

## Measuring Progress

Progress can be measured by:

The Episcopal Asset Map provides the fundamentals of a registry of churches that has begun and completed the several steps to grow emergency preparedness.

- Write a plan
- Complete the Asset Map entries for the church's assets

## As of September 2021

**The following Churches have declared that they have emergency plans in place**

Calvary Episcopal Church, Sedalia  
Church of the Resurrection, Blue Springs  
Grace Episcopal Church, Chillicothe  
St. Michael's Episcopal Church, Independence  
St. Marks Episcopal Church, Kimberling City  
Trinity Episcopal Church, Independence  
St. Mary Magdalene, Belton  
St. George Episcopal Church, Camdenton  
St. Stephen's Episcopal Church, Monett  
Christ Episcopal Church, Warrensburg

**The following Churches have registered assets on the Asset Map.**

Calvary Episcopal Church, Sedalia  
Church of the Resurrection, Blue Springs  
St. Michael's Episcopal Church, Independence  
St. Andrews Episcopal Church, Kansas City  
St. Marks Episcopal Church, Kimberling City  
St. Mary's Episcopal Church, Kansas City  
Trinity Episcopal Church, Independence  
Grace Episcopal Church, Liberty  
St. Anne's Episcopal Church, Lee's Summit  
St. Mary Magdalene, Belton  
St. George Episcopal Church, Camdenton  
St. Stephen's Episcopal Church, Monett  
All Saints' Church, West Plains  
St. John's Episcopal Church, Springfield

## Additional Metrics

In addition, progress can be measured by churches recording:

- People trained in First Aid, CPR, Basic Fire Suppression (how to use a fire extinguisher)
- Engagement with the Fire Service, EMS, and PD to review plans and guidelines
- PD and FD site evaluations and best practices advice
- Attendance of programs designed to make churches safe

and

- By ensuring all involved in leadership at any level complete the safeguarding God's church program.

Many thanks to all who have begun and are continuing this process. ... and yes, it is an ongoing process...

## Resource links:

- [Episcopal Relief & Development](http://www.episcopalrelief.org/) - <http://www.episcopalrelief.org/>
- [Diocesan Emergency Planning Resources](https://office.diowestmo.org/resources/emergency-planning-resources-for-congregations/) - <https://office.diowestmo.org/resources/emergency-planning-resources-for-congregations/>
- Contact the Diocesan Emergency Planning Team: [emergency@diowestmo.org](mailto:emergency@diowestmo.org)

Respectfully submitted,  
The Very Rev. David Lynch

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



We are Episcopal Church Women of all ages, ethnic origins and socioeconomic backgrounds who hold a variety of views. However, the common denominator of our members is love of God and the wish to do His work. Centered in congregations, the Episcopal Church Women (ECW) empowers women to do Christ's ministry in the world. Our vision for all women of the Episcopal Church is that we become a vibrant blend of all ages, coming together as a peacemaking, healing part of the Church. We aspire to be a God spark-shining and sharing the love of Christ.

### Continuing Education Scholarship Fund

For fall of 2020 through spring of 2021, three applicants received funding for continued education:

- Krista Heuett, Postulant for Holy Orders, Seminary of the Southwest
- JoAnn Carroll, studies for the Diaconate, Bishop Kemper School of Ministry
- Barbara Wegener, studies for the Diaconate, Bishop Kemper School of Ministry

For the fall of 2021 through the spring of 2022, we have received five applicants seeking continuing education assistance:

- Krista Heuett, Senior year Seminary of the Southwest
- Katherine Mansfield-Graduate, Sewanee of the South
- Brittany Sparrow-Savage-first year, Bishop Kemper School of Ministry
- JoAnn Carroll, 2 year at Bishop Kemper School of Ministry
- Barbara Wegener, 2 year at Bishop Kemper School of Ministry

**The Diocese of West Missouri Episcopal Church Women has granted over \$27,250.00 in Continuing Education Funds to women of the diocese over the last fifteen years.**

**The Province VII Episcopal Church Women** sponsored A Gathering on Saturday, September 11 2021 via Zoom from 9:00 a.m. until 3:00 p.m. (Central Time) with the keynote speaker, The Very Rev. Katie Churchwell, Dean of St. Paul's Cathedral in Oklahoma City on the topic, "Alone we can do so little; together we can do so much." By Helen Keller. Dean Katie spoke on how we experience God during the current times, safe places and seeking solitude in the Lord while being in fellowship with other women.



## Church Periodical Club

(Sponsored by National ECW)

[www.churchperiodical.com](http://www.churchperiodical.com)

The [National Books Fund](#) is the older of the two funds within the Church Periodical Club. NBF has limited itself primarily to books and related materials for adults since the advent of the [Miles of Pennies Fund](#). Grant requests come from schools, libraries, individuals, agencies and parishes throughout the Anglican Communion. Funds to cover the requests are donated by individuals, parishes, dioceses and provinces. Receipts from ingatherings conducted in parishes on CPC Sundays are designated for NBF as are returns from an NBF endowment fund. Friends of CPC are encouraged to contribute regularly to the fund or to sponsor specific requests for books.

### How does the fund work?

The NATIONAL BOOKS FUND (NBF) holds all money donated specifically for the purchase of books. The money is donated by individuals, parishes, dioceses and provinces. It is the one corporate effort of CPC, and all CPC organizations are urged to make regular contributions or to sponsor specific grant requests. There is a National Books Endowment Fund whose income is fed into the NBF.

### What can be covered?

Grants are made for books, magazines, audio and video materials and computer software. The specific materials are determined and purchased by the recipients. Materials may be religious or secular, but must be used within the mission of the Church.

### What cannot be covered?

NBF Grants are not given for equipment, (such as projectors, computers or shelves) operating expenses, (such as postage and stationery) or for the production of material (such as translations or printing).

➤ [National Books Fund Guidelines](#)

➤ [NBF Application Form](#)

## United Thank Offering

(Sponsored by National ECW)

**(UTO)** is a ministry of The Episcopal Church for the mission of the whole church. Through UTO, individuals are invited to embrace and deepen a personal daily spiritual discipline of gratitude. UTO encourages people to notice the good things that happen each day, give thanks to God for those blessings and make an offering for each blessing using a UTO Blue Box. UTO is entrusted to receive the offerings, and to distribute the 100% of what is collected to support innovative mission and ministry throughout The Episcopal Church and Provinces of the Anglican Communion.

To learn more about how to participate in the United Thank Offering or to order materials to start the program in your congregation, please use this link:

<https://www.episcopalchurch.org/united-thank-offering>. We are happy to help you get started.

Every penny given to the United Thank Offering goes to support innovative mission and ministry in The Episcopal Church.

These grants are in addition to 26 awards given during a first round of COVID-19 project funding. The UTO's 2020 Ingathering, where monies collected in UTO Blue Boxes at Episcopal churches throughout the year are "gathered" as thank offerings, generated \$479,369.53 for the second round of grants.

United Thank Offering grants are awarded each year for projects in The Episcopal Church and throughout the Anglican Communion. For 2021, the grant focus is *Recovering with Love and Gratitude: An Episcopal Response to the COVID-19 Pandemic in Local Contexts*.

The UTO Board received 130 applications during two grant cycles this year and was able to fund 53 grants. UTO thanks everyone who, through a personal spiritual discipline of gratitude, contributed to the 2020 Ingathering through August 2020. As a result of this gratitude and generosity, UTO raised **\$450,000** in thank offerings in time for the first round of COVID-19 grants. The COVID-19 grants combine some historic traditions for UTO, namely sustaining previous grant winners to ensure that vital ministries continue in addition to funding innovative responses to the pandemic. Grants that sustain previous sites are indicated in the title. For the first time, the UTO Board offered funding levels to guide requests in the hope of funding as many grant sites as possible due to the extreme need the global pandemic has caused. For the second round of COVID grants, the Board received almost \$1.4 million in requests. The Board offered funding levels to guide requests in order to fund as many as possible.

At its April 2021 meeting, the Executive Council of The Episcopal Church approved United Thank Offering (UTO) grants to support 16 Episcopal Church and eight Anglican Communion missions and ministries, in its second round of COVID-19-related mission and ministry funding. Three historical grants were also awarded for projects that fall outside the regular parameters of the granting process but within the historical practices of UTO.

Since its founding in 1889, UTO has awarded 5,384 grants for a total of \$141,104,725.30. (For a complete list of all UTO grants, please visit [www.episcopalchurch.org/UTO](http://www.episcopalchurch.org/UTO) and click on the Resources tab at the bottom of the page.)

**Thank you** to everyone who, through their personal spiritual discipline of gratitude, contributed to the 2020 Ingathering. The Diocese of West Missouri contributed \$2,333.57 to the UTO in 2019 and as of December 2020 the amount received was \$1,127.18. As of September 2021 the amount received from congregations in The Diocese of West Missouri was \$2,194.22.

UTO Annual Grant applications and materials are available from the first Friday in December through the first Friday in March at [www.episcopalchurch.org/uto](http://www.episcopalchurch.org/uto)

Please make all future checks out to The Diocese of West Missouri and in the memo area on the check please put UTO. You may mail the checks to the Diocesan Office to the Attention of Elaine Gilligan.

We continue to support the Province VII and National Episcopal Church Women with annual donations.

Mrs. Judith Turner,  
President

Mrs. Shirley Bolden  
Secretary

## EPISCOPAL CHURCH WOMEN - BOARD

JUDY TURNER, PRESIDENT  
BARBARA MOUNTJOY, TREASURER  
SHIRLEY BOLDEN, SECRETARY/CPC REPRESENTATIVE  
SUE TAYLOR, MEMBER-AT-LARGE  
ELIZABETH FRAZER-FUEMMELER, MEMBER-AT-LARGE

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



Founded in 1940, Episcopal Relief & Development has been working together with supporters and partners for lasting change around the world. Each year the organization facilitates healthier, more fulfilling lives for more than 3 million people struggling with hunger, poverty, disaster and disease. Inspired by Jesus' words in Matthew 25, Episcopal Relief & Development leverages the expertise and resources of Anglican and other partners to deliver measurable and sustainable change in three signature program areas: Women, Children and Climate.

## Highlights

2021 Quarter 1 donations from West Missouri:

**\$13,904**

2020 Contributions from The Diocese of West Missouri to Episcopal Relief & Development amounted to

**\$44,506**

This is **down** by **\$20,864**, (31%) on 2019's donations of **\$65,370**

Episcopal Relief & Development's Annual report for 2020 can be found here:

[https://www.episcopalrelief.org/wp-content/uploads/2021/09/2020\\_AnnualReport\\_FINAL\\_DIGITAL.pdf](https://www.episcopalrelief.org/wp-content/uploads/2021/09/2020_AnnualReport_FINAL_DIGITAL.pdf)

Episcopal Relief & Development's Financial Summary for 2020

Revenues & Other Support	\$20,488,259
Expenses	\$21,954,057
Net assets, beginning of year	\$26,339,135
Net assets, end of year	\$24,567,503

Note: because of Episcopal Relief & Development's annual reporting cycle, information for the current year (2021) will not be available until 2022.

We currently have no formally registered church coordinators.

There is an online sign-up form for church coordinators on the Episcopal Relief & Development Page of our website: <https://www.diowestmo.org/erd.html>

Published News from Episcopal Relief & Development can be viewed on the New Spirit: website, <https://spirit.diowestmo.org/tagged/erd/> and this information is available as an RSS Feed here: <https://spirit.diowestmo.org/tagged/erd/feed>

## The Episcopal Asset Map

For information relating to the Episcopal Asset Map, please see the Communications Department Report.

## Impact on the work of the Diocese

Currently not generally applicable.

## Plan for 2022

Integrate Episcopal Relief & Development's News into the Episcopal Relief & Development diocesan webpage. (brought forward from 2020)  
Continue to promote the activities of Episcopal Relief & Development's via published articles and sharing social media posts.  
Run a campaign to recruit church coordinators.

## How will you measure success in 2022?

- Donations from West Missouri's churches.
- Number of news articles shared.
- Number of Parish Coordinators.

## Impact on the priorities of the diocese

#1 – Grow Congregations. An active ministry raising funds and awareness for Episcopal Relief & Development can help raise awareness of a church in its local community.

#2 – Grow Personally. There are opportunities for people to develop fundraising skills and to fulfill their 4th and 5th Baptismal covenants.

#3 – Grow in Community. Fund-raising and awareness activities offer churches an opportunity to ‘rally round’ both within their congregations and within the local community to provide support to Episcopal Relief & Development’s humanitarian and relief efforts.

#4 – Grow in Compassion. See #3 above.

#5 – Grow Leaders. See #2 & #3 above.

Respectfully submitted,  
Gary Allman  
Communications Director &  
Diocesan Episcopal Relief & Development Coordinator

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri

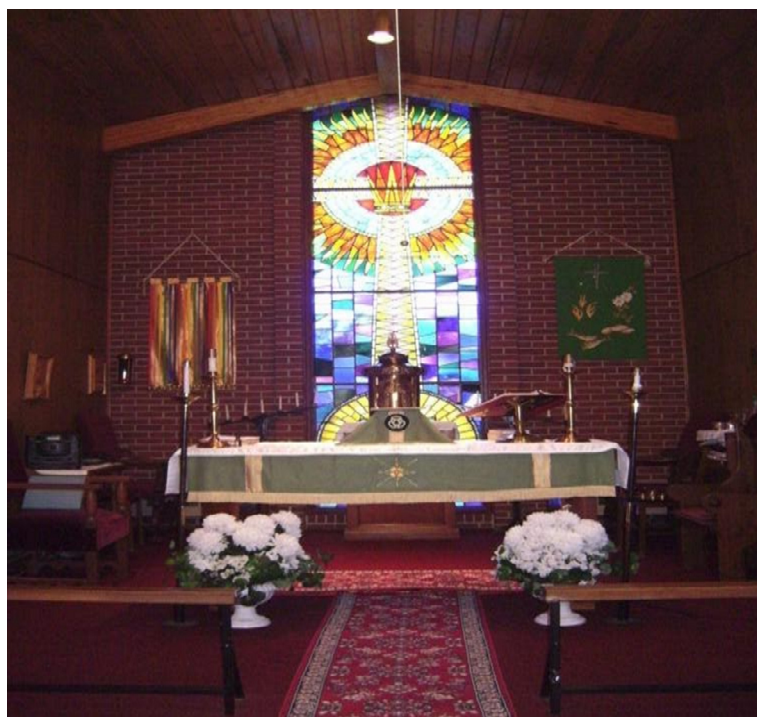


HISPANIC MINISTRY – ST. NICHOLAS CHURCH – GRACE EPISCOPAL CHURCH

1956- 2020

MINISTERIO HISPANO - IGLESIA SAN NICOLAS - IGLESIA EPISCOPAL DE LA GRACIA

1956-2020



A.B Thomas, James McMillan George Hal Chadwick	1956
Lloyd Gebhart	1956 – 1957
Raymond Van Hook	1957
Edward G. Hartronfit	1958-1964
Robert C. Snyder	July 1, 1981 – June 1, 1985
Edgar J. Whelan	June 6, 1985 – August 21, 1988
Edward N. Oathout	July 9, 1989 – October 1, 1990
Lyman G. Kauffman	April 17, 1991 – July 1993
William Russell Newby	September 1, 1993 – December 31, 1995
Richard Masent	January 1, 1996 – March 30, 1997
John Anderson	April 1, 1997 – October 31, 1998
Barbara Beam	November 1, 1998 – 2003
Pedro Valdez	2003 – 2008
Jose Palma	January 1, 2009 - current

## History of St. Nicholas Church, Noel, MO

St. Nicholas Church located in Noel, Missouri was organized as a mission in 1956. On February 25, 1962, it was consecrated by Bishop Edward Welles II. Starting in the late 1990s, under the direction of Joan Yeagley and Mother Barbara Beam, outreach to the Spanish-speaking community began, first with citizenship and English classes in West Missouri's first Jubilee Ministry. By 2003 the congregation had become mostly Hispanic and our diocese's first Spanish minister, Father Pedro Valdez, began his ministry in Noel. Father Valdez and Father Steve Wilson worked together to integrate the Hispanic congregation with Grace Church, Carthage.

In January 2009 Father Jose Palma was called to St. Nicholas to continue the positive direction of the Hispanic ministry Father Valdez had started. Father Palma coordinated with Father Steve Wilson to continue work at St. Nicholas and Grace Church. This allowed Father Palma to reach Hispanic members in the surrounding Carthage and Noel communities. Father Palma began the Hispanic Band, which has played at many



Noel and Carthage events. One of those events celebrated the Lady of Guadeloupe day. Another event was posadas during advent. These events were in addition to the regular Sunday and special services.

## Historia de la Iglesia San Nicolas, Noel, MO



La Iglesia de San Nicolás ubicada en Noel, Missouri fue organizada como misión en 1956. El 25 de febrero de 1962 fue consagrada por el obispo Edward Welles II. A finales de la década de 1990, bajo la dirección de Joan Yeagley y la Madre Barbara Beam, se inició el acercamiento a la comunidad de habla hispana, primero con clases de ciudadanía e inglés es el primer Jubilee Ministry del oeste de Missouri. Para el 2003, la congregación se había vuelto mayoritariamente hispana y el

primer Misionero Hispano de nuestra diócesis, fue el padre Pedro Valdez, comenzó su ministerio en Noel. El padre Valdez y el padre Steve Wilson trabajaron juntos para integrar la congregación hispana con Grace Church, Carthage.

En enero del 2009, el Padre José Palma fue llamado a San Nicolás para continuar la dirección positiva del Ministerio Hispano que había iniciado el Padre Valdez. El Padre Palma coordinó con el Padre Steve Wilson y el Ministerio Hispano no solo incluyó a San Nicolás sino que se integró con la Iglesia de la Gracia, llegando a los miembros hispanos en la comunidad circundante de Cartago. El Padre Palma comenzó la Banda Hispana, que ha tocado en muchos eventos de Noel y Cartago, celebró el Día de Nuestra Señora de Guadalupe y continuó las posadas durante el adviento. Estos eventos son además del Domingo regular y servicios especiales.



## Hispanic Band

Guitars, electric piano, drums, singing – what is better than the music played by the Hispanic Band? The band plays at community and church events in Noel and Carthage.

## Banda Hispana

Guitarras, piano eléctrico, batería, canto, ¿es buena la música que toca la banda hispana? La banda toca en eventos comunitarios y religiosos en Noel y Cartago.



*Cinco de Mayo in St. Luke's Nursing Center Carthage every year*

*In the Carthage Park*



*Encore Lunch at Grace Church, Carthage*

## Retreat

A large Lenten retreat of over 200 participants was held in 2019 at All Saints Church in Bentonville Arkansas. Earlier retreats had been held in Carthage and Noel, with participants coming from churches in West Missouri, Kansas, Arkansas, Oklahoma and Colorado.

## Retiros

En 2019 se llevó a cabo un gran retiro de Cuaresma más de 200 participantes en la Iglesia de Todos los Santos en Bentonville Arkansas. Los retiros anteriores se habían llevado a cabo en Carthage y Noel, con participantes provenientes de iglesias en West Missouri, Kansas, Arkansas, Oklahoma y Colorado.



*Lenten Spiritual Retreat  
at Church of the Good Shepherd  
Kansas City*





*Celebrating Cultures, music and food at Carthage School.*

## Festival of Our Lady of Guadalupe

The Blessed Virgin Mary appeared to St. Juan Diego in the 16th century in Mexico City on December 9, 1531. She requested that a church be built on that site which was relayed to the Bishop. After the request, Juan Diego gathered roses that were growing on the hill and took them to the Bishop. This was evidence to the Bishop of the appearance. The church was built on the Hill of Tepeyac to mark the apparition site and today it is the most visited Catholic pilgrimage shrine in the world. Anglicans of



Hispanic origin also have a robust devotion to Our Lady of Guadalupe, and celebrations in recent years have featured hundreds in attendance at bilingual Eucharists followed by community feasts.

## Festividad de Nuestra Señora de Guadalupe

La Santísima Virgen María se apareció a San Juan Diego en el siglo 16 en la actual ciudad de México, el 9 de diciembre de 1531. Pidió que se

construyera una iglesia en ese sitio y el mensaje fue transmitido al Obispo. Luego de la solicitud, Juan Diego recolectó rosas que crecían en la colina y las llevó al Obispo. Esto fue evidencia de la aparición para el Obispo. La iglesia fue construida en la colina del Tepeyac para marcar el sitio de la aparición y hoy es el santuario de peregrinación Católica más visitado del mundo. Los anglicanos de origen hispano también tienen una sólida devoción a Nuestra Señora de Guadalupe, y las celebraciones en los últimos años han contado con cientos de asistentes a las Eucaristías bilingües seguidas por la Convivencia.





## Matachines Dance Troupe

December 14, 2018, in celebration of the Festival for Guadalupe Day, the Matachines dance troupe

performed for the congregations of Grace Church and St. Nicholas. The Matachines dance holds most of its history in Mexico. The dance represents the battle between paganism and Christianity. It is a celebration of the conversion of Aztec Indians to Christianity. The most basic symbol of the dance is good versus evil with good prevailing. Over 200 attended the dance exhibition followed by Eucharist and dinner.



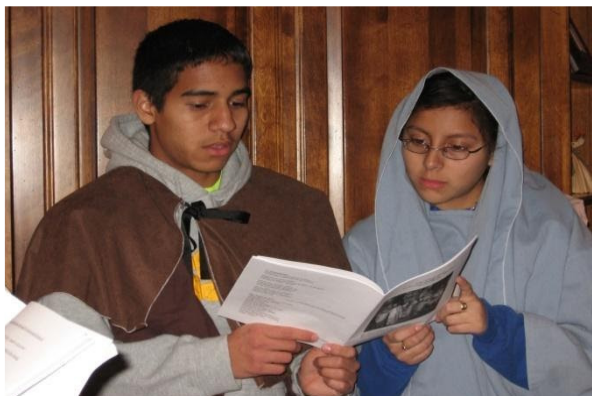
## Las Danzas de los Matachines

El 14 de diciembre del 2018, en la Celebración del Día de Nuestra Señora de Guadalupe, las danzas de matachines actuó para las congregaciones Iglesia de la Gracia y San Nicolas. Las danzas de matachines tiene la mayor parte de su historia en México. La danza representa la batalla entre el paganismo y el cristianismo y es una celebración de la conversión de los indios

aztecas al cristianismo. El símbolo más básico de la danza es el bien contra el mal, prevaleciendo el bien. Más de 200 personas asistieron a la exhibición de las danzas seguida de la Eucaristía y una cena.

## Posadas

The celebration of posadas has been a tradition in Mexico for 400 years. The celebration takes place 9 days prior to Christmas with the final posada being held at a church. Two people dress up as Mary and Joseph to visit an "inn" (designated house.). They knock at the door and are welcomed in by the innkeeper after singing la Cancion pedir posada. A celebration follows with scripture, fellowship, and a meal.



## Las Posadas

La celebración de posadas ha sido una tradición en México durante 400 años. La celebración se lleva a cabo 9 días antes de la Navidad y la posada final se

lleva a cabo en una iglesia. Dos personas se visten como María y Jose para visitar una "posada" (casa designada). Llamam a la puerta y son recibidos por el dueño de la posada después del canto para pedir la posada. Una celebración sigue con las escrituras, el compañerismo y una comida.



*January 6 Feast of the Three Kings at St. Nicholas, Noel*



## Kermes

Popular open-air festival at St. Nicholas, Noel in which there is a food and entertainment. These events are also held at times for charitable purposes.



## Kermes

Fiesta popular al aire libre en la que hay feria y diversiones, a veces organizada con fines benéficos.



## Summer School in St. Nicholas 2019/Escuela de Verano en San Nicolas 2019





# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## Background

Jubilee Ministries was created by the 1982 General Convention of the Episcopal Church resolution A082 to be “a ministry of joint discipleship in Christ with poor and oppressed people, wherever they are found, to meet basic human needs and to build a just society.” From this pledge to address justice and peace issues, more than 650 centers have been established over the intervening years across the United States, Central and South America, and Hong Kong. The Episcopal Church recognizes these centers as exemplary outreach programs.

## Highlights from 2021

Programs of the Jubilee Ministry of The Diocese of West Missouri continued their efforts serving the poor and vulnerable populations of their communities scattered throughout the diocese.

## Description of Services provided by the Jubilee Ministries

There are five Jubilee Centers funded in 2021, they are:

- Nourish KC, Kansas City, Missouri, The Rev. Gar Demo, Board Chair.
- Great Circle's Parenting Life Skills Center, 600 S Jefferson, Springfield, MO 65806, headed by Mr. Gary Johnson.
- The Necessity Pantry, St. Michael's, 4000 S. Lee's Summit Rd, Independence, MO 64055, 816-373-5333, headed by Rev. Deacon Larry Allen.
- Blessing Bag Ministry of Church of the Resurrection, Blue Springs, MO, 1433 R D Mize Rd., Blue Springs, MO. 64015. Program directors are Annie and Stew Scott.
- Community Resource Center, Grace Church, Chillicothe, MO. Site address- 913 Webster St. in Chillicothe, MO. The program director is Sherrie Wohlgemuth.

## Plans for Ministry in 2022

As the Director of this Ministry, it is my privilege to work with each of the five Jubilee Centers of our diocese. It is my hope in 2021 to work with these five Jubilee Centers to strengthen their programming, leveraging the diocese's support while encouraging new-start Jubilee Centers throughout our church in West Missouri.

## Alignment with Diocesan Priorities

This ministry fulfills the biblical command to be the hands and feet of Christ in the world. Enabling parishes of our Diocese to provide support for the poor and dispossessed of their communities and bring them to closer relationship with Jesus. Each program fulfills these objectives and aligns perfectly with our diocesan commitment to Evangelism.

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



*Christ has no body but yours,  
No hands, no feet on earth but yours,  
Yours are the eyes with which He looks  
Compassion on this world,  
Yours are the feet with which He walks to do good,  
Yours are the hands, with which He blesses all the world.  
Yours are the hands, yours are the feet,  
Yours are the eyes, you are His body.  
Christ has no body now but yours,  
No hands, no feet on earth but yours,  
Yours are the eyes with which he looks  
compassion on this world.  
Christ has no body now on earth but yours.*

— St. Teresa of Ávila

The Deanery Council of the Northwest-Metro Deanery of The Diocese of West Missouri will have met together three times this year preceding our Diocesan gathering at Convention. Our meetings have again this year all been virtual (and hopefully virtuous) rather than in person. Our primary focus again this year has been supporting one another through these interesting times and making sure that parishes had quick access to our 2021 grant funds in order to help with ministry needs in ways great and small.

For the year 2021, Northwest-Metro made the following grant to the parishes and ministries of our Deanery:

- Grace & Holy Trinity Cathedral/St. Andrew's/St. Augustine's -- \$3,000 – to provide 75-100 pairs of winter boots and hygiene items for the annual Holiday Free Store
- Good Shepherd -- \$1,500 -- "Virtual Common Room" – for video conferencing equipment to enhance ministry and outreach
- Good Shepherd/St. Andrew's/St. Augustine's -- \$2,500 – to purchase trees, shrubs and seeds for the urban forest near Swope Park known as Clement Waters. The three parishes also have scheduled a joint workday at Clement Waters in which parishioners from the three parishes will gather for prayer, fellowship, and working together on this greenspace.

- Grace and Holy Trinity Cathedral -- \$2,000 – to support the work of Maison de Naissance, a birthing home in Haiti
- Grace, Liberty - \$3,200 – for parking lot maintenance, with striping and painting for disabled parking area done as a parishioner's Eagle Scout project
- St. Augustine's -- \$2,510 – to create a more child-friendly area within the Church, remodel bathrooms to be gender neutral and have a baby changing station, and to purchase an AED unit for the church building.
- St. Mary's -- \$4,500 – to upgrade and repair food pantry, purchase food and supplies
- St. Peter and All Saints -- \$1,300 – for video conferencing equipment
- St. Peter and All Saints -- \$1,600 – to replace old flooring in day school
- From the Deanery - to go to Nourish KC -- \$2,890 – to support ongoing hunger relief efforts

Efforts are underway so that the 2022 grant process can begin even sooner. The application process will be rolled out to the Deanery at our October 2021 meeting.

The Northwest-Metro Deanery continues to build relationships with one another, to encourage one another in our faith and good works, and to build up the Body of Christ in our part of The Diocese of West Missouri. We are striving together to live out being Christ's body in the world – his hands, feet, and eyes with which we do good, bless the world, and look with compassion. It is our hope that the work we do will continue to make a difference, not only in the lives of those in our parishes and in those whom we serve in our various ministries, but by also further spreading the Gospel of our Lord Jesus Christ in this place.

Respectfully submitted,

The Very Rev'd Charles A. (Chas) Marks, Dean

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## Highlights of Ministry

- Served 108,557 meals at Kansas City Community Kitchen (KCCCK) and in partnership with four other nonprofits in the metro through the end of September. On track to serve more than 144,000 meals by year's end, an increase of nearly 70% over 2020.
- Eight Episcopal Churches partnered with NourishKC to distribute 10,400 BackSnacks to school-age youth in 14 local schools
- Rescued more than 134,000 pounds of local food through the end of September; expect 2021 total poundage to be nearly 300,000 pounds.
- Currently distributing rescued food to seven neighborhood pantries in metro KC.
- Remained open for to-go meal distribution during the pandemic.
- Graduated 12 students from the culinary training program during 2021.

## How These Activities Furthered the Work of the Diocese and Strengthened Parishes and Congregations

- Collaborating with local parishes to address the gap of food access for children by working with 6 churches for the BackSnack program. (distributed 4,780 packs).
- Involving daily volunteers from local churches to conduct 2-4 hours of food prep, food processing, cleaning, and food distribution

## 2022 Plans for Ministry

NourishKC is undertaking an intensive visioning and strategic planning process in 2021. Plans are taking shape now; however, growth in 2022 likely will include an expansion of KCCCK to function as a commissary kitchen for many nonprofits in Greater KC. This will allow NourishKC to expand its reach through partnerships with other organizations that would like to provide prepared meals in the neighborhoods they serve. This will be in addition to continuing to serve guests with the Dining with Dignity model at KCCCK. The Food Rescue Program will continue to grow, adding additional sources of food and expanding the number of pantry partners to which it delivers. The Culinary Training Program will expand to graduate 30 students in 2022.

## Measuring Success in 2021

NourishKC staff will continue to log meal counts, packs delivered and student attendance. Through volunteer surveys, meal counts, and graduation rates, staff and community partners will analyze data and make appropriate program adjustments. Staff also will track progress toward growth goals. The data will be presented to the Board of Directors monthly.

## Impact on Diocesan Priorities:

**#1 – Grow Congregations** - we seek congregations growing in membership, more congregations being started, excellence in liturgies

We are affiliated with congregations throughout the metro area and continue to welcome small groups of volunteers to assist in the meal preparations and distribution efforts at the KCK. When we reopen the dining room, we expect to welcome back larger groups from area parishes to prepare and serve meals.

**#2 – Grow Personally** - we seek Christian formation for all ages, especially children, youth, and young adults; we seek growth in knowledge of the faith and in spiritual depth; we seek growth in responsible stewardship; we seek excellence in liturgies

Our Dining with Dignity approach allows for growth in stewardship, as individuals volunteering at the kitchen have the immediate opportunity to make an impact on hunger in our community. Volunteers can sign up for weekly, monthly, or quarterly opportunities to assist in the preparation of 400 daily meals.

**#3 – Grow in Community** - we seek unity, cooperation, and mutual support congregation-to-congregation and in our connections beyond the diocese

NourishKC continues to cooperate with St. Paul's Episcopal Church, as the administrative offices remain vital to the future of our programming efforts. Our collaborations through BackSnack connects six congregations to address food insecurity of children throughout the metro area. The Food Rescue program promotes fresh produce access to supplement stable food products for three local pantries.

**#4 – Grow in Compassion** - we seek to do social outreach to aid the children of God. Addressing food insecurity involves a wide scope of services, ensuring that all ages have access to healthy and fresh meals. During the pandemic we have witnessed an increase in the number of families seeking meals at the KCK. The number of meals served has grown from approximately 2,500 per week in January to nearly 4,000 meals per week in September.

**#5 – Grow Leaders** - we seek leadership development for lay and clergy alike

The number of volunteers committed to the efforts of feeding individuals at the KCCK remains evident through the decades of hours from various groups. The restrictions of the pandemic have impacted volunteer opportunities in 2021. However, we expect that groups from parishes throughout the diocese will return in 2022 to help serve the growing number of individuals seeking food assistance.

**Saint Luke's Hospital of Kansas City:  
Serving Our Community for Nearly 140 Years**

2021 Report to the Diocesan Convention

From

Jani Johnson, RN, MSN

Chief Executive Officer, Saint Luke's Hospital of Kansas City  
Chief Executive Officer, Saint Luke's Central Region



Building on our nearly 140-year foundation of excellence, innovation, hope, and compassion, we have mapped out a roadmap to guide us in continuing to meet the evolving health needs of our community. Destination 2025 is our strategic vision for the next four years and beyond. Our work is already underway, with much more to come, always with a focus on quality, excellence, and kindness.

Again this year, we have provided safe and compassionate care through the rapidly evolving COVID-19 crisis while, importantly, also carrying out the critical work of caring for our community's ongoing medical needs.

Dedicated to helping end the pandemic, we joined with thousands of health care and other organizations in announcing we will require vaccination for all employees and affiliates to ensure we're staffed to serve all who need us—even before it became a federal requirement.

Caring for our caregivers has been key. In November 2020, Saint Luke's raised its minimum hourly wage to \$15 to ensure each of our employees is truly making a livable wage—a sign of how much we value them and their impact. Additionally, in early 2021, we added \$1,000 to the base pay of all eligible employees as a heartfelt and lasting thank you for their extraordinary commitment and contributions throughout COVID.

*U.S. News & World Report* ranked Saint Luke's Hospital of Kansas City's Cardiology and Heart Surgery program at No. 25 nationally, with six other specialties ranked as "High Performing." Saint Luke's Hospital was ranked No. 2 in Missouri and No. 2 in the Kansas City metro area and recognized among the Best Hospitals in northwestern Missouri.

As part of Saint Luke's Mid America Heart Institute's impressive 37 presentations at the American College of Cardiology Scientific Session in May, Mikhail Kosiborod, MD, and John Spertus, MD, MPH, were invited to share up-to-the-minute results on high-interest

clinical trials, including Dr. Kosiborod's trial results on how a drug used to treat Type 2 diabetes and heart failure might prevent organ failure and death in patients hospitalized with COVID-19.

In April, we celebrated Dr. Kosiborod as the inaugural Ben McCallister, MD, Endowed Chair in Cardiovascular Research, a new endowed chair that honors Dr. McCallister, a founder of Saint Luke's Mid America Heart Institute and champion of cardiovascular care and research.

Holly and Trent Hallum of Louisiana experienced Saint Luke's excellence in heart and stroke care first-hand. It started when Trent had a stroke during their drive to Kansas City, and the ambulance brought him to Saint Luke's Marion Bloch Neuroscience Institute, which treats more than 1,600 stroke patients a year. While at the hospital, Holly started having chest pain and other symptoms, and expert nurses jumped into action—leading to fast treatment for what turned out to be a heart attack.

"When I think what might have happened had we not been at Saint Luke's..." Trent said. "I got to be among the lucky ones who walked out of the hospital with no effects, and I got to walk out with Holly."

All Saint Luke's hospital locations once again received "LGBTQ Healthcare Equality Leader" designation from the Healthcare Equality Index. This designation is the result of intentional and ongoing work to enhance our care for all patients, employees, and visitors.

And as always, our care for all, despite a patient's ability to pay, sets us apart. Our charity care includes providing treatment for patients who are uninsured and unable to pay for their care; patients whose insurance doesn't cover their bills; and patients facing catastrophic illness or injury, or serious financial hardship. In 2019, the most recent year for which final numbers are available, Saint Luke's provided \$32.5 million in charity care—including \$17.6 million at Saint Luke's Hospital.



## COVID-19 Response

While many of the temporary operating procedures, policies, and practices developed in 2020 have provided an ongoing framework for our continued response to the pandemic, experts from across the Health System continue to meet regularly to update and develop plans and respond to changing needs. It continues to be a multidisciplinary, coordinated, System-wide response, evolving and adapting as we grow in our experience with and expertise of this virus.

The end of 2020 and beginning of 2021 came with a surge in COVID-19 cases, but this time was also accompanied by the first real dose of hope in the pandemic, as vaccines became available. The initial rollout of doses at Saint Luke's in late December came with strong emotions as health care workers who had been on the front lines of caring for patients with COVID-19 for months received their vaccines. Nearly 1,000 employees received their first dose of the vaccine in the first week.

From winter into spring, we partnered with organizations in the community—including Burns & McDonnell—to provide mass vaccination events for patients as more doses became available. These partnerships and massive, coordinated efforts were unforgettable and met with gratitude from thousands of patients.

By early May, Saint Luke's offered the two-dose Pfizer vaccine to individuals age 12 or older. Our website featured links to schedule appointments, where to find walk-in options, and answers to frequently asked questions about the vaccine.

Unfortunately, the encouraging signs we saw in the early months of 2020 gave way to changes in the virus and an alarming rise in cases, fueled by the highly contagious Delta variant.

As our front-line teams continued to pour heart and soul into providing care during emotionally and physically taxing shifts, we increased our efforts on every front—from programs to support staffing in patient care areas, to building in vaccination incentives and requirements for our team.

In August 2021, Saint Luke's became one of the first health systems in the Kansas City metro area to require full COVID-19 vaccination for all employees. As a community leader in health care, this decision upholds our commitment to providing a safe environment for patients, visitors, and employees. The vaccine requirement includes employees, independent medical staff members, allied health professionals, contracted personnel, student affiliates, shadowers, volunteers, and on-site vendors. The requirement applies to employees in clinical and office settings and remote workers. As a health care organization, we are committed to a unified front, and we firmly believe increased vaccination is key to ending the pandemic and ensuring we remain adequately staffed and have beds available when patients need us.

### **Paid voluntary labor pool for employees**

To mitigate the strain on our Health System during the surging COVID-19 cases this summer, Saint Luke's implemented a paid volunteer labor pool for Saint Luke's employees—in particular, nurses and non-clinical staff willing to assist in a variety of support roles, from screening or transporting patients to providing patient companionship and support. With this program, we ensured the continued well-being of our patients and helped ease the burden on our front-line workers. Additionally, many employees who do not routinely interact with patients or clinical areas gained a new first-hand appreciation for the impact of the pandemic and the work of their colleagues who are providing direct patient care.

## **Some Lighter Notes During a Heavy Time**

### **\$1,000 Thanks**

In February 2021, Saint Luke's gave all eligible full- and part-time employees a permanent \$1,000 increase to their base pay. We provided this bonus during a time of great stress to our staff as a gift of deep gratitude, or "one thousand thanks." We understand that many of our employees made great sacrifices to ensure Saint Luke's provided exceptional care—while also helping to address the significant gross budget shortfall we experienced in spring 2020.

### **A proposal on the helipad for two Saint Luke's Hospital nurses**

"Employee engagement" took on new meaning in May 2021 on the helipad at Saint Luke's Hospital of Kansas City, where Michael Senne, a registered nurse in the Cardiovascular ICU, proposed to Sage Smith, a registered nurse in the Emergency Department. Both have been caring for patients throughout the pandemic and found that the events of the past year have brought them even closer, leading to a surprise proposal and a "Yes" to forever.

### **A sign of our appreciation**

As a visible sign of how deeply we appreciate our employees and the hard work they have done, we made yard signs available at each entity so staff members could share their Saint Luke's spirit at home. Employees shared their photos on social media with the hashtag #TeamSaintLukes.

## **Volunteer Assistance**

### **Overcoming challenges**

COVID-19 limited volunteer activities, suspending volunteers from March 2020 until the end of June 2021. For their protection, volunteers do not have direct contact with patients. However, these individuals have provided key support in areas such as information desks or in project rooms.

In 2020, 608 volunteers contributed 13,267 hours, which is equal to 6.3 full-time employees. That generous gift of time from community members represents a savings of more than \$463,000 to the hospital—dollars Saint Luke's can invest back into care, advancements in technology, resources, and more, all to continue to deliver the highest quality health care.

The following contributions were from volunteers before services were affected by COVID-19 as well as the contributions of volunteer department staff.

### **2020 volunteer contributions:**

- Handcrafted 30,698 Items
- Cut, sewed, and folded 14,468 infant caps
- Made 1,987 patient advocate visits
- Conducted 667 Spiritual Wellness greeter visits
- Delivered patient mail and flowers 2,194 times

While the many volunteers with the Saint Luke's Auxiliary were unable to volunteer in person at our hospitals, they still worked behind the scenes making an impact on Saint Luke's staff and patients.

The Auxiliary provided:

- Lunches to staff at Saint Luke's Hospital of Kansas City and Saint Luke's South Hospital
- Bibles to the Spiritual Wellness department for patient rooms

- \$10,000 to Post-Acute Therapy and Health, a fund for patients leaving the hospital who cannot afford their medicine or medical supplies
- \$10,000 to Saint Luke's Hospital of Kansas City The Children's SPOT

Saint Luke's Hospital volunteers are a valuable and important resource. Our volunteers are selfless and eager to help, giving their time freely, and they are focused on improving the patient experience. When they haven't been in our buildings, their absence was deeply noticed—and their gifts of time, generosity, and warmth are always deeply appreciated.

## Spiritual Wellness

- **Caring for spiritual well-being through COVID-19**

The Spiritual Wellness teams at hospitals in the Kansas City metro area provided continuing spiritual care and emotional support to our patients and families. With restrictions on visitation, chaplains served as an essential presence as liaisons connecting patients and families by facilitating online visits, providing religious and spiritual rituals when local clergy were unable to come to the hospital, and being a sacred presence at the end of life. The chaplains maintained connection with families through supportive telephone calls, especially if a patient has had a significant medical event. Chaplains also provided essential support to front-line workers in clinical areas with Soul Cafés, music, hospital blessings, hand blessings, and continuous presence to hear and hold their griefs, exhaustion, and fears and to celebrate their joys, providing much-needed support and inspiration.

- **A Healthy Dose of Inspiration and Support at Saint Luke's Hospital**

The Spiritual Wellness team at Saint Luke's Hospital of Kansas City cares for patients and staff in many ways. Chaplains visit each unit every six to eight weeks with their Soul Café cart fully stocked with treats and words of encouragement. The chaplains enjoy serving hospital staff tea, sweets and snacks, and inspirational quotes from their wisdom jar.

"We know how important it is to show our appreciation for all our staff does, and to let them know that the chaplains are here for them, our patients, and patients' loved ones," said Chaplain Sergio Moreno-Denton.

- **Saint Luke's Spiritual Wellness Chaplains Provide Comfort During Tough Year**

Along with physical and emotional needs, humans have spiritual needs to be met each day. Saint Luke's chaplains play a crucial role in Saint Luke's mission to care for the whole person, physically, spiritually, and emotionally. The COVID-19 pandemic presented new challenges for the Saint Luke's Health System Spiritual Wellness team in making meaningful connections with patients, families, and staff. Our chaplains welcomed the challenge and developed ways to pivot their role to still provide caring, compassionate support to those in need.

With frequently changing visitation guidance and social distancing in place to respond to the rapidly evolving pandemic, chaplains re-examined the way they connect with others. The *Kansas City Beacon* spoke to Sergio Moreno-Denton and Andrea Murdock, chaplain residents with Saint Luke's Spiritual Wellness, about how they had to get creative to provide care during the past year.

"I want to create a sense of being present with the family as much as possible, and make sure that families know their loved ones are not alone." Moreno-Denton said to *The Beacon*. "That even though they can't be there, there is someone that is constantly visiting."

- **Celebrating Hope During St. Luke's Week**

With our newly named Hope Awards, which we celebrated Oct. 23, 2020, we proudly honored 25 Saint Luke's team members who stand as shining examples for all of us in how they exemplify spirituality, integrity, and compassion in everything they do.

These values are woven into who we are as a faith-based organization, ready to care for the physical, emotional, and spiritual health of all—inspired by St. Luke, our patron saint, who was believed to be a physician himself. Every October, we celebrate St. Luke's Week and our history of caring for this community with unparalleled compassion and kindness.

These honorees bring something so special to their workplaces, the people who are around them most took the time to nominate them—in some cases, even entire executive teams. We are all deeply grateful for their contributions.

This is a tradition we are proud to carry on, and winners of the 2021 Hope Awards will be announced during St. Luke's Week in October 2021.

- **Luminary Walk Remembers Lives Lost and Honors Caregivers**

In December 2020, Saint Luke's hosted a Luminary Walk in memory of those who died from COVID-19 and in honor of the caregivers who cared for those who passed. The Luminary Walk drew in over 120 participants and was a loving and touching tribute. The walk concluded with a service on "The Longest Night."

## Awards and Recognition

- **Saint Luke's Foundation Annual Donor and Foundation Fellow Recognition virtual event honors contributions of Tom and Starr Wagstaff**

Tom and Starr Wagstaff are woven into the very foundation of Saint Luke's Health System. Through their lifelong advocacy, leadership, and charitable support, Tom and Starr have contributed to Saint Luke's in countless remarkable ways. Saint Luke's Foundation was honored to recognize their distinguished service and dedication to Saint Luke's—including Tom's extensive board leadership and Starr's impactful leadership and service with Saint Luke's Auxiliary, as well as their support of The Children's SPOT—through the Foundation Fellow Award. This prestigious award honors individuals who have given their time, talents, and treasures to sustain Saint Luke's excellence in patient care, industry-leading research, and quality medical education.

- **Dr. Estes Named Among *Modern Healthcare's* 2020 '100 Most Influential People in Healthcare'**

Saint Luke's Health System congratulates Saint Luke's Health System President and CEO Melinda L. Estes, MD, on being named to *Modern Healthcare's* prestigious list of '100 Most Influential People in Healthcare' for 2020. *Modern Healthcare* and its readers selected the honorees for this significant recognition based on the innovation and resilience they demonstrated through the historic events of 2020. According to *Modern Healthcare*:

Dr. Estes received the No. 13 ranking on this list of distinguished honorees, which includes noteworthy names including Dr. Anthony Fauci, Director, National Institute of Allergy and Infectious Diseases (No. 9).

- **Chuck Robb Named One of *Kansas City Business Journal's* CFOs of the Year**

Saint Luke's Senior Vice President and Chief Financial Officer Chuck Robb was named one of

*Kansas City Business Journal's* CFOs of the Year for 2021. In his 30-year career with Saint Luke's, he has contributed financial expertise and stewardship that have been instrumental in creating a fiscal environment that allows the health system to consistently provide excellent care and service to our patients and community. Chuck is dedicated to developing leaders and teams and was a champion of the living wage adjustment Saint Luke's announced in 2020, implementing a minimum hourly wage of \$15 for all employees.

- **Mikhail Kosiborod, MD, Bestowed the Ben McCallister, MD, Endowed Chair in Cardiovascular Research**

Saint Luke's honored two of its visionary leaders in April as Mikhail Kosiborod, MD, was formally recognized as the inaugural Ben McCallister, MD, Endowed Chair in Cardiovascular Research.

The chair is named for the late Dr. Ben McCallister, who championed cardiovascular care and research throughout his decades at Saint Luke's. He created Saint Luke's Cardiovascular Consultants and helped found Saint Luke's Mid America Heart Institute.

Dr. Kosiborod plans to deploy the support from this Chair to further advance the objectives of the Clinical Scholars Program that was founded by Dr. McCallister, so Saint Luke's clinician investigators can continue to innovate, explore, and discover.

- **SLPG Service Excellence Recognized by Press Ganey**

As health care providers, we know that kindness and communicating with patients make all the difference when providing excellent care. Throughout the pandemic, SLPG staff and providers have been hard at work taking care of our patients on the front lines, even during the most challenging days.

When the work feels difficult at times, SLPG employees demonstrate that kindness means more than ever. Numerous SLPG staff and providers were recognized for service excellence for their kindness and in other important areas throughout 2021.

- ***U.S. News & World Report*—All Four Metro Locations Recognized**

*U.S. News & World Report* released its 2021-22 rankings on July 27. The Cardiology and Heart Surgery program at Saint Luke's Hospital of Kansas City remains nationally ranked, this year at No. 25, and is the only CV program in our region to achieve a top 25 ranking.

Saint Luke's Hospital is proud to have once again received recognition—for the 14<sup>th</sup> consecutive year. Saint Luke's Hospital ranks No. 2 in Missouri and No. 2 in the Kansas City Metro area and is recognized among the Best Hospitals in northwestern Missouri. Saint Luke's East—also recognized as a Best Hospital in Missouri and the Kansas City Metro area—and Saint Luke's South are both recognized as High Performing for the third consecutive year in specialty areas. Saint Luke's North is recognized as High Performing in heart failure.

The rankings recognize hospitals that excel in treating patients with the most challenging conditions.

#### **Saint Luke's Hospital of Kansas City**

Saint Luke's Hospital received "High Performing" rankings in six additional specialties:

- Gastroenterology & GI Surgery
- Geriatrics
- Neurology & Neurosurgery
- Orthopedics
- Pulmonology & Lung Surgery
- Urology

In addition to specialty rankings, Saint Luke's Hospital received "High Performing," the top rating, for the following procedures and conditions:

- Abdominal Aortic Aneurysm Repair
- Aortic Valve Surgery
- Back Surgery (Spinal Fusion)
- Chronic Obstructive Pulmonary Disease (COPD)
- Colon Cancer Surgery
- Heart Attack
- Heart Bypass Surgery
- Heart Failure
- Hip Fracture
- Kidney Failure
- Lung Cancer Surgery
- Stroke
- Transcatheter Aortic Valve Replacement (TAVR)

We are tremendously proud that four other entities ranked "High Performing" in common adult procedures and conditions.

**Saint Luke's East Hospital**

- Chronic Obstructive Pulmonary Disease (COPD)
- Heart Failure
- Hip Fracture
- Kidney Failure
- Knee Replacement
- Stroke

**Saint Luke's North Hospital**

- Heart Failure

**Saint Luke's South Hospital**

- Heart Failure
- Hip Replacement
- Knee Replacement

**Kansas City Orthopaedic Institute (KCOI)**

- Hip Replacement
- Knee Replacement

- **Saint Luke's Breast Centers Fully Reaccredited by NAPBC**

The Saint Luke's Breast Centers received full reaccreditation this year by the National Accreditation Program for Breast Centers (NAPBC). This prestigious accreditation recognizes the Breast Centers as a program of excellence committed to improving patient outcomes through evidence-based standards and patient and professional education. Saint Luke's Breast Centers have been NAPBC accredited since 2014.

- **Jason Knight, MD, to be Inducted as a Fellow of the American College of Surgeons**

Jason Knight, MD, Medical Director of Gynecologic Oncology, was recognized as an initiate who will be inducted in October 2021 as a Fellow of the American College of Surgeons (ACS), the largest academic surgical organization, with more than 82,000 active members. Dr. Knight, who joined Saint Luke's in 2021, is a Fellow of the American College of Obstetrics and Gynecology.

- **Physician Faculty Promotions at UMKC School of Medicine**

Saint Luke's congratulates six physicians who received faculty promotions at the University of Missouri–Kansas City School of Medicine.

- Suzanne Arnold, MD, Professor
- Adnan Chhatriwalla, MD, Professor
- Sanjaya Gupta, MD, Associate Professor
- John Saxon, MD, Associate Professor
- David Skolnick, MD, Professor
- Brett Sperry, MD, Associate Professor

- **Mark Woods, PharmD, BCPS, FASHP, Awarded Fellowship Status at KCHP**

Mark Woods, PharmD, BCPS, FASHP, was awarded Fellowship status at the Kansas Council of Health-System Pharmacy (KCHP) annual spring meeting. This distinction is granted to those who have made a sustained contribution to KCHP, provide outstanding service to the profession, demonstrate a high level of excellence in health system pharmacy practice, and foster the mission of KCHP to advance public health by promoting the safe and appropriate use of medications through advocacy and education.

- **Double Professional Honors for Cheerag Upadhyaya, MD**

Cheerag Upadhyaya, MD, Co-Director of Saint Luke's Marion Bloch Neuroscience Institute and Chief of Neurosurgery at Saint Luke's, had two noteworthy achievements in 2021, including the prestigious honor of being elected to the Editorial Board of the *Journal of Neurosurgery: Spine*.

Dr. Upadhyaya's position on the Editorial Board offers Saint Luke's insight into advancements in the rapidly expanding field of neurosurgery and further enables Saint Luke's to share our life-changing work with peers on the national stage.

In addition, Dr. Upadhyaya has been elected to a two-year term as Treasurer of the American Association of South Asian Neurosurgeons (AASAN), an organization that facilitates networking and sharing of educational resources and expertise among neurosurgeons based in South Asia and the United States. AASAN works to enhance the exchange of knowledge and technical skills to best care for patients worldwide.

- **Stephen Wassinger, MD, Designated as Axonics Center of Excellence**

Stephen Wassinger, MD, was designated as Axonics Center of Excellence by Axonics Modulation Technologies, Inc. The designation recognizes Dr. Wassinger for his high level of expertise with Axonics Therapy and commitment to changing the lives of patients. Dr. Wassinger's primary focus is helping those who suffering from bladder and bowel dysfunction.

- **Saint Luke's Health System Honored as a Healthiest Employer**

Saint Luke's Health System was honored by the *Kansas City Business Journal* as one of the healthiest employers in the Kansas City area. Healthiest Employers LLC, a data and research company, scores companies on their wellness program's culture and leadership commitment, foundational components, strategic planning, communication and marketing, programming and interventions, and reporting and analysis.

- **Saint Luke's Health System Awarded Healthy KC Certification**

Saint Luke Health System was awarded the Platinum Healthy KC Certification by the Greater Kansas City Chamber of Commerce Healthy KC Workplace Wellness Action Team. The Workplace Wellness Action Team encourages companies in Kansas City to emphasize workplace wellness and promote healthy lifestyles for employees. As a Platinum-certified company, Saint Luke's Health System is recognized as a KC leader for creating a culture of well-being for our

employees. We create this culture through our well-being programs and challenges and by providing an environment where employees can thrive.

- **Saint Luke's Nurse Abi Brittain Receives 2020 Thrivership Award**

Over two decades ago, Abi Brittain was in a terrible car accident that left her fighting for her life at Saint Luke's Hospital of Kansas City.

Her sons were also in the car when the accident happened, only 1 and 2 years old at the time. One of the boys, Zach, was left with permanent brain damage.

Abi was so inspired by the nurses at Saint Luke's Hospital who helped save her and her family that she enrolled in nursing school and worked to become a nurse. More than 20 years later, Abi is a Saint Luke's nurse herself, working on the front lines of the COVID-19 pandemic.

"Never give up. Know that every second as a nurse, a doctor, an aide, anybody that takes care of patients, we have a message to give people. And that message is with a good fight, we can overcome anything that is put in our path," said Abi upon accepting her award, which was presented in late 2020 by ABC's Robin Roberts.

- **Nurse Residency Program Receives Practice Transition Accreditation Program Status**

The Saint Luke's Health System Nurse Residency Program was granted Practice Transition Accreditation Program status by the American Nurses Credentialing Center. This prestigious accreditation recognizes Saint Luke's 12-month Nurse Residency Program as a program of excellence in helping new nurses make the successful transition from entry-level to competent and confident professionals. All new graduates of Bachelor of Science in Nursing and Associate Degree in Nursing programs participate in the Saint Luke's Nurse Residency program—an average of nearly 250 new nurses per year.

- **Two Saint Luke's Physicians Named in *Ingram's* Top Doctors of 2020**

Saint Luke's Health System is proud to have two physicians named in *Ingram's* special edition: Top Doctors of 2020: Defining Exceptional Care. Every year, *Ingram's* honors the area's top physicians across hundreds of specialties. In 2020, David Skolnick, MD, Cardiologist and Medical Director of the Valve Center of Excellence at Saint Luke's Mid America Heart Institute, and Janakiraman Subramanian, MD, Co-Director of Saint Luke's Center for Precision Oncology, were featured on the list that included only 14 physicians.

- **Bishop Spencer Place Receives Gold Badge from *U.S. News & World Report***

On Oct. 27, 2020, *U.S. News & World Report* released its Best Nursing Homes 2020-21 ratings. Bishop Spencer Place earned a gold badge and high-performing rating for short-term rehab. These ratings are based on *U.S. News's* analysis of public data, including information not factored into CMS's star ratings. Only 21% of nursing homes in the country earned at least one badge.

- **Saint Luke's Pharmacist Wins 2020 Residency Excellence Award**

The ASHP Foundation announced the recipients of the 2020 Pharmacy Residency Excellence Awards. This awards program, sponsored by Amgen and Samson Medical Technologies, features three categories that recognize innovative and impactful pharmacy residency preceptors and programs. Saint Luke's Charles "Chip" Hayes III, PharmD, BCPS, BCCP, Clinical Pharmacist of Cardiology, won the Preceptor Award. Beyond being a master teacher, Dr. Hayes is a recognized clinical leader who is a role model for his peers and residents.



- **Maggie Neustadt Awarded FASHRM Designation**  
Maggie Neustadt, JD, CPHRM, FASHRM, Vice President, Risk and Claims Management, was awarded Fellow of the American Society for Health Care Risk Management (FASHRM) designation for outstanding achievement. The ASHRM Board grants designations for applicants based on qualifications including academic and professional designation, experience, continuing education, and contributions to their professional field.

## Education and Learning

- **Saint Luke's Mid America Heart Institute Researchers Lead Advances at Prestigious Global Conference**

Saint Luke's once again demonstrated it is an industry leader with an impressive 37 presentations at the virtual 70<sup>th</sup> Annual American College of Cardiology Scientific Session (ACC.21), an international conference that draws as many as 50,000 cardiologists and researchers.

Of the 37, two of our cardiologists and researchers—Mikhail Kosiborod, MD, and John Spertus, MD, MPH—had the distinct honor of sharing late-breaking results of trials that could reveal scientific breakthroughs with the potential to immediately impact patient care.

### **DARE-19**

#### ***Mikhail Kosiborod, MD, Principal Investigator***

During a year unlike any other, Dr. Kosiborod, Saint Luke's Health System Vice President of Research and Executive Director of the Cardiometabolic Center Alliance, led an international randomized Phase III clinical trial called DARE-19—a partnership between Saint Luke's Mid America Heart Institute and pharmaceutical giant AstraZeneca—studying whether a drug that has already shown great promise for patients with Type 2 diabetes and heart failure could impact complications and mortality in patients hospitalized with COVID-19.

### **EXPLORER-HCM**

#### ***John Spertus, MD, MPH, Lead Author***

For decades, a genetic heart condition called hypertrophic obstructive cardiomyopathy, which causes debilitating symptoms for patients, has had few advances in treatment options. Dr. Spertus, cardiologist and Clinical Director of Health Outcomes Research, presented in a Featured Clinical Trial detailed analysis on the EXPLORER-HCM trial results, which were based on the Kansas City Cardiomyopathy Questionnaire he developed. The analysis explored whether the drug Mavacamten had the potential to benefit patients with this condition. Benefits were observed early after treatment and notably regressed once treatment was stopped.

- **Saint Luke's Innovation Week**

In May, corresponding with ACC.21, Saint Luke's celebrated and recognized the history and impact of Saint Luke's research in the field of medicine with "Saint Luke's Innovation Week: The Power of Bringing Research from Bench to Bedside." We know that research changes lives and we are grateful to the many Saint Luke's clinicians who focus on research to better medicine and ultimately, the lives of our patients. Many examples of Saint Luke's incredible research and innovation were highlighted across Saint Luke's social media platforms.

- **Clinical Trial Results Reveal Potential New Treatment Hope for Majority of Heart Failure Patients**

*The Effects of Dapagliflozin on Symptoms and Functional Status in Patients With Heart Failure and Preserved Ejection Fraction (PRESERVED-HF)* was an investigator-initiated, randomized trial that recruited patients with chronic heart failure with preserved ejection fraction (HFpEF)—the most common type of heart failure—across 26 centers in the United States, and randomly assigned treatment with either dapagliflozin, a sodium glucose cotransporter 2 (SGLT2) inhibitor, or placebo for 12 weeks. SGLT2 inhibitors are a class of agents that have been shown to reduce the risk of hospitalizations for heart failure, but their effects on symptoms, physical limitations, and exercise function in HFpEF remain uncertain.

The primary endpoint was Kansas City Cardiomyopathy Questionnaire clinical summary score (KCCQ-CS), a well-validated measure of heart failure-related symptoms and physical limitations. Exercise function, measured by the 6-minute walking distance, was one of the secondary endpoints. Participants in the trial were representative of individuals with HFpEF in the United States, with high burden of symptoms and significant impairment in physical function. Of note, 57% of trial participants were women, and over 30% were African American; two groups that are greatly impacted by HFpEF but are traditionally underrepresented in clinical trials.

PRESERVED-HF results revealed that treatment with dapagliflozin substantially improved symptoms and physical limitations as well as significantly improved objectively measured exercise function, with no new safety signals identified.

“Taken together with the results of previous studies, our findings further strengthen the notion that SGLT2 inhibitors represent a disease-modifying therapy, and thus an important new treatment option for HFpEF, which is a highly morbid condition,” said Mikhail Kosiborod, MD, Cardiologist at Saint Luke’s Mid America Heart Institute and Vice President of Research. “This is great news for patients and clinicians. As a cardiologist and researcher, I am excited about the potential impact of PRESERVED-HF data on the management of this patient population.”

- **Gurpreet Gandhoke, MD, Presents at American Association of Neurological Surgeons**

Saint Luke’s Marion Bloch Neuroscience Institute neurosurgeon Gurpreet Gandhoke, MD, was selected to give a Late-Breaking Abstract presentation at the 2021 American Association of Neurological Surgeons (AANS) Annual Scientific Meeting.

Of the 82 late-breaking abstracts submitted for the American Association of Neurological Surgeons conference, the research by Dr. Gandhoke and Sarah Orscheln, PA-C, was among four submissions chosen for live presentations at the conference. An accepted Late-Breaking Abstract means the AANS team felt the research was exceptionally innovative and will be impactful for the neurosurgery community, and most importantly, beneficial to patient care.

Dr. Gandhoke presented his manuscript "Cost Effectiveness of Using a New Autograft Harvesting Technology in Adult Posterior Lumbar Fusion Surgery" in August.

- **Mural Serves as Milestone in National PCORI Engagement Award Showcasing Cardiovascular Research**

Many Saint Luke’s employees were involved in the research, education, and outreach behind a collaborative and innovative project to deliver important health messaging to the community through art. In April, a mural was introduced in the Paseo Gateway neighborhood featuring the work of four local artists to share important information about peripheral artery disease (PAD) in a meaningful and educational way.

The mural in the Paseo Gateway neighborhood is part of an award through the national Eugene Washington PCORI Engagement Awards program, an initiative of the Patient-Centered Outcomes Research Institute (PCORI). The intent is to bring the results of outcomes research into the community, with messaging that truly resonates with residents who are most at risk for PAD, a serious condition that affects an estimated 10 – 12 million adults in the United States.

Saint Luke's Research helped secure the funding for this project, which builds on an earlier PCORI-funded project studying a group of patients with recent PAD diagnoses and their quality of life.

This project involved substantial work and collaboration from Site Principal Investigator Christina Pacheco, JD, MPH, Manager Research Outcomes; Christine Fuss, RN, BSN, Project Coordinator and Clinical Research Nurse; as well as Kim Smolderen, PhD, FAHA, Grant Principal Investigator.

Saint Luke's Hospital of Kansas City partnered with the Mattie Rhodes Art Center & Gallery on this installation, and the community was also invited to add to the artwork to truly make this a community initiative.

The mural will be featured in the Paseo Gateway neighborhood in historic Northeast Kansas City, Missouri. The Paseo Gateway area was the recipient of a Choice Neighborhood grant from the U.S. Department of Housing and Urban Development to revitalize the area and improve quality of life.

- **John A. Spertus, MD, MPH, Named Highly Cited Researcher**

Saint Luke's Mid America Heart Institute researcher John A. Spertus, MD, MPH, was named Highly Cited Researcher—2020, according to Clarivate™.

Clarivate is a global leader that focuses on the analytics of scientific and academic research. Studies published by Dr. Spertus are consistently deemed significant by his peers, placing him in the top one percent of authors cited in research.

- **Saint Luke's Announces New Library Director, Highlights Educational Offerings and Support**

As one of the health system's hidden gems, the Margaret E. Shouse Health Sciences Library, located on the fifth floor of Saint Luke's Hospital of Kansas City, is a place where Saint Luke's Health System employees, Medical Staff, and students can go to find resources.

With a combined 38 years of library experience, Beth Edson, Director of Library Services, and Lissa Sloan, Assistant Librarian, are two of the best resources the library has to offer. They are confident they can help any employee, from physician to corporate staff and everyone in between, find what they are looking for.

- **Saint Luke's Hosts First Comprehensive Atrial Fibrillation Program Educational Symposium**

Saint Luke's has been identified as a leader in treating AFib. In partnership with Medtronic, Saint Luke's created an educational symposium to teach other institutions how to replicate our success.

Led by Alan Wimmer, MD, Sanjaya Gupta, MD, and the Electrophysiology Clinical Team, the educational presentation covered a variety of topics relating to AFib, including emergency department protocols, artificial intelligence, and the integration of smart devices.

- **50th Dr. Robert D. Conn Heart Conference**

Saint Luke's participated in the 50<sup>th</sup> annual presentation of the Dr. Robert D. Conn Heart Conference, a virtual event that took place in December 2020. While the format was different,

the event still featured presentations by industry-leading specialists in cardiology and cardiovascular surgery.

This two-day event is designed for cardiologists, internists, hospitalists, family physicians, advanced practice providers, nurses, and other allied health professionals. Presentations focused on the latest advancements in cardiovascular care for patients with cardiovascular disease.

## Milestones

- **The Future of Saint Luke's—The Journey is the Destination**

In the wake of COVID-19—with all the change it has both forced and inspired—Saint Luke's continues to plan for what is to come. In summer 2021, Saint Luke's Health System President and CEO Melinda L. Estes, MD, unveiled Destination 2025, an initiative that will serve as Saint Luke's roadmap for the years ahead. Destination 2025 will help us continue to serve our patients with excellence and reinforce our culture of gratitude and respect. It's about how we will face our most daunting challenges and seize our best opportunities.

- **Saint Luke's Heart Transplant Team Performs 900<sup>th</sup> Heart Transplant**

In June, our nationally recognized Saint Luke's Heart Transplant team led by A. Michael Borkon, MD, cardiothoracic surgeon, and Andrew Kao, MD, cardiologist, transplanted the 900<sup>th</sup> heart at Saint Luke's Hospital. This is a credit to all physicians, nurses, transplant coordinators, nutrition services staff, social workers, researchers, therapists, pharmacists, environmental services staff, and countless others—who all contributed to this milestone in a meaningful way. This life-changing work—and selfless and generous gifts from donors and their families—give our patients a second, and sometimes third, chance at life.

- **Midwest Ear Institute Reaches Milestone of 2,000 Cochlear Implants**

Saint Luke's Hospital Midwest Ear Institute (MEI) reached an impressive milestone in July 2021, implanting the 2,000<sup>th</sup> cochlear implants since their first implant in 1979. MEI is nationally recognized as a cochlear implant center, staffed with audiology experts who offer patients the full range of hearing restoration services. The cochlear implant is a small electronic device that bypasses nonfunctioning parts of the ear and sends signals to the auditory nerve and then to the brain, providing deaf or severely hard of hearing patients the sensation of sound.

- **Saint Luke's Kidney & Liver Transplant Team Reaches New Milestone**

In June, Lee Cummings, MD, and Jameson Forster, MD, completed Saint Luke's first ever split liver transplant. This milestone is especially significant because split liver transplants can save two lives with one donation. Excellent results have been reported with split livers and most commonly a split liver is able to help one adult and one child who are waiting on the transplant list.

Dr. Forster made the trip to Texas to collect the liver, which was divided *in situ* (in the donor) into two usable parts. Afterward, Dr. Forster assisted Dr. Cummings in transplanting the usable right tri-segmental graft into a recipient at Saint Luke's Hospital, and the left lateral lobe was transplanted into a pediatric patient in Pittsburgh, Pennsylvania.

Split-liver transplantation is based on the unique ability of the liver to regenerate itself. With the addition of split-liver transplantation, our transplant team hopes to both increase the organ pool and ease the liver demand-supply gap while helping more patients.

- **Saint Luke's Diabetes Education Center Celebrates 30 Years of American Diabetes Association Certification**

A program that started in 1991 with two Diabetes Educators has grown to include five Saint Luke's Diabetes Center sites—with 16 full- and part-time Diabetes Educators. The System Diabetes Centers provided close to 3,000 diabetes education visits in the past year.

The Saint Luke's Diabetes Education Center has been Recognized by the American Diabetes Association for Quality Self-Management Education and Support. It has held this designation for 30 consecutive years—and few programs nationwide can make this claim. Centers that provide education under the Recognition program include Saint Luke's Hospital of Kansas City, Saint Luke's East Hospital, Saint Luke's North Hospital, Saint Luke's South Hospital, and Hedrick Medical Center.

- **Saint Luke's Abdominal Transplant Program Reached New Heights in 2020**

Transplant team members at Saint Luke's Hospital completed 155 kidney transplants in 2020. For the fifth year in a row, the Saint Luke's Hospital kidney transplant program surpassed the previous year's number of transplants, while achieving better-than-expected patient outcomes. 2020 also marked Saint Luke's first kidney paired exchange, which brought together three donors and three recipients.

These are the Saint Luke's Hospital kidney transplant numbers over the years:

- 2014: 26 kidney transplants performed
- 2015: 41 kidney transplants performed
- 2016: 58 kidney transplants performed
- 2017: 80 kidney transplants performed
- 2018: 107 kidney transplants performed, crossing the 100-kidney transplant mark for the first time in the program's history
- 2019: 152 transplants performed
- 2020: 155 transplants performed

- **Overland Park Community Hospital Locations Close**

The two Saint Luke's Community Hospital locations in Overland Park permanently closed in December 2020. The difficult decision to close the North Overland Park location on 75<sup>th</sup> Street and the South Overland Park location on 159<sup>th</sup> Street came as Saint Luke's Health System responded to serious financial strain resulting from COVID-19.

No further Community Hospital closures are planned, and Saint Luke's Health System remains committed to this model that has transformed emergency and inpatient care in the neighborhoods served by Community Hospitals.

- **Saint Luke's Donates Former Saint Luke's Cushing Hospital Building to Leavenworth County**

The building that housed Saint Luke's Cushing Hospital will continue to serve the Leavenworth County community. In October 2020, the Leavenworth County Board of Commissioners formally accepted Saint Luke's Health System's donation of the former hospital building to the county.

"When we made the difficult decision to close Saint Luke's Cushing Hospital, it was with the hope that the building where so much good happened would in some way continue to serve the Leavenworth community," said Saint Luke's Health System President and CEO Melinda L. Estes, MD. "With this gift, the former hospital building will continue to serve the county in new ways."

- **Saint Luke's Cushing Hospital Medical Staff Donates to Caritas Clinics – Saint Vincent Clinic**

In 2021, the Saint Luke's Cushing Hospital medical staff presented a check in the amount of

\$31,427 to Caritas Clinics – Saint Vincent Clinic in Leavenworth. Adele Ducharme, Saint Luke's North Region President and CEO, presented the check to Saint Vincent.

The donated funds were available from medical staff dues Saint Luke's Cushing Hospital had collected prior to the hospital closure in 2020. The longstanding partnership between Saint Luke's and Saint Vincent in support of the residents of Leavenworth County led the Cushing Hospital medical staff to donate these funds to an organization that significantly benefits the local community. Saint Luke's continues to serve the Leavenworth Community at the Cushing Medical Plaza building, with services that include primary care, cardiology, endocrinology, orthopedics, and general surgery consultations.

- **Saint Luke's Hospital of Kansas City's Groundbreaking Centennial**

The history of Saint Luke's Hospital has been one of constant expansion as it has grown to meet the city's needs, occupying multiple locations over nearly 140 years.

In 1914, Saint Luke's Hospital expanded its fourth building, at 11<sup>th</sup> and Euclid, to include 50 patient beds. From this location, our staff fought on the front lines of the 1918 influenza pandemic.

Following World War I, Saint Luke's was partially used as a military hospital for wounded soldiers and sailors returning home from service. This created a need for more beds and another expansion of the hospital.

Even after an expansion to 60 beds, the 11<sup>th</sup> and Euclid location was not large enough. Kansas City needed a new hospital.

On Dec. 20, 1920, a group of citizens gathered on the hill above Mill Creek Parkway to break ground for Saint Luke's current location at 44<sup>th</sup> and Wornall. The new Saint Luke's Hospital opened March 1, 1923, with 150 beds on five floors. The hospital has continued to grow and change over the years, but that original part of building still stands.

On Dec. 20, 2020, we celebrated the 100-year anniversary of the groundbreaking for Saint Luke's Hospital's current location.

## People

- **Melinda L. Estes, MD, serves as Chair of American Hospital Association Board of Trustees**

Selected to the American Hospital Association's (AHA) Board of Trustees in 2018, Melinda L. Estes, MD, President and CEO of Saint Luke's Health System, ended 2020 as chair and has served through 2021 as immediate past chair.

After serving throughout 2019 as the AHA's chair-elect, Dr. Estes began serving as 2020 Board Chair in January 2020, becoming the top-elected official of the national organization that represents 5,000 American hospitals and health systems, advancing health care in America.

In her leadership role with the AHA, she chaired a special task force on Pathways to Recovery, a roadmap for hospitals and health systems as they looked to rebuild the nation's health care system and helped oversee the development of COVID-19 Pathways to Recovery guides to serve as resources for health care organizations and professionals nationwide.

- **Paula Littleton, CPA, MBA, Named CFO for Critical Access Region**

Paula Littleton, CPA, MBA, joined Saint Luke's Health System as Chief Financial Officer for Saint Luke's Critical Access Region, in September 2021. In this role, Paula leads and oversees all

financial operations, programs, and initiatives across the Critical Access Region, which includes Allen County Regional Hospital in Iola, Kansas; Anderson County Hospital in Garnett, Kansas; Hedrick Medical Center in Chillicothe, Missouri, and Wright Memorial Hospital in Trenton, Missouri.

- **Leadership Changes at Anderson County Hospital**

On Aug. 1, 2021, Elmore Patterson began serving as Administrator for Anderson County Hospital in addition to his responsibilities as Administrator for Allen County Regional Hospital. At the same time, Rich McKain left his role as Administrator of Anderson County Hospital to focus solely on overseeing Saint Luke's Health System radiology and outpatient imaging services.

- **Hospital Administrator Elmore Patterson Chosen to Serve on Advisory Committees**

Allen County Regional Hospital Administrator Elmore Patterson was appointed to serve on two health-focused advisory committees. At the federal level, Elmore will serve a one-year term on National Rural Health Association's (NRHA) Rural Hospital Issue Group (RHIG) as part of a collaboration between the Federal Office of Rural Health Policy (FORHP) and the American Hospital Association (AHA). He has also been appointed to the Health Forward Foundation's Community Advisory Committee (CAC), a term that runs through 2023.

- **Capacity Management Leadership Changes**

Denise Mogg, MSN, RN, retired in August 2021 after 25 years with the Health System, most recently as Vice President, Capacity Management, responsible for case management and Care Integration for the Health System as well as overseeing the transfer team and patient throughput. Denise played an instrumental role in our response to COVID-19, as part of the COVID-19 Planning Team. Michelle Rennolds, MSN, RN, CMSRN, was promoted to Vice President, Capacity Management, effective Aug. 29, and is responsible for patient throughput, transfer team, patient placement, Resource Management Center, and Care Integration.

- **Emily Falkenrath Promoted to VP, Quality, Patient Safety, and Regulatory Readiness**

Emily Falkenrath, MSN, RN, CPHQ, CPPS, CCRN, LSSBB, joined Saint Luke's in April 2021 as Director of Regulatory Readiness and in June was named Vice President, Quality, Patient Safety, and Regulatory Readiness. Emily has system-wide responsibility for leading and overseeing the three critical areas of Quality, Patient Safety, and Regulatory Readiness. Ally Saxion, BSN, RN, CMSRN, joined Saint Luke's in August as Director of Regulatory Readiness.

- **Leaders Assume Expanded Neurology roles**

Christine Boutwell, MD, was named Medical Co-Director of Saint Luke's Marion Bloch Neuroscience Institute, as well as Chief of the Department of Neurology. Over the previous two years, Dr. Boutwell contributed valuable leadership and insights in this position in an interim capacity. She will continue to lead our team of nationally renowned neurologists and help shape strategy and vision for this important service line that continues to grow in scope and demand.

Angela Hawkins, MSN, RN, was named Director, Neuroscience Services for Saint Luke's Health System. In this new role, Angela leads and oversees Saint Luke's Health System's neurosurgery operations and strategic initiatives, in addition to leading neurology, stroke, sleep labs, neurophysiology, and neuroscience outreach for the health system. She also oversees Saint Luke's Physician Group neurology clinic sites.

- **Michael Weaver, MD, Retires After 50 Years with Saint Luke's**

Saint Luke's Health System congratulated Michael Weaver, MD, FACEP, FCC, CDM, on his retirement as System Medical Director of the Equity, Diversity, and Inclusion Program and System Medical Director of Clinical Forensic Medicine.

As chair of the Healthcare Equity Council and a member of the Saint Luke's Health System Diversity, Equity, and Inclusion Council, Dr. Weaver was a passionate advocate for advancing health equity and creating a diverse and inclusive community. We are grateful for his leadership in these areas, and we remain committed to building on the strong foundation he laid.

During his tenure, he was the first African American physician to serve as Medical Director of Emergency Services, to have established and chaired a department at Saint Luke's Hospital, and to have become a member of the Saint Luke's Hospital Board of Directors. In addition, he helped establish the Saint Luke's Hospital Missouri Endowed Chair in Emergency Medicine, and oversaw tremendous growth in our Clinical Forensic Program, including securing a grant from the U.S. Department of Justice that helped establish sexual assault response teams across Missouri. His work has been instrumental in our continued LGBTQ Healthcare Equality Leader designation, which eight of our hospitals received in 2020.

- **Jerrie Jacobs-Kenner Retires as President of Crittenton Children's Center**  
Jerrie Jacobs-Kenner, PhD, LCSW, retired from Saint Luke's Health System Aug. 3. We are grateful to Jerrie for her many contributions in her six years with Crittenton—including the past two as President.
- **Mike VanDerhoef Retires as Senior Vice President of Development and Saint Luke's Foundation CEO**  
Michael VanDerhoef retired from Saint Luke's Health System effective March 15. During his tenure, Saint Luke's Foundation was fully integrated into the health system, and his vision was essential in the Westport Today initiative that has revitalized the Plaza Heights neighborhood near Saint Luke's Hospital of Kansas City and Saint Luke's Bishop Spencer Place by bringing new single-family homes to the area. Brian Moore has been serving as interim President and CEO of Saint Luke's Foundation.
- **Randall Thompson, MD, Named President of the American Society of Nuclear Cardiology**  
Saint Luke's cardiologist Randall Thompson, MD, has served as President of the American Society of Nuclear Cardiology (ASNC) for 2021. Dr. Thompson sat on the ASNC Executive Council the past four years and is serving a one-year term as president. The ASNC is an international physician-led medical society organization. Its mission is education and quality for nuclear cardiology and other cardiovascular imaging.
- **Karen Gillespie Named Director of Human Resources for Critical Access Region**  
Karen Gillespie was promoted in early 2021 to Director of Human Resources for Saint Luke's Critical Access Region. She most recently served as Senior HR Business Partner at Anderson County Hospital and Allen County Regional Hospital and played an instrumental role in our efforts to transition Allen County Regional Hospital fully into Saint Luke's Health System.
- **Greg Teale Named VP of Pharmacy Services**  
Greg Teale, PharmD, BCPS, was promoted to Vice President of Pharmacy Services in December 2020, providing oversight of strategic planning and implementation of system-wide pharmacy services and medication use across the continuum. He will also continue to lead our efforts to integrate pharmacists into ambulatory care through collaboration with patient care teams.
- **Lindsey Stringer Named Vice President, Planning**  
Lindsey Stringer, MHA, was named Vice President, Planning, effective in December 2020. She oversees the development of Destination 2025, the system-wide strategic plan that will serve as our roadmap over the next four years. Lindsey also continues to oversee numerous system, service line, regional, and program planning initiatives. The Planning team has been an integral part of our efforts throughout the COVID-19 crisis.



## Commitment to Care

- **Celebration of Giving 2021: A Sincere Thank You and a Change in Plans**

While we had looked forward to resuming our employee giving campaign this year, we recognized that with the ongoing challenges of the pandemic that are impacting our staff, this is simply not the time to add another ask. As a result, we made the difficult but necessary decision to pause our plans for the 2021 Celebration of Giving campaign and instead, simply thank each our employees for all they're already giving. We are grateful to the donors who have generously provided hope and support through a tremendously difficult time—whether by donating to help Saint Luke's continue to provide innovative care, or ensuring that the COVID-19 Emergency Fund and Employee Emergency Fund are available to our friends and co-workers in their times of need.

- **Plaza Art Fair**

Due to the ongoing impact of the pandemic, Saint Luke's Health System scaled back plans to deliver the traditional robust presence at the 2021 Plaza Art Fair. However, as presenting sponsor and an engaged and committed community partner, we created signs for the early fall event with two purposes in mind: supporting Kansas City's art culture and encouraging community members to help stop the spread of COVID-19.

- **Celebrating Diversity**

As part of our deep commitment to diversity, equity, and inclusion, we are proud to provide opportunities for education, discussion, and celebration within our organization and in our community. Throughout the year, we have celebrated Black History Month, Women's History Month, Jewish American Heritage Month, Asian Pacific American Heritage Month, Pride Month, Hispanic Heritage Month, and Native American Heritage Month (also known as American Indian and Alaska Native Heritage Month) with employees internally and through social media. We have shared inspiring stories of history makers and invited employees to join in the conversation through our NewsNow employee app. We have also introduced a monthly calendar sharing major holidays and observances that might touch the lives of our patients and team.

- **Caring with Pride**

Throughout June, Saint Luke's locations displayed banners in support of our LGBTQ patients and staff. Additionally, we provided online training courses for employees to help enhance the care we give our LGBTQ patients.

- **Saint Luke's Doctor Shares Stroke Experience to Raise Awareness**

Joanne Loethen, MD, Saint Luke's Hospital internal medicine resident, shared her story of having a stroke in hopes of saving lives. At 37 years old, Dr. Loethen started experiencing stroke-like symptoms last fall.

Because she knew receiving care in a timely manner is most important during a stroke, she called 911 and was transported to Saint Luke's Marion Bloch Neuroscience Institute.

"It can happen to anyone. Even if you are taking care of yourself and you are very healthy, it can happen to anyone at any time. Recognizing that quickly is my message to others," Dr. Loethen said.

- **Kauffman Center Future Stages Weekend**

In June, Saint Luke's Health System was proud—as premier partner of the Kauffman Center for the Performing Arts—to present the annual Future Stages event, in a virtual format for a second year. The online event offered family-friendly performance videos, youth activities, and one-of-a-kind live-streamed content.

- **Saint Luke's Proud to be Part of SevenDays Movement**

With kindness and compassion at our core, Saint Luke's Health System was proud to again participate in SevenDays®: Make a Ripple, Change the World—seven days focused on spreading kindness. The 2021 events took place over seven different days throughout April. Employees were invited to participate in this community-wide initiative that aims to transform hate and tragedy into a kinder world through small acts of kindness every day.

As part of SevenDays, employees had the opportunity to nominate co-workers for their extraordinary kindness. In just one month, more than 140 employees were nominated. Kim Newton, owner of Alexis Quilts, wanted to honor three employees with quilts for the kindness they demonstrate. Lakisha Lewis, Kristen Stacy, and Jackie Burns were selected for their above-and-beyond kindness, based on nominations from their co-workers.

- **Saint Luke's Virtual AIDS Walk**

Saint Luke's has been part of AIDS Walk Kansas City since its inception, and we were proud to sponsor the 33<sup>rd</sup> Annual AIDS Walk Kansas City, a virtual event held in April. Funds raised stayed in Kansas City. With welcoming ceremonies taking place virtually, participants were then encouraged to walk with family or friends in support of the event.

- **Sexual Assault Nursing Team Recognized by Fort Leavenworth**

Garrison Commander Col. Harry D. Hung and CSM Antoine Jones recognized Saint Luke's Health System's Sexual Assault Nurse Examiner (SANE) team for their hard work supporting the Fort Leavenworth Sexual Assault Response Team (SARC/SHARP) and its patients. During COVID, the Saint Luke's team continued to provide support and education to their patients and families when needed. Saint Luke's has a specialized nursing team whose members work dual roles as nurses and SANE nurses when they are needed. These dedicated Saint Luke's clinicians deploy to areas of the health system when they are called to care for patients who have been sexually assaulted.

- **KC Mayor Quinton Lucas and the City Council Share Support of Saint Luke's SANE Team**

In April, Kansas City Mayor Quinton Lucas and the City Council provided a proclamation for Sexual Assault Awareness Month and the Start by Believing campaign. Mayor Lucas and the city council acknowledged the support sexual assault survivors receive from Saint Luke's and our Sexual Assault Nurse Examiner (SANE) team.

- **Keeping Employees Engaged**

Every year, our Employee Engagement Survey shows us what we're doing exceptionally well, as well as areas where we have opportunities to do even better. Intentionally and strategically, we act on those opportunities, bringing together ideas and engagement from employees throughout the system. This year, we have focused on a different key driver each quarter, with teams throughout the health system developing action plans for each.

- **First Quarter:** Employees of Saint Luke's are treated with dignity and respect
- **Second Quarter:** Having opportunities to participate in decisions that affect one's work
- **Third Quarter:** Saint Luke's has a work environment that allows employees to grow and develop
- **All Year:** Specific areas each department selects to focus on

- **Discussion on a Year Like No Other—‘What Taught You the Most in 2020? What Did You Learn?’**

Some of the lessons that have the biggest impact on us come from teachers who demand the most from us—and the lessons aren’t always easy to learn. The lessons of 2020 were certainly not easy and affected us at work, at home, and in our community—and they have shaped what we do and the conversations we have. Saint Luke’s invited employees to take part in a discussion, led by Nikki Beard, Director of Strategic Diversity Initiatives, focusing on the important events and lessons of 2020.

- **A Season of Hope at Crittenton Children’s Center**

This past holiday season, Saint Luke’s Hospital of Kansas City Crittenton Children’s Center held its first-ever outdoor and socially distanced holiday lighting ceremony. The evening included carolers, cider, and the kids’ anticipation of the lights turning on.

In the middle of it all was George Wandick, BSN, Behavioral Health Clinical Coordinator at Crittenton, holding up his phone—capturing the countdown live so the teens in the residential program who couldn’t go outside were still part of the fun—kids being kids. Creative Displays of KC helped with the lighting to offer the kids something special.

Even in a most challenging year—and with hundreds of additional children and teens in Crittenton’s foster care program—the kids’ Adopt-An-Angel wish lists were covered in a heartbeat. With the community’s support, 501 children in our residential, foster care, and home-based programs were ‘adopted’ for Christmas. We collected over 5,000 individual gifts in addition to hundreds of general donations and stocking stuffers. This number represents a 70% increase from the previous year.

Also during this time, 20 children achieved permanency or were adopted as part of National Adoption Day.

- **Saint Luke’s Health System Joins Top U.S. Hospitals to Encourage Everyone to #MaskUp**

In November 2020, many of the nation’s top hospitals and health care systems came together with an urgent plea for all Americans to mask up and help stop the spread of COVID-19 cases.

- **Announcing ‘Health News You Can Use’**

In October 2020, we were proud to announce our new weekly virtual discussion featuring Saint Luke’s experts, *Health News You Can Use*. This online program takes an in-depth look at health stories making headlines or important developments in the Kansas City area.

- **Saint Luke’s Announces Living Wage Adjustment**

In November 2020, Saint Luke’s implemented a base minimum hourly wage of \$15. With this permanent change to our pay scale, Saint Luke’s far surpassed the federal and Kansas minimum wages of \$7.25 per hour, the Missouri minimum of \$9.45, and even the 2018 Missouri referendum that will raise wages to \$12 per hour by the year 2023.

“This is our Saint Luke’s commitment *in action*. This is our promise to care for those who do so much to care for others; those essential team members who consistently ensure a safe, sanitary, and comfortable environment for our patients and staff,” said Saint Luke’s Health System President and CEO Melinda L. Estes, MD. “These invaluable employees deserve a livable wage and we are gratified that we are now able to make this possible, especially in the face of such a trying year.”

## Technology and Innovation

- **KC Doctors Use New Heart Valve That Could Eliminate Open-Heart Surgery for Some**

Saint Luke's and Children's Mercy were among the first to use a newly improved heart valve that doctors called revolutionary. This life-changing new procedure is being performed in Kansas City and will likely eliminate the need for open-heart surgery for many patients.

"In the past, the surgery would have to open up the chest, dissect out the heart, cut into the pulmonary artery, and basically sew in the new valve," said Anthony Magalski, MD, cardiologist at Saint Luke's Mid America Heart Institute, about the new Harmony Transcatheter Pulmonary Valve by Medtronic. "The valve hooks into the side walls of the artery so it's stuck in place."

This new surgery and valve have a faster recovery time and less risk for complication.

- **Doctors Use 3-D Printer to Help Remove Tumor from Blue Springs Teen**

Fourteen-year-old Kwenten Lee lived for years with what he believed to be bad allergies. His sinus pressure and trouble breathing were actually signs of a tumor behind his nose. Kwenten came to Saint Luke's where doctors used a special 3-D printer to create a mold of his skull to better visualize the complex tumor.

Coleman Martin, MD, and Vidur Bhalla, MD, used 3-D printing technology to safely remove the tumor, ultimately helping Kwenten breathe easier and return to his active teenage lifestyle.

"We were able to understand at a much deeper level the exact 3-D shape of this tumor," Dr. Martin said.

- **Sanjaya Gupta, MD, Featured in Epic Article**

Epic talked to Sanjaya Gupta, MD, cardiologist at Saint Luke's Mid America Heart Institute about how Saint Luke's improved arrhythmic drug monitoring using decision support. To help patients who are hospitalized for atrial fibrillation, a common heart rhythm abnormality, and return home to continue their recovery as soon as possible, Saint Luke's Health System gives physicians guidance in Epic, our electronic medical record, as they determine whether a patient is a good candidate for these medications. They've now shortened the average length of stay by nearly two days.

- **Metro Man with Chronic Disease Avoids Amputation Thanks to New Trial Procedure at Saint Luke's**

Harold Spillman lives with a complicated vascular disease that causes blockage of arteries that prevent blood flow between his heart and his feet. Spillman walked with crutches and felt constant numbness and pain in his legs. He was eventually told by doctors that amputation was his only next option. After being connected to top doctors performing cutting-edge trials of a new procedure in Cleveland and at Saint Luke's, Spillman was on a journey to avoid amputation. The new procedure, known as LimFlow, saved his legs. Saint Luke's is the only hospital in the area that is offering this new treatment.

- **Saint Luke's East Hospital Opens Medical Observation Unit**

Saint Luke's East Hospital has been expanding its health care footprint in Lee's Summit since 2007. In February 2021, the growth continued with the opening of a new Medical Observation Unit, which combined technology and clinical expertise to offer an exceptional experience for patients who require additional monitoring.

The new unit was designed to improve throughput across the hospital and positively impact care for patients admitted via the Emergency Department, directly from a physician's office, or those

needing placement post-surgery. Patients requiring observation often need additional recovery time, IV medications, or further diagnostic testing before being discharged home.

- **Saint Luke's Receives 2020 Digital Health Most Wired Recognition**

The College of Healthcare Information Management Executives (CHIME) released their 2020 Digital Health Most Wired recognition, with Saint Luke's receiving special recognition in two categories.

The CHIME Digital Health Most Wired program conducts an annual survey to see how effectively health care organizations use advanced technologies in their clinical and business programs to improve health and care in their communities.

Every participant is certified at a level ranging from 1-10. This number represents achievements in IT and the adoption, integration, and impact of technology in a health system. Saint Luke's Health System achieved Digital Health Certified Acute Level 7 and Digital Health Certified Ambulatory Level 8. With a Level 8 achievement, we also received the Quality Award.

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



It continues to be a privilege for me to serve you as the Secretary of the Diocese. I am grateful for the trust that the members of the Convention showed in electing me to this position.

In my role as Secretary of the Convention, I report that the greetings of the 2020 Convention were extended to those persons named in the Courtesy Resolutions passed by the Convention. I would also report that plans are in process for holding the Diocesan Convention electronically this year. I wish to thank the members of the Diocesan Staff for their work in making this possible.

In my role as Secretary of the Diocesan Council, I have prepared the following summary of the actions taken by the Diocesan Council since the 2020 Convention. The minutes of Diocesan Council meetings are available at <https://www.diowestmo.org/our-work/diocesan-council-minutes-and-audits.html> after the Council has approved the minutes of the meeting.

The meetings of the Diocesan Council save the August 2021 were held via Zoom due to COVID-19 health regulations. The August meeting was a hybrid meeting, with some meeting at St. Mary Magdalene, Belton, and others attending via Zoom.

Yours in Christ,

Curtis D. Hamilton  
Secretary of the Convention

## December 12, 2020

- The members of the Diocesan Council and the Standing Committee met for discussion per the requirements of the diocesan canons. Fr. Galen Snodgrass was elected as Vice President of the Diocesan Council.
- Fr. Galen Snodgrass was elected as Vice President of the Diocesan Council.
- Fr. Joe Pierjok was elected as the at-large member of the Executive Committee.
- A recommendation from the Finance committee that income from forgiven Payroll Protection Program loans be exclude from the calculation of diocesan assessments was adopted.
- Housing allowances for clergy paid by the diocese were approved.
- A motion to authorize Bishop Field to sign contracts for the 2021 Diocesan Convention to be held in Springfield was approved.

## February 13, 2021

- The Diocesan Council and Standing Committee met together for an Annual Retreat. No business session of the Diocesan Council was held during this meeting.

## April 10, 2021

- An expenditure related to payment of a legal bill for work on a filing in the Boy Scouts of America bankruptcy was approved.
- The 2021 Plan for Ministry (PfM) was adjusted to provide additional money to on the Christian Formation line item to fund the Everything Holy project.
- The Council entered executive session to discuss personnel matters.

## June 12, 2021

- Bishop Field reported the Jamillah Duckett had been named Events Coordinator for the diocese.
- The Council accepted the auditors' report on the Audited Financial Statements of the Administrative Segment of The Diocese of West Missouri for the year ended December 31, 2020. An unqualified ("clean") audit was received.
- A recommendation from the Finance Committee that the diocese apply for the Diocesan Relief Fund Grant from the Episcopal Church was adopted.

- A grant from the Congregational Development Grants line item of the 2021 PfM to St. Matthew's, Ozark was approved upon recommendation from the Finance Committee.
- The Council entered Executive Session to discuss personnel and legal matters.
- The Council authorized a renewal of the lease on the Springfield Apartment for one year.

### July 27, 2021 (special meeting)

- The council met in executive session to a personnel matter.

### August 14, 2021

- The Council entered Executive Session to discuss legal and personnel matters.
- The Council adopted a recommendation from the Finance Committee to extend the period of zero percent (0%) interest on current and future Expansion Fund loans indefinitely.
- The Council reviewed a draft of the 2022 PfM.
- A motion to pay the expenses of Bishop Field to attend the House of Bishop's meeting on September 21-23 was approved. (This vote was held via email between meetings.)
- Upon nomination by Bishop Field, Fr. Tim Coppinger (St. Paul's, Lee's Summit) and Mtr. Kary Mann (Trinity, Independence) were elected to the Commission on Ministry to fill vacancies with terms expiring after the 2022 Diocesan Convention.
- A motion to engage Ministry Architects to consult with the Youth Ministry department was approved.

### October 9, 2021

(Note—the minutes of this meeting have not yet been approved)

- A motion was to adopt a recommendation from the Diocesan Staff that a contract with Summer One for information technology services was approved.
- The recommendation of the Finance Committee to adopt the 2022 PfM the Convention Edition of the 2022 PfM was approved.



- A grant from the Congregational Development Grants line item of the 2021 PfM to Church of the Resurrection, Blue Springs, was approved upon recommendation from the Finance Committee.
- A recommendation from the Human Resources Committee to approve the 2022 Medical Trust Plan Selection and the Minimum Clergy Compensation Schedule was adopted. (This vote was held via email between meetings.)
- The Diocesan Council determined that the upcoming Convention Eucharist offering be split, with 50% going to the ordinand's discretionary fund and 50% going toward Ministry Migration programs through Episcopal Migration Ministries.
- The recommendation of the Assessment Review Committee to provide assessment relief to five congregations was approved. The congregations given the relief and the amount of the relief are

○ St. Mary Magdalene, Belton	\$16,162.00
○ St. Anne's, Lee's Summit	8,061.00
○ St. Alban's, Bolivar	1,546.00
○ Grace Church, Liberty	16,804.00

Total relief	\$42,573.00
--------------	-------------

Total line item from 2021 Plan for Ministry	\$83,354.00
---	-------------

- The recommendation of the Finance Committee to extend the zero percent (0%) interest rates for Expansion Fund Lines of Credit through June 2021 was approved.
- The recommendation of the Finance Committee to adopt the 2021 Plan for Ministry dated October 6, 2020 as the Convention Edition of the 2021 Plan for Ministry was approved.
- The recommendations of the Human Resources Committee for 2021 minimum clergy compensation levels and medical insurance plans were approved.
- The recommendation of the Finance Committee to approve an expenditure of up to \$3,500.00 for the Communication Department to purchase equipment to allow for live streaming of diocesan events was approved.
- A motion that the Diocesan Convention will be held at church facility or facilities within the Diocese on a day or days to be selected by the Provisional Bishop in consultation with the Diocesan Council and Standing Committee was passed.

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



*We, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us. Romans 12: 5-6*

We are blessed to have a variety of ministries and projects in the southern deanery, even though we had hurdles, and anxieties along the way due to the continuation of our situation with COVID19. But I am grateful to report that our churches, ministries, and clergy have done a wonderful job of caring for the needs of the community setting an example that nothing can stop us from living our Baptismal Covenant.

### The Ministry of The Budget Assessment Committee

The grant committee of the Southern Deanery approved fourteen grant requests. This short report shows you the amount of money we distributed to each congregation for their ministries including St. Anne's, Lee's+ Summit, which is not in the Southern Deanery.

1	<b>Bolivar, St. Alban's in the Ozarks</b> St. Alban's serves a community that is searching for a God who is loving, welcoming, and liberating. We are surrounded by the members of Southern Baptist, Assemblies of God churches in Bolivar. We provide the people of our small community a place to gather, worship, and fellowship without being judged for being who they are. 2020 had been a difficult year for all of us because of the Pandemic. We found ourselves not equipped to handle the technological demands of 2020 and beyond to meet our call to Evangelization and Christian Formation. We want to catch up to the demands of the time and install a live-streaming system that can handle the demands of our small congregation here in Bolivar so that we can conduct worship, prayer, preaching, and teaching online on Sundays and other days of celebration now and even after we gather, so we reach a larger community around us. To equip our small congregation with everything that is necessary to meet this goal, we need a good computer, a web camera, and condenser microphones to create a live streaming setup so that	\$2,000
---	--	---------

we can go live from our church to our larger community around us on Sundays and other days.

2      **Branson, Shepherd of the Hills**      **\$ 1,000**

The Branson congregation has served meals on Tuesday nights every week at 6pm to members of our community. During the time of the pandemic, we served distanced to-go meal for several months until certain factors caused us to close. We are planning to begin serving meals again as soon as it is safe to do so. Our guests have included a wide variety of God's people including the homeless, our neighbors, and people from the senior center.

3      **Camdenton, St. George**      **\$ 3,500**

Install a prayer labyrinth which will be utilized by our community (churched or unchurched) and the surrounding churches and church groups. Mtr. Laura has already met with several pastors (both denominational and non-denominational) in the area that want to participate in a community prayer movement that includes a website to support it. This prayer movement is designed to be ecumenical so that we can demonstrate that God has no division among his children. We plan to advertise the opening of the labyrinth during our Dogwood Festival which will include radio interviews, a newspaper article (or more), and the public launching of our prayer website. We have had television news crews come down from Jefferson City in the past and will try to also have this publicity. We have already designated some funds to this project, yet we feel strongly that the labyrinth needs to be American Disabilities Act (ADA) compliant, so that we provide accessibility to all people regardless of their race, creed, or physical condition. This means that the best solution for this accessibility is to create our design on pavement with a sidewalk to the entrance. And, in our search for contractors to help with our vision, we discovered that the concrete foundation would cost nearly \$20K as we will need to level the site before the concrete is poured. Plantings,

paint, sealer, and furnishings we have estimated to be an additional \$2,000. We already have donations which include cement benches, an arbor bench, bird baths, statues, and a water fountain.

4

**Lebanon, Trinity****\$3,500**

Our project is direct support of Project 360 Youth Services in Lebanon MO. They maintain a resource center for homeless and at-risk teenagers. They have served over 600 teens since they opened in 2015, offering them resources, including counseling, to help them overcome their challenges to achieve a successful adulthood. We have members service on the board of directors, and as volunteer mentors to these youth and providers of hot meals for the youth on a regular basis. All funding has been used for direct client services and no salaries are paid by these requested donated funds.

5

**Monett, St. Stephen's****\$3,250**

Tri-County Pregnancy Resource Center. The Center's vision is to be a pro-life voice of biblical believers working together to create a culture of strong families. They offer free and confidential resources such as pregnancy tests, limited ultrasounds, counseling, educational classes such as parenting, fatherhood and abstinence, material goods and referrals to other related helpful agencies and support groups.

Scott Regional Technical Center. SRTC is a shared time career and technical educational school that on average has about 500 students in attendance. SRTC has 16 career and technical educations programs helping to prepare students with disabilities to obtain meaningful career-related employment. We have for the past couple of years provided the teachers and staff with a deli-style lunch to express our admiration and thanks for the job they do with these special children.

Lutheran Braille Workers. This is the largest Christian ministry in the world that provides braille and specialized large print bibles free of charge for people who are blind or visually impaired. St. Stephen's still has at least one parishioner, Linda Schelin, that volunteers with the local group.

Children's Center. The center provides victim assistance services for sexually abused and/or physically abused children, ages birth through 17, and their families. Victims and families can benefit through consistent and prompt follow-up to abuse reports, crisis intervention, consistent and compassionate support for the child and family, as well as referrals to professionals with expertise in specialized fields.

**6 Ozark, St. Matthew's \$1,500**

St. Matthew's has a feeding ministry providing meals to everyone on Wednesday evenings. We also have a small pantry from which we provide limited non-perishable foods to anyone in need. We are working to make this as environmentally friendly as possible using bio-degradable plates and cup. Due to the COVID 19 pandemic we have closed down our in-person meals and we have given the grant money to Least of These, the Christian Co. food pantry.

**7 Springfield, Christ \$500**

Our project is to set up a stable network connection to allow for the live streaming of Sunday services at Christ Episcopal Church. We have the equipment to record and sync audio and video and a high-speed internet plan, but we will need additional cabling installed to our sacristy to allow for a hardwired connection to a laptop that will broadcast our stream.

**8 Springfield, St. James' \$ 2,000**

Red Door Ministries and Online Presence is an outreach and evangelization hand of St. James. Red Door Podcasts and Online Ministries reach far and

wide through our podcasts and streaming services. So far, we have tracked listenership for our programs from 19 countries. The analytics show that we have an average daily attendance of prayer, bible study, and retreats of 35 people on weekdays and over 150 people on weekends.

9	<b>St. Anne's, Lee's Summit (Migration Ministries)</b>	<b>\$4,250</b>
---	--	----------------

10	<b>Springfield, St. John's</b>	<b>\$3,500</b>
----	--------------------------------	----------------

PROJECT: FEED HUNGRY CHILDREN IN OUR COMMUNITY WEEKEND FOOD BACKPACK PROGRAM AND STAR STORE AT BOWERMAN ELEMENTARY SCHOOL St. John's church has been providing food for the children of low-income families in our vicinity. Of nearly 300 students at Bowerman Elementary School, 90% participate in the free or reduced-price lunch program. Students of color comprise 21% of the school. Bowerman is located nearby St. John's Church and a number of parishioners attended. Our request is in support of Ozark Food Harvest's wonderful monthly backpack program, in which Bowerman School in our parish's neighborhood is a major participant. The bags include food for six meals and two snack items plus beverages. A second meaningful project is the school's Star Store, where pupils can benefit from good attendance and other appreciated positive behavior to obtain "credits" to acquire snacks and other valued items to enhance their daily life.

## Southern Deanery Clericus

Southern Deanery Clergy met once a month and most of our gatherings online were pretty well attended, even though we regret that not many of our bi-vocational clergies were able to attend them as often as they would have liked.

We are grateful for the ministry of Fr. Tim Coppinger who left for St. Paul's in Lee Summit. We are grateful to Fr. Ken Chumley, Christ Church, Springfield; Fr. Frank Sierra at St. Phillips, Joplin; Fr. Ross Stuckey, Shepherd of the Hills, Branson; Mother Paula Lively, St. Stephen's, Monett, for their services in the Southern Deanery. We wish them God's blessings as they have retired from these congregations they served for years. We are delighted to welcome Fr. Jim Harris,

West Plains. Mother Cathy Cox is now Priest-In-Charge at St. Alban's, Bolivar, even though she had been doing this ministry without a title for a very long time. We are happy to have Fr. Bob Seney as the new Priest-In-Charge at Shepherd of the Hills in, Branson. We also have several people in discernment for Holy Orders from Southern Deanery Congregations and we are blessed to raise up more people to ministry.

We are also heartbroken for the illness of Fr. Steve Wilson, Rector at Grace Church, Carthage, but grateful to God for the faith, grace, and example he is to us, even in his suffering.

However, we do have ongoing challenges considering the COVID19 restrictions and reconfiguration of our ministry in this new world we are in. Every clergy and lay leader in our congregations are learning to adjust to the new reality and invent new ways of reaching out and keeping the community healthy.

Respectfully submitted by  
The Very Rev. Jos Tharakan  
Dean, Southern Deanery of the Diocese of West Missouri.

# Annual Convention Report

The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



## Resident Census

Recently we averaged 92-95 residents; split between ~23 in Assisted Living Facility (ALF) and ~70 in Skilled Nursing Facility (SNF includes memory care). On any given day, about 93 people call St. Luke's "home." Generally speaking, our breakeven point is ~100 residents but we prefer to be at 110+, provided we can adequately staff to provide exceptional care.

## Financial

St. Luke's is a non-profit ministry. Operationally, August 2021 was considered breakeven (\$4K surplus), and three months (Jun-Jul-Aug) was slightly below (<\$12K>). We are thankful for breakeven and any surplus allows for flexibility in the ministry.

## COVID

In the past 3 weeks, there have been zero COVID cases in the building – staff or residents. We are allowing both indoor and outside visits. ALF residents may receive visitors in their rooms. Two "visitation rooms" have been set-up for SNF residents. Visitors must register upon entering the facility and follow all COVID protocols and guidelines. SNF visitors should call in advance for an appointment. Jasper county is switching the COVID tracking metric from positivity rate to transmission rate. The recent positivity rate of ~8.1% meant once a week testing of non-vaccinated employees but now the recent and higher transmission rate - ~109 - mandates twice a week testing. These metrics are county-wide.

## Staff

We are blessed with a dedicated and caring staff. Recently, we have been able to fill 1 LPN position, 2 CNA positions and the DON position. We also have a plan to fill the CDM position with an internal candidate. When necessary, we have been able to bridge scheduling gaps using a combination of overtime and agency (temp) employees. Openings remain for 1 LPN, 2 CNAs and 2 CMTs at minimum.

## BOD

We anticipate filling the vacant board seat left by a recent resignation during the October board meeting. The Nominating Committee has been asked to continue seeking qualified candidates to fill other available board seats.



## Initiatives

Three initiatives underway worth mentioning:

- **Sustaining Life at St. Luke's Committee (SLC)**

SLC is about open dialog and relationship building. The SLC tries to meet weekly, at the facility (outside) during the workday. Participation is entirely voluntary and subject to ongoing work requirements. There is no agenda other than to be present, listen and exchange ideas for building the community of St. Luke's. All are welcome.

- **Policy Work**

An ongoing effort to review and update policies. A Pet Policy was recently put in effect. We are now working on a Van policy with an initial draft review scheduled for the October board meeting. Future work will be 'as needed,' but we expect revisions to the employee handbook.

- **Capital Projects**

Upcoming capital projects include replacing the one of the kitchen HVAC units and upgrading the computer server (includes switching to a new support provider). The server support change will take place within the month and the new server should arrive before the end of the year. We are taking advantage of the cooler fall weather to explore options for the HVAC unit as this will be a significant expense for the ministry.

Respectfully submitted

Kevin Johnson

President, St. Luke's Board of Trustees

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



The work of the Standing Committee (SC) in 2021 has been largely focused on the episcopal transition and selection of a bishop provisional including, but not limited to the following.

- Coordinating plans and details related to the duties that the SC would have as the ecclesiastical authority beginning on September 13.
- Coordinating with the Presiding Bishop's office (especially Bishop Todd Ousley, Director of the Office of Pastoral Development) on the selection of a bishop provisional.
- Supervising and assisting the diocesan staff.
- Many hours of detailed planning for the Convention, for which the staff and the Secretary of the Diocese, Mr. Curtis Hamilton, were invaluable.

### January

- The Standing Committee (SC) joined the Diocesan Council (DC) in retreat

### February

- Consented to the diaconal ordination of Michael Johns.
- Wrote an outline for the process of episcopal transition.
- Began plans for an event to honor Bishop Marty and Donna Field for his ten years as bishop diocesan.

### March

- Consented to the diaconal ordination of Ryan Wiksell.
- At a special meeting on March 22, we informed Bishop Field that we did not intend to maintain Fr. Steve Rottgers as Canon to the Ordinary of this diocese following the end of Bishop Field's episcopacy, at which time the SC would be the ecclesiastical authority.

## April

- Members of the SC began to engage with Diocesan staff in the planning of the 2021 convention.
- Consented to the presbyteral ordination of Isaac Petty.

## May

- Approval of the disposal of real property by Grace, Liberty.
- Consented to election of The Reverend Canon Ruth M. Woodliff-Stanley as bishop diocesan for South Carolina.

## June

- Decision made to retain remainder of the Diocesan staff.

## July

- SC interviewed candidates for bishop provisional.
- After a period of prayer and reflection, the SC nominated The Rt. Rev. Diane Jardine Bruce to serve as bishop provisional pending ratification of Resolution #1 (selection of a bishop provisional) at the 2021 Diocesan convention.

## August

- Approval of the presbyteral ordination of Ryan Wiksell

## September

- SC members conducted Ember Day conversations with postulants for holy orders.

## October

- The SC met in person with Bishop Bruce in Kansas City

# Annual Convention Report

## The 132<sup>nd</sup> Annual Convention of The Diocese of West Missouri



For the year 2021 we had planned events that could be done both in-person, with proper safety precautions, and digitally. We were able to gather for a handful of regional events that utilized the outdoors. We believe we are still in a position of caution with in-person events that involve the indoors due to vaccination availability of the ages we serve. We have struggled to have participation with teens on Zoom events, not unlike others across The Episcopal Church. As we began to plan for 2022, it became apparent that we are in a position we haven't been in since the hiring of Kim Snodgrass.

The Diocese of West Missouri Youth Ministry is in a position to reimagine the vision, goals, and what success means for the future. Coming out of the pandemic, we are ready to reinvigorate ministry to students through the Episcopal church. The youth program is hoping to broaden its reach and increase its effectiveness in ministry at the same time. Because of this, we have partnered with Ministry Architects. Ministry Architects is a team of almost 90 pastors, teachers, executives, youth workers, children's pastors, writers, and professors. They're fanatical about results and helping ministries find clear direction and sustained momentum backed up by properly aligned resources. Ministry Architects has partnered with nearly 1000 ministries from 33 different denominations. They are currently working with The Episcopal Church to reimagine The Episcopal Youth Event.

By working with Ministry Architects, we hope to achieve the following:

- A Long-Term Vision that defines the mission, values, and goals of The Diocese of West Missouri in a way that aligns and inspires all those contributing to the youth ministries across the diocese, whether staff, volunteers, parents, or youth and guides the development and planning of diocesan events to support the mission.
- A Strategic Plan for Empowering the Youth Ministry Commission that both inspires the commission and supports the ministry coming out of the diocese for young people.
- Stronger Connections among children's, young adult, and adult ministries throughout the diocese that allow for seamless transitions, and collaborative support of ministries and events throughout the diocese.
- Ongoing Support for Ministry Leaders at the parish level as they build ministries to serve the youth and their families in their local congregations.

- A More Robust Marketing Plan that ensures that all youth, parents, and leaders throughout the diocese are informed and inspired to participate and support the programs and events offered.
- Implementation Support to guide the diocesan staff and lay leaders through the creation of sustainable systems and processes that results in a solid foundation on which the ministry can thrive.

In order to achieve the goals above Ministry Architects will partner with us on these 5 actions:

1. An evaluation of the diocesan youth ministry based on survey results from leaders, parents, staff and youth identifying ministry systems that are strong and those that need some shoring up, resulting in recommendations and a six-month timeline.
2. An onsite Vision Summit resulting in a mission statement, core values, and three-year goals with one-year benchmarks.
3. A game plan for empowering the Youth Ministry Commission resulting in a team of leaders who are inspired to lead, develop, and implement engaging support, programs, and events for the young people of The Diocese of West Missouri.
4. A Multi-ministry Integration plan resulting in strong communication among children's ministry, youth ministry, young adult, and adult discipleship ministries and fostering collaboration across all ministries so that transitions are seamless, and each ministry feels supported in a way that allows leaders to thrive and ministries to grow together.
5. Executive coaching for the Assistant to the Bishop for Youth Ministry Development for the duration of the project focused on leading the Youth Ministry Commission, development of events and programs in response to the mission, values, and goals developed during the vision summit.

Submitted by

Josh Trader, Assistant to the Bishop for Youth Ministry Development



**ADOPTED**  
by the 132<sup>nd</sup>. Annual Convention  
November 6, 2021



THE *Episcopal* CHURCH IN  
**WEST MISSOURI**

# 2022

## Plan For Ministry

New Life — The Episcopal Church in West Missouri



# From the Treasurer

It is my privilege to serve as your diocesan treasurer. I am pleased to report that your diocese is in good financial shape. Our long-term investments have grown significantly due to favorable financial markets. Remarkably, overall operating revenues for our 47 churches are down only slightly year over year, despite the socialization challenges of COVID-19. Diocesan expenses have been under budget largely due to reduced travel and in-person programs.

As mentioned above, our apportionment revenue will be down about 4% or \$30k. However, our standard 5% draw on long-term investment assets will be up \$84k or 13%. We anticipate that the compensation package for our prospective Bishop Provisional will be higher than Bishop Marty's package, but this will be more than offset by other personnel cost savings due to retirements and two position eliminations. This budget incorporates a 1.5% cost of living increase and a 6% increase in healthcare insurance.

The Plan for Ministry 2022 is not remarkably different from the Plan for Ministry 2021. In my opinion, there are several reasons for this.

First, the diocesan leadership has been in transition with the announced resignation of Bishop Marty at convention in 2018 and the anticipated approval of a Bishop Provisional at this year's convention.

Second, the unfolding of the pandemic and the delta-variant surge drove a conservative approach to both the Plan for Ministry 2021 and 2022; and argue for continuing conservation of resources.

Lastly, our operating-expense savings due to reduced travel and programing have bolstered our reserves for post-pandemic ministry. Maintaining a reserve seemed prudent, given that we have not known how the crisis would play out in its impact on our congregations, parishes, and the diocese.

Understandably, there is concern that we are lacking a fresh, go-forward sense of our mission as a diocese. The reasons above explain much of this, but your Diocesan Council, working with our Bishop Provisional, clergy, and congregations, 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 Marty for their advice and counsel.

Tom Kokjer

Treasurer, The Diocese of West Missouri





## Operating Income Summary

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b>Operating income for all programs</b>				
A. Congregational Covenanted Portions ( <i>see page 4</i> )	1,219,955	1,229,784	1,196,561	
<i>Subtotal: A. Congregational Covenanted Portions (see page 4)</i>	1,219,955	1,229,784	1,196,561	60.40%
B. Investment Income ( <i>see page 5</i> )				
1. Unrestricted Investments				
a) Remfry & Shank Trusts ( <i>not included on page 5</i> )	188,163	180,000	180,000	
b) Investments in DFMS Trust Funds	164,497	278,916	345,956	
c) Unrealized Gains (Losses) from DFMS	71,059	-	-	
2. Campus Ministry Fund	10,000	10,000	10,000	
3. Expansion Fund	36,571	71,174	88,915	
4. Youth Ministry	35,411	34,171	41,363	
5. Education & Training				
a) Continuing Education	452	984	1,253	
b) Seminary and BKSM Training	19,981	19,997	24,255	
6. Mission Work				
a) International Mission Work	2,195	2,200	2,668	
b) Rural Mission Work	30,870	30,927	16,310	
7. Hispanic Ministry	638	639	775	
<i>Subtotal: B. Investment Income (see page 5)</i>	559,837	629,008	711,495	35.92%
C. Reserves & Council Designated Funds				
1. Diocese Wide Hispanic Ministry	4,355	4,355	4,355	
<i>Subtotal: C. Reserves &amp; Council Designated Funds</i>	4,355	4,355	4,355	0.22%
D. Other Income				
1. Northeast Episcopal Regional Ministry Assessment	7,843	-	-	
2. Episcopal Churches of the Ozarks Regional Min. Assess.	52,800	52,800	42,000	
3. South Youth Network Assessment	-	-	-	
4. Cost Sharing Income (ELCA)	22,000	24,000	24,000	
5. Miscellaneous Income	1,416	2,500	2,500	
<i>Subtotal: D. Other Income</i>	84,059	79,300	68,501	3.46%
<b>Total operating income for all programs</b>	<b>1,868,207</b>	<b>1,942,447</b>	<b>1,980,911</b>	<b>100.00%</b>

### 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 Ministry will be for that designated purpose in 2022.

**Section D) 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 D4) 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.

## Congregational Covenanted Portions -- 2022

Parish or Congregation Name	2016 Operating Income	2017 Operating Income	2018 Operating Income	2019 Operating Income	2020 Operating Income	Calculation Base for 2022	2022 Covenanted Portion
Skidmore, St. Oswald's	2,233	2,835	3,548	3,480	6,251	4,866	512
Mt. Grove, Transfiguration	8,426	10,557	7,565	9,046	3,521	3,521	370
Savannah, St. Mary's	6,600	12,313	10,410	9,876	21,925	15,901	1,673
Clinton, St. Paul's	8,575	14,732	10,182	11,673	8,238	8,238	867
Trenton, St. Philip's	15,122	10,805	12,435	11,514	6,013	6,013	632
Fayette, St. Mary's	16,063	15,139	13,317	16,132	13,049	13,049	1,373
Boonville, Christ	19,015	15,221	20,398	19,085	14,105	14,105	1,484
Cassville, St. Thomas a Becket	20,504	16,916	28,211	22,842	23,074	22,958	2,415
Noel, St. Nicholas'	15,127	26,384	21,830	24,198	18,136	18,136	1,908
Neosho, St. John's	26,492	23,582	26,476	25,349	17,955	17,955	1,889
Monett, St. Stephen's	33,048	36,460	35,018	27,223	22,602	22,602	2,377
Bolivar, St. Alban's-Ozarks	33,134	31,768	37,669	29,392	25,767	25,767	2,710
Lexington, Christ	38,602	33,618	38,224	36,453	31,113	31,113	3,273
Kimberling City, St. Mark's	55,734	56,043	58,108	38,254	43,916	41,085	4,322
Harrisonville, St. Peter's	50,224	44,157	40,018	38,711	36,824	36,824	3,873
Ozark, St. Matthew's	29,294	37,586	39,168	39,122	40,037	39,580	4,163
Ex. Springs, St. Luke's	63,546	66,279	43,000	51,901	49,735	49,735	5,232
Chillicothe, Grace	73,194	68,046	68,021	49,277	65,832	57,555	6,118
Branson, Shepherd Hills	51,120	51,364	55,926	57,450	53,954	53,954	5,709
Nevada, All Saints'	65,550	68,110	66,617	61,276	63,304	62,290	6,657
Camdenton, St. George's	105,292	81,524	77,444	65,008	65,008	65,008	6,966
Warrensburg, Christ	56,541	62,029	63,392	68,780	67,121	67,121	7,206
Indep., St. Michael's	100,918	88,889	74,766	69,161	60,636	60,636	6,469
Raytown, St. Matthew's	97,603	85,183	83,810	71,754	62,821	62,821	6,717
West Plains, All Saints'	52,656	58,466	60,415	85,191	74,661	74,661	8,063
Lebanon, Trinity	62,985	74,384	73,108	76,300	78,000	77,150	8,346
Independence, Trinity	127,309	119,437	113,120	115,812	105,119	105,119	11,569
Lee's Summit, St. Anne's	130,623	138,296	128,905	117,326	101,088	101,088	11,077
Sedalia, Calvary	101,353	115,804	120,356	138,463	131,098	131,098	14,744
Lee's Summit, St. Paul's	171,289	186,497	143,432	137,277	122,953	122,953	13,748
Liberty, Grace	211,523	208,998	170,543	147,959	150,336	149,148	16,949
KC, St. Augustine's	109,177	112,021	141,023	156,854	142,880	142,880	16,183
Belton, St. Mary Magdalene	117,049	243,592	150,536	165,403	182,041	173,722	20,355
St. Joseph, Christ	199,963	172,288	194,578	178,976	152,967	152,967	17,466
Blue Springs, Resurrection	169,097	200,234	163,757	196,796	167,291	167,291	19,460
KC, St. Mary's	220,843	193,214	171,928	200,214	204,725	202,470	24,356
KC, St. Peter & All Saints'	309,826	297,757	209,597	216,571	324,448	270,510	33,827
Joplin, St. Philip's	214,158	186,853	209,807	217,219	176,914	176,914	20,799
Springfield, St. James'	167,739	183,907	236,054	259,371	244,485	244,485	30,204
KC, Good Shepherd	253,042	224,699	241,777	268,963	231,908	231,908	28,454
Springfield, St. John's	238,775	252,649	257,158	273,931	242,959	242,959	29,992
KC, Redeemer	334,738	362,667	394,500	395,916	307,665	307,665	38,998
Carthage, Grace	451,287	434,476	486,567	493,142	464,383	464,383	60,811
KC, St. Paul's	680,200	735,713	702,754	672,963	689,489	681,226	90,993
Springfield, Christ	806,247	751,488	820,707	787,573	831,705	809,639	108,867
KC, G&HT Cathedral	1,608,630	1,814,963	1,917,668	1,688,174	1,647,350	1,647,350	225,466
KC, St. Andrew's	1,598,432	1,728,394	1,780,643	2,046,687	1,902,092	1,902,092	260,922
<b>TOTALS</b>	<b>\$9,374,317.00</b>	<b>\$9,805,064.00</b>	<b>\$9,867,724.00</b>	<b>\$9,914,042.00</b>	<b>\$9,517,498.00</b>	<b>\$9,400,511.50</b>	<b>\$1,196,561</b>

\* - The proposed formulas decreases the % on income less than 100,000 and slightly increases the rate on incomes greater than 500,000

#### Proposed 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 2016, 2017 & 2018 are for historical reference only. Only the 2019 & 2020 columns are included when determining the Calculation Base.

## Investment Income

Purpose	Account Name	Account No.	4 QTR Average	2022 Budget Amount
<b>General</b>				
	1077 WMO - Diocese - General Fund (2015)	20-000-2881-5060	\$ 2,047,911	\$ 102,396
	1083 WMO - Other Fund (2015)	20-000-2881-5066	\$ 395,177	\$ 19,759
	1085 WMO - Kate Leslie Bequest (2015)	20-000-2881-5068	\$ 125,128	\$ 6,256
	1086 WMO - William Shank Trust (2015)	20-000-2881-5069	\$ 7,134	\$ 357
	1087 WMO - John B Rust Trust (2015)	20-000-2881-5070	\$ 16,498	\$ 825
	1088 WMO - Poindexter Fund (2015)	20-000-2881-5071	\$ 15,352	\$ 768
	1091 WMO - Bidwell Fund (2015)	20-000-2881-5074	\$ 2,940	\$ 147
	1094 WMO - McGuire (2015)	20-000-2881-5080	\$ 24,240	\$ 1,212
	1120 WMO - St. Luke's Endowment (2015)	30-000-5704-0000	\$ 4,284,737	\$ 214,237
	<b>Total General</b>		<b>\$ 6,919,117</b>	<b>\$ 345,956</b>
<b>Christian Formation</b>				
	1095 WMO - Diocesan College Work (2015)	20-000-2881-5081	\$ 304,096	\$ 10,000
	1114 WMO - Diocese - Youth Ministry Fund (from Cliff Springs Sale) (2015)	30-000-5704-0000	\$ 827,263	\$ 41,363
	<b>Total Christian Formation</b>		<b>\$ 1,131,359</b>	<b>\$ 51,363</b>
<b>Clergy Formation</b>				
<b>Gen'l Clergy Formation (New Clergy)</b>				
	1084 WMO - Mabel Cave Bequest (2015)	20-000-2881-5067	\$ 35,035	\$ 1,752
	1112 WMO - School for the Diaconate (2015)	30-000-5704-0000	\$ 17,433	\$ -
	1113 WMO - Elmquist Fund (2015)	30-000-5704-0000	\$ 339,753	\$ 16,988
	1115 WNO - M. Shields Matheny Memorial Fund (2015)	30-000-5704-0000	\$ 41,146	\$ 2,057
<b>Gen'l Clergy Formation (Any Clergy)</b>				
	1110 WMO - Clergy Cont Education & SABB Endowment Fund (2015)	30-000-5704-0000	\$ 25,056	\$ 1,253
<b>BKSM &amp; Clergy Formation at BKSM</b>				
	1107 WMO - West MO School for Ministry (2015)	30-000-5704-0000	\$ 69,173	\$ 3,459
<b>Interim Ministry</b>				
	1108 WMO - Dioc of West Mo - Interim Ministry (2015)	30-000-5704-0000	\$ 62,047	\$ -
	<b>Total Clergy Formation</b>		<b>\$ 589,643</b>	<b>\$ 25,508</b>
<b>Mission</b>				
	1093 WMO - Rust (2015)	20-000-2881-5076	\$ 750,282	\$ 16,310
	1097 WMO - Expansion Fund - Diocese of West Missouri (2015)	30-000-5704-0000	\$ 1,778,296	\$ 88,915
	1104 WMO - Church Growth 5th Start (2015)	30-000-5704-0000	\$ 15,496	\$ 775
	1106 WMO - Georgiana King Restricted (2015)	30-000-5704-0000	\$ 53,362	\$ 2,668
	1111 WMO - Seventh Start (2015)	30-000-5704-0000	\$ 29,413	\$ -
	<b>Total Mission</b>		<b>\$ 2,626,850</b>	<b>\$ 108,667</b>
<b>Special Reserves</b>				
	1090 WMO - Mary Miller Fund (2015)	20-000-2881-5073	\$ 1,329	\$ -
	1105 WMO - Episcopal Transition Reserve (2015)	30-000-5704-0000	\$ 194,849	\$ -
	1118 WMO - Diocese of West Missouri - Auto Replacement Fund (2015)	30-000-5704-0000	\$ 58,610	\$ -
	<b>Total Special Reserves</b>		<b>\$ 254,788</b>	<b>\$ -</b>
		<b>TOTALS</b>	<b>\$ 11,521,756</b>	<b>\$ 531,495</b>

## Operating Expense Summary

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating expenses for all programs</u></b>				
A. Congregational Life				
1. Congregational Development ( <i>see page 9</i> )	169,876	189,111	122,831	
2. Hispanic Ministry ( <i>see page 10</i> )	94,651	98,525	98,469	
2. Northeast Episcopal Regional Ministry ( <i>see page 11</i> )	37,067	1,000	-	
3. Episcopal Churches of the Ozarks ( <i>see page 12</i> )	145,830	118,869	58,310	
<i>Subtotal: A. Congregational Life</i>	447,424	407,505	279,610	14.12%
B. Christian Formation				
1. Campus Ministry ( <i>see pages 13-14</i> )	342	10,000	10,000	
2. Youth Ministry ( <i>see page 15</i> )	136,712	149,588	125,348	
3. Christian Formation ( <i>see page 16</i> )	68,954	107,447	104,920	
<i>Subtotal: B. Christian Formation</i>	206,008	267,035	240,268	12.13%
C. Social Ministries ( <i>see pages 17-18</i> )	84,498	94,325	90,740	4.58%
D. Leadership Development ( <i>see pages 19-20</i> )	72,700	93,956	98,012	4.95%
E. Communications ( <i>see page 21</i> )	74,583	95,940	99,046	5.00%
F. Work of Deaneries ( <i>see page 22</i> )	75,059	77,000	77,000	3.89%
G. Administration & Governance ( <i>see pages 23-24</i> )				
1. Administration	419,738	476,137	617,033	
2. Governance	2,504	11,000	13,000	
3. Support of the Larger Church	240,742	225,875	221,325	
4. Bishop's Compensation	191,080	193,674	244,878	
<i>Subtotal: G. Administration &amp; Governance</i>	854,064	906,686	1,096,236	55.34%
<b>Total operating expenses for all programs</b>	<b>1,814,337</b>	<b>1,942,447</b>	<b>1,980,911</b>	
Total operating income for all programs	1,868,207	1,942,447	1,980,911	
<i>Subtotal: Net operating income/(loss)</i>	53,870	-	-	
Non-operating income/(loss) - ( <i>see notes</i> )	1,812,648	-	-	
<b>Total net income/(loss)</b>	<b>1,866,518</b>	<b>-</b>	<b>-</b>	

### Notes on Expenses:

In the 2020 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	FTE	Staff Area
Mr. Gary Allman	Communications Director	1.00	Admin
The Rev. Anne Cheffey	Bi-Vocational Regional Ministry Developer (EChO)	0.25	Program
Ms. Emily Davenport	Bishop's Executive Asst.	1.00	Admin
Ms. Jamillah Duckett	Events Coordinator	0.50	Admin
The Rev. Dr. Bill Fasel	Leadership Development	0.25	Admin
The Rt. Rev. Diane M. Jardin Bruce	Bishop Provisional	1.00	Bishop
Ms. Elaine Gilligan	HR Administrator & Financial Asst.	0.40	Admin
The Rev. Chandler Jackson	Bi-Vocational Regional Ministry Developer (EChO)	0.25	Program
The Rev. Jerry Kolb	Chaplain to Retirees (North)	0.10	Program
The Rev. Paula Lively	Bi-Vocational Regional Ministry Developer (EChO)	0.25	Program
The Rev. Jerry Miller	Chaplain to Retirees (South)	0.10	Program
The Rev. Jose Palma	Hispanic Missioner	1.00	Program
Pending	Canon to the Ordinary	0.50	Program
Ms. Kim Snodgrass	Christian Formation Coord.	0.50	Program
Mr. Josh Trader	Diocesan Youth Ministry Coord.	1.00	Program
Mr. Ron Weil	Finance Administrator	1.00	Admin

**Total = 9.10**

Admin. = 4.15; Program = 3.95; 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	8
International Outreach Grants	Social Ministry	14,015	15-16
Jubilee Ministries	Social Ministry	4,200	15-16
<b>Total =</b>		<b>\$43,215</b>	

**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

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Congregational Development</u></b>				
A. Share of Congregational Assessments	112,931	67,136	23,532	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	61,694	67,956	32,613	
2. Expansion Funds	27,429	53,380	66,686	
<b>Total operating income for Congregational Development</b>	<b>202,053</b>	<b>188,472</b>	<b>122,831</b>	<b>6.20%</b>
<b><u>Operating expense for Congregational Development</u></b>				
A. Grants for Development of Existing Congregations	21,063	25,000	25,000	
B. Summer Church Summit	462	2,000	2,000	
C. Canon to the Ordinary Travel	3,355	13,000	13,000	
D. Auto Replacement Fund	4,000	4,000	4,000	
E. Personnel Costs (salary, benefits, taxes)	140,995	145,111	78,831	
<b>Total operating expense for Congregational Development</b>	<b>169,876</b>	<b>189,111</b>	<b>122,831</b>	<b>6.20%</b>

**Notes on Congregational Development expenses:**

**Section A) Grants for Development of Existing Congregations** - Parish 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) Summer Church Summit** - These funds allow for a Summer Church Summit to engage speakers and provide development programs centered around the missional realities of ministering to our modern contexts: congregations large, small, and mid-sized in urban, rural, and small-town communities.

**Section C) Canon to the Ordinary Travel** - This line item is to cover travel for Diocesan Transitional Ministers' meetings as well as "in diocese" travel.

**Section D) Personnel** includes the Canon to the Ordinary a .5 full-time equivalent.



## Hispanic Ministry

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Hispanic Ministry</u></b>				
A. Share of Congregational Assessments	76,723	48,214	67,194	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	61,694	67,956	26,145	
2. Church Growth 5th Start (Hispanic)	638	639	775	
C. Prior Year Reserves and Council Designated Funds				
1. Diocese Wide Hispanic Ministry	4,355	4,355	4,355	
<b>Total operating income for Hispanic Ministry</b>	<b>143,410</b>	<b>121,164</b>	<b>98,469</b>	<b>4.97%</b>
<b><u>Operating expense for Hispanic Ministry</u></b>				
A. Hispanic Ministry	4,299	7,000	7,000	
B. Personnel Costs (salary, benefits, taxes)	90,352	91,525	91,469	
<b>Total operating expense for Hispanic Ministry</b>	<b>94,651</b>	<b>98,525</b>	<b>98,469</b>	<b>4.97%</b>

### Notes on Congregational Development expenses:

**Section A) Hispanic 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 the Spanish-speaking congregation-within-a-congregation at Grace Church, Carthage. It also includes the ministry expenses of the diocese's Hispanic Missioner and development of other ministries designed to reach Hispanic individuals and communities in West Missouri. The Hispanic Missioner is a member of the Diocesan staff.

**Section B) Personnel** includes the Hispanic Missioner, 1 full-time equivalent.

## Northeast Episcopal Regional Ministry (NERM)

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Northeast Episcopal Regional Ministry (NERM)</u></b>				
A. Share of Congregational Assessments	24,887	-	-	
B. Investment Income			-	
1. Proportional Share of Unrestricted Investment Income	8,644	-	-	
2. Rust Fund (Rural Mission)	12,042	-	-	
C. Other Income				
1. Northeast Episcopal Regional Ministry Assessment	7,843	-	-	
<b>Total operating income for NERM</b>	<b>53,417</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>
<b><u>Operating expense for Northeast Episcopal Regional Ministry (NERM)</u></b>				
A. Regional minister other costs				
1. Travel	1,185	-	-	
2. Continuing education support	-	1,000	-	
B. Personnel (salary, benefits, taxes)	35,881	-	-	
<b>Total operating expense for NERM</b>	<b>37,067</b>	<b>1,000</b>	<b>-</b>	<b>0.00%</b>

### **Notes on Northeast Episcopal Regional Ministry expenses:**

A new era has dawned in the Northeast Episcopal Regional Ministry. With the retirement of NERM's Regional Ministry Developer, member churches, while staying organized as a mutually supporting regional ministry, will arrange for sacramental and teaching ministries from among Resident Clergy plus the diocese's list of available Supply Clergy. With this transition being new going into 2021, it was requested that \$1000 be budgeted for any unknown transition expenses that might have developed. As we look toward 2022 we anticipate no expenses going forward.

## Episcopal Churches of the Ozarks (EChO)

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Episcopal Churches of the Ozarks (EChO)</u></b>				
A. Share of Congregational Assessments	97,962	34,805	-	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	34,025	36,337	-	
2. Rust Fund (Rural Mission)	18,827	30,927	16,310	
C. Other Income				
1. EChO Regional Ministry Assessment	52,800	52,800	42,000	
<b>Total operating income for Episcopal Churches of the Ozarks</b>	<b>203,614</b>	<b>154,869</b>	<b>58,310</b>	<b>2.94%</b>
<b><u>Operating expense for Episcopal Churches of the Ozarks (EChO)</u></b>				
A. Supply clergy				
1. Honorariums & travel reimbursements	-	2,000	2,000	
B. Regional minister other costs				
1. Travel	10,156	12,500	12,500	
2. Continuing education support	-	1,000	1,000	
C. Personnel (salary, benefits, taxes)	135,674	103,369	42,810	
<b>Total operating expense for Episcopal Churches of the Ozarks</b>	<b>145,830</b>	<b>118,869</b>	<b>58,310</b>	<b>2.94%</b>

### **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 three 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 are 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 has increased. This has 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 has been reintroduced. Though having Holy Eucharist each Sunday is still highly desired, lay led worship continues to meet community's worshipping needs and the congregations have 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.

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 \$10,862 in the aggregate to cover their Covenanted Portions.

The diocesan cost above EChO's contractual Regional assessments is \$16,310 (total costs of \$58,310 less regional assessment of \$42,000) or \$5,437 per congregation.

**Section C) Personnel** includes 3, bi-vocational Priests-in-Residence, which = .75 full-time equivalents.

## Campus Ministry

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Campus Ministry</u></b>				
A. Share of Congregational Assessments	244	-	-	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	85	-	-	
2. Diocesan College Work	10,000	10,000	10,000	
<b>Total operating income for Campus Ministry</b>	<b>10,329</b>	<b>10,000</b>	<b>10,000</b>	<b>0.50%</b>
<b><u>Operating expense for Campus Ministry</u></b>				
A. Campus Programs				
1. Campus Ministers & Peer Ministers				
a) Springfield, Christ Church - MSU & Drury	-	5,000	5,000	
2. Ministry Support				
a) Springfield, Christ Church - MSU & Drury	342	5,000	5,000	
<b>Total operating expense for Campus Ministry</b>	<b>342</b>	<b>10,000</b>	<b>10,000</b>	<b>0.50%</b>

### **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) Campus & Peer Ministers** – Successfully providing an inviting environment of faithful Christian living through fellowship and learning involves investing a significant amount of time, creativity, and planning. Stipends are based on 10 hours a week for 16 weeks each semester. While not used in the 2020/2021 school year due to Covid, plans are in place for a Missioner in the 2021-2022 school year.

**Section A2) Ministry Support** - Provides financial support for Christ Church, Springfield to offer ministry through which Episcopal young adults can stay connected to the Church, as well as to reach out to the young adults, faculty, and staff of local institutions of higher learning who seek spiritual growth, knowledge, and depth. This faith-based community provides opportunities: for personal growth through study and discussion; to grow in community and compassion through outreach activities at the local, diocesan, provincial, and national church levels; and to grow leaders within the local ministry.

## Youth Ministry

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Youth Ministry</u></b>				
A. Share of Congregational Assessments	91,741	80,319	55,145	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	31,864	35,098	28,839	
2. Diocese - Youth Ministry Fund (from Cliff Springs Sale)	35,411	34,171	41,363	
<b>Total operating income for Youth Ministry</b>	<b>159,015</b>	<b>149,588</b>	<b>125,348</b>	<b>6.33%</b>
<b><u>Operating expense for Youth Ministry</u></b>				
A. Diocesan and Network Programs				
1. Youth Activities	13,275	24,000	25,000	
B. Continuing Education & Training	5,446	9,500	7,500	
C. Office and Administration				
1. Office & Communication	6,146	3,500	4,000	
2. Travel	5,231	5,400	5,400	
D. Auto Replacement Fund	4,000	4,000	4,000	
E. General Convention Reserve	-	-	3,333	
F. Personnel Costs (salary, benefits, taxes)	102,613	103,188	76,115	
<b>Total operating expense for Youth Ministry</b>	<b>136,712</b>	<b>149,588</b>	<b>125,348</b>	<b>6.33%</b>

### **Notes on Youth Ministry expenses:**

**Section A) The Youth Ministry Commission's (YMC)** funding request seeks to support a variety of its ministry, the most obvious being the support of youth events. Over the course of 2022, the YMC will support: at least 3 Youth Ministry Commission meetings, a week-long summer camp (Camp WEMO), attendance of the General Convention to observe and learn more about the governance and polity of the Church, MissionPalooza (a week long service oriented event for senior high), 4-6 other weekend-long events that are currently being created, and a variety of other events. Funding from the Plan for Ministry offsets the cost of each event in order to: 1.) keep events affordable for youth and their families, 2.) provide shared transportation to and from events taking place across the the diocese, and 3.) offer scholarships (i.e. full or partial cost-sharing) to those who need additional assistance. Portions of the funds requested will be used for gatherings for leaders around the diocese for trainings and other continuing education opportunities.

**Section B) Education and Training** allow us to offer quality continuing education for our volunteers and paid youth leaders. This may come in the form of online meetings, in-person gatherings, retreats, attending the FORMA and National Youth Workers Conferences and safeguarding updates. Funds are also used to reimburse the Assistant to the Bishop for Youth Ministry Development for travel expenses or rental vehicles to and from events and meetings.

**Section C) Office & Communication** - Besides providing the essential office supplies, diocesan resources allow for effective communication to equip youth and leaders, and those to whom they minister, with the resources needed to create dynamic, local ministries with youth. Ideally, these ministries result in people experiencing God and fully integrating into the life of their congregations.

**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) Personnel** includes the Youth Ministry Coordinator equalling 1.00 FTE.

## Christian Formation

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Christian Formation</u></b>				
A. Share of Congregational Assessments	46,358	54,683	80,781	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	16,101	16,764	24,139	
<b>Total operating income for Christian Formation</b>	<b>62,460</b>	<b>71,447</b>	<b>104,920</b>	<b>5.30%</b>
<b><u>Operating expense for Christian Formation</u></b>				
A. Program Costs				
1. Formation Resources	14,010	3,700	-	
2. Hospitality	-	1,500	-	
3. Internships	-	12,500	13,500	
4. Everything Holy	-	36,000	35,000	
5. Seasonal Projects	-	-	3,000	
B. Travel	4,944	2,500	1,000	
C. Personnel Costs (salary, benefits, taxes)	50,000	51,247	52,420	
<b>Total operating expense for Christian Formation</b>	<b>68,954</b>	<b>107,447</b>	<b>104,920</b>	<b>5.30%</b>

### **Notes on Christian Formation expenses:**

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

**Section A1) Formation Resources** - Includes membership resources such as Sparkhouse, Leader Resources, and WingClips. These and other resources are compiled into a resource website for the use and aid of all congregations.

**Section A2) Hospitality** – Enables refreshments to be provided during opportunities for prayer, study, fellowship, and ministry development.

**Section A3) Internships** - Program and congregational support through internships and ministry consultants specifically in regards to children, family, intergenerational, and youth ministry. Connecting the dots between faith and life, beginning with our youngest members, makes church relevant and is vital to the health of our diocese.

**Section A4) Everything Holy** - comes from the belief that everyday life experience provides us with ample opportunity to transform seemingly mundane moments - like grocery shopping, studying, gardening or working - into something more. With the understanding that this is nothing short of a lifelong process, an Everything Holy monthly offering has been created to reach out to West Missouri households of all shapes and sizes in a tangible, experiential way. Each month participants receive a packet containing unique elements of formation – liturgy, service, education and fellowship - woven together through a subtle theme and keeping multiple learning styles in mind. Additional tangible supplies will often be included that tie it all together.

**Section C) Personnel** includes the Assistant to the Bishop for Christian Formation Development, at .5 FTE.

## Social Ministry

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Social Ministry</u></b>				
A. Share of Congregational Assessments	56,728	69,994	67,195	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	19,703	22,131	20,877	
2. Georgiana King Restricted (International Mission)	2,195	2,200	2,668	
<b>Total operating income for Social Ministry</b>	<b>78,626</b>	<b>94,325</b>	<b>90,740</b>	<b>4.58%</b>
<b><u>Operating expense for Social Ministry</u></b>				
A. Diversity & Reconciliation Commission	1,132	10,000	6,000	
B. Ecumenical Relations Commission				
1. Workshop on Christian Unity & Annual Meeting of EDEIO	1,265	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	500	
C. Grants & Donations				
1. Episcopal Relief & Development	2,250	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	13,651	13,600	14,015	
5. Jubilee Ministries	4,200	4,200	4,200	
6. Cursillo	500	500	500	
7. Daughters of the King	1,200	1,200	1,200	
<b>Total operating expense for Social Ministry</b>	<b>84,498</b>	<b>94,325</b>	<b>90,740</b>	<b>4.58%</b>

### **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.

**Section B) Ecumenical Relations Commission** - This line item supports 1.) the attendance of our Diocesan Ecumenical & Interreligious Officer at the 2022 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.

## Social 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.



## Leadership Development

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Leadership Development</u></b>				
A. Share of Congregational Assessments	48,798	33,137	27,725	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	16,949	22,045	22,550	
2. Clergy Cont ED & SABB Endowment Fund	452	984	1,253	
3. Mabel Cave Bequest	1,441	1,444	1,752	
4. West MO School for Ministry	2,846	2,851	3,459	
5. Elmquist Fund	14,000	14,006	16,988	
6. M. Shields Matheny Memorial Fund	1,693	1,696	2,057	
7. Expansion Fund	9,143	17,793	22,229	
<b>Total operating income for Leadership Development</b>	<b>95,323</b>	<b>93,956</b>	<b>98,012</b>	<b>4.95%</b>
<b><u>Operating expense for Leadership Development</u></b>				
A. Support for Bishop Kemper School for Ministry	36,000	36,000	36,000	
B. COM Program Support	-	2,000	1,000	
C. Ordination Process				
1. Scholarship Aid	7,430	12,600	15,000	
2. Background Checks	107	300	720	
3. Psychological Exams	1,170	3,000	5,400	
4. General Ordination Exams	750	1,500	1,500	
5. Ordination Expenses	330	1,500	2,000	
D. Travel Costs	1,128	2,000	1,000	
E. College of Presbyters	1,000	3,500	3,500	
F. Community of Deacons	200	1,200	1,200	
G. Bishop's Day	1,728	2,500	2,500	
H. Diocesan Clericus and Clergy Wellness	792	3,500	3,500	
I. Personnel Costs (salary, benefits, taxes)	22,065	24,356	24,692	
<b>Total operating expense for Leadership Development</b>	<b>72,700</b>	<b>93,956</b>	<b>98,012</b>	<b>4.95%</b>

### **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 (ELCA) for enrollment as Pastoral Ministry Associates. This academic year (2021-2022) will have a total enrollment of 47 students.

**Section B) COM Program Expense** - This is for training members of the diocese to participate in vocational discernment. The estimate is for four training events with travel and materials costs of \$250 each.

**Section C) Ordination Process - Scholarship Aid** - Our diocesan policy is to cover 1/3 of the tuition costs (\$210 per course: one course each month) for our students at BKSM who are in academic tracks to receive completion certificates (for example, the priest or deacon track). We also provide the same amount (\$70/month) for our students at residential seminaries while they are in seminary. This is the amount we expect to pay for the academic year 2021-2022. Thus, it is also our best guess for the calendar year 2022.

## Leadership Development

**Sections E,F,H) College of Presbyters, Community of Deacons, and Diocesan Clericus** - this line item supports the costs of these groups in order to keep down registration fees. The program content builds leadership skills among clergy and promotes cooperation, sharing and fellowship. The Community of Deacons 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. is an annual leadership training event held to assist congregational lay leaders and clergy to know best practices for parochial governance and for missional visioning.

**Section I) Personnel** includes the Bishop's Ass't for Leadership Development and two Chaplains to Retirees, totally .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.

## Communications

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Communications</u></b>				
A. Share of Congregational Assessments	50,018	73,430	76,258	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	17,373	22,510	22,788	
<b>Total operating income for Communications</b>	<b>67,391</b>	<b>95,940</b>	<b>99,046</b>	<b>5.00%</b>
<b><u>Operating expense for Communications</u></b>				
A. Diocesan Website	8,789	7,037	7,476	
B. Ministry Support	-	4,223	4,878	
C. Episcopal Communicators Network				
1. Annual conference attendance	425	425	425	
2. Membership & Dues	150	150	150	
D. Advertising and Promotion	-	1,600	1,600	
E. Travel	999	5,136	5,530	
F. Personnel Costs (salary, benefits, taxes)	64,220	77,369	78,987	
<b>Total operating expense for Communications</b>	<b>74,583</b>	<b>95,940</b>	<b>99,046</b>	<b>5.00%</b>

### **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. We currently support 28 websites for churches and key ministries on Digital Faith. The costs include some additional security software to keep our sites safe from hacking and malicious attacks.

**Section B) Ministry Support** - The ministry budget includes several software tools that support the work of multiple ministries within the diocese and tools to streamline production of promotional materials. Included here are our mailing service, image and video editing, and management applications, as well as social media monitoring and posting software. For 2022 this has been increased to allow for some discretionary funds to help churches with IT problems involving livestreaming and screen recording software.

**Section C) Episcopal Communicators Network** - The Episcopal Communicators Network 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 D) Advertising and Promotion** - Social Media is no longer free. We need to advertise in order to get our message seen by more people, promoting both the Episcopal Church and our churches.

**Section E) 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 F) Personnel** includes the Communications Director, a total of 1 FTE.

## Work of Deaneries

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Work of Deaneries</u></b>				
A. Share of Congregational Assessments	50,384	58,934	59,284	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	17,500	18,066	17,716	
<b>Total operating income for Work of Deaneries</b>	<b>67,884</b>	<b>77,000</b>	<b>77,000</b>	<b>3.89%</b>
<b><u>Operating expense for Work of Deaneries</u></b>				
A. Program Costs				
1. Central Deanery	24,999	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	20	400	400	
2. Northwest Metro Deanery	20	400	400	
3. Southern Deanery	20	1,200	1,200	
<b>Total operating expense for Work of Deaneries</b>	<b>75,059</b>	<b>77,000</b>	<b>77,000</b>	<b>3.89%</b>

### **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, office supplies, mailing, etc. The Southern Deanery's administrative expenses are higher due to additional travel required of the Dean of that deanery to attend meetings.

## Administration & Governance

	2020 Actual	2021 Budget	2022 Request	Percentage of 2022 Total
<b><u>Operating income for Administration &amp; Governance</u></b>				
A. Share of Congregational Assessments	575,210	663,177	713,301	
B. Investment Income				
1. Proportional Share of Unrestricted Investment Income	199,784	218,009	356,433	
C. Other Income				
1. Rental Income from ELCA	22,000	24,000	24,000	
2. Miscellaneous Income	1,416	2,500	2,500	
<b>Total operating income for Administration &amp; Governance</b>	<b>798,409</b>	<b>907,686</b>	<b>1,096,235</b>	<b>55.34%</b>
<b><u>Operating expense for Administration &amp; Governance</u></b>				
A. Administration				
1. Professional Fees				
a) Audit Fees	12,000	12,000	12,000	0.61%
b) Legal Fees	14,517	7,000	10,000	0.50%
c) Bank & Paypal Fees	1,587	1,610	1,850	0.09%
d) ACS Fees, Supplies & Training	4,095	4,216	4,400	0.22%
e) ADP Payroll Processing Fees	912	900	950	0.05%
2. Non-compensation Insurance				
a) Retired Bishop's Health Insurance	10,080	7,560	12,300	0.62%
b) Clergy & Lay Group Life	10,966	11,100	11,500	0.58%
c) Worker's Compensation Insurance	2,263	3,076	3,076	0.16%
d) Property & Casualty Insurance	17,971	17,000	19,500	0.98%
e) Key Person Insurance	1,053	1,053	-	0.00%
3. Diocesan Center Expenses				
a) Utilities	12,603	13,500	13,500	0.68%
b) Maintenance	3,559	4,500	4,500	0.23%
c) Facility Repairs	-	5,000	5,000	0.25%
d) Office Supplies & Equipment	11,467	13,000	16,000	0.81%
e) Copy Machine Expense	2,811	3,000	2,500	0.13%
f) Postage	1,442	1,500	1,500	0.08%
g) Downtown KC Streetcar Assessment	1,761	1,800	2,000	0.10%
h) The Episcopal Network for Stewardship (TENS) dues	1,000	1,000	1,000	0.05%
i) Education for Ministry Sponsorship Fees	1,750	1,750	1,750	0.09%
4. Travel				
a) Bishop Travel	8,925	21,230	21,230	1.07%
b) Lay Administrative Staff Travel	793	4,000	4,000	0.20%
5. Reserves				
a) Auto Replacement fund	4,000	4,000	4,000	0.20%
b) Repair/Replace Diocesan Center Equipment	3,000	3,000	3,000	0.15%
c) Episcopal Transition Fund	-	-	-	0.00%
d) Assessment Underfunding	49,487	83,354	85,000	4.29%
e) General Convention	12,000	12,000	12,000	0.61%
f) Special Travel	2,000	2,000	2,000	0.10%
g) Covid	-	-	122,711	6.19%
6. Springfield Apartment	10,190	11,500	11,500	0.58%
7. Miscellaneous Expense	4,863	5,300	5,000	0.25%
B. Governance				
1. Diocesan Convention				

## Administration & Governance

a) Contracts & Arrangements	1,020	8,000	10,000	0.50%
2. Diocesan Council & Standing Committee	1,484	3,000	3,000	0.15%
C. Support of the Larger Church				
1. General Church Assessment	238,146	223,275	218,725	11.04%
2. Province VII Assessment	2,596	2,600	2,600	0.13%
D. Bishop Compensation (salary, benefits, taxes)	191,080	193,674	244,878	12.36%
E. Administrative Personnel Costs (salary, benefits, taxes)	212,642	219,188	223,265	11.27%
<b>Total operating expense for Administration &amp; Governance</b>	<b>854,064</b>	<b>906,686</b>	<b>1,096,235</b>	<b>55.34%</b>

---

### Notes on Administration & Governance expenses:

**Section A2) Non-compensation Insurance** - includes insurance benefits for retirees, lay and clergy group life, worker's compensation, property and casualty insurance, and key person insurance on the Bishop.

**Section A3) Diocesan Center Expenses** - This line item covers many costs of the Diocesan Office maintenance, operations and utilities, as well as the Diocese's portion of the Downtown KC Streetcar Assessment levied to the Cathedral. 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 A4) Travel** - this amount supports travel and training not otherwise included in other program and travel expenses.

----- This line item is to cover travel for Diocesan Bishop Provisional's meetings as well as "in diocese" travel.

-----Lay staff travel includes the following conferences outside the Diocese: Episcopal Business Administrators Conference for the financial admin. staff and Bishop's Executive Secretaries Together for the Bishop's Assistant, as well as "in diocese" travel.

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

**Section A6) Springfield Apartment** - This provides housing in Springfield for the Bishop, Canon to the Ordinary, or other staff member traveling for meetings, trainings or other purposes in the Southern Deanery in lieu of paying hotel expenses for each overnight stay. It also provides a base of operations and office space (with internet, printer, etc.) for staff to use between meetings or events even if no overnight stay is involved.

**Section B1) Diocesan Convention** - This line item provides funds for speakers, contracts, logistical needs, and other arrangements for the Annual Convention or Special Conventions of the Diocese of West Missouri.

**Section C) 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 2020 Operating Income, minus a \$140,000 holdback, is then multiplied by 15%.

**Section C2) Province VII Assessment** - Province VII had been only asking for half of the assessment due to high reserves. In 2020 the decision was made to start asking Dioceses for the full assessment.

**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.

**THE PROTESTANT EPISCOPAL CHURCH  
IN THE UNITED STATES OF AMERICA**

**CONSTITUTION  
AND  
CANONS  
OF  
THE DIOCESE OF WEST MISSOURI**

**AS ADOPTED BY  
THE CONVENTIONS OF THE DIOCESE  
A.D. 1924 AND 1925  
AND AMENDED BY  
THE CONVENTIONS THROUGH 2018**

**TOGETHER WITH  
THE RULES OF ORDER  
GOVERNING THE CONDUCT OF BUSINESS  
AT MEETINGS OF THE CONVENTION  
AS AMENDED 11/04/17**

**KANSAS CITY, MISSOURI  
PUBLISHED BY THE DIOCESE  
2018**

**Appendix Updated by Diocesan Council 02/14/2015**





## TABLE OF CONTENTS

CONSTITUTION .....	1
PREAMBLE .....	1
ARTICLE I - ALLEGIANCE .....	1
ARTICLE II - NAME AND MEMBERSHIP .....	2
ARTICLE III - DIOCESAN OFFICERS .....	2
BISHOP .....	2
COADJUTOR AND SUFFRAGAN BISHOPS .....	2
TREASURER .....	2
SECRETARY .....	2
CHANCELLOR .....	3
REGISTRAR .....	3
OTHER OFFICERS .....	3
ARTICLE IV - ELECTION OF OFFICERS .....	3
BISHOPS .....	3
SECRETARY AND TREASURER .....	3
THE CHANCELLOR AND ASSOCIATE CHANCELLOR .....	4
THE REGISTRAR .....	4
ARTICLE V - JURISDICTION .....	4
ARTICLE VI - THE DIOCESAN CONVENTION POWERS .....	4
ARTICLE VII - CONVENTION OFFICERS .....	5
PRESIDENT .....	5
SECRETARY .....	6
OTHER OFFICERS AND COMMITTEES .....	6
ARTICLE VIII - MEMBERS OF THE DIOCESAN CONVENTION .....	6
ARTICLE IX - MEETINGS .....	7
ARTICLE X - THE TRANSACTION OF BUSINESS .....	8
ARTICLE XI - ADMISSION OF NEW PARISHES AND CONGREGATIONS .....	8
ARTICLE XII - EXPULSION, SUSPENSION OR DISSOLUTION OF A PARISH OR CONGREGATION .....	9
ARTICLE XIII - DIOCESAN COUNCIL .....	9
ARTICLE XIV - THE STANDING COMMITTEE .....	10
ARTICLE XV - ELECTION OF DEPUTIES TO GENERAL CONVENTION .....	10
ARTICLE XVI - MEMBERS OF "THE DIOCESE OF WEST MISSOURI," A CORPORATION .....	11
ARTICLE XVII - THE CATHEDRAL .....	11
ARTICLE XVIII - DEFINITIONS .....	11
ARTICLE XIX - AMENDMENTS .....	12
ARTICLE XX - REPEAL .....	12
CANONS .....	13
CANON I - DIOCESAN CONVENTION - LIST OF CLERGY .....	13
CANON II - LAY DELEGATES - HOW CHOSEN .....	13
CANON III - THE SECRETARY OF THE DIOCESE .....	14
CANON IV - THE TREASURER OF THE DIOCESE .....	15
CANON V - THE CHANCELLOR .....	15
CANON VI - THE REGISTRAR .....	15
CANON VII - THE FISCAL YEAR .....	16
CANON VIII - DEANERIES .....	16
CANON IX - DIOCESAN COUNCIL .....	16
MEMBERSHIP .....	16
VACANCIES .....	17

OFFICERS .....	17
DEPARTMENTS .....	17
BY-LAWS .....	17
MEETINGS .....	17
CUSTODIAN OF RECORDS .....	18
QUORUM .....	18
CANON X - DIOCESAN AND PARISH REGISTERS .....	18
CANON XI - CONGREGATIONS .....	18
CANON XII - PARISHES .....	19
CANON XIII - CONCERNING A CHANGE OF STATUS OF A PARISH OR CONGREGATION .....	20
CANON XIV - PARISH MEETINGS .....	21
CANON XV - THE VESTRY .....	22
CANON XVI - THE CUSTODY OF THE CHURCH BUILDING .....	23
CANON XVII - CHANGE OF NAME OF A PARISH OR CONGREGATION .....	24
CANON XVIII - DISSOLUTION OF PASTORAL RELATIONS .....	24
CANON XIX - VACANT RECTORATES .....	25
CANON XX - RECTORS AND THEIR DUTIES .....	25
CANON XXI - ASSESSMENT REVIEW .....	25
CANON XXII - ECCLESIASTICAL DISCIPLINE .....	27
CANON XXIII - DISCIPLINE OF THE LAITY .....	30
CANON XXIV - COMMISSION ON MINISTRY .....	30
CANON XXV - EXAMINING CHAPLAINS .....	30
CANON XXVI - ALTERATIONS AND AMENDMENTS .....	30
CANON XXVII - CATHEDRAL .....	31
CANON XXVIII - REPEAL .....	32
CANON XXIX - BISHOP KEMPER SCHOOL FOR MINISTRY .....	32
RULES OF ORDER GOVERNING THE CONDUCT OF BUSINESS AT MEETINGS OF .....	33
Attendance to Business of Convention .....	33
Business before the Convention .....	33
Debate .....	33
Voting methods: .....	34
Procedures following Decisions of Convention .....	34
Rules of Order in Force .....	34
ORDER OF BUSINESS .....	34
REGARDING RESOLUTIONS .....	35
INDEX TO THE <i>CONSTITUTION AND CANONS</i> OF THE DIOCESE OF WEST MISSOURI .....	i
ARTICLES OF INCORPORATION	
APPENDIX -- DEANERIES OF THE DIOCESE OF WEST MISSOURI	

**CONSTITUTION  
OF  
THE DIOCESE OF WEST MISSOURI**

**PREAMBLE**

KNOW ALL PERSONS BY THESE PRESENTS: That the members of the Protestant Episcopal Church in the United States of America, residing in the Diocese of West Missouri, in Convention assembled, composed of their representatives duly chosen, with profound reverence for, and abiding belief in God, the Supreme Ruler of the Universe, grateful for God's goodness, and with a firm, constant and steadfast faith in our Lord and Savior Jesus Christ; in order to establish a more perfect union, insure Christian tranquility, and provide for the general religious welfare of the members of the Church in the Diocese, and secure the blessings thereof to ourselves, and all others now and hereafter in union with this Diocese (established by the Convention of the Diocese of Missouri, May 22, A.D. 1889, and ratified by the General Convention of the Church in October, A.D. 1889), and the civil corporation known as "The Diocese of West Missouri" (created by decree in the Circuit Court of Jackson County, Missouri, at Kansas City, made and entered therein May 10, A.D. 1920, and recorded in the office of the Recorder of Deeds within and for Jackson County, Missouri, at Kansas City, in Book B-2068, at page 230, and filed in the office of the Secretary of State at Jefferson City, Missouri, June 7, A.D. 1920),

**In the Name of the Father and of the Son and  
of the Holy Ghost, do hereby Ordain and  
Establish this Constitution.**

**ARTICLE I - ALLEGIANCE**

SECTION 1. The Diocese of West Missouri is a voluntary religious association composed of believers in the doctrine, discipline and worship of that part of the One Holy Catholic and Apostolic Church of Christ, known as the Protestant Episcopal Church in the United States of America, and acknowledges and submits to the authority of the General Convention of the same.

SECTION 2. No person shall be elected Bishop of this Diocese, or Bishop Coadjutor, or Suffragan Bishop, or Rector of any Parish therein, or shall have any authority to act, or shall be permitted to act, as Bishop, Bishop Coadjutor, or Suffragan Bishop, or Priest, Rector, Minister, or Cleric by whatever name said person may be called, who disclaims or refuses to conform to the *Constitution and Canons* of the General Convention of the Protestant Episcopal Church in the United States of America and of this Diocese, as the same now exist or may be hereafter adopted, or to the doctrine, discipline and worship of the Church; and any person holding any office or appointment under authority of the Church, who disclaims or refuses to conform to the *Constitution and Canons* of the General Convention of the Protestant Episcopal Church in the United States of America and of this Diocese, as the same now exist or may be hereafter adopted, or the doctrine, discipline and worship of the Church, shall be subject to presentment and trial in accordance with the *Canons* of the General Convention and of this Diocese.

## **ARTICLE II - NAME AND MEMBERSHIP**

SECTION 1. This Diocese shall be known and designated as the Diocese of West Missouri.

SECTION 2. This Diocese of West Missouri is a voluntary association composed of the Clergy canonically resident therein, and of all the Parishes and Congregations and the members thereof that are now recognized as such by the present diocesan government and by the Ecclesiastical Authority of the Diocese, and shall be composed of such Parishes, Congregations, Deaneries and other organizations and the members thereof, as may be duly admitted to union with the Diocese by action of the Convention thereof.

## **ARTICLE III - DIOCESAN OFFICERS**

SECTION 1. The officers of the Diocese shall be a Bishop, a Bishop Coadjutor, and a Suffragan Bishop, if such there be; also, a Treasurer, Secretary, Chancellor, Registrar, and such other officers as may be provided by this *Constitution* or by Canon.

### **BISHOP**

SECTION 2. The Bishop shall be the chief pastor of all the members of the Church in this Diocese, also President of the Convention, and head of all the activities of the Church in this Diocese. The Bishop shall have and exercise the powers and authority conferred by consecration in accordance with the written laws of the Church as the same now exists or may hereafter be adopted.

### **COADJUTOR AND SUFFRAGAN BISHOPS**

SECTION 3. The Bishop Coadjutor, and the Suffragan Bishop, if such there be, shall perform such duties as usually pertain to such offices, and as may be defined by Canon.

### **TREASURER**

SECTION 4. The Treasurer shall be an adult communicant of the Church in good standing and a member of a Parish or Congregation in union with the Diocese. The Treasurer shall perform such duties and shall hold office for such length of time, and under such conditions, as may be provided by this *Constitution* or by Canon.

### **SECRETARY**

SECTION 5. The Secretary shall be a Cleric of this Diocese, or an adult communicant of the Church in good standing and a member of a Parish or Congregation in union with the Diocese. The Secretary shall hold office for such length of time, and under such conditions, as may be provided by this *Constitution* or by Canon.

## **CHANCELLOR**

SECTION 6. The Chancellor shall be learned in civil and ecclesiastical law, an adult communicant of the Church in good standing, and a member of a Parish or Congregation in union with the Diocese. The Chancellor shall be the legal adviser of the Bishops, the Convention, the Diocesan Council and all Committees, and shall perform such other duties as may be required by Canon or by resolution of the Convention, and shall hold office for a term of three years.

## **REGISTRAR**

SECTION 7. The Registrar shall be a Cleric of this Diocese, or an adult communicant of the Church in good standing and a member of a Parish or Congregation in union with the Diocese. The duties of the registrar shall be defined by Canon, and the term of office shall be three years.

## **OTHER OFFICERS**

SECTION 8. The Convention shall have the power to create such additional officers as may be necessary to perform the work of the Diocese; but shall not have any power to create any office, or to elect or appoint any officer with the authority to invade the province of any of the officers above mentioned.

## **ARTICLE IV - ELECTION OF OFFICERS**

### **BISHOPS**

SECTION 1. The election of a Bishop shall take place only at an annual meeting of the Convention, when notice of such intention to elect has been duly given by the Standing Committee, or at a special meeting of the Convention, which has been duly called by the Standing Committee for that specific purpose.

SECTION 2. The election of a Bishop Coadjutor, or of a Suffragan Bishop, shall take place only at an annual meeting of the Convention or at a special meeting thereof duly called by the Bishop for that specific purpose.

SECTION 3. A majority of the votes cast by all the Clergy and laity present and duly seated in the Convention, voting separately, by Orders, shall be necessary to elect a Bishop, a Bishop Coadjutor or a Suffragan Bishop.

### **SECRETARY AND TREASURER**

SECTION 4. The Convention shall, at its annual meeting, elect the Secretary and the Treasurer, to serve as such until the next Annual Convention, and until their successors are elected and qualified. The Convention shall also elect an Associate Treasurer upon the nomination of the Ecclesiastical Authority to serve until the next Annual Convention.

SECTION 5. If the Secretary or Treasurer or Associate Treasurer resign or remove from the Diocese, or become incapable of acting, the Diocesan Council shall have power to appoint a Secretary or Treasurer or Associate Treasurer as the case may be, to act until the next Annual Convention.

### **THE CHANCELLOR AND ASSOCIATE CHANCELLOR**

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

### **THE REGISTRAR**

SECTION 7. The Convention shall, on the nomination of the Ecclesiastical Authority, elect the Registrar. If a vacancy in the office of the Registrar occurs, the Ecclesiastical Authority shall appoint a qualified person to fill the vacancy to serve until the next annual meeting of the Convention at which a Registrar shall be elected for a full term of three years.

## **ARTICLE V - JURISDICTION**

The Diocese of Missouri, by action duly taken at a meeting thereof held May 22, 1889, which action was ratified by the General Convention of the Protestant Episcopal Church in the United States of America at its meeting in October, 1889, having relinquished jurisdiction in the following counties in the State of Missouri, namely: Andrew, Atchison, Barry, Barton, Bates, Benton, Buchanan, Caldwell, Camden, Carroll, Cass, Cedar, Chariton, Christian, Clay, Clinton, Cooper, Dade, Dallas, Davies, DeKalb, Douglass, Gentry, Greene, Grundy, Harrison, Henry, Hickory, Holt, Howard, Howell, Jackson, Jasper, Johnson, Laclede, Lafayette, Lawrence, Linn, Livingston, McDonald, Mercer, Moniteau, Morgan, Newton, Nodaway, Ozark, Pettis, Platte, Polk, Putnam, Ray, St. Clair, Saline, Stone, Sullivan, Taney, Vernon, Webster, Worth, and Wright; and the Diocese of West Missouri having been duly formed in accordance with the *Constitution and Canons* of the General Convention of the Protestant Episcopal Church in the United States of America, all jurisdiction is hereby accepted extending and covering all the activities of the Church in the above mentioned counties.

## **ARTICLE VI - THE DIOCESAN CONVENTION POWERS**

SECTION 1. There is hereby created a governing body to be known as the Diocesan Convention, which shall possess and exercise all necessary legislative and judicial powers.

SECTION 2. The Convention shall also have power by Canon or by resolution to provide for the merger or consolidation of two or more Parishes and to fix the conditions under which they may be merged or consolidated, and the disposition they shall make of their property, real, personal, and mixed, before such merger or consolidation can become effective.

SECTION 3. The Convention shall also have power by appropriate canons to fix the terms and conditions under which Parishes or Congregations may be formed in this Diocese, and to provide for the manner in which their property, real, personal, and mixed, shall be disposed of in case of their dissolution, abandonment or inability to function, or voluntary withdrawal from union with the Diocese or the Church.

SECTION 4. The Convention may provide by Canon for the creation of a judicial body to hear, try, and determine all controversies and disputes of every kind and nature arising in the Diocese, which concern the welfare of the Church.

SECTION 5. The decisions of the Convention on all matters properly coming before it shall be binding upon all Clergy, Parishes and Congregations, and upon every member of the Church in this Diocese.

SECTION 6. The Convention shall have power to assess equitably all the Parishes and Congregations in union with the Diocese for the necessary expenses and programs of the Diocese, which assessments may be levied either by Canon or by resolution.

SECTION 7. The Convention shall have power to fix by Canon or by resolution, the terms and conditions upon which any Parish or Congregation in union with the Diocese may have the amount of its annual assessments remitted in whole or in part.

SECTION 8. The Convention shall have no power to adopt or enforce any Canon, resolution, rule or regulation which violates any of the provisions of the *Constitution*, or of the *Constitution and Canons* adopted by the General Convention of the Protestant Episcopal Church in the United States of America, or which violates the doctrine, discipline or worship of this church as the same now exists or may hereafter be adopted.

SECTION 9. The Convention may adopt, change and amend canons which are not in limitation but in furtherance of the powers granted by this *Constitution*, covering objects and purposes and activities beneficial to the Diocese, although not referred to or provided for in this *Constitution*.

## **ARTICLE VII - CONVENTION OFFICERS**

SECTION 1. The officers of the Convention shall be a President, a Secretary, and such other officers, as the Convention may deem proper and needful.

### **PRESIDENT**

SECTION 2. The Bishop shall be the President of the Convention, and shall preside at all meetings thereof.

SECTION 3. In the event of the absence or inability to act of the Bishop, the Bishop Coadjutor, if there be one, shall act as President of the Convention for the time being.

SECTION 4. In the event of the absence or inability to act of the Bishop and the Bishop Coadjutor, if there be one, the Suffragan Bishop shall act as President of the Convention for the time being.

SECTION 5. In the event of the absence or inability to act of the Bishop, the Bishop Coadjutor, if there be one, and the Suffragan Bishop, if there be one, the President of the Standing Committee shall call the Convention to order and it shall immediately proceed to the election of a President, pro tempore.

### **SECRETARY**

SECTION 6. The Secretary of the Diocese shall be the Secretary of the Convention. The Convention may elect by majority vote as many Assistants to the Secretary as may be necessary. The Secretary shall make an accurate record of the proceedings of the meetings and file them with the Diocesan Council.

### **OTHER OFFICERS AND COMMITTEES**

SECTION 7. The Convention shall have power to provide by Canon for the election or appointment of other officers than those mentioned in this Article, and also such Committees as may be necessary to carry on and perform the work of the Convention.

## **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 2. Canonical residence of a cleric shall date from the cleric's ordination within the Diocese, or from the date of the acceptance of Letters Dimissory by the Ecclesiastical Authority of the Diocese.

SECTION 3. Every parish and congregation in union with the Diocese shall be entitled to be represented in the Convention by one Lay Delegate; and in addition thereto, by one Lay Delegate for each 100 communicants or major fraction thereof, up to 500; and in addition thereto, parishes having more than 500 communicants shall be entitled to one Lay Delegate for each 250 communicants or major fraction thereof, up to 1,000 communicants; furthermore, in addition thereto, parishes having more than 1,000 communicants shall be entitled to one Lay Delegate for each 500 communicants or major fraction thereof, in excess of 1,000. For the purpose of determining the number of Lay Delegates to which a parish or congregation is entitled, the number of communicants of such parish or congregation shall be the number of communicants reported by such parish or congregation in its Parochial report immediately preceding that date on which its Lay Delegates are chosen.

In addition to the Lay Delegates for parishes and congregations, there shall be up to four Youth Delegates selected from the Diocese who shall be at least 16 years of age and no more than 19 years of age and have not matriculated at a college or university at the time of the Diocesan Convention to which they are elected.



SECTION 4. Lay Delegates representing a Parish shall be chosen by its Vestry. Lay Delegates representing a Congregation shall be chosen by its Committee. Youth Delegates will be selected in a manner designated in the *Canons* of the diocese.

SECTION 5. The Lay Delegates chosen as above shall be adult communicants of the Church in good standing, who shall have been for six months preceding worshipers in the Parish or Congregation which they severally represent, and who shall be canonically entitled to vote for Vestry persons. The Youth Delegates chosen as above shall be adult communicants of the Church in good standing, who shall have been for six month preceding worshipers in a Parish or Congregation in union with this Diocese, and who shall be canonically entitled to vote for Vestry persons. No Postulant or Candidate for Holy Orders shall be admitted as a Lay Delegate to the Convention.

SECTION 6. No Lay Delegate shall be entitled to a seat in the Convention or take any part in the deliberations thereof until the parish or congregation which the Delegate represents has paid in full all assessments duly levied against such parish or congregation for the current year through the last calendar quarter prior to the opening date of Convention, unless the Convention then in session shall remit or extend the time of payment for such delinquent assessments.

SECTION 7. No person under ecclesiastical censure or process, whether Cleric or Member of the Laity, or who has not conformed to the decisions of the Convention, or who disclaims or refuses conformity to the *Constitution and Canons* of the General Convention, and of this Diocese, as the same now exist or may be hereafter adopted, or who does not accede to recognize and accept unqualifiedly the doctrine, discipline, and worship of the Church, shall be allowed a seat in the Convention, or take part in the deliberation thereof.

SECTION 8. Lay and Youth Delegates shall serve as such at the annual Convention to which they are elected, and also at all adjourned meetings thereof.

SECTION 9. Lay and Youth Delegates to every special meeting of the Convention shall be chosen to serve as such for that meeting and adjournments thereof.

SECTION 10. In all other articles of this *Constitution*, the Youth Delegates elected under this article shall be deemed to be part of the lay order.

## **ARTICLE IX - MEETINGS**

SECTION 1. The Convention shall annually assemble in the month of November at such time and place as shall have been appointed by the preceding Annual Convention; but the Ecclesiastical Authority of the Diocese shall have power to change the meeting time or place, or both; provided, however, that reasonable notice of such change shall be given to every Cleric, and to the Senior Warden and the Secretary of every Parish, and to the Warden and the Secretary of every Congregation, in union with the Diocese.

SECTION 2. Special meetings of the Convention may be called by the Ecclesiastical Authority when, in the judgment thereof, the good of the Church requires it. Reasonable notice of a special meeting shall be issued, by letter or printed circular, to every Cleric, and to the Senior Warden and the Secretary of every Parish, and to the Warden and the Secretary of every Congregation in union with the Diocese, and it shall state the business for which the Convention is

called. No business shall be transacted at any special meeting of the Convention, except that mentioned in the call, unless by unanimous consent of the members present.

SECTION 3. During each Convention, there should be a celebration of the Holy Eucharist, and during the sessions of the Convention, such Divine Services shall be held as shall be appointed by the Ecclesiastical Authority of the Diocese.

## **ARTICLE X - THE TRANSACTION OF BUSINESS**

SECTION 1. 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; but a smaller number may adjourn from time to time.

SECTION 2. The Clergy and the Lay Delegates shall deliberate as one body, and, except when herein otherwise expressly provided, a majority of all the votes cast shall determine any question submitted to the Convention.

SECTION 3. Any member may call for a vote by yeas and nays, and when such a call is made, the Secretary shall call the roll of the Convention, the members thereupon announcing their votes as their names are called. The votes so cast shall be recorded in the *Journal*. No member shall be excused from voting unless by unanimous consent.

SECTION 4. If any five Clergy, or if any five Lay Delegates, representing no fewer than three Parishes or Congregations, shall demand a vote by Orders, the Secretary shall call for those clergy in favor to stand, and when their number has been ascertained, shall require those opposed to signify their vote in a like manner. The same procedure will be followed to record the vote in the lay order. A majority of the votes of each Order shall be necessary for an affirmative decision.

SECTION 5. The Convention shall by Canon, or resolution, adopt Rules of Order, which shall be followed and enforced at every meeting of the Convention.

## **ARTICLE XI - ADMISSION OF NEW PARISHES AND CONGREGATIONS**

SECTION 1. Every Parish or Congregation wishing to be admitted into union with the Diocese shall make an application in writing to the Convention. The application shall be signed by the Rector and Wardens of the Parish, or by the Committee of the Congregation. The application shall state that such Parish or Congregation, as the case may be, (a) desires to be admitted into the union with the Diocese; (b) will, if its application is accepted, at all times conform to and abide by the *Constitution and Canons* of the General Convention and this Diocese, as the same then exist or may thereafter be adopted; (c) will not take or persist in any conduct harmful or inimical to the welfare of the Church; (d) will not retain or support a Rector or a Minister who does not conform to the *Constitution and Canons* of the General Convention and of this Diocese, and to the doctrine, discipline, and worship of the Church; and (e) will not withdraw from union with the Diocese. With respect to a Congregation, upon admission into union with the Diocese it will convey all of the right, title or interest it has in or to any property, real, personal, and mixed, absolutely, to "The Diocese of West Missouri." All such property shall thereafter be held by the Diocese. In case of the dissolution, abandonment, or inability to function of such Congregation or its withdrawal, expulsion or suspension from the Diocese, whatever trust may have been created in fact or in law, by such

conveyance shall thereupon and at once cease and the property so conveyed to "The Diocese of West Missouri" shall thereafter be held by it for the benefit of the Diocese. With respect to a Parish, in the case of the dissolution, abandonment or inability to function of such Parish or in the event of its withdrawal, expulsion or suspension from the Diocese, all its property, real, personal, or mixed, shall thereupon, without any act of such Parish or Congregation, at once devolve upon and become the property of "The Diocese of West Missouri", a corporation, to be held for the benefit of the Diocese. In the event of such dissolution, abandonment, inability, withdrawal, expulsion or suspension it will take such action and execute such conveyances, if any, as may be required of it to perfect the reversion and vesting of such title to and in the Diocese. Upon admission of a Parish into union with the Diocese, title to property previously vested in the Diocese but held by it for the use of such Parish shall be transferred and conveyed to the Parish subject to the aforesaid reversionary rights in the Diocese in the event of the dissolution, abandonment or inability to function of such Parish or the withdrawal, expulsion or suspension from the Diocese of such Parish.

SECTION 2. The Convention may admit Parishes and Congregations into union with the Diocese when they shall have presented to the Convention evidence of their compliance with Section 1 of this Article, and with all the constitutional and canonical requirements concerning the organization of Parishes or Congregations as the case may be.

SECTION 3. No organization or aggregation of persons claiming to be a Parish or a Congregation, which has not been duly admitted into union with the Diocese, shall be recognized as a Parish or Congregation of this Diocese by the Ecclesiastical Authority thereof.

SECTION 4. When any Parish or Congregation in the opinion of the Bishop or of the Diocesan Council, is liable to the forfeiture of its status, or is essentially defunct, notice thereof shall be given to the Rector, if any, of the Parish, or, if there be no Rector, to the Senior Warden thereof, and to the Minister of a Congregation if any there be, and if the Congregation has no Minister, notice shall be given to the Warden of such Congregation, that the matter will be brought before the next meeting of the Convention for action, and at such meeting the Convention may suspend, or dissolve said Parish or Congregation as the case may require.

## **ARTICLE XII - EXPULSION, SUSPENSION OR DISSOLUTION OF A PARISH OR CONGREGATION**

Any Parish or Congregation, which takes and persists in any action contrary to the *Constitution and Canons*, doctrine, discipline, and worship of the Protestant Episcopal Church in the United States of America, or of this Diocese, or which takes any action, or persists in any conduct, harmful or inimical to the welfare of the Church, or which retains and supports a Rector of a Parish, or a Minister of a Congregation, who does not conform to the said *Constitution, Canons*, doctrine, discipline and worship shall be expelled from union with this Diocese, upon a vote of two-thirds of the members of the Convention, each Order voting separately; and thereupon the Diocesan Council shall take possession of all property thereof under the provisions of any agreement to that effect made by such Parish or Congregation as a condition to its admission into union with the Diocese or otherwise made by such Parish or Congregation.

## **ARTICLE XIII - DIOCESAN COUNCIL**

SECTION 1. There is hereby created a Diocesan Council which shall exercise all the power of the Convention between meetings thereof, for the purpose of the unification, development and

prosecution of the work of Missions and Church Extension, the development of congregational life, Christian formation and community life, social ministries of the Church and leadership development, and shall control the affairs of the "Diocese of West Missouri," a corporation, and for the performance of whatever work may be committed to said Diocesan Council by the Convention, under the provisions of the Canons of this Diocese.

SECTION 2. The Convention shall adopt appropriate canons to enable the Diocesan Council fully and properly to function in order to perform its duties and responsibilities.

## **ARTICLE XIV - THE STANDING COMMITTEE**

SECTION 1. The Standing Committee shall consist of four Priests and four Laypersons who are eligible to seats in the Convention, and who shall be elected by concurrent vote of both orders to serve for terms of two years. At each annual Convention, two Priests and two Laypersons shall be elected to serve for terms of two years. No member of the Standing Committee may be elected to serve for more than three consecutive two-year terms.

SECTION 2. The members of the Standing Committee shall serve until their successors are elected.

SECTION 3. Vacancies in the membership of the Standing Committee shall be filled by a majority vote of the remaining members.

SECTION 4. The Standing Committee shall perform the duties required by the *Constitution and Canons* of the Diocese and by resolution of the Convention.

## **ARTICLE XV - ELECTION OF DEPUTIES TO GENERAL CONVENTION**

SECTION 1. At the annual Convention one year before each triennial meeting of the General Convention, four Clergy who shall be canonically resident in the Diocese, except agents of General Church Boards, Chaplains in the Armed Forces of the United States, and Clergy engaged chiefly in secular employment, and four Laypersons who are eligible to seats in its Convention, shall be elected by a simple majority of the delegates to Diocesan Convention as Deputies to the General Convention for the next three years; the same number of Alternates similarly qualified shall also be elected.

SECTION 2. Vacancies in the Deputation shall be filled by appointment made by the Ecclesiastical Authority of this Diocese.

## **ARTICLE XVI - MEMBERS OF "THE DIOCESE OF WEST MISSOURI," A CORPORATION**

SECTION 1. The members of the Convention shall, at all times, constitute the membership of the civil corporation organized and created under and by virtue of the laws of the State of Missouri, and known as "The Diocese of West Missouri."

SECTION 2. All actions taken by any Convention shall be deemed to be the action of the members of the civil corporation known as "The Diocese of West Missouri," and shall be binding upon said corporation, and upon the Diocese.

## **ARTICLE XVII - THE CATHEDRAL**

The Convention may adopt appropriate canons for the creation, location, support, endowment, and government of a Cathedral for this Diocese, subject to the *Constitution and Canons* of the General Convention.

## **ARTICLE XVIII - DEFINITIONS**

Unless it should otherwise appear from the context or be otherwise expressly directed, the following terms shall, for the purpose of the *Constitution and Canons* of "The Diocese of West Missouri," be construed to mean as follows:

1. The term "The *Constitution and Canons* of The General Convention" to mean the *Constitution and Canons* for the Government of the Protestant Episcopal Church in the United States of America, adopted in the General Convention of that Church, held in October, 1789, and all amendments thereof.
2. The term "*Constitution and Canons* of the Church in this Diocese" to mean the *Constitution and Canons* of The Diocese of West Missouri.
3. The term "The Church" to mean the Protestant Episcopal Church in the United States of America.
4. The term "General Convention" to mean the General Convention of the Protestant Episcopal Church in the United States of America.
5. The term "The Convention" to mean the Diocesan Convention of the Diocese of West Missouri.
6. The term "The Ecclesiastical Authority" to mean the Bishop of the Diocese of West Missouri, or the Standing Committee, when authorized to act by the Bishop, or when acting in the absence of the Bishop, or during the Bishop's inability to act.
7. The term "canonically resident" to mean: A cleric, irrespective of place of abode, becomes canonically resident of this Diocese upon ordination by the Bishop of this Diocese, or upon the acceptance of said cleric's Letters Dimissory, and remains as such until said cleric's Letters Dimissory are obtained and accepted by the Ecclesiastical Authority of another Diocese.
8. A layperson becomes "canonically resident" of this Diocese upon enrollment as a member of a parish, mission, or congregation within this Diocese, and remains as such irrespective of place of abode.

9. The term “member” to mean anyone who has been baptized and whose baptism has been recorded, and the term “communicant” to mean any member who has received communion at least three times in the preceding year and who is in good standing in the Parish or Congregation to which he or she belongs. An adult communicant shall be a communicant who is sixteen years of age or older.
10. The term “in good standing” to mean a person who has been faithful in corporate worship and working, praying and giving for the spread of the Kingdom, who is not under censure of the Bishop of the Diocese or the Rector of the Parish to which the person belongs.
11. Whenever words importing the plural number are used in describing or referring to any matters, parties or persons, any single matter, party or person shall be deemed to be included, although distributive words may not be used.

## **ARTICLE XIX - AMENDMENTS**

The Constitution shall not be amended, in whole or in part, by any Convention, unless the proposed amendment shall have been submitted to and approved by the next preceding Convention, nor unless at its final adoption it shall be approved by the Bishop, and shall receive a majority of both Orders, voting separately.

## **ARTICLE XX - REPEAL**

All Articles of every previous Constitution of the Diocese of West Missouri are hereby repealed.

**CANONS  
OF  
THE DIOCESE OF WEST MISSOURI**

**CANON I - DIOCESAN CONVENTION - LIST OF CLERGY**

SECTION 1. Within one week before the annual meeting of the Convention, the Ecclesiastical Authority shall cause to be prepared a list, showing the name, residence and official position, if any, of each cleric canonically resident in the Diocese.

SECTION 2. The name of a cleric suspended from the ministry shall not be listed.

SECTION 3. The Clergy canonically resident in the Diocese, whose names appear in the list provided for in Section 1 of this Canon, shall be entitled to seats and votes in the Convention as clerical members thereof.

SECTION 4. The full list of clergy entitled to seats and votes in the Convention shall appear in the printed *Journal* of the proceedings of the Convention.

**CANON II - LAY DELEGATES - HOW CHOSEN**

SECTION 1. Before March 1 of each year, the Vestry of each Parish, and the Committee of each Congregation in union with the Diocese shall choose in such manner as they may determine, the delegates by which such Parish or Congregation shall be entitled to be represented in the annual meeting of the Convention for such year.

SECTION 2. At the time at which Delegates to the Convention are chosen, as provided in Section 1 of this Canon, the same number of Alternates shall in like manner be chosen, who shall have the right to seats and vote in the Convention in the absence of the Delegates.

SECTION 3. The names and addresses of the Delegates and Alternates shall be sent to the Secretary of the Diocese no later than the first day of April preceding the annual meeting of the Convention.

SECTION 4. If any Delegates or Alternates chosen to represent a Parish or a Congregation, as provided for in Sections 1 and 2 of this Canon, die, resign, remove from the Parish or Congregation, neglect or refuse to act as such, the Rector of the Parish, or, if there be no such Rector, the Senior Warden, thereof, or the Minister of a Congregation, or, if there be no such Minister, the Warden thereof, shall have the power to fill the vacancy so created, by the appointment of a suitable person, canonically qualified to act as delegate, which appointment shall be certified to the Secretary of the Diocese, as soon as possible before the meeting of the Convention.

SECTION 5. At the Annual Convention, the Ecclesiastical Authority will appoint a person or persons to oversee the process in the Youth Ministries Program for choosing Youth Delegates and Alternates to the following year's Annual Convention of the Diocese.

No more than one Youth Delegate and Youth Alternate may be chosen from each deanery. If there is no choice of a Youth Delegate or Alternate from a deanery as herein provided, then no Youth Delegate or Alternate may be appointed from that deanery.

The youth in each deanery shall choose one youth from their deanery as a Youth Delegate and one youth from their deanery as a Youth Alternate. The time and place of such selection shall be announced at least 30 days before such selection takes place, and shall take place before July 1. All youth who shall select the Youth Delegates and Alternates must be communicants in good standing, at least 14 years of age and no more than 19 years of age and have not matriculated at a college or university at the time of the selection of the youth delegates.

The names and addresses of the Youth Delegates and Alternates and any other information required shall be sent to the Secretary of the Diocese no later than the July 8<sup>th</sup> of each year preceding the annual meeting of the Convention. The Rector or Senior Warden of the Parish or the Minister or Warden of the Congregation of which the selected Youth Delegates and Alternates are communicants of good standing shall certify to the Secretary of the Convention that the Youth Delegate or Alternate meets the requirements of the *Constitution and Canons* of the Diocese to be delegates to the convention. Youth delegates duly chosen and certified according to this canon have seat, voice, vote, and all other privileges afforded delegates to the Annual Convention of the Episcopal Diocese of West Missouri.

If any Youth Delegate chosen die, resign, remove from a Parish or Congregation within the deanery from which they were chosen, or is otherwise unable to serve, the Youth Alternate from that deanery will become the Youth Delegate from that deanery. Upon the vacancy of the Youth Alternate position, the Dean of the Deanery, upon nomination from the person or persons designated by the Ecclesiastical Authority in paragraph (a) of this section, shall have the power to fill the vacancy so created, by the appointment of a suitable person, canonically qualified to act as delegate, which appointment shall be certified to the Secretary of the Diocese, as soon as possible before the meeting of the Convention.

### **CANON III - THE SECRETARY OF THE DIOCESE**

SECTION 1. The Secretary of the Diocese shall act as Secretary of the Convention, and also the Secretary of "The Diocese of West Missouri," a corporation, and shall keep accurate minutes of the meetings of both bodies, and unless otherwise directed by the Convention, shall cause such minutes to be published annually at the expense of the Diocese.

SECTION 2. The Secretary shall perform such other duties as may be required by the Bishop, the Diocesan Council, and the Convention.

SECTION 3. The Convention shall, at the expense of the Diocese, provide for the payment of such compensation as may be provided by resolution, for the services of the Secretary.

SECTION 4. Each parish and congregation shall provide the Secretary of Convention with a list of the names of those persons who have exercised significant ministry within this Diocese and who have died since the previous meeting of the Convention. The Secretary shall compile such lists and said persons shall be acknowledged in the printed *Journal* of the proceedings of the Convention.



## **CANON IV - THE TREASURER OF THE DIOCESE**

SECTION 1. The Treasurer of the Diocese shall be Treasurer of "The Diocese of West Missouri," a corporation.

SECTION 2. The Treasurer shall receive and disburse the moneys collected under authority of the Convention, and "The Diocese of West Missouri," a corporation, the disbursement of which shall not be otherwise directed by resolution adopted by the Convention.

SECTION 3. The Treasurer shall report to the Secretary in sufficient time before the assembling of the annual Convention, all Parishes and Congregations, that are delinquent in the payment of their assessments, and all other dues which such Parishes and Congregations were required to pay.

SECTION 4. The Treasurer shall give bond in such amount as shall be determined by the Convention, or the Diocesan Council, at the cost of the Diocese.

SECTION 5. The Treasurer shall perform such other duties as may be covered by resolution adopted by the Convention, or by the Diocesan Council.

SECTION 6. The Convention shall, at the expense of the Diocese, provide for the payment of such compensation as may be provided by resolution, for the services of the Treasurer.

## **CANON V - THE CHANCELLOR**

The Chancellor of the Diocese shall attend all Conventions of the Diocese, the meetings of the Diocesan Council, and such meetings of the Standing Committee as the Chancellor shall be asked to attend, and shall advise the Conventions, the Diocesan Council, and the Standing Committee, upon all matters of law concerning their actions. The Bishop, the Bishop Coadjutor, the Suffragan Bishop, Rectors and Vestries, may ask and obtain advice of the Chancellor upon any question of law concerning their actions or deliberations. The Chancellor shall have charge and control of all matters of law pertaining to every activity of the Diocese, and shall make reports of such matters to the annual Convention. No conveyance of any property, either to or by the Diocese, shall be made without approval of the Chancellor as to the form of such conveyance, and no Parish or Congregation shall be incorporated without approval as to the form of such incorporation. In general, the Chancellor shall be the law officer of the Diocese, and do and perform all duties usual and customarily pertaining to such office.

## **CANON VI - THE REGISTRAR**

SECTION 1. It shall be the duty of the Registrar to collect and preserve, as the property of the Diocese, all documents and papers pertaining to the Diocese, not in the custody of any other officer or Committee thereof; also, the journals and public documents of other Diocesan Conventions, and of the General Convention, and other pamphlets and publications connected with the Church.

SECTION 2. The Registrar shall collect and preserve such material as can be obtained relative to the history of the Diocese, of the Parishes and Congregations thereof, and catalogue and classify all books, documents and papers obtained, so as to make the contents thereof accessible

for reference. The Bishop may appoint a Historiographer to assist the Registrar in the collection and preservation of such historical material. A written report of the work of such Historiographer shall be made annually to the Convention of the Diocese.

SECTION 3. The Registrar shall perform such other duties as may be required by resolution adopted by the Convention.

## **CANON VII - THE FISCAL YEAR**

The Diocesan fiscal year shall begin on the first day of January each year, and shall end on the 31st day of December each year.

## **CANON VIII - DEANERIES**

SECTION 1. The Convention may divide the Diocese into Deaneries, and establish their jurisdictional boundaries.

SECTION 2. The Convention may adopt rules, regulations, or provisions concerning Deaneries, their organization, and functions.

## **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 Annual Convention shall elect four laypersons and two clergy to serve as members of Council for a two-year period, and the Bishop shall appoint two laypersons to serve for a two-year period. No member of the Diocesan Council may be elected to serve for more than two 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 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 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 Section 1. 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 Council may be declared vacant by the vote of a majority of those present at any meeting of the Council.

## **OFFICERS**

SECTION 4. The Officers of the Diocesan Council shall consist of a President, a Vice-President, and a Secretary. The Bishop of the Diocese shall be President of the Diocesan Council, and shall be the head of all the work of the Diocesan Council. The Diocesan Council shall elect from its membership a Vice-President. The Secretary of the Diocese shall be ex-officio Secretary of the Diocesan Council.

## **DEPARTMENTS**

SECTION 5. The Diocesan Council shall organize Departments, shall elect chairs thereof, upon nomination by the Bishop, and shall determine the scope and work of each Department.

SECTION 6. The Diocesan Council shall have power to organize, from time to time, such Departments as the work may demand.

SECTION 7. Each Department shall have power to appoint additional members of the Departments.

## **BY-LAWS**

SECTION 8. The Diocesan Council may adopt and enforce all necessary by-laws for its government, and for the government of each Department thereof, which by-laws shall not be in contravention of the *Constitution and Canons* of the General Convention, or of this Diocese, or of any civil law applicable to "The Diocese of West Missouri," a corporation.

## **MEETINGS**

SECTION 9. The Diocesan Council shall meet and organize immediately following the annual meeting of the Convention and shall also hold meetings at such other times as may be provided by its by-laws. A special Meeting of the Diocesan Council may be called at any time by the Bishop, or by any five members of the Diocesan Council, upon reasonable notice in writing to each member thereof.

SECTION 10. The Diocesan Council and its Departments shall hold sufficient meetings as are necessary and at times as shall be appointed.

## **CUSTODIAN OF RECORDS**

SECTION 11. The Diocesan Council shall be the sole custodian of the records of "The Diocese of West Missouri," a corporation, The Parochial Trust Fund, a corporation, the Diocesan Board of Church Extension, and all other Diocesan Committees and Boards, except the Standing Committee.

## **QUORUM**

SECTION 12. A simple majority of the members of the Diocesan Council shall constitute a quorum for the transaction of business.

## **CANON X - DIOCESAN AND PARISH REGISTERS**

SECTION 1. The Bishops, and the Clergy, other than Rectors of Parishes and Ministers in charge of Congregations, shall at once, after having performed the same, notify the Secretary of the Diocese, of all Baptisms, Confirmations, Marriages and Burials, as the case may be, conducted by them, stating the names, ages, residence, and, in case of burials, the place of interment, and in case of Baptisms and Marriages the names of witnesses or sponsors, and other data necessary for the making and preservation of complete records, which shall be entered in a book kept for that purpose by the Secretary of the Diocese.

SECTION 2. Parishes and Congregations shall keep accurate records of the names of members of families and their residences, belonging to the Parish or Congregation, the names, dates and residences of all persons baptized, confirmed, married or buried, which records shall be corrected from time to time, so that the annual report to the Bishop shall accurately show the vital statistics of such Parish or Congregation. The annual Report of each Parish and Mission shall be in the hands of the Secretary of the Diocese not later than February 1st of each year.

SECTION 3. The Convention, or the Diocesan Council, may, by resolution, provide the forms in which records shall be kept.

## **CANON XI - CONGREGATIONS**

SECTION 1. Twenty or more baptized persons of legal age, two, at least, of whom shall be adult communicants of the Church, desiring to organize a Congregation, may make written application to the Bishop and to the Standing Committee, stating that they are residents of the Diocese of West Missouri, and desire to establish and maintain a Congregation of said Diocese, in conformity with the doctrine, discipline and worship of the Church, subject to the Ecclesiastical Authority in the Diocese, and pledging at the same time a specified annual sum for maintenance, and promising conformity to the doctrine, discipline and worship of the Church, and to the *Constitution and Canons* of the General Convention, and of the Diocese of West Missouri, and the rules and regulations thereof.

SECTION 2. The Bishop, with the approval of the Standing Committee, upon receiving the application mentioned in Section 1 of this Canon, if the Bishop believes the Church will be thereby benefited, may authorize the organization of the Congregation, subject to the approval of the next ensuing Convention, and its admission into union with the Diocese.

SECTION 3. Upon the organization of the Congregation, the Bishop shall appoint a Preliminary Committee of three communicants of the Congregation to represent the Congregation until it is received into union with the Diocese, and when it is so received, the Bishop shall at once appoint, to serve until the first day of January next succeeding, and annually thereafter, a Committee of not less than three persons who shall represent the Ecclesiastical Authority of the Diocese in the final management of the Congregation. The Bishop shall appoint one member of the Committee as Warden, another member as Secretary, and another member as Treasurer.

SECTION 4. The Ecclesiastical Authority shall appoint a Minister, who shall serve such Congregation during the pleasure of the Ecclesiastical Authority. The minister shall from time to time, appoint the sexton, organist, choir leader, Sunday School superintendent, and other helpers as may be necessary, and remove the same at will; and the minister shall be the ex-officio chair of the Committee.

SECTION 5. The title to all the property of a Congregation shall be vested in "The Diocese of West Missouri," a corporation; no gift or donation shall be accepted, nor any purchase made, for or by the Congregation, nor any location of a Church site effected, without the consent of the Bishop and the Standing Committee, nor shall the Congregation incorporate under any civil law without the consent and guidance of the Bishop and the Standing Committee and the guidance of the Chancellor.

SECTION 6. Congregations may be organized and admitted into union with the Diocese under such other rules and regulations as may be adopted by the Convention, which are not in conflict with the *Constitution and Canons* of the General Convention or of the Diocese.

SECTION 7. For statistical purposes, a Congregation that is in union with the Diocese may be designated as a Mission (or Organized Mission); and a Congregation that has not been received into union with the Diocese may be designated as an Unorganized Mission.

## **CANON XII - PARISHES**

SECTION 1. Adult Communicants in good standing and of legal age, residing in this Diocese, or in contiguous counties of adjacent Dioceses, desiring to organize a Parish within this Diocese, shall make written application to the Bishop and to the Standing Committee stating the name of the proposed Parish and giving evidence that, for the calendar year of the application and the calendar year immediately prior to date of application, the Congregation they represent has use or possession of a suitable building, has been served by a priest on a full-time basis, and had paid in full all expenses for the calendar year of application. Said expenses shall include, but not be limited to, 1) the diocesan assessment, 2) normal operating expenditures and 3) either the compensation (stipend and housing) and full benefits (including medical insurance, pension and auto reimbursement) paid for a full-time priest according to the Diocesan Compensation Standard applicable to the priest serving the Congregation for the calendar year of application and the calendar year immediately prior to application or, at the discretion of the Bishop, with the consent of the Standing Committee, any of such expenses for the services of a non-stipendiary priest. Further, the Congregation shall give evidence that they are attached to the doctrine, discipline, and worship of the Protestant Episcopal Church in the United States of America, and will submit and conform to the same, and also to the *Constitution and Canons* of the General Convention and of this Diocese, and will not erect, without consent of the Ecclesiastical Authority, a place at any point within one mile of the place of worship of any other Parish or Congregation of this Diocese, or of land acquired by any other Parish or Congregation of this Diocese for the erection of a place of

worship, and that they are able and willing to meet all of the assessments that may be levied upon them for the support of the Church and of this Diocese.

SECTION 2. The Bishop and the Standing Committee, upon receiving the application mentioned in Section 1 of this Canon, may authorize the organization of the Parish subject to the approval of the next ensuing Convention, and its admission into union with the Diocese.

SECTION 3. If the Bishop and the Standing Committee consent to the organization of the proposed Parish, they shall notify the applicants thereof, who shall, within one month of receiving such notice, cause a meeting of such applicants to be held for the purpose of organizing such proposed Parish, when they shall proceed to elect a Vestry and shall if not incorporated take the necessary steps, under the guidance of the Chancellor, for the purpose of being incorporated under the laws of the State of Missouri, but its charter must provide that, in case of dissolution, abandonment, inability to function, withdrawal, expulsion or suspension from the Diocese of such Parish, all its property, real, personal and mixed, shall thereupon, without any act of such Parish, at once devolve upon and become the property of "The Diocese of West Missouri," a corporation, to be held by it for the benefit of the Diocese.

SECTION 4. If the Standing Committee has approved of the organization of the proposed Parish, it shall make a separate report thereon to the next ensuing Convention, whereupon the Convention may admit the Parish into union with the Diocese, in accordance with the *Constitution and Canons* of the General Convention and of this Diocese, and all rules and regulations thereof.

### **CANON XIII - CONCERNING A CHANGE OF STATUS OF A PARISH OR CONGREGATION**

SECTION 1. When any Parish, which has been admitted into union with the Diocese, shall fall below the minimum criteria which are canonically required for admission into union with the Diocese, or shall neglect to make an annual report within six months of the stipulated date, it shall be entered into such a process of evaluation and assistance which the Ecclesiastical Authority shall deem appropriate to determine the strengths, weaknesses and opportunities for the furtherance of the mission and ministry of the Church in that Parish. If after two years of this process conditions have not improved, the Parish may, with the consent of the Bishop and the Standing Committee, be placed upon the ecclesiastical and canonical basis of a Congregation and title to all its properties, real, personal and mixed, may at that time revert to "The Diocese of West Missouri," a corporation, which may execute such conveyances and take such other actions as may be necessary to effect such reversion. The Bishop and the Standing Committee may, however, choose to continue other processes of remediation at their discretion in dealing with such a Parish.

SECTION 2. Whenever any Congregation in union with the Diocese shall neglect for three consecutive years to make an annual report, or shall have failed for the same period to pay its assessments, such Congregation shall be liable to be dissolved.

SECTION 3. The Convention shall be, and hereby is, empowered to decide when such conditions exist and to dissolve Congregation. The Convention shall give written notice of its decision to the Parish or Congregation affected thereby.

SECTION 4. Upon the reduction of the status of a Parish to that of a Congregation the Rector and Vestry of such Parish shall thereby cease to exist as such and the Ecclesiastical Authority shall at once appoint therefore a Minister and a Committee consisting of at least three members of the Congregation; one member of the Committee shall be appointed as a Warden,

another as Secretary, and another as Treasurer, to serve as such until the first day of January next succeeding, and the Bishop shall annually thereafter appoint a Minister and a like Committee for such Congregation.

## **CANON XIV - PARISH MEETINGS**

SECTION 1. Each Parish shall hold an annual meeting on such day as the Rector and Vestry may appoint, beginning at an hour of that day fixed by the Vestry, but no later than February 20, and, if the Parish is incorporated under civil laws, such meeting shall also be the annual meeting of the civil corporation.

The time and place of the annual meeting shall be announced from the Chancel at a service previous to the meeting.

At such Parish meeting, in addition to other business, there shall be elected by ballot, the lay members of a Vestry duly qualified according to the *Canons* of the Diocese.

SECTION 2. Special Parish meetings may be called by the Rector at any time, but the purpose of such special meeting and the day and hour on which it is to be held, shall be announced by the Rector from the Chancel at services on two consecutive Sundays before the time of any such meeting, and by written notice thereof to the Wardens and Secretary of the Vestry. No business shall be transacted at any Special Parish Meeting except that mentioned in the call unless by unanimous consent of those present.

SECTION 3. If there be no Rector, the Senior Warden, if there be such; or the Junior Warden, if there be no Senior Warden; or the Secretary of the Parish, if there be no Rector, Senior Warden, Junior Warden; or the Treasurer of the Parish, if there be no Rector, Senior Warden, Junior Warden, or Secretary; or, any three members of the Parish, if there be no Rector, Senior Warden, Junior Warden, Secretary or Treasurer of the Parish, may call a special Parish meeting, notice of which meeting, stating the object thereof, the day and hour at which the same will be held, shall be given at services on two consecutive Sundays before such time, and, if no such Sunday services are held, by posting a notice thereof upon the door of the Church building, two weeks before the time of the holding of such meeting.

SECTION 4. The Rector shall, upon the written request of the majority of the members of the Vestry, or upon the written request of ten communicants of the Parish in good standing, not being a member of the vestry, call a special meeting of the Parish, and of the corporation, if there be such, to be held within ten days of the day on which the Rector shall have received such written request, and the Rector shall give notice of such special meeting from the Chancel at a Sunday service preceding such meeting, which notice shall state the day and hour at which such special meeting is to be held, and the object thereof; and the Rector shall also notify the Wardens and Secretary of the Vestry, in writing, of the time of such meeting, and the object thereof.

SECTION 5. The Rector, if there be one, shall preside at all Parish meetings and meetings of the civil corporation. If there be no Rector, the Senior Warden, if present when the meeting is called to order, shall preside. If the Senior Warden be not present at the meeting, the Junior Warden, if present when the meeting is called to order, shall preside. If there be no Rector and no Senior Warden or Junior Warden present at the meeting when it is called to order, the meeting shall elect its own presiding officer. The Secretary of the Vestry shall be the Secretary of the meeting.

If the Secretary is not present at the meeting when it is called to order, the meeting shall elect its own Secretary.

SECTION 6. In case the Parish is incorporated under civil law, the election of the Vestry, or other governing board thereof, shall be held in conformity with the laws under which the Parish is incorporated, anything in these Canons to the contrary notwithstanding.

SECTION 7. No person shall be entitled to vote at a Parish meeting, unless said person be an adult communicant of the Parish sixteen years of age or older, and one who has regularly contributed to the support of the Parish for a full six months next preceding such meeting, which fact shall be determined by the books of the Treasurer of the Parish, in case any question arises with reference thereto.

SECTION 8. A quorum for the transaction of business at Parish meetings shall consist of all members qualified to vote at such meetings as herein provided, the number being not less than one-fourth (1/4) of the Average Sunday Attendance (ASA) recorded in the parochial report filed in the prior calendar year.

## **CANON XV - THE VESTRY**

SECTION 1. The temporal affairs of the Parish, as a voluntary association, and as a civil corporation, shall be managed by a Vestry, composed of not fewer than five adult communicants of the Parish, in good and regular standing, and who have contributed regularly by subscription or otherwise, to the support of the Parish, for at least six months immediately prior to the meeting at which they are elected, and who are conscientiously attached to the doctrine, discipline and worship of the Church.

SECTION 2. Members of the vestry shall serve for one year and until their successors are elected and qualified; provided, however, that any parish may at any annual meeting (before the election of the lay members of the vestry) by resolution adopted by a two-thirds vote of the qualified voters present at such meeting determine the length of the term (which shall not exceed three years) for which the vestry shall be elected, and whether or not the vestry members shall be eligible for reelection to succeed themselves. The vestry members first elected under such resolution shall divide themselves into such number of groups (equal in number if possible) as will equal the number of years specified in such resolution and shall draw lots to determine the group to which they shall respectively belong. Group One shall serve for one year, group Two for two years and group Three for three years, and at each succeeding annual meeting the successors for the retiring group shall be elected for a full term of years; provided, further, that any succeeding annual Parish meeting may, by majority vote of the qualified voters present at such meeting set aside and revoke any resolution adopted at any previous Parish meeting relating to the election of vestry members for a term longer than one year, and to their qualifications, and the setting aside and revoking of such resolution shall terminate the term of all vestry members previously elected, and thereafter the new vestry members shall be elected for a term of one year without restrictions as to reelection.

SECTION 3. Vacancies occurring in the Vestry shall be filled by a majority vote of the remaining Vestry members.

SECTION 4. The Rector shall be a member of the Vestry, and the presiding officer thereof.



SECTION 5. The Rector shall annually appoint a member of the Vestry as Senior Warden. The Vestry shall elect from its own membership a Junior Warden and a Secretary. The Vestry shall also elect a Treasurer who may be chosen from the membership of the Vestry or from the membership of the parish, all of whom shall serve for one year, and until their successors are elected.

SECTION 6. No meeting of the Vestry shall be legal unless the Rector, Wardens and Vestry have been notified by notice given in Divine Service, or otherwise. A majority of the members of the Vestry shall constitute a quorum for the transaction of business.

SECTION 7. The presiding officer of the Vestry shall, at the Annual Meeting thereof, appoint as many Committees as may be necessary to carry on the business of the Vestry.

SECTION 8. The Vestry may make such by-laws, rules and regulations as it may deem necessary for the transaction of business, and change the same from time to time but shall have no power to make any by-law, rule or regulation, or take any action of any kind or nature that violates or runs counter to, or has the effect of violating any provision of the *Constitution and Canons* of the General Convention, or of this Diocese.

SECTION 9. No Vestry, trustee, or other body authorized by civil law to hold the title to property for any Parish or Congregation, shall encumber or alienate the same, or any part thereof, without a two-thirds vote of the whole Vestry, or other governing body thereof, and the written consent of the Bishop and the Standing Committee; provided, however, that the consent of the Standing Committee shall not be required where the property is to be encumbered by a lien, mortgage or other encumbrance running to the Diocese of West Missouri in order to secure a loan from a Diocesan fund.

SECTION 10. The Treasurer shall take charge of all missionary offerings, and shall make remittance at least quarterly, to the Treasurer of the Diocese, of all moneys so received.

## **CANON XVI - THE CUSTODY OF THE CHURCH BUILDING**

SECTION 1. The Church Building, or other place of worship belonging to any parish or Congregation shall be opened for all Services, Ceremonies, or other purposes authorized or approved of, either by the Church in the United States of America or the Church of the Diocese, represented by the Ecclesiastical Authority thereof, and for no other purpose whatsoever, at such times as the Clergy, or, when there is no Cleric, the Wardens, may deem proper. No Cleric in Charge of a Parish or Congregation, or, in case of a vacancy or absence, no Church Wardens or Vestry member of the same, shall permit any person to officiate therein without sufficient evidence of such person being duly licensed and ordained to minister in this Church (of which evidence, if there be doubt, the Bishop shall be the judge) nor any Cleric of this Church who may be under judicial sentence.

SECTION 2. No Church or Chapel shall be removed, taken down or otherwise disposed of for any unhallowed, worldly or common uses, nor shall any Congregation change the location of its Church or Chapel, nor erect or establish another within the same village, borough or city, without the previous written consent of the Bishop and the Standing Committee.

## **CANON XVII - CHANGE OF NAME OF A PARISH OR CONGREGATION**

SECTION 1. Before a Parish or a Congregation may change its name, it must adopt a resolution to that effect at an annual meeting of the Parish or Congregation, which resolution must specify the reasons therefore, and such resolution must be certified by the presiding officers of the meeting of the Parish or Congregation at which it was adopted, and must be presented to the next ensuing Annual Meeting of the Convention whereupon the Convention may adopt a resolution, changing the name of the Parish or Congregation to that requested by the Parish or Congregation, if the change has been approved by the Bishop and Standing Committee.

## **CANON XVIII - DISSOLUTION OF PASTORAL RELATIONS**

SECTION 1. No Rector of any Parish in this Diocese shall resign as such Rector, or accept any other charge or duty, or leave the Parish for a space of three months without the consent of the Vestry of such Parish and of the Ecclesiastical Authority of the Diocese. If any Rector shall resign, accept any other charge or duty, or leave the Parish for a space of three months, without the consent of the Vestry of such Parish and of the Ecclesiastical Authority of the Diocese first had and obtained in writing, then the Rectorate of such Parish shall be deemed ipso facto to be vacant. Such Rector shall be held to be not in good standing, and shall so remain until such Rector shall have made such satisfaction as the Ecclesiastical Authority of the Diocese may require.

SECTION 2. If any Rector shall resign as Rector, or accept any other charge or duty, or leave the Parish against the expressed wish of the Vestry thereof, and without the concurrence of the Ecclesiastical Authority of the Diocese, for a space of three months, the Rector shall be held to have permanently abandoned the Parish. In such event, the Rectorate of the Parish shall ipso facto become vacant, and the Parish no longer shall be liable to such Rector for the payment of any salary, or other temporalities, and such Rector shall thereafter have no right whatever to occupy or use any of the property of the Parish.

SECTION 3. The Vestry of a Parish shall not, by coercive means, attempt to force the resignation of the Rector of the Parish, but when differences exist between the Vestry and the Rector which cannot be settled by mutual forbearance, it shall be the duty of the Vestry to bring the matter to the attention of the Ecclesiastical Authority of the Diocese, and await action thereon, and the Parish whose Vestry so offends shall have no right to a seat in the Convention until such Vestry has made to the Convention a satisfactory explanation of its conduct.

SECTION 4. If, for any urgent reason, a Rector of a Parish, or its Vestry, shall desire a separation and dissolution, of the pastoral relation, and the Rector and Vestry be not agreed respecting such separation and dissolution notice in writing shall be given by either or both parties to the Ecclesiastical Authority of the Diocese, and the Bishop, in case the differences be not settled by the Bishop's godly judgment, or if the Bishop declines to consider the case without counsel, may ask the advice and consent of the Standing Committee of the Diocese, and proceeding with its aid and counsel, shall at once decide the controversy. The judgment shall be either that the pastoral relation between the parties shall cease and determine at a time and upon the terms therein specified, or that said relation shall not be terminated, which judgment shall be final and conclusive, and it shall be the duty of both parties to submit to and abide by such judgment. If there be no Bishop of the Diocese at the time, the Standing Committee thereof shall select a Bishop of an adjacent Diocese to act as the Bishop, and the judgment of said neighboring Bishop in the premises shall be of the same force and effect as if such Bishop were Bishop of the Diocese.

## **CANON XIX - VACANT RECTORATES**

SECTION 1. Whenever the Rectorate of a Parish becomes vacant for any cause, its Vestry shall immediately notify the Ecclesiastical Authority of the Diocese, provide for temporary maintenance of pastoral services therein, and proceed at the earliest possible moment to fill the vacancy.

SECTION 2. A Rector of a Parish shall only be elected at a regular meeting of the Vestry, or at a special meeting of the Vestry duly convened for that purpose, and it shall require a vote of at least two-thirds of the members of the Vestry present at the meeting to elect a Rector.

SECTION 3. No election of a Rector shall be had until the name of the Cleric whom it is proposed to elect has been made known to the Ecclesiastical Authority of the Diocese, and a sufficient time, not exceeding thirty days, has been given the Ecclesiastical Authority within which to investigate and to communicate with the Vestry.

SECTION 4. The Vestry shall, immediately upon the election of a Rector, notify in writing the Ecclesiastical Authority of the Diocese of such election, stating the name of the Cleric whom said Vestry has elected Rector of its Parish. Whereupon, the Ecclesiastical Authority, if satisfied that the Cleric so chosen is duly qualified, shall do all things necessary to enable the Cleric so elected to canonically accept and retain the Rectorate of the Parish.

## **CANON XX - RECTORS AND THEIR DUTIES**

SECTION 1. The spiritual affairs of the Parish are vested in the Rector thereof, subject of the Rubrics of the Book of Common Prayer, the *Constitution and Canons* of the General Convention and of this Diocese and the godly counsel, advice and direction of the Ecclesiastical Authority of the Diocese, and the Rector shall have full and free discharge of all functions and duties pertaining thereto, and at all times be entitled to the use and control of all the buildings and grounds of the Parish and of all the furniture therein, and appurtenances thereto belonging.

SECTION 2. No Rector shall be obligated to receive into the Parish as a regular communicant any person who does not lodge with the Rector a certificate showing such person to be a communicant in good standing in some other Parish, signed by the Rector of such other Parish, or, if there be no Rector thereof, by one of the Wardens, or, if not signed by the Rector of the Parish or by one of the Wardens thereof, by the Bishop of the Diocese.

## **CANON XXI - ASSESSMENT REVIEW**

SECTION 1. Notification and Acceptance of Assessment and of Responsibility to Remit Full Assessment

Section 1.01 By September 1 each year the Treasurer of the Diocese shall notify all parishes and congregations of the diocese of their preliminary assessment, as calculated by the existing formula, for the calendar year that begins the following January 1st.

Section 1.02 By December 1 each year every parish and congregation shall be

required to provide to the Treasurer a signed response to their actual assessment as levied by Diocesan Convention, said notification from its Vestry or Bishop's Committee and the Member of the Clergy exercising oversight in the parish or congregation (or, in the absence of a Member of the Clergy exercising oversight, from the Vestry or Bishop's Committee alone) that shall indicate the parish's or congregation's acceptance:

- a) of the assessment as calculated by the Treasurer, and
- b) of the parish's or congregation's responsibility to remit that amount in full during the following calendar year.

Section 1.03 Any parish or congregation which:

- a) does not accept the assessment as calculated by the Treasurer, or
- b) which at that time (or at any later time) notifies the Treasurer that it anticipates not being able to meet its full assessment, shall enter into a process of mutual conversation and dialogue with the Diocesan Assessment Review Committee.

## SECTION 2. Assessment Review Committee

Section 2.01 The Assessment Review Committee shall be appointed by the Bishop with the consent of the Diocesan Council. The Treasurer of the Diocese shall be the chair of the committee.

Section 2.02 The Assessment Review Committee shall develop and present annually to Diocesan Council at its June meeting the process for assessment review for the following year. Once adopted by Diocesan Council said process shall be published to all congregations and parishes in the diocese but not later than September 1.

Section 2.03 The Assessment Review Committee will report to Diocesan Council on a regular basis.

Section 2.04 The Committee has the authority to recommend to Diocesan Convention or (when the Convention is not in session) to the Diocesan Council that the assessment of a parish or congregation, as established by Diocesan Convention, be adjusted.

## SECTION 3. Adjustment of Assessments

Section 3.01 The authority to adjust assessments rests solely with the Diocesan Convention or (when the Convention is not in session) with the Diocesan Council.

Section 3.02 If the Convention or Council adjusts the assessment of a parish or congregation, and that parish or congregation subsequently remits the modified assessment amount in full, the parish or congregation will be deemed to have fulfilled its financial obligation to support the common life and work of the diocese.

SECTION 4. Any action taken by Diocesan Council regarding the duly levied assessment of a parish or congregation shall be reported to the Credentials Committee of the Diocesan Convention and, through that Committee, to the Convention.

## **CANON XXII - ECCLESIASTICAL DISCIPLINE**

SECTION 1. Title IV of General Canons. Those provisions of Title IV of the General Canons which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

### **SECTION 2. Discipline Structure.**

Section 2.01 Disciplinary Board. The Board shall consist of seven persons, four of whom are members of the Clergy and three of whom are Laity.

Section 2.02 Clergy Members. The Clergy members of the Board must be canonically resident in the Diocese.

Section 2.03 Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing, and members of a congregation in the Diocese.

Section 2.04 Election. The members of the Board shall be nominated by the Bishop and elected by the Convention. Each member shall be elected for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election.

The terms of office of the Board shall be staggered and arranged into three classes. The first Board elected shall, in whatever manner the members determine, form the initial terms of office as follows: two (2) clergy and one (1) lay to three year terms; one (1) clergy and one (1) lay to two year terms; and one (1) clergy and one (1) lay to one year terms.

Members may serve no more than two consecutive terms on the Board.

Section 2.05 Vacancies. Vacancies on the Board shall be filled as follows:

- a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- b) The Bishop shall appoint a replacement Board member with the advice and consent of the Standing Committee.
- c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board member.
- d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

Section 2.06 Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or

undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Section 2.07 President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.

Section 2.08 Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Section 2.09 Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

Section 2.10 Church Attorney. Within sixty (60) days following each annual Convention, the Bishop, in consultation with the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

Section 2.11 Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

Section 2.12 Advisors. In each proceeding under this Title, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

Section 2.13 Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

### SECTION 3 Costs and Expenses.

Section 3.01 Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Diocesan Council.

Section 3.02 Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the [respective] Diocese, subject to budgetary constraints as may be established by [named budget authority].

### SECTION 4. Records.

Section 4.01 Records of Proceedings. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan Office.

Section 4.02 Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocesan Offices and the Archives of the Episcopal Church, as prescribed in Title IV of the Canons of the Episcopal Church.

## **CANON XXIII - DISCIPLINE OF THE LAITY**

SECTION 1. In all cases, the provisions of the relevant Title(s) of the Canons of the General Covenant and the disciplinary rubrics of the Book of Common Prayer shall apply in their entirety to the cases of discipline involving the laity of this Diocese.

## **CANON XXIV - COMMISSION ON MINISTRY**

SECTION 1. The Convention shall, on the nomination of the Ecclesiastical Authority, elect a Commission on the Ministry consisting of twelve persons from the Diocese: six in the clerical order and six in the lay order. Additional members, not to exceed six in number, may be appointed by the Ecclesiastical Authority after consultation with the Commission. For every two additional members appointed, one must be in the clerical and one in the lay order.

SECTION 2. The members of the Commission on Ministry shall hold office for the term of three years and may succeed themselves for additional terms.

SECTION 3. Any Deacon who has been accepted, prepared and ordained specifically for diaconal ministry and who subsequently desires to be an ordained priest must reapply for ordination to the presbyterate and be accepted for screening in preparation for the presbyterial ministry, according to Title 3, Canon 2, of the *Constitution and Canons* of the Episcopal Church.

## **CANON XXV - EXAMINING CHAPLAINS**

SECTION 1. The Convention shall, on the nomination of the Ecclesiastical Authority, elect a Board of Examining Chaplains, consisting of at least two Presbyters within the Diocese.

SECTION 2. The members of the Board of Examining Chaplains shall hold office for the term of three years.

## **CANON XXVI - ALTERATIONS AND AMENDMENTS**

SECTION 1. No proposed alteration or amendment to the *Canons* of this Diocese shall be considered by the Convention, unless at least one day's previous notice thereof in writing shall be given in an open meeting thereof, unless by two-thirds affirmative vote of the Convention this rule be set aside. Such proposed alterations or amendments shall be referred to and reported on by the Committee on *Constitution and Canons*, before action thereon can be taken by the Convention. A simple majority vote shall control as to the adoption or rejection of any proposed alterations or amendments except where it is otherwise specifically provided.

SECTION 2. The Bishop shall have the right of veto upon all canons adopted by the Convention.

SECTION 3. All Canonical enactments shall be effective from and after the date of approval by the Bishop.



## **CANON XXVII - CATHEDRAL**

SECTION 1. The Cathedral is established to the glory of God and the good of all people. It is the Diocesan Church of the Diocese of West Missouri and is a house of prayer for all people who may resort thereto to worship God.

SECTION 2. Grace and Holy Trinity Church in Kansas City shall be the Cathedral Church of the Diocese of West Missouri.

SECTION 3. The word "Parish" wherever used in the *Constitution and Canons* of this Diocese shall be taken to include the Cathedral Church.

SECTION 4. The Cathedral Church shall have the same proportionate lay representations in the Annual Convention of the Diocese and shall be subject to the same duties, liabilities, apportionments and assessments as it would have or be subject to if it had remained a Parish church.

SECTION 5. The management of all the temporal affairs of the Cathedral Church is the responsibility of the Cathedral Vestry. This Vestry shall be elected and governed in accordance with the Diocesan *Canons*, which relate to the Vestries of all Parishes of the Diocese, the same as if the Parish Church had not been designated as the Cathedral Church.

SECTION 6. To the Bishop and to the Dean jointly, shall belong the ordering of the services of the Cathedral. The Cathedral shall be at all times at the disposal of the Bishop for special services, and the Bishop shall take such part in Divine Services and shall preach at such times as the Bishop may see fit, due notice being given to the Dean of the Bishop's intention to do so.

SECTION 7. The Dean shall be nominated by the Bishop and shall be elected by the Cathedral Vestry. The Dean shall be the presiding officer of the Cathedral Vestry.

SECTION 8. The number of canons of the Cathedral shall be determined by the Bishop, Dean, and Cathedral Vestry. By the words, "Canon of the Cathedral" as used in this section, shall be understood to mean any Presbyter in good standing in the Diocese of West Missouri, and canonically resident in the Diocese of West Missouri, chosen as herein provided. The Canons of the Cathedral shall be elected by the Vestry on the joint nomination of the Bishop and the Dean, for the discharge of such duties in the worship, preaching and work of the Cathedral as may be assigned to them.

SECTION 9. This Canon shall become effective when passed by the Annual Convention of the Diocese of West Missouri, and when the written consent of the Bishop of the Diocese, the Rector of Grace and Holy Trinity Church, Kansas City, Missouri, has been filed with the Secretary of the Diocese. This Canon shall not be amended, changed or modified, unless the written consent in each instance, is first obtained from the Bishop of the Diocese, from the Rector of Grace and Holy Trinity Church of Kansas City, hereafter to be designated as Dean; and from Grace and Holy Trinity Church of Kansas City, Missouri, hereafter to be designated as Grace and Holy Trinity Cathedral of Kansas City, Missouri.

SECTION 10. Any *Canons* of the Diocese in conflict herewith are hereby repealed, modified and changed to the extent as provided by this Canon.

SECTION 11. Nothing herein contained shall be deemed to affect in any respect the title to the property now owned or held by Grace and Holy Trinity Church of Kansas City, Missouri.

SECTION 12. Honorary *Canons* of the cathedral, whether lay or ordained, shall be appointed by the Bishop of the Diocese upon consultation with the Dean of the Cathedral. This appointment shall not be applied in such a way as to imply the privilege of vote in the cathedral chapter or vestry, nor shall it empower the holder of the title to vote in the selection of a Dean or any other member of the clergy for the cathedral staff.

## **CANON XXVIII - REPEAL**

All *Canons* of this Diocese, adopted prior to the Council of 1924, are hereby repealed.

## **CANON XXIX - BISHOP KEMPER SCHOOL FOR MINISTRY**

SECTION 1. The Bishop Kemper School for Ministry is a jointly-owned subsidiary of the Dioceses of West Missouri, Kansas, Western Kansas, and Nebraska, incorporated in the State of Kansas, governed under its own By-Laws, and operated for the mutual benefit of the four dioceses.

SECTION 2. The four members of the Bishop Kemper School for Ministry's Board of Directors, to which the Diocese of West Missouri is entitled, shall be elected by Diocesan Convention upon nomination by the Bishop or by the Ecclesiastical Authority at the time of nomination.

(a.) Each Director shall serve a 2-year term. The terms of Directors shall begin immediately after the conclusion of the Annual Convention at which they were elected and end at the conclusion of the second Annual Convention after their election, or when their successor takes office. However, the initial Directors shall be designated into two classes, one class being elected to a one-year term, and the other class elected for a full term.

(b.) In the event of a vacancy occurring among the Directors representing West Missouri on the Board of Directors, such vacancy shall be filled at the Bishop's or Ecclesiastical Authority's discretion by action of the Diocesan Council upon nomination by the Bishop or Ecclesiastical Authority.

SECTION 3. Annually, the Bishop or Ecclesiastical Authority will appoint one Director from the Board of Directors of the Bishop Kemper School for Ministry, plus a member in good standing of the diocese who is not on the Board, as members of the Board of Director's Finance Committee.

**RULES OF ORDER GOVERNING THE CONDUCT OF BUSINESS AT MEETINGS OF  
THE CONVENTION OF THE DIOCESE OF WEST MISSOURI  
AS AMENDED BY THE 128<sup>th</sup> DIOCESAN CONVENTION**

**Attendance to Business of Convention**

1. When the President takes the chair no member shall continue standing, or shall afterwards stand up, unless to address the chair.
2. No member shall be absent from the session of the House unless he or she has leave or shall be unable to attend.
3. Except for the first business day of the Convention, when the President shall have taken the chair, the minutes of the preceding day shall be read.
4. The Secretary may employ pages to act as messengers during the sessions of the Convention.
5. The President shall appoint such committees as are, in his or her opinion, necessary, and the committee members shall be notified as early as possible before Convention opens.
6. All committees shall be appointed by the President, unless otherwise ordered. The reports of all committees shall be in writing (including electronic submission in a manner approved by the President and Secretary), and shall be received without motion for acceptance, unless recommended by vote of the House. All reports recommending or requiring any action by the House shall be accompanied by a resolution for action or for an expression of opinion by the House.
7. The names of movers of resolutions shall appear upon the minutes of the convention.

**Business before the Convention**

1. No resolution shall be considered as before the House unless it has been submitted in writing (including electronic submission in a manner approved by the Bishop and the Secretary) and been received by the Bishop and Secretary four weeks before the opening of Convention to allow distribution to all delegates and introduction by title at Convention.
2. Any resolution which has not been presented to the Bishop and to the Secretary four weeks prior to the convention date will not be considered as before the House unless copies of such resolution are made available to every delegate and, at Convention, two-thirds of said delegates agree to consider such resolution.

**Debate**

1. When any member is about to speak, or deliver any matter to the House, the member shall state his or her name and the congregation he or she attends, and then, with due respect, address the President, confining his or her remarks strictly to the point in the debate.
2. A member, other than the chair of a committee whose report is under consideration, shall not speak more than twice in the same debate, nor longer than ten minutes at a time, without leave of the House.
3. When a question is under consideration, a motion shall not be received, except to lay it on the table, to postpone it until a certain time, to postpone it indefinitely, to commit it, to divide it, or to amend it; motions for any of these purposes shall have precedence in the order herein named.
4. If a motion to lay an amendment on the table be carried, the matter before the House shall be proceeded with as if no such amendment had been offered.
5. Motions to lay on the table and to adjourn shall be decided without debate. The motion to adjourn shall always be in order.

6. Debate shall not be allowed upon a resolution to refer any motion to a committee, or a motion to recommit any subject which has been before a committee, but the member who offers such resolution or motion may speak for five minutes for the purpose of explaining its object.
7. All amendments shall be considered in the reverse order in which they are moved. When a proposed amendment is under consideration a motion to amend the same day may be made. An after amendment to such second amendment shall not be in order, but when an amendment to an amendment is under consideration, a substitute for the whole may be received. A proposition, different from the one under consideration, shall not be received under color of an amendment or substitute.
8. All questions of order shall be decided in the first instance by the President, without debate; an appeal, however, may be made from his or her decision to the Convention by any member of the same.

#### **Voting methods:**

1. Elections to diocesan offices shall be by ballot.
2. All other voting shall be by visual show of Voting Cards: a green card indicating an affirmative vote, a red card indicating a negative vote. When the President calls for the vote, voters will raise one colored card to indicate their respective votes.
3. All motions pertaining to voting shall remain available.
4. Every member who may be in the House when any question is put, shall, on a division, be counted, unless he or she is excused by the convention.
5. After the first ballot has been announced, the nominee (clergy and/or lay) with the least number of votes shall be dropped from the list of nominees. This process shall continue after each balloting until there is one more nominee than the number of persons to be elected. This shall not apply to votes by orders.

#### **Procedures following Decisions of Convention**

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

#### **Rules of Order in Force**

1. In all matters of parliamentary procedure, Robert's Rules of Order shall be the standard book of reference, excepting that these Rules of Order for the Convention shall supersede in cases of disagreement.
2. The Rules of Order shall not be suspended except by a two-thirds vote of the members present.

### **ORDER OF BUSINESS**

1. Report of the Credentials Committee as to seating of delegations.
2. Announcement by Secretary as to whether a quorum is present.
3. Appointment of Parliamentarian.
4. Adoption of Rules of Order.
5. Elections of Secretary of the Diocese, Treasurer of the Diocese, Assistant Treasurer of the Diocese (if any), and Chancellor of the Diocese.
6. Announcements.

7. Report of Committee on Dispatch of Business.
8. Introduction of all resolutions for reference.
9. Nominations and first ballot for Diocesan Council, Standing Committee, and General Convention deputies. Additional ballots will be taken and related motions will be considered at times determined by the chair.
10. Consideration of the budget and any resolutions related to financial matters.
11. Reports of all officers and committees.
12. Report of all resolutions previously referred.
13. Elections and other appointments and nominations.
14. Fixing time and place of next Convention.

#### REGARDING RESOLUTIONS

Please see the Rules of Order section entitled “Business before the Convention” for information regarding proposing resolutions to the Convention, including deadlines for consideration without the leave of the Convention.

## Index to the *Constitution and Canons* of the Diocese of West Missouri

### A

Abandonment of Congregations or Parishes .....	5,9
Admission of new Congregations or Parishes .....	5,9
<b><i>Allegiance of the Diocese</i>.....</b>	<b>1</b>
Amendments,	
Canons .....	32
Constitution .....	13
Annual Report .....	19
Archdeacons .....	6
Assessments .....	5,7
Delinquencies .....	5,7
Assistant Secretary .....	6
Associate Chancellor .....	4,6
Associate Treasurer .....	4

### B

Bishop	
Coadjutor .....	1,3,6,17,30
Diocesan - see Diocesan Bishop	
Election of .....	3
Suffragan .....	2,3
Bishop's Committee .....	20,22
Board of Examining Chaplains .....	32
Boundaries of the Diocese .....	4
Bylaws	
of Diocesan Council .....	18
of Vestries .....	24

### C

Canonical residence .....	7,12,13
Canons, Amendment of .....	32
Cathedral .....	11,32,33
Chancellor .....	2,3,4,6,16
Change of name, Congregation or Parish .....	25,26
Change of status, Congregation or Parish .....	21,25
Church Attorney .....	29
Church Building, control and custody of .....	24,26
Civil Law .....	11,22,23,24,28
Clergy	
conformity of .....	1,9
discipline of .....	28
election of .....	2
license to officiate .....	24
list of .....	14
Coadjutor .....	2,3,6,30
Commission on Ministry .....	31

Committee of a Congregation .....	19,21
Committees	
of the Convention .....	6
of a Vestry .....	25
Communicant	
definition of .....	12
transfer of .....	26
Conformity	
of Clergy .....	1,2,5,9,10,26,31
of Congregations .....	9,10,19
of Convention .....	5
of Convention Delegates .....	7
of Diocese .....	1
of Laity .....	5,31
of Parishes .....	5,20
of Vestries .....	23,24
Congregations	
Abandonment of .....	5,9
Admission of .....	9,20
Change of location of .....	24
Change of name of .....	24
Change of status of .....	21,25
Committee of .....	19,20,22
Dissolution of .....	5,9
Expulsion and Suspension of .....	5,9
Formation of .....	19
Merger of .....	5,9
Minister of .....	19,20
Property of .....	9,19
Consolidation of Parishes .....	5
Constitution, Amendment of .....	13
Convention, see Diocesan Convention or General Convention	
Counties of the Diocese .....	4
Custodian of Records .....	18

## D

Deacons	
Ordination of Presbyterate .....	32
Local .....	32
Deaneries .....	2,16,17
Definition of terms .....	12
Delinquent assessments .....	7
Departments of Diocesan Council .....	17,18
Deputies to General Convention .....	11
Diocesan Bishop .....	2
Conformity of .....	1
Election of .....	3
and Congregations .....	19
and Convention .....	6,7,8
and Diocesan Council .....	17
and Dissolution of Pastoral Relations .....	25

and Ecclesiastical Trial Court .....	30
and Parishes .....	20
Diocesan Convention .....	
Clerical membership .....	6,14
Committees of .....	6
Conformity of .....	5
Decisions of .....	5
Lay delegates .....	6,7,14
Lay representation .....	7,14
Meeting .....	7,8
Members .....	6,7,8,11
Minutes of .....	15
Notice of .....	8
Officers of .....	3,6
Order of Business .....	35
Powers of .....	5,10,16
Quorum .....	8
Rules of Order .....	34
Special Meetings of .....	8
Transaction of business .....	8
Voting .....	3,8
Worship during .....	8
Diocesan Council .....	10,11,17
Absence from .....	17
Bylaws .....	18
Departments of .....	18
Meetings of .....	18
Membership of .....	17
Officers of .....	17,18
Powers of .....	10,17
Quorum of .....	18,19
Vacancies in .....	17
Diocesan Officers .....	2,17,18
Election of .....	3
Diocese .....	
Allegiance of .....	1
Boundaries of .....	4
Counties of .....	4
Definition of .....	1
Historical Records .....	16
Jurisdiction of .....	4
Name of .....	2
Membership of .....	17
Diocesan Registrar .....	16
Discipline of the Laity .....	30
Dissolution of a Congregation or Parish .....	5,10
Dissolution of Pastoral Relations .....	25
<b>E</b>	
Ecclesiastical .....	28, 29,30
Election of Bishops .....	1,3
of Clergy .....	3



of Convention Officers .....	10
of Disciplinary Board.....	28
of Deputies to General Convention .....	11
of Diocesan Officers .....	2,3
of Diocesan Council.....	18
of Lay Delegates to Diocesan Convention .....	7,14
of Rector.....	26
of Standing Committee .....	10
of Vestry .....	21,24
Examining Chaplains .....	32
Expulsion of a Congregation or Parish .....	10

## F

Fiscal Year .....	16
Formation of Congregations .....	19
<b><i>of Parishes</i> .....</b>	<b>20</b>

## G

General Convention	
<b><i>Conformity to</i> .....</b>	<b>1,2,5,7,9,10,20,23,24,27,31</b>
Definition of .....	13
Deputies to .....	11

## H

Historical Records of the Diocese .....	16
Historiographer .....	16

## J

Judicial Body .....	5
Jurisdiction of the Diocese .....	4

## L

Laity, discipline of.....	5,30
Lay delegates to Diocesan Convention	
Choice of .....	7,14
Qualifications of.....	7
Youth Delegate.....	7, 8,14
Lay representation in Diocesan Convention .....	7,14
License to Officiate .....	24
List of clergy.....	14

## M

Meetings	
of the Convention .....	3,8
of Diocesan Council.....	18
of a Parish .....	22
of a Vestry .....	24
Membership	

of the Convention .....	7,12
of the Diocese .....	2
of Diocesan Council.....	17
Merger of Parishes.....	5
Minister of a Congregation .....	20
Missions, see Congregations	

## N

Name of the Diocese.....	2
Name change, Congregation or Parish .....	25
New officers, creation of.....	3
New Congregations and Parishes, admission of .....	9,19
Notice of Convention.....	8

## O

Officers	
of the Convention .....	3,6
of the Diocese .....	2
of Diocesan Council.....	17
of a Vestry .....	24
Order of Business of Convention .....	35
Order, Rules of, of Convention.....	34

## P

Parish Register .....	19
Parishes.....	20
Abandonment of .....	5,9
Admission of.....	9,20
Change of status of .....	21,25
Consolidation of.....	5
Dissolution of.....	5,9
Formation of .....	5,20
Incorporation of .....	16,22
Meetings of.....	21,22
Merger of.....	5
Property of.....	5,9,10,16,20,24
Spiritual Affairs of .....	26
Temporal Affairs of .....	23
Pastoral Relations, Dissolution of.....	26
Powers of the Convention .....	5
Preamble .....	1
President of the Convention .....	6
Property	
of a Congregation.....	9,10,16,19
of a Parish .....	5,9,10,16,20,24

## Q

Quorum	
of the Convention .....	8
of Diocesan Council.....	18
of a Parish Meeting.....	23

of a Vestry .....	24
<b>R</b>	
Records of the Diocese .....	6,15,16,18,19
Rector, Rectorate	
Duties of .....	26
Election of .....	1,26
Resignation of .....	25
Vacancies of .....	26
Records	
and Registrar .....	16
and Diocesan Council .....	18
and Historiographer .....	16
and Standing Committee .....	18
and Ecclesiastical Trial Court .....	28
and Secretary of the Diocese .....	6,15,18
Register	
Diocesan .....	18
Parish .....	18
Registrar of the Diocese .....	2,3,4,16
Repeal	
of previous Constitution .....	14
of prior Canons .....	33
Resignation of a Rector .....	25
Revision of the Constitution .....	13
Rules of Order .....	8,34
<b>S</b>	
Secretary of the Convention .....	6
of the Diocese .....	2,3,4,6,14,15,17
Standing Committee .....	10,11
and Church Attorney .....	29
and Church Property .....	24
and Congregations .....	19,21
and Dissolution of Pastoral Relations .....	25
and Election of Bishops .....	3
and Parishes .....	20,21
and Presidents of Convention .....	6
Suffragan Bishops .....	2,3,6
Suspension of a Congregation or Parish .....	10,22
<b>T</b>	
Terms, Definitions of .....	12
Terms of office, see office concerned	
Transfer of Communicants .....	28
Treasurer of the Diocese .....	2,4,6,15,17
Trial, see Ecclesiastical Trial Court	
<b>V</b>	
Vacancies	

in Delegates to Diocesan Convention .....	14
in Deputies to General Convention .....	11
in Diocesan Council.....	17
in Presidency of Convention .....	6
in presidency at Parish Meetings .....	22
on Ecclesiastical Trial Court .....	27
on Standing Committee .....	10
Vacant Rectorates .....	26
Vestry .....	23,24
and Dissolution of Pastoral Relations .....	25
and Election of a Rector .....	27
and Parish Meetings.....	21,22
and Vacant Rectorates .....	26
Voting	
in Congregations .....	22
in Convention .....	3,8
in Ecclesiastical Trial Court.....	29

## W

Wardens	
of Congregations .....	19
and Custody of Church Buildings.....	24
of Parishes .....	23,24
and Parish Meetings.....	22
and Custody of Church Buildings.....	24

**ARTICLES OF INCORPORATION  
OF  
THE DIOCESE OF WEST MISSOURI**

## ARTICLES OF INCORPORATION OF THE DIOCESE OF WEST MISSOURI

KNOW ALL MEN BY THESE PRESENTS: That we, the undersigned, for the purpose of forming a corporation under the Constitution of the State of Missouri, and according to the laws thereof relating to benevolent, religious, scientific and educational associations, enter into the following agreement, and declare the same to be our Articles of Incorporation.

FIRST: The name of this corporation shall be, The Diocese of West Missouri.

SECOND: The principal office of this corporation shall be located at Kansas City, Jackson County, Missouri.

THIRD: This corporation shall continue until it shall voluntarily surrender its corporate rights, or until it shall be dissolved by proceedings instituted by the State under any law now in force, or that may hereafter be enacted.

Amended by Decree dated October 25, 1977:

FOURTH: This corporation is formed for the purpose of taking and holding title to such real estate as is or may be prescribed by law for church edifices, parish houses, rectories and cemeteries and for the further purpose of owning church buildings, rectories, and parish houses, and owning, maintaining and operating cemeteries, schools, colleges, institutes, academies and other institutions devoted to religious, charitable, educational and scientific purposes, and for the further purpose of owning, maintaining and operating hospitals, asylums and houses of refuge, reformatories, and such other buildings as may be deemed necessary for its religious, charitable and educational work, and for the further purpose of acquiring and holding, through gifts, legacies or devises, such property as may lawfully fall to it, and for the further purpose of executing any trust, the purpose of which falls within the purview of Article 10, Chapter 33, of the Revised Statutes of the State of Missouri, 1909.

Amended by Decree dated October 25, 1977:

FIFTH: This corporation shall have power to impose such dues and collect and raise such revenues as may be deemed necessary for the purpose of conducting and maintaining religious services and carrying on such educational, scientific and charitable work as it may undertake, and for the further purpose of acquiring such property, both real and personal, as may be deemed necessary for the purposes and objects for which this corporation is formed, and the improvement and maintenance thereof; but this corporation shall not engage in any business for pecuniary profit.

SIXTH: This corporation acknowledges its allegiance in ecclesiastical affairs to be due to the one Holy Catholic and Apostolic Church of Christ, and accedes to, recognizes and accepts the Constitution, Canons, doctrine, discipline and worship of that branch thereof known as the Protestant Episcopal Church in the United States of America, and accedes to, recognizes and accepts the *Constitution and Canons* of the Diocese of said Church, in which the principal office of this corporation may be located.

SEVENTH: All of the property belonging to this corporation or the proceeds thereof, shall be held, handled, used and disposed of according to the *Constitution and Canons* of the General Convention of the Protestant Episcopal Church in the United States of America, and of the Diocese thereof, in which the principal office of this corporation may be located.

EIGHTH: The affairs of this corporation shall be controlled by an Executive Council, consisting of such number of persons having such qualifications, elected in such manner, and for such time and performing such duties as may be prescribed by the *Constitution and Canons* of the Diocese of the Protestant Episcopal Church in the United States of America in which the principal office of this corporation may be located. The names of those agreed upon as members of the Executive Council until their successors shall be elected and qualified as above provided, are: Sidney C. Partridge, Edwin F. Wilcox, and H. L. Arnold.

NINTH: The Executive Council shall have power to mortgage or otherwise encumber, sell or dispose of, or otherwise transfer, upon such terms as may be deemed best, any part, or all of the property belonging to this corporation, whether the same be real, personal or mixed, PROVIDED, HOWEVER, that no real estate belonging to this corporation shall be mortgaged or otherwise encumbered, sold, or otherwise conveyed or transferred without the affirmative vote of two thirds of all of the members of the Executive Council, and shall have power to adopt a corporate seal and change the same at will, and shall have power to do and perform all other acts and things that may be deemed necessary and proper to carry out the purposes and objects for which this corporation is formed.

TENTH: These Articles of Incorporation shall at no time be amended so as to remove this corporation or its property from the control of that branch of the one Holy Catholic and Apostolic Church of Christ, known as the Protestant Episcopal Church in the United States of America, which control shall at all times be regulated by the *Constitution and Canons* of said Church, and the *Constitution and Canons* of the Diocese thereof, in which the principal office of this corporation may be located, and any amendment which would remove this corporation or its property from such control, shall be deemed not to be germane to the objects and purposes for which this corporation is formed.

Amended by Decree dated October 25, 1977:

ELEVENTH: Upon the dissolution of the corporation, the Executive Council shall, after paying or making provisions for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provisions of any future United States Internal Revenue Law), as the Executive Council shall determine. Any of such assets not so disposed of shall be disposed of by the Circuit Court of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations as said court shall determine, which are organized and operated exclusively for such purposes.

## APPENDIX

### DEANERIES OF THE DIOCESE OF WEST MISSOURI

#### Section I. Roster of Deaneries

1. The Diocese of West Missouri shall be divided into three (3) geographical Deaneries as follows:

- 1.1. The *Metro-Northwest Deanery* shall encompass the following parishes and congregations:

Kansas City, Good Shepherd	Kansas City, St. Paul's
Kansas City, Grace & Holy Trinity Cathedral	Kansas City, St. Peter & All Saints'
Kansas City, Redeemer	Liberty, Grace
Kansas City, St. Andrew's	Maryville, St. Paul's
Kansas City, St. Augustine's	Saint Joseph, Christ
Kansas City, St. Mary Magdalene	Savannah, St. Mary's
Kansas City, St. Mary's	Skidmore, St. Oswald's

- 1.2. The *Central Deanery* shall consist of the following parishes and congregations:

Blue Springs, Resurrection	Independence, Trinity
Boonville, Christ	Lee's Summit, St. Anne's
Chillicothe, Grace	Lee's Summit, St. Paul's
Clinton, St. Paul's	Lexington, Christ
Excelsior Springs, St. Luke's	Raytown, St. Matthew's
Fayette, St. Mary's	Sedalia, Calvary
Harrisonville, St. Peter's	Trenton, St. Philip's
Independence, St. Michael's	Warrensburg, Christ

- 1.3. The *Southern Deanery* shall consist of the following parishes and congregations:

Bolivar, St. Alban's in the Ozarks	Mountain Grove, Church of the Transfiguration
Branson, Shepherd of the Hills	Neosho, St. John's
Camdenton, St. George	Nevada, All Saints'
Carthage, Grace	Noel, St. Nicholas'
Cassville, St. Thomas a Becket	Ozark, St. Matthew's
Joplin, St. Philip's	Springfield, Christ
Kimberling City, St. Mark's	Springfield, St. James'
Lebanon, Trinity	Springfield, St. John's
Monett, St. Stephen's	West Plains, All Saints'



## 2. Changes to Roster

- 2.1. Any parish or congregation hereafter organized shall be assigned to a Deanery by the Bishop with the concurrence of the Diocesan Council.
- 2.2. Parishes or congregations may be transferred from one Deanery to another by the Bishop for weighty cause and with the concurrence of the Diocesan Council.
- 2.3. If any parish or congregation desires to be transferred from one Deanery to another, that parish's Vestry or the congregation's Committee shall address such request to the Bishop in writing, clearly stating its reasoning.

## Section II. Deanery Councils

1. In each Deanery there shall be a Deanery Council that will seek to fulfill the following purposes:

### 1.1. Missional Purpose

- 1.1.1. The Deanery Council shall formulate and carry out a program of missional activity consistent with the Church's, God-given mission to spread the Good News and "to restore all people to unity with God and each other in Christ" (BCP, p. 855). The program of ministry shall be collaborative and shall further the work of the deanery's constituent congregations and parishes and of the diocese.
- 1.1.2. To facilitate its missional purpose, each Deanery Council may request monetary support from the Diocesan Council and may submit requests to be included in the diocese's annual *Plan for Ministry* (aka the diocese's budget).

### 1.2. Governance Purpose

- 1.2.1. Each Deanery Council shall function as a part of the total governance of the Diocese of West Missouri to assist the Convention and the Diocesan Council in the shared work of those two, related bodies.
- 1.2.2. Deanery Councils shall be empowered to submit resolutions to convention, and they shall assist with preparation of the diocese's Plan for Ministry and in soliciting nominations for diocesan offices.
- 1.2.3. Prior to the Diocesan Convention each year, Deanery Councils shall call a special meeting every clergyperson serving a constituent parish or congregation of the Deanery, every licensed or retired clergyperson living within the bounds of the Deanery, every delegate and alternate delegate of the parishes and congregations to Diocesan Convention, and every lay

representative on Deanery Council for the purpose of considering matters to be brought before Diocesan Convention and to otherwise make preparations for Diocesan Convention.

### 1.3. Collaborative Purpose

1.3.1. Each Deanery Council shall continuously keep before it the need to build, develop, and maintain collaboration, common purpose, and communication between its constituent members as well as the entire diocese.

1.3.2. Representatives shall report to the relevant Vestry or Bishop's Committee on a regular basis to inform the Vestry or Bishop's Committee of the Deanery Council's vision, missional work, and progress.

## 2. By-Laws

2.1. Each Deanery Council shall adopt By-Laws to govern its corporate life, said By-Laws to be consistent with and subordinate to both the Constitution and Canons of the Episcopal Church and the Constitution and Canons of the Diocese of West Missouri (including this Appendix).

## 3. Membership

3.1. Deanery Councils shall consist of lay and clergy representatives of the parishes and congregations of the Deanery.

3.2. In its By-Laws, each Deanery shall establish the number of lay representatives that will be elected.

3.2.1. Each parish's Vestry shall choose the persons to represent the parish on the Deanery Council.

3.2.2. Each congregation's Committee shall choose the persons to represent the congregation on the Deanery Council.

3.3. In its By-Laws, each Deanery shall establish that each parish and congregation in the Deanery shall be represented on the Deanery Council by all the clergy called by or assigned to said parish or congregation.

## 4. Voting and Rules of Order

4.1. All representatives, whether lay or clergy, shall have equal voice and vote on Deanery Councils.

4.2. To ensure fair and open deliberations, debate and voting shall be according to the latest edition of Roberts Rules of Order.

## 5. Officers

### 5.1. Officers of the Deanery Council shall be:

5.1.1. a Dean/Deanery Council Chair (see paragraph (iii) of this sub-section)

5.1.2. a Vice-Chair, who shall be in the lay order,

5.1.3. a Secretary, who shall be of any order,

5.1.4. and any other officers deemed necessary by the Deanery Council and elected as the Council shall devise.

### 5.2. Officers of the Deanery Council shall serve in the roles customary to their office.

### 5.3. The Vice-Chair shall preside at meetings of the Deanery Council in the absence of the Dean.

### 5.4. All officers of the Deanery Council, except the Dean, shall be elected by the Deanery Council in such manner as may be established in the By-Laws of the Deanery.

## Section III. Deans

### 1. Election and Term of Office

1.1. Deans shall be elected from among the presbyters of the Deanery and shall serve terms of two (2) years.

1.2. Deans shall be eligible to serve no more than two (2) full terms in succession.

1.3. If elected to finish an unexpired term, a Dean shall, after completing the unexpired term, be eligible to be elected to two (2) full terms before becoming ineligible for re-election.

1.4. Deans shall be elected at the meeting of the respective Deanery Councils closest but prior to the Convention of the Diocese of West Missouri and shall take office for their new terms immediately after the adjournment of said Convention.

1.5. If a vacancy occurs during the term of a Dean, the outgoing Dean (before departing), the Vice-Chair, or the Bishop, shall convene a meeting of the Deanery Council to select a successor to serve the remainder of the term.

## 2. Deanery Responsibilities

- 2.1. The Dean shall preside at meetings of the Deanery Council.
- 2.2. The Dean shall lead the Deanery Council in such a way that it attends diligently to the purposes stated in Section II, Paragraph 1 of this Appendix.
- 2.3. The Dean shall establish the dates and locations of all Deanery Council meetings in consultation with the Vice-Chair and the Council's members.
- 2.4. The Dean shall notify all parishes and congregations and other interested parties, in writing, of the time and place of meetings of the Deanery Council at least fifteen (15) days prior to such meetings.
- 2.5. Each Dean shall facilitate meetings of the Deanery's clergy (such meetings often referred to as a Deanery's "Clericus") in order that the clergy may:
  - take council with one another for the good of the Deanery, the diocese, and the Church;
  - offer one another support, camaraderie, and fellowship; and
  - grow professionally by serving as a learning community for professional improvement.

## 3. Diocesan Responsibilities

- 3.1. In accordance with the Canons of the diocese, Deans shall be *ex officio* members of the Diocesan Council.
- 3.2. Deans shall be members of other commissions, committees, or departments of the diocese as the Bishop or diocesan Canons shall direct.

The One Hundred Thirty~Third  
Annual Convention of  
**The Diocese of West Missouri**  
will be announced  
at a later date.