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 crescent moon and a gold cross. The left and right quadrants are blue with a gold cross and a green cornucopia. The text "Journal of the One Hundred Thirty-Third Annual Convention" is centered over the seal.

Journal of the
One Hundred Thirty-Third
Annual Convention

The Diocese of West Missouri

Grace and Holy Trinity Cathedral

Kansas City, Missouri

November 5, 2022

2022 Diocesan Journal

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The Rt. Rev. Diane M. Jardine Bruce

Journal of Sacramental Acts 2022

Confirmations	21	Baptisms	5	Ordinations	8
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Visitations

12/4 & 5/21	Christ Church, Lexington
12/12/21	Grace, Carthage
12/19/21	St. Augustine's, Kansas City
1/9/22	Christ Church, Springfield
1/16/22	St. Mary Magdalene, Belton
1/23/22	Christ Church, Boonville
1/30/22	St. Peter's, Harrisonville
2/6/22	St. Luke's, Excelsior Springs
2/12-13/22	Good Shepherd, Kansas City
2/27/22	Christ Church, St. Joseph
3/6/22	St. Mary's, Savannah
3/13/22	Grace, Liberty
3/27/22	St. Mary's, Kansas City
4/3/22	St. Nicholas, Noel
4/10/22	St. Paul's, Clinton
4/24/22	St. Paul's, Kansas City
6/5/22	St. John's, Neosho
6/19/22	St. James, Springfield
7/24/22	St. Michael's, Independence
7/31/22	St. Stephen's, Monett
8/14/22	St. Thomas a Becket, Cassville
8/21/22	Trinity, Lebanon
9/11/22	Transfiguration, Mountain Grove
9/25/22	St. George, Camdenton
10/2/22	St. Oswald's, Skidmore
10/9/22	Redeemer, Kansas City
10/16/22	All Saints, West Plains
10/30/22	St. Peter & All Saints, Kansas City

The Rt. Rev. Diane M. Jardine Bruce

Journal of Sacramental Acts 2022

Greeting Visitations *to visit as new bishop*

12/13/21	St. Nicholas, Noel
12/13/21	St. John's, Neosho
12/13/21	St. Philip's, Joplin
12/14/21	Christ Church, St. Joseph
12/14/21	St. Mary's, Savannah
12/14/21	St. Philip's, Trenton
12/14/21	Grace Church, Chillicothe
12/21/21	St. Michael's, Independence
12/21/22	Trinity, Independence
1/10/22	St. James, Springfield
1/10/22	St. John's, Springfield
1/10/22	All Saints, West Plains
1/18/22	St. Andrew's, Kansas City
3/3/22	St. Mary's, Fayette
3/28/22	St. Mark's, Kimberling City
3/28/22	Shepherd of the Hills, Branson
3/29/22	St. Thomas a Becket, Cassville
3/29/22	St. Stephen's, Monett
4/4/22	St. Alban's, Bolivar
4/7/22	Transfiguration, Mountain Grove
4/8/22	All Saints, West Plains
4/10/22	Christ Church, Warrensburg
4/26/22	St. Matthew's, Raytown
4/26/22	Resurrection, Blue Springs
4/26/22	St. Paul's, Lee's Summit
6/2/22	Calvary, Sedalia
6/16/22	St. George, Camdenton

Other Services/Events

12/12/21	La Virgen de Guadalupe – Grace Church, Carthage
12/24/21	Christmas Eve Serve – Grace and Holy Trinity Cathedral
12/26/21	Rite II Service – St. Peter & All Saints, Kansas City
1/6/22	Bishop's Seating Ceremony – Grace and Holy Trinity Cathedral
1/18/22	Prayers for National Racial Reconciliation – Grace and Holy Trinity Cathedral, Kansas City
1/25/22	Daily Mass – St. Mary's, Kansas City

The Rt. Rev. Diane M. Jardine Bruce

Journal of Sacramental Acts 2022

2/6/22	Absalom Jones Service – St. Augustine's, Kansas City
2/11-12/22	Diocesan Council and Standing Committee Joint Retreat – Kansas City
2/26/22	Memorial Service for the Rev. Steven Wilson
3/6-11/22	Church Pension Group Board Meeting – Alabama
3/14-21/22	Spring House of Bishops – Camp Allen, TX
3/23/22	Lenten Series – St. Paul's, Kansas City
4/3/22	Bilingual Service – Grace Church, Carthage
4/12/22	Renewal of Vows – Grace and Holy Trinity Cathedral, Kansas City
4/14/22	Maundy Thursday Service – St. Philip's, Trenton
4/15/22	Good Friday Service – St. Luke's, Excelsior Springs
4/16/22	Celebration of Life for Bill Bellais – Grace Church, Chillicothe
4/16/22	Easter Vigil – Grace and Holy Trinity Cathedral
4/23/22	Celebration of New Ministry for Stephen King – St. Paul's, Kansas City
5/5-10/22	Church Pension Group Board Meeting – New York, NY
5/18/22	Deacons' Retreat – St. Andrew's, Kansas City
5/28/22	Marriage of David Wilcox – St. Mary's, Kansas City
6/5/22	Confirmation Service – St. Philip's, Joplin
6/21/22	Diocesan Prayer Vigil Against Gun Violence – Grace and Holy Trinity Cathedral, Kansas City
6/25/22	The Consecration of the Rt. Rev. Jos Tharakan, Idaho
7/5-12/22	General Convention of the Episcopal Church, Baltimore, Maryland
7/23/22	Central Deanery Picnic – St. Anne's, Lee's Summit
7/30/22	Southern Deanery Picnic – St. Matthew's, Ozark
8/6/22	Women's Retreat – Good Shepherd, Kansas City
8/7/22	Northwest Metro Deanery Picnic – Good Shepherd, Kansas City
8/8/22	Memorial Service for the Rev. Bill Beachy
9/10/22	Memorial Service for the Rev. Jim Pulliam – Christ Church, Warrensburg
9/11/22	Organ Rededication – St. Mary's, Kansas City
9/12-16/22	Church Pension Group Board Meeting – New York City, New York
9/17/22	The Consecration of the Rt. Rev. Paula Clark, Chicago
9/23/22	Confirmation Service – St. Philip's, Joplin
10/9/22	140 th Anniversary – St. Augustine's, Kansas City
10/10-12/22	College of Presbyters and Deacons
11/4-5/22	Diocesan Convention – Grace and Holy Trinity Cathedral, Kansas City

Bishop's Shield Award Recipients

Last Name	First Name	Year	Congregation
Hartman	Ruth	2022	Grace, Carthage
Allen	Peter	2022	St. Philip's, Trenton
Frazier	Jonathan	2022	St. Peter & All Saints, Kansas City
Snodgrass	Galen	2022	Good Shepherd, Kansas City
James	Robin	2022	Grace, Liberty
Roberts	Susan	2022	St. Luke's Hospital
N/A	N/A	2021	No Bishop's Shield Awards presented in 2021
N/A	N/A	2020	No Bishop's Shield Awards 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 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 presented in 2012
N/A	N/A	2011	No Bishop's Shield Award presented in 2011

Last Name	First Name	Year	Congregation
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
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

Last Name	First Name	Year	Congregation
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
Stuckey	Ross	2000	St. James', Springfield
Warren	Donna	2000	Retired
Yeagley	Joan	2000	St. Nicholas', Noel

Last Name	First Name	Year	Congregation
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

Last Name	First Name	Year	Congregation
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
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

Last Name	First Name	Year	Congregation
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
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

Honorary Canon Recipients

Last Name	First Name	Year	Congregation
Bolden	Shirley	2022	St. Augustine's, Kansas City
Palma	Jose	2022	St. Nicholas, Noel
Powell	David	2022	St. Paul's, Kansas City

Convention Address 2022
The Rt. Rev. Diane M. Jardine Bruce

Recalling our roots to grow anew – that is the theme of this year's convention and indeed this theme will continue into the coming year. Recalling our roots to grow anew. I thought and prayed about this as I visited every congregation – all 48 – yes, including Maryville — in my first few months here with you in the Diocese of West Missouri.

The Convention planning team, which started planning for this convention back in January, came up with the theme for this convention. Indeed, the planning team has been a great group of people from throughout the diocese to work with on this convention. I am grateful for their work and for their deep love and care for this Diocese.

I keep on thinking about this theme and the words of Bishop Tuttle which I have shared often with you –

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

I thought often about Bishop's Tuttle's words as I traveled around the diocese – I heard, especially early on when I would visit a congregation during the week, "Bishop why are you here? Are you here to close us?" No, I'm not here to close any church, because if we close any more churches we lose the Episcopal foot print in that area – That would be a shame as our voices as Episcopalians are a much needed balm in the Western part of the State of Missouri.

I learned many things in my diocesan travels.

I learned that there are many silos that had been erected here in this diocese – silos that limited communication and stifled creative, collaborative mission and ministry.

I learned that there is distrust – not only between congregations and the bishop, but between the clergy and the bishop, and the clergy and each other.

I learned that there has been a lack of direct communication around issues and with people.

I learned that the diocese is too often reactive as opposed to being proactive.

These issues aren't new, but they are issues which need to be addressed so that the diocese will be able to start a search process to discern and elect the best person to be your next bishop for this gem of a diocese. And it IS a gem of a diocese.

Some other areas that I discovered and turned my attention to were:

- Doing away with ordinations at convention and confirmation at deanery services.
- Inviting Diocesan Council to move to the use of the consent agenda which frees the council to have more robust conversations around issues that matter. We also moved to meeting monthly which provides more time to be proactive in the work coming before the council. This also has meant that, as there is time to discuss issues, items coming before council which may have been “rubber stamped” in the past are no longer treated that way. One good example was council going line by line through the budget, asking for more narrative, and questioning openly what is in there. This was our first step in a process to overhaul the budget which I will speak to in a bit.
- We hired the Rev. Chas Marks as our quarter-time transitions missionary – we changed the focus there to start working with a congregation the moment the rector or priest in charge announces they are leaving – this is helping to speed up the transition process so that congregations don't have long lapses between clergy leadership.
- You will see in the budget that we've asked for Fr. Chas to be moved up to half-time on diocesan payroll to help me with congregational development – so much of the work of transitions overlaps with congregational development.
- A subset of the work on transitions was the establishment of the diocesan leave taking policy which is a standard policy used across many dioceses in the Episcopal Church and in other denominations as well. This gives the clergy person who is leaving and the congregation a clear road map of duties and expectations and helps with the emotions around a clergy person leaving, and ensures, when it is followed, a smooth entry for the clergy person coming into the position. This was a natural outcome of revising how we work on transitions in the diocese.
- Fr. Charles Everson joined the staff as quarter-time missionary for vocations. Again, we are trying to streamline the process of vocations and increase communication among candidates and seminarians and the diocese. We continue to work in this area as we move people “already in the pipeline” forward while moving to standardize the ordination process so that it is easy to understand all requirements, and dates and expectations are clear and published well in advance.
- Just as planning for convention started much earlier for this convention than in years past, we are moving to do the same with the budgeting process. Indeed, in December we will be outlining a process by which we will strip the budget down to zero, and rebuild it based on the revised mission and vision statements. At the same time, subgroups will be formed to study compensation for clergy and laity as well as assessment calculations. Information will be brought to the people of the diocese through the New Spirit and From the Mission Field monthly so that you are all informed about this important work.

- We came together to celebrate, learn or pray
 - Absalom Jones
 - Deanery Picnics
 - Diocesan Prayer Vigil Against Gun Violence
 - Diversity Workshops
 - Diocesan Council and Standing Committee Retreat
 - Joint Staff Retreat
 - Leadership Essentials
 - Renewal of Vows
 - Stewardship Workshop
 - Women's Retreat
- We started, revitalized or continued committees in the diocese:
 - Campus Ministry Committee
 - Differently Abled Committee
 - Formation Committee
 - LGBTQ+ Committee
 - Peace & Justice Committee
 - Property Committee
 - Stewardship Committee
 - The Union of Black Episcopalians
 - Worship & Liturgy Committee
 - Youth Committee
- The diocesan staff, leaders of the diocese and I have spent much of our time together trying to move ourselves into looking at the diocese as whole – looking at it holistically. This is to break down the silos which have existed here. This is not always easy work. We will continue to work on open communication, transparency, and making all our work as proactive as possible.
- My goal is to rebuild trust, restore effective, healthy communication styles, put guidelines in place where needed for our common life together, to visit all of you as often as I can, to be available to you as your Bishop Provisional, and to share the love of Christ with all of you.

I know many of you follow me on Facebook where you see every day where I am, what I am doing, and what I am praying for. This has been my daily habit for years. I also love taking photos of all of you, the beautiful churches here and posting them as well. And those of you who follow me very closely know I have a love/hate relationship with WORDLE, and that my beach balls at home in Irvine are a source of delight and sometimes frustration for me.

This is to all to say, while I have been working very hard and very fast this year to put you all on the right track to be able to elect your next bishop, I am also taking the needed time to relax and spend time with my family.

I have to share with you that I have been so charmed by visiting you all in every congregation and what I have encountered traveling through West Missouri –

My highlights:

- The first time I saw a SHARE THE ROAD sign with an Amish buggy on it was so thrilled! I was even more thrilled when I saw my first Amish buggy on the highway!
- My encounter with the outhouse at St. Oswald's in the Fields has been my favorite story to share with family and friends. I can't help but smile every time I think about it.
- The genuine, warm hospitality of the people of the Diocese of West Missouri has been a balm for my own soul as I gather with you all.
- A truth I love to tell – driving in Missouri is the best driving experience I have ever had. When I hear “oh, Bishop, Kansas City Rush Hour traffic” – I almost have to laugh. When I go home to Irvine and get on the freeway there – I miss traffic here.
- I love Kansas City BBQ. Unfortunately, it is reflected in my latest cholesterol numbers.
- I love experiencing the different food offerings this part of the country has – everything from Springfield Style Cashew Chicken to BBQ in MANY BBQ restaurants -- I'm still waiting to taste the pork tenderloin sandwich up near St. Joseph.
- Speaking of food, I am not a fan of deviled eggs, however whenever my husband is with me on a visitation, he is always very grateful for them.
- I am still leery of driving at dusk or dawn when the deer are, well, active.

All this is to say that I have so enjoyed these last 11 months with all of you – and am so grateful that the Spirit brought us together.

You know, the roots that were planted here so long ago are still here – longing to be nurtured. We are getting there – but this will take time, and I think you can see we have made great progress in one year. Let us continue to come together, and work together in the months ahead, to strengthen this Diocese, focused on the words of Bishop Tuttle so that we may recall our roots to grow anew. I ask you to be prudent, prayerful, earnest, kindly, unselfish, generous – and let me add, patient.

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

Friday, November 4, 2022

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

Saturday, November 5, 2022

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

AGENDA ITEM I: ORGANIZING FOR BUSINESS

ITEM I-1: INTRODUCTIONS AND PROCEDURAL ANNOUNCEMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ITEM I-8: ELECTION OF DIOCESAN OFFICERS

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

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

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

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

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

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

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

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

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

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

Item I-8b: Election of the Treasurer

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

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

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

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

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

ITEM I-9: ANNOUNCEMENTS—CONVENTION SECRETARY

Mr. Hamilton read greetings from the Rt. Rev. Barry Howe (7th Bishop of the Diocese of West Missouri, Resigned) and the Rt. Rev. Martin Field (8th Bishop of the Diocese of West Missouri, Resigned) to the Convention. The greetings can be found in the Journal of Convention at Appendix A.

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

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

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

Mr. Hamilton noted that all of the resolutions have been translated into Spanish and are available on the Convention webpage. (The Resolutions as submitted to the Convention are appended to the Journal of the Convention.)

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

AGENDA ITEM II: NOMINATIONS AND ELECTIONS

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

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

STANDING COMMITTEE—CLERGY ORDER

(Elect two to two-year terms)

The Rev. Larry Ehren
St. Mary Magdalene, Belton

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

STANDING COMMITTEE—LAY ORDER

(Elect two to two-year terms)

Mr. Jeremy Chesman
St. James, Springfield

Ms. Marsha Patterson
Christ Episcopal Church, Springfield

DIOCESAN COUNCIL—CLERGY ORDER

(Elect two to two-year terms)

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

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

DIOCESAN COUNCIL—LAY ORDER

(Elect four to two-year terms)

Ms. Shirley Bolden
St Augustine's, Kansas City

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

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

Ms. Amanda Perschall
Trinity, Lebanon

Ms. Beverly Roggenkamp
Christ Church, Lexington

GENERAL CONVENTION DEPUTY—CLERGY ORDER

(Elect four delegates and four alternates)

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

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

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

The Rev. Anne Meredith Kyle
Calvary, Sedalia

The Rev. Collin Larimore
Grace, Carthage

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

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

The Rev. Joe Pierjok
Grace, Carthage

GENERAL CONVENTION DEPUTY—LAY ORDER

(Elect four to two-year terms)

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

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

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

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

Mr. Spencer J. T. Orr
Grace, Carthage

Ms. Amanda Perschall
Trinity, Lebanon

Mr. David Schlomer
Calvary, Sedalia

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

ITEM II-2: NOMINATIONS FROM THE FLOOR

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

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

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

***The motion carried; nominations for
Standing Committee were closed.***

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

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

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

***The motion carried; nominations for
Diocesan Council were closed.***

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Item II-3a—Diocesan Council, Lay Order

Ballot 1

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

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

(Secretary's Note: The order of election designates whether a deputy to the General Convention is the first deputy, second deputy, etc., through the fourth alternate, in each order.

This ranking will be noted in these minutes as first Clergy Deputy (C1), second Clergy Deputy (C2), etc., through fourth clergy alternate (CA4). A similar style will be used for Lay Deputies (L1, L2, ..., LA4).

Ballot 1

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

Ballot 2

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

Ballot 3

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

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

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

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

The motion carried.

Ballot 4

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

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

Ballot 1

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

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

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

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

The motion carried.

Ballot 2

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

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

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

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

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

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

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

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

SPECIAL ORDER OF BUSINESS—VISION AND MISSION STATEMENT DISCUSSION

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

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

MISSION:

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

SPECIAL ORDER OF BUSINESS—NOONDAY PRAYER AND NECROLOGY

The Rev. Anne Meredith Kyle (Calvary, Sedalia) led Noonday Prayer, during which the Diocesan Necrology was read. (The Necrology is included in the Journal of the Convention at Appendix D.) The Convention then recessed for lunch.

ITEM IV: REPORT OF ALL OFFICERS AND COMMITTEES

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

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

Bp. Bruce gave her report to the Convention

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

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

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

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

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

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

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

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

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

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

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

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

ITEM IV-8: RECEPTION BY TITLE OF OTHER REPORTS

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

ITEM V: COMMITTEE REPORTS ON RESOLUTIONS PREVIOUSLY RECEIVED

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

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

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

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

Resolution 2022-1—Renaming Associate Chancellor to Vice Chancellor

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

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

by members of the lay order. She noted that a majority of members of both orders voted to adopt the resolution.

Resolution 2022-1 was adopted by the Convention.

Resolution 2022-2—Converting the Chancellor to a Non-Voting Member of the Convention

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

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

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

Resolution 2022-3—Converting the Chancellor to a Non-Voting Member of the Diocesan Council

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

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

Resolution 2022-3 was adopted by the Convention.

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

AGENDA ITEM VI: ELECTIONS AND OTHER APPOINTMENTS

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

ITEM VI-1: BOARD OF EXAMINING CHAPLAINS

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

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

The Convention elected the nominees to

the Board of Examining Chaplains.

ITEM VI-2: DISCIPLINARY BOARD

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

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

The Convention elected the nominees to the Disciplinary Board.

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

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

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

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

ITEM VI-4: COMMISSION ON MINISTRY

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

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

The Convention elected the nominees to the Commission on Ministry.

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

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

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

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

AGENDA ITEM VI-5: SELECTION OF YOUTH DELEGATES

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

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

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

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

SPECIAL ORDER OF BUSINESS—PRESENTATION OF BISHOP'S SHIELDS

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

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

AGENDA ITEM VII—CLOSING ITEMS AND ADJOURNMENT

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

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

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

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

The Convention adopted the Courtesy Resolutions.

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

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

ITEM VII-3: NEXT CONVENTION

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

ITEM VII-4: CLOSING PRAYERS AND ADJOURNMENT

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

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

The Convention adjourned at 2:47 pm.

Respectfully submitted,



Curtis D. Hamilton Secretary of the Convention

GREETINGS

Mary and I send our heartfelt greetings to all who are taking part in the Diocesan Convention of the Diocese of West Missouri. Know that you are in our hearts at all times, sharing a plethora of memories and blessings that continue to form and shape our walk with the Lord.

We know that you are blessed with the leadership of Bishop Diane, who seems to be a human dynamo with an expanding spiritual heart! And we know also that you are all dear servants of the Lord who seek to grow in His grace-filled presence. As you work on the canonical business of the Diocese, be sure to enjoy your community life that is the glue that binds together the Church. It is our relationships with one another that should mirror our relationship with the Lord.

May your time together be productive and enriching and blessed!

Mary and +Barry Howe

The Rt. Rev. Martin Scott Field
919 Pleasant Street
Worcester, MA 01602
(816) 548-8188

The Feast of St. Francis of Assisi, October 4, 2022

To the Bishop Provisional, clergy, delegates, and people of the Diocese of West Missouri,

Greetings in the name of Jesus, the anointed one of God.

I am so pleased to send my greetings, and Donna's as well, as you gather for West Missouri's 134th Annual Convention. Each day, in our prayers, we remember all of you and the vital ministries you serve. Though we have been parted since last year's 133rd Annual Convention when we took our leave, you remain deeply held in our hearts.

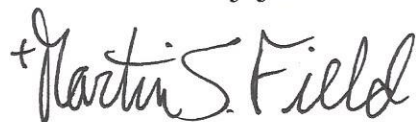
We have followed the news of the diocese's life since last November, and Donna and I are overjoyed by the renewed spirit that is emerging, the mutual ministries that have been formed, and the care being taken to chart the diocese's missional course for the future. May the Holy Spirit guide and empower you as you travel the road you are taking.

The Apostle Paul concluded his Letter to the Romans with a blessing and an exhortation to glorify God. I close with the same:

Now to God who is able to strengthen you according to [the] gospel and the proclamation of Jesus Christ, according to the revelation of the mystery kept secret for long ages but now disclosed, and through the prophetic writings is made known to all, according to the command of the eternal God, to bring about the obedience of faith — to the only wise God, through Jesus Christ, to whom be the glory forever! Amen.

Romans 16:25-27

We are sincerely yours in Christ,



The Rt. Rev. Martin S. Field
VIII Bishop of West Missouri (resigned)



Mrs. Donna J.C. Field

Election ballot results

Diocesan Council, Lay Order

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

General Convention Deputation, Clergy Order

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

* Not on ballot (previously elected or withdrawn)

** Not on ballot (withdrew before this ballot)

*** Ranked based on number of votes

General Convention Deputation, Clergy Order

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

* Not on ballot (previously elected or withdrawn)

** Not on ballot (withdrew before this ballot)

*** Ranked based on number of votes

Appendix C: 2024 Plan for Ministry

refer to file later in Journal

Appendix D: Necrology

Diocese of West Missouri 2022 Necrology

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

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. ARTICLE IV – ELECTION OF OFFICERS

...

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

18. ARTICLE IV – ELECTION OF OFFICERS

...

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

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

26. ARTICLE VIII – MEMBERS OF THE DIOCESAN CONVENTION

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

Explanation:

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

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

Title: Converting the Chancellor into a Non-Voting Member of Diocesan Convention

Proposer: Constitution & Canons Committee

1. Be it resolved that the Convention amend Article VIII, Section 1 of the
2. Constitution of the Diocese of West Missouri to read as follows:
3. ARTICLE VIII - MEMBERS OF THE DIOCESAN CONVENTION
4. SECTION 1. The members of the Diocesan Convention shall be the following, all
5. with seat, voice, and vote, unless otherwise noted:
6. (a) The Bishop;
7. (b) The Bishop Coadjutor, if any;
8. (c) The Bishop Suffragan, if any;
9. (d) The Archdeacon, if any;
10. (e) Every cleric in good standing in the Church who is canonically
11. resident in this Diocese;
12. (f) The Secretary of the Diocese;
13. (g) The Treasurer of the Diocese;
14. (h) The Chancellor of the Diocese (seat and voice, but no vote);
15. (i) Any other Officers of the Diocese, if any (seat and voice, but no vote);
16. (j) Lay delegates from every Parish and Congregation in union with
17. the Diocese duly chosen and entitled to seats, as hereinafter provided.

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

18. ARTICLE VIII - MEMBERS OF THE DIOCESAN CONVENTION

~~19. SECTION 1. The members of the Convention shall be the Bishop, the Bishop~~
~~20. Coadjutor, the Suffragan Bishop, and Archdeacons, when there be such, every cleric in~~
~~21. good standing in the Church who is canonically resident in this Diocese; also the~~
~~22. Treasurer and the Associate Treasurer of the Diocese; also the Secretary of the~~
~~23. Diocese; also the Chancellor and the Associate Chancellor of the Diocese; also the~~
~~24. Registrar of the Diocese, and also lay delegates from every Parish and Congregation in~~
~~25. union with the Diocese duly chosen and entitled to seats, as hereinafter provided.~~

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

28. (a) *The Bishop;*
29. (b) *The Bishop Coadjutor, if any;*

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

Explanation:

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

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

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

Title: Converting the Chancellor into a Non-Voting Member of
Diocesan Convention

Proposer: Constitution & Canons Committee

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

2. CANON IX - DIOCESAN COUNCIL

3. MEMBERSHIP

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

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

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

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

26. VACANCIES

27. SECTION 3. The Bishop shall have the power to fill all vacancies caused by death,
28. resignation, or removal from the Diocese or otherwise, of any members of the Diocesan
29. Council appointed by the Bishop, and the Diocesan Council shall have the power to fill
30. all vacancies caused by death, resignation, or removal from the Diocese or otherwise, of
31. any member elected by the Convention, except for the ex-officio members identified in

32. Section 1 above. Members appointed or elected to fill vacancies shall hold office for the
33. unexpired term of the vacant office to which they were appointed or elected. The office
34. of any member of the Diocesan Council who shall be absent from three consecutive
35. meetings of the Diocesan Council may be declared vacant by the vote of a majority of
36. those present at any meeting of the Diocesan Council.

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

39. ARTICLE VIII - MEMBERS OF THE DIOCESAN CONVENTION

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

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

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

54. CANON IX - DIOCESAN COUNCIL

55. MEMBERSHIP

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

- 62. (a) *The Bishop;*
- 63. (b) *The Bishop Coadjutor, if any;*
- 64. (c) *The Bishop Suffragan, if any;*
- 65. (d) *The Secretary of the Diocese;*

66. (e) *The Treasurer of the Diocese;*
 67. (f) *The Chancellor of the Diocese (seat and voice, but not vote);*
 68. (g) *Eight (8) laypersons elected by the Annual Convention;*
 69. (h) *Four (4) clergy elected by the Annual Convention;*
 70. (i) *Four (4) laypersons appointed by the Bishop;*
 71. (j) *The President of the Episcopal Churchwomen, ex-officio;*
 72. (k) *The President of the Standing Committee, ex-officio;*
 73. (l) *The Deans of the Deaneries, ex-officio; and*
 74. (m) *Any other Officers of the Diocese, if any (seat and voice, but not vote).*
75. ~~The~~ Each Annual Convention shall elect four (4) laypersons and two (2) clergy to serve as members of *the Diocesan* Council for a two-year period, and the Bishop shall appoint two (2) laypersons to serve for a two-year period. No member of the Diocesan Council may be elected to serve for more than three (3) consecutive two-year terms.
76. ~~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.~~
77. 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.

78. VACANCIES

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

Explanation:

This amendment would convert the Chancellor into a non-voting member of the Convention. The Chancellor is the chief legal officer of the Diocese. As such, the Chancellor provides legal advice and counsel to the Diocese and its components, including the Convention. As a voting

member of the Convention, the Chancellor could cast a vote on a matter on which they also provided legal advice. By doing so, the attorney-client privilege and attorney work product doctrine that attach to legal advice could be jeopardized, thus potentially putting the Diocese in a bad position. While perhaps remote, having a non-voting Chancellor would be a best practice and would conform with how a majority of dioceses treat this issue.

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

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

Adopted 11-5-2022

Título: Cambio de nombre de Canciller Adjunto a Vicecanciller

Proponente: Oficina del Canciller

1. Considerando que, el asesor legal adjunto de la Diócesis de West Missouri es conocido como el
2. Canciller Adjunto; y
3. Considerando que, la Constitución y los Cánones de la Convención General de la Iglesia Episcopal
4. 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 este
6. cargo como Vicecanciller; y
7. Considerando que, el cambio del título de Canciller Adjunto a Vicecanciller pondría el
8. título del cargo en consonancia con la Iglesia nacional y las diócesis hermanas.
9. Ahora, por lo tanto, se resuelve que el asesor legal adjunto de la Diócesis de West
10. Missouri será conocido como el Vicecanciller; y
11. Resuélvase además que la Constitución y los Cánones de la Diócesis del Oeste de Missouri
12. sean enmendados para reflejar este cambio eliminando el término "Canciller Adjunto" y
13. sustituyéndolo por "Vicecanciller" dondequiera que aparezca, es decir:

14. **ÍNDICE DE CONTENIDOS**

15. **CONSTITUCIÓN**

...

16. **ARTÍCULO IV – ELECCIÓN DE LA MESA**

...

17. **EL CANCELLER Y_ VICECANCELLER ADJUNTO**

18. **ARTÍCULO IV – ELECCIÓN DE LA MESA DIRECTIVA**

...

19. **EL CANCELLER Y EL ~~CANCELLER ADJUNTO~~ VICECANCELLER**

20. **SECCIÓN 6.** La Convención deberá, a propuesta de la Autoridad Eclesiástica,

21. elegir un Canciller y un ~~Canciller Adjunto~~ Vicecanciller. Si hay una vacante en la oficina

- del
22. Canciller o del ~~Canciller Adjunto~~ Vicecanciller, 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 ~~Canciller Adjunto~~ Vicecanciller por el período completo de tres años, en
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, si los hay, cada clérigo en
29. regla en la Iglesia que reside canónicamente en esta Diócesis; también el
30. Tesorero y Tesorero Adjunto de la Diócesis; también el Secretario de la
31. Diócesis; también el Canciller y el ~~Canciller Adjunto~~ Vicecanciller de la Diócesis; también el
32. Registrador de la Diócesis, y también delegados laicos de cada Parroquia y Congregación en
33. unión con la Diócesis, debidamente elegidos y con derecho a asiento, según se indica 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 consonancia con la Iglesia Nacional y nuestras diócesis hermanas.

Título: Convertir al Canciller en miembro sin voto de la
Convención Diocesana

Proponente: Comité sobre Constitución y Cánones

1. Resuélvase que la Convención modifique el artículo VIII, sección 1, de la
2. Constitución de la Diócesis del Oeste de Missouri para que diga lo siguiente:
3. ARTÍCULO VIII - MIEMBROS DE LA CONVENCION DIOCESANA
4. SECCIÓN 1. Los miembros de la Convención Diocesana serán los siguientes,
5. todos con asiento, voz y voto, a menos que se indique lo contrario:
6. (a) El Obispo;
7. (b) EL Obispo Coadjutor, si lo hay;
8. (c) EL Obispo Sufragáneo, si lo hay;
9. (d) El archidiácono, si lo hay;
10. (e) Cada clérigo en regla en la Iglesia que
11. reside canónicamente en esta Diócesis;
12. (f) EL Secretario de la Diócesis;
13. (g) EL Tesorero de la Diócesis;
14. (h) El Canciller de la Diócesis (asiento y voz, pero sin voto);
15. (i) Cualquier otro Funcionario de la Diócesis, si lo hay (asiento y voz,
- pero sin voto);
16. (j) Delegados laicos de cada Parroquia y Congregación en unión con
17. la Diócesis debidamente elegidos y con derecho a asiento, como se establece a
- continuación.

El texto que debe modificarse, con el texto suprimido tachado y el añadido en cursiva, es el siguiente.

18. ARTÍCULO VIII - MIEMBROS DE LA CONVENCION DIOCESANA

19. ~~SECCIÓN 1. Los miembros de la Convención serán el Obispo, el Obispo~~
20. ~~Coadjutor, el Obispo Sufragáneo y los Archidiáconos, cuando los haya, todo clérigo en~~
21. ~~regla en la Iglesia que resida canónicamente en esta Diócesis; también el~~
22. ~~Tesorero y el Tesorero Adjunto de la Diócesis; también el Secretario de la~~
23. ~~Diócesis; también el Canciller y el Canciller Adjunto de la Diócesis; también el~~
24. ~~Registrador de la Diócesis, y también delegados laicos de cada Parroquia y~~
- ~~Congregación en~~
25. ~~unión con la Diócesis debidamente elegidos y con derecho a asiento, como se~~
- ~~establece a continuación.~~

26. *SECCIÓN 1. Los miembros de la Convención Diocesana serán los siguientes, todos*
27. *con asiento, voz y voto, a menos que se indique lo contrario:*

- 28. (a) *El Obispo;*
- 29. (b) *El Obispo Coadjutor, si lo hay;*
- 30. (c) *El Obispo Sufragáneo, si lo hay ;*
- 31. (d) *El Archidiácono, si lo hay;*
- 32. (e) Cada miembro del clero en regla en la Iglesia que
- 33. reside canónicamente en esta Diócesis;
- 34. (f) *El Secretario de la Diócesis;*
- 35. (g) *El Tesorero de La Diócesis;*
- 36. (h) El Canciller de la Diócesis (asiento y voz, pero sin voto);
- 37. (i) Cualquier otro Funcionario de la Diócesis, si lo hay (asiento y voz,
pero sin voto);
- 38. (j) Delegados laicos de cada Parroquia y Congregación en unión con
- 39. la Diócesis debidamente elegidos y con derecho a asiento, como se establece a
continuación.

Explicación:

Esta enmienda convertiría al Canciller en un miembro sin derecho a voto de la Convención. El Canciller es el principal funcionario jurídico de la Diócesis. Como tal, el Canciller proporciona asesoramiento y consejo legal a la Diócesis y a sus componentes, incluida la Convención. Como miembro con derecho a voto de la Convención, el Canciller podría emitir un voto sobre un asunto en el que también proporcionó asesoramiento jurídico. Al hacerlo, el privilegio abogado-cliente y la doctrina del producto del trabajo del abogado que se adjuntan al asesoramiento jurídico podrían estar en peligro, lo que podría poner a la Diócesis en una mala posición. Aunque quizás esto sea remoto, tener un Canciller sin derecho a voto sería una buena práctica y se ajustaría a la forma en que la mayoría de las diócesis tratan esta cuestión.

Esta enmienda también convertiría al Secretario y al Vicecanciller en cargos sin derecho a voto, así como haría del Tesorero Asociado un miembro sin derecho a voto de la Convención.

Esta es la primera lectura de una enmienda a la Constitución. Será necesaria una segunda lectura en la próxima Convención Diocesana, con una votación por órdenes necesaria para adoptar el cambio en esa Convención.

Título: Convertir al Canciller en miembro sin voto de la Convención Diocesana

Proponente: Comisión sobre Constitución y Cánones

1. Resuélvase que el Canon IX, Secciones 1 a 3 de los Cánones de la Diócesis del Oeste de Missouri sea enmendado para que diga lo siguiente:

2. CANON IX – CONSEJO DIOCESANO

3. MIEMBROS

4. SECCIÓN 1. El Consejo Diocesano estará compuesto por los siguientes miembros,

5. todos con asiento, voz y voto, a menos que se indique lo contrario:

6. (a) El Obispo;
7. (b) EL Obispo Coadjutor, si lo hay;
8. (c) El Obispo Sufragáneo, si lo hay;
9. (d) El Secretario de la Diócesis;
10. (e) EL Tesorero de la Diócesis;
11. (f) El Canciller de la Diócesis (asiento y voz, pero no voto);
12. (g) Ocho (8) laicos elegidos por la Convención Anual;
13. (h) Cuatro (4) clérigos elegidos por la Convención Anual;
14. (i) Cuatro (4) laicos designados por el Obispo;
15. (j) La Presidenta de las Mujeres de la Iglesia Episcopal, de oficio;
16. (k) El Presidente del Comité Permanente, de oficio;
17. (l) Los decanos de los deanatos, de oficio; y
18. (m) Cualquier otro funcionario de la diócesis, si lo hay (asiento y voz, pero no voto)).

19. Cada Convención Anual elegirá cuatro (4) laicos y dos (2) clérigos para servir como
20. miembros del Consejo Diocesano por un período de dos años, y el Obispo designará
21. dos (2) laicos para servir por un período de dos años. Ningún miembro del Consejo
Diocesano
22. podrá ser elegido para servir por más de tres (3) períodos consecutivos de dos años.

23. SECCIÓN 2. Ninguna persona podrá ser nombrada o elegida miembro de la Diócesis

24. que no sea un comulgante adulto de la Iglesia en regla y un miembro de una Parroquia o Congregación en unión con la Diócesis.

25. miembro de una Parroquia o Congregación en unión con la Diócesis.

26. VACANCIES

27. SECCIÓN 3. El Obispo tendrá la facultad de cubrir todas las vacantes causadas por muerte
28. renuncia, o remoción de la Diócesis o por otro motivo, de cualquiera de los miembros del Consejo
29. Diocesano designado por el Obispo, y el Consejo Diocesano tendrá la facultad de cubrir
30. todas las vacantes causadas por muerte, renuncia o remoción de la Diócesis o por otro motivo, de
31. cualquier miembro elegido por la Convención, con excepción de los miembros de oficio identificados en
32. Sección 1, antes mencionada. Los miembros designados o elegidos para cubrir las vacantes ocuparán el cargo durante el
33. el período restante del cargo vacante para el que fueron designados o elegidos. El cargo
34. de cualquier miembro del Consejo Diocesano que se ausente de tres
35. reuniones consecutivas del Consejo Diocesano puede ser declarado vacante por el voto de la mayoría de
36. los presentes en cualquier reunión del Consejo Diocesano.

37. Resuélvase que la Convención enmiende el artículo VIII, sección 1, de la
38. Constitución de la Diócesis del Oeste de Missouri para que diga lo siguiente:

39. ARTÍCULO VIII - MIEMBROS DE LA CONVENCIÓN DIOCESANA

40. SECCIÓN 1. Los miembros de la Convención Diocesana serán los siguientes, todos

41. con asiento, voz y voto, salvo que se indique lo contrario:

42. (a) El Obispo;
43. (b) El Obispo Coadjutor, si lo hay;
44. (c) El Obispo Sufraganeo, si lo hay;
45. (d) El Archidiacono, si lo hay;
46. (e) Todo clérigo en regla en la Iglesia que sea canónicamente
47. resida canónicamente en esta Diócesis;
48. (f) EL Secretario de la Diócesis;
49. (g) El Tesorero de la Diócesis;
50. (h) El Canciller de la Diócesis (asiento y voz, pero sin voto);
51. (i) Cualquier otro Funcionario de la Diócesis, si lo hubiera (asiento y voz, pero sin voto);
52. (j) Delegados laicos de cada Parroquia y Congregación en unión con
53. la Diócesis debidamente elegidos y con derecho a asiento, como se establece más adelante.

El texto que debe modificarse, con el texto suprimido tachado y el añadido en cursiva, es el siguiente.

54. CANON IX – EL CONSEJO DIOCESANO

55. MIEMBROS

56. SECCIÓN 1. El Consejo Diocesano estará compuesto por los siguientes miembros:

57. ~~El Obispo de la Diócesis, el Obispo Coadjutor y el Obispo Sufragáneo, si lo hay;~~

58. ~~El Secretario y el Tesorero y otros funcionarios de la Diócesis; ocho~~

59. ~~Laicos y cuatro clérigos elegidos por la Convención Anual, y cuatro laicos~~

60. ~~designados por el Obispo de la Diócesis. El Consejo Diocesano estará compuesto por~~

61. ~~los siguientes miembros, todos con asiento, voz y voto, a menos que se indique lo contrario:~~

62. (a) *El Obispo;*

63. (b) *El obispo coadjutor, si lo hay;*

64. (c) *El Obispo Sufragáneo, si lo hay;*

65. (d) *El Secretario de la Diócesis;*

66. (e) *El Tesorero de la Diócesis;*

67. (f) *El Canciller de la Diócesis (asiento y voz, pero no voto);*

68. (g) *Ocho (8) laicos elegidos por la Convención Anual;*

69. (h) *Cuatro (4) clérigos elegidos por la Convención Anual;*

70. (i) *Cuatro (4) laicos designados por el Obispo;*

71. (j) *La Presidenta de las Mujeres de la Iglesia Episcopal, de oficio;*

72. (k) *El Presidente del Comité Permanente, de oficio;*

73. (l) *Los decanos de los Deanatos, de oficio; y*

74. (m) *Cualquier otro funcionario de la Diócesis, si lo hubiera (con asiento y voz, pero sin voto).*

75. ~~La~~ Cada Convención Anual elegirá cuatro (4) laicos y dos (2) clérigos para servir como miembros del *Consejo Diocesano* por un período de dos años, y el Obispo designará a dos (2) laicos para servir por un período de dos años. Ningún miembro del Consejo Diocesano podrá ser elegido para servir por más de tres (3) períodos consecutivos de dos años.

76. ~~La Presidenta de las Mujeres de la Iglesia Episcopal de la Diócesis del Oeste de Missouri, la Presidenta del Comité Permanente y los Decanos de los Deanatos serán miembros de oficio del Consejo Diocesano y tendrán asiento, voz y voto.~~

77. SECCIÓN 2. Ninguna persona podrá ser nombrada o elegida miembro del Consejo Diocesano que no sea un comulgante adulto de la Iglesia en regla, y miembro de una Parroquia o Congregación en unión con la Diócesis.

78. VACANTES

79. SECCIÓN 3. El Obispo tendrá la facultad de cubrir todas las vacantes causadas por la muerte,
80. renuncia, o remoción de la Diócesis o por otro motivo, de cualquiera de los miembros del Consejo
81. Diocesano nombrado por el Obispo, y el Consejo Diocesano tendrá la facultad de cubrir
82. todas las vacantes causadas por muerte, renuncia o remoción de la Diócesis o por otro motivo, de
83. de cualquier miembro elegido por la Convención, ~~excepto como se denota arriba en~~
excepto en el caso de los miembros de
84. *oficio identificados en la Sección 1* antes mencionada. Los miembros designados o elegidos para cubrir
85. vacantes ocuparán el cargo por el tiempo que quede de la vacante para la que
86. fueron nombrados o elegidos. El cargo de cualquier miembro del Consejo Diocesano que
87. se ausente de tres reuniones consecutivas del Consejo Diocesano podrá ser declarado
88. vacante por el voto de la mayoría de los presentes en cualquier reunión del *Consejo*
89. Diocesano.

Explicación:

Esta enmienda convertiría al Canciller en un miembro sin derecho a voto de la Convención. El Canciller es el principal funcionario jurídico de la Diócesis. Como tal, el Canciller proporciona asesoramiento y consejo legal a la Diócesis y a sus componentes, incluida la Convención. Como miembro con derecho a voto de la Convención, el Canciller podría emitir un voto sobre un asunto en el que también proporcionó asesoramiento jurídico. Al hacerlo, el privilegio abogado-cliente y la doctrina del producto del trabajo del abogado que se adjuntan al asesoramiento jurídico podrían ponerse en peligro, lo que potencialmente pondría a la Diócesis en una mala posición. Aunque quizás sea remoto, tener un Canciller sin derecho a voto sería una buena práctica y se ajustaría a la forma en que la mayoría de las diócesis tratan esta cuestión.

Esta enmienda también convertiría al Registrador y al Vicecanciller en cargos sin derecho a voto, así como haría del Tesorero Adjunto un miembro sin derecho a voto de la Convención.

Esta es la primera lectura de una enmienda a la Constitución. Será necesaria una segunda

lectura en la próxima Convención Diocesana, con una votación por órdenes necesaria para adoptar el cambio en esa Convención.

Adopted 11-5-2022

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 133rd 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 three years of constant change, not the least being to include all who participate in this Convention, whether in person or at distance, all whilst answering the same question multiple times in a row, and always answering the call whenever one says "one more thing" therefore, be it

RESOLVED, that this 133rd 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 GRACE and HOLY TRINITY CATHEDRAL

WHEREAS, the Cathedral Church of this Diocese has so wonderfully offered its hospitality to all assembled at this 133rd 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 with a moment of heartfelt applause.

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 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 133rd Convention of The Diocese of West Missouri, assembled at Grace and Holy Trinity Cathedral in Kansas City, Nov 5, 2022, instruct the Secretary of the Convention to send greetings to those bishops most closely tied to us by reason of geography or heritage:

The Most Rev. and Rt. Hon. Justin Welby, 105th 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,
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 Stephen Bruce, the First Gentlemen of the Diocese

WHEREAS, the Bishop of the Diocese of West Missouri is so incredible at including her husband, Stephen Bruce, at every church visitation through the recording of a “Hi, Steve”, often circling the room several times, and in appreciation for his love and care to the clergy spouses of the Diocese of West Missouri, therefore, be it

RESOLVED, that this 133rd Convention of The Diocese of West Missouri stand and face the camera, and with all those joining live, greet the First Gentlemen of the Diocese of West Missouri with an official “Hi, Steve!”.

For Mrs. Shirley Bolden

WHEREAS, her enormous love for God and for the Diocese of West Missouri has been an inspiration for all those fortunate enough to know and work alongside her, and for the enormous amount of patience, clear communication, and contagious laughter she has shown and shared in her role as President of the Standing Committee, therefore, be it

RESOLVED, that this 133rd Convention of The Diocese of West Missouri express its appreciation to Mrs. Shirley Bolden for her service as Standing Committee President.

Lay Delegates to Convention

Diocesan Convention -- 2022

Attended	Name		Church	City	Deanery
	Sarah	Hirtzel	St. Mary Magdalene Church	Belton	Central
IP	David	Pierson	St. Mary Magdalene Church	Belton	Central
IP	William	Carle	Church of the Resurrection	Blue Springs	Central
IP	James	Gilligan	Church of the Resurrection	Blue Springs	Central
OL	Colton	Ayers	Christ Church	Booneville	Central
IP	Karen	White	Grace Church	Chillicothe	Central
OL	Mark	Gladfelter	St. Paul's Church	Clinton	Central
IP	Teresa	Kelman	St. Luke's Church	Excelsior Springs	Central
	Taffy	Wallace	St. Mary's Church	Fayette	Central
IP	Glynda	Thoms	St. Peter's Church	Harrisonville	Central
IP	Augusto	Ramirez	Trinity Church	Independence	Central
	Mindy	Swayne	St. Michael's Church	Independence	Central
IP	Lucy	Betteridge	St. Anne's Church	Lee's Summit	Central
IP	Marie	Tucker	St. Anne's Church	Lee's Summit	Central
	<i>no delegates reported/unknown #</i>		St. Paul's Church	Lee's Summit	Central
IP	Beverly	Roggenkamp	Christ Church	Lexington	Central
OL	Zella	Forsythe	St. Matthew's Church	Raytown	Central
	Carl	Turlin	St. Matthew's Church	Raytown	Central
IP	Cassie	Brown	Calvary Church	Sedalia	Central
IP	David	Schlomer	Calvary Church	Sedalia	Central
OL	Terry	Cobb	St. Phillip's Church	Trenton	Central
IP	Anita	Love	Christ Church	Warrensburg	Central
IP	Bettie	Moore	Christ Church	Warrensburg	Central
IP	Channing	Horner	St. Oswald's in the Field Church	Fairfax	Northwest Metro
IP	Marie	Ebert	Church of the Good Shepherd	Kansas City	Northwest Metro
IP	Nina	Edwards	Church of the Good Shepherd	Kansas City	Northwest Metro
IP	Gary	Gee	Church of the Good Shepherd	Kansas City	Northwest Metro
	Jill	Hedge	Church of the Good Shepherd	Kansas City	Northwest Metro
IP	Roberta	Coons	Church of the Redeemer	Kansas City	Northwest Metro
IP	Glenn	Green	Church of the Redeemer	Kansas City	Northwest Metro
OL	David	Grosse	Church of the Redeemer	Kansas City	Northwest Metro
IP	Jo Anne	Lile	Church of the Redeemer	Kansas City	Northwest Metro
IP	Sandi	Tarro	Church of the Redeemer	Kansas City	Northwest Metro
IP	Sara	Copeland	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
IP	Chris	Morrison	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
IP	Christine	Morrison	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
IP	Joyce	Morrow	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
	Nick	Smith	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
IP	Janet	Sweeting	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
IP	Ric	Sweeting	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro
	Daniela	Valencia Montoya	Grace and Holy Trinity Cathedral	Kansas City	Northwest Metro

	Joy	Bower	St. Andrew's Church	Kansas City	Northwest Metro
IP	Latoya	Goree	St. Andrew's Church	Kansas City	Northwest Metro
IP	Randolph	Oliver	St. Andrew's Church	Kansas City	Northwest Metro
IP	Susan	Paynter	St. Andrew's Church	Kansas City	Northwest Metro
	Ann	Rainey	St. Andrew's Church	Kansas City	Northwest Metro
OL	Mary	Sanders	St. Andrew's Church	Kansas City	Northwest Metro
OL	Bob	Schubert	St. Andrew's Church	Kansas City	Northwest Metro
	Paul	Wurth	St. Andrew's Church	Kansas City	Northwest Metro
<i>no delegate reported</i>			St. Andrew's Church	Kansas City	Northwest Metro
<i>no delegate reported</i>			St. Andrew's Church	Kansas City	Northwest Metro
IP	Melissa	Campbell	St. Augustine's Church	Kansas City	Northwest Metro
OL	Deborah	Williams	St. Augustine's Church	Kansas City	Northwest Metro
IP	Virginia	Murray	St. Mary's Church	Kansas City	Northwest Metro
IP	Raja	Reed	St. Mary's Church	Kansas City	Northwest Metro
IP	Alex	Boyd	St. Paul's Church	Kansas City	Northwest Metro
IP	Alexandra	Connors	St. Paul's Church	Kansas City	Northwest Metro
IP	Samantha	Czech	St. Paul's Church	Kansas City	Northwest Metro
IP	Nancy	Day	St. Paul's Church	Kansas City	Northwest Metro
IP	Donna	Roath	St. Paul's Church	Kansas City	Northwest Metro
IP	Sterling	Roath	St. Paul's Church	Kansas City	Northwest Metro
IP	Kirsten	Hollstrom	St. Peter and All Saints Church	Kansas City	Northwest Metro
IP	Robert	Maynard	St. Peter and All Saints Church	Kansas City	Northwest Metro
IP	Laura	Rankin	St. Peter and All Saints Church	Kansas City	Northwest Metro
	Charles	Hayter	Grace Church	Liberty	Northwest Metro
IP	Elaine	Reynolds	Grace Church	Liberty	Northwest Metro
	Ellen	Schmidt	Grace Church	Liberty	Northwest Metro
OL	Greg	Hall	St. Mary's Church	Savannah	Northwest Metro
IP	Cosette	Hardwick	Christ Church	St. Joseph	Northwest Metro
<i>no delegate reported</i>			Christ Church	St. Joseph	Northwest Metro
IP	Paula	Shepard	St. Alban's	Bolivar	Southern
	Jon (Ryan)	Williams	St. Alban's	Bolivar	Southern
IP	Mark	Mishou	Shepherd of the Hills Church	Branson	Southern
<i>no delegate reported</i>			Shepherd of the Hills Church	Branson	Southern
OL	Gail	Still	St. George Church	Camdenton	Southern
IP	Ruth	Felton-Hartman	Grace Church	Carthage	Southern
IP	Shirley	Gollhofer	Grace Church	Carthage	Southern
IP	Lindsey	Hettinger	Grace Church	Carthage	Southern
IP	Andy	Lynch	Grace Church	Carthage	Southern
	Barbara	Mountjoy	Grace Church	Carthage	Southern
IP	Debby	Orr	Grace Church	Carthage	Southern
IP	Spencer	Orr	Grace Church	Carthage	Southern
IP	Jennifer	Rhymer	Grace Church	Carthage	Southern
IP	Mark	Sponaule	Grace Church	Carthage	Southern
	Elisa	White	Grace Church	Carthage	Southern
	Diane	Craig	St. Thomas a Becket	Cassville	Southern
IP	Philip	Metz	St. Philip's Church	Joplin	Southern
	Phyllis	Sapp	St. Philip's Church	Joplin	Southern
IP	Judith (Judy)	Turner	St. Philip's Church	Joplin	Southern

OL	Garry	Brice	St. Mark's Church	Kimberling City	Southern
IP	Amanda	Perschall	Trinity Church	Lebanon	Southern
OL	Leigh	Salyer	St. Stephen's Church	Monett	Southern
IP	Jim	Ellsworth	Church of the Transfiguration	Mountain Grove	Southern
IP	Karl	Hartronft	St. John's Church	Neosho	Southern
OL	Rosemary	Larsen	All Saints Church	Nevada	Southern
IP	Augustine	Hernandez	St. Nicholas' Church	Noel	Southern
IP	Brenda	Hernandez	St. Nicholas' Church	Noel	Southern
IP	Elizabeth	Barns	St. Matthew's Church	Ozark	Southern
IP	Kathy	Alexander	Christ Church	Springfield	Southern
IP	Austin	Boyland	Christ Church	Springfield	Southern
OL	Mary	Christiano	Christ Church	Springfield	Southern
IP	Henry	Foster	Christ Church	Springfield	Southern
OL	Evelyn	Mangan	Christ Church	Springfield	Southern
IP	Marsha	Patterson	Christ Church	Springfield	Southern
OL	Sally	Scheid	Christ Church	Springfield	Southern
OL	Kathy	Sheppard	Christ Church	Springfield	Southern
OL	Chris	Rayl	St. James Church	Springfield	Southern
	Astry	Rivera-Amigon	St. James Church	Springfield	Southern
IP	Janice	Hancock	St. John's Church	Springfield	Southern
IP	Linda	Robertson	St. John's Church	Springfield	Southern
	Sara	Kambouris	All Saints Church	West Plains	Southern
	Donna	Lay	All Saints Church	West Plains	Southern

IP	In Person
OL	Online

Clergy in Order of Canonical Residence

Diocesan Convention -- 2022

	Convention Attendee	BISHOPS			Non-Parochial Report Submitted?
1	IP	Bruce, Diane M. Jardine	West Missouri		n/a
2	OL	Field, Martin Scott (Ret.)	Michigan	March 5, 2011	n/a
3		Howe, Barry Robert (Ret.)	Southwest Florida	March 13, 1998	n/a

		PRESBYTERS			Non-Parochial Report Submitted?
4		Moon, James F. (Ret.)	Ordination	May 31, 1958	yes
5		Firth, Harry W. (Ret.)	Kansas	June 1, 1970	no
6		McCann, John H. (Ret.)	Ordination	June 11, 1971	yes
7	OL	Kolb, Jerry W. (Ret.)	Colorado	August 1, 1972	no
8		Lewis, Lawrence B. (Ret.)	Missouri	November 15, 1974	no
9	IP	Hutcherson, Robert M. (Ret.)	Springfield	March 3, 1976	yes
10		Siegel, Carl D.	Ordination	December 21, 1982	no
11		Leed, Rolf A. (Ret.)	Western Kansas	January 21, 1985	no
12		Whelan, Edgar J. (Ret.)	Received	February 2, 1985	no
13	IP	Coil, John A. (Ret.)	Oklahoma	September 14, 1987	no
14	IP	Stuckey, Ross W. (Ret.)	Arkansas	March 4, 1988	yes
16		Spencer, Ronald D. (Ret.)	Rio Grande	January 8, 1990	no
17		Skillicorn, Gerald A. (Ret.)	Missouri	January 22, 1990	no
18		Stinnett, Roger (Ret.)	Ordination	December 7, 1991	no
19	IP	Hinson, Jerome A.	Missouri	January 10, 1992	no
20	OL	Fasel, William J.	West Texas	May 30, 1993	no
21		Wood, Robert E. (Ret.)	Tennessee	September 1, 1993	no
22		Scott, Marshall (Ret.)	Michigan	April 25, 1994	no
23		Chumbley, Kenneth L.	Central NY	January 1, 1995	yes
24		Beam, Barbara (Ret.)	Ordination	February 4, 1995	no
25		Ellsworth, Bradford (Ret.)	Ordination	February 4, 1995	no
26		Savidge, Karen F. (Ret.)	Ordination	May 10, 1995	yes
27		McCann, Susan	Ordination	June 8, 1996	no
28		Hutchens, Holly (Ret.)	Kansas	November 7, 1996	no
29		Johnson, Russell (Ret.)	Minnesota	May 12, 1997	yes
30	OL	Coppinger, Timothy	Ordination	June 7, 1997	n/a
31	OL	Miller, Patricia (Ret.)	Colorado	February 12, 1999	yes
32		Punzo, Thomas (Ret.)	Kansas	April 5, 1999	no
33		Swift, John (Ret.)	Connecticut	November 23, 1999	yes
34		Shepherd, Thomas (Ret.)	Southeast Florida	March 8, 2000	no
35		Gilbertson, Gary (Ret.)	Maryland	September 18, 2000	yes
36	IP	Johnson, Douglas (Ret.)	Indianapolis	September 25, 2000	yes
37	OL	Cheffey, Anne	Ordination	February 3, 2001	n/a
38		Byer, Martha	Ordination	February 2, 2002	no
39		McGuire, Mark A.	Ordination	June 8, 2002	no
40	IP	Spicer, John M.	Ordination	June 8, 2002	n/a
41		Milholen, Linda	Kentucky	July 15, 2002	n/a
42		Cox, Catherine S.	Ordination	February 1, 2003	no

43		Armer, MaryCay (Ret.)	Idaho	January 30, 2004	no
44		Miller, Jerry (Ret.)	New York	February 5, 2004	no
45	IP	Snodgrass, Galen	Ordination	February 7, 2004	n/a
46		McVey, William (Ret.)	Kansas	February 17, 2004	yes
47	IP	Frazier, Jonathan	Ordination	June 5, 2004	n/a
48		Sierra, Frank	West Texas	January 16, 2005	no
49	IP	Keel, Ronald	Ordination	June 4, 2005	no
50	IP	Sanford, Carol	Ordination	June 4, 2005	yes
51		Kyle, Michael (Ret.)	Missouri	August 10, 2005	yes
52		Henderson, L. Owen	Ft. Worth	December 22, 2005	no
53		Runnels, R. Stanley (Ret.)	Mississippi	February 9, 2006	yes
54	IP	Behen, R. Joseph	Ordination	June 2, 2007	n/a
55		Hutcherson, Anne	Ordination	June 2, 2007	n/a
56	IP	Estes, Robert Theodore	Ordination	June 7, 2008	n/a
57		Bauer, Kathryn (Ret.)	Colorado	March 29, 2010	no
58	IP	Palma, Jose	Texas	May 3, 2010	n/a
59		Biggs, John (Ret.)	Fond du Lac	September 1, 2010	no
60	IP	Verhaeghe, Ronald	Received	October 27, 2011	n/a
61	IP	DeVeau, Peter	Olympia	April 2, 2012	no
62	IP	Rhodes, Margaret Diana Clark	Iowa	September 10, 2012	n/a
63		Cox, Amy Hutchinson	Ordination	April 28, 2013	no
64		Anderson, Eric A.	Kansas	May 14, 2013	no
65	IP	Dorn, Christy Michelle	Los Angeles	May 14, 2013	yes
66	IP	Kendrick, David	Alabama	June 16, 2013	no
67		Rottgers, Steven R.	Texas	August 15, 2013	yes
68		Hornaday, Evelyn (Ret.)	Arkansas	October 25, 2013	no
69	OL	Hughes, Lauretta	Ordination	May 3, 2014	n/a
70		Lively, Paula	Ordination	May 3, 2014	n/a
71	OL	Taube, Kimberly	Ordination	May 3, 2014	n/a
72	IP	Marks, Charles (Chas)	Ordination	November 7, 2014	n/a
73	IP	Lynch, David	Kansas	November 13, 2014	yes
74	IP	Kyle, Anne Meredith	Ordination	November 6, 2015	n/a
75	IP	Jeske, Mark	Received	November 4, 2016	yes
76	IP	Lile, James	Ordination	November 4, 2016	n/a
77		Callison, Jonathan	Received	November 3, 2017	n/a
78	IP	Ehren, Larry	Ordination	November 3, 2017	n/a
79	IP	Mann, Karen (Kary)	Ordination	November 3, 2017	n/a
80		Swenson, Warren	Ordination	March 12, 2018	yes
81	IP	Cleaves, George	Eastern Michigan	August 28, 2018	n/a
82		Spoon, Bryan	Virginia	September 27, 2018	no
83		Hurst, William Jeffrey (Jeff)	Ordination	November 2, 2018	n/a
84	IP	Jackson III, Chandler Cheshire	Ordination	November 2, 2018	n/a
85	IP	Kim, Sean	Ordination	November 2, 2018	n/a
86		Serrano, Marco	Ordination	November 2, 2018	no
87	IP	Everson, Charles	Kansas	March 22, 2019	n/a
88	IP	Pierjok, Joseph (Joe)	Ordination	March 24, 2019	n/a
89		Yazell, William	Ordination	March 24, 2019	no
90		Sinclair, Elisabeth	Milwaukee	May 14, 2019	n/a
91		Davis, Vicki	Connecticut	July 31, 2019	yes
92	IP	Roberts, Susan	Utah	August 6, 2019	n/a

93	IP	Compier, Don	Kansas	February 10, 2021	yes
94		Harris, James	Dallas	June 30, 2021	n/a
95	IP	King, Steven	Nebraska	September 17, 2021	n/a
96	IP	Kendagor, Rita	Ordination	November 6, 2021	n/a
97	IP	James, Robin	New York	October 10, 2019	n/a
98	IP	Keyse, Andrew	Alabama	November 26, 2019	n/a
99	IP	Petty, Isaac	Ordination	November 16, 2020	n/a
100	IP	Wiksell, Ryan	Ordination	March 26, 2021	n/a
101		Ohlemeier, Mark	Springfield	January 27, 2022	no
102	IP	Seney, Robert	Sec - HOB	March 28, 2022	n/a
103	IP	Breese, Mary Schrom	Kansas	July 26, 2022	yes
104	IP	Breese, Sidney	Kansas	July 26, 2022	yes
105	IP	Larimore, Collin	Ordination	April 2, 2022	n/a

		DEACONS			Non-Parochial Report Submitted?
106		Mynatt, Belva Charlene (Ret.)	Ordination	January 18, 1989	no
107		Tyndall, Constance F. (Ret.)	Ordination	May 12, 1991	no
108		Fritsch, Andrew J.(Ret.)	Ordination	December 7, 1991	no
109		Ticknor, Patricia (Ret.)	Ordination	January 18, 1992	yes
110		Eick, David (Ret.)	Kansas	May 22, 1992	no
111		Stockwell-Tangeman, Carolyn (Ret.)	Ordination	January 23, 1993	no
112		Murphy, Robert A. (Ret.)	Ordination	March 27, 1993	no
113		Lynch, Suzanne	Ordination	January 25, 1994	no
114	IP	Schubert, Rebecca	Ordination	February 4, 1995	yes
115		Yeager, Linda (Ret.)	Ordination	February 4, 1995	yes
116		Zoller, Joan (Ret.)	Ordination	February 4, 1995	no
117		Easter, Kathleen	Ordination	February 1, 1997	n/a
118		Richardson, John	Ordination	February 14, 1998	no
119		Babcock, Linda Mae	Colorado	September 30, 1998	no
120		Easter, James (Ret.)	Ordination	February 13, 1999	no
121		Sickler, Brenda	Ordination	February 13, 1999	no
122		Whelan, Janet (Ret.)	Ordination	February 5, 2000	yes
123	IP	McCall, Kent (Ret.)	Ordination	February 3, 2001	no
124		Allen, Larry (Ret.)	Ordination	February 7, 2004	no
125		Crain, William (Ret.)	Ordination	February 7, 2004	yes
126		Roumas, Peisha (Ret.)	Ordination	February 7, 2004	no
127		Bell, Jeffrey	Ordination	February 2, 2008	n/a
128		Whitsitt, Helen	Ordination	February 6, 2010	no
129		Nevins, Nancy (Ret.)	Ordination	June 5, 2010	no
130		Russell, Sherrill (Ret.)	Ordination	February 5, 2011	no
131	IP	Bower, Bruce	Ordination	November 7, 2014	yes
132	IP	Stanford, Donna	Ordination	November 7, 2014	no
133	IP	Slabach, Brock	Ordination	November 4, 2016	n/a
134		Carmichael, Alisa	Southwest Florida	August 8, 2019	no
135	IP	Hurt, Lynda	Ordination	November 16, 2020	n/a
136	IP	Johns, Michael	Ordination	March 27, 2021	n/a
137	IP	Long, Jean	Ordination	June 11, 2022	n/a
105	IP	Anderson, Vicky	Ordination	October 1, 2022	n/a
105	IP	James, Adam	Ordination	October 1, 2022	n/a
105		Wegener, Barbara	Ordination	October 1, 2022	n/a

Date = Ordination to Transitional or Vocational Diaconate, if ordained by this diocese.

Letters Dimissory accepted, if ordained outside this diocese.

transitional deacon

Non-Canonical Clergy

					Re-License Request Submitted?
1		Baguyos, The Rev Avelino	Priest	Kansas	no
2		Beatty, The Rev. Steve	Priest	Virginia	no
3		Bee, The Rev Robert (Bob)	Priest	Nebraska	no
4		Burton, The Rev John	Priest	Arkansas	yes
5		Cassell, The Rev Jonnie Lee	Priest	Iowa	no
6		Deng, The Rev John	Priest	Sudan	n/a
7		Erdman, The Rev Daniel (Dan)	Priest	Michigan	no
8		Geen, The Rev Dr Russell	Priest	House of Bishops	no
9		Kennard, The Rev. Susan	Priest	Texas	yes
10		Knoll Lenon, The Rev Katherine	Deacon	Kansas	no
11		McKee, The Rev Stephen (Steve)	Priest	Oklahoma	no
12	IP	Murphy Jr, The Rev Russell E. (Russ)	Priest	Wyoming	no
13		Parrish, The Rev Larry	Priest	Nebraska	no
14		Pierce, The Rev. Roderick (Rod)	Priest	Texas	yes
15		Proffitt, The Rev. Dr. Darrel	Priest	Texas	yes
16		Sanders, The Rev Harvel	Priest	Missouri	yes
17		Schneider, The Rev Charles	Priest	Western Kansas	no
18		Tharakan, The Rev Angeline (Angi)	Priest	Arkansas	yes
19		Thon, The Rev Ezekiel Lueth	Priest	Sudan	n/a

IP	In Person
OL	Online

Change of Clergy Status

Clergy who were deposed, removed or suspended since the 2021 Diocesan Convention

The Rev. Kevin White, Removed 3/22/22

Necrology

Clergy who passed into Larger Life since the 2021 Diocesan Convention

The Rev. William (Bill) Bellais 2/5/22
The Rev. Steven Wilson 2/13/22
The Rev. William (Bill) Beachy 7/22/22
The Rev. James (Jim) Pulliam 8/28/22
The Rev. Jerald (Jerry) Grabher 10/12/22

Postulants and Candidates

Name	Order Sought	Sponsoring Parish
Bowers, Mark	Priest	Trinity, Lebanon
Carroll, Jody	Priest	St. Paul's, Lee's Summit
Cowley, Brian	Priest	St. Mary's, Kansas City
Engstrom, Silas	Priest	Shepherd of the Hills, Branson
Mansfield, Katherine	Priest	Grace, Carthage
Rusconi, Robin	Deacon	Grace and Holy Trinity Cathedral, Kansas City
Smith, Blake	Deacon	St. John's, Springfield
Sparrow Savage, Brittany	Priest	St. Augustine's, Kansas City
Wilcox, David	Priest	St. Mary's, Kansas City
Williams, Ryan	Priest	St. Alban's, Bolivar
Zavacky, Ryan	Priest	St. Andrew's, Kansas City

Diocesan Officers and Committees

2022

Attended Convention	Diocesan Officers		
IP	Bruce, The Rt. Rev. Diane	Bishop Provisional of West Missouri	Chair
	Hamilton, Mr. Curtis	Grace and Holy Trinity Cathedral - Kansas City	Secretary & Registrar
IP	Kokjer, Mr. Thomas	St. Andrew's - Kansas City	Treasurer
IP	Galus, Mr. Mark	Grace and Holy Trinity Cathedral - Kansas City	Chancellor

IP	In Person
OL	Online

Standing Committee - 2 year term; 3 term limit		
Class of 2023		
Kyle, The Rev. Anne	Calvary - Sedalia	Clergy - Elected - 3rd/Final Term
Spicer, The Rev. John	St. Andrew's - Kansas City	Clergy - Elected - 3rd/Final Term - President
Rhodes, Mr. Eric	St. Anne's - Lee's Summit	Lay - Elected - 1st Term
Connors, Ms. Alexandra	St. Paul's - Kansas City	Lay - Elected - 2nd Term
Class of 2024		
Ehren, The Rev. Larry	St. Mary Magdalene - Belton	Clergy - Elected - 1st Term
Estes, The Rev. Ted	St. Philip's - Joplin	Clergy - Elected - 2nd Term
Chesman, Mr. Jeremy	St. James - Springfield	Lay - Elected - 1st Term
Patterson, Mrs. Marsha	Christ Church - Springfield	Lay - Elected - 3rd/Final Term

Diocesan Council - 2 year term		
Class of 2023		
Roberts, The Rev. Susan	Non-Parochial	Clergy - Elected - 1st Term
Pierjok, The Rev. Joe	Grace Church - Carthage	Clergy - Elected - 1st Full Term
Berens, Ms. Regina	St. Mary Magdalene - Belton	Lay - Elected - 1st Term
Fosythe, Ms. Zella	St. Matthew's - Raytown	Lay - Appointed - 1st Term
Morrison, Mr. Chris	Grace and Holy Trinity Cathedral - Kansas City	Lay - Elected - 2nd Term
Scheid, Mrs. Sally	Christ Church - Springfield	Lay - Elected - 2nd Term
Schlomer, Mr. David	Calvary - Sedalia	Lay - Elected - 1st Term
Williams, Mr. Steven	Trinity - Independence	Lay - Appointed - 1st Term
Class of 2024		
King, The Rev. Steven	St. Paul's - Kansas City	Clergy - Elected - 1st Term
Snodgrass, The Rev. Galen	Good Shepherd - Kansas City	Clergy - Elected - 3rd/Final Term
Bolden, Ms. Shirley	St. Augustine's - Kansas City	Lay - Elected - 1st Term
Orr, Mr. Spencer	Grace - Carthage	Lay - Elected - 2nd Term
Perschall, Ms. Amanda	Trinity - Lebanon	Lay - Elected - 2nd Term
Roggenkamp, Ms. Beverly	Christ - Lexington	Lay - Elected - 2nd Term
French, Ms. Kate	St. Paul's - Clinton	Lay - Appointed - 1st Term
Metz, Mr. Phil	St. Philip's - Joplin	Lay - Appointed - 1st Term
Deans		
Coppinger, The Very Rev. Tim	St. Paul's - Lee's Summit	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		
Spicer, The Rev. John	St. Andrew's - Kansas City	President of the Standing Committee
Turner, Ms. Judy	St. Philip's - Joplin	President of Episcopal Church Women

Diocesan Officers and Committees

2022

Bishop Kemper School for Ministry Board of Directors - 2 year term		
Class of 2023		
Stanford, The Rev. Donna	St. Peter and All Saints - Kansas City	Clergy - Elected
Carmichael, The Rev. Alisa	Non-Parochial	Clergy - Elected
Class of 2024		
Everson, The Rev. Charles	St. Mary's - Kansas City	Clergy - Elected
Kynard-Krasick, Ms. Carmen	St. Augustine's - Kansas City	Lay - Elected

Board of Examining Chaplains - 3 year term		
Class of 2023		
DeVeau, The Very Rev. Peter	Grace and Holy Trinity Cathedral - Kansas City	Clergy - Elected - 2nd Term
Kim, The Rev. Dr. Sean	St. Mary's - Kansas City	Clergy - Elected - 1st Term
Stancil, Dr. William	St. Andrew's - Kansas City	Lay - Elected - 3rd Term
Class of 2024		
Everson, The Rev. Charles	St. Mary's - Kansas City	Clergy - Elected
Kynard-Krasick, Ms. Carmen	St. Augustine's - Kansas City	Lay - Elected
Class of 2025		
Coil, The Rev. John	Non-Parochial	Clergy - Elected - 3rd Term
Robertson, Dr. Linda	St. John's - Springfield	Lay - Elected - 4th Term

Commission on Ministry - 3 year term		
Class of 2023		
Alexander, Ms. Kathy		Lay - Elected
Coil, The Rev. John	Non-Parochial	Clergy - Elected
Hardwick, Mrs. Cosette	Christ - St. Joseph	Lay - Elected
Rainey, Ann	St. Andrew's, Kansas City	Lay - Appointed
Schubert, The Rev. Beck	Non-Parochial	Clergy - Elected
Snodgrass, The Rev. Galen	Good Shepherd - Kansas City	Clergy - Appointed
Class of 2024		
Bower, The Rev. Bruce	St. Andrew's - Kansas City	Clergy - Appointed
Maynard, Mr. Bob	St. Peter and All Saints - Kansas City	Lay - Appointed
McCarty, Ms. Shirley	Trinity - Independence	Lay - Elected
Ohlemeier, The Rev. Mark	Christ - Springfield	Clergy - Elected
Shepherd, Ms. Paula	St. Alban's - Bolivar	Lay - Elected
Tharakan, The Rev. Jos	St. James - Springfield	Clergy - Elected
Class of 2025		
Coppinger, The Rev. Tim	St. Paul's - Lee's Summit	Clergy - Elected
Kendagor, The Rev. Rita	St. Andrew's - Kansas City	Clergy - Elected
Mann, The Rev. Kary	Trinity - Independence	Clergy - Elected
Pierjok, The Rev. Joe	Grace - Carthage	Clergy - Elected
Reed, Mr. Raja	St. Mary's - Kansas City	Lay - Elected
Seaton, Ms. Meredith	St. Paul's - Kansas City	Lay - Elected

Diocesan Officers and Committees

2022

Deputies to General Convention		
Clergy Deputies and Alternates		
Marks, The Rev. Chas	St. Augustine's - Kansas City	Clergy Deputy 1
Kyle, The Rev. Anne Meredith	Calvary - Sedalia	Clergy Deputy 2
King, The Rev. Steven	St. Paul's - Kansas City	Clergy Deputy 3
Petty, The Very Rev. Isaac	Redeemer - Kansas City / St. Luke's - Excelsior Springs	Clergy Deputy 4
James, The Very Rev. Robin	Grace - Liberty	Clergy Alternate 1
Larimore, The Rev. Collin	Grace - Carthage	Clergy Alternate 2
Keyse, The Very Rev. Dr. Andy	Grace and Holy Trinity Cathedral - Kansas City	Clergy Alternate 3
Lay Deputies and Alternates		
Perschall, Ms. Amanda	Trinity - Lebanon	Lay Deputy 1
Hamilton, Mr. Curtis	Grace and Holy Trinity Cathedral - Kansas City	Lay Deputy 2
Orr, Mr. Spencer	Grace - Carthage	Lay Deputy 3
Connors, Ms. Alexandra	St. Paul's - Kansas City	Lay Deputy 4
Morrison, Mrs. Christine	Grace and Holy Trinity Cathedral - Kansas City	Lay Alternate 1
Maynard, Mr. Bob	St. Peter & All Saints - Kansas City	Lay Alternate 2
Schlomer, Mr. David	Calvary - Sedalia	Lay Alternate 3

Disciplinary Board - 3 year term		
Class of 2023		
Runnels, The Rev. Stan	Non-Parochial	Clergy - Elected - 3rd/Final Term
Class of 2024		
Dorn, The Rev. Christy	Non-Parochial	Clergy - Elected - 3rd/Final Term
Class of 2025		
Frazier, The Rev. Jonathan	St. Peter & All Saints - Kansas City	Clergy
King, The Rev. Steven	St. Paul's - Kansas City	Clergy - Elected - 1st Term
Gardner, Ms. Anne	Calvary - Sedalia	Lay - Elected - 1st Term
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

Diocesan Convention Committees		
Committee on the Minutes		
Hamilton, Mr. Curits	Grace and Holy Trinity Cathedral - Kansas City	Diocesan Secretary/Chair
Davenport, Mrs. Emily	The Diocese of West Missouri - Staff	Member
Estes, The Rev. Ted	St. Philip's - Joplin	Member
Orr, Mr. Spencer	Grace - Carthage	Member
Patterson, Ms. Marsha	Christ - Springfield	Member
Stanford, The Rev. Donna	St. Peter and All Saints - Kansas City	Member
Kim, The Rev. Sean	St. Mary's - Kansas City	Member
Philbrick, Dr. Anita	St. Thomas - Cassville	Member
Stanford, The Rev. Donna	St. Peter and All Saints - Kansas City	Member

Constitution & Canons		
Galus, Mr. Mark	Grace and Holy Trinity Cathedral - Kansas City	Chair
Powell, Mr. David	St. Paul's - Kansas City	Vice Chair
Hollstrom, Mrs. Kirsten	St. Peter and All Saints - Kansas City	Member
Jackson, The Very Rev. Chandler	St. Matthew's - Ozark	Member
James, The Very Rev. Cn. Robin	Grace - Liberty	Member
Kim, The Rev. Sean	St. Mary's - Kansas City	Member
Philbrick, Dr. Anita	St. Thomas - Cassville	Member
Stanford, The Rev. Donna	St. Peter and All Saints - Kansas City	Member

Diocesan Officers and Committees

2022

Diocesan Convention Committees, Continued

Courtesy Resolutions

Pierjok, The Rev. Joe	Grace Church - Carthage	Chair
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Credentials

Day-Thoms, Mrs. Glynda	St. Peter's - Harrisonville	Chair
Ellsworth, Mr. Jim	Transfiguration - Mountain Grove	Member
Fasel, The Rev. Dr. Bill	Non-Parochial	Member
Callison, The Rev. Jonathan	St. Paul's - Kansas City	Member

Elections

Slabach, The Rev. Brock	St. Mary Magdalene - Belton	Chair
Allman, Mr. Gary	The Diocese of West Missouri - Staff	Member
Davenport, Mrs. Emily	The Diocese of West Missouri - Staff	Member
Weil, Mr. Ron	The Diocese of West Missouri - Staff	Member

Nominating

Perschall, Ms. Amanda	Trinity - Lebanon	Chair
Larimore, The Rev. Collin	Grace - Carthage	Member
Rhodes, The Rev. Meg	St. Anne's - Lee's Summit	Member
Long, The Rev. Jean	St. Andrew's - Kansas City	Member
Morrison, Mrs. Christine	Grace and Holy Trinity Cathedral - Kansas City	Member
Cobb, Ms. Terry	St. Philip's - Trenton	Member

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
Kyle, The Rev. Anne	Calvary - Sedalia	Member
Robertson, Dr. Linda	St. John's - Springfield	Member

Diocese of West Missouri
Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Blue Springs	Church of the Resurrection	172,559	194,141	258,041	165,095	19,460	4,096	172,843
Bolivar	St Albans Episcopal Church	32,505	45,714	45,714	37,925	2,845	3,129	40,842
Boonville	Christ Episcopal Church	11,553	18,019	19,514	16,483	1,483	775	17,258
Branson	Shepherd of the Hills Church	45,297	54,297	56,197	95,429	5,709	34,214	129,043
Camdenton	St George Episcopal Church	37,530	37,530	37,530	56,333	6,965	2,400	58,733
Carthage	Grace Episcopal Church	415,421	577,422	646,907	545,932	60,811	145,439	634,997
Cassville	St Thomas a Becket Epis Ch	28,277	28,277	28,277	22,280	2,540	1,431	22,280
Chillicothe	Grace Episcopal Church	12,527	59,443	62,714	68,385	6,118	4,016	68,385
Clinton	St Pauls Episcopal Church	8,759	8,766	12,966	13,882	867	4,300	18,082
Excelsior Springs	St Luke Episcopal Church	41,289	42,139	53,997	50,194	4,836	12,119	62,758
Fayette	St Marys Episcopal Church	10,419	11,625	12,125	13,142	1,373	713	13,142
Harrisonville	St Peters Episcopal Church	2,347	47,747	47,747	58,348	3,873	339	58,348
Independence	St Michaels Episcopal Church	48,903	55,338	95,462	59,000	6,469	29,156	74,869
Independence	Trinity Episcopal Church	67,416	130,416	130,416	138,402	11,569	0	138,402
Joplin	St Philips Episcopal Church	171,890	177,832	200,032	184,201	18,641	25,196	206,397
Kansas City	Church of the Good Shepherd	242,749	254,096	304,521	262,183	28,454	48,328	312,317
Kansas City	Church of the Redeemer	394,681	398,609	456,597	390,860	39,303	55,421	444,281
Kansas City	Grace and Holy Trinity Cathedral	537,708	1,835,703	1,844,909	1,855,557	244,728	176,211	1,999,756
Kansas City	St Andrews Episcopal Church	1,789,174	2,218,745	2,622,975	2,276,318	260,927	449,832	2,649,361
Kansas City	St Augustines Church	101,896	141,670	760,084	148,888	14,834	7,729	162,823
Kansas City	St Marys Episcopal Church	211,091	236,091	326,091	262,963	24,356	115,532	374,019
Kansas City	St Pauls Church	519,161	910,255	1,007,305	923,817	90,993	159,962	1,050,026
Kansas City	St Peter & All Saints Episcopal Church	186,306	293,343	293,343	516,196	31,008	7,406	516,196
Kimberling City	St Marks Episcopal Church	60,974	65,473	67,073	64,134	4,322	1,547	65,134
Lebanon	Trinity Episcopal Church	84,659	84,659	140,903	108,122	8,346	37,068	140,903
Lees Summit	St Annes Church	117,135	117,155	134,607	88,078	5,000	24,900	106,078
Lees Summit	St Pauls Episcopal Church	164,606	164,606	167,736	165,601	13,748	0	168,728
Lexington	Christ Episcopal Church	31,445	34,205	34,205	3,029	2,999	9,245	12,274
Liberty	Grace Episcopal Church	153,851	160,459	163,059	191,270	16,949	2,908	191,270

Diocese of West Missouri
Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

		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	29,422	29,422	33,022	36,023	2,378	3,832	36,023
Mountain Grove	Church of the Transfiguration	4,462	9,412	9,412	12,402	370	250	12,402
Neosho	St Johns Church	15,590	15,590	18,090	16,931	1,889	1,130	16,931
Nevada	All Saints Episcopal Church	69,701	70,384	130,671	79,518	6,657	32,521	113,016
Noel	St Nicholas Episcopal Church	26,500	26,500	26,500	22,399	2,296	0	22,399
Ozark	St Matthews Episcopal Church	37,151	41,017	49,094	42,817	4,163	4,973	51,020
Raytown	St Matthews Episcopal Church	62,970	66,160	67,215	78,352	6,164	11,518	89,970
Saint Joseph	Christ Episcopal Church	110,701	160,002	181,413	185,810	17,466	18,659	199,991
Savannah	St Marys Episcopal Church	4,494	4,494	23,244	14,926	1,673	11,961	25,137
Sedalia	Calvary Episcopal Church	65,208	131,155	150,331	208,780	13,515	12,523	220,316
Skidmore	St Oswalds in the Field Church	7,369	7,369	7,369	4,340	512	10,000	14,340
Springfield	Christ Episcopal Church	618,623	733,853	782,558	792,698	108,667	51,746	811,870
Springfield	St James Episcopal Church	213,415	216,537	260,572	216,537	30,204	13,031	254,489
Springfield	St Johns Episcopal Church	178,728	299,522	322,799	274,750	27,493	18,294	322,799
Trenton	St Philips Church	10,405	13,318	15,469	11,680	633	755	11,680
Village of Loch Lloyd	St Mary Magdalene	187,421	193,324	216,244	140,456	5,000	26,874	167,330
Warrensburg	Christ Episcopal Church	64,389	66,679	70,714	66,678	7,206	2,045	68,668
West Plains	All Saints Church	70,268	113,071	113,071	91,679	8,063	1,665	93,194
Total		7,478,945	10,601,584	12,508,835	11,078,823	1,183,875	1,585,189	12,441,120

Diocese of West Missouri

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Blue Springs	Church of the Resurrection	140	129	0	51	0	0	1	4
Bolivar	St Albans Episcopal Church	60	60	0	38	44	0	2	9
Boonville	Christ Episcopal Church	14	14	0	7	42	0	0	0
Branson	Shepherd of the Hills Church	48	48	0	32	0	0	0	0
Camdenton	St George Episcopal Church	30	30	0	18	52	1	0	1
Carthage	Grace Episcopal Church	872	802	0	182	208	2	7	5
Cassville	St Thomas a Becket Epis Ch	24	24	0	16	30	0	0	4
Chillicothe	Grace Episcopal Church	21	16	0	10	47	0	0	0
Clinton	St Pauls Episcopal Church	15	15	0	7	22	0	0	3
Excelsior Springs	St Luke Episcopal Church	46	46	0	20	30	1	2	0
Fayette	St Marys Episcopal Church	14	14	0	5	20	0	0	0
Harrisonville	St Peters Episcopal Church	21	19	0	12	46	0	0	0
Independence	St Michaels Episcopal Church	49	49	0	27	17	0	0	3
Independence	Trinity Episcopal Church	49	46	0	36	91	0	0	2
Joplin	St Philips Episcopal Church	249	225	0	75	55	4	0	2
Kansas City	Church of the Good Shepherd	306	0	0	116	158	1	2	0
Kansas City	Church of the Redeemer	358	321	0	101	0	0	2	2
Kansas City	Grace and Holy Trinity Cathedral	542	525	0	157	96	0	5	13
Kansas City	St Andrews Episcopal Church	1,723	694	0	265	0	2	27	23
Kansas City	St Augustines Church	70	70	0	36	52	0	3	0
Kansas City	St Marys Episcopal Church	179	118	0	74	55	0	0	0
Kansas City	St Pauls Church	577	390	0	111	0	1	8	9
Kansas City	St Peter & All Saints Episcopal Church	203	203	0	59	52	0	3	1
Kimberling City	St Marks Episcopal Church	43	43	0	25	53	0	0	0
Lebanon	Trinity Episcopal Church	80	80	0	48	51	2	3	8
Lees Summit	St Annes Church	170	170	0	58	52	0	2	0
Lees Summit	St Pauls Episcopal Church	173	173	0	73	51	2	3	0
Lexington	Christ Episcopal Church	63	32	0	8	21	0	0	0
Liberty	Grace Episcopal Church	179	179	0	33	52	0	1	0
Monett	St Stephens Episcopal Church	12	12	0	13	0	0	0	0
Mountain Grove	Church of the Transfiguration	11	11	0	6	46	0	0	0
Neosho	St Johns Church	18	18	0	8	7	0	0	0
Nevada	All Saints Episcopal Church	137	41	0	26	50	0	0	0
Noel	St Nicholas Episcopal Church	125	86	0	18	0	0	5	0

Diocese of West Missouri

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2022

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Ozark	St Matthews Episcopal Church	38	38	0	21	0	0	0	2
Raytown	St Matthews Episcopal Church	74	60	0	27	47	0	0	0
Saint Joseph	Christ Episcopal Church	109	92	0	67	105	1	1	0
Savannah	St Marys Episcopal Church	12	10	0	10	24	0	0	0
Sedalia	Calvary Episcopal Church	81	67	0	33	51	1	0	5
Skidmore	St Oswalds in the Field Church	13	13	0	10	15	0	1	0
Springfield	Christ Episcopal Church	1,174	757	0	125	51	1	5	0
Springfield	St James Episcopal Church	143	143	0	53	0	0	3	3
Springfield	St Johns Episcopal Church	145	145	0	46	80	0	0	0
Trenton	St Philips Church	7	7	0	5	0	0	0	0
Village of Loch Lloyd	St Mary Magdalene	76	76	0	41	0	0	1	0
Warrensburg	Christ Episcopal Church	146	44	0	17	0	0	0	0
West Plains	All Saints Church	70	66	0	18	45	0	0	2
Total		8,709	6,221	0	2,244	1,918	19	87	101

Bishop Kemper School for Ministry
Report to the 2022 Convention of the Diocese of West Missouri

Highlights of the Previous Year

- BKSM is in its tenth year of operation. As we look back on the previous decade, we have much to celebrate. We now have five partnering dioceses (Missouri joined West Missouri, Nebraska, Kansas and Western Kansas) and students from a sixth diocese (Iowa), as well as some students from other denominations.
- BKSM's enrollment remains strong. 37 students are now pursuing a certificate of study in seven areas. 8 are from the Diocese of West Missouri: 3 pursuing presbyteral studies, 3 in diaconal studies, and 2 in lay curricula.
- We have returned to face-to-face instruction in Topeka, but our state-of-the-art technology permits students from anywhere to join via Zoom. We are ready to serve any distance cohorts.
- In spite of the recent disappointing performance of the stock market, BKSM's investments continue to provide a solid financial base. We are deeply grateful for the constant annual support of our partnering dioceses and generous gifts from our alumni/ae and other friends. No student with financial need is turned away. BKSM truly is affordable for all.
- As an official sponsor of the Anti-Racism Covenant and an institution striving to be as green as possible, BKSM has modified its curriculum to put greater emphasis on the mission of the Episcopal Church: evangelism, racial justice and reconciliation, and care for the earth.
- In the summer of 2022 BKSM offered two spiritual retreats led by Brother James Dowd of the Benedictine Way, one for new and one for returning students. Monthly group formation and invited speakers further promote the importance of disciplined prayer life.
- Thanks to many donations, and with the professional assistance of volunteer librarian LeRoy Dagg, we have a fine lending collection of books in Topeka, catalogued and available for online searches.
- Eight faculty members from West Missouri provide outstanding instruction at BKSM.
- We take delight in the collegial spirit that has characterized BKSM from the beginning. Our students form lasting friendships across diocesan lines and orders. Together we have developed a culture that cherishes all relationships and welcomes the gifts of each and every one. This ethos of partnership extends to other institutions similar to us across the Episcopal Church.

Plans for the Coming Year

- BKSM is developing field education that works for bi-vocational students.

- We continue to have discussions that could lead to other dioceses becoming part of our partnership.
- A task force is taking a fresh look at continuing education for clergy and lay leaders. A survey distributed this fall will give us a better sense of needs and interests.
- We are developing an additional lay track in lay chaplaincy.
- We invite everyone to our 10th commencement and anniversary celebration at Grace Cathedral in Topeka on Saturday, May 20, 2023 (details will be widely shared later). Our celebrant and speaker will be the Right Reverend Scott Barker of Nebraska.

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.
- Ongoing analysis by the Board as strategic planning continues.

As we approach our tenth anniversary, we are so grateful to God. And to the people of the diocese of West Missouri, who constantly support us so generously in multiple ways. Continuing in the pioneering spirit of Bishop Jackson Kemper, we greatly look forward to the surprising blessings of partnership in the next decade.

Yours in Christ,

The Very Reverend Dr. Don H. Compier, Dean

For more information: www.bishopkemperschool.org

Campus Ministry Commission Annual Report 2022

The Campus Ministry Commission supports outreach ministry to college students and partnerships with local parishes located near university campuses. The Commission has started reorganizing and rebuilding campus ministry planning this year with the following steps:

- The Campus Ministry Commission meets by Zoom at 4:00 p.m. on the second Tuesday of the month.
- We are updating the campus ministry website to refer students to parishes located near university campuses.
- We have updated the campus ministry Facebook page and added a campus ministry Instagram page.
- Austin Boyland has served as Campus Missioner at Christ Church in Springfield. He will be stepping down this fall due to other increased job responsibilities.
- Rev. David Kendrick is currently exploring partnership options with Ekklesia on Missouri State University's campus. Ekklesia is an ecumenical campus ministry program that incorporates representation from multiple denominations.
- Clare Stern-Burbano is developing programming for college students at Grace and Holy Trinity Cathedral. One popular recent discussion series for this age group was entitled: "Does God have a Gender?".
- The Campus Ministry Commission is currently exploring options for re-establishing peer ministers in our diocese. We have also started the discernment process to apply for possible funding from the Episcopal Church Young Adult and Campus Ministry national grant program.
- We welcome the opportunity to promote local parish events that might appeal to college students. Please let us know about these and/or other ways that our diocese can reach out to our local college campuses.

Respectfully submitted,
Dcn. Alisa R. Carmichael
Campus Ministry Commission Chair

2022 Christian Formation Diocesan Convention Report

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.

The Christian Formation Commission focuses on the ways in which people can explore, deepen, and grow their faith by determining helpful responses to the needs of congregations, discovering new resources, and recommending best practices. To fulfill this purpose and advocate for intentional Christian formation, the following work has been in process throughout 2022.

- 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.
- A companion presence of support, consultation, resources, and encouragement.
- In January 2021, the Everything Holy project began as an experiential way to explore, grow and deepen an experience of God within the home. Missional in nature, it has been a beneficial resource nearly 300 households representing 37+ churches, 65+ cities, and multiple states. Although a recent survey indicated most participants found it both beneficial and a means of connecting to the diocese, it is a time-intensive and expensive project to continue long term. The decision has been made to suspend the project effective the November 2022 issue. We are thankful for the project's success but want to refocus our efforts on ways to reach more members of the diocese and believe similar creative efforts can be put forth in ways that will include access to new resources, training, and curriculum.
- Work towards the creation of a diocesan Formational Arc (*scope and sequence*). Our desired outcome is to produce opportunities for experience and resources that are age appropriate for the lifelong journey of faith and flexible to the needs of each congregation. Our hope is to provide a benchmark of our hopes and dreams, a vision for formation, and unite us with a common purpose.
- Formation-related posts through the *New Spirit Update* highlight educational, liturgical, fellowship and service-oriented resources and reflections.

2023 Additional Plans for Ministry include

- Fine-tuning communication offered at deanery gatherings and made available to congregations through regular communication channels such as newsletters, bulletins, etc. Our hope is to include information *and* an invitation for individuals and congregations to be involved in the formational process.
- New workshop and training opportunities, curriculum, and resources

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."ⁱ 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;"ⁱⁱ a people becoming human beings made in the likeness of Christ.

Sincerely,

Kim Snodgrass

Assistant to the Bishop for Christian Formation

ⁱ Luke 2:52

ⁱⁱ *The Dream of God: A Call to Return* by Verna Dozier

Commission on Ministry

Report to Diocesan Convention 2022

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 majority of 2022 all activities of the Commission have been held via Zoom. In August we resumed in-person meetings which also included participation via Zoom.

Highlights of 2022

The Clergy Continuing Education, Orientation and Mentoring subcommittee finished its work on guidelines for Mentoring. This has been published on the Diocesan Website. Early in the year Bishop Diane charged the subcommittee with developing a plan to incorporate clergy recently ordained or new to the Diocese. We have created a working document for the program named Beginning Well. This program will be presented to clergy this fall.

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 2021:

October 2021	Recommended for Candidacy for Priesthood – Krista Heuett Recommended for Candidacy for Priesthood – Collin Larimore Recommended for Candidacy for Priesthood - Jean Long Recommended for Candidacy for the Diaconate – Adam James Recommended for Candidacy for the Diaconate – Barbara Wegener
February 2022	Recommended for Ordination to the Priesthood – Krista Heuett Recommended for Ordination to the Priesthood – Collin Larimore
April 2022	Recommended for Candidacy for the Diaconate – Vicky Anderson Recommended for Candidacy for Priesthood – Ryan Williams Recommended for Candidacy for Priesthood –Brittany Savage Recommended for Ordination to the Transitional Diaconate –Jean Long
June 2022	Recommended for Candidacy for Priesthood –David Wilcox Recommended for Candidacy for Priesthood –Ryan Zavacky

August 2022 Recommended for Candidacy for Priesthood –Brian Cowley
Recommended for Ordination to the Vocational Diaconate –Vicky Anderson
Recommended for Ordination to the Vocational Diaconate –Adam James
Recommended for Ordination to the Vocational Diaconate –Barbara Wegener
Recommended for Ordination to the Transitional Diaconate –Brittany Sparrow-Savage
Recommended for Ordination to the Transitional Diaconate –Ryan Williams

Plans for 2023

1. Complete design and implement a revised Discernment process modelling ourselves similarly to other Dioceses
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 6 Nominees, 2 Postulants for the Diaconate 5 Postulants for the Priesthood, 7 Candidates, and 3 Transitional Deacons active in the ordination process.

Respectfully submitted,

Robert Maynard, Chair

THE ORDER OF THE DAUGHTERS OF THE KING

Diocese of West Missouri

2022 Diocesan Convention Report

1. What are the highlights of your ministry since the 2021 Diocesan Convention?

- We held our first post-covid in person Fall Assembly at St. Mary Magdalene in Belton. It was well attended and very appreciated by daughters across the diocese.
- Held our in-person Spring Assembly at Trinity Episcopal in Lebanon and provided a "Ride Share" opportunity for 14 daughters from the K.C. Metro area to attend. Attendance was increased as some of our members don't or can't make the long drives any longer.
- Sent a donation to the KC Refugees organization in support of their ministry to incoming refugees from various countries.
- Sent a \$1000 donation to be divided among our 4 national funds in compliance with our vows as daughters.
- Made a \$500 donation to support our National Triennial meeting in Baltimore, MD in June of 2022.
- Assisted our diocesan president with some expenses in her attendance and participation at our National Triennial convention in Baltimore, MD.
- Members attended, via Zoom, the Province VII Spring Assembly held in San Antonio, Tx.
- Made financial assistance available to daughters in the diocese who needed help with paying their yearly dues.
- Continued to bring new members into the 13 chapters in our diocese. Provided support required for their 3 month discernment period.
- Held our first post-covid diocesan Board Retreat at Trinity Meadows with all but three chapter presidents present.
- Explored new ideas for continued growth of Daughters of the King within our Diocese.
- Daughters continued to be faithful in their rule of life by praying daily for their parishes, dioceses and provinces, as well as national and international daughters.

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

- 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 of the King chapter is located.
- Daughters often attract new members through their external/internal evangelism and service which strengthens the parish as well as the diocese

3. What are your plans for ministry for 2023?

- Continue to seek opportunities for new chapters of Daughters of the King throughout the diocese.
- Provide relevant and meaningful education that will nurture daughters for the furthering of God's Kingdom.
- Listen intently to the needs of daughters in the diocese and take direction from their input.

4. How will you measure success in 2023?

- Track (through our national office) new member numbers, which are only reported to the diocesan level once every three years.
- Within the diocese, track interest in new chapters and applications for membership
- Follow the involvement of Daughters in reported participation within the life of their respective parishes. Chapter presidents report this information to the President of the Diocese once a year.
- Utilize our diocese membership chair to work closely with those chapters who experience issues in dues payment annually.

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

A. Grow Congregations:

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

B. Grow Personally:

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

C. 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.

D. Grow in Compassion:

- Daughters recognize the need to aid others, as is seen time and time again, in the work they do 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.

E. 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.
- We nurture chapter members in leadership so the future of Daughters of the King in the Diocese will be on-going for years to come.
- Continue to provide a retreat every 2-3 years for the chapter presidents to assist in their growth of Daughters of the King within our diocese.

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

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

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

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

Report of the Deans

The Very Rev. Robin James, The Very Rev. Chandler Jackson, The Very Rev. Isaac Petty

Throughout the year 2022, the deaneries have expended the deanery grants to congregations for a variety of mission programs - feeding the hungry, improving communication, and assisting immigrant families, to name a few. In many cases, without these grants this important work would not happen.

The highlight of the year for every deanery was the picnics with Bishop Bruce. Not only did a wider swath of the diocese get to spend quality time getting to know our Bishop Provisional, but these events allowed for great fellowship between members of the various congregations who rarely have the opportunity to meet. Even high temperatures did not thwart the fun, thanks to giant waterslides, shelter from the sun, and wonderful food. Special thanks are extended to our diocesan events coordinator, Rachael Orth, for her great planning and execution of these events.

Deanery clericuses and councils met to carry on the business of the deaneries and enhance fellowship and comradery among the clergy. The opportunity to break bread with fellow ministers of the Gospel and share advice and encouragement are important aspects of these gatherings.

We look forward to more exciting activities in the new year - more picnics, celebrations, and gatherings with our brothers and sisters in Christ.

Annual Report – Board of Examining Chaplains

Prepared by Dr. Victor H. Matthews, Chair

- What are the highlights of your ministry since the 2021 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. Most of its business is conducted by email.
 - In January 2022, the DBEC was asked to evaluate the GOE responses of Krista Heuett and Collin Larimore, candidates for ordination to the transitional diaconate and subsequently to the priesthood. The responses from the members of the Board were unanimously supportive and judged their responses to be proficient in all areas of the canonical exam. The recommendation was made that they be ordained to Holy Orders.
 - In March 2022, the DBEC administered a written canonical exam to Jean Long, a candidate for ordination to the transitional diaconate and priesthood. The unanimous evaluation of the Board is that she provided satisfactory responses to all areas of these exam questions. They recommended that she be ordained to Holy Orders.
 - In July 2022, the DBEC administered a written canonical exam to Brittany Savage and William Ryan, candidates for ordination to the transitional diaconate and subsequently to the priesthood. The responses from the members of the Board were unanimously supportive that they had shown proficiency in all areas of the exam. They recommended that both be ordained to Holy Orders.
 - In July 2022, the DBEC administered a written canonical exam to Vicky Anderson, Adam James, and Barbara Wegener, candidates for ordination to the vocational diaconate. The unanimous evaluation of the Board is that they provided

satisfactory responses to the exam questions and that they be ordained to Holy Orders.

- What are your plans for ministry in 2022?
 - The Board will continue to refine and update its examination questions for priest and deacon candidates to better gauge their competencies and make the questions timely.
 - 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, DBEC members 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 evaluated. Congregations are better served by well-prepared and dedicated ministers.

If you have any questions about this report, please feel free to contact me at VictorMatthews@missouristate.edu.

Members of the Board of Examining Chaplains:

Name	Contact Information
Victor H. Matthews, Chair	VictorMatthews@missouristate.edu
Charles Everson, ex-officio	vocations@diowestmo.org
Channing Horner	chorner@cebridge.net
Sean Kim	seanckim@yahoo.com

Peter deVeau	pideveau80@gmail.com
John Coil	johnacoil@jacanda.com
Linda Robertson	wm-lroberts@att.net
Bill Stancil	Bill.Stancil@rockhurst.edu
Ron Verhaeghe	verhaegheron@aol.com
Bruce Bower	bjbower@swbell.org

The past eleven months as Vice President of your diocesan council has been an honor, joy, and pleasure because of the active ministries and new possibilities being lived out amongst the faithful leaders and members of our 48 congregations. The vitality of the Good News of Jesus Christ our Lord is amazing!

Friends, members of your diocesan council were elected for and have been functioning for the common good of all congregations. We began the year with a combined retreat with members of the Standing Committee by discussing, developing, and writing a West Missouri Mission and Vision Statements.

Our Mission in West Missouri is “To be the hands and feet of Christ in West Missouri by proclaiming the Good News, serving others, and promoting justice, peace, and love.”

Our Vision is “To become a just, peaceful, & loving community built on our shared love of God and one another.”

Now the council needs to develop a seven-to-nine-word motto that rolls off the tongue.

These statements provide the opportunity for our vestries and congregants to cast off the silo mentality of the past to embrace a collaborative holistic approach in serving our neighbors around the corner, across our nation, and around the globe.

- ❖ A specific example new to the 2023 Youth Budget is funding for youth and adults to participate in the Group Mission Trips that focuses on home repair and community service in 15 states.

Council has doubled its time commitment by holding monthly meetings with a consent calendar where we read ministry reports so we can focus on the Spirit leading us in our vision. What has come out of this change?

- ❖ The understanding that many of our congregations are served by bi-vocational clergy and busy parishioners who need Zoom meetings to be held in the evenings as well as on Saturdays. The goal is to facilitate more participation from all congregations.
- ❖ To transition from reactive responses to congregational and ministry needs to a proactive longer-term planning approach with timely responses.
- ❖ And our favorite subject to improve communications between congregations and council.
 - As of the last Executive Council meeting the Office of the Vice President of Diocesan Council will be the person reporting and contacting identified people applying for grant and loan votes. While I'm your VP **phone conversations** and emails will be the preferred response methods.
 - Clergy and wardens take this moment to add me to your contact list. A five-minute phone call allows me to hear the tone and tenor of your voice, which is better than 15 emails flying across the screen.

Fr. Galen Snodgrass
(417) 793-0446

- I will certainly listen to your doubts, fears, concerns, and criticisms. Yet remember the words of Abraham Lincoln:
"They have the right to criticize who have the heart to help."

As you know, your Diocesan Council and Rt. Rev. Diane M. Jardine Bruce are called to be both leaders and servants. None of us want to see your congregation being “dry docked” for any reason. Quite the opposite, we see our 48 congregations as a flotilla of sailing ships with a specific purpose and destination powered by the wind of the Holy Spirit to love and serve Jesus our Lord. Regardless of the challenges and chances of the turbulent winds of the world about us, the Episcopal footprint needs to expand in West Missouri. Why?

Because the Episcopal Church is the kind of faith community that your neighbors say they are looking for ... We need to be better at promoting our message that *being saved* is a two-step process. Step One is our redemption as described in all four Gospels. Jesus reveals God’s love for us in many and varied ways, but particularly in his relationship with those who come to him. Step Two is our salvation, getting right with one another; the truth of inclusiveness salvation for all the Children of Abraham. Verbalizing the revealed fact that the church community is the place where we work at “*being saved*.” We need to learn the most effective methods in sharing our stories of where we see God’s hand at work in the world about us. The message of justice, peace, and love.

DIVERSITY AND RECONCILIATION COMMISSION
ANNUAL REPORT
SEPTEMBER 2022
Shirley Bolden, Chair

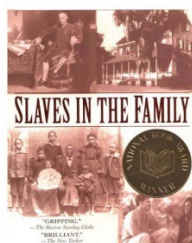
"The fundamental truth undergirding this vision [of the Beloved Community] is that all are made in the image of God. It is in our diversity that we discover the fullness of that image....

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"

Articles published in the New Spirit and other activities held virtually during the 2022 Pandemic.

Book Club discussions:



The Beloved Community
of Care and Love
Book Club

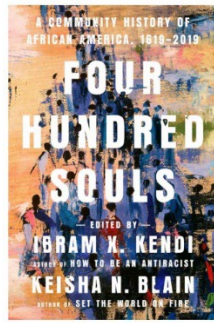
Diversity and Reconciliation Commission



"Slaves in the Family" by Edward Ball

Edward Ball, the descendant of a seventeenth-century plantation owner in Charleston, South Carolina, chronicles the lives of the people who lived in his ancestors' lands: the African slaves, mulatto children, and his own white landowning relatives. This is the story of black and white families living side by side through three hundred years. As Ball searches out descendants of the slaves his family-owned, he confronts his own fears and prejudices about slavery and his family.

The average attendance for the book study discussion groups was fourteen for the five sessions.



The Beloved Community of Care and Love Book Club

Diversity and Reconciliation Commission



“Four Hundred Souls” Edited by Ibram X Kendi and Keisha N. Blain

Four Hundred Souls is a unique one-volume “community” history of African Americans. The editors, Ibram X. Kendi and Keisha N. Blain, have assembled ninety brilliant writers, each of whom takes on a five-year period of that four-hundred-year span. The writers explore their periods through a variety of techniques: historical essays, short stories, personal vignettes, and fiery polemics. They approach history from various perspectives: through the eyes of towering historical icons or the untold stories of ordinary people; through places, laws, and objects. While themes of resistance and struggle, of hope and reinvention, course through the book, this collection of diverse pieces from ninety different minds, reflecting ninety different perspectives, fundamentally deconstructs the idea that Africans in America are a monolith—instead it unlocks the startling range of experiences and ideas that have always existed within the community of Blackness.

The story begins in 1619—a year before the Mayflower—when the White Lion disgorges “some 20-and-odd Negroes” onto the shores of Virginia, inaugurating the African presence in what would become the United States. It takes us to the present, when African Americans, descendants of those on the White Lion and a thousand other routes to this country, continue a journey defined by inhuman oppression, visionary struggles, stunning achievements, and millions of ordinary lives passing through extraordinary history.

The average attendance for the book study discussion groups for the five sessions was sixteen.

Services held in 2022



When: Tuesday, 18 2022.

A Day of Prayer and Fasting, The Diversity and Reconciliation Commission asks each church to open their doors or virtually have the opportunity for many to pray together.



Set us free, heavenly Father, from every bond of prejudice and fear: that, honoring the steadfast courage of your servant Absalom Jones, we may show forth in our lives the reconciling love and true freedom of the children of God, which you have given us in our Saviour Jesus Christ, who lives and reigns with you and the Holy Spirit, one God, now and for ever.

Join the people of St. Augustine's in a celebration of the Blessed Absalom Jones. The celebrant will be Bishop Bruce, recorded messages from the Presiding Bishop Michael Curry and the Union of Black Episcopalians will be shared. The St. Augustine's liturgical dancers will also be taking part.

For those who cannot attend in person, the event will be broadcast live on Facebook and YouTube.

During Black History month there were four video presentations on key African Americans in the Episcopal and beyond. The Rev. Dr. Harold Lewis, The Rev. George F. Bragg, The Rt. Rev. Barbara Harris, Mr. Allen Crite





The purpose of these workshops is to assist the diocese in organizing to eliminate the sin of racism. There are three essential steps to be followed when a diocese makes this commitment to focus on the sin of racism, its elimination from the church, the community, and the world in which we live. First, there needs to be an organized and functioning anti-racism committee; secondly, the support of the diocesan bishop; and thirdly, a comprehensive plan for proceeding with this ministry.

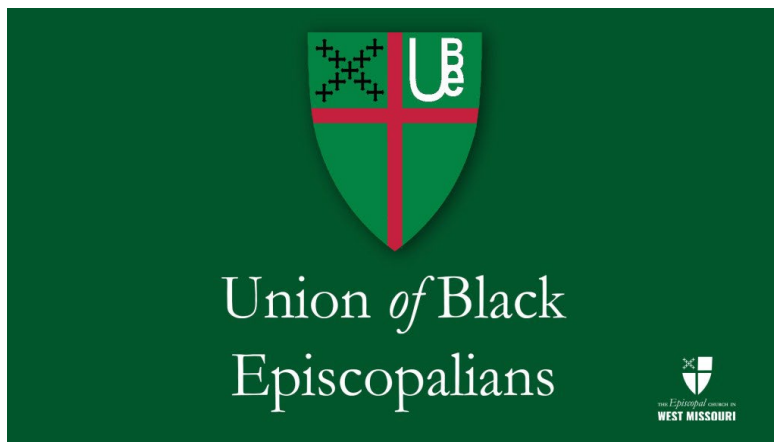
This training fulfills the intent of several General Convention resolutions, which call for leaders at all levels of The Episcopal Church to receive training on the Church's teaching about racial diversity as well as other forms of diversity present within the human family.



Several Episcopal churches from West Missouri braved the sunshine and heat to participate in the Kansas City Pride 2022 parade on Saturday, June 11, 2022. Among the churches represented were St. Paul's – Kansas City, St. Mary's – Kansas City, Grace and Holy Trinity Cathedral all from the Northwest-Metro deanery, and Grace Episcopal Church, Chillicothe from the Central Deanery.



June 19 commemorates the date that Major General Gordon Granger read General Order 3 to the people of Galveston, Texas. It was at that time, two years after President Abraham Lincoln signed The Emancipation Proclamation, that every enslaved person in the United States was free and knew it. A celebration occurred and celebrations still occur to this day. It's important to dress up and celebrate with barbeque and strawberry soda, pies, and tea cakes. It's also important to share our ancestry as Black people in the United States.



The Diocese of West Missouri now has an official chapter of Union of Black Episcopalians. The first meeting will be held on Wednesday, September 21, 2022, via zoom. The Midwest Regional Director will be on the zoom meeting to welcome the Diocese of West Missouri. The president of the Diocese of West Missouri's Chapter is The Rev. Rita Kendagor.

Another Commission has been established the "Peace and Justice Commission". This Commission will work with issues of gun violent, public education, insurance, and other unfair entities. Additionally, there is a large overlap with the Diversity and Reconciliation Commission.

The Diversity and Reconciliation Commission will work with individual congregations on during a book study, diversity training and other issues dealing with Peace and Justice.

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*

Diocese of West Missouri
Diversity and Reconciliation Commission

Members of the Commission:

Mrs. Shirley Bolden, Chair	shirleybolden727@gmail.com
Mr. Drew Brown	drown@stjolive.com
The Very Rev. Don Compier, BKSM Dean	bksmdean2@gmail.com
The Rev. Ted Estes	fatherted.estes@gmail.com
Mrs. Melinda Estes	estesm64@icloud.com
Mrs. Jeanne Goolsby	carthage.bb@gmail.com
Mrs. Stephanie Hasty	smj724@gmail.com
The Very Rev. Charles Marks	chasmarks@live.com
The Rev. Galen Snodgrass	frgalen.snodgrass@gmail.com
Mrs. Taryn Todd	taryndances@yahoo.com
Ms. Sandy Wallace	moodybj@hotmail.com



**Diocese of West Missouri
Episcopal Church Women**

September 2022

Submitted by: Shirley Bolden, Secretary

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.

Episcopal Church Women - Diocese of West Missouri
Continuing Education Scholarship Fund

For the year 2021-2022 five applicants received funding for continued education:

Krista Heuett, Postulant for Holy Orders, Seminary of the Southwest
Katherine Mansfield, Postulant for Priesthood, The University of the South, Sewanee, TN
JoAnn Carroll, postulant for the Priesthood, Bishop Kemper School of Ministry
Barbara Wegener, candidate for the Diaconate, Bishop Kemper School of Ministry
Brittany Sparrow-Savage—candidate to Diaconate/Priesthood, Bishop Kemper School of Ministry
.

Church Periodical Club: (Sponsored by National ECW)
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 ingathering's 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.

One of the seminarian from our Diocese, Ryan Zavacky received \$200.00 from the Church Periodical Funds.

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)

April 25, 2022

Office of Public Affairs

More than \$1 million in United Thank Offering grants—designated for 22 projects related to creation care within The Episcopal Church and Anglican Communion—was approved by the church’s Executive Council during its April meeting.

The funds came from the United Thank Offering’s 2021 Ingathering, where monies collected in UTO “blue boxes” at Episcopal churches throughout the year are gathered as thank offerings.

This year’s focus for grant applications was “Care of Creation: Turning love into action by caring for God’s creation to protect the most vulnerable—who will bear the largest burden of pollution and climate change—through justice, advocacy, environmental reparations, or the development of fundamental materials.”

The [UTO Board](#) received about \$1.8 million in requests from 42 applications. It was able to fund eight projects within The Episcopal Church and four projects from dioceses that receive block grants from General Convention; eight projects within the Anglican Communion; and two historical grants.

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

Thank you to everyone who, through their personal spiritual discipline of gratitude, contributed to the 2022 Ingathering. The Diocese of West Missouri contributed \$2,997.51 to the UTO in 2022.

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

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Annual Report of the Peace and Justice Committee

- The Peace and Justice Committee was formed in August 2022 by Bishop Diane Jardine Bruce in response to the shootings in Uvalde, TX and the Dobbs decision.
- It is in its' initial formation stages, determining activities and responses.
- The Peace and Justice Committee is charged with first looking at a Diocesan response to gun violence, be it city gun violence, unintentional shootings or suicide.
- The committee will follow two tracks.
 - The first track is Education and Legislation, and will provide Bishop Bruce with information and advice about pertinent legislation within the Missouri legislature. Additionally, it will look for ways to provide education to congregations on gun safety and violence prevention.
 - The second track is Social Justice. It will seek to work at a deeper level with societal causes of gun violence, and to partner with relevant groups in the community to address the underlying issues which cause people to turn to gun violence.
- In the next year, the Peace and Justice Committee plans to focus first on the Education and Legislation track. It will distribute information to parishes about gun violence and safety and advise the Bishop regarding advocacy on gun safety measures in the legislature. It will then move to research and determine effective work with partner organizations to address the root causes of gun violence as the year progresses.

Addendum:

Membership List

Tara Bennett

Dean Issac Petty

Jessica Woodruff

Shirley Bolden

Brittany Sparrow Savage

Lenette Johnson

Rev. Susan McCann



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

2022 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

This year brings a milestone in Saint Luke's history, marking 140 years of caring for our community, serving our mission, and continuously innovating to meet our patients' evolving needs and help them live the fullest lives possible.

As we navigate an ongoing pandemic, supply shortages, staffing constraints, and other challenges facing health care today, our mission of providing exceptional care for all who come through our doors—physically, emotionally, and spiritually—remains very much alive. It's in the stories we hear every day of patients' progress or the compassion our team delivers, and it's also in the recognition we receive from patients and our peers.

U.S. News & World Report ranked Saint Luke's Hospital of Kansas City's Cardiology and Heart Surgery program in the top 25 in the nation once again—this year at No. 22. We were also ranked No. 2 in Missouri and No. 2 in the Kansas City Metro and received High Performing in five additional specialties, and in more than a dozen common adult procedures and conditions.

Saint Luke's Hospital became only the second organization in the nation to achieve recognition by the American Society of Health-System Pharmacists (ASHP) as an ASHP-Certified Center of Excellence in Medication Use-Safety and Pharmacy Practice, recognizing the Pharmacy department's commitment to superior patient care.

All eligible Saint Luke's campuses received "LGBTQ Healthcare Equality Leader" designation in 2022 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.

Our clinicians are continuously on the leading edge of research with national and global impact, always with the goal of enhancing patient care. Mikhail Kosiborod, MD, Vice President of Research, presented significant heart failure findings during the European Society of Cardiology Heart Failure 2022 Congress in Madrid, Spain, with a focus on combined analysis from two Saint Luke's

investigator-initiated trials, DEFINE-HF and PRESERVED-HF. Saint Luke's Cancer Institute was the first to treat a patient with a novel immunotherapy combination in estrogen receptor (ER)+ breast cancer by "priming" the tumor to respond to pembrolizumab (Keytruda) in the Imprime PGG Clinical Trial, a milestone study conducted by the Imprime PGG clinical team and sponsored by HiberCell.

Our goal is always to provide each patient with exactly the right care, in the right place, at the right time.

When Marlin Kinman had a stroke in February 2022, he was absolutely in the right place. After a successful heart surgery at Saint Luke's Hospital, he was ready to return to his home near Maryville, Missouri, but a snowstorm kept him in the hospital one more night so he wouldn't need to make the snowy trip. During breakfast the next morning, Marlin dropped his fork, and his wife, Trudy, recognized signs of a stroke and pushed the call button. Every second during a stroke kills 32,000 brain cells, so every moment matters. "Immediately there were two nurses in the room. And then there were 10," Trudy said. Marlin's next stop was Saint Luke's Marion Bloch Neuroscience Institute, where, within an hour, interventional neuroradiologist Jared Halpin, MD, removed a blood clot from Marlin's neck. "If he had the stroke outside the hospital, there would have been a longer period of time before we could restore blood flow," said Dr. Halpin. "This would have likely resulted in a larger stroke with worse neurological deficits." Marlin and Trudy are back home on their farm, enjoying retirement together.

And as always, our care for all, regardless of 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 2020, the most recent year for which final numbers are available, Saint Luke's provided \$34.3 million in charity care—including \$19.1 million at Saint Luke's Hospital.

Current Events

Throughout the past year, Saint Luke's continued our important work of providing for the ongoing health needs of the communities we serve while also responding to the changes and challenges of a continuously evolving pandemic.

As the Omicron variant emerged and became dominant in early 2022, our front-line teams faced new challenges of continuing to provide the exceptional care our patients expect from the Saint Luke's name, while also navigating unprecedented challenges due to illnesses that were increasingly affecting staff. To add additional support to teams in direct patient care areas, Saint Luke's offered paid voluntary labor pool opportunities through the late winter and early spring to staff eligible to serve in licensed clinical, non-licensed clinical, and non-clinical roles. Employees filled hundreds of labor pool shifts, adding additional support at the bedside and in patient care areas through these challenging months.

As COVID-19 infection rates began to decline, in March, Saint Luke's—like other hospitals in the area—relaxed many of our visitor guidelines, with additional expansion of visitation in areas including Labor & Delivery this summer as Missouri implemented the Compassionate Care Act in August. This ensures that patients at health care facilities including hospitals, hospice, and long-term care facilities have the benefit of in-person visitors during visiting hours.

In November 2021, COVID-19 vaccines became available for children ages 5–11, and then in June 2022 for children between 6 months through 4 years of age. We continued to offer COVID-19 vaccine doses to patients and our communities through several clinic options. In September 2022, we also began preparing for the availability of a new bivalent booster, with plans to begin offering it to patients in mid-September to eligible individuals.

Supply challenges

The global impact of COVID-19 has been far-reaching. COVID lockdowns in Shanghai, China, where most of the world's iodinated contrast media is produced, had a substantial impact in 2022 on supply of iodinated contrast imaging agents for health care everywhere. With guidance from a multidisciplinary team of physicians, operational leaders, and subject matter experts, led by Mike Main, MD, Saint Luke's Health System Senior Vice President and CEO of Saint Luke's Physician Group, Saint Luke's engaged in numerous System-wide conservation measures to successfully reserve materials so they would be available in the most urgently needed circumstances until supply used for CT procedures stabilized. This was not the only supply shortage that has impacted health care in recent years but is an example of a substantial shortage with widespread effects.

Monitoring emerging threats

Efforts over the past two years have added to the framework for responding to emerging illnesses, several of which have made headlines throughout 2022. As cases of monkeypox increased nationwide, Saint Luke's Infectious Disease and Infection Prevention experts worked in alignment with local, state, and federal health organizations to provide guidance within Saint Luke's Health System for safely responding to a suspected case.

Caring for our neighbors around the globe

As an organization dedicated to health and healing, we have been committed to supporting the people of Ukraine as the humanitarian crisis deepened this winter and spring. Thanks to the Saint Luke's Supply Chain team's tireless work, we secured donated supplies valued at over \$200,000 to be packaged and shipped to Poland for direct transport into Ukraine. Supplies included much-needed items such as dressings, syringes, and wound care materials. Saint Luke's employees volunteered to help package these materials into kits for easier transport. Once the kits were assembled, Project C.U.R.E.—the world's largest distributor of donated medical relief—coordinated shipping and distribution. We were

grateful to be able to serve in a substantive way during a time of crisis, and proud to be championing this major relief effort on behalf of our employees and communities.

Anna Grodzinsky, MD, Saint Luke's cardiologist, was born in the western Ukraine city of Lviv and migrated to the United States at the age of 6. After the Russian invasion of Ukraine began, she fundraised for those fleeing as well as those staying. She has taken in a family friend from her hometown and volunteered with other Saint Luke's employees to help package the donated medical supplies. Saint Luke's is grateful to Dr. Grodzinsky—and all volunteers who contributed to this effort—for their support of the people of Ukraine during this humanitarian crisis.

Volunteer Assistance

Saint Luke's volunteers bring smiles, comfort, and assistance to patients, visitors, and staff, so it was noticeable when we made the difficult but necessary decision to end in-person volunteer services in 2020. Since June 2021, Saint Luke's has welcomed back volunteers—a truly happy development for everyone. This even includes some patient visitor programs such as NICU Cuddlers and Eucharistic Ministers.

Additionally, Saint Luke's Auxiliary members are once again serving in the Saint Luke's Hospital gift shop and surgery waiting room.

Saint Luke's offers a wide range of volunteer opportunities, from greeting visitors at the front doors to helping patients and families during their visit. Eligible community members interested in volunteering at a Saint Luke's location may learn more by visiting saintlukeskc.org/volunteer-saint-lukes.

2021 volunteer contributions

Saint Luke's Hospital volunteers are a valuable and important resource. They are selfless and eager to help, giving their time freely and focused on improving customer satisfaction. Their services provide a positive economic contribution by supporting multiple departments:

- 7,671 total volunteer hours
- \$268,749 savings to the hospital
- 237 total volunteers*
- 3 new volunteers*
- 20 student observers*

Other services & savings to the hospital:

- 310 Ambassador escorts*
- 8,105 Information Desk contacts*
- 15,977 projects/clerical/mailings
- 101,800 surgery towels—fold and package
- 26,720 miscellaneous items—department requests
- 25,354 hand-crafted items
- 25,349 packets/folders assembled
- 11,434 infant caps—cut, sewn, folded
- 2,828 patient or hospital errands and flower delivery
- 4,718 laminating projects

**Programs suspended through June 2021 due to COVID-19 and have had a gradual return*

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 weren't in our buildings, their absence was deeply noticed—and their gifts of time, generosity, and warmth are always deeply appreciated. It's been gratifying to see many back on-site.

Spiritual Wellness

The past year has been a time of joys and sorrows for the Spiritual Wellness department at Saint Luke's. The updated chapel started 2022 on a beautiful and uplifting note, and for many, it has been especially wonderful to see the mosaic and the stained-glass windows highlighted. The department continued to experience and respond to the effects of the ongoing pandemic and maintained its focus on bedside care and supporting and caring for staff.

In 2023, the Department of Pastoral Education will celebrate 50 years of education at Saint Luke's. Clergy and members of the Diocese of West Missouri are among the many graduates of this program, which has been a valuable and impactful resource for the diocese.

With the insights and guidance of a project manager, Spiritual Wellness throughout the health system has developed new streamlined and standardized processes and workflows to increase efficiency as a consult-driven specialty service. When a spiritual need is identified by a patient, family member, or staff, a consult is placed for a chaplain visit.

In June, the Spiritual Wellness department, represented by the Rev. Susan Roberts, MDiv, BCC, Director of Spiritual Wellness, joined with other diocesan congregations in the booth at Kansas City Pride Month events, sharing with festival goers that Saint Luke's Spiritual Wellness is a ministry of the diocese and that Saint Luke's is an open and affirming health organization that offers equitable care to all.

Saint Luke's Bishop Spencer Place also welcomed a new Spiritual Wellness Manager, Rev. Ashley Huber. Rev. Ashley has been a familiar face and source of comfort to residents already—having provided past support for Bishop Spencer Place's beloved and tireless previous chaplain, the Rev. Kathy Hall, who passed away in 2021. As Rev. Ashley has taken on this new position, she has engaged residents in worship, bible study, and discussion of current world events. Rev. Ashley is an ELCA pastor and Board-Certified Chaplain, joining Saint Luke's most recently from KU Medical Center, where she served for 13 years as a staff chaplain. Prior to that, she served at St. Margaret's Episcopal Church in Lawrence, Kansas.

Honoring Those who Give Hope

In October 2021 during St. Luke's Week, Spiritual Wellness was pleased to honor more than three dozen individuals as well as a team for the first time from across the organization, each nominated by their peers for a Hope Award recognizing their extraordinary impact in living out the qualities of spirituality, integrity, and compassion. Preparations are underway to celebrate the 2022 Hope Awards this October, once again recognizing Saint Luke's team members—clinical and non-clinical staff nominated by their colleagues—for bringing these essential qualities to life every day throughout the organization. We congratulate and extend our gratitude to the 2021 honorees and those who will be celebrated in 2022. Each exemplifies the qualities that help make Saint Luke's the strong, compassionate, kind, and caring organization we are.

Awards and Recognition

- **Saint Luke's earns 2022-23 U.S. News & World Report Recognition**

Saint Luke's Health System is proud to be recognized in *U.S. News & World Report's* Best Hospitals list for the 15th consecutive year.

Saint Luke's Hospital of Kansas City is ranked as No. 2 in Missouri and No. 2 in the Kansas City Metro. **Saint Luke's East** tied for No. 3 in the Kansas City Metro area and tied for No. 8 in Missouri.

The Cardiology and Heart Surgery program at Saint Luke's Hospital remains nationally ranked, this year at No. 22.

Saint Luke's Hospital received "High Performing" designation in five additional **specialties**:

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

Saint Luke's Hospital, Saint Luke's East, Saint Luke's North, and Saint Luke's South are all recognized as High Performing in more than one **common adult procedure and condition**. All four metro hospitals were rated as High Performing in heart failure.

In addition to specialty rankings, Saint Luke's Hospital received "High Performing," the top rating, for the following common adult 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)

The following metro entities were also rated as "High Performing" in common adult procedures and conditions.

Saint Luke's East Hospital

- Chronic Obstructive Pulmonary Disease (COPD)
- Colon Cancer Surgery

- Diabetes
- Heart Attack
- Heart Failure
- Hip Fracture
- Kidney Failure
- Knee Replacement
- Pneumonia
- Stroke

Saint Luke's North Hospital

- Chronic Obstructive Pulmonary Disease (COPD)
- Heart Failure
- Hip Fracture

Saint Luke's South Hospital

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

The *U.S. News* Best Hospitals methodologies for most areas of care are based largely or entirely on objective measures such as risk-adjusted survival and readmission rates, volume, patient experience, patient safety, and quality of nursing, among other care-related indicators.

Earlier in 2022, Saint Luke's East Hospital earned a High Performing recognition by *U.S. News & World Report* in Maternity Care (Uncomplicated Pregnancy). This is the first time *U.S. News & World Report* has published a Best Hospitals for Maternity, and hospitals must excel on multiple quality metrics to be recognized among the best, including: Complication rates, C-sections, birth scheduling, and level of support in breastfeeding.

- **Saint Luke's Health System Earns Get With the Guidelines Awards from American Heart and Stroke Association**

Multiple Get With The Guidelines (GWTG) Awards from the American Heart and Stroke Association recognize our Designated Stroke Centers of Excellence and Heart Failure and STEMI care.

Saint Luke's Mid America Heart Institute was recognized for the seventh consecutive year with the highest award for providing the latest scientifically based treatments and adhering to heart failure guidelines when caring for patients.

Saint Luke's Hospital's Comprehensive Stroke Center, Saint Luke's Heart Failure Program, and Saint Luke's Hospital STEMI have been honored with the highest possible award, the Gold Plus.

Heart

Heart Failure Gold Plus is awarded for providing the latest scientifically based treatments and adhering to heart failure guidelines when caring for patients.

STEMI stands for ST-segment elevation myocardial infarction which is the term cardiologists use to describe a classic heart attack. NSTEMI stands for non-ST segment elevation myocardial infarction and is a type of heart attack less damaging to the heart.

- **Saint Luke's Hospital of Kansas City**
 - Gold Plus Heart Failure (Get with the Guidelines)
 - Gold Plus Receiving Achievement Award (STEMI)
 - Gold Achievement Award (NSTEMI)
- **Saint Luke's South Hospital**
 - Silver Plus Receiving Achievement Award (STEMI)
 - Silver Achievement Award (NSTEMI)
- **Saint Luke's North Hospital**
 - Bronze Receiving Achievement Award (STEMI)
 - Gold Achievement Award (NSTEMI)
- **Saint Luke's East Hospital**
 - Silver Plus Receiving Achievement Award (STEMI)
 - Gold Achievement Award (NSTEMI)
- **Hedrick Medical Center**
 - Bronze Referring Achievement Award (STEMI)

Stroke

- **Saint Luke's Hospital of Kansas City**
 - Get With The Guidelines® – Stroke GOLD PLUS with Target: Stroke Honor Roll Elite Plus, Advanced Therapy
 - Target: Type 2 Diabetes Honor Roll
 - To qualify for this recognition, hospitals must meet quality measures developed to reduce the time between the patient's arrival at the hospital and treatment with clot-busting thrombolytics or mechanical thrombectomy.
- **Saint Luke's North**
 - Get With The Guidelines® - Stroke GOLD PLUS with Target: Stroke Honor Roll
 - Target: Type 2 Diabetes Honor Roll
- **Saint Luke's East**
 - Get With The Guidelines® - Stroke GOLD PLUS with Target: Stroke Honor Roll Elite Plus
 - Target: Type 2 Diabetes Honor Roll
- **Saint Luke's South**
 - Get With The Guidelines® – Stroke GOLD PLUS with Target: Stroke Honor Roll
 - Target: Type 2 Diabetes Honor Roll
- **Saint Luke's Hospital Recognized as ASHP Certified Center of Excellence in Medication-Use Safety and Pharmacy Practice**

In 2022, Saint Luke's Hospital of Kansas City became only the second organization in the nation to achieve recognition by the American Society of Health-System Pharmacists (ASHP) as an ASHP

Certified Center of Excellence™ in Medication-Use Safety and Pharmacy Practice. The certification recognizes Saint Luke's Pharmacy department's commitment to superior patient care.

"Hospitals and health systems that achieve the ASHP Center of Excellence certification demonstrate a sustained commitment to excellence in pharmacy practice, medication safety, and overall pharmacy patient care services," said ASHP Chief Executive Officer Paul W. Abramowitz, PharmD, ScD (Hon), FASHP. "We are pleased to recognize the Saint Luke's team as an ASHP Center of Excellence in Medication-Use Safety and Pharmacy Practice for their exemplary work on behalf of patients. The culture, talent, teamwork, and engagement of the staff, particularly in developing the goals and initiatives of the department and health system, have resulted in an exceptional model of pharmacy practice."

"This is a prestigious designation that truly speaks to the ongoing hard work and dedication of our entire pharmacy staff," said Jeff Little, Pharmacy Director for Saint Luke's Hospital. "It's an honor to work among them, and together we look forward to continuing to serve the needs of our patients with excellence."

Organizations pursuing designation as a Center of Excellence undergo a formal review process to assess performance in key areas, including patient care services, medication-use safety, and pharmacy operations. The Pharmacy department's level of performance is evaluated using the ASHP Standard for Certification as a Center of Excellence in Medication-Use Safety and Pharmacy Practice. The standard reflects contemporary best practices in pharmacy for hospitals and health systems.

- **Heather DeVore, MD, Receives IAFN 2022 Patron Award**

The International Association of Forensic Nurses (IAFN) named Heather DeVore, MD, Forensic Medical Director for Saint Luke's Health System, its Patron Award winner for 2022. The award recognizes one honoree each year for their contributions to the advancement of forensic nursing, which include significant contributions to development and success of educational or community programs. Dr. DeVore's nomination speaks to the impact she has made within the program at Saint Luke's during her first year in the Medical Director role, as well as her assistance with testimony to the Missouri Attorney General's public hearings for the Missouri Rights of Victims of Sexual Assault Task Force. The testimony resulted in nine recommendations, including reducing the number of unmet requests for services from rape crisis centers and increasing awareness of available resources, ensuring survivors statewide have access to Sexual Assault Nurse Examiners and medical forensic examinations, diagnostic testing, treatment, and prophylactic needs arising from sexual assault at no cost to them, and further protection of survivor privacy in court and public records.

- **Sarah Buckmiller Named to ASCP 40 Under 40 Clinical Pathology List**

Sarah Buckmiller, Director of Laboratory Services for Saint Luke's Health System, was named to the prestigious 40 Under 40 list for 2022 through the American Society for Clinical Pathology. This program recognizes individuals for their achievements and leadership qualities that are making an impact on pathology and laboratory medicine.

- **Saint Luke's East Hospital Awarded Center of Excellence in Specialized Prostate Treatment Accreditation**

Saint Luke's East Hospital achieved accreditation from Surgical Review Corporation, a nonprofit, patient safety organization providing accreditation for medical professionals, hospitals, and freestanding outpatient facilities worldwide, as a Center of Excellence in Specialized Prostate

Treatment. It was recognized for providing the highest quality of care and patient safety and is the first hospital in the Kansas City area to achieve this accreditation. Status as an accredited facility means that Saint Luke's East has met both nationally and internationally recognized standards. The board-certified specialists at Advanced Urologic Associates practice at Saint Luke's East Hospital. The team offers the latest in technology and therapies to treat a full range of urologic conditions.

- **Two Saint Luke's Employees Awarded Fellowship Status by KCHP**

Jeff Little, PharmD, MPH, BCPS, FACHE, FASHP, Director of Pharmacy and Outpatient Imaging, Saint Luke's Hospital, and Lindsay Massey, PharmD, MS, BCPS, COHQ, Director of Quality and Infection Prevention, Saint Luke's East Hospital, were awarded Fellowship status and recognized for their work in the field of pharmacy at the annual spring meeting of the Kansas Council of Health-System Pharmacists (KCHP). Fellowship status is granted to individuals who have made a sustained contribution to KCHP, have a record of outstanding service to the profession, and demonstrate a high level of excellence in health-system pharmacy practice. Award winners also must foster the mission of KCHP to advance public health by promoting the safe and appropriate use of medications through advocacy and education.

- **Celebrating Donation Excellence at SLHS**

For the first time, all four of Saint Luke's metro hospitals received recognition by Midwest Transplant Network (MTN). The recognition was based on 2021 donation outcomes and formally announced in May during MTN's annual Excellence in Donation celebration honoring hospitals that demonstrate organ and tissue excellence.

Saint Luke's Hospital of Kansas City had the highest organ donation conversion rate in the MTN region and a strong tissue donation conversion rate and received an Organ and Tissue Excellence Award. Saint Luke's Hospital had 23 organ donors for a conversion rate of 82% and 66 tissue donors for a conversion rate of 51%. Conversion rate is defined as the number of actual donors divided by the number of eligible donors.

Saint Luke's East Hospital, Saint Luke's North Hospital, and Saint Luke's South Hospital each had impressive tissue donation conversion rates, and were recognized in the Tissue Excellence category. Saint Luke's South had 15 tissue donors for a 58% conversion rate, Saint Luke's East had 25 tissue donors for a 48% conversion rate, and Saint Luke's North had 22 tissue donors for a 42% conversion rate.

Saint Luke's congratulates all staff involved in this work and expresses heartfelt gratitude to all donors and their families for their extraordinary generosity and life-changing gifts.

- **Saint Luke's Health System Named One of the *Kansas City Business Journal's* Healthiest Employers**

The *Kansas City Business Journal* honored Saint Luke's Health System as one of the healthiest employers in the Kansas City area in 2022. This year's 29 Healthiest Employers honorees, representing Kansas City-area companies and organizations from as small as seven employees to more than 5,000, resoundingly have one wellness focus in common in the past 24 months: mental health. Whether renewing a focus on mindfulness or implementing workplace flexibility, all the honorees heard what employees were asking for—and they delivered. Saint Luke's is committed to supporting employee mental, physical, and spiritual health and wellness.

- **Saint Luke's Media Relations Team Recognized as PR Team of the Year By GKC-PRSA**

Saint Luke's Media Relations team—Laurel Gifford, Emily Hohenberg, and Lindsey Stich—

received the Public Relations Team of The Year Award from the Greater Kansas City Public Relations Society of America (GKC–PRSA) for their talent, dedication, and tireless hard work to share the Saint Luke's story in the local community and beyond. When Saint Luke's clinicians or patients are featured in local, regional, and national news stories, it's the result of this team's work and commitment to consistency, creativity, and compassion.

According to nominations that were submitted:

"Their professionalism and organization are outstanding, which I can personally attest to after working with them for several years, most notably during the unrelenting COVID-19 pandemic."

"I have witnessed unwavering commitment and never-ending engagement in their work to spread appropriate health information and lend health literacy and advocacy to our community."

- **Hedrick Medical Center Recognized as a Missouri AIM Star**

The Missouri Alliance for Innovation on Maternal Health recognized Hedrick Medical Center as a Missouri AIM Star. The recognition signifies the hospital's completion of the organization's Severe Hypertension in Pregnancy Collaborative. Hypertension, known as high blood pressure, can have a devastating effect on a mother and baby. Preeclampsia, a condition signaled by high blood pressure, is the leading cause of maternal mortality—occurring in one in every 25 pregnancies.

"The evidence is clear—early intervention for hypertension can save the lives of a mother and child," said Jon D. Doolittle, Missouri Hospital Association President and CEO. "AIM's Severe Hypertension in Pregnancy Collaborative is a powerful tool in efforts to reduce maternal and child harm in Missouri. These hospitals are making a difference for their patients."

The MO AIM initiative launched in 2019 to support hospitals' implementation of evidence-based practices to improve the rapid treatment of high blood pressure and ensure timely follow-up care after delivery. Hospitals within the collaborative participated in education and training, policy development, and data reporting, while increasing patient and family education on the reportable signs and symptoms of high blood pressure in pregnancy. During the two-year program, only 25 hospitals met the criteria for successful implementation.

- **Saint Luke's Celebrates Two 2022 *Ingram's* 'Heroes in Healthcare'**

Saint Luke's Health System President and CEO Melinda L. Estes, MD, and Saint Luke's East Hospital Chief Nursing Officer Susie Krug, MHA, BSN, RN, were named among *Ingram's Magazine's* 'Heroes in Healthcare' for 2022.

Dr. Estes received 'Lifetime Service' recognition in this year's list. *Ingram's* describes her nationwide industry impact, including her 2020 service—coinciding with the first year of the COVID-19 pandemic—as chair of the American Hospital Association (AHA) Board of Trustees. Board Chair is the top elected official of AHA's more than 5,000 member hospitals and health systems. *Ingram's* quotes a *Becker's Hospital Review* interview in which Dr. Estes emphasized the importance of listening.

"What makes a good physician, as well as a good leader, is good listening," said Dr. Estes.

"Listening to what patients are telling you, or rhythms of an organization and what employees are telling you—those are two sides of the same skill."

For Susie Krug, it's about connection, especially in the relationship between nurse and patient. "Some diseases, organically, are really challenging," she said. "But everybody eats; you can always connect with someone about food. If you're waiting on stitches, just ask, 'what's for

dinner at your house tonight?’ If you connect with them, their experience is much more enjoyable and can make a complex situation simple.”

- **Wright Memorial Hospital Awarded National Accreditation from The Joint Commission**
Wright Memorial Hospital has earned The Joint Commission’s Gold Seal of Approval® Accreditation by demonstrating continuous compliance with its performance standards. The Gold Seal is a symbol of quality that reflects a health care organization’s commitment to providing safe and quality patient care. Wright Memorial underwent a rigorous, unannounced on-site review from Oct. 5 – Oct. 7, 2021. During the visit, a team of Joint Commission reviewers evaluated compliance with standards spanning several areas, including emergency management, environment of care, infection prevention and control, leadership, medication management, and rights and responsibilities of the individual. Only nine out of 35 Critical Access Hospitals in the state of Missouri have achieved The Joint Commission’s Gold Seal of Approval® Accreditation—a list that also includes Hedrick Medical Center. The Joint Commission’s standards are developed in consultation with health care experts and providers, measurement experts, and patients and informed by scientific literature and expert consensus to help health care organizations measure, assess, and improve performance.
- **Ingram’s: Three Saint Luke’s Physicians Recognized as Top Doctors of 2021**
Every year, *Ingram’s*, Kansas City’s Business Magazine, honors the area’s top physicians across hundreds of specialties. Out of 25 honorees, Saint Luke’s Health System had three physicians named to *Ingram’s* Top Doctors of 2021:
 - Andrew Schlachter, MD, pulmonologist and critical care physician, is among good company—with his father, grandfather, an uncle, and several cousins among physicians in the family. Dr. Schlachter found inspiration in watching his father making rounds and noted the difference high-quality care and compassion made for patients. “I always thought that if I could ever be half as good a doctor as he was, I would do well in life,” Dr. Schlachter said.
 - John Spertus, MD, cardiologist and Clinical Director of Outcomes Research at Saint Luke’s Mid America Heart Institute, has authored or collaborated on more than 750 peer-reviewed articles, holds at least a share of six patents, and was named one of the most influential scientists in the world in 2014 and 2015 by Thompson Reuters. He is founder of the non-profit Cardiovascular (CV) Outcomes Research Consortium and CV Outcomes, researching cardiovascular disease, and Health Outcomes Sciences, a biotech start-up focused on evidence-based, personalized medicine. He was also a key player in the ISCHEMIA study, taking into account the role patients’ goals and preferences play in alignment with treatments.
 - Mikhail Kosiborod, MD, Vice President of Research, Executive Director of the Cardiometabolic Center Alliance, and Co-Director of the Saint Luke’s Michael & Marlys Haverty Cardiometabolic Center of Excellence, also has a strong history of health care in his family; his father and a brother are physicians and his mother is a dentist. “I had my mind set on medicine from age 14,” Dr. Kosiborod said. He earned his medical degree at Mount Sinai School of Medicine in New York. “My Dad had a heart attack when I was a second-year med student; that was very unexpected,” Kosiborod told the magazine. “I ended up being the one to diagnose his angina and make sure he got medical attention.” He has authored more than 300 articles in peer-reviewed journals, in addition to hundreds of abstracts, as well as textbook chapters, reviews, and editorials.
- **Saint Luke’s Rehabilitation Institute Receives 2021 Press Ganey Guardian of Excellence Award**
Saint Luke’s Rehabilitation Institute was named a 2021 Guardian of Excellence Award® winner

by Press Ganey, the national leader in health care consumer and workforce engagement. Press Ganey recognizes Saint Luke's Rehabilitation Institute as a top-performing health care organization achieving the 95th percentile or above for performance in patient experience. The Press Ganey Guardian of Excellence Award is a preeminent, competitive achievement for leading health care organizations. Presented annually, the award honors hospitals and health systems that consistently sustained performance in the top 5% of all Press Ganey clients. Patients were surveyed on overall rating of care, staff teamwork, and likelihood to recommend.

- **Kansas City Medical Society Honors Andrew Schlachter, MD, and Michael Weaver, MD, for Contributions to Health Care in Greater Kansas City**

Two Saint Luke's Health System physicians were honored for their contributions to health care during the Kansas City Medical Society & Foundation's 2021 KCMS Annual Awards in October 2021. Andrew Schlachter, MD, pulmonologist and critical care physician, received the Rising Star Award, which recognizes a KCMS member physician who has made significant contributions to medicine, their practice, or the Medical Society early in their career. Michael Weaver, MD, FACEP, retired emergency physician and longtime medical director of clinical forensic medicine and medical director of equity, diversity, and inclusion, received the Lifetime Achievement Award. This award recognizes a KCMS member physician for leadership, lifelong commitment to health, and dedication to the health of the greater Kansas City community. Both Dr. Schlachter and Dr. Weaver were nominated by their peers.

- **Dr. Estes Receives 2021 Special Achievement Award from Cleveland Clinic Alumni Association**

Saint Luke's Health System President and CEO Melinda L. Estes, MD, received the 2021 Special Achievement Award from the Cleveland Clinic Alumni Association.

"The Special Achievement Award was established in 1985 to recognize physicians or scientists for exceptional, enduring achievements and leadership that have brought pride and recognition to the Cleveland Clinic community," wrote Dale R. Shepard, MD, PhD, FACP, Cleveland Clinic Alumni Association President, in a letter announcing Dr. Estes' honor. "Award recipients have demonstrated exceptional achievement in their professions consistent with the Clinic's mission to provide better care of the sick, further investigation of their problems, and education of those who serve. The award is given to someone with significant accomplishments in clinical practice, education, research, community leadership, or service."

Dr. Estes joined Saint Luke's as President and CEO in September 2011. Her esteemed career has included serving as chief medical officer and then CEO of Cleveland Clinic Florida. She also was associate chief of staff at the Cleveland Clinic Foundation in Cleveland, Ohio. Prior to her administrative leadership roles, she served as a practicing neurologist and neuropathologist at Cleveland Clinic Foundation. She also completed a two-year neuropathology fellowship at Cleveland Clinic.

- **Saint Luke's Marketing Team Shines in 2021 Health Care and Public Relations Awards**

Saint Luke's Marketing & Communications department received significant recognition from health care and public relations industry peers for their work in sharing the Saint Luke's story and showcasing the work of the entire Saint Luke's team. The Missouri Association for Healthcare Public Relations and Marketing (MAHPRM) Board announced the Show-Me Excellence Awards, which recognize Missouri's most talented health care marketing professionals for outstanding public relations and marketing campaigns. Saint Luke's received 23 awards—including Best in Show for the 2020 virtual NICU reunion, the team's first virtual event held in 2020 to continue the cherished tradition and celebrate the families during a challenging year. The Greater Kansas City Chapter of the Public Relations Society of America (PRSA) presented the Saint Luke's team with four gold and two silver PRISM Awards—plus Best in Show

for the COVID Survivor Series celebrating heartwarming send-offs for patients well enough to go home after being hospitalized with COVID-19. PRISM Awards are a prestigious industry award, “a true celebration representing the pinnacle of public relations achievement.”

- **Taylor Warwick named to *Modern Healthcare's* Top 25 Emerging Leaders for 2021**
Taylor Warwick, Saint Luke's East Hospital's Chief Operating Officer, was named to *Modern Healthcare's* Top 25 Emerging Leaders list for 2021. The Top 25 Emerging Leaders Program awards and recognizes the industry's rising stars who are under 40 and have made significant contributions in health care administration, management, or policy. The COVID-19 pandemic has tested leaders in all areas of the health care industry and at all levels. Taylor stepped up to the challenges and has had an impressive impact on health care predating the pandemic. Her award profile says, "Warwick helped grow the hospital's network of multispecialty clinics and retail clinics, which was a major part of Saint Luke's five-year strategic plan. Her role also included expanding the hospital's ambulatory surgery center footprint. She is among the youngest members of Saint Luke's leadership team and is driving efforts to create a more consumer-centered delivery system."

Education and Learning

- **Cardiovascular Research Featured Nationally at American College of Cardiology Scientific Session**

Saint Luke's congratulates the Saint Luke's Mid America Heart Institute cardiologists, researchers, and staff who played a prominent part in the American College of Cardiology Scientific Session (ACC.22) April 2 – 4.

Saint Luke's impressive 34 presentations at the international conference included a Featured Clinical Research session highlighting a clinical trial of the drug empagliflozin and its effects on symptoms, physical limitations, and quality of life in individuals hospitalized with acute heart failure. The study was led in part by Mikhail Kosiborod, MD, Vice President of Research and Executive Director of the Cardiometabolic Center Alliance, and Michael Nassif, MD, a heart failure cardiologist.

Use of empagliflozin showed significant improvement in all domains of the Kansas City Cardiomyopathy Questionnaire (KCCQ)—symptoms, physical limitations, and quality of life. KCCQ is increasingly seen as a “gold standard” in patient care and clinical trials and was developed by John Spertus, MD, MPH, Cardiologist and Clinical Director of Health Outcomes Research.

EMPULSE found improvements in KCCQ within 15 days of starting empagliflozin, and these benefits were sustained at 90 days.

The findings were published in *Circulation* April 4.

- **Saint Luke's Mid America Heart Institute Presents Research at Major 2021 Conferences**
Saint Luke's Mid America Heart Institute showcased its latest research results and achievements on the national stage in two high-profile national cardiovascular conferences in 2021.

American Heart Association Scientific Sessions Conference

The American Heart Association Scientific Sessions Conference, which took place virtually Nov. 13 – 15, 2021, provided researchers with insights into newly discovered CV health care innovations and helps shape the future of cardiovascular medicine.

On Nov. 14, John Spertus, MD, MPH, Mikhail Kosiborod, MD, and Michael Nassif, MD, presented the late-breaking results of a clinical trial known as CHIEF-HF:

- Saint Luke's Mid America Heart Institute researchers contributed to the design and execution of a successful, highly innovative virtual clinical trial that may serve as a model for future studies.
- This trial was led by Dr. Spertus and built on previous work of Heart Institute researchers—particularly Dr. Kosiborod—on sodium glucose cotransporter 2 (SGLT2) inhibitors in heart failure and found that canagliflozin improved symptoms in patients with heart failure within two weeks, with benefits maintained at three months.
- The burden of heart failure-related symptoms—main outcome of the trial—was measured using the Kansas City Cardiomyopathy Questionnaire (KCCQ), which was developed by Dr. Spertus at Saint Luke's Mid America Heart Institute and is increasingly being used as a “gold standard” in clinical trials and patient care.

Contributions to the AHA Scientific Sessions also included:

- Six additional live presentations
- 28 poster presentations
- Five on-demand presentations
- Two on-demand moderators

Transcatheter Cardiovascular Therapeutics Conference

The Transcatheter Cardiovascular Therapeutics (TCT) Conference, which took place Nov. 4 – 5, 2021, in Orlando, Florida, as well as virtually, is known as the world's premier educational forum specializing in interventional cardiovascular medicine.

Saint Luke's Mid America Heart Institute contributions to the TCT conference included:

- One late-breaking Clinical Science Session
- Three presentations
- Seven moderators/discussants
- One moderated poster session

- **Saint Luke's Receives Grant from National Institutes of Health (NIH) to Conduct Cardiac Arrest Research in Minority Communities**

National Institutes of Health, the nation's medical research agency that supports scientific studies to build healthier communities, recently granted Saint Luke's Health System a four-year grant for \$2.65 million entitled 'Reducing Ethnic-Racial Disparities in Cardiac Arrest Survival Outcomes.' Paul Chan, MD, Cardiology, is the principal investigator and will lead the Saint Luke's research team in identifying best practices to treat cardiac arrests in the community by EMS agencies, with a focus on best practices by EMS agencies working in largely Black and Hispanic communities. This is an opportunity to impact health on a broad scale.

- **Cardiometabolic Center Alliance Celebrates Two-Year Anniversary and New Members**

The Cardiometabolic Center Alliance (CMCA), founded by Saint Luke's Mid America Heart Institute, is celebrating its second anniversary. CMCA's goal is to transform the delivery of cardiometabolic care through a novel approach that treats Type 2 diabetes, pre-diabetes, and related cardiovascular comorbidities together—providing team-based, comprehensive care specifically tailored to each patient.

“The mission of the CMCA is to transform cardiometabolic care and improve quality and outcomes for patients, regardless of where they live,” said Mikhail Kosiborod, MD, Saint Luke's Vice President of Research and Executive Director of the CMCA.

Since its launch in May 2020, the Alliance has grown to include 12 health systems, and is on track for continued expansion by the end of 2022. Current member health systems include:

- Saint Luke's Mid America Heart Institute
- Essentia Health (Fargo, North Dakota)
- TriHealth (Cincinnati, Ohio)
- Northwell Health (New York, New York)
- MedStar Health (Baltimore, Maryland)
- Major Health Partners (Shelbyville, Indiana)
- University of Mississippi Medical Center (Jackson, Mississippi)
- Baptist Health South Florida (Coral Gables, Florida)
- Bryan Heart (Lincoln, Nebraska)
- CHI Health (Omaha, Nebraska)
- Rochester Regional Health (Rochester, New York)
- University Hospitals Cleveland Medical Center (Cleveland, Ohio)

The model for CMCA, developed and practiced at the Saint Luke's Michael and Marlys Haverty Cardiometabolic Center of Excellence, is now being practiced across the country.

“We are proud to partner with other health systems across the country—and hopefully the world—in our joint efforts to bring comprehensive, team-based cardiometabolic care to the many patients they serve,” said Dr. Kosiborod.

- **Saint Luke's Fellows Recognized for Early Career Investigator Contributions at AHA QCOR**

The American Heart Association (AHA) held its Quality of Care and Outcomes Research (QCOR) Scientific Sessions May 13–14, 2022. Saint Luke's Mid America Heart Institute and Outcomes Research had a strong presence and were recognized during the awards ceremony.

Angel Garcia, DO, T32 Fellow, presented 'Racial And Ethnic Differences In Bystander Cardiopulmonary Resuscitation For Witnessed Out-of-Hospital Cardiac Arrest' and was recognized as an Early Career Investigator Award finalist and winner.

Dan Nguyen, MD, T32 Fellow, presented 'Older Age, Health Status, and Clinical Outcomes in Patients with Chronic Coronary Disease Undergoing an Initial Invasive or Conservative Strategy: Insights from ISCHEMIA' and was recognized as an Early Career Investigator Award semi-finalist.

- **Saint Luke's Celebrates Research Day 2022**

Saint Luke's annual Research Day on May 13 showcased 24 research and quality improvement projects. A special congratulations to this year's winners:

Medical Residents/Fellows:

- Winner: Islam Shatla, MD – Analysis of Telehealth in the Management of Atrial Fibrillation
- Runner-Up: Rayan El-Zein, MD – Survival Outcomes for Pediatric Patients with COVID-19 Infection and In-Hospital Cardiopulmonary Resuscitation

Allied Health/Pharmacy Residents:

- Winner: Saloni Patel, PharmD – Evaluation of Adjunct Phenobarbital Use in Treatment of Alcohol Withdrawal Syndrome
- Runner-Up: Brittnei Gochbauer, PharmD – Evaluation of Vitamin A for the Prevention of Bronchopulmonary Dysplasia in Extremely Preterm Infants

Nursing (Quality Improvement) – All four finalists recognized:

- Gretchen Compton – Left Ventricular Assist Device Driveline Infection Rates Between Two Different Dressing Methods
- Rachel Corl, DNP, APRN, FNP-BC – Implementation of a Workflow Process for a Multisite COVID-19 Vaccine Clinic
- Annette Hendrickson, BSN, RNC, CDCES – More Than a Clean Catch: Reducing the Rate of Contamination in the Urine Cultures of Women in Maternal Fetal Medicine
- Susie Krug, RN, BSN, MHA, CENP; Lindsay Massey, PharmD, MS, BCPS, CPHQ; Kelsey Johnson, BSN, RN, CPHQ; Sarah Payne, MSN, RN – Decreasing Central Line & Indwelling Foley Line Days at Saint Luke's East Hospital

- **Saint Luke's is a Site for VERITAS Research Study**

Saint Luke's is one of several sites for a new research study, VERITAS, which is for patients who have a pulmonary nodule that is 1 – 3 cm in size with no other abnormalities in their CT scans. The study compares two accepted and validated methods of lung nodule biopsy: CT-guided biopsy and navigational bronchoscopy. Participating patients will be randomly assigned by computer to either CT-guided biopsy or navigational bronchoscopy. There is no cost to the patient. The study is being led by Vanderbilt University as the primary site, and Saint Luke's is one of several study sites. Interventional Pulmonologist Matthew Aboudara, MD, is the lead Saint Luke's researcher.

- **Saint Luke's Cancer Institute Makes Important Strides in Imprime PGG Clinical Trial**

Saint Luke's Cancer Institute recently treated the first metastatic breast cancer patient in the United States with a novel immunotherapy combination in estrogen receptor (ER)+ breast cancer. This study, conducted with the Imprime PGG clinical team and sponsored by HiberCell, is a significant milestone in advancing immunotherapy in ER+ breast cancer by "priming" the tumor to respond to pembrolizumab (Keytruda). Congratulations to Timothy Pluard, MD, Medical Director of Saint Luke's Cancer Institute and Medical Director of Saint Luke's Hospital Koontz Center for Advanced Breast Cancer, and the team of oncology research nurses and coordinators, led by Kelley Aldrich, RN, BSN, OCN, Lead Clinical Research Nurse, for their dedication and noteworthy contributions.

- **Saint Luke's-led Heart Failure Trial Published in *Nature Medicine***

The findings of the PRESERVED-HF trial, offering potential new hope for people struggling with

heart failure with preserved ejection fraction (HFpEF), were recently published in the journal *Nature Medicine*.

“It is very rewarding to see the full results of our trial in print”, said Mikhail Kosiborod, MD, Vice President of Research at Saint Luke’s Health System, cardiologist at Saint Luke’s Mid America Heart Institute, and the Principal Investigator of PRESERVED-HF. “For decades, we have been looking for treatments that could enable individuals living with HFpEF to feel better and do more—and finally that search has produced really positive results.”

6.2 million people in the United States are living with heart failure, and the majority are diagnosed with HFpEF. Individuals with HFpEF experience a heavy burden of debilitating symptoms and physical limitations, and a poor quality of life because of their disease. To date, there have been no pharmaceutical treatments that have demonstrated a compelling benefit on these important outcomes, highlighting a critical unmet need.

Sodium glucose cotransporter 2 (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 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 which recruited patients with chronic HFpEF across 26 centers in the United States, and randomly assigned treatment with either the SGLT2 inhibitor dapagliflozin, or placebo for 12 weeks. 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 under-represented in clinical trials.

PRESERVED-HF results revealed that treatment with dapagliflozin substantially improved symptoms and physical limitations measured by the KCCQ-CS by 5.8 points (95% Confidence Interval 2.3 – 9.2), which was clinically meaningful, statistically significant (P value 0.001), and consistent across all pre-specified subgroups. In addition, dapagliflozin significantly improved objectively measured exercise function, represented by the 6-minute walking distance, by 20.1 meters (95% confidence interval 5.6 – 34.7, P value 0.007). Dapagliflozin was well tolerated, with no new safety signals identified.

- **Valve Disease Awareness Virtual Community Event**

In recognition of Heart Valve Disease Awareness Day, Saint Luke's Mid America Heart Institute valvular disease experts hosted the Fourth Annual Valve Disease Awareness Community Event in February 2022. Nearly 300 people registered for the 90-minute virtual event, which took place Feb. 19 and included presentations by cardiologists David Skolnick, MD, Adnan Chhatrwalla, MD, and John Saxon, MD, and cardiothoracic surgeons Jessica Heimes, DO, and Keith Allen, MD. These presentations were followed by a virtual catheterization lab and a live Q&A facilitated by Dr. Skolnick.

- **UMKC Honors Stacey Algren, MD, and John Spertus, MD, for Accomplishments in Medical Education**

Stacey Algren, MD, OB-GYN, and John Spertus, MD, MPH, cardiologist and Clinical Director of Health Outcomes Research, were recognized as 2021 University of Missouri–Kansas City School of Medicine Faculty Award recipients. Dr. Algren received the first Clinical Affiliate Teaching Award. This award recognizes a faculty member for their contributions to the clinical teaching of

medical students, graduate program students, and/or graduate medical education residents and fellows at each of UMKC's major clinical affiliates. Dr. Algren was the first and only recipient of this new honor. Dr. Spertus received the Faculty Research Award, which recognizes a faculty member for their contributions to the advancement of medicine, demonstration of collaboration and mentorship to students, and enhancement of the UMKC School of Medicine research reputation.

- **Virtual Annual Conn Heart Conference Takes Place in December 2021**

Saint Luke's Cardiovascular Consultants and Saint Luke's Mid America Heart Institute were proud to co-host the 51st Annual Presentation of the Dr. Robert D. Conn Heart Conference. David G. Skolnick, MD, cardiologist and Medical Director of the Valve Center of Excellence of Saint Luke's Mid America Heart Institute, has led the conference since 2015 and co-hosted since 2009. This virtual event invited physicians, advanced practice providers, nurses, and other health care professionals to learn from national experts with presentations in cardiology covering a range of topics, from prevention and staying healthy to managing coronary artery disease and maintaining sinus rhythm. The Conn Heart Conference reflects Saint Luke's dedication to providing ongoing education to the medical and nursing community. The goal of this conference is to raise the standard of cardiovascular care for those both within our hospitals and in surrounding communities.

- **Tuition Discount Opportunities for Saint Luke's Health System Employees and Dependents Through Affiliation with Rockhurst University**

One of Saint Luke's Health System's core values is Learning and Innovation, and we encourage employees to take advantage of opportunities to further their education and grow in their careers. Through our affiliation with Rockhurst University, Saint Luke's employees and their dependents have access to tuition discounts on certain certificate and degree programs.

- **Saint Luke's Encourages Employees to Take On-Demand HRC Training Courses to Enhance Patient Care**

Understanding how to best care for our patients who are part of the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) community is essential—for employees who work in clinical and non-clinical roles. To help enhance the care we provide, online, on-demand courses are available to all Saint Luke's employees through Human Rights Campaign (HRC) Foundation. All Saint Luke's hospitals achieved "LGBTQ Healthcare Equality Leader" designation in 2022 from the Healthcare Equality Index (HEI). This designation is the result of dedicated, intentional, and ongoing work to enhance the care we provide our patients, employees, and visitors. The HRC awards this leader designation through evaluation of health care facilities' policies and practices related to inclusion and equity.

Milestones

- **Saint Luke's Patient Gains a Second Chance at Life After Double Transplant**

Kelly Anspaugh, a Sedalia man, says faith and a medical miracle gave him a second chance at life. For years, Kelly has struggled with diminishing health. Thanks to Jessica Heimes, DO, Surgical Director of Transplantation and Left Ventricle Assist Device Program, Kelly received a rare combined heart and kidney transplant at Saint Luke's and was able to continue his journey. Andrew Kao, MD, Medical Director of Heart Transplantation for Saint Luke's Mid America Heart Institute, estimates that Saint Luke's has performed fewer than 25 combined heart and kidney transplants out of more than 950 total heart transplants. "This is beyond a miracle," said Dr. Kao.

- **Crittenton Children’s Center Named a United Way of Greater Kansas City Impact 100 Organization**

Saint Luke’s Hospital of Kansas City’s Crittenton Children’s Center was selected as an inaugural United Way of Greater Kansas City Impact 100 organization, a campaign to provide funding to critical organizations that are addressing what the United Way believes are the most vital health and human service needs. Crittenton is grateful to be included in this group of impactful organizations and looks forward to using these funds to continue to address vital health and human service needs of children in the community.

- **Adult Congenital Heart Disease Program Achieves New Milestone**

The Kansas City Adult Congenital Heart Disease (ACHD) Program worked with Steve Kaine, MD, with Children's Mercy Hospital, to successfully use a novel transcatheter valve system—the Edwards Alterra/Sapien TPVR platform—to treat two patients with severe pulmonary insufficiency as a consequence of Tetralogy of Fallot (ToF) following surgical repair. This new minimally invasive pulmonary valve replacement consists of a Sapien 3 transcatheter heart valve placed within an Edwards Alterra Adaptive self-expanding pre-stent, which is designed to fit large-diameter right ventricular outflow tracts that are not suitable for smaller transcatheter heart valves after surgical repair of ToF. The procedures were completed at Saint Luke’s Mid America Heart Institute.

“We are the first hospital in Kansas City and one of only a handful of adult hospitals in the U.S. fortunate to have access to this system,” said John Saxon, MD, Interventional Cardiologist with Saint Luke’s. Dr. Saxon extended gratitude to Anthony Magalski, MD, Laura Schmidt, MD, Marcia McCoy, MSN, RN, ACHD Program Manager, Bret McFarlin, BSN, RN, ACHD Program Coordinator, and Alyssa Wolfe, BSN, RN, Cardiology Nurse Clinician, for their tireless work to provide exceptional care for ACHD patients.

“Special thanks to Dr. Kaine, who is extremely gracious with his time, and who has been pivotal in the development of our interventional ACHD therapies at Saint Luke’s Hospital,” Dr. Saxon added.

- **Saint Luke’s Mid America Heart Institute Team Performs First Transcatheter Tricuspid Valve Replacement in the Region**

Saint Luke’s Mid America Heart Institute valvular disease specialists performed the first transcatheter tricuspid valve replacement in the region. Congratulations to Keith Allen, MD, Adnan Chhatrwalla, MD, Anthony Magalski, MD, David Skolnick, MD, and the entire team for this impressive accomplishment.

- **Cardio-Oncology Program Launches and Expands**

In September 2021, Saint Luke’s Mid America Heart Institute launched cardio-oncology services at Saint Luke’s Hospital of Kansas City to diagnose and treat heart conditions in patients who have been or are being treated for cancer. In October, the program expanded to Saint Luke’s South. And later in the fall, Lauren A. Rasmussen, AGACNP, RN, BC, joined in collaboration with Deepthi Vodnala, MD, cardiologist board-certified in cardio-oncology, and Saint Luke’s Cancer Institute oncologists, to provide cardio-oncology services. Our specially trained cardiologists assess and monitor the risk to a patient’s heart, which can be higher with certain types of cancer drugs or following radiation treatment to the chest. Patients are seen by referral.

- **New Saint Luke’s Urgent Care Clinic Sees More than 300 Patients in First Few Days**

Saint Luke’s officially opened its third Urgent Care clinic Dec. 13, and the new location at 52nd and Troost Avenue in Kansas City, Missouri, has had a strong start, seeing more than 300

patients in its first two weeks. Saint Luke's is grateful to the community for its immediate and welcoming response and looks forward to continuing to care for its needs, close to home, in this new Urgent Care location. Saint Luke's Urgent Care clinic at 52nd Street and Troost Avenue in Kansas City is staffed by advanced nurse practitioners and offers treatment immediately and with no appointment for conditions like sore throats, sprains, strains and fractures, fever and flu, minor burns and lacerations, as well as ear and sinus infections. The clinic also offers new patients access for referrals to primary care and specialist physicians throughout Saint Luke's Health System. Saint Luke's Urgent Care—Troost Avenue is open extended hours on weekdays and weekends and offers the benefit of patient connectivity through electronic medical records with physicians and specialists throughout Saint Luke's Health System.

People

In memoriam

- **In Memoriam: Chris Perryman, MD, Devoted a Lifetime to Exceptional Care**

Dr. Chris Perryman, Saint Luke's Health System Senior Vice President and Chief Medical Officer and beloved physician, died early the morning of July 7, 2022. Saint Luke's and the members of its staff—current and past—benefited from Dr. Perryman's leadership, sharp observations, quick wit, incredible expertise as a longtime internal medicine physician, and most of all, his deep care and concern for his patients, this health system, and the Medical Staff and team.

As Senior Vice President and Chief Medical Officer for Saint Luke's, a position he held since 2018, Dr. Perryman was a steadfast champion for all physicians, including our large and expansive independent medical staff. His leadership touched numerous critical areas, including Saint Luke's Care, credentialing, quality, medical staff relations, and many others. Throughout the COVID-19 pandemic, he provided an ongoing and trusted voice for our Medical Staff, employees, patients, and communities during a time of uncertainty and rapid change.

He was devoted to his clinical practice—which spanned more than 45 years—and continued to see patients through his longtime practice with Saint Luke's Primary Care—Plaza. In person and virtually, he built lasting connections and strong rapport with his patients. Over four decades, he cared for his patients through many phases of their lives—and for multiple generations of families. His concern for his patients was genuine, as was his celebration of successes in their health journeys.

Dr. Perryman's physician bio noted that when he wasn't busy with his practice, projects, or traveling with family, he was simply "grateful for being blessed with such a wonderful life."

As part of Saint Luke's since 1976, he helped shape us into the organization we are today.

- **In Memory of Dr. Christopher Y. Thomas**

Saint Luke's Health System and the Saint Luke's Foundation shared news of the death of Christopher Y. Thomas, MD, a pioneering surgeon and visionary leader, in September 2022. Dr. Thomas was a staff surgeon at Saint Luke's Hospital of Kansas City for 33 years, and his legacy continues to make an impact on Saint Luke's, the medical community, and new generations of physicians.

Dr. Thomas introduced the artificial kidney dialysis machine—only the second ever made and first used in a hospital setting—to Saint Luke's in the 1950s, and later the heart-lung machine. Both of these innovative tools advanced patient care, improved outcomes, and helped shape our programs. In 1969, Dr. Thomas performed Saint Luke's first successful kidney transplant, a two-hour surgery that marked the start of Saint Luke's successful kidney transplant program.

Dr. Thomas believed deeply in the value of research and in the importance of medical education. He was instrumental in establishing the Saint Luke's Foundation, where he was a founding trustee, and in advancing medical education at Saint Luke's Hospital. He served as Chief of Surgery and President of the Medical Staff at Saint Luke's Hospital and President of the Saint Luke's Hospital Foundation for Medical Education and Research.

Dr. Thomas was a professor at the University of Missouri–Kansas City School of Medicine and served as president of the Kansas City Surgical Society and Jackson County Medical Society. He was also a past president of the medical staff of Children's Mercy. The CY Thomas Lectureship Series, named in his honor, serves to promote medical education at Saint Luke's Hospital.

- **Saint Luke's Honors the Legacy of Dr. Norge Winifred Jerome**

Norge Winifred Jerome, Ph.D., the funder and namesake of the Jerome Youth Mentorship Program at Crittenton Children's Hospital of Kansas City, died in December 2021.

Dr. Jerome was committed to serving as a caring and responsible adult role model for all children, and her impact is felt in our community and around the world. She was a longtime supporter and former board member of Saint Luke's Hospital Crittenton Children's Center and loved by all who knew her.

Named in her honor, the Jerome Youth Mentorship Program pairs adult mentors with youth who would benefit from emotional support and guidance from an encouraging and engaged adult.

In Gratitude

- **Saint Luke's Presents Lifetime Legacy Award to Wagstaff Family for 50 Years of Advocacy, Dedication, and Support**

Tom and Starr Wagstaff have been lifelong supporters of the work we do at Saint Luke's. This year, Saint Luke's Health System President and CEO Melinda L. Estes, MD, presented the Wagstaffs with a Lifetime Legacy Award, recognizing their 50 years of advocacy, dedication, and support for the Saint Luke's mission.

"It is a privilege to be a part of the Saint Luke's family. Thank you, Saint Luke's, for all you have given and are giving to our lives." — Tom and Starr Wagstaff

The Wagstaffs have given their time, talents, and treasures to sustain Saint Luke's excellence in patient care, industry-leading research, and quality medical education. Tom's determination and vision has enabled Saint Luke's to meet the needs of our community in bold and innovative ways, and Starr's leadership of Saint Luke's Auxiliary—which provides support for essential programs—has comforted countless families.

Thank you, Tom and Starr—we are forever grateful.

Announcements

- **Saint Luke's Announces Neuroscience Leadership Changes**

Saint Luke's Leadership announced in August 2022 that Christine Boutwell, MD, had decided to leave Saint Luke's Health System. Saint Luke's is grateful to Dr. Boutwell for her contributions as Medical Co-Director of Saint Luke's Marion Bloch Neuroscience Institute and Chief of the Department of Neurology and for her many years of providing outstanding patient care.

As a national search is initiated to fill this critical neuroscience leadership role, Norman Heisler, MD, Medical Director of the Saint Luke's Behavioral Health Service Line and Chair of Saint Luke's

Physician Group's Behavioral Health Division, is serving as interim Chief of the Department of Neurology and interim Medical Co-Director of Saint Luke's Marion Bloch Neuroscience Institute.

"We're proud of our nationally renowned neurologists and neurosurgeons and this entire talented, caring team, and we are committed to supporting the lifesaving and life-changing work they do as we continue to grow this important clinical area and provide exceptional care for patients," said Mike Main, MD, Saint Luke's Health System Senior Vice President and Saint Luke's Physician Group CEO.

- **Lindsey Stringer Named Vice President of Transformation**

Lindsey Stringer, MHA, began serving as Vice President of Transformation for Saint Luke's Health System in June 2022. In this newly established role, Lindsey leads and oversees an integrated department that brings together key data-driven functional areas, including the Project Management Office, Operational Excellence, Enterprise Analytics, and Saint Luke's Care. Combining these areas into a single team will increase opportunities and resources to drive continued improvement across the Health System, including incorporating transformation into clinical protocols with the addition of Saint Luke's Care.

- **Yvonne Miller Named Saint Luke's Foundation CEO and Chief Development Officer**

Yvonne Miller, CFRE, joined the Saint Luke's team May 2 as Saint Luke's Foundation CEO and Chief Development Officer. Yvonne brings more than 20 years of health care development and fundraising expertise to Saint Luke's, as well as a deep familiarity with Kansas City and the surrounding region. Yvonne leads and oversees the Foundation's fundraising initiatives and works collaboratively with System leadership to create strategic plans in alignment with organizational priorities. She is a Certified Fund Raising Executive. Saint Luke's is grateful to Brian Moore, SLF Director of Development, for his leadership, guidance, and contributions as interim CEO of the Saint Luke's Foundation for 13 months.

- **M. Casey Martinez, MD, Assumes Interim Physical Medicine and Rehabilitation Leadership Roles**

M. Casey Martinez, MD, was named interim Chair of the Saint Luke's Physician Group Department of Physical Medicine & Rehabilitation (PMR) as well as interim Medical Director for Saint Luke's Rehabilitation Institute (SLRI) and the System's Rehabilitation Service Line. In these roles, which were announced in April, Dr. Martinez leads and oversees organization-wide clinical initiatives for this area, guiding our work to help patients recover after illness and injury and regain skills they need to return to their fullest potential. This includes leading comprehensive inpatient rehabilitation care at the state-of-the-art SLRI in Overland Park. Saint Luke's is grateful to Brad Steinle, MD, for his invaluable contributions throughout his many years as Medical Director for SLRI and the Rehabilitation Service Line. Dr. Steinle will continue to practice at Saint Luke's Physical Medicine & Rehabilitation and has worked closely with Dr. Martinez to ensure a seamless transition.

- **Dr. Amajoyi Begins Global Colon and Rectal Surgery Leadership Role**

Robert Amajoyi, MD, was appointed Chair of the Colon and Rectal Surgery Specialty Group of the International College of Surgeons (ICS), United States Section. As chair, Dr. Amajoyi, a board-certified and fellowship-trained colorectal surgeon and Director of the Rectal Cancer Program at Saint Luke's Cancer Institute, leads the colon and rectal surgery specialty's program development efforts for ICS annual meetings, with a goal of improving the quality of care for patients with rectal cancer on a global scale. Dr. Amajoyi looks forward to learning from thought

leaders globally and sharing Saint Luke's evidence-based approach to surgery on an international level.

- **Gina Lawson, DO, Named SLHS Chief Capacity Officer**

Gina Lawson, DO, began serving in March as Chief Capacity Officer and Medical Director, Capacity Management, for Saint Luke's Health System. In this newly created System position, Dr. Lawson is responsible for capacity management and inpatient access for all 1,300+ Saint Luke's Health System licensed beds. Dr. Lawson leads a team of Transfer Officers and Capacity Officers and works in collaboration with others across the organization to maintain a continuous real-time view of inpatient bed use and availability. Their task is to ensure each patient receives the most appropriate level of care at the most appropriate location and time, and that system resources are used most efficiently to provide the best care for the most patients.

- **Dr. Dark Retires After 29 Years with Saint Luke's; Dr. Howell Takes on Medical Education, UMKC Roles**

Diana Dark, MD, retired July 1. Saint Luke's is grateful to Dr. Dark for her 29 years with Saint Luke's as a pulmonologist and critical care specialist, and her steadfast support and many contributions as Saint Luke's Hospital of Kansas City Director of Medical Education and University of Missouri-Kansas City Associate Dean for Saint Luke's Hospital. On June 1, Gregory Howell, MD, MPH, pulmonologist and critical care specialist, began serving as Saint Luke's Hospital Director of Medical Education and UMKC Associate Dean for Saint Luke's Hospital. Dr. Howell had been serving in the role of Associate Dean of Graduate Medical Education and Designated Institutional Official for the UMKC School of Medicine and previously served as Program Director for the Critical Care Fellowship.

- **Three Members of Saint Luke's Team Serve on 2022 Kansas City Medical Society Board of Directors**

Saint Luke's is proud of the members of our team helping to shape the practice of medicine in Kansas City throughout 2022. Congratulations to Carole Freiburger-O'Keefe, DO, and Jennifer Bernard, MD, members of the Kansas City Medical Society Board of Directors, and to Dr. Freiburger-O'Keefe and Felicia Menefee, RN, MSN, members of the Kansas City Medical Society Foundation Board of Directors, which represents the charitable arm of the Medical Society. Menefee, Chief Nursing Office with Saint Luke's Physician Group, is the first nurse to ever be elected to serve on the Kansas City Medical Society Board of Directors. She also serves on the charitable care and wellness and prevention committees. "As nurses are becoming more and more involved on the care team, it is vital that we can have a voice at the table," she said. "I am honored to be selected." The board consists of two-thirds physicians and one-third community leaders.

- **Saint Luke's Announces Population Health Leadership Changes**

Daphne Bascom, MD, PhD, left Saint Luke's March 4 to take on a new role with the MITRE Corporation in Washington, DC, where she will work closely with the U.S. Department of Veterans Affairs, a cause that has long been a passion for her. We are grateful for her impact on population health at Saint Luke's and the partnerships she has fostered during her three years as Vice President of Population Health. Population health and other programs Dr. Bascom was closely involved with remain central to the care we are committed to providing to our community, and Saint Luke's is grateful to the leaders who worked to ensure seamless transitions in several key areas of responsibility, including the following. Debe Gash, Senior Vice President and Chief Digital Officer, assumed leadership of Hospital In Your Home, working

closely with Michael Nassif, MD, Medical Director, and other key personnel to oversee implementation of this important initiative. Marsha Weaver, MD, was named Senior Medical Director of Population Health and leads all Population Health initiatives. She works closely with Michael Munger, MD, Medical Director, Advanced Primary Care Transformation.

- **Faraz Ahmed, DSc, MBA, FACHE, Named Chief Operating Officer for Saint Luke's Physician Group**

Faraz Ahmed, DSc, MBA, FACHE, joined Saint Luke's Physician Group Dec. 6 as Chief Operating Officer. In this role, Faraz provides leadership and oversight of day-to-day clinical operations across Saint Luke's Physician Group, a complex multispecialty organization in which operations are critically important. He also works alongside Physician Group and Saint Luke's Health System leadership to develop operational strategy in alignment with Saint Luke's Health System. Faraz brings a wealth of operational and medical group leadership experience and expertise to this role.

- **Michelle Rennolds Named Vice President, Capacity Management**

Michelle Rennolds, MSN, RN, CMSRN, was promoted to Vice President, Capacity Management, in August, following the retirement of Denise Mogg, MSN, RN. In this role, Michelle is responsible for patient throughput, transfer team, patient placement, Resource Management Center, and Care Integration.

- **Michael Davenport, DO, MBA, Named Saint Luke's Physician Group Anesthesiology Division Chair**

Michael Davenport, DO, MBA, officially began serving as Anesthesiology Division Chair for Saint Luke's Physician Group in November, after serving in this position in an interim capacity since October 2020. He continues his work to develop strategy and lead Saint Luke's Physician Group anesthesiology initiatives, working with Saint Luke's Health System anesthesiology leaders to further align our efforts and provide exceptional patient care. Dr. Davenport joined Saint Luke's in 2010 and brings a wealth of leadership experience to this role, both in anesthesiology and in hospital medical staff executive roles. He is a practicing anesthesiologist at Saint Luke's Hospital of Kansas City and Saint Luke's South Hospital and is Medical Director of Saint Luke's South Surgery Center. He served as Medical Staff President for Saint Luke's South in 2019 and 2020.

- **Andrew Kao, MD, Elected OPTN Region 8 Associate Councillor**

Andrew Kao, MD, was elected Region 8 Associate Councillor for the Organ Procurement and Transplant Network (OPTN), a government agency established by the Department of Health and Human Services—Health Resources and Services Administration (HRSA). OPTN connects all professionals who are part of the organ donation and transplantation system in the United States through a public-private partnership—with a goal of always increasing the number of organs available for lifesaving transplants. Dr. Kao was nominated by the national nominating committee and selected by the members in Region 8, which covers Kansas, Missouri, Colorado, Iowa, Nebraska, and Wyoming. Dr. Kao's responsibilities include running semi-annual meetings and representing the opinions and sentiments of Region 8's transplant professionals, administrators, organ procurement organizations, patients, donors, and donor families to the United Network of Organ Sharing (UNOS), the civilian contractor that fulfills the duties of the OPTN. Dr. Kao will assume the role of Region 8 Councillor on July 1, 2023, and will join a 41-member board that approves all UNOS policies and membership applications, among other responsibilities. This leadership role will be an opportunity to further highlight Saint Luke's Cardiac Transplant program at the national level, as well as to benefit from the expertise and experience of transplant professionals nationwide.

- Richard Hill, MD, Designated as Axonics Center of Excellence**
 Richard Hill, MD, was designated in fall 2021 as Axonics Center of Excellence by Axonics Modulation Technologies, Inc. The designation recognizes Dr. Hill for his high level of expertise with Axonics Therapy and commitment to changing the lives of patients suffering from bladder and bowel dysfunction. The Axonics Center of Excellence program recognizes highly trained and experienced physicians and clinical practices that are committed to patient education and providing exemplary care to achieve optimal clinical outcomes and patient satisfaction.
- John H. Helzberg, MD, Named Vice President for Foundation Development and Medical Director**
 On Oct. 11, 2021, John H. Helzberg, MD, began serving in a new position as Vice President for Foundation Development and Medical Director. Dr. Helzberg's responsibilities in this newly created role include helping to develop philanthropic priorities aligned with Saint Luke's strategic plan, promoting a system-wide culture of philanthropy by engaging physicians and clinical staff, and leading educational efforts demonstrating the impact of philanthropy on quality clinical care. Dr. Helzberg joined the Foundation team and continues his work as the Marion H. Bloch Endowed Chair in Gastroenterology and Medicine and his clinical practice as a staff physician in gastroenterology and hepatology at Saint Luke's Hospital of Kansas City, where he has practiced since 1987. He is a gastroenterologist and hepatologist in the Saint Luke's Liver and Transplant Clinic. For 20 years, he served as Section Chief for the Division of Gastroenterology, and he currently serves on the Saint Luke's Marion Bloch Neuroscience Institute Advisory Board. He is a Clinical Professor of Medicine at the University of Missouri–Kansas City School of Medicine. Dr. Helzberg was recognized as the 2020 Foundation Fellow for his decades of dedication, expertise, and impact in advancing research, medical education, and medical programs at Saint Luke's.
- Marshaun Butler Joins Saint Luke's as Crittenton Administrator**
 Marshaun Butler joined the Saint Luke's team Nov. 1, 2021, as Administrator of Saint Luke's Hospital of Kansas City Crittenton Children's Center. In this position, Marshaun leads and oversees Crittenton's long-term strategy, initiatives, and programs, including inpatient hospitalization, adolescent substance abuse, residential treatment, in-home counseling, outpatient clinic, and foster care and adoption. Marshaun joined Saint Luke's from Children's Mercy Hospital, where she most recently served as Vice President, Clinical Support Services and Children's Mercy Hospital Kansas Operations. In her 18 years with Children's Mercy, she also served as Chief Diversity Officer, Vice President over Children's Mercy Hospital Kansas and Regional Medical Practices, and Administrator of Children's Mercy South. Marshaun works closely with leaders across Saint Luke's Behavioral Health service line.

Commitment to Care

- Saint Luke's Proud to be Official Medical Provider of KC Current**
 Saint Luke's is proud to be the Official Medical Provider of the KC Current, Kansas City's popular professional women's soccer team, as part of a multi-year partnership designed to bring innovative, comprehensive medical care to the team and develop a platform to better the health of those in the community. Saint Luke's provides comprehensive health care to KC Current players as Official Medical Provider. In 2022, Saint Luke's has already partnered with the team to host the first KC Kicks Cancer Night and Heart Health Awareness Night, aimed at amplifying important medical information, educating fans, and improving community health.
- Saint Luke's Welcomes Visitors to 91st Annual Plaza Art Fair**
 Saint Luke's was proud to be presenting sponsor of the 91st Annual Plaza Art Fair Sept. 23 –

Sunday, Sept. 25. As always, the Art Fair combines art, music, food, family, friends, and fun into a single event. The 2022 Plaza Art Fair was Saint Luke's seventh year as presenting sponsor. The main Saint Luke's tent invited visitors into a 'Saint Luke's Paradise' theme to say hi and enjoy the tropical scenery. The family-friendly art fair covers the Plaza area and features many artists and restaurant booths. It's an opportunity to support the arts and connect with the community.

- **Plaza 10K Benefits Saint Luke's Home Care & Hospice**

The Plaza 10K is the largest 10K in Kansas and Missouri. Saint Luke's Home Care & Hospice is honored to be the beneficiary of the Plaza 10K for the sixth year in a row. The 12th annual Plaza 10K on Sept. 11, 2022 drew more than 1,500 participants.

- **New Organization Partners Added to Saint Luke's Social Impact Initiative**

Saint Luke's is committed to developing strong partnerships with nonprofit organizations that serve the urban core and those who are most vulnerable or underserved. This year, Saint Luke's added four additional partner organizations to the Social Impact Initiative. Employees are invited to learn about the services these invaluable organizations provide and also discover volunteer opportunities with them. With the additions, partner organizations include: Big Brothers Big Sisters; Boys & Girls Clubs of Greater Kansas City; Care Beyond the Boulevard; Guadalupe Centers, Inc.; Harvesters; Hope House; KC CARE Clinic; PREP-KC; Rose Brooks; SAFEHOME; Synergy Services.

- **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. 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, banners across Saint Luke's locations provided a visible sign of support of our LGBTQ+ patients and staff, and entities planned additional events to share more about and celebrate LGBTQ+ Pride Month and the "LGBTQ Healthcare Equality Leader" designation all eligible campuses received through the Healthcare Equality Index (HEI).

- **Saint Luke's Celebrates Team with Hundreds of Summer Fun Fest Events and Team Fridays**

The Saint Luke's team continues to rise to the ongoing challenges. Through the events of the past two and a half years, members of this team have been here for one another and our patients and communities. To demonstrate our gratitude and appreciation, Saint Luke's planned a series of events to provide a pick-me-up during these busy summer days, and over the summer, more than 500 events took place across the health system to celebrate staff, from ice cream to meals to visits from various food trucks. Employees were also invited to attend a KC Current match and a tailgate celebrating their hard work. Nutrition Services, Government and Community Relations, and the Saint Luke's Foundation planned and carried out these Summer Fest events. Additionally, Saint Luke's introduced Team Fridays in 2022, allowing employees in clinical and non-clinical areas to wear a work-appropriate jersey or T-shirt supporting a professional Kansas City sports team or a Saint Luke's shirt.

- **Kauffman Center Future Stages Weekend**

As premier partner of Kauffman Center for the Performing Arts, Saint Luke's joined the

community June 12 to celebrate talented young performers from across the region at the 2022 Future Stages Festival. Future Stages provides an opportunity for hundreds of youth performers to shine on the Kauffman Center stages, featuring a wide range of performance styles. Saint Luke's is proud to support the arts.

- **In The SPOTLight**

On April 30, Saint Luke's Foundation hosted In the SPOTLight, an evening of fun benefiting Saint Luke's Hospital The Children's SPOT and celebrating the life-changing impact of The SPOT and its dedicated team on families. The event raised over \$140,000, thanks to the generous event sponsors and attendees. A heartwarming video introduced some of the families and staff at The Children's SPOT, highlighting the incredible work the therapists and staff are doing for children and families every day.

- **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 2022 events took place over seven different days throughout April, with opportunities to take part in kind acts throughout the entire month. 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.

- **The Kevin Hines Story: Suicide Awareness and Prevention**

Kevin Hines attempted to take his own life by jumping off the Golden Gate Bridge in 2000. His miraculous survival and message to people of all ages on the art of wellness and ability to survive pain with resilience have inspired people worldwide. Kevin shared his journey of hope, healing, and recovery at two events in April, one for Saint Luke's employees and other health care professionals with an opportunity for continuing education hours, and an evening session for the community. The free event was sponsored by Saint Luke's North Hospital, Saint Luke's North Hospital Auxiliary, Tri-County Mental Health Services, and Smithville School District.

- **Longstanding Tradition: Saint Luke's Supports AIDS Walk KC**

Saint Luke's has been part of AIDS Walk Kansas City since its inception, and we were proud to once again sponsor the annual AIDS Walk Kansas City, held in April. Funds raised stayed in Kansas City.

- **Books & Boutiques Brings the Community Together with Huge Success**

Saint Luke's Foundation hosted its first in-person event in over two years on April 7. Books & Boutiques raised nearly \$100,000 in support of the Saint Luke's South Hospital Cardiovascular Program. Saint Luke's is grateful to all who attended the event, donated, and shopped.

- **Another Successful Adopt-An-Angel for Saint Luke's Hospital Crittenton Children's Center**

Crittenton Children's Center's annual Adopt-an-Angel Holiday Program distributed gifts to 490 children in foster care, residential, home-based and hospital programs thanks to the support and generosity of hundreds of donors and volunteers. More than 250 groups and individuals donated gifts, stocking stuffers, and made general donations. In addition to the wish lists for the children, all residential unit wish lists were fulfilled as well. As a true testament to the compassion and kindness of our Saint Luke's workforce, about 75% of all donations came from Saint Luke's employees and their families.

- **Santa Visits NICU at Saint Luke's Hospital**

With some help as always from longtime Saint Luke's employee Anthony Cook, Santa made the holiday season brighter for families in the NICU at Saint Luke's Hospital of Kansas City in December 2021. KMBC was there to catch the special moments during Santa's first visit to the NICU since the start of the pandemic, sure to be a special memory for these families during what can be an incredibly challenging time.

- **Saint Luke's Announces Package of Employee Rewards to Recognize Ongoing Hard Work**

In October 2021, Melinda L. Estes, MD, Saint Luke's Health System President and CEO, announced a package of employee rewards demonstrating Saint Luke's appreciation and gratitude for its employees and their hard work, dedication, sacrifice, and contributions. The rewards included a thank-you bonus—\$2,000 for all eligible regular full-time employees and \$1,000 for all eligible regular part-time employees—who were on staff Dec. 1. Saint Luke's also announced a minimum wage increase to \$17.50 per hour, which came on top of the "living wage" increase announced a year earlier, representing a \$5.50 hourly increase affecting many essential employees in just a year. Saint Luke's also offered a one-time offer to "buy back" excess accrued paid time off hours. We also introduced a Social Impact Day, which employees can use during the year to contribute time to a cause that's close to their heart. An enhanced leave benefit took effect in January 2022 for any employee who's been with Saint Luke's for more than 12 months. Starting with the 25th hour of work missed, employees will be able to use extended sick leave (ESL) for personal illness or injury, to care for a family member, or for parental leave (up to 80 hours for bonding time with a newborn or adopted child). And, in recognition of employees who are willing to work hard-to-fill overnight, weekend, and holiday shifts, we expanded shift differentials and special pay opportunities and eligibility where possible.

Technology and Innovation

- **Saint Luke's Health System Announces Launch of Hospital In Your Home Program**

In July 2022, Saint Luke's Health System launched Hospital In Your Home, an innovative hybrid care model offering state-of-the-art virtual technology and in-person, hospital-level care to patients in the comfort of their own homes. This program, the first of its kind in the region, not only offers eligible patients the opportunity to receive the care they need while remaining at home but also helps preserve hospital beds for patients who are the most critically ill.

Margo Banks was the first person to experience this new patient-centered approach to care. When she arrived at the Saint Luke's East Emergency Department with shortness of breath in mid-July, Margo was filled with dread. Her doctor had been urging her to go to the ED for over a week, but she had been delaying, hoping her symptoms would improve. Margo knew from past experience if she went to the hospital, she would be admitted. Diagnosed with congestive heart failure in 2020, Margo had been hospitalized six times in the past two years. The idea of another lengthy hospital stay was more than she could bear. When Michael Nassif, MD, approached her and shared with her that she met the criteria for "Hospital In Your Home," an innovative new program being launched the same day which would allow her to receive the care she needed in the comfort of her home, she couldn't believe it. One week later, Margo was on the road to recovery, having received the hospital-level care she needed at home instead of in a hospital bed.

Through the Hospital In Your Home program, patients who meet specific criteria will receive high-acuity care at home for a wide range of conditions that would traditionally require

inpatient hospitalization, such as congestive heart failure, pneumonia, gastroenteritis, and chronic obstructive pulmonary disease (COPD).

A 24/7 Medical Command Center—comprised of Saint Luke’s physicians, nurses, advanced practice providers (APPs), and technology support specialists—monitors patients in their homes, answers questions, provides virtual check-ups, and initiates any necessary emergency responses around the clock.

To bring this technology and care model to patients, Saint Luke’s is partnering with Medically Home, one of the nation’s most experienced virtual health care companies, which has previously partnered with Mayo Clinic and Kaiser Permanente to successfully bring a similar care option to their patients.

“Saint Luke’s has a long-standing commitment to providing the Kansas City community with the best care close to home whenever possible,” said Melinda L. Estes, MD, Saint Luke’s Health System President and CEO. “With the innovative Hospital In Your Home care model, our commitment extends even further, ensuring we meet our patients’ specific care needs, while at the same time allowing them to have the benefit of seamlessly receiving that care in the comfort of their own home.”

Clinical studies have shown that programs like Hospital In Your Home deliver improved patient outcomes, lower mortality, lower risk for readmissions, cost savings, and higher patient and clinician satisfaction.

“Health care technology is advancing rapidly, bringing exciting new opportunities to improve care for our patients,” said Debe Gash, Saint Luke’s Health System Senior Vice President and Chief Digital Officer. “Hospital In Your Home allows us to bring an innovative care option to patients that would have been impossible to imagine only a few years ago. By leveraging the latest and most advanced digital tools and technologies, we are able to provide patients with real-time monitoring and immediate access to their highly skilled care team while remaining where they feel the most comfortable, in their own home.”

- Saint Luke's Health System Chief Digital Officer Named to National Industry List**
 Saint Luke's Health System Senior Vice President and Chief Digital Officer Debe Gash has been named to *Becker's Hospital Review's* "50 Innovative Chief Digital Officers to Know" list. Chief digital officers are an emerging role for hospital IT teams and taking on increasing importance as systems dive deep into digital transformation. Chief digital officers play an essential role in digital transformation, overseeing technology use across the organization, both patient- and staff-facing, and are responsible for boosting the patient experience, access to care, and innovation within the health system. Gash has over 24 years of experience at Saint Luke's. She joined the system as a project manager in 1998 and served in a variety of leadership roles before being named to her current role in 2018.
- Clinicians Can Now Assign Digital Education to Help Patients Learn About Their Health Care**
 A patient who is engaged in their care is truly working in partnership with their entire care team, and patient education is key. Saint Luke's patients currently have access to a robust library of digital content from Mytonomy, a digital health education vendor. Patients can access this content through their mySaintLuke's patient portal or within Education Videos under Patient Resources on the Saint Luke's website to help them learn more about everything from managing their health conditions to preparing for an upcoming procedure. Saint Luke's clinicians can assign this digital content through Epic, our electronic medical record—based on a patient's specific diagnosis or treatment—so the patient can access select health education from their mySaintLuke's portal. This allows them to watch where and when it's most convenient—on their phone, tablet, or desktop.
- Saint Luke's Receives 2021 Digital Health 'Most Wired' Recognition**
 Saint Luke's Health System is proud of its use of technology and digital innovation in caring for patients and operating as a Health System—and is proud to yet again be recognized for these efforts by the College of Healthcare Information Management Executives (CHIME). CHIME implemented a Digital Health Most Wired program to encourage the optimal use of informational technology in health care organizations. The program conducts an annual survey to determine how effectively their advanced technologies are used in clinical and business programs to improve health and care in their communities. Saint Luke's is pleased to announce we received special recognition in two categories for 2021. Every participant is certified at a level ranging from 1–10. This number represents achievements in the area of IT and the adoption, integration, and impact of technology in a health system. Saint Luke's Health System achieved Digital Health Certified Acute Level 8 and Digital Health Certified Ambulatory Level 8. With Level 8 achievement, we also received the Quality Award for Ambulatory and Acute.
- New Fourth Floor Conference Center at Saint Luke's System Offices**
 On July 27, 2022, Saint Luke's leadership and System Offices employees were invited to tour the new Fourth Floor Conference Center in the 901 System Offices building. The Conference Center features six medium-sized rooms, one large presentation room, and one executive board room. This new center is available to all Saint Luke's employees to expand access to meeting spaces that are designed for a hybrid experience. The Conference Center was designed by Generator Studio, a Kansas City-based architecture firm that designed the future KC Current stadium and practice facility. Each room is designed for optimal acoustics for virtual presentations including room shape, ceiling tile material, sound-dampening panels throughout the space, and microphone placement.

STANDING COMMITTEE REPORT TO CONVENTION – 2022

January 2022

1. Bishop Diane Bruce –
 - a. The bishop continues a brisk schedule of visiting with plans to visit each congregation before the end of April. She is hearing much from congregations and individuals. She will be at St. Augustine's for the Absalom Jones service 2/6/22 at 4:00 pm. She will celebrate at Trenton on Maundy Thursday.
 - b. Still in a rental car and awaiting permanent vehicle.
 - c. Bishop Bruce discussed her plans related to the Lambeth conference reporting that she feels it is more productive for her to stay in the diocese at this time.
 - d. She will travel home to LA in February.
 - e. The bishop emailed the clergy regarding coming staff changes in keeping with the request that clergy receive announcements ahead of publication in *New Spirit*.
2. The SC's role with the Commission on Ministry (COM) – Bolden and Bishop Bruce plan to attend the 1/26/22 COM meeting. The bishop and COM president, Bob Maynard have discussed this. Much discussion about the process toward ordination included that it is often found to be difficult to understand. Ideas included
 - a. Establishing a class of those pursuing the diaconal studies and a class of those pursuing presbyteral studies.
 - b. Requiring the full psychological evaluation prior to beginning seminary be paid one-third by the individual, one-third the presenting congregation, and one-third by the diocese. Background, financial, and medical evaluations should be done early, as well.
 - c. Deacon Beck Schubert to collaborate with a clergy and lay mentor program for the newly ordained and those new to cure.
 - d. The process to ordination which was followed in the past was suggested as a good model to begin review of the current process. Kyle has a copy of that process as of 2012 and will send it with these minutes. Estes also has information from 2004.
 - e. Bishop Bruce has been talking to the seminarians about the process and is hearing their frustrations. It has been suggested that those in the process have access to their check lists of requirements for ordination. They report being hesitant to voice frustration about the process.
 - f. A complete process document is needed, including ordination timeline events. These items may need to be updated on the website.
3. The SC will join the Diocesan Council (DC) retreat on February 11-12, 2022, at St. Peter and All Saints in KC. It is planned for hybrid and the SC members are asked to bring deserts. The DC is watching the situation with COVID-19 and will reevaluate the in-person portion of the retreat.
4. Interview with Mr. Adam James regarding candidacy for ordination to the vocational diaconate. James was welcomed to the meeting SC introductions were made. He gave an overview of his career with the fire service and his discovery of St. Andrew's Episcopal

Church. He is in his final year at BKSMM. He hopes to focus on serving people and groups with moral wounds (aka PTSD) and is considering furthering his education in the area of therapy. He is engaged in CPE. After a fruitful discussion Spicer moved consent to candidacy for Adam James. Ted seconded. The motion carried.

5. Interview with Ms. Barbara Wegener regarding candidacy for ordination to the vocational diaconate. Wegener is a retired public servant having served her entire career with the federal government. She is a member of St. Matthew's Church, Raytown. Her work with the Veterans' Administration has led her to an interest in chaplaincy. She has not yet begun CPE and plans to engage in the nine-month program beginning later this year. Her priest during this process was The Rev. Oren Cummings, ELCA pastor assisting St. Matthew's Church. The process was not clear to him, though he was helpful. Pr. Cummings left St. Matthew's in mid-2020. The discernment process has not always been clear. After a fruitful discussion Kyle moved consent to candidacy for Barbara Wegener. Spicer seconded. The motion carried with one abstention.
6. Discussion related to the consent for the Rev. Juan Carlos Quinonez to be consecrated as the bishop of the Diocese of Ecuador Central. After a period of discussion and a review of the materials provided, Estes moved consent. Bolden seconded. The motion carried.
7. Additional comments – Bolden reminded the SC to sign the consent forms for Mr. James, Ms. Wegener, and The Rev. Quinonez, and return them, as appropriate. The Diocese West Mo office is looking at the DocuSign tool to streamline the consent process.

February 2022

Present – Shirley Bolden, president, Jonathan Frazier, Alexandra Connors, Marsha Patterson, Eric Rhoades, Ted Estes, Bishop Diane Bruce, Anne Kyle.

Absent – John Spicer.

The meeting was opened over lunch following Noonday Prayer at the Diocesan Council (DC)/Standing Committee (SC) retreat.

1. The minutes of the January 2022, minutes were reviewed. Connors moved to accept the minutes as presented. Estes seconded. The motion carried.
2. Correspondence from The Rev. Dr. Linda Milholen, vicar, Church of the Transfiguration, Mountain Grove, was read. The SC has received the Vicar's Award for service during the transition in DioWestMo.
3. Bishop Bruce discussed her desire that the St. Paul's Maryville property may be used in creative ways, perhaps with campus ministry in mind.
4. Bishop Bruce requested the consent of the SC to the appointment of the following persons to the Disciplinary Board. Evelyn Mangan from Christ Church Springfield (emangan@evelynmanganlaw.com, cell 417.818.8114. 1st term ending 2023) and Mary Johnson from St. Michael's in Independence (mjohnson1963@comcast.net cell 816.728.1048. 1st term ending 2024). She noted that the board has not been needed in a long time. Estes moved consent. Patterson seconded. The motion carried.

5. Frazier moved to consent to the ordination of Krista Heuett to the transitional diaconate. Patterson seconded. The motion carried.
6. Connors moved to consent to the ordination of Colin Larimore to the transitional diaconate. Kyle seconded. The motion carried.
7. There was much discussion related to the Commission on Ministry (COM). Bishop Bruce reiterated the importance of conducting psychological and medical evaluations prior to the beginning of seminary and background checks, as well. The SC will increase familiarity with those who are in the process toward ordination. The regional vocations committees would be a good place to start. The next RVC is on April 8th.

March 2022

1. Ordination Process – Fr. Everson
 - a. Contact information – vocations@diowestmo.org mobile # 913-484-2084.
 - b. The process for ordination is being streamlined, regularized, and simplified. Ordinations to the diaconate will take place in June and presbyteral ordinations in January.
 - c. Classes of ordinands will be more firmly established.
 - d. A vocations interest retreat will be held in September featuring The Rev. Lisa Senuta.
 - e. Connors suggested that the documents related to the ordination process which are on the DioWestMo website be updated for accuracy or removed.
 - f. There are eight ordinations coming up between now and January 1st. 4/2 Colin Larimore and Krista Heuett; 5/28 Rita Kendagor; 6/11 Jean Long. Several candidates will be taking the GOE this summer.
 - g. Frazier suggested that those in the process be given greater access to their records, especially the check list.
 - h. There are changes coming in how the information is stored with a goal of greater communication.
2. Bishop Diane Bruce
 - a. Bishop Bruce was inspired by her recent visit to the National Memorial for Peace and Justice in Montgomery which recalls the history of lynching in this county. It was a haunting reminder of our collective wrong in the treatment of Black and Brown persons. She encouraged us to consider pilgrimage to lynching sites in this diocese and to the memorial in Montgomery, AL.
 - b. The Clergy Pension Fund is well funded. Clergy are having shorter service careers with more second vocation clergy.
 - c. She will not be attending Lambeth this year due to a busy summer in many ways, especially with the diocese, and due to concerns about COVID.
 - d. She will be busy at the General Convention as secretary to the House of Bishops, active with the Union of Black Episcopalians, and the DioWestMo deputation.
 - e. She is in preliminary work to re-open St. Paul's – Maryville with a new vision, possibly related to campus ministry. The Metro-NW deanery has pledged \$10,000 toward this and both St. Mary's Savannah, and St. Oswald's, Atchison County would contribute. Spicer asked about the intention. Bruce hopes to find 3-4 people to walk the neighborhood and ask about what is needed. Possibly use the rectory for college students who are housing insecure or for an intentional community. Connors suggested looking to Kansas for Canterbury support.

- f. The bishop has visited thirty-two of the forty-seven congregations. Fr. Ron Keel is off to a good start with Christ Church, Springfield.
 - g. Frazier asked if she is taking care of herself – she assured him that she is.
3. Connors moved approval of the minutes of the February 20, 2022, meeting. Patterson seconded. The motion carried.
4. Declaration of Release & Removal (Rev. Deacon Kevin White) – Dcn. White has made a voluntarily request to be released from the diaconate. There was much discussion including what we should learn from this process. Frazier moved consent to the declaration of release and removal. Spicer seconded. The motion carried with two abstentions.
5. Consent to the Election of The Very Rev. Brian K. Burgess as bishop of Springfield. After much discussion Spicer moved consent to the election and Shirley seconded. The motion carried.
6. Consent to the Election of the Rev. Jos Tharakan as bishop of Idaho. It was noted that Cathy Cox will preach at his consecration. Ted moved consent to the election and Marsha seconded. The motion carried.

April 2022

The Standing Committee (SC) meeting was called to order shortly after 2:00 p.m.

Those present included Shirley Bolden (president), John Spicer, Alexandra Connors, Ted Estes, Marsha Patterson, Eric Rhodes, Anne Kyle, and Bishop Diane Bruce. Guests (present for their respective interviews) included Vicky Anderson, Brittany Sparrow-Savage, and Ryan Williams.

1. Comments from Bishop Diane – Bishop Diane shared the following details of her busy schedule.
 - a. Working with the Commission on Ministry (COM) to streamline processes
 - b. A campus ministry group has begun looking at expanding campus min outside of Springfield.
 - c. Connors is working with WEMO Youth on reimagining the program.
 - d. DioWestMo Convention 2022 “Reclaiming Our Roots to Grow Anew” \
 - e. Diocese worship committee to develop liturgies for diocesan events. The group will also shepherd new BKSM grads in liturgy development.
 - f. Planning for BKSM grads to take the GOEs.
 - g. The Pray, Play, Plan DioWestMo staff and cathedral staff retreat was a success.
 - h. Renewal of Vows went well. Bishop Bruce’s sermon will be published as her message in From the Mission Field.
 - i. She was at Trenton on Maundy Thursday and with Good Friday with Excelsior and Lexington.
 - j. She will spend a week working from Irvine and then depart for a three-week vacation abroad.
 - k. Chas Marks and Charles Everson are doing excellent work for the diocese.
 - l. Will address the DioWestMo website soon as improvements are needed.
 - m. Preparing to interview candidates for the Events Coordinator position
 - n. Diocesan Council (DC) now meets monthly and uses a consent agenda. More time is spent proactively and visioning.
 - o. A team, including John Spicer is being gathered to look at Maryville. It may be a good fit for Collin Larimore (currently at Carthage).

- p. The Rt. Rev. Kim Lucas will be here for MLK weekend 2023, PB Michael Curry for MLK 2024.
- q. The Rt. Rev Deon Johnson will preach on Absalom Jones celebration 2023.
- r. The WEMO youth van is for sale – contact Ron Weil for information. Approval of the March 2022 minutes – Rhodes noted that his last name is misspelled in the minutes. Patterson moved approval of the March 2022 minutes, as corrected. Estes seconded. The motion carried.
- 2. Recommendation of Vicky Anderson as a candidate for ordination to the diaconate. Ms. Anderson was interviewed by the SC. Kyle moved consent to admit Anderson as a candidate for ordination to the diaconate. Patterson seconded the motion which carried unanimously.
- 3. Recommendation of Brittany Sparrow-Savage as a Candidate for ordination to the Priesthood. The SC interviewed Ms. Sparrow-Savage. Estes moved consent to admit Sparrow-Savage as a candidate for ordination to the Priesthood. Patterson seconded the motion which carried unanimously.
- 4. Recommendation of Ryan Williams as a candidate for ordination to the Priesthood. Mr. Williams was interviewed by the SC. Patterson moved consent to admit Williams as a candidate for ordination to the Priesthood. Spicer seconded the motion which carried unanimously.
- 5. Recommendation of Jean Long for ordination to the Diaconate and Priesthood. Ms. Long was previously interviewed by the SC. Spicer moved consent to ordain Long to the Diaconate and Priesthood. Rhodes seconded the motion which carried unanimously.
- 6. Consent to the election of The Very Rev. Dr. Douglas Scharf as Bishop of Southwest Florida. Kyle moved consent to elect. Rhodes seconded the motion which carried unanimously.

June 2022

The Standing Committee (SC) was called to order shortly after 4:00 p.m. Those present included Shirley Bolden (president), John Spicer, Alexandra Connors, Ted Estes, Marsha Patterson, Eric Rhodes, Jonathan Frazier, Anne Kyle, and Bishop Dian Bruce.

- 1. Comments from Bishop Diane – Bishop Diane shared the following details of her busy schedule:
 - a. The background check, and psych eval will take place before meeting with the COM and postulancy.
 - b. Kent McCall will retire from the Diaconate
 - c. Michael Johns will continue as a Deacon
 - d. Bishop met with Charles Everson and Bob Maynard to roll out the new process for ordination. This process will help with discernment for diaconate or presbytery. The process will formally go to COM and the Clergy in September and roll out in October.
 - i. Congregational Discernment
 - ii. Psych Eval & Background Check
 - iii. Meet with COM
 - iv. Serve in a different congregation for more discernment
 - v. One Saturday per month meet with mentors (1 clergy & 1 lay)
 - vi. Postulancy

- vii. Seminary
- viii. BKSM students will take National GOES
- 2. Ordinations will take place as follows:
 - a. Presbyterate – First Saturday in January
 - b. Transitional Diaconate – First Saturday in Feb or May
 - c. Vocational Diaconate – First Saturday in June
- 3. There will be yearly classes of priests, and deacons
- 4. Ordinands will meet with the preachers for their ordination a few days before.
- 5. Bishop Diane is the Co-Consecrator at Fr. Jos' Consecration as Bishop of Idaho and will be Bishop Jos' coach.
- 6. Bishop Diane presented her schedule for the next several months including her plans to be present when the triplets come home from hospital.
- 7. Bishop Diane and Shirley will write up-date from SC to the Diocese.
- 8. Bishop Diane left to go to G&HT for the vigil.
- 9. Approval of the April 2022 minutes – Estes moved the approval of the April 2022 minutes. Frazier seconded. The motion carried.
- 10. There are no candidates for postulancy to be presented at this time.
- 11. Consent to the election of The Rev Phillis Spiegel as Bishop of the Diocese of Utah. Kyle moved to consent to elect. Rhodes seconded the motion which carried unanimously.
- 12. Consent to the election of The Rev Jeffrey Mello as Bishop of the Diocese of Connecticut. Estes moved to consent to elect. Spicer seconded the motion which carried unanimously.
- 13. Consent to the election of The Rev Canon Shannon Rogers-Duckworth of the Bishop of the Diocese of Louisiana. Spicer moved to consent to elect. Estes seconded the motion which carried unanimously.
- 14. Shirley said she is receiving comments/letters concerning the election of the Bishop Coadjutor of the Diocese of Florida. She will forward all information to us. The election has been challenged and is now with the Presiding Bishop.

July 2022

The Standing Committee (SC) was called to order shortly after 2:00 p.m.

Those present included Shirley Bolden (president), Ted Estes (vice-President), John Spicer, Alexandra Connors, Eric Rhodes, Bishop Diane Bruce.

Absent with excuse: Marsha Patterson, Anne Kyle, and Jonathan Frazier

1. Comments from Bishop Diane – Bishop Diane shared the following details of her busy schedule:
 - a. Continuing with visitations
 - b. K C Pride as a Diocesan event
 - c. Kent McCall will retire from the Diaconate
 - d. Michael Johns will continue as a Deacon-in-charge.
 - e. Bishop Diane was the Co-Consecrator at Father Jos' Ordination as Bishop of Idaho. She will be his mentor/coach.
 - f. Stewardship Committee has met once and will be working along with congregations on stewardship and plan giving.
 - g. The Peace and Justice Committee has been re-established after the prayer vigil.

- h. Budgets for 2023 were due on July 15, 2022.
 - i. The job description for the youth director is complete and will be forwarded to Josh for review.
 - j. The 2022 Convention Planning Committee has been working very hard. A suggestion was made to have a Chaplain for the Diocesan Convention.
 - k. Mark Galus is putting together an attorney list. The list will include attorneys who handle various areas of law.
 - l. There will be a Women Retreat on Saturday, August 6 at Good Shepherd.
 - m. Bishop Diane informed the Standing Committee as part of her letter of agreement a Mutual Ministry Review was to be discussed as it determines the continuation of her position as provisional bishop. It was suggested and agreed that we have input from the Diocesan Council.
2. Approval of the June 21, 2022 minutes -Father John Spicer moved the approval of the June 2022 minutes. Father Ted seconded. The motion carried.
 3. The Standing Committee interviewed David Wilcox as a candidate to the priesthood. A motion was made by Father John and seconded by Father Ted to accept David Wilcox as a candidate to the priesthood. Motion Carried.
 4. The Standing Committee interviewed Ryan Zavacky as a candidate to the priesthood. A motion was made by Eric Rhodes and seconded by Father John Spicer to accept Ryan Zavacky as a candidate to the priesthood. Motion Carried.
 5. Consent to the election of The Rev. Canon E. Mark Stevenson as bishop elect to the Diocese of Virginia. A motion was made by Father John Spicer and seconded by Father Ted Estes to consent to the election. Motion Carried.

August 2022

The Standing Committee (SC) was called to order shortly after 2:00 p.m.

Those present included Shirley Bolden (president), John Spicer, Alexandra Connors, Marsha Patterson, Jonathan Frazier and Bishop Diane Bruce Ted Estes (by phone).

Absent with excuse: Anne Kyle, and Eric Rhodes.

1. Comments from Bishop Bruce
 - a. Visitations continue to go well. No one is running out screaming, per the Bishop.
 - b. Deanery picnics were very successful with attendance well over a 120 at each one. People were happy to be together and picnics will be scheduled for next year when it isn't quite so HOT outside!
 - c. The staff cleaned out the office and basement of the Diocesan Office. Some things were donated or sold, put together for shredding, or thrown away. Many items were placed in the archives for the archivist to go through. Chandler will be up next week to start this work and indicate what needs to be in the archives — the rest will be shredded or trashed. After that, it will be “clean” upstairs and downstairs — FYI Marty left (2) 4-drawer filing cabinets FULL of seminary papers, sermons written, military info — from early in his career. Everything but the sermons he preached here (and he preached many of the same sermons over the years, BTW because he noted it) were thrown away, and some military info was shredded. What he preached here was put down in the archives.

2. Bishop Bruce in the most recent New Spirit put out a letter to all about when clergy in charge of congregations retire or resign to take another post. This is going to meet with some disagreement from some of the currently retired clergy, whose boundaries are not firmly set. Only positive feedback so far, however the bishop is anticipating push back from one retired clergy person in particular who is a bit, well, vocal.
3. The vocations process is being revamped to move away from Regional Vocational Committees to full COM Committee reviews of candidates, including any members of the standing committee who can come to those to interview candidates and to offer their opinions — the standing committee will not have vote, only voice, on the COM for those events. COM meetings are now moved to monthly meetings to make sure everything is in order and people in the process are being cared for by the COM members assigned to them.
4. “Beginning Well” will be the program set for the new ordinands or new to cure people in the Diocese, i.e., Many thanks to Deacon Beck Schubert and her team for this good work

Ordinations each year at a set time — all at the Cathedral.

Priest: January

Transitional Deacons/Priest: June

Permanent Deacons: spring

5. The job description for the Youth Missioner is completed and being reviewed. Hoping to start a national search soon.
6. Information on the election in the Diocese of Florida — Not moving forward. Shirley references the email I sent you earlier today.
7. Bishop Bruce is heading to Irvine California on 8/25 and returning to the Diocese on Labor Day — she has medical appointments including the one she dreads which shows if any breast cancer is back, so she covets our prayers.
8. Labor Day Weekend the Bishop will be in Milwaukee Wisconsin as celebrant at the wedding of one of her acolytes from when she was a Rector in a Brewery. Okay, she wasn’t a Rector in a brewery, but the wedding will be in a brewery. Really.
9. Approval of the July 2022 minutes – Connors moved the approval of the July 2022 minutes. Spicer seconded. The motion carried.
10. The motion to consent to the ordination to the Diaconate Priesthood of Brittany Sparrow-Savage was moved by Patterson and seconded by Estes. The motion carried.
11. The motion to consent to the ordination to the Diaconate Priesthood of Ryan Williams was moved by Spicer and seconded by Patterson. The motion carried.
12. Consent to the election to the Diaconate of Vicky Anderson was moved by Bolden and seconded by Patterson. The motion carried.
13. Consent to the election to the Diaconate of Adam James was moved by Spicer and seconded by Frazier. The motion carried.
14. Consent to the election to the Diaconate of Barbara Wegener was moved by Spicer and seconded by Estes. The motion carried.
15. The motion to consent to the ordination to the Priesthood of Krista Heuett was moved by Estes and seconded by Connors. The motion carried.
16. The motion to consent to the ordination to the Priesthood of Collin Larimore was moved by Patterson and seconded by Estes. The motion carried.
17. The Standing Committee interviewed Brian Cowley for consent to candidacy. After discussion, a motion was made by Frazier and seconded by Estes to table consent

pending further information from Bishop Diane, information concerning Brian's move from the Cathedral to St. Mary's and Brian's Lay Ministry. The motion carried.

18. Shirley announced that they will send out the Mutual Ministry Survey to Emily for distribution to the Standing Committee, Diocesan Council and Diocesan Staff by Wednesday or Thursday of this week. The survey will be due back by 5:00 p.m. on Friday, September 9, 2022.

Attachments:



Note: The following information is presented in English and Spanish.

Aviso: La siguiente información se presenta en inglés y en español.

Statement on bishop election in the Episcopal Diocese of Florida

The Episcopal Diocese of Florida and the Rev. Charlie Holt have notified Presiding Bishop Michael Curry that—in light of the report of the Court of Review regarding the recent episcopal election in Florida—Fr. Holt has rescinded his acceptance of the election. As a result, the consent process set out in Episcopal Church Canon III.11.3 will not go forward. The Standing Committee of the diocese has indicated that it is considering next steps as it prepares for the resignation of Bishop Diocesan Samuel Johnson Howard at the end of 2023.

Diocesan Council - Standing Committee Presentation

August 13, 2022

Dear Members of Diocesan Council

As you may know, the letter of agreement with Bishop Diane Bruce includes a provision for a Mutual Ministry Review to be completed each year. Completion of this Mutual Ministry Review is the Standing Committee's responsibility. However, the Standing Committee is striving for as much transparency as possible throughout the entire transition process with Bishop Diane. To support this transparency and broaden the sources of information, the Standing Committee decided to seek input from members of the Diocesan Council and Diocesan Staff. We intend to

gather this input using a brief Google review form sent to each member of Diocesan Council and Diocesan Staff. Once the reviews are returned, Father Ted and I will put together a summary of scores and comments for the Standing Committee to review. The Google reviews and summary will have no signature or names connected to responses. This will allow the opportunity for each person to voice their true opinions. The Google Review will be time sensitive with the deadline for completion clearly communicated at the time the review is received. The Standing Committee will do the same review. After review of all relevant information, we will conduct the Mutual Ministry conversation with Bishop Bruce and a written report will be filed with the Standing Committee's minutes. Thank you for your cooperation in this review. Shirley Bolden, President of the Standing Committee
CC: The Rev. Ted Estes, Vice-President of the Standing Committee

STANDING COMMITTEE MEMBERS

Shirley Bolden President

The Rev. Ted Estes Vice-President

The Rev. Anne Kyle Secretary

The Rev. John Spicer

The Rev. Jonathan Frazier

Ms. Alexandra Connor

Mrs. Marsha Patterson

Mr. Eric Rhodes

STEWARDSHIP COMMISSION

ANNUAL REPORT

September 15, 2022

What are the highlights of your ministry since the last Annual Convention?

The Commission was established in late April. We have spent the past several months on the following:

- We developed a survey to ascertain interest and need in the various areas of stewardship across the diocese. The survey was distributed the week of September 12, 2022 via email and in the *New Spirit*. To date, 27 responses have been received.
- We are collecting information about existing resources around the country that can be shared with our parishes.
- We have been in conversation with TENS (The Episcopal Network for Stewardship) about possible training opportunities in the diocese for 2023.
- We have begun the redraft of stewardship resources on the website.

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.)

- As a new Commission, our work to date has been learning and planning to support stewardship in the diocese.

What are your plans for ministry in the next year?

- Our plans for ministry will, in large part, be directed by the results of the survey and further conversations throughout the diocese.
- We plan to include a Stewardship Message in the *New Spirit* once a month.
- We will visit parishes who are interested in stewardship support

How will you measure success in the next year?

- We will compile the results of the surveys and make a written plan to address the concerns. This will serve as a guide for further planning.
- The number of stewardship messages in *New Spirit* in 2023.
- We will measure success based on the number of requests we receive for information, resources, and visits.
- The relative change in stewardship engagement at the congregational level as measured by a follow-up survey next year.

Stewardship Commission Roster 2022

Amy Amason, Chair	amysamason@gmail.com
Zella Forsythe	zellas_mailcall@yahoo.com
James Gilligan	jgilligan6@comcast.net
The Rev. Isaac Petty	revisaacpetty@esepiscopal.org
Anita Philbrick	dr.arphil@gmail.com
Linda Robertson	wm-lroberts@att.net

DRAFT
Approved by Diocesan Council
October 17, 2022



2023

Plan For Ministry



Bishop's Message 2022

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

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

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

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

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

Faithfully,

+Diane

Treasurer's Message 2022

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

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

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

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

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

Tom Kokjer

Operating Income Summary

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

Notes on Operating Income Summary:

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

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

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

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

Operating Income Summary

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

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

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

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

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

Investment Income

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

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

Operating Expense Summary

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

Notes on Expenses:

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

Staff Roster

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

Total =

9.35

Admin. = 4.65; Program = 3.7; Bishop = 1
Part-time staff = 10; Full-time staff = 6

Grants Available to Parishes

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

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

Approved 11-05-2022

Congregational Development/Transitions

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

Notes on Congregational Development expenses:

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

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

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

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

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

Hispanic/Latino Ministry

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

Notes on Congregational Development expenses:

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

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

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

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

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

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

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

Episcopal Churches of the Ozarks (EChO)

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

Notes on Episcopal Churches of the Ozarks expenses:

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

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

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

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

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

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

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

Campus Ministry

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

Notes on Campus Ministry expenses:

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

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

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

From Alisa Carmichael, Chair of Campus Ministry

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

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

Youth Ministry

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

Notes on Youth Ministry expenses:

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

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

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

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

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

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

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

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

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

Approved 11-05-2022

Spiritual Formation

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

Notes on Spiritual Formation expenses:

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

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

Section A1) Internships - Provides interns for diocesan ministries.

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

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

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

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

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

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

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

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

From Kim Snodgrass, the Chair of the Formation Commission

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

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

Approved 11-05-20✓

Social Ministry

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

Notes on Social Ministry expenses:

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

Social Ministry

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

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

Section C2) NourishKC - This organization provides social ministry programs in the greater KC metro area, especially related to hunger relief, food reclamation (gleaning) and direct services including the Kansas City Community Kitchen (KCKK), 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 KCKK in a 'restaurant style' food service where volunteers are hosts, waiters, bussers, beverage station attendants, etc. We obtain food through partners such as After the Harvest and Harvesters as well as Whole Foods, Farm to Market Bread, and HyVee. NourishKC serves nearly 150,000 hot, healthy meals annually."

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

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

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

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

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

Social Ministry

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

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

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

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

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

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

Vocations/Leadership Development

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

Notes on Leadership Development expenses:

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

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

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

Vocations/Leadership Development

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

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

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

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

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

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

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

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

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

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

From the Venerable Bruce Bower, Archdeacon

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

Communications

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

Notes on Communications expenses:

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

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

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

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

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

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

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

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

From Gary Allman, the Communications Director

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

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

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

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

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

Work of Deaneries

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

Notes on Work of Deaneries expenses:

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

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

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

Administration & Governance

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

Administration & Governance

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

Notes on Administration & Governance expenses:

Section A1 - Professional Fees

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

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

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

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

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

Section A2 - Non-compensation Insurance

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

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

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

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

Section A3 - Diocesan Center Expenses

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

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

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

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

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

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

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

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

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

Section 4 - Travel

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

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

Administration & Governance

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

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

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

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

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

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

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

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

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

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

Section B) Governance

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

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

Section C) Support of the Larger Church

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

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

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

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

**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 2022**

**TOGETHER WITH
THE RULES OF ORDER
GOVERNING THE CONDUCT OF BUSINESS
AT MEETINGS OF THE CONVENTION
AS AMENDED THROUGH 10/03/2020**

**KANSAS CITY, MISSOURI
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2023**

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**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 VICE CHANCELLOR

SECTION 6. The Convention shall, on the nomination of the Ecclesiastical Authority, elect a Chancellor and a Vice Chancellor. If a vacancy in the office of the Chancellor or the Vice Chancellor occurs, the Ecclesiastical Authority shall appoint a qualified person to fill such office until the next Convention, which shall elect a Chancellor and a Vice 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 Vice 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. No currently serving Dean/Deanery Council Chair of a Deanery or Member of the Commission on Ministry shall be eligible to serve on the Standing Committee.

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 8th 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, all with seat, voice, and vote, unless otherwise noted:

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

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

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

VACANCIES

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

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. Each year, the Diocesan Council and the Standing Committee shall coordinate meeting schedules and endeavor to meet in joint session during four (4) of the regular meetings of the Diocesan Council. If the Diocese has or is expected to have no Bishop with

jurisdiction for a period of more than three (3) months, the Diocesan Council and the Standing Committee shall be required to meet in joint session, with a quorum of each body, at least one time during or as soon as practicable after each three month period.

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 128th 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

The Order of Business for the Diocesan Convention Business Session is to be distributed to Convention delegates in the same manner as other Convention materials, using the following format. Pre-submitted resolutions will be listed in item 6 by title and proposer, with resolutions related to financial matters listed first. The Bishop may add an address to the Convention, if desired.

BUSINESS SESSION AGENDA

1. Welcome and Opening Prayer
2. Organizational Matters

- a. Report of the Credentials Committee as to the seating of delegations.
- b. Announcement by the Secretary as to whether a quorum is present.
- c. Appointment of a Parliamentarian.
- d. Adoption of Rules of Order.
3. Elections of Secretary of the Diocese, Treasurer of the Diocese, Assistant Treasurer of the Diocese (if any), and Chancellor of the Diocese.
4. Announcements.
5. Report of the Committee on Dispatch of Business.
6. Introduction of all resolutions.
7. Nominations and first ballot for Diocesan Council, Standing Committee, and General Convention deputies. Additional ballots (if any) will be taken and related motions will be considered at times determined by the Chair.
8. Consideration of the Plan for Ministry and any resolutions related to financial matters.
9. Reports from all officers and committees.
10. Consideration of all remaining resolutions.
11. Other elections, appointments, and nominations.
12. Fixing time and place of next Convention.
13. Closing Prayer and Adjournment.

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.

SPECIAL RULES OF ORDER FOR VIRTUAL CONVENTIONS OF THE DIOCESE OF WEST MISSOURI

As adopted by a Special Convention held on October 2, 2020

To facilitate the ability of The Diocese of West Missouri to hold a virtual annual convention in 2020 and to hold future virtual conventions when deemed necessary by the Ecclesiastical Authority of the Diocese, the following Special Rules of Order are adopted.

The Annual Meeting, or other meeting of the Convention of The Diocese of West Missouri, may be conducted in a virtual format through use of internet-based and other meeting services designated by the Ecclesiastical Authority of the Diocese that support anonymous voting by orders and visible displays: (i) identifying those participating, (ii) identifying those seeking recognition to speak, (iii) showing (or permitting the retrieval of) the text of pending motions, and (iv) showing the results of votes. An electronic meeting of the Convention shall otherwise be subject to all rules adopted by the Convention to govern its annual meeting, which may include any reasonable limitations on, and requirements for, members' participation. These Special Rules of Order for Virtual Annual Conventions shall apply to any virtual convention called by the Ecclesiastical Authority of the Diocese and shall supersede any conflicting rules previously adopted by the Convention or stated in Robert's Rules of Order, but only during a convention conducted virtually. At a regular, face-to-face convention, the Diocese's regular Rules of Order will be in force.

In addition, the following procedures shall apply to any virtual convention, whether designated as Annual or Special:

A. Interpretation of Rules

For purposes of conventions governed by these Rules, these terms shall have the following interpretation:

- "Convention": The meeting of clergy and laity of The Diocese of West Missouri conducted wholly or in part via remote electronic participation by its members.
- "Seat": The ability to participate in the Convention via electronic connection.
- "Voice": The right to make oral statements during the Convention.
- "Vote": The right to cast a vote by voice, via electronic polling, or by filing an electronic ballot during the Convention.

B. Worship Service

Notwithstanding Article IX, Section 3 of the Constitution of the Diocese, a service of Holy Eucharist, or another form of prayer or divine service in lieu of communion, as determined by the Ecclesiastical Authority shall take place during a virtual Convention.

C. Communication Information and Login Instructions

1. Members to Furnish Communication Information. No later than three (3) weeks before any such virtual meeting, every member of the clergy entitled to seat, voice, or vote in Convention must notify the Ecclesiastical Authority of his or her email address in order to receive the ability to participate in a

Convention held electronically. The Ecclesiastical Authority shall choose the method by which email addresses will be submitted to it. Not later than such date, every rector, vicar, or a warden of any parish or congregation entitled to representation in Convention and the person(s) responsible for the selection of Youth Delegates to the Convention must notify the Ecclesiastical Authority of the email address of (a) every Lay Delegate of such parish or congregation or Youth Delegate or (b) any Alternate who will replace an elected Lay Delegate or Youth Delegate who will be unable to attend the Convention.

2. **Secretary to Send Login Information.** No later than three (3) days before such meeting, the Secretary of Convention or his or her designee shall send an email to every member of Convention setting forth (a) the time of the meeting, (b) the URL and codes necessary to connect to the internet meeting service, and, as an alternative and backup to the audio connection included within the Internet service, the phone number and access codes that members need to participate aurally by telephone, and (c) if applicable, a Voter ID code.

D. Opening of Meeting and Quorum

1. **Login Time.** The Secretary shall schedule Internet meeting service availability to begin at least 30 minutes before the start of each meeting.
2. **Signing in and out.** Members shall identify themselves as required in order to sign into the internet meeting service and shall maintain internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.
3. **Quorum.** The Secretary shall determine and report the presence of a quorum as required by the Constitution based on a count of the participating members' login information online at the start of the meeting. The members present may continue to do business until adjournment, notwithstanding the withdrawal of enough members to leave a remainder that is less than the attendance needed to establish a quorum. Less than a quorum can approve adjournment.

E. Attending to Business of Convention

1. When in business session, members who wish to speak will address the chair.
2. 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.
3. All committees shall be appointed by the Ecclesiastical Authority, unless otherwise ordered.
4. No later than three (3) days before a virtual convention, any committee assigned resolutions or matters by the Ecclesiastical Authority shall conduct an open virtual meeting. Committees shall report orally at the convention when their resolutions are considered or at such time as the President may direct.
5. The reports of all committees shall be received for acceptance without motion, unless recommended by vote of the House.
6. 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.
8. A contemporaneous broadcast of the proceedings of the Convention may be made available to members of the Diocese and the proceedings may be recorded as well.

F. 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 Ecclesiastical Authority and the

Secretary) and been received by the Ecclesiastical Authority and Secretary four weeks before the opening of Convention to allow distribution to all members and introduction by title at Convention.

2. Any resolution which has not been presented to the Ecclesiastical Authority 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 member and, at Convention, two-thirds of said members agree to consider such resolution.

G. 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.
6. The motion to adjourn shall always be in order.
7. 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.
8. 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 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.
9. 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.

H. Special Aspects of Conducting a Virtual Meeting

1. Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.
2. The President may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The President's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.
3. In addition to display of pending motions or results of votes, video of the President and any member currently recognized to speak or report shall be displayed whenever possible throughout the meeting,

as well as such other video displays as the President designates at his or her discretion.

4. Assignment of the floor. To seek recognition by the President, a member shall use the "raise hand" request feature or similar process approved by the Secretary of the Convention to request and await recognition. Once the pending action is completed, the online queue shall be cleared. To preserve the orderly conduct of debate, Members' connections will be muted until they are recognized to speak.

I. Voting Methods

1. The Secretary of the Convention shall arrange for anonymous and public voting systems that permit voting and reporting of votes by orders. The Committee on Dispatch of Business shall evaluate whether the technology available to the Convention can accommodate multiple rounds of virtual balloting, and the Committee may, if necessary, evaluate and recommend the adoption of rules for first-past-the-post virtual voting.
2. An anonymous vote conducted through the designated virtual voting system shall be deemed a written ballot vote, fulfilling any requirement in the Constitution and Canons or rules that a vote be conducted by written ballot. Votes shall be deemed anonymous so long as votes cast by an individual are available only to the administrator of the voting system.
3. Where voting is allowed to be conducted in person using visual show of voting cards, voting may be conducted using a virtual voting system approved by the Secretary of the Convention. Votes cast using the virtual voting system shall be deemed the equivalent of votes cast in person.
4. After the first ballot of any election 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 ballot until there remains one more nominee than the number to be elected. This shall not apply to a vote by orders.

J. Procedures following Decisions of Convention

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 can only be entertained if made by a member who had previously voted in the majority.

K. 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.

L. Order of Business

1. Welcome and Opening Prayer
2. Organizational Matters
 - a. Report of the Credentials Committee as to seating of members.
 - b. Announcement by Secretary as to whether a quorum is present.

- c. Appointment of Parliamentarian.
- 3. Elections of Secretary of the Diocese, Treasurer of the Diocese, Assistant Treasurer of the Diocese (if any), and Chancellor of the Diocese, and other officers of the Diocese.
- 4. Announcements.
- 5. Report of Committee on Dispatch of Business.
- 6. Introduction of all resolutions.
- 7. Nominations and first ballot for Diocesan Council, Standing Committee, and General Convention deputies (when applicable). Additional ballots (if any) will be taken and related motions will be considered at times determined by the chair.
- 8. Consideration of the Plan for Ministry and any resolutions related to financial matters.
- 9. Reports of all officers and committees.
- 10. Consideration of all remaining resolutions.
- 11. Other elections, appointments, and nominations.
- 12. Fixing the time and place of the next Convention.
- 13. Closing Prayer and Adjournment.

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**ARTICLES OF INCORPORATION
OF
THE DIOCESE OF WEST MISSOURI**

**AMENDED AND RESTATED ARTICLES OF INCORPORATION
OF THE DIOCESE OF WEST MISSOURI
A MISSOURI NONPROFIT CORPORATION**

As adopted by an action of Diocesan Council at a meeting on July 6, 2020

The undersigned, for the purpose of amending and restating the Articles of Incorporation of The Diocese of West Missouri, a Missouri benevolent corporation, adopts the following Amended and Restated Articles of Incorporation. These Amended and Restated Articles of Incorporation are being filed pursuant to Section 355.020 of the Missouri Revised Statutes in connection with the corporation's acceptance of Chapter 355 of the Missouri Revised Statutes and supersede the corporation's original Articles of Incorporation and all amendments thereto.

Article 1: The name of this corporation shall be, The Diocese of West Missouri.

Article 2: This corporation is a public benefit corporation.

Article 3: The address of this corporation's registered office in the State of Missouri is Diocesan Center, 420 W. 14th St., Kansas City, MO 64105. The name of its registered agent at such address is The Rt. Rev. Martin S. Field, Bishop of the Diocese of West Missouri.

Article 4: This Corporation shall have perpetual existence.

Article 5: This Corporation is organized and shall be operated exclusively for religious and charitable purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or the corresponding provision of any future United States Internal Revenue Law) (the "Code"). The objects, purposes and powers of the Corporation are and shall be to:

a. Hold title to and administer on behalf of the Protestant Episcopal Church in the United States of America, also known as the Episcopal Church (the "Church") in the Diocese of West Missouri (the "Diocese"), and for the benefit of every missionary Congregation of this Diocese, all property, whether real or personal (and including, without limitation, trusts, funds, powers of appointment, rights or interests), now held or hereafter acquired by or for the use of the Congregation;

b. Hold title to and administer on behalf of the Diocese and for the benefit of a Parish any property, whether real or personal (and including, without limitation, trusts, funds, powers of appointment, rights or interests), now held or hereafter acquired by the Corporation for the use of such Parish;

c. Hold title to and administer on behalf of the Diocese all property, whether real or personal (and including, without limitation, trusts, funds, powers of appointment, rights or interests), of the Diocese or in which the Diocese has any right or beneficial interest; and

d. Have and exercise such other and additional powers in furtherance of the interests of the Diocese not inconsistent with the Constitution and Canons of the Diocese as may be had and exercised by corporations organized or existing under Chapter 355, R.S.Mo., as amended, or any successor statutes.

Article 6: 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.

No part of the net earnings of this corporation shall inure to the benefit of, or be distributable to, its trustees, officers or other private persons, except that this corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 3. No substantial part of the activities of this corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation. This corporation shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office. Notwithstanding any other provision of these Articles, this corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from the federal income tax under section 501(c)(3) of the Code, (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Code, and (c) by a corporation organized under Chapter 355, R.S.Mo., as amended, or any successor statutes.

Article 7: 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.

Article 8: 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.

Article 9: This corporation shall not have members. The affairs of this corporation shall be controlled and managed by a board of trustees. The board of trustees shall consist exclusively of the incumbent members of the Diocesan Council of the Diocese of West Missouri (the "Diocese"), duly elected or appointed and serving in accordance with the *Constitution and Canons* of the Diocese, together with the Bishop, Bishop Suffragan and the Bishop Coadjutor (if any) of the Diocese.

Article 10: The board of trustees may adopt bylaws, rules and regulations for the government of the Corporation, which shall not be inconsistent with the *Constitution and Canons* of the Diocese or with these Articles of incorporation.

Article 11: The board of trustees 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 any additional approvals that may be required under the *Constitution and Canons* of the Diocese, 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.

Article 12: This corporation, as part of the One, Holy, Catholic and Apostolic Church of Christ, known as the Protestant Episcopal Church in the United States of America, acknowledges its allegiance to the Church and the Diocese. It submits to the authority of the General Convention of the Church and the Convention of the Diocese. It accedes to, recognizes and accepts the Doctrine, Discipline and Form of Worship of the Church and the *Constitution and Canons* of the Church and of the Diocese, as may hereafter be amended from time to time. In the event of any conflict or inconsistency between the organizational documents of this corporation and the *Constitution and Canons* of the Church or of the Diocese, as may hereafter be amended from time to time, the *Constitution and Canons* shall control and govern.

Article 13: 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.

Article 14: Upon the dissolution of this corporation, the board of trustees 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 this 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 Code, as the board of trustees 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.

BYLAWS OF THE DIOCESE OF WEST MISSOURI ADOPTED ON JULY 6, 2020

Effect is given to the Amended and Restated Articles of Incorporation of The Diocese of West Missouri, the Canons of the Protestant Episcopal Church of the United States of America ("The Episcopal Church"), the Canons of the Diocese of West Missouri ("The Diocese"), and the Laws of the State of Missouri relating generally to the temporal functioning of a not-for-profit corporation through the Board of Trustees.

OFFICES

1. The corporation may have offices at such places as the board of trustees may from time to time determine or the business of the corporation may require.

TRUSTEES

2. The affairs of the corporation shall be managed by the board of trustees. The board of trustees shall consist exclusively of the incumbent members of the Diocesan Council of the Diocese of West Missouri (the "Diocese"), duly elected or appointed and serving in accordance with the Constitution and Canons of the Diocese, together with the Bishop, Bishop Suffragan and the Bishop Coadjutor (if any) of the Diocese.

3. The trustees may hold their meetings and keep the books of the corporation at the principal office of the corporation in this state or at such other place as they may from time to time determine and as may be permitted by law.

COMPENSATION OF TRUSTEES

4. Trustees shall not receive any salary for their services as such; provided that nothing herein contained shall be construed to preclude any trustee from serving the corporation in any other capacity and receiving compensation therefor or from receiving reimbursement of out of pocket expenses reasonably incurred in service as a trustee.

MEETINGS OF THE BOARD

5. The annual meeting of each newly constituted board shall be held as soon as reasonably practicable after the annual meeting of the Convention of the Diocese at such time and place as shall be fixed by the vote of the trustees, and no notice of such meeting shall be necessary to the newly elected trustees in order legally to constitute the meeting, provided a quorum shall be present, or they may meet at such place and time as shall be fixed by the consent in writing of all the trustees.

6. Regular meetings of the board may be held without notice at such time and place as shall from time to time be determined by the board.

7. Special meetings of the board may be called by the Bishop, Bishop Suffragan or Bishop Coadjutor on three days' notice to each trustee, either personally or by first class mail or by email, telegram or by telephone; special meetings shall be called by the Bishop, Bishop Suffragan or Bishop Coadjutor in like manner and on like notice on the written request of three trustees.

8. All regular and special meetings of the Diocesan Council shall constitute a meeting of the board.

9. At all meetings of the board a majority of all the trustees in office shall be necessary and sufficient to constitute a quorum for the transaction of business and the act of a majority of the trustees present at any meeting at which there is a quorum shall be the act of the board of trustees, except as may be otherwise specifically provided by statute or in these bylaws. If a quorum shall not be present at any meeting of trustees, the trustees present thereat may adjourn the meeting, from time to time, without notice other than

announcement at the meeting, until a quorum shall be present. Members of the board of trustees, or of any committee designated by the board of trustees, may participate in a meeting of the board or committee by means of a conference telephone or similar communications equipment whereby all persons participating in the meeting can hear each other, and participation in a meeting in this manner shall constitute presence in person at the meeting.

10. Any action which is required to be or which may be taken at a meeting of the board may be taken without a meeting if all of the members of the board take such action and, to evidence such action, sign a written consent (which may be signed in two or more counterparts) that describes the action taken. Each such consent shall have the same force and effect as a unanimous vote of the trustees at a meeting of the board of trustees duly held and may be stated as such in any document executed on behalf of the corporation. The Secretary shall file such consents with the minutes of meetings of the board of trustees of the corporation.

COMMITTEES

11. The board of trustees shall have an Executive Committee composed *ex officio* of the six members of the Diocesan Council Executive Committee: the President of the Council (i.e. the Bishop), the Vice President of the Council, the Treasurer of the Diocese, the Secretary of the Diocese, and the Chancellor of the Diocese. In addition, one (1) member of the clergy, actively serving an elected term on the Council, shall be appointed as an at-large member of the Executive Committee by the President of the Council. Such appointment shall be for a term of one year, and such appointment may be renewed annually. The Executive Council shall carry out such customary duties and fulfill such roles as are usual to Executive Councils, e.g. advising senior diocesan leadership, facilitating strategic visioning, enabling the establishment of diocesan programmatic priorities, and assisting in preparations for meetings of the board of trustees. The Executive Committee shall have the authority to act on behalf of the board of trustees between the meetings of the board of trustees, except that the Executive Committee cannot alter or countermand any action taken previously by the board of trustees. The actions of the Executive Committee shall be limited by the Constitution and Canons of the Episcopal Church, the Constitution and Canons of the Diocese of West Missouri, and by the laws of the State of Missouri. The Executive Committee shall report to board of trustees any action taken on behalf of the board of trustees at the next regular meeting of the board of trustees. All actions of the Executive Council will be ratified or reversed by the board of trustees at the meeting at which they are reported.

12. Other committees, consisting exclusively or partially of trustees as the board may desire, may be designated by a resolution adopted by a majority of the trustees in office.

NOTICES

11. Whenever, under the provisions of the statutes, the articles of incorporation, or these bylaws, notice is required to be given to any trustee, such notice may be given in writing, by first class mail, by depositing the same in the post office or in a letter box, in a post-paid sealed wrapper, addressed to such trustee or member at such address as appears on the books of the corporation, and such notice shall be deemed to be given at

the time when the same shall be thus mailed. Notice may also be given via e-mail, addressed to such trustee or member at such email address as appears on the books of the corporation, and such notice shall be deemed to be given at the time when the same shall be thus emailed.

12. Whenever any notice is required to be given, a waiver thereof in writing signed by the person or persons entitled to said notice, whether before or after the time stated therein, shall be deemed equivalent thereto.

OFFICERS

13. The officers of the corporation shall consist of *ex officio* officers and appointed officers. The *ex officio* officers shall be the officers of the Diocesan Council as prescribed by the Constitution and Canons of the Diocese, including the Bishop or Bishop Suffragan as President, the Bishop Coadjutor (if any) as Vice President, the Vice President of the Diocesan Council as Vice President, the Treasurer of the Diocese as Treasurer, the Secretary of the Diocese as Secretary, and the Chancellor of the Diocese as Chief Legal Officer. The board may create such additional offices and appoint such persons to hold such offices as it desires from time to time.

14. The appointed officers shall hold their offices for such terms and shall exercise such powers and perform such duties as shall be consistent with law and as determined from time to time by the board.

15. The officers of the corporation shall hold office until their successors are chosen and qualify in their stead. Any appointed officer may be removed at any time by the affirmative vote of a majority of the whole board of trustees. If any appointed office becomes vacant for any reason, the vacancy shall be filled by the board of trustees.

PRESIDENT

16. The Bishop of the Diocese shall be president and chief executive officer of the corporation and shall preside at all meetings of the trustees at which he is present. He or she shall perform such duties and have such authority as customarily appertains to the office of president and chief executive officer and additionally as the board of trustees may prescribe.

17. The president shall execute bonds, mortgages and other contracts requiring a seal, under the seal of the corporation, except where permitted by law to be otherwise signed and executed and except where the signing and execution thereof shall be expressly delegated by the board of trustees to some other officer or agent of the corporation.

VICE PRESIDENTS

18. The vice presidents in the order of their seniority as determined by the board of trustees shall, in the absence or disability of the president, perform the duties and exercise the powers of the president, and shall perform such other duties as the president or board of trustees may prescribe.

SECRETARY AND ASSISTANT SECRETARY

19. The secretary shall cause to be kept a record of all meetings of the board of trustees and shall cause to be recorded all votes and the minutes of all proceedings in a book to be kept for that purpose. He or she shall cause notice to be given of all special meetings of the board of trustees, and shall perform such other duties as may be prescribed by the board of trustees or president. He or she shall keep in safe custody the seal of the corporation and shall affix the same to any instrument requiring it.

20. The assistant secretary, if any, shall act as the recording secretary of the corporation under the supervision of the secretary and shall, in the absence or disability of the secretary, perform the duties and exercise the powers of the secretary and shall perform such other duties as the president or board of trustees may prescribe.

TREASURER AND ASSISTANT TREASURER

21. The treasurer shall have the custody of the corporate funds and securities, shall keep full and accurate accounts of receipts and disbursements in books belonging to the corporation, shall deposit all moneys and other valuable effects in the name and to the credit of the corporation in such depositories as may be designated by the board of trustees, shall prepare the annual budget and present it at the annual meeting of the trustees for approval by the trustees, and shall perform such other duties as the president or board of trustees may prescribe.

22. The treasurer shall disburse the funds of the corporation as may be ordered by the board, taking proper vouchers for such disbursements, and shall render to the president and trustees, at the regular meetings of the board, or whenever they may require it, an account of all his or her transactions as treasurer and of the financial condition of the corporation.

23. If required by the board of trustees, the treasurer shall give the corporation a bond in such sum and with such surety or sureties as shall be satisfactory to the board for the faithful performance of the duties of his or her office and for the restoration to the corporation, in case of his or her death, resignation, retirement or removal from office, of all books, papers, vouchers, money and other property of whatever kind in his possession or under his or her control belonging to the corporation.

24. The assistant treasurer, if any, shall in the absence or disability of the

treasurer perform the duties and exercise the powers of the treasurer and shall perform such other duties as the president or board of trustees may prescribe.

CHECKS

25. All checks or demands for money and notes of the corporation shall be signed by such officer or officers or such other person or persons as the board of trustees may from time to time designate.

FISCAL YEAR

26. The fiscal year of the corporation shall begin the 1st day of January in each year.

SEAL

27. The corporation may have a corporate seal which shall be in the form prescribed by the board of trustees. Said seal may be used by causing it or a facsimile thereof to be impressed or affixed or otherwise reproduced.

ALTERATION, AMENDMENT OR REPEAL OF BY-LAWS

28. These bylaws may be altered, amended or repealed at any regular meeting of the trustees, or at any special meeting of the trustees if notice of the proposed alteration, amendment or repeal be contained in the notice of such special meeting, by the affirmative vote of a majority of all the trustees in office.

MISCELLANEOUS

29. This corporation, as part of the One, Holy, Catholic and Apostolic Church of Christ, acknowledges its allegiance to the Protestant Episcopal Church in the United States of America, also known as the Episcopal Church, (the "Church") and to the Diocese.

30. This corporation submits to the authority of the General Convention of the Church and the Convention of the Diocese.

31. This corporation accedes to, recognizes and accepts the Doctrine, Discipline and Form of Worship of the Church and the Constitution and Canons of the Church and of the Diocese, as may hereafter be amended from time to time.

32. In the event of any conflict or inconsistency between these bylaws or the other organizational documents of this corporation and the Constitution and Canons of the Church or of the Diocese, as may hereafter be amended from time to time, the Constitution and Canons shall control and govern.

33. The foregoing provisions may not be altered or deleted without the written consent of the ecclesiastical authority of the Diocese.

34. Wherever not otherwise provided in the bylaws, the internal affairs of the corporation shall be governed by the procedures established in the Missouri Nonprofit Corporation Act.

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	Saint Joseph, Christ
Kansas City, St. Augustine's	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:

Belton, St. Mary Magdalene	Independence, Trinity
Blue Springs, Resurrection	Lee's Summit, St. Anne's
Boonville, Christ	Lee's Summit, St. Paul's
Chillicothe, Grace	Lexington, Christ
Clinton, St. Paul's	Raytown, St. Matthew's
Excelsior Springs, St. Luke's	Sedalia, Calvary
Fayette, St. Mary's	Trenton, St. Philip's
Harrisonville, St. Peter's	Warrensburg, Christ
Independence, St. Michael's	

- 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.