



CANDIDATES FOR OFFICE BALLOTING INSTRUCTIONS

*The 186th Convention of the Diocese of Michigan
October 23-24, 2020
Virtual Format (Zoom)*





To: Delegates to the 186th Annual Diocesan Convention

From: The Rev. Dr. W. Richard Hamlin, Secretary of Convention

Date: September 25, 2020

Subject: Balloting Instructions

We look forward to seeing you at the 186th Convention of the Diocese of Michigan. This booklet includes the slate of candidates for office, and biographical information submitted by each candidate.

Voting will be done virtually through an on-line program, Election Runner. You will receive your voting I.D. and password via your email address, so it is very important that you have your own individual email. It will come to you email from “noreply@electionrunner.com”. **Please be sure to check your junk/spam mail and make sure this address is not blocked.** We plan to have a **practice** election so that you may have an opportunity to work through this and ask questions. We will notify you of the date of this practice election and will also send detailed instructions. As always, we will have support from members of the Election Commission for you to call/email should you have questions or require any assistance.

You will receive your electronic voting election in your email beginning 7pm on Friday, October 23 and will have until 11:15am on Saturday, October 24 to complete the online election. The election will close immediately at 11:15am on Saturday, October 24.

This has been a challenging year for all. We hope you find this voting tool simple to use and feel it to be a simplified process for the elective portion of our convention.



SLATE OF CANDIDATES FOR OFFICE
DIOCESE OF MICHIGAN FOR THE 186TH ANNUAL CONVENTION

Cathedral Chapter *(1 clergy, 1 lay to be elected)*

Lay: No Nominations

Clergy: No Nominations

Commission on Ministry *(1 clergy, 1 lay to be elected)*

Lay: Ms. Josephine (Jo) Hartwell - All Saints', East Lansing
Mr. Joseph LaVela - Christ Church Cranbrook, Bloomfield Hills

Clergy: No Nominations

Delegate to Provincial Synod *(1 clergy, 2 lay to be elected)*

Lay: Ms. Carol Latimer - Spirit of Grace, West Bloomfield
Mr. Eric Travis - Trinity in the Woods, Farmington Hills

Clergy: The Rev. Judith Schellhammer - St. Michael & All Angels, Cambridge Junction

Disciplinary Board *(1 clergy, 1 lay to be elected)*

Lay: Ms. Carol Bennett - St. Andrew's, Ann Arbor
Ms. Margaret "Peg" Ross - St. Clare of Assisi, Ann Arbor
Mr. Tom Stotz - Grace Church, Mt. Clemens

Clergy: No Nominations

Standing Committee (1 clergy, 1 lay to be elected)

Lay: Dr. George Swan, III - Cathedral Church of St. Paul, Detroit
Ms. Sandra Zull - Trinity in the Woods, Farmington Hills

Clergy: The Rev. Bob Alltop - Nativity, Bloomfield Township
The Rev. Daniel Lawson - St. Paul's, Romeo

Trustee of the Diocese (1 clergy, 3 lay to be elected)

Lay: Ms. Kay Bell - Christ Church Cranbrook, Bloomfield Hills
Ms. Kathleen Groschner - St. Michael's, Grosse Pointe Woods

Clergy: No Nominations

The **Commission on Ministry** assists the Bishop in development and affirmation of the ministry of all baptized persons. Among the duties of the Commission is the design and oversight of the ongoing process for recruitment, discernment, formation for ministry and assessment of readiness for it. It is to support and nurture persons accepted as postulants through ordination. This body has broad responsibilities for lifting up the opportunities for ministry of the word in this Diocese and the world. The Commission consists of the Bishop and 20 other members – 10 clergy who are *entitled to vote at convention* and 10 laypersons each of whom must be *confirmed adult communicants in good standing* of a congregation entitled to vote at convention. Half are elected by members of convention, and the other half are appointed by the Bishop. The term of office is 5 years. The Commission meets monthly at the Episcopal Church Center.

COMMISSION ON MINISTRY LAY CANDIDATE

Ms. Josephine (Jo) Hartwell
All Saints', East Lansing



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

1. Outreach Chairperson
2. Justice Team/Racial Justice.
 - a. Austin Canning Brown Seminar. "I'm Still Here: Black Dignity in a World Made for Whiteness".
 - b. Participation in All Saints' Racial Justice awareness assessment meetings with formation of goals.
 - c. All Saints' Saturday Zoom series, 9:00 – 1:00pm focusing on Implicit Bias. July/Aug 2020.
3. Canterbury Campus Ministry Board member and delegate for Convention.
4. Adult Formation active in mentoring and leading groups.
5. Building and Grounds - Memorial Garden care.
6. Adult Choir and Bell Choir.

Previous Service: (Congregation, Deanery, Diocese)

1. Vestry 2013 - 2015.
2. Lay Convention Delegate for three years with Deanery meetings. 2016-2018.
3. Diocesan Ministry Fair 2019. Co-presenter for the "Speaking our Faith" session.

Service in Community:

1. Previously a driver for the Davies project.
2. I am currently in a 6-month recovery from extensive ankle surgery. I have been home based supporting and liaising Outreach activities particularly All Saints' partnership with Edgewood Village, Lansing Christian Services Personal Needs Bank, Refugee Services, the Lansing Food Bank, and Advent House.

3. Other Qualifications for this office:

4. Graduate of Education for Ministry (EfM) 2016.
5. Completed "Explore Your Spiritual Journey" (EYSJ) 2018-2019.
6. Seminary Master classes from Luther Seminary 2014-16.
7. Spiritual Direction since Fall 2017.

Ms. Josephine (Jo) Hartwell (Continued)

What gifts, talents, skills and experience would you bring to this office?

I am a widow. I lived with and eventually married an ELCA Pastor at All Saints in 2015 when the Diocese approved same sex marriage. We were together for 31 years. We met while she was at Trinity Lutheran Seminary for her D. Min in Columbus, Ohio. I lived with the realities of her life as a Pastor/Priest from Seminary thru Parish Ministry to Hospital Chaplaincy. I interacted with many clergy and seminarians along the way. Furthermore, working closely with the Rev. Deacon Annette Mileski, and as Chairperson of the Lay Committee 2018-19 for a seminarian's who will be ordained to the Diaconate 12/2020, I have been proactive in learning about the discernment programs and processes for the Detroit Diocese.

During your term of office, what do you think should be your primary focus?

Completing EYSJ has given me insights into the discernment process not only from my own sense of call but through the experiences with others. Candidates need to be prepared and supported as they understand "call" as a first step in a long rigorous journey of academics, assessment, self-reflection, and readiness for vocational ministry. The realization and understanding that God may be leading a candidate in new and unexpected directions, differently from their original plan to be ordained can be challenging. Furthermore, it is important that candidates are aware, equipped, and adaptable as leaders in a changing world of racial and cultural diversity, and the meaning of "Church" where Ministry may not take place in traditional settings.

COMMISSION ON MINISTRY
LAY CANDIDATE



Mr. Joseph LaVela
Christ Church Cranbrook, Bloomfield Hills

Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

Christ Church Cranbrook (McGehee Deanery): Member since 2019.

Bible Study Facilitator; Worship Team (Morning Prayer & Evensong); Choir member and Secretary of MACCC (Music at Christ Church Committee). I completed anti-racism training in 2014 in the Diocese of Newark, and participated in two of the Race Matters Short Courses offered by the Diocese of Michigan in September 2020.

Previous Service: (Congregation, Deanery, Diocese)

Diocese of Newark: Commission on Ministry (Documents Chair and Finance Liaison); XI Bishop Search-Nominating Committee; Constitution and Canons Committee; Facilitator, Action Learning Team to study alternative models for church.

St. Paul's Episcopal Church, Chatham, NJ: Senior Warden 2013-2019; Vestry 2007-2013; Preaching Rota (six sermons/year); Rector search committee; Capital Campaign planning team;

Service in Community:

President and co-founder, All The Way Up Adult Education Center, Inc. (GED Tutoring); Treasurer, Dorcas Aid America, Inc. (International Relief and Development); Trustee, Interweave, Inc. (Interfaith Learning Center)

Other Qualifications for this office:

Graduate, Education for Ministry (University of the South)

What gifts, talents, skills and experience would you bring to this office?

Before moving to Michigan in 2019, I served for several years on the Commission on Ministry of the Diocese of Newark (NJ), where I was a member of the Executive Committee (Priesthood Documents Chair) and Finance Liaison (responsible for approving certain expenses and compiling the annual COM budget request). There, I had occasion to study in detail the Canons governing priestly ordination, and in particular the provisions governing reception and ordination of persons ordained in other denominations. I assisted at several kick-off sessions for parish discernment committees, and drafted revisions and updates to the COM's Guidelines for Priestly Ordination for use by congregations, clergy and those in the process.

During your term of office, what do you think should be your primary focus?

If elected, my primary focus will be assisting persons who feel called to ordained ministry to work through the process in a way that is supportive and uplifting, and helps position them for a vibrant future ministry (even if that is not ultimately an ordained ministry). I am also a vigorous advocate for the ministry of the Laity, and believe that it is the duty of ordained clergy to ensure that laypersons have the fullest opportunities feasible to practice their gifts in ministry.

Delegates to Provincial Synod - At the Annual Convention in the year prior to the General Convention of The Episcopal Church, one member of the clergy eligible to vote at Convention and two lay persons, all previously elected as deputies and alternate deputies to the General Convention, will serve as delegates from the Diocese to the Synod Council of the Fifth Province of The Episcopal Church (the "Provincial Synod"). The term will continue until the third Annual Convention following election. The Ecclesiastical Authority may designate a person to fill any vacancy that may occur in the representation of the Diocese to Provincial Synod. Each person so designated by the Ecclesiastical Authority shall have all the rights of a delegate duly elected.

**DELEGATES TO PROVINCIAL SYNOD
LAY CANDIDATE**

Ms. Carol Latimer
Spirit of Grace, West Bloomfield



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

Current Alternate Deputy to the 80th General Convention, Youth and Young Adult Ministry in both congregation and assist with Diocesan YAYA programs. Serve in Special Needs ministry at Spirit of Grace. Member of the Praise Team at Spirit of Grace. Currently chief videographer and editor for worship at Spirit of Grace.

Participated in the Diocesan Racial Reconciliation training, worked in a Racial Reconciliation group at Spirit of Grace for 2 years and most recently participated in the Dismantling Racism Program by the Absalom Jones Center for Racial Healing in January 2019 at the Forma Conference in Indiana.

Previous Service: (Congregation, Deanery, Diocese)

Formerly served on the Advisory Council for Whitaker Institute. Formerly served on the Advisory Council for Emrich Center. Served two terms on Vestry at Advent Episcopal Church, one year as Jr. Warden. At the congregational level also served as co-chair of faith formation, co-chair of Care Ministry, served as a lay Eucharistic minister, Lay Eucharistic Visitor. Serve as a Safe Church trainer for Whitaker Institute.

Service in Community:

Over 20 years in service as a Girl Scout Leader. Have done volunteer work for the Franklin Community Association's Labor Day Round Up in the food tent. Previous member of the Youth Auxiliary of the Franklin Village Fire Department, former volunteer at St. Joseph Mercy Hospital in Pontiac. Currently working with the Diversity and Inclusion Committee for the Village of Franklin.

Other Qualifications for this office:

Attended the 79th General Convention in Austin, TX as an Alternate Deputy. Attended hearings and meetings on the issues brought forth for convention, and served one session as Deputy on the voting floor.

Ms. Carol Latimer (Continued)

What gifts, talents, skills and experience would you bring to this office?

My service several times as delegate to Diocesan Convention, my experience serving as an alternate Deputy to the 79th General Convention and my service other boards and committees has given me experience in the rules and procedures to serve in this office. I am an active listener and try to weigh all sides of an issue; this helps me to make informed decisions.

During your term of office, what do you think should be your primary focus?

Being elected to this office is a serious responsibility; as such my primary focus would be to be an active listener to understand the issues that will be set forth so that I can best represent the diocese and its members.

DELEGATES TO PROVINCIAL SYNOD
LAY CANDIDATE

Mr. Eric Travis
Trinity in the Woods, Farmington Hills



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

- Missioner for Youth and Young Adults for the Diocese of Michigan
- Active and pledging member of Trinity in the Woods, Farmington Hills
- Diocesan Liaison for Companion Relationship with the Dominican Republic
- Member of Church-wide Task Force to develop model Anti-Sexual Harassment Policies & Safe Church Training
- Developer and Trainer for Safe Church Curriculum/Diocese of Michigan
- Attended “Community Organizing Training” in 2020
- Attended “Dismantling Racism” seminar in 2018
- Attended Boundary Tending and Border Crossing, March 2015
- Attended Healing Racism seminar in 2011
- Licensed Eucharistic Minister
- Licensed Lay Preacher
- Certified “Dismantling Racism: Youth Curriculum” instructor

Previous Service: (Congregation, Deanery, Diocese)

- Deputy for 79th General Convention in 2018
- Assistant Secretary for General Convention Committee on Safeguarding and Title IV
- Member of Church-wide Task Force to update Sexual Misconduct Model Policies
- Convention Delegate in the Diocese of Spokane & Diocese of Central Florida
- Licensed Lay Preacher, Lay Catechist, Eucharistic Minister & Eucharistic Visitor in the Diocese of West Missouri
- Counter, Reader, Gift bearer at Trinity Church, Belleville

Service in Community:

- Advisor for Mission Possible: Oakland with Faith in Action Oakland
- Member of Executive Committee for the Metro Detroit Youth Day

What gifts, talents, skills and experience would you bring to this office?

I am a lifelong Episcopalian who loves and appreciates the connections to our past and who also sees the need for forward and visionary thinking and leadership, so that our denomination will continue to be relevant in the world.

I have attended 6 General Conventions, once as an exhibitor, 4 times accompanying youth and young adults, and in 2018 I was a Deputy and Chair of the EDOMI deputation. In the 2015-2018 triennium, I was a member of the Task Force to Update Sexual Misconduct Policies. I was also the Assistant Secretary for the Safeguarding and Title IV Legislative Committee at the 2018 General Convention. I currently serve on the Task Force to Develop Model Anti-Sexual Harassment Prevention Policies & Update Safe Church Training.

Mr. Eric Travis (Continued)

Most of all, I love this Church and I want to do my utmost to see it not only continue, but flourish as well. It is only by working together and sharing the Good News of this branch of the Jesus Movement that we will continue to work at being Jesus' hands and feet in the world.

During your term of office, what do you think should be your primary focus?

I believe a General Convention Deputy's primary focus is to listen. To listen to the people in the Diocese they serve, to listen to their fellow Deputies, to listen to other Deputies and attendees at General Convention, and to listen to the Holy Spirit's voice as she speaks to the Church. Then after all that listening, they should pray for guidance and vote accordingly. It is also important that all this listening is not passive listening. They need to seek out ways and people to listen to.

I believe these same skills and foci are important for a Delegate for Provincial Synod.

DELEGATES TO PROVINCIAL SYNOD
CLERGY CANDIDATE

The Rev. Judith Schellhammer
St. Michael & All Angels, Cambridge Junction



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

- Priest, member of Ministry Support Team, St Michael and All Angels, Cambridge Junction
- Diocesan Council - chair, Resolution Review Committee, 10 years
- EDOMI Online Convention Planning Committee, 2020
- Author, Nuts and Bolts Blog for EDOMI, 7 ½ years
- Deputy to Provincial Synod, 2018
- Deputy to General Convention, 2018
- Chair, Whitaker Advisory Council
- Anti-Racism Training, 2009, and participant in all the “Waters of Reconciliation” workshops

Previous Service: (Congregation, Deanery, Diocese)

- Deputy to General Convention, 2015
- Delegate to Provincial Synod, 2015
- Whitaker Institute - co-facilitator of Exploring Your Spiritual Journey, 5 years
- Council Representative for Diversity and Inclusion Workshop with VISIONS, Inc., July, 2017
- Committee on Reference - chair, 2 years
- Volunteer - St Michael and All Angels Diaper Pantry, Brooklyn, 2 years
- Ministry Fair Presenter - workshops on addressing resolutions, Exploring Your Spiritual Journey, “Book Club” discussion of The New Jim Crow by Michelle Alexander, and introducing Total Ministry

Service in Community:

- Mentor, Buddy Reading Program, Jonesville Elementary Schools, 2018 - 2019
- Non-medical volunteer, St Peter’s Free Clinic, Hillsdale, 2002 - present
- Organizer and volunteer, St Peter’s Free Community Suppers, 10 years
- Member, Board of Directors, Domestic Harmony Women’s Shelter, Hillsdale, 5 years

What gifts, talents, skills and experience would you bring to this office?

I bring enthusiasm and engagement in my desire to serve you again as your representative to Provincial Synod. Having served on Diocesan Council as chair of the Resolution Review Committee and having been a deputy from this diocese to General Convention in 2015 and 2018, I can offer valuable experience working with the legislative issues and concerns of The Episcopal Church. Writing for the weekly Nuts and Bolts Blog, as an outgrowth of my work on the Resolution Review Committee, has provided the opportunity to share in the work of the Province as well as our Diocese.

During your term of office, what do you think should be your primary focus?

When I began my work with Diocesan Council, I had no idea that I would fall in love with the legislative work of the Church. The work of Provincial Synod arises from our brothers and sisters in Christ who are passionate about living out the promises we make in our Baptismal Covenant. I feel very strongly about the need to come alongside and help the efforts and concerns of all in our Synod and make sure that they receive appropriate participation from us in the Episcopal Diocese of Michigan.

The **Disciplinary Board** has replaced the Ecclesiastical Court and the Diocesan Review Committee under the provisions of the new Title IV Canons of The Episcopal Church which became effective July 1, 2011. Pursuant to Canon 6.1 of the Canons of the Diocese of Michigan, provision has been made for the Diocese of Michigan and the Diocese of Western Michigan to cooperate in the disciplinary process of any matter in either diocese, through the creation of a common Disciplinary Board. The Board is to consist of nine persons, five of whom are members of the Clergy and four of whom are Laity. Each of the Dioceses listed in Canon 6.1 will elect two clergy and two lay members of the Disciplinary Board. In addition, each Diocese will alternate electing one additional clergy member. No Standing Committee member of either Diocese may serve on the Disciplinary Board. The method of selection will be as determined by each Diocese. In the Diocese of Michigan, the initial members will be appointed by the Bishop, with the advice and consent of the Standing Committee. Thereafter, new members to replace those whose terms will expire at the end of the year will be elected by the Annual Convention, which began with the 2011 Annual Convention. Members may serve no more than two successive terms. At the 186th Annual Convention, two members, one clergy and one layperson, are to be elected. **The term of office is 2 years.** The Disciplinary Board must meet within 60 days of the beginning (January 1) of each term and then as a disciplinary process requires. *See section IV of the Canons – Ecclesiastical Discipline.*

DISCIPLINARY BOARD LAY CANDIDATE

Ms. Carol Bennett
St. Andrew's, Ann Arbor



Present Service: (Congregation, Deanery, Diocese - Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.)

I have participated in St. Andrew's White Fragility program and have made a presentation to the White Fragility group entitled, "The things that White People Say to and about Black People" I am also a lay preacher at St. Andrews as well as a server. In addition, I am a member of the Advisory committee for Whittaker and at the present time I am helping to plan the prayer services for the diocesan convention for 2020 as well as one of the representatives from St. Andrews.

Previous Service: (Congregation, Deanery, Diocese)

I was a member of St. Clare where I was a verger, a member of the social committee, sang in the choir and worked at the Back Door Food Pantry. I also preached at St. Clare's. I was also a verger at the bishop's consecration.

Service in Community:

I have been a volunteer Emergency Medical Technician and a teacher for 25 years as well as a clinical social worker

What gifts, talents, skills and experience would you bring to this office?

I was a union representative at The Guidance Center where I worked as a psychiatric social worker, (therapist). I have had to use my skills as a clinical social worker to investigate, complaints against co-workers. I also have taken a union training that taught me how to follow investigative rules and techniques. I feel that my training as a clinical social worker and therapist will help me in getting to the truth of complaints and situations.

Ms. Carol Bennett (Continued)

During your term of office, what do you think should be your primary focus?

In my opinion the primary focus should be finding the truth in whatever accusation or complaints that may be made and not bend to any pressure that may be placed on committee members.

DISCIPLINARY BOARD
LAY CANDIDATE

Ms. Margaret "Peg" Ross
St. Clare of Assisi, Ann Arbor



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)
Participate in our weekly "virtual" worship services. Took racism training as a Vestry Member in 1999-2000.

Previous Service: (Congregation, Deanery, Diocese)

I have served on the Vestry of St. Clare of Assisi and have been a member of many different commissions and committees of the parish. I sang in our choir for many years. The St. Clare community is my extended family whom I love.

What gifts, talents, skills and experience would you bring to this office?

I am a retired public school educator. I worked for 36 ½ years. When I was working I often had to deal with personnel issues.

During your term of office, what do you think should be your primary focus?

With respect to church discipline, I believe one must hear and carefully evaluate the whole story before coming to a conclusion. As an educational leader, I believe I made a big positive experience in several lives.

**DISCIPLINARY BOARD
LAY CANDIDATE**

Mr. Tom Stotz
Grace, Mt. Clemens



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

I am currently a vestry member and clerk to our Grace church vestry. Also, I helped organize and fully participate in our Blessings in a Backpack program which, absent a quarantine, packs and serves approximately 18,000 to 20,000 meals per year. Also, I am a founding member of and continue to serve as a board member of Hearts4Homes, which is a non-profit engaged in finding permanent housing for families with children. I have had no formal anti-racism training; however, in my 40 year legal career, I have represented Plaintiffs in racial discrimination lawsuits in various courts in southeastern Michigan as well as criminal defendants who would not be there were it not for the effects of long-term systemic racism.

Previous Service: (Congregation, Deanery, Diocese)

I have previously served multiple terms on the vestry of St. Columba and Grace and have served as senior and junior warden at each on multiple occasions. I have previously served on this disciplinary committee when Bishop Wood was in office. Additionally, I served on the Emrich Area Council (before there were Deaneries).

Service in Community:

I chaired the pro bono committee of the Macomb Bar Association as well as being a member of the Access to Justice Committee of the State Bar of Michigan. I have also been a board member of Lakeshore Legal Aid and am currently vice-president of the board. In the past, I have also served as president.

Other Qualifications for this office:

I have spent my entire professional career evaluating evidence, resolving conflicts, and making reasoned judgments when presented with conflicting factual accounts.

What gifts, talents, skills and experience would you bring to this office?

I was married to the love of my life for 40 years. Together we raised 2 children who have become responsible adults with children of their own. This is the greatest evidence of my gifts, talents, and skills.

During your term of office, what do you think should be your primary focus?

I would endeavor to fairly interpret the applicable rules and apply them to the facts as I see them in a constructive and compassionate manner

The **Standing Committee** serves as a council of advice to the Bishop; it examines persons in progress for ordination, and must consent to ordination; and it approves all property transfers and encumbrances of Diocesan property, including parish property. The Standing Committee consists of 8 members, 4 members of the clergy *entitled to vote at convention* and 4 laypersons who are *confirmed adult communicants in good standing* of a congregation entitled to vote at convention. Its responsibilities are determined principally by the Canons of General Convention. Two members, one member of the clergy and one layperson, are elected at each Annual Convention. The term of office is 4 years. The Committee meets monthly except July and August, at the Episcopal Church Center.

**STANDING COMMITTEE
LAY CANDIDATE**

Mr. George Swan, III
Cathedral Church of St. Paul, Detroit



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

I currently serve as a Trustee of the Diocese, as the Junior Warden of the Cathedral Church of St. Paul in Detroit and member of the Cathedral Church's Veterans Day Committee. Relative to Canon I.8.5, I have completed level II of the Safe Church Training. In both my vocational and volunteer work, I have had the benefit of designing training and participating in diversity and anti-racism efforts. In my work as the chair of the Child Welfare League of America Cultural Competence Task Force, we developed the standards, training and assessments for cultural competency and diversity used by member agencies in the United States and Canada particularly pertinent given the disproportionate representation of children of color in the child welfare system. In my former capacity as a senior administrator in an institution of higher education, we trained faculty and staff promoting diversity and anti-racism as critical factors in ensuring a fair and equitable institutional climate (and to meet the expectations of regional accreditation standards).

Previous Service: (Congregation, Deanery, Diocese)

I most recently served as the vice-chair for the Bishops Transition Committee and have served as the President of the Standing Committee. Prior to a full term on the Standing Committee, I served for five years as a member of the Commission on Ministry. Before becoming a member of the Cathedral Church of St. Paul, I served as a Worship Leader, Treasurer, Choir Member and on the Vestry at All Saint's Church of Detroit. Prior to joining the Episcopal Church, I served on the Diaconate, Mission, Education and Social Action Committee, as Youth Director and Assistant Moderator (Jr. Warden) at Mayflower Congregational U.C.C. over a number of years.

Service in Community:

I currently serve as the Board Chair of ARISE Detroit (a community based non-profit), a board member (and past chairperson) of Detroit Future City, a delegate to the Southeast Michigan Council of Governments/Metropolitan Affairs Coalition's Transportation Coordinating Council and the Economic Development Task Force. I am a former board member in organizations such as the Detroit Employment Solutions Corporation, Detroit Workforce Development Board, Local Finance Development Agency, Detroit Literacy Coalition, member of the Detroit Promise Scholarship Advisory Council, and

Mr. George Swan, III (Continued)

SEMCOG Education Bloc Caucus. I currently serve as a peer reviewer for the Higher Learning Commission supporting postsecondary institutions across a 19 state region and for the U.S. Department of Education. I continue to advise and work with a number of community-based initiatives and non-profit organizations in serving youth and inter-generational groups.

Other Qualifications for this office:

I have served as the chief volunteer officer for national and local organizations, president of a local college campus, presenter at national, state and regional conferences, and senior administrator for a multi-campus system. With a terminal degree in higher education administration and organizational studies, I am familiar with the management of complex systems. As an evaluator of institutions within a 19 state region, I understand the importance of collaboration, transparency and accountability in promoting continuous improvement within organizations.

What gifts, talents, skills and experience would you bring to this office?

I have a compassion for serving others. With the experience of having traveled across the Diocese working with individuals and parishes through the community discernment process in my time as a member of the Commission on Ministry, the Transition Committee and the Guiding Coalition, I bring a perspective of the value of each person working to help transform lives through Christ offers in strengthening the faith and mission of EDOMI. As a member of the Standing Committee, I will work to assist and offer advice to the Bishop that strengthens those who pursue vocations in the ministry, and support the work necessary to build a strong foundation for Diocesan development.

During your term of office, what do you think should be your primary focus?

While we are all discerning how to serve God and the people, we live in a challenging and transformative moment for the church and the world. I hope to encourage the work of those in ordained and lay ministries, congregations seeking the advice and counsel of the Standing Committee in strengthening the “foundations of their work,” and support the important role that the Standing Committee serves within the Diocese and throughout the larger church.

STANDING COMMITTEE
LAY CANDIDATE

Ms. Sandra Zull
Trinity in the Woods, Farmington Hills



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)
Trinity Vestry; Weekly Bible Study facilitator; recently served as a member of the Diocesan Transition Team during the search for our new Bishop

My Anti-Racism training has come through a life of engagement in urban organizations including public school teaching. I have done formal training both as a graduate student and with many educational justice communities in the city of Detroit. I live in the city and engage it deeply. Sensitivity to diversity was integral to my two years as a CPE resident at Penn State Hershey Hospital and medical college.

Previous Service: (Congregation, Deanery, Diocese)

As a priest's wife I was engaged in many forms of ministry but never served in any official capacity administratively.

Service in Community:

In other places where we lived I was actively engaged in multiple community organizations at leadership levels. Here in Detroit I have been engaged with 482Forward, Present in Brightmoor and was a member of the Coalition for the Future of Detroit's School Children researching school culture, common enrollment, and special education. I also served on the boards of a charter school and St. Christine Christian serves food bank and soup kitchen located in Brightmoor.

Other Qualifications for this office:

Organizational Skills, Listening skills, years of experience in organizational leadership.

What gifts, talents, skills and experience would you bring to this office?

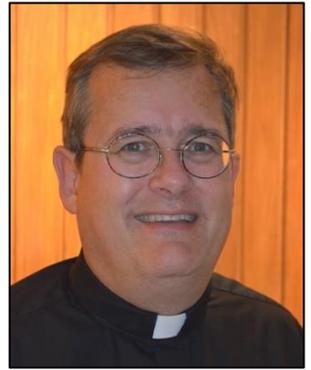
I am articulate, passionate, curious, hardworking and loyal. I have addressed my experience above. I love the Episcopal Church and am committed to our work of evangelization in these troubled times through the parishes and programs of the EDOMI.

During your term of office, what do you think should be your primary focus?

My focus will listening to Bishop Bonnie and other committee members, attending carefully to matters placed before the committee with prayerful and thoughtful collaboration in the decision making process.

STANDING COMMITTEE
CLERGY CANDIDATE

The Rev. Bob Alltop
Nativity, Bloomfield Township



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

I am excited to be serving as Priest-in-Charge at Nativity Episcopal Church in Bloomfield Township, where I have been since May 2019. I also am the current chair of the Committee on Constitutions and Canons for the Diocese. I completed the Diocese's day-long diversity training in March 2017. Subsequently, I have participated in regular diversity trainings in my secular employment at KPMG as well participated in recent book studies on antiracism in church settings.

Previous Service: (Congregation, Deanery, Diocese)

I was blessed to serve as Canon Vicar at Cathedral Church of St. Paul from 2012 to 2019. Before leaving the Cathedral for Nativity, I was privileged to work as the Dean of the Detroit Deanery from late 2014 until May 2019. Another great experience was five years on the Commission on Ministry; and most recently, was I honored to serve as chaplain to the Transition Committee.

Service in Community:

I currently serve as the facilitator for the Detroit local network of the Christian Community Development Association, which connects those actively working in their communities to build ministries that empower local residents. I am currently on the Board of the new South Oakland Pride nonprofit, which was created to provide greater support to the LGBTQ community along the I696 corridor. I also support and participate as an ally to the LGBTQ resources group at KPMG LLP, which fosters a commitment to every employing being able to bring their whole selves to their work environment.

Other Qualifications for this office:

Along with experiences in large and small parish settings, I have benefited from multiple diocesan roles that have provided the opportunity to get to know a number of our parishes. I also bring 25 years of consulting experience as an economist, which provides an additional financial and organizational perspective to that of being a priest.

What gifts, talents, skills and experience would you bring to this office?

The experience of serving on the Commission on Ministry and as Dean of the Detroit Deanery has helped me gain a deeper understanding of the amazing gifts and ministries within our diocese. I believe my experience in multiple parishes, a commitment to diversity and inclusion, and skills around people and project management developed as a consultant will enable me to contribute to the work of the Standing Committee.

During your term of office, what do you think should be your primary focus?

I believe we are in challenging and promising time of change within the church. With a heightened energy around reform in society, evolving demographics in our parishes, and the financial challenges many of our churches face; I hope to focus on how we can more comprehensively engage in the communities around us. I do believe that there is a deep hunger for what the Good News brings. I recognize that the church will look very different in five and ten years than it does today, so I am eager to focus on what that new vision of our diocese can be.

STANDING COMMITTEE
CLERGY CANDIDATE

The Rev. Daniel Lawson
St. Paul's, Romeo



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

I serve as Rector of St. Paul's Episcopal Church in Romeo and am the Assistant Custodian of the Diocesan Resource Room. I serve and have served on the Committee on Reference, in planning various diocesan liturgical events, and in the Diocesan Choir for special events. My first anti-racism training was in the 1990s, and I am committed to staying current on resisting the sin of racism. I have attended the anti-Racism training events held the Friday mornings before recent diocesan conventions.

Previous Service: (Congregation, Deanery, Diocese)

I previously served as Priest-in-Charge of St. Paul's in Romeo, deacon at St. Mary-in-the-Hills, Lake Orion, and as lay worship leader, lector, intercessor, Eucharistic minister, vestry member, choir member, and preacher at Nativity Episcopal Church, Bloomfield Township, and Grace Church, Madison NJ.

Service in Community:

I teach economics at Oakland Community College and have been involved in Romeo Area network for Diversity and Inclusion, the Romeo Community Assisting Residents needing Emergency Shelter (Romeo CARES), the PTA at Meadow Brook Elementary School and GRAIN - Greater Rochester Area Inclusion Network. I moderate a Facebook discussion groups about sharing resources in this diocese and about proposals for revising the Book of Common Prayer.

Other Qualifications for this office:

As the rector of a small parish, as one who went through the ordination process fairly recently, as a bivocational clergy person, as a teacher, and as an economist, I believe that God has given me a unique set of gifts that I can offer in the service of the deliberations of the Standing Committee.

What gifts, talents, skills and experience would you bring to this office?

I am faithful in prayer and diligent in study. I read proposals with an eye for both the big picture and an attention to detail, and am keenly aware of how the second can sabotage the first without due care. I can look at issues from both an economic and a theological perspective.

During your term of office, what do you think should be your primary focus?

Helping ensure a continuing smooth transition to the exciting directions we will go under the new Episcopal leadership of this diocese so that we can continue to grow in proclaiming the Good News of the Reign of God throughout that portion of the State of Michigan lying within the counties of Hillsdale, Lenawee, Monroe, Jackson, Washtenaw, Wayne, Ingham, Livingston, Oakland (except for Holly Township), and Macomb, and that portion of Clinton County south of Price Road.

The **Trustees of the Diocese** receive transfers of property to the Diocese for express purposes, and may receive funds from recognized congregations and other funds of the Diocese for investment purposes, invest such funds as directed or in their discretion as trustees they may determine; and to collect and receive all income from the funds, and pay out the net income for the purposes of the Diocese as established by Diocesan Council in the case of diocesan funds or pursuant and subject to the terms of the trust or trusts or other direction under which property or money has been received by it. The Trustees consist of the Bishop and 16 other members, 4 clergy *entitled to vote at convention* and 12 laypersons who are *communicants in good standing* of a congregation admitted as a Voting Congregation. 5 members, one member of the clergy and 4 laypersons, are elected at each Annual Convention. The term of office is 3 years. The Trustees meet quarterly at the Episcopal Church Center.

TRUSTEE OF THE DIOCESE LAY CANDIDATE

Ms. Kay Bell
Christ Church Cranbrook, Bloomfield Hills



Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)

- Christ Church Cranbrook: Lay Eucharist Minister
- Completed Diocesan Anti-racism training course and received significant anti-racism training during my tenure on the staff of Focus: HOPE

Previous Service: (Congregation, Deanery, Diocese)

- All Saints' Church, Pontiac: Parish Treasurer (12 years), Vestry, chairman of Finance Committee, Chairman Stewardship Ministry, Chairman of Bylaws Committee, Member of managing committee of Rummage Sales and Resale Shop.
- Christ Church Cranbrook: Parish Treasurer, Vestry, Chairman of Finance Committee, member of Investment Committee, Representative to Consortium of Endowed Parishes, Staff Financial Manager.
- Diocese of Michigan: Trustee of the Diocese (2 terms), Chairman of Committee on Social Responsibility in Investing, member of Investment Committee, member of Publicity Committee.
- Diocesan Commission for Economic Justice and Community Investment: Vice-Chairman, Treasurer, Chairman of Development Committee, member of Investment Committee.

Service in Community:

- Furniture Bank of Southeastern Michigan, Pontiac: Treasurer and member of Board of Directors.
- American Youth Foundation, Center Tuftonboro, NH: Member of Board of Directors, Treasurer, Member of Finance, Investment, Strategic Planning, and Property Committees.
- Focus: HOPE, Detroit: Staff Controller.

Other Qualifications for this office:

Degree in Accounting and passage of the CPA exam. Numerous short courses and conferences in non-profit and congregational financial management.

In what ways do you feel the investment policies of the Trustees should reflect the goals of the Diocese?

The role of the Trustee is that of Steward of the resources of the Diocese. The investment policies must be a direct reflection of the goals of the Diocese and its parishes, which should reflect the mission of the Church as the body of Christ. Socially responsible investing is an important part of the voice of the Church. A trustee of long-term investments and endowments must optimize those resources for both current needs and the future needs of the investors.

What would influence you most in making decisions about the investment and distribution of funds from diocesan trusts?

Decisions about investment and distribution must be evaluated against these questions:

- Are our decisions consistent with our mission as the Church, the goals of the Diocese and the investing parishes, and any restrictions on endowments?
- Are our decisions made at “an arm’s length” and in keeping with the Prudent Man Rule?
- Are we optimizing the resources available for that mission through sound investment?
- Are we preserving the purchasing power of those resources for the future of that mission?

TRUSTEE OF THE DIOCESE
LAY CANDIDATE



Ms. Kathleen Groschner
St. Michael's, Grosse Pointe Woods

Present Service: (Congregation, Deanery, Diocese - *Pursuant to Canon 1.2.2.5, you must include a brief summary of your Anti-Racism education and training.*)
Congregation

- Serve on our Finance and Outreach Committees.
- ECW Board Education Chair, I lead monthly study groups for each of our two ECW Guilds.
- Serve as a Lay Eucharistic Minister, Lay Worship Leader, Lay Eucharistic Visitor.

Diocese

- Safe Church trainer through Whitaker Institute delivering both Track 2 and Track 3 training.
- Anti-Racism education and training
- During the first 15 years of my social work career, I was focused on child welfare, particularly child abuse and neglect. In that capacity I received both practical experience and formal training on the impact of racist beliefs, policies and practices on children. During the second half of my career which was in the private sector, training on Learning Organizations through MIT and Harvard programs prepared me for helping leaders recognize and address their own mental models and assumptions which prevented them from treating all employees with respect and equal opportunities for growth.
- Participating in the four Race Matters discussions offered through the Diocese beginning September 2020.

Previous Service: (Congregation, Deanery, Diocese)

- In January of 2020, I completed two consecutive terms as Senior Warden.
- Past deanery representative of our congregation.

Service in Community:

My service to the community is primarily through participation in our congregation's outreach projects. These include soup kitchens, Crossroads, partnering with local elementary schools to provide learning materials, Mariners Inn, and "as needed" projects such as support for Midland flood victims.

Other Qualifications for this office:

I will bring to the office of Trustee what I have learned over the years (sometimes the hard way!) are prerequisites to making good group decisions...being prepared, listening and engaging in meaningful dialogue with others. I also have experience with managing parish finances as well as large corporate budgets.

In what ways do you feel the investment policies of the Trustees should reflect the goals of the Diocese?

I believe that Diocesan goals provide guidance to the ways in which our resources can be used to actualize our faith. Consequently, investment policies of the Trustees should be in alignment with Diocesan goals.

Ms. Kathleen Groschner (Continued)

What would influence you most in making decisions about the investment and distribution of funds from diocesan trusts?

I would be most influenced by understanding how the proposed investment or distribution of funds fulfill the terms and/or directions established by the donor, align with Diocesan goal(s), and is based on a solid plan that is well documented and includes expected outcomes.

