



***COURAGE***

*Fierce Faith, Fierce Hope, Fierce Love*

***The 191st Annual  
Diocesan Convention of the  
Episcopal Diocese of Michigan***

**The Constitution and Canons  
Reports to the 191st Annual Convention  
October 24-25, 2025  
Novi, Michigan**



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All reports are available in large print.  
Please contact Susan Mason for more information.

313-833-4422

[smason@edomi.org](mailto:smason@edomi.org)

# Section I

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## The Constitution and Canons of The Protestant Episcopal Church for the Diocese of Michigan

Including all amendments made at the  
2024 Annual Convention



# The Constitution and Canons of the Episcopal Diocese of Michigan

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*Canons as amended at the 190th Convention  
October 2024*

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THE CONSTITUTION  
OF THE  
DIOCESE OF MICHIGAN  
*As Amended through the 176<sup>th</sup> Diocesan Convention*

**ARTICLE I**  
**Name and Boundaries**

The Church in 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, is and shall be known as the Diocese of Michigan of The Episcopal Church (which is referred to as “this Diocese”).

**ARTICLE II**  
**Relation to The Episcopal Church**

The Church in this Diocese accedes to the Constitution and Canons for the Government of The Episcopal Church, and recognizes the authority of its General Convention.

**ARTICLE III**  
**Ecclesiastical Authority**

The Ecclesiastical Authority of this Diocese is the Bishop. The Bishop may temporarily place the Bishop Coadjutor in charge of this Diocese as the Ecclesiastical Authority in case of the Bishop's temporary absence or disability. If there is no Bishop Coadjutor, or in case of the Bishop Coadjutor's absence or disability, the Bishop may temporarily place a Bishop Suffragan in this Diocese in charge of this Diocese. If there is no Bishop qualified and able to act, or in case of a vacancy in the Episcopate, the Ecclesiastical Authority of this Diocese shall be the Standing Committee. Whenever this Constitution or the Canons of this Diocese provide for action by the Bishop, such action, except where otherwise specifically provided, shall be taken by the Ecclesiastical Authority.

**ARTICLE IV**  
**Conventions**

**Annual Convention.**

There shall be a Convention of this Diocese in each year (the “Annual Convention”), held at such time and place within this Diocese as shall have been determined by the

preceding Annual Convention. If the preceding Annual Convention has not made such a determination, or if the Ecclesiastical Authority, acting with the advice and consent of the Diocesan Council, determines that there is sufficient cause to change the time or place determined by the preceding Annual Convention, the Annual Convention shall be held at the time and place determined by the Ecclesiastical Authority.

### **Special Convention.**

- (a) The Ecclesiastical Authority may call a special Convention at such place within this Diocese and time, and for such purpose, as is provided in written notice given as provided by Canon not less than 30 days prior to such Convention. The business of a special Convention shall be limited to those matters set forth in the notice of that Convention.
- (b) A special Convention shall be called by the Ecclesiastical Authority if the call for a special Convention is made by written petition to the Ecclesiastical Authority, with a copy to the Standing Committee, to convene a special Convention signed by (i) not less than fifteen (15) members of the clergy canonically and actually resident in this Diocese of not less than ten (10) different congregations, and (ii) the governing bodies of not less than ten (10) different congregations, respectively, unless the Standing Committee determines by majority vote that the subject of the petition is not canonically permitted to come before Convention. In the case of a call for special Convention by petition, the Ecclesiastical Authority shall convene a special Convention of the Diocese not less than thirty (30) nor more than ninety (90) days after presentation of such petition, and the business at such special Convention shall be limited to the matters set forth in the petition.

### **Members of Convention.**

- (a) The members ("Members") of Convention with voice and vote shall be (i) the Bishop, (ii) all other bishops, and other members of the clergy canonically and actually resident within the Diocese, (iii) any cleric of a church with whom The Episcopal Church is in Full Communion and who is serving a call in a congregation of this Diocese, and (iv) three lay delegates from each congregation in union with Convention, and (v) one youth delegate (attending grades 9 – 12) from each deanery. The Canons shall provide for method of admitting congregations into union with Convention of this Diocese and for election of lay delegates and youth delegates. The lay delegates and youth delegates serving as Members at the most recently adjourned Annual Convention shall serve as delegates to any special Convention convened prior to an Annual Convention unless replaced by action of the governing body of the congregation which the lay delegates serve, or the deanery which the youth delegate represents.

(b) Other persons present as officers of the Convention and as heads of committees, boards and commissions required to report to the Convention, and all lay presiding officers of intra-Diocesan organizations established by Canon, shall be Members of the Convention with voice but without vote.

#### **Officers of Convention.**

- (a) The Bishop shall be President of Convention. In the Bishop's absence, or by the Bishop's designation, the Bishop Coadjutor, a Suffragan Bishop of this Diocese, or President of the Standing Committee, in that order, shall serve as President of Convention.
- (b) A Secretary shall be elected at each Annual Convention, and shall remain in office until the next Annual Convention and until a successor is elected. Duties of the Secretary shall be as prescribed by Convention and by Canon.
- (c) Other officers may be appointed or elected as prescribed by Canon.

#### **Voting.**

- (a) All Members shall deliberate and vote as a single body except where provision is made for voting by orders. On all matters except those provided for by this Constitution, by Canon or by the rules of Convention duly adopted requiring a greater vote, a majority vote of those present and voting shall be required to adopt the question being voted upon. The Canons may provide for the denial of voice and vote by Members for causes specified.
- (b) The Members shall vote by orders, clergy and lay, when five (5) Members with voice and vote either (i) to approve a motion to vote by orders made at the time of call for a vote on the question or (ii) have petitioned the President of the Convention in writing for a vote by orders in advance of the introduction of the motion upon which a vote by orders is petitioned. When a vote by orders is taken, unless otherwise required by this Constitution, by Canon or by rule of Convention duly adopted requiring a greater vote, a majority of each order shall be required to adopt the question being voted upon.
- (c) In the election of a Bishop, Bishop Coadjutor, or Bishop Suffragan, the two orders shall always vote separately.

### **ARTICLE V**

#### **Amendments to the Constitution**

This Constitution may be amended in the manner provided for in this Article.

An amendment may be proposed by the Committee on Constitution and Canons (for purpose of this Article, the "Committee") or by written petition of not less than ten (10)

communicants in this Diocese. A proposed amendment shall be submitted in writing to the Committee not less than 120 days before the Convention at which it is to be considered. The Committee shall make a written report concerning a proposed amendment and file the report with the Secretary of Convention not less than 60 days before the date of the Convention. The Secretary shall cause the report of the Committee and proposed amendment to be mailed to the clergy and lay delegates to the Convention not less than 30 days prior to the date of said Convention. The Committee shall report the proposed amendment to the Convention with or without recommendation.

When a proposed amendment is first before a Convention for consideration, amendments thereto may be made by a majority vote before final action thereon. If the proposed amendment, including amendments thereto, if any, made during the debate, is approved and adopted by a two-thirds vote of the Members present ("initial approval"), it shall lie over to the Annual Convention that occurs next after the initial approval (the "next Annual Convention") for final approval and adoption.

When a proposed amendment is before the next Annual Convention for final approval, its reading shall be the first order of business after the declaration by the President that the Convention is organized and ready to do business. At the next Annual Convention, the proposed amendment may be further amended by a two-thirds vote of the Members present, and if so amended, the proposed amendment as so amended shall lie over to the next succeeding Annual Convention (the "succeeding Annual Convention") for final approval and adoption. At any succeeding Annual Convention, further amendments may be made in the manner above provided, and the proposed amendment shall lie over until each succeeding Annual Convention until adopted or defeated.

Amendment to this Constitution must be approved by a vote of two-thirds of the Members present at the Convention when the proposed amendment is properly before the Convention. When the proposed amendment is approved and adopted without further amendment at an Annual Convention at which it is properly before the Convention, it shall become final and effective as of the close of business of the Annual Convention.

## THE CANONS OF THE DIOCESE OF MICHIGAN

*As amended through the 185<sup>th</sup> Convention of the Diocese of Michigan – October 2019*

The Canons of the Protestant Episcopal Diocese of Michigan incorporate the Canons of The Episcopal Church (“TEC”) as adopted and amended from time to time (sometimes referred to as the “Canons of the General Convention”). The authority of the Diocese is vested in and exercised by its Bishop, its Bishop Coadjutor, if there is one, its Convention, and its Standing Committee, acting under and in subordination to The Episcopal Church, its General Convention, Constitution, Canons and Regulations. To the extent there is any conflict between the text of the Canons of this Diocese and the Canons of the General Convention, the latter shall govern. References in the Canons of this Diocese to “the Canons of this Diocese” shall mean the Canons of this Diocese incorporating the Canons of the General Convention.

### I. CONVENTIONS

1.0 Conventions, Generally. Conventions are the formal gathering of the Church in this Diocese. The corporation known as “The Episcopal Diocese of Michigan,” incorporated under the laws of the State of Michigan, is recognized as under the authority and jurisdiction of the Convention of this Diocese, which is the originating body for legislative, electoral, and fiscal matters concerning diocesan operations.

1.1 Voice and Vote. All recognized congregations are constituent parts of this Diocese and are traditionally described as being “in union with Convention.” The right to voice and vote at Conventions is reserved to recognized congregations admitted to voting status by Convention in accordance with these Canons. A list of all recognized congregations, indicating type and contact information, shall be published at the time of each Convention, and entered in the Journal of the Convention.

1.1.1 Members of Convention. The Members of Convention of this Diocese are defined in Article IV of the Constitution.

1.1.1.1 Members of the Clergy. The Ecclesiastical Authority shall cause to be prepared prior to each Convention a list of all members of the clergy qualified under the Constitution to serve as Members of Convention with voice and vote, and identifying each by the congregation being served, if any. The list shall be published at the time of each Convention, and entered in the Journal of the Convention.

1.1.1.1.1 Attendance. All members of the clergy qualified to be Members of Convention with voice and vote shall attend all business sessions of a Convention unless excused by the President.

1.1.1.2 Lay Delegates. Each congregation that has been admitted as a Voting Congregation shall elect laypersons to serve as Members of Convention ("lay delegates"), three of whom shall be designated "delegates" and additional persons as "alternate delegates." Persons elected to serve as Members of Convention shall have the same qualifications as required for voting at the annual meeting of the congregation. Laypersons elected to serve as Members of Convention shall serve as delegates, with voice and vote, to all Conventions and to the annual caucus of the Deanery of which their congregation is a constituent held following their election until their successors are elected. In addition, lay delegates may be appointed to serve on Convention Committees or on other bodies of the Diocese, as their particular gifts, skills and interests may make desirable.

1.1.1.2.1. Method of Election. Laypersons to serve as Members of Convention shall be elected by a Voting Congregation's Governing Body or by the members of the congregation at a meeting called in accordance with these Canons.

1.1.1.2.2 Timing of Election. For the Annual Convention, laypersons to serve as Members of Convention shall be elected not less than 120 days prior to the scheduled convening of Annual Convention. The secretary of each congregation that has been admitted as a Voting Congregation shall notify the Secretary of Convention in writing of the names of persons elected and their status as delegates or alternate delegates not less than 115 days prior to the scheduled date for convening of the Annual Convention. For Special Conventions, the secretary of the congregation shall notify the Secretary of Convention in writing of the names of persons elected and their status as delegates or alternate delegates within 30 days after the call of the Special Convention.

1.1.1.2.3 Vacancies. If any layperson elected as a delegate is unable or unwilling to serve, the member of the clergy in charge of the congregation, in consultation with the wardens, or the wardens if there is no member of the clergy in charge of the congregation, shall fill the vacancy with a layperson meeting the qualifications for election, and notify the Secretary of Convention

in writing of the name of the person so appointed and the name of the person whose vacancy is filled.

1.1.1.2.4 Credentials. The Committee on Qualifications shall present to Convention a roll of all laypersons elected to serve as Members of Convention with voice and vote as prepared by the Secretary of Convention. This roll shall be presented to the Convention for approval as the Convention's second order of business, and, when approved, shall be entered in the Journal of the Convention.

1.1.1.2.5 Dispute. If the right of any layperson to serve as a Member of Convention with voice and vote is disputed, the dispute shall be presented to the Committee on Qualifications for determination, and its recommendation concerning the right of such person to voice and vote at Convention shall be binding unless disapproved by a vote of a majority of all Members of Convention whose voice and vote are not in dispute.

1.1.1.2.6 Attendance. Lay delegates shall attend all Conventions and the annual caucus of the Deanery of which their recognized congregation is a constituent held following their election until their successors are elected. In the absence of a delegate, an elected alternate delegate, as designated by the member of the clergy in charge of the congregation, or, if there is no member of the clergy in charge, as designated by the remaining delegates, shall serve.

1.1.1.3 Youth Delegates. Each Deanery shall select a youth delegate who is attending school in grades 9-12. The method of selection may be determined by each Deanery at the time of selection. Those selected shall serve as Members of Convention with voice and vote. The Dean of each Deanery shall notify the Secretary of Convention in writing of the name of the person selected as soon as possible after selection, but not less than 14 days before the start of the Convention.

## 1.1.2 Notice of Conventions.

1.1.2.1 Written Notice. The Secretary of Convention shall cause to be given written notice of the call of a Convention, within the times and in the manner required by the Constitution and by these Canons, to each member of the clergy who would be entitled to voice and vote at a Convention as provided in the Constitution and these Canons and to the secretary of each congregation that has been admitted as a Voting Congregation.

1.1.2.2 Transmittal of Information. Not less than thirty (30) days before an Annual Convention or less than fifteen (15) days before a Special Convention, the Secretary shall cause to be provided to each Member of Convention a copy of resolutions and of other matters to be acted upon at the Convention that have been submitted to the Secretary.

1.1.3 Quorum. Unless a different quorum requirement is specifically provided in these Canons, the presence of thirty (30) members of the clergy and forty-five (45) laypersons, all of whom are Members of Convention shall constitute a quorum for the transaction of business. The existence of a quorum shall be required for all business of a Convention other than a motion to adjourn.

1.1.4 Establishment and Conduct of Business of Convention. All business to come before a Convention, other than administrative matters and for the election of a Bishop, shall be in the form of a resolution with accompanying report. The rules contained in *Robert's Rules of Order Newly Revised* (the then-current edition, as it may be amended from time to time) shall govern the Convention in all cases to which they are applicable to the extent they are not inconsistent with these Canons and any special rules of order the Convention may adopt.

1.1.4.1 Proposal of Resolutions. Resolutions may be proposed by any Member of Convention; any Congregation (when approved by the congregation's governing body); chartered Special Ministry Initiative; Convention Committee; the Diocesan Council; any commission, committee or task force established by Diocesan Council, the Ecclesiastical Authority, or the Convention; the General Convention Deputation (when acting by majority of the deputation); the Standing Committee; Commission on Ministry or the Trustees; and shall be moved by a member of the sponsoring organization who is a Member of Convention. If no member of the sponsoring organization is a Member of Convention, the assembly may grant privilege of the floor to a member of the sponsoring organization, or, at the request of the sponsoring organization, the Secretary of Convention shall move the resolution. The sponsor of any proposed resolution, other than resolutions of Governing Bodies of the Diocese (as defined below), shall submit in writing the proposed resolution and accompanying report to the Secretary for referral to the Committee on Reference for review and recommendation, not less than sixty (60) days prior to the date scheduled for convening of an Annual Convention and not less than forty-five (45) days prior to the date scheduled for convening of a Special Convention.

1.1.4.2 Timely Submittal. A resolution that has not been submitted in a timely manner to the Secretary shall not be considered at a Convention unless the Members of Convention vote by a two-thirds majority of all Members of Convention to consider such matter. Governing Bodies of the Diocese (being the Standing Committee, the Trustees and the Diocesan Council) may present resolutions with reports on matters germane to their canonical responsibility not less than thirty (30) days prior to the date scheduled for convening of an Annual Convention and not less than five (5) days prior to the date of a Special Convention as to matters germane to such Convention.

1.1.4.2.1 Resolutions Funded by Budget. To be considered for funding in the budget to be submitted to Annual Convention, a resolution requiring substantial operating funds first shall be submitted to Diocesan Council not less than one hundred fifty (150) days prior to Annual Convention for study and determination of the funding impact on other programs. Resolutions presented to Convention must include a reasonable estimate of costs to the Diocese, over what time period, and the manner in which such costs are to be financed. The Diocesan Council shall include discussion of a resolution requiring funding in the open hearings on the budget. Following those hearings and immediately following the development of the draft budget by Diocesan Council one hundred twenty (120) days prior to Annual Convention, Diocesan Council shall forward to the Committee on Reference the results of its determination and its recommendations concerning funding. The recommendations of the Council shall be provided to the Members of Convention not less than thirty (30) days prior to Annual Convention. A resolution requiring substantial funding that is submitted less than one hundred fifty (150) days prior to Annual Convention may be considered by Diocesan Council and recommendations made to the Members of Convention if Diocesan Council so decides, or may be referred for consideration in the next budget cycle.

1.1.4.2.2 Resolutions Funded by Solicitation. A resolution authorizing solicitation of financial support by a committee or other recognized body of this Diocese from the governing bodies of recognized congregations or individual members of the congregations first shall be submitted to Diocesan Council not less than one hundred fifty (150) days prior to Annual Convention. The Diocesan Council shall include discussion of a resolution requiring funding in the open hearings on the budget. Following those hearings and immediately following the development of the draft budget by Diocesan Council one hundred twenty (120) days prior to Annual

Convention, Diocesan Council shall forward to the Committee on Reference the results of its determination and its recommendations concerning funding. The recommendation of the Council regarding such resolution shall be provided to the Members of Convention not less than thirty (30) days prior to Convention. The provisions of this Canon shall not apply to Episcopal Community Services of Michigan (ECS) which shall have continuing authorization to solicit financial support from the congregations and members of this Diocese for the benefit of those agencies identified by ECS and approved by Diocesan Council. A resolution requiring substantial funding that is submitted less than one hundred fifty (150) days prior to Annual Convention may be considered by Diocesan Council and recommendations made to the Members of Convention if Diocesan Council so decides, or may be referred for consideration in the next budget cycle.

1.1.4.3     Reports of Organizations. Any organization or federation of Church members recognized by Convention within the Diocese shall have the right to make written reports and recommendations to the Convention on any aspect of the organization's work.

1.1.5        Officers of Convention. In addition to the President and Secretary of Convention as provided for in Article IV of the Constitution, there may be such other officers as Convention may deem appropriate.

1.1.5.1     Secretary of Convention. The duties of the Secretary of Convention shall be as prescribed by these Canons, and shall include the giving of notices of Convention in a timely manner, recording of the minutes of Convention and publishing of a Journal of Convention; reporting and attesting to the acts of Convention, receiving the credentials of lay delegates and preparing a roll of lay delegates, providing to General Convention and to each congregation annually a copy of the Journal of every meeting of Convention, giving notice to General Convention of the election of Deputies to General Convention, providing notices received from the Secretary of the House of Deputies of the General Convention for submittal to Diocesan Conventions; and preserving the records of Convention and the Constitution and Canons of the Diocese; and such other duties as are provided for in these Canons or by action of Convention. Expenses incurred by the Secretary in performing official duties shall be paid as a diocesan expense.

1.1.5.2 Parliamentarian. A person to serve as Parliamentarian shall be appointed by the President of Convention, with approval by a vote of a majority of the Members of Convention present and voting, to consult with and advise the President, and, upon request, other members of Convention, regarding parliamentary procedure.

1.1.6 Voting at Conventions. Voting at Conventions is provided for in the Constitution and in addition by these Canons. Members of Convention must be physically present to vote.

1.2 Annual Conventions. The purpose of Annual Convention is to provide annually a forum for consideration of all matters of business that under the Constitution and Canons of this Diocese are to be brought to a Convention of the Diocese, including, but not limited to, the adoption of the annual diocesan budget, the election of persons to serve as officers of the Diocese provided for in these Canons, the adoption and amendment of Canons and the Constitution and consideration of resolutions.

1.2.1 Time and Place, Notice. The time and place of the Annual Convention shall be established as provided in Article IV of the Constitution. Written notice thereof shall be given to all members of the clergy canonically resident in this Diocese and to the secretary of all recognized congregations in this Diocese by the Secretary of Convention at least one hundred eighty (180) days prior to the opening of Annual Convention.

1.2.2 Nomination Process.

1.2.2.1 Committee on Nominations. At least one hundred eighty (180) days prior to each Annual Convention, the Ecclesiastical Authority shall, with the concurrence of the Diocesan Council, appoint a Committee on Nominations consisting of both laypersons and members of the clergy. No person may serve on more than three (3) consecutive Committees on Nominations and Elections. Membership of this Committee shall be broadly representative of this Diocese.

At least one hundred twenty (120) days prior to the Annual Convention, this Committee shall request, in writing, each recognized congregation admitted to voting status to suggest to this Committee persons willing to be nominees for the offices listed in Canon 1.2.2.2. Descriptions of responsibilities of and qualifications to serve in each office shall be provided with the written request. All nominees shall be adult communicants in good standing of a recognized congregation of this Diocese.

1.2.2.2 Nominations. The Committee on Nominations shall nominate no fewer than one greater than, and no more than twice the number of persons to be elected to the following offices:

Members of the Standing Committee

Members of the Disciplinary Board

Deputies to the General Convention

Delegates to the Provincial Synod

Members of the Cathedral Chapter to be elected by Convention

Members of the Commission on Ministry

and from a list provided by the Ecclesiastical Authority of no fewer than one greater than, and no more than twice the number to be elected:

Trustees of the Diocese

If requested by the Ecclesiastical Authority, the Committee on Nominations shall serve as a committee of advice for nominations to those diocesan offices nominated by the Ecclesiastical Authority.

1.2.2.3 Report. Not less than ninety (90) days prior to the Annual Convention, the Committee on Nominations shall provide to each of the Members of the Annual Convention whose names have been provided to the Secretary of Convention a written report of the Committee's nominations, together with information and forms regarding nominations by petition.

1.2.2.4 Additional Nominations. Additional nominations to the offices listed in Canon 1.2.2.2 above may be made only by written petition signed by no fewer than fifteen (15) members of the clergy entitled to vote at Convention and laypersons who are adult communicants of recognized congregations within this Diocese. A nominating petition must be provided to the Secretary of Convention not less than forty-five (45) days prior to the Convention. The Secretary shall determine the validity of a nominating petition; and shall refer all valid petitions to the Committee on Nominations for inclusion in the report to be provided under these Canons.

1.2.2.5 Notice of Nominations. Not less than twenty-one (21) but not more than thirty (30) days prior to Annual Convention, the Committee on Nominations shall prepare and distribute to the Members of Convention a written report containing the following information concerning each nominee:

- (a) The name of the nominee;
- (b) If provided by the nominee, a brief biographical description of the nominee, not to exceed 100 words in length;

- (c) If provided by the nominee, a brief summary of the nominee's anti-racism education and training.

No nominee's name shall be placed on the ballot unless the nominee shall have indicated his or her consent to the nomination.

1.2.3 Elections. Elections to the offices indicated in Canon 1.2.2.2 shall be by written ballot, unless consent to dispense with this requirement is given by unanimous vote of the Members of Convention present and voting. Election to all offices shall be by majority vote of the Members of Convention present and voting, unless otherwise specified by these Canons. If any positions remain to be filled following the first ballot, the number of nominees shall be reduced to twice the number remaining to be elected and a second ballot (and successive ballots, as necessary) shall be taken, the procedure for which shall be determined by the Secretary. The Secretary of Convention shall notify in writing all persons nominated for election to office of the results of the election not more than ten (10) days following adjournment of Convention.

1.2.3.1 Elections Commission. At least 45 days prior to the Diocesan Convention, the Bishop shall appoint an Elections Commission. The Elections Commission shall be responsible for the process for election and the tabulation and reporting of the results of elections. The Elections Commission shall consist of one member of the clergy and three laypersons. The parliamentarian will serve as an ex-officio, non-voting member of the Elections Commission. After the ballots have been counted and persons elected to all offices, the Elections Commission shall prepare a written certificate to be signed by a majority of the Committee, indicating the number of ballots cast, the number disqualified, and the results of the election. The names of the persons elected to each office/committee shall be announced to the Convention, and entered in the minutes of the Convention.

1.2.4 Nominations and Appointments by Ecclesiastical Authority.

1.2.4.1 Secretary. At each Annual Convention, the Ecclesiastical Authority shall nominate the Secretary of Convention, and may nominate one or more Assistant Secretaries, each of whom shall be adult communicants in good standing of a congregation that has been admitted as a Voting Congregation, and each of whom shall take office ninety (90) days after adjournment of the Annual Convention at which nominated, upon approval by a vote of a majority of the Members voting at Annual Convention. The Secretary and each Assistant Secretary may, but need not be, a Member of Convention. If the office of secretary becomes vacant between Annual Conventions, the Ecclesiastical

Authority may appoint an Assistant Secretary to act as Secretary until the next Annual Convention.

1.2.4.2 Convention Committees. Within ninety (90) days after the close of each Annual Convention, the Ecclesiastical Authority shall appoint, from among members of the clergy and laypersons eligible to serve as Members of Convention, members of the Committees identified in this Canon who shall serve for the next Annual Convention and for Special Conventions occurring before the next Annual Convention, or until their successors shall be appointed. Persons appointed to the Committee on Constitution and Canons shall serve for not more than five (5) consecutive terms of one (1) year. Persons appointed to other committees of Convention shall serve for not more than three (3) consecutive terms of one (1) year. The Ecclesiastical Authority shall fill vacancies in membership of the Convention Committees.

1.2.4.2.1 Committee on Qualifications, consisting of two (2) members of the clergy and three (3) laypersons. This Committee shall review certificates of the lay delegates who are to serve as Members of Convention and make recommendation for their acceptance. Irregular or defective certificates, and certificates and documents referring to contested seats shall be reported by this Committee to the Convention.

1.2.4.2.2 Committee on Dispatch of Business, consisting of one (1) member of the clergy and two (2) laypersons. Not less than four (4) weeks prior to a Convention, this Committee shall prepare and submit to the Secretary an Order of Business, together with any proposed special rules for the conduct of the business of Convention. As occasion requires, this Committee shall suggest changes to the Order during the Convention. At least two (2) weeks prior to the Convention, the Secretary shall send a copy of the Order of Business and proposed special rules for the conduct of business to every Member of Convention.

1.2.4.2.3 Committee on Reference, consisting of six (6) persons, three (3) members of the clergy and three (3) laypersons; and the Secretary of Convention and the Chancellor of the Diocese as members *ex officio*. No more than four (4) of the persons appointed to serve shall have served on the last Committee on Reference, and no person may serve on more than three consecutive Committees on Reference, except that the person currently serving as the Chair of the Committee may serve on no more than six consecutive Committees on Reference. This Committee shall review

resolutions proposed for action at the Convention and shall provide an opportunity for discussion of them before each meeting of Convention, at which time any member of a congregation within this Diocese, any member of the clergy eligible to vote at a Convention, and other persons invited by this Committee, may speak. This Committee shall take any one or more of the following actions with regard to each proposed resolution at any time prior to or during the meeting of said Convention:

- (a) Refer any resolution with funding implications to Diocesan Council, and give notice of that referral to the proposer of the resolution.
- (b) Present the resolution to said Convention for consideration, with or without a recommendation.
- (c) In consultation with the presenter of a resolution, reword and revise the resolution as to form, style and content.
- (d) Combine any two or more resolutions dealing with the same subject matter into a single resolution. The presenters of any resolutions so combined shall be given the opportunity to participate in the combining process.
- (e) Determine the legality of a resolution under applicable law, including the Constitution and Canons of this Diocese, and advise the presenter of its findings. A resolution that is contrary to any applicable law shall not be considered by the Members of Convention for adoption unless the purpose of the resolution is to seek change in the law.

A motion to overrule the recommendation of this Committee and to bring the original resolution to the floor of Convention for consideration shall be in order, shall not be debatable, and shall require a majority vote of the Members of Convention present and voting.

This Committee shall transmit resolutions to the Members of Convention for disposition, with a report on each resolution.

1.2.4.2.4 Committee on Constitution and Canons, consisting of three (3) members of the clergy and three (3) laypersons. The Chancellor of the Diocese and the Secretary of Convention shall each serve *ex-officio*. This Committee shall consider and make recommendation to Convention concerning all proposed amendments to the Constitution or Canons.

1.2.4.2.5 Committee for Convention Planning, consisting of the President of Convention, the Secretary of Convention, and no fewer than six (6) or more than ten (10) other persons designated by the Ecclesiastical Authority, with approximately equal representation of members of the clergy and laypersons.

The Committee shall:

- (a) plan and prepare the agenda for the next Annual Convention, and any special Conventions prior thereto;
- (b) arrange the calendar for sessions of Convention; and
- (c) coordinate Convention logistics.

1.2.4.2.6 Other Committees. There shall be such other committees as may be determined by the President and approved by majority vote at Convention from time to time, with such duties as may be assigned to them.

### 1.3 Special Conventions.

1.3.1 For Purposes Other than Election of a Bishop. Special Conventions are provided for in Article IV of the Constitution, and also by applicable Canons of the Diocese.

1.3.2 For Election of a Bishop. The election of a Bishop Diocesan, a Bishop Coadjutor or Bishop Suffragan of this Diocese shall be at an Annual Convention or at a special Convention called for that purpose, following a call by the Ecclesiastical Authority for such an election. The Standing Committee, which is in charge of establishing the process for the nomination and election of a Bishop, will consult with the Episcopal Church regarding current best practices and processes for episcopal elections.

1.3.2.1 Appointment and Term of a Search and Nominating Committee. After the Ecclesiastical Authority calls for the election of a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan, with consideration given to input from the Episcopal Church on best practices and processes for episcopal elections, the Standing Committee shall create a timeline for the process of searching for, nominating, and electing a bishop. The Standing Committee shall appoint a Search and Nomination Committee (in this Canon 1.3.2, referred to as the "Committee") consisting of eight (8) to fourteen (14) persons, of equal numbers of members of the clergy and laypersons eligible to be Members of Convention, who are broadly representative of the Diocese. The Standing Committee will publish the names of the Committee members as early as is practical after the Committee is created. The President of the Standing Committee will convene the

first meeting of the Search and Nominating Committee, at which meeting the Committee will elect a presiding officer and clerk.

1.3.2.1.1 Appointment of a Transition Committee. The Standing Committee may also create a Transition Committee, consisting of eight (8) to fourteen (14) persons, of equal number of clergy and laypersons eligible to be Members of Convention, who are broadly representative of the Diocese.

1.3.2.1.2 Vacancies. The Standing Committee may at any time fill any vacancies in membership of the Search and Nomination Committee and Transition Committee, maintaining the equal number of clergy and lay members.

1.3.2.1.3 Term of the Search and Nominating Committee. The Search and Nominating Committee shall continue until the earlier of (i) close of the Convention at which the Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan shall have been elected or (ii) until the Committee shall have been discharged by action of the Convention or (iii) withdrawal of the call for election by the Ecclesiastical Authority.

1.3.2.1.4 Term of the Transition Committee. The Transition Committee shall continue until the earlier of (i) consecration and installation of the Bishop or any events the Transition Committee has organized related to these events, subsequent to their completion or (ii) withdrawal of the call for election by the Ecclesiastical Authority.

1.3.2.2 Duties and Role of the Committees. The Search and Nomination Committee shall call for, receive and may itself propose for its consideration names of persons who may lawfully be elected to the Episcopal office to be filled, and shall establish the time within which such suggested names must be filed with the Committee. If any member of the Committee is proposed for consideration as a nominee for the Episcopal office, that member shall either withdraw from consideration or resign from the Committee. The Committee shall inform itself about the persons proposed for consideration with due diligence, including background investigations sufficient to satisfy reasonable inquiry about each person's character and fitness for the office; and shall approve any person whose name it submits as nominee based on such review. Any person who is to be considered for nomination shall consent in writing to such

background investigation as the Committee shall deem appropriate as a condition for consideration.

The Transition Committee shall plan, coordinate, and carry out primary events during the transition, including the walk-about, which present the nominees to the Diocese, and the consecration and seating of the bishop-elect.

1.3.2.2.1 Budget. The Standing Committee, with the concurrence of Diocesan Council, shall establish a budget for ~~its~~ the official duties of the Search and Nomination Committee and Transition Committee, which shall be funded by the Diocese.

1.3.2.3 Nominations and Publication of Report of Nominations. After due consideration, if the Search and Nomination Committee deems at least three (3) of the persons considered to be qualified for the Episcopal office, it shall select not fewer than two (2) three (3) or more than five (5) of such persons, each of whom has consented to be nominated, as nominees for such office. The Committee shall prepare a written report to the Standing Committee, giving the names of the nominees, together with a brief biographical sketch of each. After approval of the names, the Standing Committee shall publicize the names of the nominees and describe and open the process for nominations by petition. If any nominee withdraws from consideration prior to the Convention, the Search and Nomination Committee, with approval of the Standing Committee, may substitute the name of another person previously considered by the Committee and deemed qualified and who has consented to be nominated; and such a substitution shall constitute nomination of that person.

1.3.2.4 Nominations by Petition. Following the dissemination of the names of the nominees by the Standing Committee, nominations may be made by petition, according to the process established by the Standing Committee. Such nominations must be signed by at least sixteen (16) nominators, eight (8) clergy nominators (electors) of the Convention who are canonically resident in the Diocese of Michigan, and 8 lay persons who are communicants in good standing in the Diocese of Michigan. The 16 nominators must represent at least six (6) different congregations. There must be two nominators, one clergy and one lay person, from a majority of deaneries in the Diocese of Michigan. The signed petition must be accompanied by a letter of assent from the person so nominated.

(a) Background and other checks as performed on the Committee

Nominees shall be ordered for each of the persons nominated by petition. The Standing Committee has the authority to disqualify a person nominated by petition for failure to satisfactorily pass the background and other checks. If disqualified by the Standing Committee, such individual will no longer be considered a person nominated by petition and will not be included in any published list of persons nominated.

(b) After the close of the petition process, and after the background and other checks have been completed and any determinations of disqualification made, the Standing Committee shall publicize and make available to, each of the lay delegates and clergy of the Convention the entire list of persons nominated, whether by the Search and Nomination Committee or by petition.

(c) The Standing Committee shall ensure that there are appropriate opportunities for all persons nominated, whether by Committee or by petition, and the Members of Convention to become mutually acquainted.

1.3.2.5 Action on Nominees at Convention. The entire list of persons nominated, whether by the Committee or by petition, shall be considered at a Convention on a date set by the Ecclesiastical Authority. Following the seating of Members of Convention and establishment of the rules of Convention, the entire list of persons nominated, whether by the Committee or by petition, shall be presented and constitute a nomination of each of the nominees.

1.3.2.6 Election. Election of Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan shall be made in the following manner: The clergy and layperson Members of Convention shall vote separately, by orders. A majority of votes of each order on the same ballot shall be necessary to elect.

Prior to the election of a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan, the Ecclesiastical Authority shall appoint an Elections Commission. The Elections Commission shall be responsible for the process for the election and the tabulation and reporting of the results of elections. The Elections Commission shall consist of three members of the clergy and two laypersons. The parliamentarian will serve as an ex-officio, non-voting member of the committee. After the ballots have been counted and the election completed, the Elections Commission shall prepare a written certificate to be signed by a majority of the Commission, indicating the number of ballots cast, the number disqualified, and the results of the election. The name of the person elected shall be announced by the Secretary of Convention, and entered in the minutes of the Convention.

## 1.4 Effect of Action at Conventions.

1.4.1 At Annual and Special Conventions Except for Election of a Bishop. The types of resolutions to come before Conventions, and the effect of their adoption, are as follows:

1.4.1.1 Business Resolutions (Amendments to Canons and Constitution, Appointments, Elections, Budget, Diocesan Business Matters, Action on Matters of Diocesan Governance and Operations). Business resolutions, if adopted, shall be effective as of the close of business of the Convention at which adopted, unless a later effective date is provided in the resolution. When adopted, a business resolution of Convention is binding upon all congregations and all bodies and authorities of the Diocese.

1.4.1.2 Policy Resolutions (Church and State Issues, Our World and Us, Recommendations to the TEC). Policy resolutions shall provide for specific action to be taken if adopted. The Diocesan Council shall implement action required by a policy resolution during the year following the Convention at which adopted. A policy resolution that requires application of substantial financial resources of the Diocese shall provide in the resolution for funding of the action either as a part of the annual diocesan budget or allocation from other funding sources of the Diocese, as a condition of validity.

1.4.1.3 Courtesy Resolutions (Pleasantries, Well Wishes, Gratitude). Courtesy resolutions shall be moved by the Secretary of Convention, and if adopted, transmitted to the object of the resolution, in writing, by the Secretary within as reasonably short a period after Convention as possible.

1.4.1.4 Notification of Action on Resolutions. No later than thirty (30) days following the adjournment of Convention, the Secretary of Convention shall provide to the members of the clergy in charge and the secretaries of all recognized congregations a record of the action taken on resolutions, including the final text of any business or policy resolution approved by Convention.

## II. ORGANIZATION AND ADMINISTRATION OF THE DIOCESE

2.0 Organization and Administration, In General. The corporation known as “The Episcopal Diocese of Michigan,” incorporated under the name The Protestant Episcopal Diocese of Michigan, Inc., shall be the legal entity of the Diocese, and except as otherwise provided in the Constitution or Canons, it shall have custody, control, and

investment of all funds of the Diocese and shall hold legal title to all diocesan property, including the property of all missions, in trust for diocesan purposes; and shall exercise such other power as shall be provided in the Articles of Incorporation, not otherwise inconsistent with the Constitution and Canons of this Diocese.

2.0.1 Body Corporate. As a body corporate, the Diocese has a board of directors, being the Diocesan Council, and Officers. In addition to the authority conferred upon the Diocesan Council by the Constitution and the Canons of the Diocese, it shall have the authority granted to such bodies by the State of Michigan unless specifically restricted by this Convention or the Canons of the Diocese. The Council shall be accountable to the Convention, and render a full published report concerning the work with which it is charged to each meeting of the said Convention. The Council shall exercise the powers conferred upon it by Canon, and such further powers as may be designated by Diocesan Convention. Between sessions of Convention, it may initiate and develop such new work as it may deem necessary. Except in order to address budget shortfalls or upon recommendation of the Chancellor as legal counsel to Convention and Council, in no case shall the Council be empowered to reverse any action of the Convention. The Trustees of the Diocese shall have jurisdiction and power to administer all property devised, conveyed or transferred to the Diocese for one or more express purposes and to manage investments of the Diocese and of those recognized congregations that elect to have the Trustees provide such services.

## 2.1 Office of the Bishop.

### 2.1.1 Ecclesiastical Authority; as Ordinary and Chief Pastor.

2.1.1.1 Chief Pastor. The Bishop is the Chief Pastor of and Ordinary in the Diocese.

2.1.1.2 Responsible for Program and Coordination. The Bishop, working cooperatively with the Diocesan Council, shall oversee the administration and implementation of all programs and functions adopted by the Convention and the Diocesan Council. The Bishop shall be responsible for coordination of and among diocesan activities, organizations, and institutions, and with the Church, generally.

2.1.1.3 Ordinary of Religious or Benevolent Associations. The Bishop is the Ordinary of religious or benevolent associations of the Church within the Diocese, and as such may attend and preside at any of their meetings, and may

be appealed to for the settlement of any problem or dispute in the administration of their affairs.

2.1.1.4 Reconciler of Disagreements. Disagreements and dissension between or among members of the clergy of different congregations, or between any congregation or its congregational Governing Body and its member of the clergy in charge may be referred to the Ecclesiastical Authority for settlement and determination. The Ecclesiastical Authority may intervene in a situation of such disagreement or dissension, and exercise the authority and take action in such matter as is provided for in the Canons of the General Convention.

2.1.2 Delegation. The Bishop may delegate to the Bishop Coadjutor, Assisting Bishop and Bishop(s) Suffragan, if any, on a temporary basis any or all the duties of Ecclesiastical Authority under these Canons.

2.1.3 Diocesan Staff. The Diocesan Staff shall include such persons necessary to fulfill the duties of the Ecclesiastical Authority and to attend to the efficient and effective operation of the Diocese. The Bishop is in charge of the Diocesan staff and its operations. The Bishop shall have authority to employ and supervise such staff as may be necessary to fulfill these purposes within the limits of the administrative and program budget. The members of the Diocesan Staff shall be entitled to benefits in conformity with diocesan employment policies. Members of the staff of the Diocesan Staff are not eligible to be elected or appointed to the Diocesan Council or the Standing Committee. Members of the Diocesan Staff may include the following:

2.1.3.1 Executive Assistant. The Bishop may appoint an Executive Assistant, who may be known as Canon to the Ordinary, Executive Assistant or other title designated by the Bishop, and shall perform such duties as the Ecclesiastical Authority may direct.

2.1.3.2 Executive Secretary. The Bishop may appoint an Executive Secretary, who may be known as Administrative Assistant or other title designated by the Bishop. The Executive Secretary shall be the principal secretary to the Ecclesiastical Authority and shall perform such duties as the Ecclesiastical Authority may direct.

2.1.3.3 Archdeacons, Deans. The Bishop, with the advice of the Standing Committee, shall appoint a Dean for each Deanery and may appoint one or more Archdeacons for assistance in pastoral care and such other duties as the Bishop may assign.

2.1.3.4 Office of Financial Affairs. This office shall exercise the duties and responsibilities of "The Finance Committee or Department of Finance of the Diocese" as set forth in the Canons of the General Convention. The Bishop, with the advice and consent of Diocesan Council shall appoint persons to serve in this office.

2.1.3.5 Other Staff Members. The Bishop may assign or delegate responsibilities for the fulfillment of the ministry and mission of this Diocese and the effective and efficient operation of the Diocese, among designated persons, department and non-canonical commissions and committees as necessary, which shall be subject to the Bishop's supervision and control; and may appoint member of the clergy and laypersons to direct and administer such work as members of the Diocesan staff. The Bishop may determine the manner and composition of each such department, commission or committee carrying out the work of the Diocese.

2.2. Records of the Diocese. The Bishop, with the advice of Diocesan Council shall appoint a person or persons to perform the functions of Registrar and Historiographer, described as follows:

2.2.1 Registrar. The Registrar shall maintain the record of the list of clergy canonically resident, actually resident, or licensed to exercise ministry in this Diocese as prepared by the Ecclesiastical Authority, and of all ordinations that take place in this Diocese, of all transfers of members of the clergy in and out of this Diocese and the death of members of the clergy canonically resident in this Diocese, of Ecclesiastical sentences and of other official acts pertaining to members of the clergy; obtain and maintain copies of the current bylaws of each congregation, committee, Special Ministry Initiative and the Diocesan Council; obtain and maintain the record of corporate status of congregations, together with annual reports filed with governmental bodies; collect and maintain copies of all Journals of Convention and other documents relating to the history of the Church in this Diocese and in its congregations; maintain records of the consecration of church buildings and of all confirmations; maintain a current list of congregations, by type; and prepare, obtain and maintain such other records as may be directed by the Ecclesiastical Authority, Convention, Diocesan Council, and the Standing Committee. The Registrar shall catalog and classify all records so their contents and location may be known and accessible for reference.

2.2.2 Historiographer/Archivist. The Historiographer/Archivist shall provide for preservation and organization, and availability for historical reference, of records of the Diocese and its recognized congregations that are not required for current operation of either of them but that are or may be of historical significance; as well as those records required to be maintained under the Canons of the General Convention

## 2.3 Governance of the Diocese.

2.3.1 Diocesan Council. The executive council, known as the Diocesan Council, shall act on behalf of Convention between meetings thereof to carry out the program and policies adopted by Conventions of the Diocese and as more specifically required by these Canons. Subject only to the policies established by Convention, and such limitations which Convention may enact by way of business resolution from time to time, Council may exercise all powers of the Diocese not reserved by Constitution and Canons to some other entity, and may enter into final and binding contracts on behalf of the Diocese. Council may initiate new projects, or propose changes or revisions in Diocesan policy, subject to the review of Convention.

2.3.1.1 Duties. The Diocesan Council shall:

- (a) in concert with the Ecclesiastical Authority, nurture, support and oversee the corporate mission and ministry of this Diocese;
- (b) cultivate leadership within the Diocese and its recognized congregations;
- (c) in concert with the Ecclesiastical Authority, support, and foster participation in, the fellowship, mission and ministry of The Episcopal Church and the Anglican Communion throughout the world;
- (d) encourage responsible stewardship among members and congregations of the Diocese, propose an annual budget for the Diocese for adoption at the Annual Convention, administer the adopted annual budget, and administer with due care all funds and other assets entrusted to it;
- (e) provide to Members of Convention and to the secretary of each Congregation, approximately thirty (30) days prior to each Annual Convention, a written report concerning the work with which it has been charged and its activities, including the identity of Special Ministry Initiatives and their charter dates;
- (f) evaluate committees, commissions, task forces, organizations or similar structures established by or pursuant to these Canons or by Convention other than Governing Bodies of the Diocese and make recommendation to Convention about their continued work, providing for

- participation by those to be evaluated in the process of evaluation; and periodically evaluate its own methods of operation and performance;
- (g) develop and promote service by the Diocese as a management and spiritual resource to congregations and ministries;
  - (h) review compliance with the requirements of Canons of the General Convention pertaining to pensions of members of the clergy, and work to resolve deficiencies in compliance with such requirements;
  - (i) track resolutions approved by Convention of the Diocese; recommend the manner in which the Diocese and/or its recognized congregations shall undertake the action(s) called for, providing for participation by the sponsor(s) of the resolution(s); and report to Convention on actions taken to implement resolutions and any known response or action as a result of resolutions;
  - (j) adopt and review annually an equal employment opportunity policy for the Diocese, its congregations and affiliated organizations, providing for equal employment opportunity for all persons without regard to race, color, sex, sexual orientation, age, non-limiting physical or mental disabilities, marital status or national origin except as otherwise provided by these Canons;
  - (k) adopt and review annually a sexual conduct policy, which shall not be less restrictive than any such policy adopted by the Executive Council of the General Convention;
  - (l) adopt, subject to ratification by Convention by majority vote of those voting, policies for the operation of the Diocese consistent with these Canons, and periodically review policies of the Diocese;
  - (m) perform such other duties as are from time to time assigned by Convention or the Ecclesiastical Authority, including overseeing the implementation of business resolutions of Convention; and
  - (n) appoint persons to perform the duties prescribed in these Canons.

2.3.1.2 Members of Diocesan Council. The Diocesan Council shall be composed of the Bishop; no fewer than sixteen (16), but not more than twenty (20), elected members or appointees serving in lieu of elected members; and not more than eight (8) persons appointed as members at large. In addition, there shall be members *ex officio* as provided in these Canons.

2.3.1.2.1 Deaneries, Deans. With the advice and consent of the Ecclesiastical Authority, the Diocesan Council from time to time shall establish no more than eight (8) geographic subdivisions of the Diocese to be known as Deaneries. Each Deanery shall consist of approximately the same number of

geographically contiguous recognized congregations (“constituent congregations”). The Ecclesiastical Authority shall appoint, with approval by a vote of a majority at the Deanery’s Caucus of the Members of Convention present and voting representing the constituent congregations of the Deanery, a Dean for each Deanery. Deans shall be appointed for a three (3) year term, and may be re-appointed for a second three (3) year term. Vacancies in the office of Dean shall be filled between Caucus by the Ecclesiastical Authority. Deans shall perform such duties as are set forth by the Ecclesiastical Authority, and shall act in consultation with members of the clergy and governing bodies of the recognized congregations in the Deanery. Persons serving as Deans are not eligible to serve as members of the Diocesan Council during their term. As the members of the clergy in charge and the governing bodies of its constituent congregations may agree, each Deanery may adopt a form of organization, not including incorporation under the laws of the State of Michigan, which shall provide opportunities for fellowship, education and training, common ministry, sharing of information, clericus meetings, and other worthy activities, in all respects subject to these Canons. *For purposes of transition, all Area Councils in existence as of October 30, 2004, shall initially be recognized as deaneries under the terms of these Canons, and all deans appointed as of October 30, 2004, shall initially function as deans under the terms of these Canons.*

**2.3.1.2.2 Annual Caucus.** Not less than fourteen (14) days prior to the date of Annual Convention, or on such date certain as the Diocesan Council may determine, each Dean annually shall convene a Caucus for the purposes of (i) electing one (1) representative to serve on the Diocesan Council and (ii) as may be necessary, approving by a vote of a majority of the Members of Convention present and voting representing the constituent congregations of the Deanery, no fewer than two (2) nominees for the office of Dean. Voting members of the Caucus shall be three (3) lay delegates to Annual Convention from each constituent congregation and all members of the clergy who are qualified to vote in Convention and who are called or assigned to, resident in, or regularly participating in worship at one of the Deanery’s constituent congregations. A member of the clergy may vote in the Caucus of only one Deanery.

**2.3.1.2.3 Elected Members.** Not less than thirty (30) days prior to the Caucus, and in consultation with the members of the clergy in charge of the Deanery’s constituent congregations and at least one lay delegate from each constituent congregation, the Dean shall prepare and distribute to the voting members of

the Caucus a slate of no fewer than two (2) candidates, each of whom shall have agreed to stand for election. Candidates shall alternate annually between lay and ordained orders. Nominations from the floor may be made, provided such nominees are of the order to be elected in that year and have agreed to stand for election. The voting members shall vote by secret ballot to elect one (1) person to serve as a representative to the Diocesan Council, and election shall require a majority of those members present and voting. Not less than three (3) days following the date of said Caucus, the Dean shall certify the results of the election in writing to the Ecclesiastical Authority.

2.3.1.2.4 Inability to Elect. Should a Caucus be unable to elect a representative to Diocesan Council, the Dean shall so inform the Ecclesiastical Authority not more than three (3) days following the date of the Caucus. In this event, the Ecclesiastical Authority shall consult with the Dean, who in consultation with members of the clergy and governing bodies of the constituent congregations shall determine whether a person from one of the Deanery's constituent congregations, who is of the same order as would have been elected in that year, is willing to accept appointment to fill the vacancy. If such a person is eligible for election and willing to serve, by vote of a majority of those present and voting the Diocesan Council shall make the appointment at its first, or organizational, meeting held after Annual Convention. If the vacancy remains unfilled at the time of its organizational meeting, the Diocesan Council promptly shall appoint a member of the Diocese to fill the vacancy, provided that the appointee is eligible for election and is of the same order as would have been elected in that year by the Deanery's Caucus. Any person appointed in this manner shall serve as a member of the Council for a term of two (2) years, or until such time as the appointee's term would expire if the position had been filled by election. If the appointee is subsequently elected to Diocesan Council by the appointee's own Deanery, the appointee shall resign the appointed position, and Diocesan Council shall fill the vacancy.

2.3.1.2.5 Members-at-Large. The Diocesan Council, in consultation with the Ecclesiastical Authority, may appoint as members-at-large of the Diocesan Council (i) not more than two (2) persons between the ages of 16 and 21 years, who are eligible for election, and (ii) not more than six (6) persons who are eligible for election. By means of such appointments the Diocesan Council shall endeavor to provide a presence on the Diocesan Council of persons representative of the diversity within this Diocese.

2.3.1.2.6 Terms, Term Limits. The term of office of an elected member of the Diocesan Council shall be three (3) years, commencing at a meeting of the Diocesan Council called or scheduled not more than ninety (90) days after the adjournment of Annual Convention (the "annual organizational meeting"), and ending at the annual organizational meeting held after the third Annual Convention following his/her election. An appointee shall serve the same term as an elected member, or, if appointed to fill the term of an elected member who resigns or is otherwise unable to serve, the remaining portion of that elected member's term. The term of office of a member-at-large shall be three (3) years, and shall begin at the time of appointment and continue until the third annual organizational meeting following his/her appointment. No person shall serve more than six (6) consecutive years as a member of the Diocesan Council, whether by election, appointment, or combination thereof. At the end of six (6) consecutive years of service, a person shall not be eligible for election or appointment to the Diocesan Council for a period of one (1) year. Diocesan Council will implement the staggering of the terms so that eight of the 24 terms expire in any one year and this provision will expire once this staggering of terms has been fully implemented.

2.3.1.2.7 Members *Ex Officio*. The Secretary of the Diocesan corporation, the Treasurer of the Diocese, the Secretary of Convention, and the Chancellor of the Diocese, if not elected or appointed as members of the Diocesan Council, and the Bishop Coadjutor, if any, shall be members of Diocesan Council *ex officio* with voice but without vote.

2.3.1.2.8 Vacancies. Should an elected or appointed member of the Diocesan Council be absent from more than three (3) consecutive meetings, the Bishop promptly shall determine that member's ability to fulfill the member's commitment. If the member is unable regularly to attend meetings, the Bishop may request that the Diocesan Council, by majority vote, declare the position held by that member to be vacant. By majority vote the remaining members of the Diocesan Council shall fill such vacancy by appointing a person in the manner provided in this Canon. By majority vote the remaining members of the Diocesan Council at any time, in consultation with the Ecclesiastical Authority, may fill vacancies among its members-at-large.

2.3.1.3 Operating Policies and Procedures. The Diocesan Council may establish rules, bylaws and other procedures to govern its meetings and work. All such rules, bylaws and procedures shall be published when approved and

made available to each congregation, and reported annually in the Journal of the Annual Convention.

2.3.1.4 Committees. The Diocesan Council may establish committees, commissions, task forces, or similar structures to assist it with its work; and shall establish and make publicly known a regular procedure for the evaluation, modification, or termination of such structures.

2.3.1.5 Meetings. The Diocesan Council shall meet not less often than four (4) times between Annual Conventions, at places and times determined by the Ecclesiastical Authority with concurrence of the members. Within ninety (90) days after adjournment of Annual Convention, the Diocesan Council shall hold its first (organizational) meeting, at which it shall elect the Officers of the Diocesan corporation and its members-at-large, and conduct such other business as prescribed in these Canons. Additional meetings of the Diocesan Council may be called by the Ecclesiastical Authority, the officers or by written request of one-third (1/3) of the members. Notice of a meeting shall be given by notice personally or by mail or electronic communication to all members of Diocesan Council, including members *ex officio*. The members of the Diocesan Council may waive notice. Times and places of meetings shall be publicized in a diocesan publication of general circulation other than the Journal of Annual Convention, but including the Diocesan website, and the meetings shall be open to all members of recognized congregations unless for cause the Ecclesiastical Authority and the Diocesan Council deem it necessary to meet in executive session from time to time. Actions taken in open or executive session shall be reported in the minutes of the meeting.

2.3.1.5.1 Chair and Presiding Officer. The Bishop shall serve as Chair and President of the Diocesan Council. In the temporary absence of the Bishop, the Bishop may designate the Dean or Warden of the Diocesan Council to preside at the meeting as Chair *pro tem*, and in the incapacity of the Bishop, the Diocesan Council may designate either the Dean or Warden of the Diocesan Council to preside as Chair *pro tem*. The Chair shall not vote except in the case of a tie.

2.3.2 Officers. The officers of the corporation known as the Protestant Episcopal Diocese of Michigan, Inc. shall be a President, a Secretary, a Treasurer, a Chancellor, a Registrar and a Secretary of Convention, and their duly elected or appointed assistants. The officers of the corporation shall serve as officers of the Diocesan Council. All officers shall be either members of the clergy canonically and actually

resident in this Diocese or communicants in good standing in recognized congregations in the Diocese. With the exception of the Chair and President, the officers and their successors shall be elected or appointed, and may be replaced, by action of Diocesan Council in its discretion, acting with the advice and consent of the Ecclesiastical Authority. By majority vote, the Diocesan Council may fill a vacancy in the offices for the unexpired term by appointing the person in the same clergy or lay order as the person whose unexpired term is to be filled.

2.3.2.1 Warden and Dean. At the first meeting of Diocesan Council following adjournment of the Annual Convention, the Diocesan Council shall elect, with the concurrence of the Ecclesiastical Authority, one elected lay member of the Diocesan Council to serve as Warden of the Council; and the Ecclesiastical Authority shall appoint, with the concurrence of the Diocesan Council, one elected clergy member of the Diocesan Council to serve as Dean of the Council. The Warden and Dean so elected shall serve as officers of the Diocesan Council until the earlier of the next organizational meeting of Diocesan Council or the election of a successor. The Warden and Dean shall assist the Ecclesiastical Authority in coordinating and facilitating the work of Diocesan Council. The Warden and Dean may be elected to successive terms.

2.3.2.2 Secretary. At the first meeting of Diocesan Council following adjournment of an Annual Convention, the Diocesan Council shall elect a Secretary, and, as deemed appropriate by Diocesan Council, an Assistant Secretary or Secretaries of the corporation, one of whom shall be the Executive Assistant of the Diocese serving ex-officio with seat and voice but without vote. Each shall serve until the earlier of the next organizational meeting of Diocesan Council or the election of a successor, and each may be elected to successive terms. The Secretary shall record, or cause to be recorded, the actions of Diocesan Council in appropriate minutes, and cause the minutes to be published promptly after approval and distributed to the members of Diocesan Council, the Trustees, the Standing Committee, the secretaries of all recognized congregations and to such others as directed by the Ecclesiastical Authority. The Secretary shall perform such other acts as are officially required of the Secretary of the Diocese as a body corporate. Neither the Secretary nor Assistant Secretaries, if there be any, shall serve as Secretary of Convention.

2.3.2.3 Treasurer. At the first meeting of Diocesan Council following adjournment of the Annual Convention, the Diocesan Council shall elect a layperson to serve as Treasurer of the Diocese until the earlier of the next

organizational meeting of Diocesan Council or the election of a successor. The Treasurer shall present a monthly financial report prepared by diocesan staff in consultation with the Treasurer to the Diocesan Council. The Treasurer, assisted by diocesan staff, shall present a written report of the financial affairs of the Diocese annually to Convention. The Treasurer shall serve as Treasurer of the Annual Convention and shall serve ex officio as a member of the Trustees.

2.3.2.4 Chancellor. At the first meeting of Diocesan Council following adjournment of the Annual Convention, the Diocesan Council shall elect a layperson who is a lawyer licensed to practice, in good standing, in Michigan to serve as Chancellor of the Diocese until the earlier of the next organizational meeting of Diocesan Council or the election of a successor, and who may be elected for successive terms. At the request of the Ecclesiastical Authority or the Chancellor, the Diocesan Council may appoint one or more Vice Chancellors, each of whom shall be a lawyer licensed to practice in Michigan, in good standing in the State Bar of Michigan. The Chancellor shall serve at the direction and pleasure of the Diocesan Council and the Ecclesiastical Authority, acting in concurrence, as the legal officer of the Diocese and as legal advisor to the Ecclesiastical Authority, the Standing Committee and the Convention. The Chancellor may delegate responsibilities to a Vice-Chancellor. If a vacancy in the office of Chancellor occurs between Annual Conventions, the Diocesan Council may appoint a Vice Chancellor to serve as Chancellor. If there is no Vice-Chancellor willing and able to serve as Chancellor, the Diocesan Council, with the approval of the Ecclesiastical Authority, may appoint another person qualified to serve as Chancellor.

### 2.3.3 Standing Committee.

2.3.3.1 Duties. The Standing Committee shall perform those duties and exercise those prerogatives described in the Canons of the General Convention and these Canons.

2.3.3.2 Members. The Standing Committee shall consist of eight (8) members, four (4) members of the clergy entitled to vote at Convention and four (4) laypersons who shall be confirmed adult communicants in good standing of a congregation that has been admitted as a Voting Congregation. Two members, one member of the clergy and one layperson, shall be elected at each Annual Convention.

2.3.3.3 Term. The term of office shall commence at a meeting of the committee called or scheduled not more than 90 days after Annual Convention (the “annual organizational meeting”), and shall continue until the annual organizational meeting held after the fourth Annual Convention following election. By majority vote, the remaining members of the Committee may fill a vacancy in its membership by appointing a person in the same order as the person whose unexpired term is to be filled to serve the balance of the unexpired term. A person shall not be eligible for reelection until the next Annual Convention following the fourth Annual Convention after election to a full term. During the period commencing on the day after the adjournment of the 173<sup>rd</sup> Convention of the Diocese and ending on the day before the commencement of the 174<sup>th</sup> Convention of the Diocese, the Committee shall fill any vacancy on the Committee which vacancy is caused by no candidate or insufficient candidates having been nominated at the 173<sup>rd</sup> Convention, by appointing an individual in the same order as the vacant position, which individual shall have the same term of office had he or she been elected at the 173<sup>rd</sup> Convention.

2.3.3.4 Offices. At its annual organizational meeting, the Committee shall elect from among its members a President and a Secretary. The Secretary shall be the keeper of minutes and of official records of actions of the Committee.

2.3.3.5 Report. The Committee shall provide to Members of Convention and to the secretary of each congregation that has been admitted as a Voting Congregation, approximately thirty (30) days prior to each Annual Convention, a written report concerning the work with which it has been charged and its activities, other than those that relate to its role as council of advice to the Bishop or to any function the Committee serves in the processes of clergy discipline.

2.3.4 Commission on Ministry. The Commission on Ministry shall assist the Bishop in development and affirmation of the ministry of all baptized persons in the Church and in the world. Establishment of the Commission is the initial step of this Diocese in fulfilling the mandate of the Canons of the General Convention that provision shall be made for such development and affirmation.

2.3.4.1 Duties. The Commission on Ministry shall perform those duties prescribed in the Canons of the General Convention and such other duties as shall be assigned by the Bishop.

2.3.4.2 Members. The Commission shall consist of the Bishop and twenty (20) other members, ten (10) members of the clergy entitled to vote at Convention and

ten (10) laypersons each of whom are confirmed adult communicants in good standing of a congregation that has been admitted as a Voting Congregation. Ten (10) members, five in each order, shall be elected at an Annual Convention and ten (10) members, five in each order, shall be appointed by the Bishop. Two of the elected members, one in each order, shall be elected at each Annual Convention and two of the appointed members, one in each order, shall be appointed by the Bishop at each Annual Convention, so that the terms are staggered.

2.3.4.3 Term of Office. The term of office shall commence at a meeting of the Commission called or scheduled not less than 90 days after Annual Convention (the “annual organizational meeting”), and shall continue until the annual organizational meeting held after the fifth Annual Convention following election. A person shall not be eligible for reelection or reappointment until the next Annual Convention following expiration of their term.

2.3.4.4 Vacancies. By majority vote, the remaining members of the Commission may fill a vacancy in the elected membership of the Commission for the unexpired term by appointing a person in the same clergy or lay order as the person whose unexpired term is to be filled, and the person so elected shall serve for the duration of the unexpired term of the person creating the vacancy. The Bishop may fill a vacancy in the appointed membership for the unexpired term by appointing a person in the same clergy or lay order as the person whose unexpired term is to be filled, and the person so elected shall serve for the duration of the term of the unexpired term of the person creating the vacancy.

2.3.4.5 Chair; Liaison. The Commission on Ministry shall elect a person from its membership to serve as its Chair, and shall request the Bishop to designate a member of the Office of the Bishop or Diocesan Office to serve as liaison to the Commission on Ministry.

2.3.4.6 Rules. The Commission shall adopt rules for its work conforming to the Constitution and Canons of this Diocese. The Commission on Ministry may invite other persons to serve on subcommittees or otherwise assist in its work.

## 2.3.5 Trustees.

2.3.5.1 Members. The Trustees shall be composed of the Bishop, who shall be the President, and sixteen (16) other members, four (4) of whom shall be members of the clergy entitled to vote at Convention and twelve (12) of whom

shall be laypersons each of whom is a communicant in good standing of a congregation that have been admitted as a Voting Congregation. Four members; one member of the clergy and three laypersons, shall be elected at each Annual Convention, so that their terms are staggered. The term of office shall commence at a meeting of the Trustees called or scheduled not less than 90 days after Annual Convention (the "annual organizational meeting") and continue until the annual organizational meeting held after the fourth Annual Convention following election. A person shall not be eligible for reelection until the next Annual Convention following expiration of their term unless they served only two years or less of a four year term. By majority vote, the remaining Trustees may fill a vacancy on the Trustees for the unexpired term by appointing a person in the same order as the person whose unexpired term is to be filled, and the person so elected shall serve for the duration of the unexpired term of the person creating the vacancy.

2.3.5.2 Purposes. The Trustees, in their discretion, shall receive transfer of property to the Diocese for one or more express purposes, and may receive funds from recognized congregations and other funds of this 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 therefrom, and to pay out the net income therefrom for the purposes of the Diocese as established by Diocesan Council as to diocesan funds or pursuant and subject to the terms of the trust or trusts or other direction under which any such property or money shall have been received by it. The principal of several express trusts, or such portion thereof as the Trustees deem advisable, unless the terms of such trusts shall require otherwise, may be combined for the purpose of investment in a single fund, and the income from such fund shall be paid proportionately to the beneficiaries of the several trusts. The Trustees shall provide to Members of Convention and to the secretary of each congregation that has been admitted as a Voting Congregation, thirty (30) days prior to each Annual Convention, a written report concerning its work, including a report of all sales, all conveyances into and from the Diocese, and other activity regarding the trust property, including all funds administered by it during the year and an inventory of property over which it has jurisdiction.

## 2.4 Operation of the Diocese.

2.4.1 Business Methods. The Diocese shall follow the standard business methods required by the Canons of the General Convention. The rules contained in *Robert's Rules of Order Newly Revised* (the then-current edition, as it may be amended

from time to time) shall govern all meetings of diocesan committees, Diocesan Council, commissions and Trustees in all cases to which they are applicable and in which they are not inconsistent with these Canons. Meetings of diocesan committees, Diocesan Council, commissions and Trustees may be called by their respective presiding officers on notice given to all members of the body in writing and delivered by mail including electronic mail and facsimile transmission, or by publication in an official journal of the Diocese, at least ten (10) days before the meeting. Notice of a meeting may be waived by members of the body. Meetings may be held by any means that permits all persons participating in the meeting to communicate with all other persons participating in the meeting, including meeting in person, conference call, or other means of remote communication; and action taken may be recorded by consent resolution signed by members voting.

2.4.1.1 Fiscal Year. The fiscal year of the Diocese shall be a calendar year, or such other annual period as is permitted by Canons of the General Convention.

2.4.2 Financing of Diocesan Mission, Ministry, and Budgets.

2.4.2.1 Budget Development. At least 150 days prior to the date of the Annual Convention, the Diocesan Council shall provide for and publicize no fewer than two (2) open hearings on the development of the budget in the diocese. The hearings shall be held in different geographic regions of the diocese and shall be held in a combined format, addressing the development of the formula for congregational asking and diocesan mission spending priorities. Within seven (7) days of each hearing, any proposed budget, meeting minutes, and comments from the hearing shall be published on the Diocesan website, along with the contact information of the Chair of the Mission Budget Committee. The Diocesan Council shall make available to the members of Convention and to the secretaries of all recognized congregations and to liaison from all chartered Special Ministry Initiatives such descriptive materials as may aid in understanding diocesan mission, ministry and finance, and the budget development process.

2.4.2.2 Proposed Budgets. The Diocesan Council shall prepare, not less than one hundred twenty (120) days prior to the date of Annual Convention, (i) a proposed budget for the fiscal year beginning January 1 next following the Annual Convention, and (ii) a draft budget for the fiscal year beginning one (1) year from January 1 next following the Annual Convention. The Treasurer shall cause both the proposed budget and the draft budget, reasonably informative of sources and uses of funds, and indicating proposed support for the budget of TEC, to be forwarded to all Members of Convention and to the secretaries of all

recognized congregations of the Diocese not less than ninety (90) days prior to the date of Annual Convention.

2.4.2.3 Congregational Asking. The Diocesan Council shall prepare as a part of the proposed budget (i) a formula for annual support from congregations for the mission, ministry and budget of the Diocese, and (ii) an annual asking for each congregation in support of the mission, ministry and budget of the Diocese. The formula and annual asking shall be based on the amount reportable by each congregation on its annual parochial report as “normal operating income” (as presently defined, but as otherwise may be defined from time to time in the form for a parochial report, as plate offerings, pledge payments and regular support, amounts available for operations from investments, other operating income including unrestricted gifts and restricted gifts used for operations, contributions from congregational organizations, and unrestricted bequests used for operations). The proposed formula and congregational asking shall be forwarded to all Members of Convention and to the secretaries of all recognized congregations of the Diocese with the proposed budget. The governing body of each congregation shall deliver to the Office of the Bishop a written commitment of financial support for the diocesan mission, ministry and budget during the next fiscal year not less than sixty (60) days prior to the date of Annual Convention.

2.4.2.3.1 Definition of “Normal Operating Income.” The definition of normal operating income by the norms and canons of The Episcopal Church, includes any endowed or restricted funds whose proceeds are spent on normal parish operations, and EXCLUDES such funds that are reinvested in the fund, spent on outreach, or on capital improvements projects. Under no circumstances may parishes spend endowed money on their own normal annual operations and exclude this income from the diocesan funding formula, or the canons and parochial reporting norms of The Episcopal Church or this diocese.

2.4.2.3.2 Fair Share Expectation. Each congregation is expected to accept its full fair share of the asking according to the formula approved by Convention for support of diocesan mission, ministry, and annual budget, as part of its financial obligations.

2.4.2.3.3 Mutual Fair Share Adjustments. In the event that a congregation is unable to pay its full fair share of the asking of the formula approved by Convention for diocesan support, the congregation shall state its reasons for nonpayment, and will appeal to the Diocesan Council, in a form and manner

adopted by the Diocesan Council, for reduction in its fair share support. Council will offer support to congregations needing help and together they will devise a plan to address the situation, which may at the discretion of the Council include a reduction in its asking in support of diocesan ministry.

2.4.2.3.4 Authority to Address Financial Support Issues. Should a congregation fail to pay its asking according to the established formula or by prior mutual arrangement with Diocesan Council, Council shall report such to Convention, and Diocesan Convention shall have the authority to take such action as it deems necessary to reconcile the relationship between the Diocese and the distressed parish.

2.4.2.4 Budget; Summary of Commitments of Support. The Diocesan Council shall prepare (i) the Budget for the fiscal year beginning January 1 next following Annual Convention, and (ii) a summary of congregational commitments of support; and shall cause the Budget and the summary to be mailed to all Members of Convention and to the secretaries of all recognized congregations and to liaison from all chartered Special Ministry Initiatives not less than thirty (30) days prior to the date of Annual Convention.

2.4.2.5 Action of Convention. It shall be the responsibility of the Members of Convention at each Annual Convention (i) to debate, amend as necessary, and approve the budget for the next fiscal year; (ii) to debate and approve a formula for congregational support of the diocesan mission, ministry and annual budget for the second fiscal year following the annual convention; and (iii) to debate and comment upon the draft budget for the second fiscal year following the Annual Convention.

2.4.2.6 Adjustments. Subject to the authority of, and any specific directions of the Convention, the Diocesan Council shall have power, between the meetings of the Convention, to rearrange, change, add to or reduce, in its discretion, any of the items in the budget adopted by the Annual Convention; provided, the Diocesan Council shall have no power to make any changes or additions in such budget whereby the total amount thereof is increased, unless and until additional funds sufficient to meet any such increase shall be assured or in hand.

#### 2.4.3 Special Ministry Initiatives.

2.4.3.1 Formation; Purpose. Members of congregations of the Diocese are encouraged to live out the Church's mission to restore all people to unity with

God and each other in Christ. The Diocesan Council may charter extra-parochial committees, task forces or groups formed within the Diocese for the purpose of furthering the faith, fellowship and ministry of the Church within and beyond this Diocese as Special Ministry Initiatives. Special Ministry Initiatives may include, but are not limited to, two or more recognized congregations, regional groupings of recognized congregations or communicants, or communities of interest, when the goal of such collaborative effort is to offer an experimental, unusual, or creative response to an identified need in the geographic area or population to be served.

2.4.3.2 Application; Term of Charter. The Diocesan Council shall encourage extra-parochial ministries by receiving written applications from proposers of Special Ministry Initiatives. An application shall clearly describe the ministry of the proposed Special Ministry Initiative for its proposed charter. Approval of a Special Ministry Initiative charter shall require a majority vote of the members of the Diocesan Council present and voting. A chartered Special Ministry Initiative may adopt a form of organization that facilitates its ministry, adopt bylaws, and appoint or elect officers. A chartered Special Ministry Initiative shall retain its status for as long as the group pursues the ministry described in its application and conforms to the requirements of this Canon. A chartered Special Ministry Initiative shall agree to serve as a model to, and to provide reasonable guidance for, other groups seeking to establish a similar ministry in another area of the Diocese. The Bishop shall identify a diocesan staff liaison for each Special Ministry Initiative, and each Special Ministry Initiative shall identify to the Diocesan Council a liaison to the diocese.

2.4.3.3 Reporting. A Special Ministry Initiative shall submit to the Diocesan Council, at a time the Diocesan Council shall determine, an annual report regarding its activity. The annual report, or if necessary a summary thereof approved by the Special Ministry Initiative, shall be printed in the Journal of the Annual Convention.

2.4.3.4 Finance. A group chartered as a Special Ministry Initiative may apply for financial support from the annual budget of the Diocese. Application for such support shall be made through the established budget development process. Chartered Special Ministry Initiatives receiving financial support from the annual budget or from any other source shall (i) observe the business practices set forth in the *Manual of Business Methods in Church Affairs* (the then-current edition, as it may be amended from time to time) or in other materials issued by

the General Convention; (ii) cause its books to be audited annually; and (iii) submit to the Diocesan Council an annual audited statement or audit report.

#### 2.4.4 Deputies to the General Convention.

2.4.4.1 Election; Vacancies. At the Annual Convention occurring at least 12, but not more than 24, months prior to the next scheduled triennial General Convention of the TEC, the Members of Convention shall elect eight (8) members of the clergy eligible to vote at Convention and eight (8) laypersons, each of whom is a confirmed adult communicant in good standing in a congregation that has been admitted as a Voting Congregation, as deputies and alternate deputies from the Diocese to the General Convention, each of whom, as a condition of acceptance of nomination for deputy, shall have committed to attend all sessions of the General Convention if elected. Persons elected shall serve until their successors are elected. The four (4) members of the clergy and four (4) laypersons receiving the highest number of votes on the first ballot shall be designated as deputies and the members of the clergy and laypersons receiving the next highest number of votes shall be designated as alternate deputies, all in numerical order of the votes received by them. The Ecclesiastical Authority shall fill any vacancy in the deputation by appointing persons of the same order in which there is a vacancy, having the same qualifications as those elected. The deputies shall attend and participate in the meetings of the General Convention and all related meetings preceding or following the General Convention to which elected as a deputy or appointed to serve as a deputy. A member of the deputation who at the time of the General Convention would not be eligible for election as a Deputy shall be ineligible to serve as a Deputy to General Convention, and an alternate shall serve in place of that former deputy.

2.4.4.2 Duties. The deputies shall be responsible for tracking legislation adopted by the General Convention requiring or urging action on the part of the Diocese or its recognized congregations; and shall recommend the manner in which the Diocese or its recognized congregations shall undertake such action, and report the progress of such action, if any, as required by the directives of the Secretary of the General Convention.

2.4.5 Delegates to Provincial Synod. At the Annual Convention next preceding the next scheduled triennial General Convention of The Episcopal Church, the Members of Convention shall also elect, by ballot, delegates (one member of the clergy eligible to vote at Convention and two laypersons who are communicants in good standing in a congregation that has been admitted as a Voting Congregation),

to serve as delegates from the Diocese to the Synod Council of the Fifth Province of The Episcopal Church (the "Provincial Synod"), for a term continuing 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 to represent the diocese in the Provincial Synod, as provided for in the Constitution of the Province.

2.5 Cathedral. By action taken at a Convention by majority vote, the Diocese may designate one of its recognized congregations as a Cathedral Church to serve as the Bishop's church, in order to (a) afford the Bishop a place of right to administer the duties of the Ordinary, to which end the Bishop may officiate at will, by preaching or by public administration of the Sacraments and other offices of the Church, appointing the services to be used; (b) serve as the center of diocesan unity and administration; and (c) serve as the center of diocesan mission and ministry. The designation as Cathedral Church shall be subject to acceptance by the designated congregation by action taken in accordance with its bylaws and communicated in writing to the Bishop. The means by which the designated Cathedral Church may terminate its designation as such shall be documented in the written communications between the Cathedral Church and the Diocese.

2.5.1 Designation. The Cathedral Church of St. Paul, Detroit, has been and is designated as the Cathedral Church of the Diocese.

2.5.2 Cathedral Parish. The congregation of the Cathedral Church has the status of a Parish of the Diocese, and shall have the rights and responsibilities of a Parish; and, in addition, shall have the special responsibility of supporting and facilitating the Bishop's use of the Cathedral Church for the above stated purposes.

2.5.3 Cathedral Chapter. A Cathedral Chapter shall work with the Bishop and the vestry of the Cathedral congregation to enhance the mission and ministry of the Cathedral as the main church of the Diocese. The Chapter shall consist of a board of eighteen (18) members, of whom six shall be clerics, with the Bishop of the Diocese as Chair. The Chapter shall be composed of three classes of six members each, representing, (a) the Diocese, (b) the Congregation of the Cathedral Parish, and (c) the Members of Convention of the Diocese. The class representing the Diocese shall consist of three members of the clergy and three laypersons; the class representing the Congregation of the Cathedral Parish shall consist of six laypersons; the class representing the Members of Convention of the Diocese shall consist of three members of the clergy and three laypersons. The representatives of the Diocese shall

be appointed by the Bishop; the representatives of the Congregation of the Cathedral Parish shall be selected by the Vestry Committee from its new members; and the representatives of the Members of Convention of the Diocese shall be elected by the Members of Convention at an Annual Convention. One third of each class shall be selected each year. Representatives shall serve a term of at least three years, until a successor has been elected or appointed. Any vacancy in the members representing the Diocese shall be filled by the Bishop, who shall appoint a new member from the same category as the member whose vacancy is being filled; any vacancy in the members representing the Congregation of the Cathedral Parish shall be filled by the Vestry Committee; and vacancy in the members representing the Members of Convention of the Diocese shall be filled by the Diocesan Council. Persons so appointed or elected shall hold office for the balance of their predecessor's term.

2.5.4 Dean. The Dean of the Cathedral shall be called by the vestry with the advice and consent of the Bishop, and, as Rector *ex officio* of the Cathedral Parish, shall have the canonical authority and duties of a rector.

2.5.5 Temporal Affairs. The temporal affairs of the Cathedral Church of St. Paul, a Michigan corporation, are the mutual responsibility of the Diocese and the Cathedral Parish, exercised through the Cathedral Chapter, except for those specifically reserved to the Cathedral Parish, as specified in the canons and the corporation's by-laws.

### III. CONGREGATIONS

3.0 Congregations, Generally. The Diocese of Michigan consists of a variety of congregations, all of which share in common the ministry of our Lord Jesus Christ.

3.1 Congregations Defined. In these Canons the term "congregation" means a recognized body of worshipers.

3.1.1 Types of Congregations. The congregations that are recognized in this Diocese are:

3.1.1.1 Parish. A Parish is a self-governing and self-supporting congregation within the Diocese, permitted to incorporate or is incorporated under the laws of the State of Michigan, in the charge of a Rector, and authorized to send lay delegates with voice and vote to Convention. The Governing Body of a Parish is a vestry. A body of worshipers numbering twenty (20) or more baptized persons, aged sixteen (16) years or older, at least ten (10) of whom at the time of petition

shall be communicants in good standing of a congregation of this Diocese, and who represent no fewer than ten (10) separate households, may petition the Ecclesiastical Authority for recognition as a Parish of this Diocese and for admission to voting status at Conventions of the Diocese.

3.1.1.2 Diocesan Mission. A Diocesan Mission is a congregational ministry of the Diocese; in the charge of the Bishop or, at the Bishop's discretion and pleasure, a Vicar; and authorized to send lay delegates with voice and vote to Convention. The Governing Body of a Diocesan Mission is a Bishop's committee. A body of worshipers numbering twenty (20) or more baptized persons, aged sixteen (16) years or older, at least ten (10) of whom, at the time of petition, shall be communicants in good standing of a congregation of this Diocese, and who represent no fewer than ten (10) separate households, may petition the Ecclesiastical Authority for recognition as a Diocesan Mission of this Diocese and for admission to voting status at Conventions of the Diocese. The Bishop, or the Vicar if appointed, shall exercise the authority of the member of the clergy in charge in all Diocesan Missions.

3.1.1.3 Academic Chaplaincy. An Academic Chaplaincy is a congregational ministry of the Diocese, with or without members, formed for the purpose of providing worship and other services for and with students, faculty, and staff of a college or university; in the charge of a Chaplain; and authorized to send lay delegates with voice and vote to Convention. The Governing Body of an Academic Chaplaincy is a board. The Chaplain shall be called by the Board and shall be appointed by, and serve at the pleasure of, the Bishop. Any group of twenty (20) or more baptized persons aged sixteen (16) years or older, at least ten (10) of whom, at the time of petition, shall be adult communicants in good standing of a congregation of this Diocese, may petition the Ecclesiastical Authority for recognition as an Academic Chaplaincy of this Diocese and for admission to voting status at Conventions of the Diocese.

3.1.1.3.1 Academic Chaplaincy Congregation. The members of the Congregation of an Academic Chaplaincy shall consist of those voting and ex-officio members of its Board, its Officers, and all students, faculty and staff of the college or university served by the Academic Chaplaincy who have regularly participated in the activities and programs of the Academic Chaplaincy. A member of the Congregation of an Academic Chaplaincy may be a member of another Congregation of this Church.

3.1.1.3.2 Academic Chaplaincy Lay Delegates to Convention.

Notwithstanding the Provisions of Canon 1.1.1.2, Lay Delegates to Convention may consist of members of the Congregation of the Academic Chaplaincy, as defined in Canon 3.1.1.3.1.

3.1.1.3.3 Academic Chaplaincy Governance. Notwithstanding the provisions of Canon 4:

- (a) Meetings of the members of the Congregation of an Academic Chaplaincy need not be held.
- (b) The Board of an Academic Chaplaincy shall be elected by its own members, with the advice and consent of the Bishop, and need not be members of the Congregation of the Academic Chaplaincy at the time of their election. Members of the Board may succeed themselves. The number of voting members of the Board may not exceed sixteen (16).
- (c) The Bishop shall be the President of all Academic Chaplaincies, and the Rector of a parish in the proximity of the college or university served by the Academic Chaplaincy, or the Rector's representative, may be a member of the Board. Other officers of the Academic Chaplaincy shall be elected by its Board.
- (d) The Vice-President of the Board and one additional member of the Board shall be designated by the Board as the Wardens of the Academic Chaplaincy.
- (e) The Board may appoint other persons, including but not limited to the Chaplain, the Administrative Assistant to the Board, the Music Director of the Academic Chaplaincy (if any) and students of the college or university served by the Academic Chaplaincy, as ex-officio members of the Board, with voice but without vote.
- (f) Meetings of the Board of an Academic Chaplaincy shall be held at least four (4) times per year.
- (g) In all other respects, Canon 4 shall apply to Academic Chaplaincies.

3.1.1.4 Parochial Mission. A Parochial Mission is a congregation founded by another congregation; in the charge of the member of the clergy in charge of the founding congregation, or at the discretion and pleasure of the member of the clergy in charge, a Vicar. The Governing Body of a Parochial Mission is the founding congregation's vestry or a Bishop's Committee, determined by

agreement between the founding congregation and the Bishop at the time of formation of the Parochial Mission. Formation of a Parochial Mission shall require commitment in writing to the proposed congregation by twenty (20) or more adult communicants in good standing of the founding congregation, each aged sixteen (16) years or older, and who represent no fewer than ten (10) separate households, who may petition the Ecclesiastical Authority for recognition as a Parochial Mission of this Diocese. When recognized as a congregation, a Parochial Mission may elect lay delegates to serve as Members of Convention with voice but without vote.

3.1.1.5 Worshipping Community. A Worshipping Community is a group of Christians who gather on a regular basis for worship, ministry, pastoral care, fellowship, education, or other worthy purpose, and who seek the recognition of the Diocese for their work; in the pastoral care of a member of the clergy, a Vicar, appointed by, and serving at the pleasure of, the Bishop; and governed and administered in a manner determined by the members of the Worshipping Community with the approval of the Bishop. This form of congregation may include new congregations in process of development, existing congregations becoming acclimated to the Episcopal Church, institutional chaplaincies, house churches, and other organized bodies of worshipers. A group of ten (10) or more baptized Christians aged sixteen (16) years or older, at least five (5) of whom, at the time of petition, shall be adult communicants in good standing of a congregation of this Diocese, and who represent no fewer than five (5) separate households, and may petition the Ecclesiastical Authority for recognition as a Worshipping Community of this Diocese. When recognized as a congregation, a Worshipping Community may elect lay delegates to serve as Members of Convention with voice but without vote. In a manner determined by the Ecclesiastical Authority, the Worshipping Community shall report annually to the Bishop or designated staff regarding its ministry and activities. The congregation's continued recognition in the Diocese shall be determined by the Bishop, based on the congregation's fidelity to its original petition and these Canons, and on such other factors as the Bishop and Diocesan Council may deem germane.

3.1.1.6 Diocesan Chapels and Oratories. Worship facilities located on property owned by the Diocese of Michigan and intended for occasional use, including seasonal chapels, retreat center chapels and oratories, shall be under the control of the Bishop. The Ecclesiastical Authority shall arrange for maintenance and operation of such facilities by a congregation or recognized organization of the Diocese, and members of the clergy or laypersons leading worship shall record

service data in the manner required for congregations under these Canons. All financial offerings given at such facilities shall be promptly deposited in a fund designated by the Bishop, and information regarding worship shall be included in an annual report of Diocesan Council.

3.1.1.7 Interdenominational Congregation. An Interdenominational Congregation is a church formed by combination of an Episcopal congregation with a congregation of a different denomination in communion with the Episcopal Church, for the purpose of forming a single congregation under the leadership of a single clergy person. The Ecclesiastical Authority will determine the process by which such a congregation is recognized; the status of clergy having charge of the congregation, including voting privileges in Convention; and the manner in which lay leadership of the congregation is organized. Except as the Ecclesiastical Authority may determine, an Interdenominational Congregation is subject to all provisions of the Canons of this Diocese. An Interdenominational Congregation may petition the Ecclesiastical Authority for recognition as a congregation of this Diocese and for admission to voting status at Conventions of the Diocese.

3.1.1.8 Status. All congregations recognized as parishes, diocesan missions, academic chaplaincies, parochial missions, worshipping communities, diocesan chapels or oratories, or interdenominational congregations as of October 30, 2004 shall continue in the form of their recognition and their voting status unless and until their status is changed as provided for in these Canons.

3.1.2 Admission, Recognition. When a body of worshipers seeks (i) recognition as a congregation, or (ii) recognition and admission to voting status in the Diocese, or (iii) when a recognized congregation seeks recognition as a different type of congregation, the process shall be as follows:

3.1.2.1 Consultation. The leaders of the body of worshipers or the wardens of the congregation, as the case may be, first shall consult with the Ecclesiastical Authority regarding their intent. The Ecclesiastical Authority may refer the leaders or wardens to the members of the Office of the Bishop for assistance in preparing their petition and supporting documentation.

3.1.2.2 Petition. The petition shall be in the following form:

[Date]

To the Right Reverend \_\_\_\_\_,

Bishop of the Diocese of Michigan  
etc.

Right Reverend Sir/Madam:

God willing, we the undersigned, being members of a community of Christians willing to live and work for the spread of the kingdom of God; promising obedience to the doctrine, discipline, and worship of the Episcopal Church; agreeing to exercise our corporate ministry under the pastoral care and godly supervision of the Bishop; and acceding to the authority of the Constitution and Canons of the Episcopal Church and of the Diocese of Michigan, do hereby petition for recognition as a \_\_\_\_ [Type of Congregation] \_\_\_\_ in the Diocese of Michigan [and admission to voting status at Conventions of this Diocese].

The name of our congregation shall be [or] is:

\_\_\_\_\_. Our primary worship site shall be [or] is \_\_\_\_\_ [Street Address] \_\_\_\_\_, in the \_\_\_\_ [City, Village, Township] \_\_\_\_\_ of \_\_\_\_\_, County of \_\_\_\_\_. Our primary program site shall be [or] is \_\_\_\_\_ [Street Address] \_\_\_\_\_, in the \_\_\_\_ [City, Village, Township] \_\_\_\_\_ of \_\_\_\_\_, County of \_\_\_\_\_.

We further commit ourselves faithfully to support the ministry of this congregation, of its clergy and of the Diocese of Michigan for a minimum period of three years from this date, and for as long thereafter as God may grant; to represent Jesus Christ and his Church in the world; to bear witness to our Lord's work of reconciliation; and to take our place in the life, worship, and governance of the Church.

Respectfully submitted,  
[signatures of the petitioners]

3.1.2.3 Documentation. The following information, as may be appropriate for the status being sought, shall accompany the petition:

3.1.2.3.1 Worship. For any congregation already recognized in this Diocese, or for a body of worshipers not yet recognized in this Diocese: a narrative and statistical description of the petitioners' corporate worship, including attendance at all services, for not less than the six (6) months preceding the date of its petition.

3.1.2.3.2 Ministry. (a) For a congregation already recognized, a narrative report concerning the petitioners' ministry with its own members and with its

surrounding or identified community during the previous twenty-four (24) months; or (b) for a body of worshipers not yet recognized: a statement of the petitioners' current or proposed ministries.

3.1.2.3.3 Finance. (a) For a congregation already recognized: audited financial statements for the two (2) most recent consecutive fiscal years; and evidence that for a period of not less than the two (2) most recent consecutive fiscal years the congregation, from its own resources, has fully supported the compensation of its clergy in a manner consistent with diocesan policy, maintained its property, met its normal operating expenses, and paid its full asking; or (b) for a body of worshipers not yet recognized: evidence that the petitioners command resources sufficient for these purposes.

3.1.2.3.4 Indebtedness, Property. For any congregation or body of worshipers: full information regarding any current indebtedness pertaining to real estate or personal property used, or intended for use, in connection with the petitioners' corporate ministry; and a declaration recognizing the Diocese of Michigan as having residual interest in any such real estate or personal property which may be currently owned by the petitioners or acquired in the future.

3.1.2.3.5 Parochial Mission Property Trust. For a congregation or body of worshipers seeking recognition as a Parochial Mission: a complete statement in writing of all real estate, personal property, cash or endowment funds, and other assets or indebtedness of the founding congregation to be held in trust by the founding congregation for the Parochial Mission pending its recognition as an independent congregation within the Diocese; and a certified copy of minutes of the meeting of the founding congregation and of the Governing Body of the congregation authorizing the formation of the Parochial Mission and the imposition of the trust with respect to property to be used for the benefit of the Parochial Mission, and committing to actions pursuant to these Canons if the Parochial Mission becomes an independent congregation. The founding congregation shall hold all such property in trust for the benefit of the Parochial Mission.

As a condition for recognition of the Parochial Mission, the proposed transfer of any real property by the founding congregation to the Parochial Mission shall be subject to the consent of the Bishop and the Standing Committee as provided in these Canons. Conditions with respect to such transfer may be imposed as a condition of approval by the Standing Committee, the Bishop or

the Diocesan Council. Upon recognition of the Parochial Mission as a Parish or Diocesan Mission, the founding congregation shall transfer and convey the trust property to the Parish or to the Diocese, as the case may be, without further action required of the Ecclesiastical Authority, the Diocesan Council or the Standing Committee. In the event the Parochial Mission ceases to function as a congregation, the trust imposed on the property of the founding congregation shall be released.

3.1.2.3.6 Notice to Congregations. For any congregation or body of worshipers: evidence that notice in writing of the petitioners' intent has been delivered to the member of the clergy in charge and the secretary of the Governing Bodies of each recognized congregation of this Diocese located within a five (5) mile radius of the petitioners' primary worship site, and that the congregations so notified have been allowed not less than sixty (60) days to forward their comments to the Ecclesiastical Authority.

3.1.2.3.7 Bylaws. (a) For congregations already recognized: a copy of the current bylaws of the congregation, certified by the secretary of the congregation as current; or (b) for a body of worshipers not yet recognized: a copy of the proposed bylaws.

3.1.2.3.8 Readiness for Incorporation. For a congregation seeking recognition as a Parish, or for a body of worshipers seeking recognition as a Parish: a copy of the petitioners' proposed articles of incorporation and application for incorporation under the laws of the State of Michigan as an ecclesiastical not-for-profit corporation; a copy of the petitioners' proposed bylaws; and a copy of the petitioners' application for tax-exempt status.

3.1.2.4 Approval, Disapproval. When the petition and supporting documentation has been submitted, the Ecclesiastical Authority shall consult with the Diocesan Council regarding the merits of the petition, and then shall submit his/her recommendation to Diocesan Council within one hundred twenty (120) days after the date on which the petition was received by the Ecclesiastical Authority. A recommendation to recognize a congregation or to recognize a member congregation as a different type of congregation shall require a two-thirds vote of the members of Diocesan Council to approve. The Ecclesiastical Authority and the Diocesan Council may approve recognition subject to conditions they deem appropriate. If the petitioners' request is approved, the Ecclesiastical Authority shall so notify the Secretary of Convention and the secretaries of all congregations of the Diocese. If the Diocesan Council

disapproves the petition, the Ecclesiastical Authority shall inform the petitioners in writing of the reasons for this action. If a petition is disapproved for any reason other than failure to provide information required by this Canon, the petitioners may appeal the disapproval for admission either to the Diocesan Council or to Annual Convention which, by a two-thirds vote of the Members of Convention present and voting, may vote to approve the petition.

3.1.2.4.1 Convention, Ratification. Admission to voting status shall be provisional pending ratification by Annual Convention. The Diocesan Council shall submit to Annual Convention a resolution for ratification of admission and seating of the lay delegates from the congregation immediately following adoption of the report of the Committee on Qualifications, which shall require approval by majority vote of those Members of Convention present and voting.

3.1.2.5 Implementation of Parish Organization. Upon notification of approval of recognition of a parish, a special organizational meeting of the congregation shall be called for purposes of approving the organizational documentation, including the proposed articles of incorporation signed by not fewer than six (6) incorporators, the proposed bylaws, and the proposed application for tax-exempt status, and shall designate those persons authorized to sign the organizational documentation. Those persons authorized to sign shall file the documents with the appropriate governmental authorities. The organizational meeting shall be called and conducted in accordance with these Canons.

3.1.2.5.1 Notification to Diocese. Upon receipt of the filed copies of the organizational documentation, copies, together with a copy of the signed bylaws and certified minutes of the organizational meeting, shall be sent to the Office of the Bishop for inclusion in the official records of the Diocese.

3.1.3 Change of Status for a Parochial Mission. Should a founding congregation or the Parochial Mission desire that the Parochial Mission become a Diocesan Mission or a Parish, the Governing Body of the founding congregation shall present a resolution to authorize this action to an annual or special meeting of the adult communicants in good standing of the founding congregation. A complete statement in writing of all real estate, personal property, cash or endowment funds, and other assets or indebtedness held in trust for the Parochial Mission shall accompany the resolution. If by majority vote the adult communicants in good standing of the founding congregation approve the resolution, the clergy and wardens of the founding congregation promptly shall call a meeting of the

communicants of the Parochial Mission for the purpose of securing their commitment to its status as an entity independent of the founding congregation. Should a majority of the communicants affirm their commitment by agreeing to sign the petition, and if the number of petitioners is sufficient for the status to be sought, then the adult communicants in good standing of the Parochial Mission shall elect by majority vote two wardens and such other officers as the communicants deem necessary. The Parochial Mission's wardens then shall proceed as provided in these Canons, except that the petitioners' supporting documentation shall include the vote tallies for the resolution approved by the Governing Body and adult communicants in good standing of the founding Parish, a certified copy of minutes of the meeting of the founding congregation approving formation of the Parochial Mission and the imposition of trust, the written statement of real estate and other assets or indebtedness to be transferred by the founding congregation to the former Parochial Mission as an independent entity, and the record of approvals of the property transfer. Upon recognition of the Parochial Mission as a Parish or Diocesan Mission, the founding congregation shall transfer and convey the trust property to the Parish or to the Diocese, as the case may be, without further action required of the Ecclesiastical Authority, the Diocesan Council or the Standing Committee. Should a dispute arise between a Parochial Mission and its founding congregation regarding any aspect of separation, both parties shall have a right of appeal to the Standing Committee, which, by a majority vote of its members present and voting, shall decide the question.

#### 3.1.4 Special Situations.

3.1.4.1 Merged Congregations. When, by a two-thirds vote of their members at annual meetings, or at special meetings called for the purpose, two or more congregations decide to merge into a single congregation, the Ecclesiastical Authority, in consultation with the members of the clergy in charge and the governing bodies, shall cause to be drafted and submitted to Diocesan Council an agreement for merger detailing all material arrangements between or among the congregations, including the proposed name of the merged congregation, disposition of property and other financial assets, and provisions for clergy and lay leadership. Approval of the agreement for merger shall require a two-thirds vote of the members of Diocesan Council present and voting at any meeting, and the agreement shall become effective immediately upon approval by Diocesan Council. Ratification by Annual Convention shall not be required.

3.1.4.2 Other Partnerships. Congregations that yoke, cluster, or form other partnerships in order to share resources for ministry shall retain their original

canonical identities and responsibilities, including voting privileges at Convention.

3.1.4.3 Total Ministry Congregation. In such manner as the Canons of General Convention and of this Diocese shall permit, a congregation may adapt its forms of organization and leadership to provide for collaborative ministry, sometimes referred to as “total ministry.” A congregation adopting such collaborative forms of ministry shall do so with the permission, and under the guidance and supervision, of the Ecclesiastical Authority. All clergy licensed to serve in such a congregation, if canonically and actually resident in the Diocese of Michigan, shall be entitled to vote in Conventions of this Diocese. When in these Canons the term “member of the clergy in charge” is used, the ministry team of such a congregation shall determine which ordained member(s) shall exercise the rights, or discharge the duties, indicated in these Canons, and shall so notify the Ecclesiastical Authority and the Secretary of Convention.

3.1.4.4 Voluntary Reversion to Mission Status. A Parish may petition for recognition as a Diocesan Mission or Parochial Mission. If the Vestry intends to seek such recognition, it shall notify in writing all adult communicants in good standing of the congregation in writing of its resolution authorizing such action. If the resolution is approved by a two-thirds majority of the adult communicants in good standing present and voting at an annual meeting of the congregation or a special meeting called for such purpose, the wardens, acting on behalf of the Vestry and the congregation, shall be responsible for submitting the congregation’s petition to the Ecclesiastical Authority, together with such supporting documentation as the Ecclesiastical Authority may require. If the petition and supporting documentation is satisfactory, the Ecclesiastical Authority, acting in consultation with the advice and consent of Diocesan Council, may recognize the congregation as a Diocesan Mission or Parochial Mission, and shall so notify the Secretary of Convention and all congregations of the Diocese. Upon recognition as a Diocesan Mission or Parochial Mission, ownership of all real and personal property held by the former Parish, together with all cash or endowment funds, registers, records and other materials, shall be conveyed to, and become the property of, the Diocese, or of the Parish assuming responsibility for the congregation, as the case may be, and the former Parish’s corporate status under the laws of the State of Michigan shall be dissolved.

3.1.4.5 Congregations Seeking Help. Should the Governing Body, or the member of the clergy in charge of a congregation, determine that a congregation’s ministry and/or financial or other resources have become so

compromised that its ability to continue to function as a congregation is in question, they shall seek consultation with the Ecclesiastical Authority on how and by what means the congregation may be aided and counseled in attempts to amend the conditions of its deterioration. The Ecclesiastical Authority may on its own make such a determination and, in such a case, shall attempt to engage the Governing Body or member of the clergy in charge in consultation on the matter; and if unsuccessful, shall report the same to the Diocesan Council which shall determine what remedies may be available to sustain the congregation's life and ministry.

As directed by the Diocesan Council, the Ecclesiastical Authority, the member of the clergy in charge, the Governing Body of the Congregation, and others as may be relevant, shall, in joint consultation, determine what alternatives may be available to sustain the congregation's life and ministry, or, failing all else, to provide for its dissolution.

Alternatives to be considered may include, but need not be limited to:

- (a) reversion to mission status, if a Parish;
- (b) congregational redevelopment;
- (c) yoking, merging, or clustering with other congregations;
- (d) collaborative, or "total", ministry; and
- (e) forming an interdenominational congregation.

After consideration of alternatives, and the actions necessary to bring about their fruition, the Ecclesiastical Authority, and the member of the clergy in charge, if any, and representatives of the Governing Body of the Congregation, shall report the results of their consideration to the Diocesan Council, and shall recommend a particular course of action to the congregation.

Should the implementation of that course of action, and all subsequent attempts to attain satisfactory amendment fail, the congregation, by action of its Annual or other meeting; the member of the clergy in charge, if any, the Governing Body of the Congregation; or the Ecclesiastical Authority may recommend that Diocesan Council mandate the reorganization or dissolution of such a congregation. Representatives of the congregation shall be given opportunity to provide comments with regard to such action, either in person, or in writing, before Diocesan Council and the Standing Committee.

Approval of a course of action that changes the status of a congregation shall require the affirmative vote of two-thirds of all members of the Diocesan

Council, and a majority of the members of the Standing Committee. The actions of the Diocesan Council and Standing Committee shall take effect immediately. Upon such action, ownership of all real and personal property held by the former congregation, together with all cash or endowment funds, registers, records and other materials, shall be conveyed to, and become the property of, the Diocese or of the congregation assuming responsibility for the congregation if that congregation is a Parish. If the congregation whose status is changed was a Parish, its corporate status under the laws of the State of Michigan shall be dissolved, as the Diocesan Council may determine. Within 30 days of such actions, the Ecclesiastical Authority shall notify the Secretary of Convention and all congregations of the Diocese regarding the disposition of this matter. Whenever it is determined that a congregation is to be dissolved, it shall be the responsibility of the Ecclesiastical Authority and the Diocesan Council to provide for appropriate celebration of the congregation's history, ministry, and contribution to the life of the Diocese.

3.2 Expectations for a Congregation. The canons of the TEC establish reasonable expectations for congregations.

3.2.1 Mission and Ministry. Each congregation in the Diocese shall be responsible for the following, in a manner reflecting local circumstances and the spiritual gifts of its members:

- (a) offering public worship, providing administration of the Sacraments, and preaching the Gospel on a regular basis;
- (b) practicing the mission and ministry of Jesus Christ, both within the congregation and in the local community; and
- (c) acknowledging the oversight, visitation, ministry and counsel of the Bishop.

3.2.2 Administration. The member of the clergy in charge and the Governing Body of each congregation shall:

- (a) exercise ministry in accord with the Constitution and Canons of General Convention and of the Diocese of Michigan;
- (b) ensure that the congregation is in the charge of a duly called or appointed member of the clergy or ministry team serving under the pastoral oversight of the Bishop;
- (c) cause to be elected and send three voting delegates to the Deanery Caucus, Annual Convention, and Special Conventions, if a Voting Congregation;

- (d) share with other congregations the financial support of the mission and ministry of the Diocese and of TEC, and engage in active discussion with the Diocesan Council regarding such support;
- (e) hold annual and special meetings of members, adopt bylaws, and elect a governing body;
- (f) cause its governing body to organize, elect or appoint two wardens, elect or appoint other officers, meet regularly, fill vacancies, and develop, adopt and administer the annual congregational budget;
- (g) compensate, and provide benefits to, stipendiary clergy and lay employees in accord with diocesan policy, and engage in active discussion with the Diocesan Council regarding fair personnel and compensation practices;
- (h) exercise fiduciary responsibility for the property and assets of the congregation, administer the affairs of the congregation in accord with these Canons, and cause all church accounts to be audited annually;
- (i) maintain its legal and tax exempt status in good standing; and
- (j) submit annual parochial reports as required by the Canons of General Convention and of the Diocese.

3.2.3 Consultation. When a congregation shall fail demonstrably to fulfill its responsibilities in either mission and ministry or administration, the Ecclesiastical Authority, or such persons as the Ecclesiastical Authority may designate, may inquire of the member of the clergy in charge, if there be any, and of the Governing Body, wardens and other lay leaders as to the reasons for that failure, and may offer aid and counsel to enable the congregation to meet its responsibilities. To correct such difficulties the parties may identify and implement those actions most likely to restore healthy congregational ministry and performance of normal administrative duties.

3.2.4 Redevelopment of a Congregation. When a congregation cannot function in the manner anticipated by these Canons, the Ecclesiastical Authority and the congregation may enter into a mutual agreement for congregational redevelopment. Under such an agreement all parties shall commit their best efforts to restore healthy congregational ministry and performance of normal administrative duties through creative and cooperative use of the spiritual, educational, administrative and other resources of both the Diocese and the congregation.

3.2.5 Stewardship. By personal example, preaching, and other means, members of the clergy shall help the members of their congregations to be good stewards and to understand and adopt proportional giving, that is, the prayerful and intentional relating of one's giving to one's ability to give, based on the biblical standard of the

tithe, as the appropriate basis for personal financial stewardship. Members of the clergy shall also encourage adult members of the congregation to draft wills and make other provisions for the long-term welfare of their loved ones; and, in this context, members of the clergy shall provide information regarding deferred gifts to the Church. By personal example, education, and other means, the wardens and members of the congregation's Governing Body shall encourage all members to make a formal annual commitment, or pledge, in support of the mission and ministry of the local congregation, Diocese, and wider Church, and shall organize and conduct an annual in-gathering of such commitments or pledges. Christian educators in the local congregation shall help their students appreciate the importance of stewardship, and, when a student has reached the age of sixteen (16) years, shall encourage him or her to make a formal annual commitment, or pledge, as a normal responsibility of adult membership in the Church.

3.3 Members of Congregations. All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, as provided in the Canons of the General Convention, shall be members of this Church, and eligible to be members of a congregation in this Diocese.

3.3.1 Categories of Membership. Congregations in this Diocese shall recognize the following categories of membership:

3.3.1.1 Member. Any baptized person who is a member of The Episcopal Church and whose baptism is recorded in the records of the congregation, and who regularly participates in the worship of a congregation shall be deemed a member of that congregation.

3.3.1.2 Communicant. Any member who, during the preceding year, has received Holy Communion at least three (3) times in the congregation where his/her membership is recorded shall be considered a communicant of that congregation.

3.3.1.3 Communicant in Good Standing. Any communicant who, during the preceding year, has been faithful in corporate worship, unless for good cause prevented, and in working, praying and giving for the spread of the kingdom of God, shall be considered a communicant in good standing of the congregation.

3.3.1.4 Adult Status. As provided in the Canons of the General Convention, a communicant sixteen (16) years of age or older shall be considered an adult

communicant, and who, when properly licensed, may exercise the liturgical and other ministries proper to the laity.

3.3.2 Inactive Status. If for a period of one (1) year a member of any congregation shall fail to attend worship, unless for good cause prevented, that person shall be considered inactive, and this change of status shall be noted in the records of the congregation. If that person shall resume regular attendance at worship, that person shall be considered an active member, and so noted in the records of the congregation.

3.3.3 Clergy. Members of the clergy have responsibilities both to their congregations and to the Bishop. Therefore, members of the clergy are not eligible to participate in lay capacities, to be employed by a congregation, or to be elected or appointed as an officer of a congregation, without a written exemption from the Bishop, with the advice and consent of the Standing Committee.

3.4 Property of Congregations. All property, real and personal, owned or held by or for the benefit of any congregation or its purposes, including that held by any person or entity that is affiliated with or formed by the congregation, is held in trust for the Church and the Diocese, subject to these Canons. Property of a congregation is the responsibility of its Governing Body. All pews in every congregation in this Diocese shall be forever free.

3.4.1 Title to Real Property. Title to real property is held as follows:

- (a) Parishes. Title to property shall be held in the name of the parish as incorporated in the State of Michigan, subject to the provisions of Canon 3.4.
- (b) Parochial Missions. Title to property shall be held by the founding parish in trust for the parochial mission.
- (c) Other Congregations. Title to all property for all other types of congregations shall be held by the Diocese, and shall be held subject to the control and direction of the Diocesan Council. If it is deemed in the best interests of the congregation, with the approval of the Bishop, the Standing Committee and the Governing Body of the congregation, title to property used by a congregation may be transferred to it. Such approval may be subject to conditions. Prior to any transfer of title to a congregation, the congregation shall be incorporated under the laws of the State of Michigan and shall provide the documentation required by these Canons.

3.4.2 Acquisition. A congregation shall obtain the consent and approval of the Bishop and the Standing Committee prior to acquiring any interest in real property.

3.4.2.1 Location. Subject to the notice requirements of these Canons, the site of a new location for a congregation shall not be established, or the site of an existing congregation changed, without the prior consent of the Bishop and the Standing Committee.

3.4.2.1.1 Notice. Before seeking consent by the Bishop and the Standing Committee, a congregation seeking to establish a new location or change locations shall notify the members of the clergy in charge and the Governing Bodies of all congregations located within a five (5) mile radius of the proposed location, and if there are none, to each of the three congregations whose places of worship are nearest to the proposed location. Notice shall include the site of the new location and provide not less than sixty (60) days for the members of the clergy in charge and Governing Bodies of each notified congregation to respond or present objections and comments.

3.4.3 Construction, Alteration and Improvement of Congregational Facilities. A congregation shall not begin construction of any new facility or permanent improvements to, or alteration (not including normal maintenance, remodeling and redecorating) or enlargement of any existing facility belonging to the congregation without the prior approval of the Bishop and the Standing Committee. Prior to seeking approval, the Governing Body of shall obtain the approval of the congregation. Plans for construction or alteration shall be submitted to the Standing Committee or a committee designated by it for review and approval. The term “facility” includes churches, parish or other meeting halls, rectories and housing, schools, and buildings used by the congregation.

3.4.3.1 Demolition. Congregational facilities shall not be demolished, removed, taken down or otherwise disposed of without the prior consent of the Bishop and the Standing Committee. Prior to seeking consent, the Governing Body shall obtain the approval of the congregation.

3.4.4 Encumbrance. A congregation may not encumber its interest in real property without the prior consent of the Bishop and the Standing Committee. Prior to seeking consent, the Governing Body shall obtain the approval of the congregation.

3.4.4.1 Refinancing of Encumbrances. A congregation may refinance an encumbrance securing indebtedness previously approved by the Bishop and the Standing Committee without the consent of the Bishop and the Standing

Committee, or the congregation, if the indebtedness is not increased, the collateral is not changed, and the amount financed or the rate of interest is not increased; or the maturity date advanced to a date sooner than the refinanced encumbrance.

3.4.4.2 Statements of Account. When a congregation encumbers property, it shall, within thirty (30) days of doing so, prepare and furnish to the Bishop and the Standing Committee copies of the lien or mortgage and any note. On or before January 31 of each year, the Governing Body shall provide to the Bishop and the Standing Committee a statement showing all terms and conditions of the encumbrance, including original principal amount, rate of interest, payment amount, maturity date of the indebtedness; the amount of principal and interest paid and the dates of all payments made during the preceding calendar year, and the beginning and ending principal balances, together with the name and address of the lender, mortgagee or lien holder.

3.4.5 Alienation and Transfer. A congregation shall not alienate (which includes convey, transfer legal or equitable title or a possessory interest therein, lease, sell and give) personal property with a fair market value of \$10,000.00 or more and any interest in real property without the prior consent of the Bishop and Standing Committee. Prior to seeking consent, the Governing Body of shall obtain the approval of the congregation at a duly called meeting.

3.4.6 Insurance. A congregation shall maintain adequate insurance coverage on all of its property, both real and personal, against hazards and liability in minimum amounts as may be required by Diocesan policy. An inventory of all personal property and its value shall be taken and kept current by the Governing Body of a congregation, with a copy retained off-site. Congregations that do not purchase such insurance through Church Insurance Company of Vermont, or its successor, shall provide the Diocese a copy of the declarations page from its policy by September 1<sup>st</sup> of each year, verifying that coverage meets at least the minimum amount required by Diocesan policy.

3.4.7 Management, Maintenance and Administration. The Governing Body shall be responsible for the proper and timely management, maintenance and administration of all property of a congregation.

3.4.8 Use. As provided by the Canons of the General Convention and these Canons, for the purposes of the office and for the full and free discharge of all functions and duties pertaining thereto, the member of the clergy in charge of the

congregation shall at all times be entitled to the use and control of the property and facilities of the congregation, including all appurtenances and furnishings, and have access to all records and registers maintained by or on behalf of the congregation.

#### IV. GOVERNANCE OF CONGREGATIONS

4.0 Congregational Governance, Generally. Congregations shall be governed and administered by the appropriate Governing Body and by the member of the clergy in charge, who shall work together for the good of the congregation, Diocese and wider Church. The members of the Governing Body are stewards of their congregation's property and lay spiritual leaders of its mission and ministry. Bylaws of a congregation may provide for additional, but not lesser, requirements than are provided by these Canons, and any provision of the bylaws that contradicts the Canons of the General Convention or of this Diocese shall be null and void. Standard business methods as required by the Canons of the General Convention, and, as applicable, the procedures and controls recommended in *The Manual of Business Methods in Church Affairs* (the then-current edition, as it may be amended from time to time) or other resources recommended by the TEC from time to time shall be observed in all actions of the congregation and its Governing Body. Action requiring consent of or vote by a congregation under these Canons shall be taken at an annual or special meeting of the congregation, as may be appropriate, and all such meetings shall be called, convened and conducted as provided in these Canons. The rules contained in *Robert's Rules of Order Newly Revised* (the then-current edition, as it may be amended from time to time) shall govern meetings of congregations and Governing Bodies in all cases to which they are applicable and in which they are not inconsistent with these Canons or such other rules of order as are authorized by the bylaws of the congregation.

4.1 Meetings of Congregations. All recognized congregations shall hold and conduct meetings as specified in these Canons.

4.1.1 Organizational Meeting. Promptly upon notification of recognition as a congregation or as a Parish, the congregation shall hold an organizational meeting, called by any three (3) or more persons who signed the petition for recognition. Notice of the meeting shall be given by one or more of those persons to all who signed the petition and to any other interested persons, personally or by mail or electronic communication to the member of the clergy in charge and all members of the Governing Body, and posted in a publication of the congregation published in advance of the meeting and in a prominent place in the church building or other place of worship.

4.1.1.1 Purpose of Organizational Meeting. At the organizational meeting, the organizational documentation as submitted to the Diocese shall be approved and provisions made for signing and filing it with the appropriate governmental authorities. In addition, members of the Governing Body and, if appropriate, delegates to Convention of the Diocese shall be elected as provided in these Canons, and other business may come before the meeting as provided in the notice of the meeting.

4.1.1.2 Voting. All persons who signed the petition for admission shall be entitled to vote at the organizational meeting. In addition, all other persons who are sixteen (16) years of age or older and are baptized shall be entitled to vote, if they sign a declaration signifying their intention to become adult communicants in good standing in the congregation and accepting the terms of the petition and organizational documentation. The declarations are to be kept with the minutes of the meeting. A majority of all votes cast shall be necessary to approve any action or elect any person. A quorum shall be fifty percent (50%) of the number of persons required by these Canons to form and seek recognition as a congregation.

4.1.1.3 Presider and Officers. The member of the clergy in charge of the congregation shall preside at the organizational meeting. If there is no member of the clergy in charge, or in the absence of the member of the clergy in charge, those entitled to vote shall choose from their number a person to preside at the organizational meeting. The person presiding shall appoint a secretary and two judges of election. The judges shall not permit any unqualified person to vote; and shall canvass the vote and shall declare the results.

4.1.1.4 Records and Minutes. A full record and minutes of the meeting, including copies of all documents submitted to the Diocese and all other organizational documents, shall be kept by the Secretary of the meeting as part of the congregation's records and available for inspection. The Secretary shall send a copy of the record and minutes to the Office of the Bishop.

4.1.2 Annual and Special Meetings. Annual meetings of a congregation for business purposes shall occur during the month of January, at a time and place established by the bylaws or at such place of common access to all adult communicants as provided by notice of the meeting. Once convened, the meeting may be recessed from time to time, as determined by a vote of those in attendance at the meeting. Special meetings of a congregation may be called by the congregation's Governing Body, the wardens or the member of the clergy in charge, or upon

written petition signed by ten percent (10%) of the voting communicants in good standing of the congregation presented to the secretary of the congregation, who shall call for the meeting. A special meeting shall be convened within thirty (30) days after the call for the meeting.

4.1.2.1 Notices. Public notice of the call of, and the time and place for, the annual meeting and any special meeting of the congregation shall be published by the Governing Body, wardens or the member of the clergy in charge at all services on not less than two (2) Sundays immediately preceding the meeting, and shall be given personally or sent by mail or electronic communication to all members of the congregation, the member of the clergy in charge and all members of the Governing Body; and posted in a publication of the congregation issued in advance of the meeting, and posted in a prominent place in the church building or other place of worship. Notice of a special meeting shall include the object or purpose of the meeting. The Order of Business for all meetings of a congregation shall be published and made available with the notice of the meeting.

4.1.2.2 Presider. The member of the clergy in charge of the congregation shall preside at all meetings of the congregation. The member of the clergy in charge may designate a member of the Governing Body to preside at any meeting. The presider may require that any motion be presented in writing.

4.1.2.3 Membership Roll and Quorum. Not less than sixty (60) days prior to any annual or special meeting, the Governing Body, in consultation with the member of the clergy in charge, shall cause to be prepared and made available a list of adult communicants in good standing eligible to vote. A minimum of ten per cent (10%) of the number of adult communicants in good standing as reported in the Parochial Report for the year prior to the date of the meeting shall constitute a quorum.

4.1.2.4 Voting. An adult communicant who has been a communicant in good standing of his/her congregation for not less than six (6) months shall be eligible to vote at annual or special meetings of the congregation. An adult communicant in good standing who has been a member of his/her congregation for not less than six (6) months shall be eligible for election or appointment to any office in his/her congregation or in the Diocese, to the extent permitted by the laws of the State of Michigan. A majority of those present shall be needed to take any action or to elect, unless a greater number is required in these Canons or in the bylaws of the congregation.

4.1.2.5 Records and Minutes. A full record and minutes of the meeting shall be kept by the secretary of the Governing Body, or such other person as may be designated by the presider, and shall be kept in the records of the congregation.

4.1.2.6 Articles of Incorporation and Bylaws. At any annual meeting, or at a special meeting called for that purpose, a congregation may amend the Articles of Incorporation of a Parish and/or the bylaws of the congregation as may be deemed necessary for the management of the temporal matters of the congregation, by a vote of two-thirds majority of those present and voting. The Articles of Incorporation and the bylaws shall be in conformity with the Constitution and Canons of the Diocese, and in conformity with the laws of the State of Michigan. Written notice of any action that adopts or amends the Articles of Incorporation and/or the bylaws shall be given in the manner provided in these Canons not less than thirty (30) days prior to any annual or special meeting at which that action will be considered. This notice shall be in addition to public notice given at all regular services on not less than two (2) Sundays as provided in these Canons. Notice may also be provided by mail or electronic communication to the members of the congregation.

4.2 Governing Body of Congregations. The Governing Body of a congregation shall manage the temporal and business affairs and the property of the congregation in accordance with these Canons.

4.2.1 Governing Bodies, Generally.

4.2.1.1 Qualifications for Election. To be eligible for election or appointment to the Governing Body of a congregation, a candidate must be an adult communicant in good standing in the congregation and eligible to vote. No employee of the congregation, and no member of the clergy without a written exemption from the Bishop, given with the advice and consent of the Standing Committee, may serve as an elected or appointed member of its Governing Body.

4.2.1.2 Number and Classes; Terms. The bylaws of the Congregation shall provide for the number of members on the Governing Body, which shall be not fewer than six (6) and not more than fifteen (15) members. The term of membership on the Governing Body is three (3) years, expiring at an annual meeting. The first Governing Body shall have three classes of equal numbers, one of which classes shall hold office for one (1) year, another class for two (2) years, and a third class for three (3) years.

4.2.1.2.1 Terms, Bylaw Provisions. The bylaws of a congregation may provide for terms of fewer than three (3) years for all members if at least six (6) members are elected for three (3) year terms; in which case, any additional number up to the maximum number may serve for terms of fewer than three years.

4.2.1.3 Election of Governing Body. A number of members sufficient to fill all vacancies on the Governing Body of the congregation shall be elected by the adult communicants in good standing of the congregation at the annual meeting or at a special meeting called for that purpose, as provided by these Canons and by the bylaws of the congregation. The bylaws may provide for a nomination process. Election shall be by a vote of the majority of those qualified members present and voting. Members elected to the governing body serve until the election of their successors. At any meeting at which members of the Governing Body are elected, the wardens, when present, shall be judges of the election, shall present the slate of qualified candidates, shall not permit any unqualified person to vote, shall canvass the vote and shall declare the results. The wardens may appoint other qualified members to assist as judges of the election.

4.2.1.4 Vacancies. All vacancies occurring in the Governing Body between annual meetings shall be promptly filled by the remaining members of the Governing Body at any meeting of the Governing Body, and the person so appointed shall hold office for the unexpired term of the predecessor. Any person so appointed shall meet the qualifications for election to the Governing Body.

4.2.1.5 Limitation on Term of Office. A member of the Governing Body is not eligible for re-election or appointment to the Governing Body until the annual meeting next following the expiration of the current term of office. A person appointed to serve as the result of a vacancy shall be eligible for election to a term upon the expiration of the current term of office; provided, however, that a person may not serve more than six (6) consecutive years without a one (1) year hiatus. In the event that a qualified member cannot be found to stand for election after exhausting the list of members, the Governing Body may appoint for one year a person who by this Canon would otherwise be ineligible for the term to be served.

4.2.2 Organization of Governing Body; Officers. As soon as practical after the annual meeting, or a special meeting preceding it, at which members were elected to

the Governing Body, and in any event within fifteen days of election, its members shall hold an organizational meeting at which they shall elect or appoint officers, as provided below. A person may not hold more than one office. A person may serve in an office other than warden, as prohibited by Canon 4.4.4.2 and/or be a member of the Governing Body, but shall be required to recuse him/herself from all decisions regarding the compensation and benefits of any lay employee who is his/her spouse, child, parent, sibling or domestic partner.

4.2.2.1 Wardens, Number and Election. The members of the Governing Body shall elect from their members two (2) persons to serve as wardens, who shall fairly divide the duties of the two offices and perform such other duties as may be designated by the Governing Body or the member of the clergy in charge. In the event of the absence or disability of one warden, the duties shall be performed by the remaining warden. In the event of any vacancy in the office of wardens, the Governing Body shall elect a successor to fill such vacancy, within fifteen (15) days of notice of vacancy.

4.2.2.1.1 Duties of Wardens. The wardens, in concert with the Governing Body, shall:

- (a) Cooperate with, assist and advise the member of the clergy in charge to develop and maintain a climate and environment of mutual ministry, trust and honesty within which the congregation will be provided with effective leadership for the furtherance of its mission.
- (b) Cooperate with, assist and advise the member of the clergy in charge to identify and hear the concerns of the congregation and to communicate to the congregation, and resolve, as necessary, those concerns of congregational leadership.
- (c) Cooperate with, assist and advise the member of the clergy in charge to preserve order and decorum in and around the Church on all occasions.
- (d) Assist and advise in the discharge of the duties of the clergy as may be designated and requested by the member of the clergy in charge, and in all matters, act as chief stewards and spiritual lay leaders of the congregation.
- (e) Preside at all meetings of the Governing Body or the congregation in the absence, or at the request, of the member of the clergy in charge.

- (f) Perform and exercise the temporal duties and powers of the clergy in the absence of a member of the clergy in charge, as provided by these Canons.
- (g) Perform any and all other duties as may be specified by the Canons of the General Convention, the Canons of this Diocese and the bylaws of the congregation.

4.2.2.2 Other Officers, Selection or Appointment; Duties. The members of the Governing Body shall select or appoint not less often than annually from members of the congregation, who may but do not need to be members of the Governing Body, a secretary and a treasurer; and may elect other officers as the members deem necessary. If the secretary, treasurer and other officers are not members of the Governing Body, they shall be entitled to attend meetings of the Governing Body to serve *ex officio* with voice and without a vote.

4.2.2.2.1 Secretary. The secretary, or a clerk, shall provide for the keeping of minutes of all proceedings of the Governing Body and meetings of the congregation; for the maintenance and availability of an accurate roll of the membership of the congregation; for the preservation all records, documents and papers of the congregation not required to be maintained by any other person or officer; and shall deliver such records to any successor in office. The secretary serves as the secretary of the congregation. Unless another member of the Governing Body is otherwise authorized by resolution of the Governing Body, the secretary, or clerk, shall sign all reports and corporate documents, and shall attest to all public acts of the Governing Body as may be required by law or Canon. The secretary shall perform such other duties as may be provided in the bylaws or assigned by the Governing Body. The Governing Body may appoint a recording secretary or clerk for purposes of taking and keeping minutes of all proceedings of the Governing Body, who does not need to be a member of the Governing Body and who may not exercise or perform the legal duties of the secretary.

4.2.2.2.2 Treasurer. The treasurer shall account for the receipt of all monies collected by or on behalf of the congregation, and shall make all disbursements as approved by the Governing Body, and maintain accurate records of all receipts and disbursements. The treasurer shall perform all duties of office and be bonded in accordance with the business methods in church affairs as established from time to time by the Canons of the General Convention and the Diocese. The treasurer of each congregation shall present a monthly written financial accounting of the affairs of the congregation to

the Governing Body; shall present an annual written report to the annual meeting of the congregation; and timely provide the necessary information and assist in the preparation of the Parochial Report, or any similar report required by the Canons of the General Convention. The treasurer shall perform such other duties as may be provided in the bylaws or assigned by the governing body.

4.2.2.2.3 Other Officers. The Governing Body may appoint, hire or otherwise select such other officers and assistants as it may deem necessary for the performance of its duties, which may include a recording secretary, a financial secretary, assistant treasurers, tellers, and others, and who need not be elected members of the Governing Body. The duties of the officers shall be determined by the Governing Body or the bylaws of the congregation.

4.3 Meetings of Governing Body. Meetings of the Governing Body may be scheduled or called by the member of the clergy in charge, or by the wardens, or by written request of one-third (1/3) of the Governing Body. Notice of a meeting shall be given by notice personally or by mail or electronic communication to the member of the clergy in charge and all members of the Governing Body, and posted in a publication of the congregation published in advance of the meeting and in a prominent place in the church building. Notice may be waived by the member of the clergy in charge and by the members of the Governing Body. If the bylaws of the congregation so provide, meetings may be held by any means that permits all persons participating in the meeting to communicate with all other persons participating in the meeting, including meeting in person, conference call, or other means of remote communication; and action taken may be recorded by consent resolution signed by members voting.

4.3.1 Regular Meetings. Regular meetings of the Governing Body of the congregation shall be held not fewer than six (6) times throughout the year between annual meetings.

4.3.2 Special Meetings. Special meetings of the Governing Body may be called by the member of the clergy in charge, or by the wardens, or by one-third (1/3) of the members of the Governing Body upon giving not less than five (5) days notice personally or by mail or electronic written communication to the member of the clergy in charge and all members of the Governing Body. Notice of a special meeting shall include the object or purpose of the meeting and the order of business. Notice may be waived by the member of the clergy in charge and by the members of the Governing Body.

4.3.3 Presider. The member of the clergy in charge shall preside at all meetings of the governing body, or may designate a member of the Governing Body to preside at any meeting. In the absence of the member of the clergy in charge, one of the wardens, or a member of the Governing Body chosen by the wardens, shall preside. The member of the clergy in charge shall have no vote at the meeting except when presiding, and only in the case of a tie vote.

4.3.4 Quorum. A majority of the members of the Governing Body shall constitute a quorum.

4.3.5 Absences and Removal. In the event that any member of the Governing Body shall be absent from the regular meetings for a period of three (3) consecutive months, or shall be absent for three (3) meetings out of six (6) consecutive meetings, the remaining members of the Governing Body may, with the advice and consent of the member of the clergy in charge, remove the absent member from office and appoint a qualified successor to fill the unexpired term. If the congregation is without a member of the clergy in charge, the advice and consent of the Bishop, or other person designated by the Bishop, must be obtained before such action is taken.

4.3.6 Records and Minutes. Records and minutes of any meeting of the Governing Body shall be kept by the Secretary, or other person designated to do so. All records and minutes shall be kept with the congregation's records and shall be available for inspection.

4.4 Duties of Governing Body. The Governing Body of a congregation shall be responsible for the care and management of all of the temporal affairs of the congregation and to the extent necessary, the worship and spiritual life of the congregation, as required by these Canons, the Canons of the General Convention of the Episcopal Church and applicable state, local or federal law.

4.4.1 Duties Generally.

4.4.1.1 Temporal Matters. The Governing Body, subject to requirements for particular types of congregations, shall be responsible for care and management of the property and assets of the congregation; and relations with clergy, administration of the congregation's finances, the election of wardens, appointment of other officers, hiring of employees as otherwise provided by these Canons, supervision of volunteers, maintenance of records, preparation of an annual budget of the congregation, and shall generally govern the congregation as required by applicable law and canons.

4.4.1.1.1 Legal Representatives of Parishes. Except as provided by state or Diocesan law, the Vestry of a Parish shall be agents and legal representatives of the Parish in all matters concerning its corporate property and the relations of the Parish to its clergy. All instruments, contracts and legal documents shall be signed in the corporate name by a Warden and the Secretary or Treasurer, unless, by resolution of the Vestry, one of them or some other member or members of the Vestry are authorized as the signatories. Members of the clergy are not the legal representatives of a Parish; and have no authority legally to bind a Parish unless authorized by resolution of the Governing Body.

4.4.1.1.2 Business Methods. Every congregation and organization within it shall observe standard business methods as required by Canons of the General Convention, and, as applicable, procedures and controls recommended in the current edition of *The Manual of Business Methods in Church Affairs* (the then-current edition, as it may be amended from time to time) or other resources recommended by the Canons of the General Convention from time to time.

4.4.1.2 Worship and Spiritual Matters. The Governing Body of a congregation shall, to the extent appropriate and necessary, assist the clergy in worship and as spiritual leaders of the congregation. In the absence of clergy, the Governing Body shall make provision for the conduct of public worship and the pastoral needs of the congregation.

4.4.1.3 Relations with Clergy. The Governing Body shall, except as otherwise provided by these Canons, be responsible for the relations of the congregation with its member(s) of the clergy, and to that end, shall as required provide for maintenance and compensation (including the funding of pension obligations) of clergy; assure that there is adequate opportunity for clergy self-care and renewal; and otherwise fulfill the letter of agreement between the member of clergy and the congregation. In the event of disability or conflict, the Governing Body shall be responsible for seeking assistance or resolution from the Ecclesiastical Authority.

4.4.1.3.1 Filling Vacancy. Whenever a Parish is without a member of the clergy in charge, the Governing Body shall fill such vacancy according to the Canons of the General Convention and these Canons; provided, however, that no election of and call to a member of the clergy may be made unless and

until all requirements of the Church Pension Fund in that congregation shall be paid in full, and the current diocesan policy on compensation and benefits have been met.

4.4.1.3.2 Clergy Transition, Other Congregations. Whenever a recognized congregation shall be without a member of the clergy in charge, the Governing Body shall consult with the Ecclesiastical Authority for appointment of a successor member of the clergy in charge.

4.4.1.4 Delegates to Convention. The Governing Body shall select lay delegates to Conventions of the Diocese if lay delegates are not elected by the congregation.

4.4.2 Records. The Governing Body shall be responsible for the maintenance and filing of all required and appropriate records as may be required by law or Canon. The member of the clergy in charge shall at all times have access to all records and registers maintained by or on behalf of the congregation.

4.4.2.1 Parish Register. The Governing Body shall assist the clergy in the maintenance of the Parish Register, and assure its accuracy. As required by canon, the Governing Body shall present the Parish Register to the Bishop or the representative of the Bishop at every visitation.

4.4.2.2 Annual Parochial Report. The Governing Body shall, with the member of the clergy, prepare, approve and timely file the Annual Parochial Report as required by the Canons of the General Convention and this Diocese; and to assure the accurate maintenance of the appropriate records required for such report, and shall assist in the maintenance of an accurate list of membership of the congregation.

4.4.2.3 Annual Corporate Report. The Governing Body shall prepare and timely file such annual corporate reports and records as may be required by the State of Michigan, and such reports shall be signed by one of the Wardens and the Secretary.

4.4.2.4 Minutes and Other Records. The Governing Body shall make provision for the maintenance of the corporate minutes and records of other proceedings by the Secretary, or Clerk, and for such other property and business records as may be required by law or canon, including but not limited to employee records, tax records, property records, memorial and trust documents,

municipal and governmental permits, and historical records. Records shall be available for inspection.

4.4.2.5 Corporate Records. The Governing Body shall make provision for the maintenance of all necessary corporate records, including but not limited to a current copy of the bylaws of the congregation, corporate reports, corporate minute book, and membership lists.

4.4.2.6 Insurance Policies and Records. The Governing Body shall make provision for the maintenance of all records required by any insurance carrier or provider, and shall maintain an accurate inventory of all corporate property and its condition on an annual basis.

4.4.3 Finance.

4.4.3.1 Accounts. The Treasurer of the congregation and of each organization in the congregation shall provide a written annual report of funds to the annual meeting of the congregation.

4.4.3.2 Audit of Accounts. All accounts of every congregation, including clergy accounts and accounts of all organizations in a congregation, shall be audited annually (based on calendar year) by an independent certified public accountant or such audit committee or process as shall be authorized by Diocesan Council. The annual audit report shall be filed with the Treasurer of the Diocese not later than September 1 of the calendar year following the end of the annual period audited; and shall be available for public inspection, including by any member of the congregation.

4.4.3.3 Clergy Discretionary and Other Funds. Clergy discretionary funds and other funds under the direct control of a member of the clergy are church-owned accounts. Money in these accounts shall be disbursed by the clergy in keeping with purpose(s) for which said funds were established. The accounts shall be maintained and administered in the manner described in the *Manual of Business Methods in Church Affairs* (the then-current edition, as it may be amended from time to time) or other materials authorized by the Canons of General Convention, and in Diocesan policy; and, like other church accounts, shall be subject to annual audit.

4.4.3.4 Accurate Payrolls. The Governing Body shall be responsible for accurate computation and payment of payroll for clergy and lay employees.

4.4.3.5 Indebtedness. Subject to these Canons the Governing Body of a congregation shall have the authority to incur indebtedness on behalf of the congregation, provided, however, a congregation shall not have the authority to create or incur any liability on behalf of or against the Bishop or the Diocese. Any indebtedness shall require the prior written consent of the Bishop and the Standing Committee and the approval of the congregation, except as follows:

4.4.3.5.1 Refinancing. The Governing Body of a congregation may refinance an encumbrance securing indebtedness without the consent of the Bishop and the Standing Committee, or the congregation, if the indebtedness is not increased, the collateral is not changed, and the amount financed or the rate of interest is not increased; or the maturity date is advanced to a date sooner than the refinanced encumbrance.

4.4.3.5.2 Capital Repairs and Maintenance. With the prior approval of the congregation, the Governing Body of an incorporated congregation may finance indebtedness for capital repairs, maintenance and improvements of its property, and replacements of and additions to real estate and equipment, where the amount of such indebtedness, plus all other debts and obligations already existing, does not exceed fifty per cent (50%) of the average annual receipts of the congregation during the previous three years. In computing "receipts" under this section, all endowments, bequests, designated receipts and restricted funds shall be excluded.

4.4.3.5.3 Current Expenses. With the prior approval of the congregation, the Governing Body of an incorporated congregation may finance indebtedness for current expenses where the amount of such indebtedness, plus all other debts and obligations for current expenses already existing, does not exceed twenty per cent (20%) of the total current receipts of the congregation for the preceding year. Payment for all indebtedness for current expenses shall be provided for in the budgets for the next two (2) years with the reasonable expectation of payment in full from the projected receipts for that period. In computing "receipts" under this section, all endowments, bequests, designated receipts and restricted funds shall be excluded.

4.4.3.5.4 Unincorporated Congregations. An unincorporated congregation shall not have the authority to incur indebtedness or other obligation or liability in excess of the sum of Ten Thousand Dollars (\$10,000.00), other than the obligation for the compensation of its clergy, without the prior written

consent of the Bishop and the Diocesan Council and the approval of the congregation.

Whenever a congregation incurs indebtedness, it shall, within thirty (30) days of doing so, prepare and furnish to the Bishop and the Standing Committee copies of any note, financing statement, lien or other security or payment agreement. On or before January 31 of each year, the Governing Body shall provide to the Bishop and the Standing Committee a statement showing all terms and conditions of the indebtedness, including original principal amount, rate of interest, payment amount, maturity date of the indebtedness; the amount of principal and interest paid and the dates of all payments made during the preceding calendar year, and the beginning and ending principal balances, together with the name and address of the lender, mortgagee or lien holder.

4.4.4 Relations with Layperson Employees, Generally. The relationship between the Governing Body and a layperson hired by the congregation is that of employer and employee or independent contractor. The employer of all laypersons hired by the congregation shall be the Governing Body, which alone shall have authority to determine compensation and benefits. The Governing Body shall provide compensation and benefits to all employees in accordance with the compensation and benefit policies adopted, and from time to time amended, by the Diocese and required by applicable law. It is expected under ordinary circumstances that all staff of a congregation is under the general supervision of the member of the clergy in charge except as otherwise agreed between the member of the clergy in charge and the Governing Body.

4.4.4.1 Background Investigation. The Governing Body shall inform itself about laypersons proposed for employment for positions involving regular contact with, or supervision of, persons aged 17 years or younger, including background investigations sufficient to satisfy reasonable inquiry about the person's character and fitness for the position. Any person who is to be considered for employment shall consent in writing to such background investigation, as the Governing Body shall deem appropriate as a condition for consideration for employment.

4.4.4.2 Paid Staff and the Governing Body. A layperson employee of a congregation may not serve as an elected or appointed member of the Governing Body. If a member of the Governing Body is also a member of the immediate family (defined as parent, child, sibling, spouse or domestic partner) of a

layperson employee, then that member of the Governing Body may not participate in any decision regarding hiring, termination, compensation, or other matters pertaining to the layperson employee's relationship with the congregation. A person may not serve as senior or junior warden while a member of the immediate family is a layperson employee.

4.4.4.3 Outside Assistance. The Governing Body alone shall have authority to retain the services of lawyers, certified public accountants, financial planners, and other outside professionals whose counsel may be required to fulfill the Governing Body's legal and fiduciary responsibilities. The Governing Body shall be responsible for payment of any fees occasioned by such use of outside professional assistance from congregational funds.

4.4.5 Volunteers. All persons who serve as volunteers in support of the ministry of the congregation shall be under the supervision of the member of the clergy in charge or of the Governing Body, in the same manner as is provided in these Canons regarding employees.

4.4.5.1 Volunteer Youth Workers. No person shall be permitted to have any role as a volunteer in Christian education for persons 17 years of age or younger, or to supervise any youth group or youth activity sponsored by the congregation, until that person has established a pattern of regular attendance at worship, and regular participation in adult activities, for a period of not less than six (6) months.

4.4.5.2 Background Investigation. The Governing Body shall inform itself about laypersons volunteering for positions involving regular contact with, or supervision of, persons aged 17 years or younger sufficiently to satisfy reasonable inquiry about the person's character and fitness for the position. The Governing Body shall obtain consent in writing to such background investigation, as the Governing Body shall deem appropriate as a condition for consideration for such service.

4.4.6 Policies Concerning Abuse and Harassment. The Governing Body shall be governed by, and shall comply with, those policies and procedures of the Diocese for prevention of child abuse and sexual harassment, being mindful that once such policies and procedures are adopted, failure to implement and follow these policies and procedures may create serious legal liability. All persons, whether employees, independent contractors or volunteers, whose work will involve regular contact with, or supervision of, persons aged 17 years or younger shall receive exploitation

and sexual abuse prevention training approved by the Diocesan Council, and sign the commitment to adhere to the policies of these programs as a condition for employment or engagement.

## V. MINISTRY

5.0 Ministry, Generally. Ministry is service rendered in the Name of our Lord Jesus Christ, who declared himself a servant of all, and who shares his servanthood with all members of the Church. Thus the Church's ministers are laypersons and members of the clergy, bishops, priests and deacons. The Canons of the General Convention provide broadly for ministry of all baptized persons. This Article of these Canons supplements and implements the Canons of the General Convention.

5.1 Members of the Clergy. Each congregation shall be in the charge of a member of the clergy, and may be served by and minister through other members of the clergy.

5.1.1 Members of the Clergy in Charge. In the case of a Parish or a Parochial Mission, the member of clergy in charge is a Rector; in the case of a Diocesan Mission or Worshiping Community, it is a Vicar; in the case of an Academic Chaplaincy, it is a Chaplain; in the case of a congregation in leadership transition, it is an Interim Priest; in the case of a congregation in development or redevelopment, it is a Priest-in-Charge; and in the case of a congregation served by a total ministry team, it is the total ministry team, or one or more of its members designated by the total ministry team as "in charge." Each of such clergy is referred to in these Canons as the "member of the clergy in charge." The Bishop shall exercise oversight authority in all congregations without a member of the clergy in charge.

5.1.2 Other Members of the Clergy.

5.1.2.1 Assistant Clergy. Assistant members of the clergy shall be selected by the member of the clergy in charge in the manner provided by the Canons of the General Convention, with the approval of the Ecclesiastical Authority and of the Governing Body of the Congregation and shall serve under the authority and direction of the member of the clergy in charge.

5.1.2.2 Deacons. Deacons pursue their ministry under the direction and supervision of the Bishop, as provided by the Canons of the General Convention. A deacon may be assigned to a congregation by the Bishop, and, with respect to

his/her ministrations within the congregation, the deacon shall serve under the direction of the member of the clergy in charge.

5.1.2.3 Supply Clergy. Under the direction and supervision of the Bishop, supply clergy provide occasional sacramental and pastoral services to a congregation in the absence of the member of the clergy in charge, and shall be compensated in accordance with the policies established by the Diocesan Council and/or the Office of the Bishop.

5.1.2.4 Associated Clergy. Members of the clergy may be invited by a member of the clergy in charge to serve within that congregation, and, when doing so, shall serve at the pleasure, and under the direction and supervision, of the member of the clergy in charge.

5.1.2.5 Ministry Team. In congregations served by a total ministry team the functions normally performed by the member of the clergy in charge and/or assistant clergy are distributed among the members of a ministry team composed of clergy and laypersons, all of whom serve under the pastoral oversight of the Bishop.

5.2 Relations with Clergy, Generally. The relationship between a congregation and clergy is approved by the Ecclesiastical Authority and governed by the Canons of the General Convention and the Canons and policies of this Diocese.

5.2.1 Letters of Agreement. The mutual expectations and responsibilities of the member of the clergy in charge and of any assistant clergy, and of the Governing Body and congregation, shall be described in a letter of agreement, or covenant. A letter of agreement is intended to clarify the relationship between the parties, enhance their ministries, and avoid occasions for conflict. Any provision of a letter of agreement which is in conflict with the Canons of the General Convention or of this Diocese, or with diocesan policy, shall be null and void. Such letters and any amendments of them shall not be effective unless and until approved by the Ecclesiastical Authority.

5.2.2 Compensation and Benefits. The Governing Body of the congregation shall be responsible for compensating the member of the clergy in charge and assistant clergy in accordance with the compensation and benefit policies adopted, and from time to time amended, by the Diocese.

5.2.2.1 Inability to Follow Policy. If at any time the Governing Body is unable to compensate its clergy in accordance with diocesan policy, the wardens shall so notify the Ecclesiastical Authority, indicating the steps being taken to bring the clergy person's compensation into compliance with diocesan policies.

5.2.2.2 Annual Housing Resolution. As required under federal income tax laws and regulations, prior to the beginning of each fiscal year a member of the clergy shall determine that portion of his/her compensation to be considered "housing and utility allowance" for tax purposes, and this determination shall be incorporated into a resolution adopted by the Governing Body and made a part of its corporate minutes.

5.2.3 Conflict. Because conflict within a congregation may undermine the pastoral relationship or inhibit the congregation's ministry, both the member of the clergy in charge and the wardens shall be responsible for seeking intervention by the Ecclesiastical Authority, in the same manner as is provided for in Canons of the General Convention.

5.2.3.1 Dissolution. If any member of the clergy in charge or the Governing Body of a congregation desires a dissolution of the pastoral relation, and they cannot agree, either may proceed in the same manner as provided in the Canons of the General Convention.

### 5.3 Change in Clergy Leadership.

5.3.1 Notifications. When a member of the clergy in charge intends to resign, the member of the clergy shall promptly advise the Ecclesiastical Authority, and, as soon as practicable, shall notify the wardens and Governing Body of the congregation. Upon learning that the member of the clergy in charge intends to depart, the wardens shall independently notify the Ecclesiastical Authority, and shall make themselves available to the Ecclesiastical Authority and members of the Office of the Bishop to arrange for transition in clergy leadership.

5.3.2 Termination Arrangements. When a member of the clergy in charge announces his/her intention to resign, and is not under discipline, the member of the clergy, wardens and Governing Body shall agree on, and commit to writing, as an amendment of the letter of agreement or as a new letter of agreement, arrangements that include the following:

- (a) effective date of the resignation;

- (b) amount and payment in full of terminal compensation, deferred and severance benefits, insurance premiums, pension contributions, and accumulated sick leave and vacation benefits, if any;
- (c) date for vacating church-provided housing, if applicable; and
- (d) plans for celebrating the ministry that is ending.

The wardens promptly shall deliver a copy of the proposed arrangements to the Ecclesiastical Authority for approval.

5.3.3 Interim Period. During the period following termination of the formal relationship of the member of the clergy in charge and the congregation and the calling or appointment of a new member of the clergy in charge (the “interim period”), the Ecclesiastical Authority and Governing Body of the Congregation shall work together to ensure that the unity and ministry of the congregation is maintained, and that the congregation is prepared to receive a new member of the clergy in charge.

5.3.3.1 Arrangements for Clergy Services. The Office of the Bishop shall assist the wardens and Governing Body in their efforts to arrange for the services of supply, interim or other clergy in the interim period. When no member of the clergy is serving the congregation, the wardens shall arrange for pastoral care of parishioners, maintain the regular schedule of worship services, and assume those administrative functions normally exercised by the clergy.

5.3.3.2 After Resignation. The relationship between a congregation and its former clergy person(s) shall be defined in a policy developed by the Bishop in consultation with members of the clergy, and adopted by the Diocesan Council.

5.3.3.3 Interim Clergy. With respect to an interim period, the wardens, with the advice of the Governing Body shall consult with the Ecclesiastical Authority, or with members of the Office of the Bishop, regarding assignment to the congregation of an Interim Priest to serve as member of the clergy in charge during the interim period. When arrangements for interim ministry are made with a member of the clergy who is not a trained interim ministry specialist or an experienced interim clergy, that member of the clergy shall receive interim ministry training at an early date through an organization or training program approved by the Ecclesiastical Authority. The Interim Priest shall represent the Bishop’s ministry, guide the congregation through the developmental steps associated with clergy leadership transitions, and prepare the congregation to receive a new clergy leader. Regardless of title, the Interim Priest shall exercise in full the authority of a rector, vicar, or chaplain, as the case may be, save only as

to term of service. The Interim Priest shall not be a candidate for the position of permanent member of the clergy in charge of the congregation he/she serves. A congregation shall not exercise any right of termination of an Interim Priest prior to his/her normal and expected date of leave-taking until the wardens have consulted with, and received permission of, the Ecclesiastical Authority, which shall be conditioned on the congregation's compliance with diocesan policy in such matters.

5.3.3.4 Search. The wardens, with the advice of the Governing Body, shall consult with the Ecclesiastical Authority, or with members of the Office of the Bishop or Diocesan Office, prior to forming any group or committee responsible for a search for a new member of the clergy in charge. A search for new clergy shall be conducted in conformity with the Canons of the General Convention, and the Canons and policies of this Diocese.

5.3.3.5 New Member of the Clergy in Charge. In securing the services of a new member of the clergy in charge, the Governing Body shall proceed as follows:

5.3.3.5.1 Parishes. Upon completion of the search process, the Vestry shall forward the name(s) of the nominee(s) to the Ecclesiastical Authority as provided in the Canons of the General Convention. The Vestry, after consideration of any communication from the Ecclesiastical Authority at a meeting duly called and held for that purpose, may elect a Rector; and shall provide written notice of the election, signed by the wardens, to the Ecclesiastical Authority, who shall ascertain that the member of the clergy has accepted the call, as provided by the Canons of the General Convention.

5.3.3.5.2 Priest-in Charge. After consultation with the Governing Body, the Bishop may appoint a Priest to serve as Priest-in-Charge of any congregation in which there is no member of the clergy in charge. In such congregations, the Priest-in-Charge shall exercise the duties of member of the clergy in charge as provided by the Canons of the General Convention and these Canons, subject to the authority of the Bishop.

5.3.3.5.3 Other Congregations. The Governing Body of congregations other than parishes shall consult with the Ecclesiastical Authority for the appointment of a new member of the clergy in charge as Priest-in-Charge, Vicar or Chaplain.

5.3.3.5.4 Call. A congregation may not call a new member of the clergy in charge unless and until all requirements of the Church Pension Fund of that congregation shall be paid in full, and the current requirements of diocesan policy on compensation and benefits have been met, with respect to all members of the clergy serving the congregation.

5.4 Ministry of Laypersons. The Sacrament of Holy Baptism obligates each member of the Church to be faithful in prayer and worship, resist evil, proclaim the Gospel, love and serve one's neighbors, and strive for justice and peace. This baptismal ministry is foundational, and all other ministries, lay and ordained, derive from it. Therefore, it shall be the responsibility of each individual Christian, assisted by the Bishop, Commission on Ministry, members of the clergy in charge, and congregations of this Diocese to provide for full expression of the ministry of all baptized persons.

5.4.1 Responsibilities of the Bishop. The Bishop, the Office of the Bishop, and other bodies and committees of the Diocese, as the Bishop may deem appropriate, shall provide for affirmation and development of lay ministries, making available to individuals and congregations resources for identification of gifts, training, and opportunities for service.

5.4.2 Responsibilities of the Commission on Ministry. The Commission on Ministry shall adopt policies and procedures for the cultivation of lay ministries, and shall set standards, as appropriate, for training, examination, determination of competence, licensing, and continuing education for those lay ministers identified in the Canons of the General Convention. The Commission may utilize the Board of Examining Chaplains, or may create other committees or communities, to assist in implementing its policies and procedures, as the Bishop and Commission may deem necessary. In its work the Commission shall give equal weight to lay and ordained ministry.

5.4.3 Responsibilities of the Clergy. The member of the clergy in charge of each congregation of this Diocese, and other clergy serving under the direction of the member of the clergy in charge, shall facilitate the discernment of gifts and opportunities for ministry on the part of lay members; provide or assist, as necessary, with training, licensing, and continuing education of lay ministers; and observe the provisions of the Canons of the General Convention which require that certain lay ministers be confirmed communicants in good standing. The member of the clergy in charge shall ensure that the lay order is fully represented in the congregation's worship and ministry, and that youth and young adult

communicants are made aware of the variety of lay and ordained ministries to which members of the Church may be called.

5.4.4 Responsibilities of Governing Bodies. The Governing Body of each congregation of this Diocese shall nurture and affirm the variety of lay ministries expressed in the congregation, and, at regular intervals, shall plan, implement, and evaluate the congregation's ministry with the local community, wider Church, and world.

## VI. ECCLESIASTICAL DISCIPLINE

6.0 Title IV of General Canons. Those provisions of Title IV of the General Canons of The Episcopal Church that 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 of the General Canons of The Episcopal Church, the provisions of Title IV shall govern. This Title will take effect on July 1, 2011. Until that time, the terms of the prior Title VI of the Diocese of Michigan will continue in effect, and the terms of those elected or appointed to fill positions under that title will continue until June 30, 2011, or as long thereafter as may be needed to complete matters in process under the prior Title.

6.1 Diocesan Cooperation. The Episcopal Dioceses in Michigan have expressed a desire to cooperate in the ecclesiastical disciplinary process of any matter in any such Diocese, including the creation of a common Disciplinary Board and the sharing of other resources as deemed appropriate. This Title is intended to facilitate the participation of this Diocese in such cooperative efforts with those Episcopal Dioceses in Michigan that adopt similar local canons. When any General Canon of The Episcopal Church allows information be given to a Bishop, the only Bishop to whom such information may be given is the Bishop of the Diocese in which the Respondent is canonically resident. The venue of any proceedings shall be in the Diocese in which the Respondent is canonically resident.

6.2 Disciplinary Board. The Disciplinary Board shall consist of a minimum of four persons, two clergy and two lay, from each participating Diocese. In addition, the participating Dioceses will take turns selecting one additional clergy member. A member of the Standing Committee of any participating Diocese may not serve on the Disciplinary Board.

6.2.1 Selection of Members of Disciplinary Board. Members of the Disciplinary Board from this Diocese, sufficient to fill any upcoming vacancies, will be elected by the Annual Convention.

6.2.2 Terms. The terms of the initial members of the Disciplinary Board begin on July 1, 2011. At the first meeting of the Disciplinary Board after July 1, 2011, the members elected by each Diocese then participating will draw lots to determine one clergy member and one lay member elected by that Diocese who will serve until December 31, 2011. The remaining members will serve until December 31, 2012. Thereafter, each participating Diocese will select replacements for members of that Diocese whose terms will expire at the end of the year. Members so selected will serve a two-year term, each term to begin on January 1 following selection.

6.2.3 Successive Terms. Members may serve no more than two successive terms. If a member is elected or appointed to fill a vacancy involving a member from this Diocese, the term of the replacement member will be the unexpired term of the member being replaced, and the replacement member is eligible for election to a successive term.

6.2.4 Clergy Members. The clergy members of the Disciplinary Board must be canonically and geographically resident within the Diocese from which they are selected.

6.2.5 Lay Members. The lay members of the Disciplinary Board must be adult Communicants in Good Standing of a congregation in the Diocese from which they are selected, and must be geographically resident in that Diocese.

6.2.6 Vacancies. Vacancies on the Disciplinary Board will be filled as follows:

- (a) Upon the determination that a vacancy exists, the President of the Disciplinary Board shall notify the Bishop of the vacating member's Diocese of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- (b) If the vacancy involves a member from this Diocese, the Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
- (c) Persons appointed to fill vacancies on the Disciplinary Board must meet the same eligibility requirements as apply to elected members of the Disciplinary Board.

(d) With respect to a vacancy resulting from a challenge, the replacement member will serve only for the proceedings for which the elected member is not serving as a result of the challenge.

6.2.7 President. As soon as practicable after January 1 of each year, but no longer than 60 days after January 1 of each year, the Disciplinary Board will meet and elect from its membership a President, who may be a member of the clergy or lay person, and who shall serve as President for a term of one year (until a replacement is elected).

6.2.8 Clerk. The Disciplinary Board shall appoint a Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may be a member of the Disciplinary Board.

6.2.9 Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Disciplinary 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 subject of the challenge, shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

6.3 Intake Officer. An Intake Officer will be appointed from time to time by the Bishop. 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.

6.4 Investigator. The Bishop will appoint one or more Investigator(s), as needed, in consultation with the President of the Disciplinary Board. Investigators may but need not be Members of the Church.

6.5 Church Attorney(s). The Bishops, with the consent of their Standing Committees, will appoint, as needed, one or more attorneys to serve as Church Attorney(s). The person(s) so selected must be a duly licensed attorney in the state of Michigan, but need not reside within the Diocese where the proceedings are to take place. Persons serving as a Church Attorney shall hold no other appointed or elected position provided for under this Title, and shall not include Chancellors or Vice Chancellors of either Diocese,

members or employees of the same law firm, company or institution as a Chancellor of Vice Chancellor, or any person likely to be called as a witness in the proceeding. A Church Attorney may be removed for cause by the Bishop with the advice and consent of the Standing Committee.

6.6 Advisors. In each proceeding under this Title, the Bishop of the Diocese from which the proceeding arises shall appoint an Advisor for the complaining party 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 either Diocese, members or employees of the same law firm, company or institution as a Chancellor or Vice Chancellor, or any person likely to be called as a witness in the proceeding. The complaining party and the Respondent are each free to engage an attorney at their own cost.

6.7 Costs and Expenses. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese in which the Respondent is canonically resident, unless the alleged offense took place elsewhere and the respective Bishops agree on a different cost allocation. Other costs shall be the responsibility of individual parties incurring them.

6.8 Records.

6.8.1 Record of Proceedings. Records of active proceedings before the Disciplinary 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 in which the Respondent is canonically resident.

6.8.2 Permanent Records. The Bishops shall make provision for the permanent storage of records of all proceedings for clergy canonically resident in their respective Dioceses under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the General Canons of The Episcopal Church.

## **VII. AMENDMENTS**

7.0 Amendments, Generally. The Canons of this Diocese may be amended as provided below, and shall be amended as necessary to conform to the Canons of the General Convention as adopted from time to time without necessity of formal action.

7.1 Proposed Amendments. Amendments, including additions, to the Canons to be proposed to a Convention shall be submitted to the Committee on Constitution and Canons (in this Title, the "Committee") at least one-hundred twenty (120) days before the Convention at which they are to be considered, and the Committee shall file a report of such proposed amendments, together with its recommendations regarding adoption, with the Secretary of Convention not less than sixty (60) days before the date of such Convention. The Secretary shall furnish the text of the Committee's report to the Members of Convention with other notices in advance of the Convention as required under these Canons.

7.2 Report of Proposed Amendments. The Committee shall report proposed amendments, and may make recommendations concerning them, as the first order of business of the Convention following organization of the Convention. No amendment of these Canons may be considered by the Convention unless the amendment is reported to the Convention by the Committee.

7.3 Adoption of Amendments. When any proposed amendment is before the Convention for consideration, changes or amendments to the proposal may be made by a majority vote before final action thereon, in the same manner as amendment to any motion unless the Members of Convention, by a favorable vote of two-thirds of the Members entitled to vote at such Convention adopt a special rule of order to consider the proposed amendment as a whole and without opportunity for amendment. No amendment of these Canons may be made without a favorable vote of two-thirds of the Members of Convention present, or, if the vote is by orders, by a majority vote of those present in each order.

7.4 Effective Date. Any amendment of these Canons shall not be effective with regard to the proceedings of or actions taken at the Convention at which such amendment was adopted. Unless the motion for adoption of an amendment requires otherwise, an amendment to these Canons is effective upon the close of business of the Convention at which adopted.

7.5 Captions, Paragraph Headings. The captions of Articles and the descriptive titles or headings of each section of these Canons are for reference purposes only, and not substance; and are not to be considered a formal part of the text of the Canons.

# Section II

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## Reports to 191st Diocesan Convention

Deanery Reports

Commission on Ministry

Communications

Congregational Life/Transitions

Rural and Small Church Vitality

Diocesan Council Summary of Actions

Episcopate

Finance

Ministry with Young People

Registrar's Reports

Spirituality and Race

Standing Committee

Trustees of the Diocese

Whitaker Institute

Reports of Agencies, Institutions and Committees

## **CAPITAL DEANERY**

The Very Rev Dr. Gail Shafer, Dean

The Capitol Area Deanery is fortunate to have the following churches as members. Their activities in social justice and community building is noteworthy. We welcome Father Andrew Armond as rector of All Saints in East Lansing, and bid farewell to Rev Kenneth Ritter who provided interim guidance there. We said goodbye to Rev Donna McNiel who has taken a call to Carson City, NV.

The deanery maintains a presence on the Interfaith Clergy Association, and participated in their Pried Festival prayer booth, Community Interfaith Thanksgiving service, and a number of fellowship opportunities.

### **St. Katherines Rector Melissa Congelton**

St. Katherine's completed a congregational development series with The Rev. Canon Ekevag, which led to the formation of the Community Development Team. This group has brought renewed energy, fresh ministries, and deeper connections, giving the parish momentum to make an even greater impact in the community.

Alongside our steadfast dedication to worship, we've expanded outreach by offering our commercial kitchen to aspiring food businesses, some of which in the past have grown into local storefronts. We've also launched a lively concert series featuring diverse musical styles, hosted a Faith & Blue Blessing of the Animals with our police partners, welcomed neighbors with ice cream and a chapel open house, enjoyed monthly euchre, and more. This vibrant work continues to grow.

The celebration of new ministry, marking Rev Congelton's election as rector was celebrated September 24.

### **Christ United - Pastor Alex Aivars**

We adopted a new Welcome Statement this spring to be more diverse and inclusive. Our Meditative Worship offered once a month continues to help people spiritually. We are in the middle of the process to change over most of our 3 acres of land to a native plant meadow. The seeds were planted mid-summer and have started to sprout. A recently held Rummage Sale produced funds to go to the continued upkeep of our building. In August, Pastor Alex accepted the call to Canterbury MSU. His last Sunday at Christ United was September 7.

### **St. Michaels Rector Timothy Flynn**

This past year St. Michael's established a community blessing box which is funded in part by the Mariann Cathey Fund, a \$100,000 gift made in her honor by her husband, Russ. We also support Christian Charities by hosting a Diaper Ministry which supports 20 to 30 families bi-monthly and is funded in part by private donations including a Social Services and Advocacy Grant from the Diocese of Michigan.

This year on Oct. 18 we will host our Fourth Annual Gun Buyback. As of the end of the summer we have accumulated just over \$20,000 to aid in this effort, \$2,000 of which also came from a Social Services and Advocacy Grant from the diocese. Mayor Andy Schor will attend again this year as we work hand in hand with the Ingham County Sheriff's Office and the Lansing Police Department.

Our community garden continues to flourish, hosting 12 families and individuals from the community at large in addition to a few families from the parish. Our Advocacy Team meets monthly and, in addition to the gun buyback, has planned and developed several parish educational events. Most recently we have hopes to establish a Zoom educational series which will be to everyone, and it will include guest speakers from across the US. Topics will include the genocide in Gaza and the rebuilding of Palestine; the collapse of agencies and organizations and the need for relationship/mutual aid networks; as well as self-care in the face of despair.

The Advocacy Team and others from St. Michael's have been very active in attending various rallies and protests at the capitol in Lansing as well as events in Detroit, Ann Arbor, and elsewhere in the state. Most recently, Fr. Tim was a featured speaker at the Truth Over Tyranny rally on the steps of the capitol in Lansing.

Over the past 18 months St. Michael's has welcomed 12 new members to the parish, had one adult baptism, and we are planning the baptism of an infant that was adopted by a couple in the congregation who were received into the Church last year.

### **Canterbury MSU      Missioner Rev. Alex Aivars**

The 2024 – 2025 year at Canterbury MSU saw steady growth in student leadership and engagement. Students took active roles as Canterbury officers and board members and continued weekly worship, dinners together, guest speakers and discussions held at 225 M.A.C.

In April 2025, Rev. Donna McNiel announced that she had accepted a position in Carson City, Nevada and would be leaving in early May. The Canterbury MSU Board began the search for a new missioner immediately and issued a call to Pastor Alexander Aivars, who accepted and began as the new missioner on August 16, 2025. Student board members participated in the search process throughout the summer and are excited about working with Pastor Aivars in the coming year.

### **All Saints**

2025 was a year of discernment and transition for All Saints Episcopal (ASE) Church, East Lansing. While ASE continued our extensive outreach, serving those in need through Advent House, Edgewood Village, and maintaining a Personal Needs Bank, we also conducted a nationwide search for our new Rector. We have been blessed to have Father Andrew Armond join us as the new Rector effective September 1. Father Andrew and his family moved from Waco, Texas, where Andrew served as Associate Rector at St. Alban's. Our transition was facilitated by our interim rector, Father Ken Ritter, who has taken a new position in Roanoke, Virginia.

## **St. Paul's Lansing                      Rector                      Rev Karen Lewis**

The past year has seen many accomplishments at St. Paul's. Ministries have been sustained in the area of community care, including packing lunches for the "Punks with lunch," organization, social justice activities and participation with the Episcopal Diocese of Michigan as host to meetings with the legislators, supporting demonstrations at the capitol, and meetings to support an end to gun violence.

St. Paul's has been host to several concerts by the Lansing Symphony Orchestra that have features different sections of the orchestra. If Music be the Food Concert at 7:00pm. This is an opportunity to relax and enjoy beautiful music performed by MSU music students while supporting the Food Bank at First Presbyterian.

Cleaning and repairs to the stained-glass windows have been completed. Work has begun on a new history of the stained-glass windows, and meanings of each.

Weekly book and bible studies are on-going, lead by our rector, Rev. Karen Lewis. Books have explored historic, social justice, and biblical subjects.

The Social Justice ministry has completed the following Land Acknowledgment statement which is in use as a prelude to worship, and is included in materials from the St. Paul's.

### **LAND ACKNOWLEDGMENT:**

*"Creator, you made all people of every land. Today, we honor the ancestral and traditional Lands of the Anishinaabeg, the Three Fires Confederacy of Ojibwe, Odawa and Potawatomi people, whose home this land was for hundreds of years, and who are still here today. As we make this land acknowledgement, we confess to our part in the sin of traumatic, systemic racism and oppression in the history of this nation and in the Church--a history we are only beginning to understand. With humility, we commit ourselves to acknowledging the wrongs of the past and to building relationships with the Anishinaabeg. Amen."*

Our Priest Associate, Rev Donna McNiell was called to St. Peter's in Carson City, Nevada as priest in charge. During her tenure in Lansing, she was missionary to Canterbury MSU, and priest associate to All Saints in East Lansing. She also served a term as Dean of the Capitol Area Deanery.

Rev. Karen is on sabbatical, much deserved.

# **DETROIT DEANERY**

**The Very Rev. Barry Randolph**

## **The Detroit Deanery Churches**

- The Cathedral of St Paul
- Christ Church Detroit
- Christ Church Grosse Pointe
- All Saints Detroit
- The Church at Crossroads
- Grace Episcopal Detroit
- St. Matthew's and St Joseph's
- St Lukes Ferndale
- St John's Detroit
- Church of the Messiah
- St Micheal's Grosse Pointe Woods
- St Peter's Detroit

The past year for the Detroit Deanery has been filled with challenges and transitions. Some of our congregations are experiencing a change in leadership, others are working on their actual building structure, some congregations are working in partnership for community engagement, and all are working on outreach to the community.

## **Here is what's happening in the Detroit Deanery:**

The church at Crossroads is in a continued partnership with Grace. Their annual summer program has expanded. The Good News Crew School served 40 young people and their families over the summer. This led to their new initiative, the A.B.C.D. program which stands for Asset Based Community Development. This initiative hopes to build relationships in the surrounding neighborhoods. Also,

Grace Church hosted two town hall meetings for candidates running for Mayor of Detroit. Members of Grace, Messiah, All Saints, St. Matthew's & St Joseph's and St. Paul's participated.

St Paul continues to do incredible outreach to the greater church and the city. A memorial service is held at the Cathedral in honor of homeless people who have died. There is also a Veteran's Day service honoring those who have served our country. As well as, every year the Bishop's Bash celebrating our beloved community.

St. Michael's in the Woods celebrated the work of Messiah Housing Corporation at one of its forums and made a financial donation to Messiah Housing in support of its mission to provide affordable housing in Detroit.

St John's Detroit continues financial support of many outreach programs including Crossroads, St Peter's ministry, and Mariners Inn. St John's also allows their building to be used for community meetings.

Christ Church Detroit also supports the work of other groups and allows their building to be used to host meetings and gatherings. Organizations such as Joys of Recovery,

Gamblers Anonymous, and Overeaters Anonymous meet regularly at Christ Church Detroit. Christ Church is looking to serve the community with a new kitchen space!

St Peter's Detroit continues its long history of community involvement with Manna community meals where people can get food. St Peter's also provide free laundry and shower services.

St Luke's Ferndale is continuing to serve the community in partnership with Zion Lutheran church.

They have created a "pop up" pantry. This pantry is unique because it provides people with products such as diapers, feminine hygiene products, paper towels, etc. These are products needed by many struggling families, but you can't purchase them with food stamps.

All Saints Detroit continues its community outreach by using its parking lot to support events like the Rocket Mortgage Classic, and the University District Home Tour. Last year All Saints hosted a trunk or treat event for Halloween. It was a huge success! All Saints also has a few new members!

St Matthew's & St Joseph's is known for its long history of civil rights work. Each year on Martin Luther King Jr. Day a rally is held at the church. This is in partnership with MLK Day Detroit.

Christ Church Grosse Pointe continues to be creative and innovative in its approach to building relationships with its members and the community. Each year Christ Church hosts its fall homecoming. It's a time of celebration for the members. This is the time families and individuals get back into the routine of life. People come back from vacation, kids go back to school, and summer transitions into fall. This is the perfect time for everyone to rededicate themselves to their endeavors, the church, and each other. Also, in alignment with the dedication to church and community is the One Big World initiative from Church Grosse Pointe. One Big World is a youth league for young people in grades 6-12 that focuses on justice and peace!

Church of the Messiah hosted its 18th annual Silence the Violence event this past June. Silence the Violence is a statewide initiative honoring the innocent victims of gun violence and collaborates with groups and organizations working towards gun violence eradication. Major supporters of this initiative are our Diocese and End Gun Violence Michigan.

All our churches have struggles in one form or another, but one thing is for sure and that is we will continue to serve God and our beloved community to the best of our ability!

## **DOWNRIVER DEANERY**

### **The Very Rev. Andrea Morrow, Dean**

Our Deanery includes Trinity, Belleville; Saint James, Grosse Ile; Saint Michael and All Angels, Lincoln Park; Trinity, Monroe; Grace, Southgate; Saint Thomas, Trenton; and Saint Stephen's, Wyandotte. We meet three times a year for fellowship, support, and education. Attendance averages between 20-35 people. We include a time for a speaker (or Convention prep) and time for check in from each congregation. In the past year, we heard from the Rev. Paula Miller and the folks at St. Michael's about their work to build a social development coalition in Lincoln Park and Bishop Bonny Perry about being faithful in trying times.

Our Clericus is active, meeting monthly except in July and August. We welcomed the Rev. Erica Benson, who was ordained a priest and installed at St. Thomas Trenton. We said goodbye to the Rev. MaryJane Peck, who had served faithfully as interim rector at St. Thomas for several years, and the Rev. Mitch Yudas, who had served at St. Luke's for several years.

The Rev. Lynda Carter has continued to lead Prayer in the Park on the river in Wyandotte, assisted by the Rev. Paula Miller, the Rev. MaryJane Peck, the Rev. Tom Ferguson, and Deacon Rob Chelemen. A faithful crowd gathered to praise God in the lovely location on the Detroit River each week.

**St. Luke's in Allen Park** closed after over 50 years of faithful work in the community.

**Trinity Church, Belleville**, was energized by arranging, preparing and hosting a May 2025 Diocesan regional celebration of Confirmation, Reception, and Reaffirmation of Baptismal Vows. We were blessed to worship with and meet lay and clergy, most of whom were being introduced to Trinity for the first time. In another joyful development, Trinity is making music with a new children's and youth handbell choir. The choir made its first musical offering at outdoors worship, at beautiful Riggs Memorial Park in Belleville. The reception of the choir was so enthusiastic that the choir made a repeat appearance the following Sunday. There is a deep understanding in the parish of the ministry of music and faith formation with children and youth. In step with the Diocesan mandate, Emergency Preparedness Planning is progressing steadily. We met first as a strategic committee and next as a worshipping community to create plans to handle medical, disruptive individual, active shooter, and weather emergencies on or near our campus. We are grateful for local police and fire leaders who are involved in our planning as well as for the valuable guidance from the participants in the Diocese's EPP. This care is important ministry not only to our worshipping community but also to the Scouting and AA groups that meet in our space.

2024 was a whirlwind of a year for **Saint James, Grosse Ile**! We received a gift of a new altar made by a father and son Amish family. We planted a native-species Pollinator Garden along the back of our parking lot, bringing gorgeous flowers in spring. We started a Blessing Box with a team of 15 volunteers. We hired a 20 hr/wk youth minister to serve our

Confirmation class of 20, and younger classes of 15. We bought and distributed eclipse glasses, went on parish trips to Mudhens baseball and Walleye hockey. Our ASA is 128 and growing!

For the people of **St. Michael's in Lincoln Park**, three major events stand out. The first is the ordination of our Deacon Rob Chelemen in November. It was a stirring celebration and a milestone of years to achieve. We are still experiencing the growing impact of having a deacon in our community. The second is the presentation of our work as a Small Church with Big Impact to the Deanery. Not only was it heartening to spread the word of our street ministry, but also our part in the Lincoln Park Social Development Coalition. The Coalition recently achieved status in the City of Lincoln Park with a resolution from the Mayor and City Council recognizing our contribution and worth going forward. The third is the Capital Campaign which raised funds for an electronic sign and a stove with a free standing hood. We kicked it off with a champagne brunch, hosted a fundraising dinner dance, and will dedicate the stove and sign with a special liturgy on the Feast of St. Michael followed by a luncheon with some special guest speakers. As a small community we make a big presence ministering inside and outside our walls. We are blessed with members who eagerly join together to hear the Word and put it into action.

**Trinity Monroe** continues to look for ways to be more active/visible/involved in the Monroe community. In 2024 the Vestry members participated in a three-module study on racism which was led by Sr. Vee from the Diocese staff. The study led us to consider the past realities of racism in our country, our community, ourselves, and in the larger Church and to consider how we can address the current realities of racism. We will continue to work toward addressing this issue as a Vestry AND as a congregation. The Vestry made the decision that Trinity would participate in the "God Works!" food project. This program provides take-out meals for those in need. We provided a meal in July and then decided that we would continue, starting in January 2025, to provide a meal every other month. The meals are served at St. Paul's United Methodist Church. Many thanks to Lisa Bowling who suggested this project and who coordinated the first event, to all who participated, and to Jay Armstrong and Joyce Potter who agreed to co-chair the program for 2025. This gives us a blessing to be able to assist folk in need in Monroe and to give witness to another way God is working with us, and through us, here at Trinity.

2025 has proven to be a very challenging year at **Grace Southgate**. Last spring, one of our parishioners put her crafting skills to the test, and asked us to do the same. We partnered with the Henry Ford Outpatient Cancer Centre in Brownstown to provide them with cozy items to use on chilly days, or when the lab is just plain cold. In June, we took a bold step and joined our LGBTQ+ neighbors at the 2nd Annual Downriver Pride festival! The days were, long, and hot, but so much fun! We connected with neighbours from all over Downriver, and were able to offer them the witness of a God who loves all of their children. Plus, it was great to visit with our friends from St. Stephen's as well! Sadly, the Downriver community had to say good-bye to St. Luke's in Allen Park. However, Grace was ready and waiting with open arms to welcome our new brothers and sisters home. It's an honor to help the legacy of St. Luke's continue, and our new members have jumped in with enthusiasm! Grace also continues to be a safe gathering place for families and groups across the

downriver area, and we remain committed to being what we always aspire to be. A loving and welcoming space, where all are welcome to meet and explore their connection to the abundant love and wonder of creation!

What a year we've had at **St. Thomas Trenton**! This year has been one of homecomings, heartfelt goodbyes, and exciting new beginnings. In February, after nearly three years away, we finally returned to worship in our beloved main sanctuary. Stepping back into that sacred space—hearing the organ, seeing the sunlight through the stained glass, feeling the warmth of gathered community—was a moment we had been longing for since the boiler first broke. In June, we gave thanks for the ministry of Rev. Mary Jane Peck, whose faithful leadership carried us through seasons of both challenge and hope during her years as interim. We celebrated her with gratitude, remembering all the ways she helped keep our parish strong and connected. Then in August, we turned a new page in our story. With great joy, we called our new rector, Rev. Erica Benson, and welcomed her with a glorious ordination service that filled the church with music, prayer, and the Spirit's presence. Of course, our ministry this year has been more than just milestone moments—it's been the steady, faithful work of loving God and neighbor. We've continued to gather for worship, offer pastoral care, study Scripture together, and reach out to our community. We've collected food for the Trenton Food Pantry, volunteered at Crossroads, and even enjoyed fellowship under the summer sky at a Mud Hens baseball game. And our building continues to be a place of welcome for the wider community, providing space for martial arts classes and for groups like Al-Anon, AA, and Gamblers Anonymous to meet and find support. Looking back, we see God's hand in every step of this year's journey. Looking forward, we are filled with hope for all that's yet to come.

**St. Stephen's Wyandotte** has had an active and exciting year, leaning into community engagement. We provide a hot meal and bag lunch to about 120 individuals once a month, and we have stepped up our 24/7 Blessings Box, filling it twice a day, seven days a week. As in the past, we worked with the Wyandotte Ministerial Association to deliver over 1,000 bags of food for kids to eat on the weekend to local schools and the public library. We continued our partnership with one of the senior co-op residences to provide meals for people there. We again partnered with St. Michael's to have a booth at the first Downriver Pride festival in Wyandotte, this year including members from St. Thomas in Trenton and First Congregational UCC Wyandotte as well. Our free community events – Trunk or Treat, Candy Hop (before Easter), and Christmas continue to grow. We hosted our second annual free community jazz Christmas concert in December, and a series of six free concerts of various genres over the summer. We offered a Vacation Bible School this summer, which included a free dinner for kids and families, turning our Parish Hall into the village of Nazareth. At the beginning of September 2025, I became the full-time rector. As we look at the start of the program year for 2024/25, we're filled with joy and excitement to see what the Holy Spirit has in store.

Finally, as Dean, I'm grateful for my clergy colleagues and all the amazing lay people that make up our Deanery. We are mainly small churches having a big impact. We are blessed to have a sense of community and fellowship in Christ in our Deanery, as well as a clear sense of *being* the church.

## **HURON VALLEY DEANERY**

**The Very Rev. Jeanne M. Hansknect, Dean**

Ann Arbor, Canterbury at UofM  
Ann Arbor, Church of the Incarnation  
Ann Arbor, St. Aidan  
Ann Arbor, St. Andrew  
Ann Arbor, St. Clare of Assisi  
Brighton, St. Paul

Chelsea, St. Barnabas  
Dexter, St. James  
Hamburg, St. Stephen  
Howell, St. John  
Saline, Holy Faith  
Ypsilanti, St. Luke

This year the congregations that make up Huron Valley Deanery wished the Rev. Dr. Dean Aponte-Safe as he finished up his time as interim priest at the Episcopal Church of the Incarnation, Ann Arbor. We rejoiced with ECI who recently welcomed the Rev. Donna Lockhart as their priest in charge.

Our clericus carves time out of our diocesan gatherings and conferences to share a meal and opportunities for our congregations to join in ministry together. We have also held Zoom gatherings in order to encourage and support one another as pastors during these trying times.

Our congregations have also come together participating in Ann Arbor PRIDE and End Gun Violence Michigan. There is an on-going, multi congregational, lay lead Creation Care Committee which focuses on the intersectionality of climate change, poverty, crime and gun violence, and the future for our children and grandchildren.

The Rev. Toby Darrah from St. Clare's Ann Arbor has assisted St. Paul's Brighton with their work in Trans awareness, education, and support.

Individually our congregations are reaching out and impacting our communities. St. James, Dexter has been making great efforts to become more visible to the community and is also seeing some growth as a result. St. Paul's, Brighton collaborated with their neighbors at the Brighton Area Historical Society and El Arbol restaurant to throw a well attended Day of the Dead Celebration at the Brighton AMP. Church of the Incarnation, Ann Arbor welcomed two new neighbors, the African American Cultural and Historical Museum of Washtenaw County and the Refugee Garden Initiatives, during the past year. Since January 2025, we have held a weekly Solidarity Open House at which we host guest speakers, write letters, design signs, and enjoy companionship.

I invite you to visit all of our congregation's websites and other social media forums to learn about our ministries and the ways in which we work to become Beloved Community and a blessing to the world.

## **McGHEE DEANERY**

**THE VERY REV. CHRIS YAW, DEAN**

2025 was a terrific year for many of our McGehee Deanery parishes.

This was more than apparent at Christ Church, Cranbrook, the largest congregation in our deanery, which saw growth in several areas thanks to stable leadership and staff, as well as God's grace.

St. John's, Royal Oak, which saw the departure of its rector, The Rev. Beth Taylor, continued through its interregnum with Rev. Mary Jane Peck as Interim priest and The Rev. Dr. Gerardo Aponte-Safe, who later in the year answered a call from the people of St. Stephen's, Troy to be their next rector.

The Very Rev. Chris Yaw at St. David's enjoyed a sabbatical over the summer, he is in his 18th year as rector.

In May, Christ Church, Cranbrook was this year's host of our spring Clergy luncheon. Rector Bill Danaher and staff gave a tour of recently remodeled office and gathering spaces.

Growth and stability were also apparent at our other parishes, St. James, Birmingham and rector Josh Hoover, Nativity, Bloomfield and rector Bob Alltop, St. Mary's, Lake Orion and rector Andy Guffey, Grace, Mr. Clemens and rector Steve Domineik, Spirit of Grace, West Bloomfield, an Episcopal-Lutheran congregation and pastor Pastor Joyce Partyka Staib, St. Philip's, Rochester and rector Eric Williams, St. Paul's, Romeo and rector Ronda Johnson, St. Andrew's, Waterford and priest in charge, Rev. Deacon Daniel Martin, St. Patricks, Madison Heights, total ministry preacher and rector Paul LeClair, St. Luke's, Shelby Township, and All Saints', Pontiac that continues to look for a rector.

## **TRINITY DEANERY**

**THE VERY REV. JULIA HUTTAR BAILEY, DEAN**

### **St. Andrew's, Livonia**

It has now been a full year that I've served as the pastor at St. Andrew's, Livonia, and a very good year it's been. Besides our regular Sunday morning service of Holy Eucharist, we continue to offer a weekly service of Evensong and Bible Study, currently studying the Gospel of Luke, that begins with a community meal together. We were also greatly blessed to share Holy Week services with the Rev. Mitch Yudasz and the fine congregation of St. John's, Westland, and look forward to other opportunities to bring our people together. Once a month, we also offer a Saturday evening Game Night and a Men's Breakfast and prayer time.

Despite our small numbers, we have been very active with outreach projects for the communities around us due to the attentive oversight of one of our members including:

- 25 Birthday Boxes for children in need that supplied birthday essentials from cake to décor given to the nonprofit D.O. It For Denny
- Gathering donations of toys for D.O. It For Denny's free Toy Shop for families in need
- Collecting used books for a sale to families and teachers at very low cost, donating the remaining books to Tiny Libraries and schools
- Creating 85 giant Easter Baskets with exciting toys, games, candies and books given to the Crossroads Soup Kitchen
- Collecting breakfast cereal for Blessings in a Backpack so families have food for the weekend
- In addition, this fall, we have started a Mini-Kindness Club with a focus on kindness projects organized and completed by children in the community.

And, finally, we are very grateful for the gracious support of the Episcopal Diocese of Michigan as we've navigated congregational life during these stressful times.

*(Submitted by The Rev. Judith Schellhammer)*

### **St. George's, Milford**

St George's in Milford has had another blessed year. Rev Michelle Werner was joyfully installed as Rector in December of 2024. Our small but mighty community continues to share the good news far and wide through partnerships with area ministries. These include The Church at Crossroads in Detroit, FedUp in Ypsilanti, Grace Centers of Hope and Bound Together in Pontiac, Community Sharing in Highland and more. Onsite we host two local AA groups, the local chapter of Braver Angels, and Crochet for a Cause (a regional ministry that transforms plastic grocery bags into weatherproof sleeping mats for the homeless). We braved the hot summer weather with a number of outdoor events. The Benthic Brass tuba and low brass combo blessed us with a stirring combination of favorite tunes, we added an outdoor pet blessing and worship with our own rock band for the first time this August,

and we served the Milford community (and funded much of our outreach) with our most successful ever donations-only parking ministry during Milford Memories community fair.

Our Rector and Senior Warden attended CCD this June, coming back with new tools and ideas for enriching our worship and connecting with our community. Our adult education programs included completing Season three of the Chosen and offering a Lenten series on creative ways to widen our spirituality. We continue to worship at 8:30 using Rite I and 10:15 using Rite II every Sunday with lay Worship Leaders leading Morning Prayer once a month. We can't wait to see what the Holy Spirit has in store for us next.

*(Submitted by Rev Michelle Werner, Rector)*

### **Christ Episcopal Church, Dearborn**

This year we were blessed to complete the renovation of our Chapel of the Resurrection. The work carried out by a professional painting company, dedicated volunteers, and through the cooperative efforts of Mother of the Savior and Christ Church, includes new mini-split heating and air-conditioning units, updated audiovisual equipment, a new piano, and a new icon of the Resurrection. Bishop Bonnie Perry consecrated the chapel on August 15, 2025, with a special Eucharist for the Feast of the Blessed Virgin Mary. The bilingual (Arabic and English) service was followed by a shared dinner and time of fellowship.

In the coming months we will continue improvements by installing mini-split heating and air-conditioning units in the main sanctuary.

Our Community Garden remains a vital ministry and means of outreach. This year's produce was shared among the gardeners and with a local nursing home, continuing our practice of nourishing neighbors and deepening community ties.

The music ministry continues to bring the Dearborn community together through summer concerts and special music events, enriching our worship and public life.

Our weekly Wednesday Healing Eucharist and Bible study nourish us in body, soul, and mind. This past spring and summer our Bible study focused on the parables in the Gospel of Luke, fostering lively reflection and spiritual growth.

Hospitality and shared meals remain central to our life together. We continue to gather for picnics and communal meals with Mother of the Savior and the many groups that use Christ Church's space.

Through the Intercultural Community Center in Dearborn, Christ Episcopal Church has partnered with other organizations to offer community sessions addressing homelessness, immigration, and support for LGBTQ+ youth ministries that reflect our gospel call to welcome and serve.

As we look forward, we give thanks for the gifts that have sustained us and for the people

clergy, staff, volunteers, and neighbors who make this ministry possible. We remain committed to growing in hospitality, service, and the love of Christ.

*(Submitted by Rev Halim Shukair)*

### **Mother of the Savior Church, Dearborn**

This year, Mother of the Savior Church warmly welcomed new members and worked to encourage children, youth, and young adults to engage in programs tailored for them, including Arabic classes, Sunday School, and targeted youth ministries. A group of young adults participated in the Multi-Cultural Youth Gathering organized by the ELCA in New Orleans in September 2025.

On liturgy, Fr. Halim Shukair, in collaboration with Lutheran Pastor Charbel Zgheib (Pastor of Salam Arabic Church, Brooklyn, NY), helped develop a joint Arabic Episcopal–Lutheran liturgy; this work was featured in the Episcopal News Service (ENS).

The ongoing war in Gaza and the crises in Israel/Palestine and Syria have weighed heavily on our congregation. In response, the church organized several emotional and spiritual support sessions led by trained professionals to help parishioners process grief and anxiety during this difficult time.

We continued building bridges in the wider Dearborn community through interfaith meals, gatherings, and conversations that welcomed neighbors, shared stories, and strengthened relationships across faiths and cultures.

Looking ahead, our primary focus for the coming year will be spiritual formation. We plan intentional programs to ground our congregation—elderly members, youth, young adults, and children—in Scripture and the life of faith. We remain committed to being a beacon of hope in Dearborn and to lifting up the voice of Arab and Middle Eastern Christians in the Diocese and the wider church.

*(Submitted by Rev Halim Shukair)*

### **St. John's, Plymouth**

St. John's continues to flourish through our commitment to the three essentials of Invite, Welcome, and Connect—drawing people into relationship with our community and with God through Jesus Christ, while helping them discover where their gifts can serve our fellowship.

We celebrated a milestone confirmation and reception service on Super Bowl Sunday with 29 individuals joining our church family in what we joyfully called "The Super Bowl of Sacraments." Our congregation continues to welcome new members each week.

In July, we welcomed our second refugee family—a family of eight from Afghanistan—to our House for New Americans. Through our partnership with Zaman International, we're supporting their transition to life in Michigan with assistance from volunteers spanning St. John's and six other area churches and community organizations.

Our Wednesday Lunch and Learn group has launched an expanded advocacy ministry, while our lay leaders continue strengthening their service areas. New fellowship opportunities include our Intergenerational Disciples and Dragons gathering, which has successfully connected parishioners who weren't previously involved in other fellowship groups.

Over the summer, we formed a Community Discernment Committee for one of our members, Jennifer Dukarski, who is now a Nominee in the process.

We're honored to be selected as one of 30 congregations participating in the Austin Story Project. This initiative, led by Austin Seminary in partnership with The Hearth, trains storytellers to share personal experiences of God's work, building deeper community connections and inspiring transformation through narrative that reflects God's love.

We're also excited to participate in the Disarmory Ministry this October, furthering our commitment to justice and peace in our community.

*(Submitted by the Very Rev. Christine Fentress-Gannon)*

**Trinity in the Woods, Farmington Hills** had a good year. We are working on connecting with our neighbors more, many of whom enjoy our path through the woods, alone or with their four-footed companions. Last March we enjoyed our Bishop's visit, when she confirmed one of us and received four members into the Episcopal Church. Three of our members attended the College for Congregational Development in June, and came back with great energy and new skills. In September, we welcomed a new Seminarian, Joe LaVela and look forward to working with him this year.

*(Submitted by the Rev. Julia Huttar Bailey)*

**WILLIAM N. LYSTER DEANERY**  
**The Very Rev. Dcn. Cindy Corner**

The William Lyster Deanery is in the southwest corner of the Diocese of Michigan and is named after a traveling priest who established several of the churches in the area. We are comprised of eight congregations:

Christ Church, Adrian  
All Saints, Brooklyn  
St. Michael and All Angels,  
Cambridge Junction  
St. John's, Clinton

St. Peter's, Hillsdale  
St. Paul's, Jackson  
St. Aidan's, Michigan Center  
Christ Church, Pleasant Lake

**Christ Church, Adrian:**

Christ Episcopal Church in Adrian is still active. We have at least one Eucharist service a month. We have an outreach ministry with another church to support Migrants. We provide dinners and personal items and bring them to the camp. Although membership has not increased we are still faithful. We recycle paper, cardboard, Styrofoam, plastics, glass and fluorescent lights. *Todd Johnson.*

**All Saints, Brooklyn:**

Our very popular monthly community dinners have returned. We have great support from the congregation. We provide a space where the Gospel can be seen in the happy faces. The sharing of serving and supplying food by all of us gives a chance to form cohesion. In the past we participated in the Village of Brooklyn October Pumpkin Quest with a booth downtown. We continue to provide space for two AA groups, an Alanon group and a Yoga class. Our worship services are supported by recorded music as we have no organist. We have two worship leaders, three Eucharistic ministers, two who are also Eucharistic visitors, and five lectors. A priest, The Rev. Marion Van Loo, has joined our congregation with her husband David. Marion places herself on the schedule to celebrate. Marion also produces our weekly worship booklet and selects the hymns. She has been a welcome addition. We have two supply clergy who celebrate the Eucharist at least three Sundays a month. We are deeply indebted to their ministries. We have always adapted to any given challenge so we have concluded that we will continue to provide an Episcopal presence in the community as long as we can with the resources we have and with the Lord's help. Our definition of "an Episcopal presence" is non-judgmental, inclusive, non-political, forgiving, and welcoming place of safety for all who seek the Lord's presence. We experience walk-in visitors who occasionally attended services and sometimes return. We therefore challenge ourselves to continue providing an open church with regular services no matter what. We have discussed how we have provided funeral services for past members who still live in the community but have not attended services for some time. In the past we have provided funeral services either at a funeral home or in the church. Requests for graveside burials have also been provided. Oversight by Bishop Bonnie has been received. Maintaining a 165-year-old church building and two other buildings, a side yard and hedge to trim is always a challenge for our building and grounds endeavors. Others clean the buildings and join in trimming the

hedges. As with many churches the cost of building insurance is always a challenge. *Cole Seeler and John Messimer*

### **St. Michael and All Angels, Cambridge Junction:**

St. Michael and All Angels, Cambridge Junction, a rural Shared Ministry congregation, is very active in our diocese. The lay and clergy representatives in addition to the dean are all from St. Michael's. Another member is on the Commission of Ministry. In April, three of our members were invited to Baltimore to participate in a two-day conference led by the Iona Cooperative for bi-vocational congregations. This summer we created a soft space for young children in the sanctuary. As is our custom, we dedicate 10% of pledge and plate to our partners in ministry at the local, diocesan, and national levels. We support all the ministers of St. Michael's in their service to such organizations as The Salvation Army, Habitat for Humanity, and the Alzheimer's Association. As we have in years past, we continue to recycle paper products in addition to plastic bottles and cans. This year we planted a pollinator garden, installed an energy efficient air conditioner in the Benes Fellowship Hall, and are offering tablets loaded with our bulletin for use during our Sunday services. We are using materials from "A Season of Creation" for our worship during September.

### **St. John's, Clinton:**

St. John's is located in Lenawee County, Lyster Deanery, in a rural area. We have a long history of serving our community since 1835. We are a small church located on a quiet side street in the Village of Clinton. Our average Sunday attendance is twenty-four. As their Vicar, it has been an honor to serve our congregation since October 2022. Over the years, we have been active in participating in many creation care efforts. These past twelve months, our work in this regard has included the following: • A new roof was installed in our fellowship hall, which included blown-in foam insulation. • New energy-efficient lights in the fellowship hall. • Programmable thermostats. • Eight double-hung double-pane windows, newly installed this past spring. • Boiler repairs. • Environmentally safe cleaning products. • Recycling all paper products and plastic. • Dimmer switches in worship space. • Ceiling fans in Nave (our church does not have air conditioning). • Leaf composting the property for the vicarage, and church front and back lawns. • We also have flowers in the spring and summer along our fence. These flowers attract a great many bees. Our Bishop's Committee and congregation are always looking for additional ways to protect our environment and act as good stewards of our earth. *The Rev. Katherine Beck-Ei*

### **St. Peter's, Hillsdale:**

St. Peter's membership, although small in numbers, is holding steady. Information on our Parish can be found on our Facebook page. We welcome Rev. Debby Semon-Scott for Holy Eucharist services twice a month. Rev. Rick Schark once again was with us for our Christmas Eve Service. St. Peter's Free Clinic is averaging anywhere from 1-10 patients during their Tuesday night clinic hours. They are now getting ready for their annual Taste of Autumn Fundraiser. We supply a volunteer meal once a month. St. Peter's continues to partner with Love INC. offering monthly financial support. Parishioner Sharon Proctor works on their newsletter. Holy Ascension Orthodox Church is renting our sanctuary for their weekly Thursday night worship service. Our outdoor garden is thriving. We did have to make needed repairs to the outside water line to keep the plants in pots watered.

Parishioner Jauretta Dale celebrated a milestone birthday and new outdoor flags were purchased by her family to honor her. Summer saw us once again having our annual picnic with several area churches. Rozanne Pauze is making plans for our yearly Fair Booth as this goes to press. We eagerly wait to see what the coming year has in store for us. *Kathryn Jagger*

### **St. Paul's, Jackson:**

St. Paul's in Jackson has had a very full and productive year, including rising attendance, welcoming of new members, community engagement, and many ongoing and new efforts to support local helping organizations and individuals in need. Over the past year our Episcopal Church Women (ECW) group launched a new series of themed Bingo fundraiser events, through which they have welcomed lots of new faces to St. Paul's and raised more than \$10,000 to support local helping organizations! We have also expanded a partnership with a local "saint," known as Mama Tu-tu, by supporting year-round efforts she leads to care for people in our immediate downtown neighborhood. This summer we completed the purchase of a rectory and a significant capital project to tuckpoint and repair all exterior brick and stone on our church buildings. Our creation care efforts have included replacement of our two commercial water heaters with new and highly efficient units and, more importantly, an effort to listen to indigenous voices and begin the work of land acknowledgement. *The Rev. Jadon Hartsuff*

### **St. Aidan's, Michigan Center:**

St. Aidan's partnered with Compassionate Ministries of Jackson in Fresh Food Distribution with 100 boxes given away on the second Tuesday of the month. Our Quilting/Sewing/Crafting group meets the second and fourth Tuesday and we serve lunch. This was our third year participating in Leoni Township's "Music in the Park." Our sewing group donated handmade quilts, dish towels, dish cloths, scrubbies, and Reading Pillows to our Local Lioness club to include in their raffle. The funds raised were used to serve Michigan Center children's projects. The Jackson County Senior Nutrition Program continues using our Hall for serving lunches Monday, Wednesday and Friday to our local Seniors. We have been working on changing our lights to LED, removing ballasts and direct lights to LED. We would like to convert our gas stove to electric light. We cook many meals on this stove. *Cathy Bliss*

### **Christ Episcopal Church, Pleasant Lake:**

Christ Episcopal Church is a Total Ministry Congregation. Our Ministry Support Team was ordained and commissioned on July 2, 2012. Our main outreach into the community is our Operation Blessing Food Pantry. We currently serve 22 families in our community with monthly food. We also provide school backpacks and supplies for their school age children and toys and hats and mittens for the children at Christmas. We also have a Blessing Box Food Pantry in our parking lot where people in the community can leave non-perishable food and those who need it can take what they need. We also have a Gazebo and community sanctuary garden for the community to enjoy as a respite from their daily lives.

This past year we honored our Veterans and First Responders at separate Church services and we had an event in the spring where we blessed the pets and the horses at the Realities Chance Horse Sanctuary which is across the road from the Church.

*The Rev. Susan Vandercook*

# CANON TO THE ORDINARY

## The Rev. Canon Ellen Ekevag

### Why the Church Matters Now

We live in an age when so much of life is automated, digitized, and mediated by screens. Artificial intelligence, algorithms, and endless streams of information promise efficiency, but they cannot offer real relationships. They cannot embody compassion. They cannot break bread, laugh at a story, or sit in silence at a hospital bedside.

At a time when people are more isolated and distrustful, our congregations are places where trust can be rebuilt, where love is practiced, where hope is sustained. The Church matters because people matter, and God has chosen to work through communities of ordinary people who show up together.

### Where We Are Now: The Parochial Report Data 2024

When we look at the parochial reports, it is important to remember that **vitality and viability are not the same thing, and they do not correlate**. Viability measures whether a congregation has the people, finances, and structures to sustain its ministry. Vitality asks a different question: is the congregation alive in Christ, clear in its identity, and making an impact in its community? A church can be viable but not vital, or vital but struggling with viability. Both matter. Together they give us a more faithful picture of where we are right now as a diocese.

### Viability: Membership and Money

This year's parochial reports reveal hopeful signs of growth and stability. It is worth noting that the attendance and financial reporting categories shifted between 2023 and 2024, making year-to-year comparisons imperfect. This is also the reason for the creation of the Diocese of Michigan Supplemental Report. Thank you for filling out both of these documents.

With the information we do have we see that **49 congregations in the Diocese of Michigan grew in Sunday attendance when we include both in-person and online worship**. 14 declined, and 7 held steady. In a cultural moment when church attendance is declining nationally, the fact that most of our congregations are expanding their reach is good news indeed.

Even though the parochial financial reporting categories shifted between 2023 and 2024 (making year-to-year comparisons imperfect) what is clear is that congregations are raising operational money to sustain and grow their ministries, a sign of strength and commitment across the diocese. Total reported revenues across the diocese rose while expenses grew more moderately. Many congregations have raised new operational money to sustain ministry, ensuring that resources are available not only to keep the lights on but to fuel mission and ministry. By that measure, many of our congregations are well

positioned to carry their ministries into the future with confidence.

### Vitality: Stories of Mission and Impact

When we look at the parochial data and ask questions about vitality: Are our congregations embody their identity, living into their mission, and making an impact in the world. The stories told in this year's parochial reports shine with vitality:

**Intercultural and Inclusive Ministry.** Christ Church Dearborn's bilingual partnership with Mother of the Savior Church shows the power of worshiping across cultures and languages, while St. Luke's Ypsilanti and St. Stephen's Wyandotte continue to model LGBTQ+ affirmation and belonging.

**Compassion in Action.** Holy Faith, Saline abolished **medical debt** for families in three counties. Food ministries are flourishing everywhere, from St. Clare's Ann Arbor feeding 6,500 households in a year to Spirit of Grace in West Bloomfield operating a diabetic food pantry.

**Creation Care and Justice.** Congregations are integrating environmental stewardship into their discipleship, from solar panels at Incarnation Ann Arbor to the "green lot" at St. Peter's Corktown, where infrastructure itself proclaims care for creation.

**Community Connection.** St. Stephen's Hamburg's free produce cart, St. Luke's Ferndale's Pride outreach, and Trinity Farmington Hills' support of the Church at Crossroads all reveal what happens when congregations take their place at the heart of community life.

### Congregational Development

The College for Congregational Development (CCD) is more than a training program. It is founded on the conviction that **God's Spirit is always gathering, transforming, and sending the Church**; and that healthy congregations are not accidents of circumstance, but the fruit of prayerful leadership and wise practice.

Since launching in 2022 at our Cathedral, CCD has engaged congregations across southeast Michigan, and **26 leaders have now graduated from the two-year program**. These graduates are already reshaping their congregations with tools that hold together spiritual depth and practical skill, rooted in Christ and grounded in our Anglican identity.

CCD forms teams of clergy and lay leaders who can discern God's call in this changing landscape, guide adaptive change, and cultivate vital, faithful communities. As Ephesians reminds us, "*Glory to God whose power, working in us, can do infinitely more than we can ask or imagine*" (3:20–21). That is the spirit of CCD: trusting that God is already at work, and equipping leaders to imagine, experiment, and act.

CCD has become a community of practice in our diocese; a place where leaders share wisdom, support one another, and deepen accountability. Beginning in 2025, CCD will move

from Wayne State housing to a retreat center, ensuring that this community can continue to flourish in a new setting of prayer and learning.

CCD is also expanding beyond the summer residential format. The **Saturday Edition**, launching this fall at St. John's, Howell, offers the same two-year program in six Saturday gatherings, making CCD accessible for those who cannot step away for a week. Meanwhile, **CCD Teach-Outs** bring practical tools to a wider audience in short, accessible workshops, like this fall's focus on how we invite, greet, orient, and incorporate newcomers. <https://www.edomi.org/ccd/>

CCD is becoming embedded in our diocesan culture. It is not a quick fix, but a way of life: forming leaders who can guide congregations to grow in health, vitality, and missional imagination. It is one of the clearest ways we are putting **congregations first** in the Diocese of Michigan.

### Our Diocesan Staff

This year we welcomed Chris Ventura, Chief Financial Officer; Tony Perez, Diocesan Property Manager; Holly Angell, Executive Assistant to the Bishop; and the Rev. Dr. Dean Aponte-Safe, Missioner for Rural and Small Church Vitality to our diocesan staff. Their presence strengthens our shared capacity to serve the Church, and their gifts are already bearing fruit in our common life. Click here to see our staff page: <https://www.edomi.org/about/staff/>

As I look back over the past year, I am deeply grateful for resilient congregations, for courageous leaders, for creative ministries, and for a Bishop and a staff team whose daily work is anchored in faith and focused on mission. The Diocese of Michigan is alive with possibility, and it is a privilege to walk this road with you.

Faithfully Submitted,

The Rev. Canon Ellen Ekevag

# COMMISSION ON MINISTRY

## 2025 ANNUAL REPORT TO THE DIOCESAN CONVENTION

The Rev. Dr. Andrew Guffey, Co-Chair

Ms. Hunter Torres, Co-Chair

Members of the Commission on Ministry (*Terms end October 31 of the year indicated*)

*COM Membership (\* indicates someone filling a partial term)*

Class of 2025: L: Jo Hartwell, Richard Hutchinson\* C: Bill Danaher, Clare Hickman

Class of 2026: L: Anthony Cartagena, Gwyn Dugliss C: Paul LeClair, Anne Clarke

Class of 2027: L: Lauran Bryan, Brittany Estes C: Katherine Beck-Ei, Andy Guffey (c)

Class of 2028: L: Hunter Torres (c), Wilma McKinney\* C: Carolyn Johnson, Stacy Salles

Class of 2029: L: Juli Belian, Gail Blum C: Halim Shukair, Steve Steinberger-Domienek

The principal role of the Commission on Ministry (COM) is to act as an advisory committee to the Bishop and assist in the discernment and raising up of leaders for ministry. When the Bishop welcomes individuals into the formal COM discernment process, the COM assigns an advisor to each individual. This advisor meets with the advisee to assist, observe, offer suggestions, review the formation plan, and give support to the advisee until ordination. Advisors report back to the Commission on the progress of their advisee.

We are grateful to The Rev. Ron Spann and The Rev. Sister Veronica Dunbar for serving as Chaplains to the Ordination Process, through which role they provide invaluable spiritual guidance and support to people in the process throughout their journey. We are also grateful for the Bishop's staff who guide the Commission, including The Rev. Sister Veronica Dunbar, The Ven. Tim Spannaus, and Susan Mason.

Since the last convention, we have commissioned seven Community Discernment Committees (CDCs), recommended Danny Cox and Kateri Boucher for postulancy to Holy Orders as a priest, and recommended Media Ollivierra for postulancy to Holy Orders as a deacon. In conjunction with the Standing Committee, we assisted the Bishop in granting candidacy to Rachel Baird, Natalie Magnusson, Joe LaVela, Chas Kipp, and Felicity Thompson, and ordaining Rob Chelemen to the diaconate, and Erica Benson and Dan Martin to the (transitional) diaconate.

During 2025, the COM continued its work to clarify and focus the process of discernment toward ordained ministry, as outlined in the Canons of the Episcopal Church. We refined our advancement processes to postulancy and candidacy and updated the Anglican and Administration Competencies document. We also focused our attention on expanding ministry opportunities beyond traditional paths, developing an informative brochure for lay persons interested in learning more about chaplaincy ministry and supporting the pilot implementation of Communion by Extension as a new licensed ministry. Perhaps most significantly, we enhanced our support systems for all those in the ordination process, including clearer expectations for our advisor system, and updated candidacy interview questions designed to encourage deeper conversation and discernment.

If you wish to learn more about the core values and vision for the heart of ordained ministry, we invite you to visit the diocesan website at [www.edomi.org/com](http://www.edomi.org/com) and suggest you begin with the *Competencies for the Ordination Process*.

Many thanks to all who open their hearts to God's call to ministry for them. Thank you to each member of the COM for offering their time, effort, and prayers for the work of building up God's Church. We also gratefully acknowledge the support and guidance of The Rev. Cn. Susie Shaefer; Crystal Ramirez, Susan Mason, and Holly Angell, and we give many thanks for the leadership of Bishop Perry.

# OFFICE OF DIOCESAN COMMUNICATIONS

Canon Dennis Boyd Jr., Canon for Communications

## Event Highlights of the year

December 2024 - Lobby Day in Lansing

January – Mark Miliotto and The Rev. Beth Taylor farewell

February – Bishop's 5-year anniversary, Feast of Absalom Jones with The Rt. Rev. Kym Lucas, Vestry Day, Great Lakes confirmations, Clergy Conference with the Rev. Suzanne Wille

March – Pilgrimage, House of Bishops, Night Watch

April – Chrism Mass, Easter Vigil, Disarmory Press Conference, Lobby Day in Lansing

May – Ministry Fair with the Rev. Varghese, Episcopal Communicator's Conference, Remembering the Days of Old

June – Silence The Violence, College for Congregational Development, Genesis 50th

September – Fall Clergy Day

### **Polly Bond: Award of Merit for Best Campaign**

#### **“Voting Faithfully: Our Faithful Response to this Election”**

*The Polly Bond Awards are annual awards recognizing excellence in*

#### ***Episcopal communications and media***

*across many categories (websites, graphic design, video, newsletters, social media, etc.)*

## External Communications

For 2025, the diocesan office maintains its partnership with Todd Nissen of the Jim Vella Group for press and media releases, and management of press and media requests regarding our Bishop and our diocese. Working with Todd, this partnership continues to help the diocese expand its reach into the greater community including: a feature in the New York Times, Detroit News, Detroit Free Press, American Black Journal with Sr. Vee, & WDET, Local coverage from Silence the violence with Pastor Barry, numerous articles in ENS

## Internal Communications

Our website ([www.edomi.org](http://www.edomi.org)) is an important hub of essential information for all things coming from the diocesan office.

The Weekly Connection, our email newsletter, remains an important external communication tool for the growth and vitality of our diocese and worshipping communities. We distribute this

e-newsletter weekly to over 2,600 people and it maintains a high readership and engagement with an average open rate of 52% over the last 12 months.

This newsletter is designed to keep our communities, and their people connected, involved

and aware of all diocesan events and updates, congregational news/events, as well as provide useful resources and give awareness to employment opportunities within our diocese.

We encourage all our worshipping communities to submit their news and events they feel might be of interest to the wider diocese at: [www.edomi.org/weeklyconnection](http://www.edomi.org/weeklyconnection).

I'm looking forward to capturing more stories, meeting more of you, and creating many more memories. Feel free to contact me at [dboyd@edomi.org](mailto:dboyd@edomi.org)

Respectfully submitted,

Dennis Boyd Jr., Canon for Communications

# **RURAL AND SMALL CONGREGATION VITALITY**

**The Rev. Dr. Dean Aponte-Safe,  
Missioner for Rural and Small Congregation Vitality**

## **Greetings, Diocese of Michigan!**

My name is Rev. Dr. Dean Aponte-Safe, and I serve as your Missioner for Rural and Small Congregation Vitality. I have been in this new role since July 1<sup>st</sup>, and I am thrilled to be serving alongside and for the smallest congregations among us as they are places of support and care for their people and communities.

I view my role and work to be one of bridge-building: one that supports and equips our Total Ministry congregations, one that supports the smallest communities among us, and builds rapport across the Diocese as I work in congregations from downtown Detroit to Hillsdale and Romeo. I provide pulpit supply nearly every Sunday at various congregations, meet with Vestries and Ministry Support Teams, am responsible for implementing the Diocesan-received Locally Grown Leaders Grant through the Iona Collaborative of the Seminary of the Southwest, liaising with the Environmental Justice Action Coalition, overseeing Total Ministry congregations, and supporting the life and work of the Diocese more broadly. Through the newly received Locally Grown Leaders grant, we are re-envisioning and re-engaging how we support and equip our lay people in their formation through preaching, worship leadership, community engagement, and other certificate and formation opportunities. Additionally, as a part of this grant, we have done the first round of a five-year longitudinal survey, called the Church Vitality Assessment Tool, which will speak to portions of congregational vitality and sustainability and track changes over the course of the next five years. I am overseeing its implementation at the benchmark years 2025, 2027, and 2029, and am offering consultation to congregations who wish for interpretation of its results.

As I tell my congregations in my sermons, “just because we are small doesn’t mean that we don’t do vital and necessary work in our communities”. For example, St. Aidan’s – Michigan Center provides around fresh boxes of food to their community on a routine basis, thanked for their dependability and reliance. Christ Church – Adrian is embarking on a new partnership with the Catholic parish in town to provide meals for newly-arrived immigrants in their communities. Each one of our small communities provides necessary resources to step up and fill the gaps where other services might not be available or easily accessible. As I travel across the Diocese, I am in awe of our community’s heart, spirit, and resilience.

Thank you, Diocese of Michigan, for entrusting me with this work. I am grateful to be among you in service and in care for our smallest places – where we see the Gospel of Jesus Christ, the good news of liberation, home, and promise, lived in action and in prayer every day. May we continue to be responsive to this call in our lives, for the sake of bearing great love to a world so needful.

# THE DIOCESAN COUNCIL

## EPISCOPAL DIOCESE OF MICHIGAN, INC.

Summary of Actions from the Meetings of the Diocesan Council  
September 2024-July 2025

### Council Members 2024-2025

Capitol: Greg Wortley, Detroit: The Rev. Emily Williams Guffey & Lynn Wiggins,  
Downriver: Gwyneth Dugliss, The Rev. Chip Dischinger & The Rev. Eric Braun, Huron  
River: The Rev. Dcn. Jenny Ritter & Jamie Taylor. Lyster: The Rev. Diana Walworth &  
Katie Walworth, McGehee: The Rev. Chris Harris & Michele Wogaman, Trinity: The  
Rev. RaeLee Baxter & Teri Landreth.

Chancellor: Stephen Ott

Bishop's Appointments: The Rev. Halim Shukair

### September 21, 2024

#### Mission and Conversation

- Vote to accept the 2025 Budget. Moved by Mission and Budget. Motion passed.
- Healthcare 2025 and Beyond. Recommendation by Mission and Budget to create a task force to explore. Motion passed.
- Treasurer's Presentation by Mark Miliotto. Approve Opportunity Resource Fund loan renewal for investment 99-2-45-R19, \$200,000 at 3% for 5 years. Motion passed.

#### Information and Decisions

- Loans and Grants Committee.
  - Grant for St Luke's, Ferndale for tree stump removal, storm windows, etc. approved for \$3970.00.

### November 9, 2024

#### Appointees

The following Diocesan Council Officer appointees were approved.

Dean: The Rev. Chris Harris

Warden: Gwyn Dugliss

Chair of Mission Budget: Michele Wogaman

Secretary: Jamie Taylor

Treasurer: Chris Ventura

Chancellor: Steve Ott will continue to serve as Chancellor.

Treasurer: Mark Miliotto will continue to serve as Treasurer.

#### Executive Council

The Executive Council will include the Warden, Dean, Secretary, and Chair of the Mission Budget Committee.

## Committees and Tasks Forces for 2024-2025 Diocesan Council

- Mission Budget
- Grants and Loans
- Diocesan Convention
- Healthcare
- Environmental Task Force / Recording Environmental Resolutions
  - Teri Landreth will lead this Task Force. Motion passed.
  - The Environmental Task Force will continue for another year. Motion passed.

## Information and Decisions

- Loans and Grants
  - Provide a \$50,000 grant to Resurrection Clarkston. Motion passed.
- Diocesan Staff Clergy Housing Allowances
  - Whereas the Reverend Veronica Dunbar is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Dunbar during 2025, \$12,272 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.
  - Whereas the Reverend Canon Ellen Ekevag is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Canon Ekevag during 2025, \$71,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.
  - Whereas the Right Reverend Dr. Bonnie A Perry is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Perry during 2025, \$50,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.
  - Whereas the Reverend Susie Shaefer is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Shaefer during 2025, \$49,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.
  - Approve all of the staff allowances above. Motion passed.

## Financial Report

- Approve the financial report. Motion passed.

## **January 18, 2025**

### Mission and Conversation

### Creation of Diocesan Council Committees and Members (Charge and Deliverables)

- Mission Budget.
  - *Works in conjunction with the staff in the creation of the operating budget. Meets four times a year and also sits in on the audit review. Receives requests for funding that would be present in the operating budget.*
  - Chair: Michele Wogaman. Members: The Rev. Chris Harris, the Rev. Emily Williams Guffey, Jamie Taylor, the Rev. Halim Shukair
  - Deliverables: Create a process whereby people can put in requests for funding. Review canons in terms of efficacy and reasonableness. Present recommendation at the May Diocesan Council Meeting.
  
- Loans and Grants (including Property and Social Service Grants)
  - *With the Bishop's staff, review grant and loan requests and make recommendations to Council Regarding: Bricks and Mortar projects (loans and grants), Annual Social Service Ministries Grants, and Annual Public Witness/Advocacy Grants*
  - Chair: Greg Wortley. Members: Teri Landreth, the Rev. Halim Shukair
  - Deliverables: With Bishop, members of Trustees, and others to redevelop the grant process for Bricks and Mortar. Deadline: present draft at the September Diocesan Council Meeting in 2025. Want congregations to have a development plan and for those seeking grants to explain their commitment to hospitality.
  
- Diocesan Convention
  - *Canonical planning group to consider and recommend locations, budget, etc. (It will remain an in person day and a half event.)*
  - Chair: Gwyn Dugliss. Members: The Rev. Emily Williams Guffey, the Rev. Chris Harris. Staff: The Rev. Canon Ellen Ekevag, Chris Ventura
  - Deliverables: Focus on 2026 options, whether it's Suburban Showplace. What churches could host, possible overnight options, travel to and from. Be part of conversations with Suburban Showplace about how we can reduce costs.
  
- Healthcare:
  - *Collecting and Providing data for Diocesan Council to use as they discern what changes, if any, we want to make.*
  - Chair: The Rev. Karen Lewis. Members: the Rev. Eric Braun, the Rev. Chip Dischinger, Katie Walworth.
  - Deliverables:
  - Gather data about what all the other dioceses in Province 5 are doing with healthcare by the May Diocesan Council Meeting.
  - Gathering Focus Groups around the diocese to receive feedback and report on feedback by the June 2025 Diocesan Council Meeting.
  
- Environmental Task Force (Set up during Convention 2024)
  - Chair: Teri Landreth . Members: The Rev. RaeLee Baxter,

- Jamie Taylor, Diana Walworth, Lynn Wiggins.
- Deliverables: As noted in the Resolution.

#### Information and Decisions

- The Diocesan Financial Reports to be accepted as presented. Motion passed.
- Add Scott Hunter and Chris Ventura as account signers on all relevant Diocesan-related accounts. Motion passed.
- After Chris Ventura is added to the Chase account, make him an authorizing representative. Motion passed.
- Motion to give Chris Ventura a Diocesan credit card. Motion passed.
- Elect new Treasurer. Elect Chris Ventura as the new Treasurer. Motion passed.
- Elect an Assistant Secretary. Elect the Rev. Halim Shukair as Assistant Secretary. Motion passed.

#### **March 29, 2025**

##### Mission and Conversation

- The Loans and Grants Committee presented their report on both Social Service and Advocacy Grants.
  - Motion to approve the Social Service Grants. Motion passed.
  - Motion to approve the Advocacy Grants. Motion passed.

#### Information and Decisions

- Housing resolution.
  - Motion to make \$7,700 in non-taxable housing available to the Rev. Halim Shukair. Motion passed.
- Diocesan Financial Reports.
  - Motion to receive the Diocesan Financial Reports. Motion passed.

#### **May 17, 2025**

##### Mission and Vision Conversation

- Cathedral Chapter
  - Motion to Affirm a \$50,000 loan to the Cathedral Chapter as requested by the Executive Committee of the Diocesan Council. Motion passed.
  - Motion to approve four-month severance pay for the Cathedral staff who were laid off, up to \$60,000, for our half of the severance pay. Motion passed.

#### Information and Decisions

- Diocesan Financial Reports
  - Motion to receive the Diocesan Financial Reports. Motion passed.
- Loans
  - Make a loan up to \$60,000 from Reimbursement Fund to pay severance for terminated Cathedral Chapter employees, as is customary. Motion passed.

#### **July 29, 2025**

#### Mission and Vision

- The Church at Crossroads grant request.
  - Motion: The Church at Crossroads will conduct an annual ask of all parishes. Motion Passed.
  - Motion: Give The Church at Crossroads a \$20,000 Grant, which will include a plan to achieve financial stability. Motion Passed.
  - Motion: Bishop Perry will put together a plan to assist with the creation of a financial sustainability plan. Motion Passed.

#### Information and Decisions

- Motion to receive the Diocesan Financial Reports. Motion Passed.

Respectfully submitted on behalf of the Diocesan Council,  
Jamie Taylor, Diocesan Council Secretary

## **REPORT OF THE ARCHDEACON**

**The Ven. Timothy Spannaus, PhD**

Deacons in the Diocese of Michigan have continued “to make Christ and his redemptive love known, by [their] word and example, to those among whom [they] live, and work, and worship” (BCP, p. 543). They have met the challenges of virtual worship, pastoral care, and many other ministries, as they are called to serve the church.

Deacons met with Bishop Perry for a Quiet Day in Lent and a second Fall meeting with the Bishop in October.

With Bishop Bonnie I met with individual deacons, as needed, for discernment and support in their vocations.

Other activities this year included the following:

Commission on Ministry: development of formation plans for priest and deacon postulants;; advise those on the path to ordination, consult on formation, serve as an interviewer for Postulancy Weekends and Candidacy Days and, with a small team, revise the minimum competency examination for BCP and Liturgy, to be used by postulants in the deacon track. I am co-mentor of the Local Formation Cohort in the diocese and assist with the new Lilly/Iona Collaborative grant for small and rural congregations.

Accompany the Bishop on selected visitations, confirmations and ordinations:

Visitations: 8

Ordinations 2

Confirmations (other than visitations): 2

Celebrations of New Ministry: 1

I preached at two congregations this year.

In addition I am a mentor for Education for Ministry (EfM), including promoting the program in the diocese and helping groups get started. I also teach courses on the diaconate for Church Divinity School of the Pacific’s CALL program (Center for Anglican Learning and Leadership) and I taught a short course on the diaconate for the Diocese of North Carolina.

Remember: There are deacons in every congregation; they just don’t know it yet.

**Episcopal Diocese of Michigan**  
**2026 Proposed Operating Budget**  
**Presented to Diocesan Convention 10.25.2025**  
**Budget Overview**

- **Oversee the use of funds in the General Fund**
  - Income broken out roughly as:
    - 65% Apportionment (congregational payments)
    - 25% Dividends & Interest (growth & income investments)
    - 10% Perpetual Trust Income (Tannahill distributions)
- **Expenses bucketed into four key program groups:**
  - Congregational Vitality
  - Episcopate
  - Public Witness
  - Administration
- **2026 initial budget based off 2026 projected budget presented at 2024 Convention**
  - Adjustments for known cost changes:
    - Fringe benefit expenses (medical, etc.), staffing updates, business insurance, cost of living (COLA @ 3%), program changes
    - Pledges; 2.0% growth
    - Dividends; G&I dividend same (%), market value up
    - Bishop staff moving to PPO 80 as their base plan
    - Congregational Vitality increase with expansion of College for Congregational Development (CCD) adding a weekend program and new venue to for weeklong program
    - Program cost swings across periods due to realignment of staff across program groups
    - Equipment and Software inline with actual usage based on various subscriptions

**Episcopal Diocese of Michigan**  
**2026 Proposed Operating Budget**  
**Presented to Diocesan Convention 10.25.2025**  
**High Level Summaries**

**GL Summary**

	Actual 2023	Unaudited Actual 2024	Budget 2025	Actual YTD2025.08	Proposed Budget 2026	2025 -> 2026 Better/(Worse) Change %		1st Draft 2027
<b><u>Operating Income</u></b>								
Congregational Pledges	\$ 1,580,192	\$ 1,639,384	\$ 1,696,000	\$ 1,150,667	\$ 1,729,637	\$ 33,637	2.0%	\$ 1,777,637
Dividends & Interest	\$ 592,466	\$ 614,886	\$ 638,157	\$ 318,726	\$ 650,076	\$ 11,919	1.9%	\$ 665,076
Perpetual Trust Income	\$ 232,500	\$ 232,500	\$ 232,500	\$ 240,000	\$ 240,000	\$ 7,500	3.2%	\$ 240,000
Other Income	\$ 6,145	\$ 5,293	\$ 4,000	\$ 1,704	\$ 4,000	\$ -	0.0%	\$ 4,000
<b>Total Operating Income</b>	<b>\$ 2,411,304</b>	<b>\$ 2,492,062</b>	<b>\$ 2,570,657</b>	<b>\$ 1,711,097</b>	<b>\$ 2,623,713</b>	<b>\$ 53,056</b>	<b>2.1%</b>	<b>\$ 2,686,713</b>
<b><u>Operating Expenses</u></b>								
Salaries and Benefits	\$ 1,274,908	\$ 1,316,032	\$ 1,405,766	\$ 901,132	\$ 1,416,143	\$ (10,377)	-0.7%	\$ 1,458,189
Denominational Support	\$ 348,168	\$ 353,322	\$ 356,330	\$ 267,405	\$ 368,686	\$ (12,356)	-3.5%	\$ 389,640
Conferences, Meetings, & Events	\$ 220,397	\$ 252,683	\$ 221,393	\$ 137,275	\$ 246,218	\$ (24,825)	-11.2%	\$ 246,218
Grants and Partnerships	\$ 207,444	\$ 204,441	\$ 225,379	\$ 172,430	\$ 228,429	\$ (3,050)	-1.4%	\$ 228,429
Buildings and Grounds	\$ 181,855	\$ 187,897	\$ 194,700	\$ 143,569	\$ 199,048	\$ (4,348)	-2.2%	\$ 199,048
Professional Fees	\$ 160,914	\$ 141,787	\$ 114,940	\$ 67,337	\$ 118,770	\$ (3,830)	-3.3%	\$ 118,770
Travel & Related Business	\$ 51,287	\$ 69,331	\$ 73,850	\$ 29,261	\$ 69,050	\$ 4,800	6.5%	\$ 69,050
Office Expenses	\$ 51,954	\$ 45,436	\$ 46,400	\$ 19,622	\$ 44,100	\$ 2,300	5.0%	\$ 44,100
Equipment and Software	\$ 20,366	\$ 26,403	\$ 21,359	\$ 19,799	\$ 28,664	\$ (7,305)	-34.2%	\$ 28,664
Communications and P.R.	\$ 8,456	\$ 3,883	\$ 9,000	\$ 409	\$ 9,000	\$ -	0.0%	\$ 9,000
Cost Sharing/Registration Fees	\$ (115,832)	\$ (146,523)	\$ (98,460)	\$ (89,852)	\$ (104,395)	\$ 5,935	-6.0%	\$ (104,395)
<b>Total Operating Expenses</b>	<b>\$ 2,409,917</b>	<b>\$ 2,454,691</b>	<b>\$ 2,570,657</b>	<b>\$ 1,668,387</b>	<b>\$ 2,623,713</b>	<b>\$ (53,056)</b>	<b>-2.1%</b>	<b>\$ 2,686,713</b>
<b>Operating Excess/(Shortfall)</b>	<b>\$ 1,386</b>	<b>\$ 37,370</b>	<b>\$ -</b>	<b>\$ 42,709</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>

**Program Group**

	Actual 2023	Unaudited Actual 2024	Budget 2025	Actual YTD2025.08	Proposed Budget 2026	2025 -> 2026 Better/(Worse) Change %		1st Draft 2027
<b><u>Operating Income</u></b>								
Congregational Pledges	\$ 1,580,192	\$ 1,639,384	\$ 1,696,000	\$ 1,150,667	\$ 1,729,637	\$ 33,637	2.0%	\$ 1,777,637
Dividends & Interest	\$ 592,466	\$ 614,886	\$ 638,157	\$ 318,726	\$ 650,076	\$ 11,919	1.9%	\$ 665,076
Perpetual Trust Income	\$ 232,500	\$ 232,500	\$ 232,500	\$ 240,000	\$ 240,000	\$ 7,500	3.2%	\$ 240,000
Other Income	\$ 6,145	\$ 5,293	\$ 4,000	\$ 1,704	\$ 4,000	\$ -	0.0%	\$ 4,000
<b>Total Operating Income</b>	<b>\$ 2,411,304</b>	<b>\$ 2,492,062</b>	<b>\$ 2,570,657</b>	<b>\$ 1,711,097</b>	<b>\$ 2,623,713</b>	<b>\$ 53,056</b>	<b>2.1%</b>	<b>\$ 2,686,713</b>
<b><u>Operating Expenses</u></b>								
Congregational Vitality	\$ 462,342	\$ 491,153	\$ 533,109	\$ 394,455	\$ 626,038	\$ (92,929)	-17.4%	\$ 638,490
Episcopate	\$ 877,504	\$ 876,920	\$ 900,968	\$ 526,199	\$ 856,221	\$ 44,747	5.0%	\$ 885,529
Public Witness	\$ 305,896	\$ 307,447	\$ 321,938	\$ 237,339	\$ 333,908	\$ (11,970)	-3.7%	\$ 339,825
Administration	\$ 764,175	\$ 779,172	\$ 814,642	\$ 510,395	\$ 807,545	\$ 7,097	0.9%	\$ 822,869
<b>Total Operating Expenses</b>	<b>\$ 2,409,917</b>	<b>\$ 2,454,691</b>	<b>\$ 2,570,657</b>	<b>\$ 1,668,387</b>	<b>\$ 2,623,713</b>	<b>\$ (53,056)</b>	<b>-2.1%</b>	<b>\$ 2,686,713</b>
<b>Operating Excess/(Shortfall)</b>	<b>\$ 1,386</b>	<b>\$ 37,370</b>	<b>\$ -</b>	<b>\$ 42,709</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>

**Episcopal Diocese of Michigan**  
**2026 Proposed Operating Budget**  
**Presented to Diocesan Convention 10.25.2025**  
**Program Level**

	Actual 2023	Unaudited Actual 2024	Budget 2025	Actual YTD2025.08	Proposed Budget 2026	2025 -> 2026 Better/(Worse) Change %		1st Draft 2027
<b><u>Operating Income</u></b>								
Diocese General	\$ 2,411,304	\$ 2,492,062	\$ 2,570,657	\$ 1,711,097	\$ 2,623,713	\$ 53,056	2.1%	\$ 2,686,713
<b>Total Operating Income</b>	<b>\$ 2,411,304</b>	<b>\$ 2,492,062</b>	<b>\$ 2,570,657</b>	<b>\$ 1,711,097</b>	<b>\$ 2,623,713</b>	<b>\$ 53,056</b>	<b>2.1%</b>	<b>\$ 2,686,713</b>
<b><u>Operating Expenses</u></b>								
<b><u>Episcopate</u></b>								
Canonical - Diocese	\$ 39,202	\$ 17,753	\$ 34,000	\$ 10,016	\$ 34,000	\$ -	0.0%	\$ 34,000
Churchwide Mission Support	\$ 355,892	\$ 390,250	\$ 376,930	\$ 281,742	\$ 389,286	\$ (12,356)	-3.3%	\$ 410,240
Diocesan Convention	\$ 90,791	\$ 76,923	\$ 71,300	\$ 8,250	\$ 89,600	\$ (18,300)	-25.7%	\$ 89,600
Episcopate - General	\$ 391,619	\$ 391,993	\$ 418,738	\$ 226,190	\$ 343,335	\$ 75,403	18.0%	\$ 351,689
<b>Total Episcopate</b>	<b>\$ 877,504</b>	<b>\$ 876,920</b>	<b>\$ 900,968</b>	<b>\$ 526,199</b>	<b>\$ 856,221</b>	<b>\$ 44,747</b>	<b>5.0%</b>	<b>\$ 885,529</b>
<b><u>Congregational Vitality</u></b>								
Campus Ministry	\$ 120,000	\$ 120,000	\$ 130,000	\$ 97,500	\$ 130,000	\$ -	0.0%	\$ 130,000
College For Congregational Development	\$ -	\$ -	\$ 10,000	\$ 14,306	\$ 31,600	\$ (21,600)	-216.0%	\$ 31,600
Congregational Development	\$ 213,388	\$ 230,029	\$ 244,371	\$ 182,366	\$ 314,388	\$ (70,017)	-28.7%	\$ 323,089
Young People's Ministries	\$ 128,953	\$ 141,123	\$ 148,738	\$ 100,284	\$ 150,051	\$ (1,313)	-0.9%	\$ 153,801
<b>Total Congregational Vitality</b>	<b>\$ 462,342</b>	<b>\$ 491,153</b>	<b>\$ 533,109</b>	<b>\$ 394,455</b>	<b>\$ 626,038</b>	<b>\$ (92,929)</b>	<b>-17.4%</b>	<b>\$ 638,490</b>
<b><u>Public Witness</u></b>								
Advocacy Ministries	\$ 18,008	\$ 20,700	\$ 22,000	\$ 21,000	\$ 22,000	\$ -	0.0%	\$ 22,000
Communications	\$ 120,753	\$ 118,400	\$ 119,969	\$ 79,499	\$ 125,468	\$ (5,499)	-4.6%	\$ 128,297
SDGs & Companion Dio Relationship	\$ 14,330	\$ 8,325	\$ 16,879	\$ -	\$ 18,679	\$ (1,800)	-10.7%	\$ 18,679
Social Ministry Programs	\$ 53,500	\$ 53,500	\$ 53,500	\$ 53,500	\$ 53,500	\$ -	0.0%	\$ 53,500
Spirituality and Race	\$ 99,305	\$ 106,522	\$ 109,590	\$ 83,340	\$ 114,261	\$ (4,671)	-4.3%	\$ 117,348
<b>Total Public Witness</b>	<b>\$ 305,896</b>	<b>\$ 307,447</b>	<b>\$ 321,938</b>	<b>\$ 237,339</b>	<b>\$ 333,908</b>	<b>\$ (11,970)</b>	<b>-3.7%</b>	<b>\$ 339,825</b>
<b><u>Administration</u></b>								
Administration	\$ 242,906	\$ 254,392	\$ 262,238	\$ 145,072	\$ 234,642	\$ 27,596	10.5%	\$ 240,946
Finance	\$ 281,160	\$ 278,849	\$ 301,686	\$ 183,780	\$ 320,137	\$ (18,451)	-6.1%	\$ 329,158
Office General	\$ 240,109	\$ 245,931	\$ 250,718	\$ 181,542	\$ 252,766	\$ (2,048)	-0.8%	\$ 252,766
<b>Total Administration</b>	<b>\$ 764,175</b>	<b>\$ 779,172</b>	<b>\$ 814,642</b>	<b>\$ 510,395</b>	<b>\$ 807,545</b>	<b>\$ 7,097</b>	<b>0.9%</b>	<b>\$ 822,869</b>
<b>Total Operating Expenses</b>	<b>\$ 2,409,917</b>	<b>\$ 2,454,691</b>	<b>\$ 2,570,657</b>	<b>\$ 1,668,387</b>	<b>\$ 2,623,713</b>	<b>\$ (53,056)</b>	<b>-2.1%</b>	<b>\$ 2,686,713</b>
<b>Operating Excess/(Shortfall)</b>	<b>\$ 1,386</b>	<b>\$ 37,370</b>	<b>\$ -</b>	<b>\$ 42,709</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>

**Episcopal Diocese of Michigan**  
**2026 Proposed Operating Budget**  
Presented to Diocesan Convention 10.25.2025  
Account Level Detail

G/L Description	G/L Code	Actual 2023	Unaudited Actual 2024	Budget 2025	Actual YTD2025.08	Proposed Budget 2026	2025 -> 2026 Better/(Worse) Change	%	1st Draft 2027
<b><u>Operating Income</u></b>									
<b><u>Congregational Pledges</u></b>									
Apportionment Payments	41100	\$ 1,575,009	\$ 1,625,460	\$ 1,686,000	\$ 1,138,485	\$ 1,719,637	\$ (33,637)	-2.0%	\$ 1,767,637
Apportionment Pmts - Prior Year	41200	\$ 5,183	\$ 13,923	\$ 10,000	\$ 12,182	\$ 10,000	\$ -	0.0%	\$ 10,000
<b>Total Congregational Pledges</b>		<b>\$ 1,580,192</b>	<b>\$ 1,639,384</b>	<b>\$ 1,696,000</b>	<b>\$ 1,150,667</b>	<b>\$ 1,729,637</b>	<b>\$ (33,637)</b>	<b>-2.0%</b>	<b>\$ 1,777,637</b>
<b><u>Dividends &amp; Interest</u></b>									
Dividends	42000	\$ 74,749	\$ 77,559	\$ 80,504	\$ 40,252	\$ 82,114	\$ (1,610)	-2.0%	\$ 97,114
Endowment Fund	42300	\$ 59,098	\$ 61,319	\$ 63,648	\$ 31,824	\$ 64,921	\$ (1,273)	-2.0%	\$ 64,921
Extended Ministries	42100	\$ 416,421	\$ 433,698	\$ 451,812	\$ 225,687	\$ 460,848	\$ (9,036)	-2.0%	\$ 460,848
Interest Income	42400	\$ 42,198	\$ 42,309	\$ 42,193	\$ 20,963	\$ 42,193	\$ -	0.0%	\$ 42,193
<b>Total Dividends &amp; Interest</b>		<b>\$ 592,466</b>	<b>\$ 614,886</b>	<b>\$ 638,157</b>	<b>\$ 318,726</b>	<b>\$ 650,076</b>	<b>\$ (11,919)</b>	<b>-1.9%</b>	<b>\$ 665,076</b>
<b><u>Perpetual Trust Income</u></b>									
Tannahill Fund	42200	\$ 232,500	\$ 232,500	\$ 232,500	\$ 240,000	\$ 240,000	\$ (7,500)	-3.2%	\$ 240,000
<b>Total Perpetual Trust Income</b>		<b>\$ 232,500</b>	<b>\$ 232,500</b>	<b>\$ 232,500</b>	<b>\$ 240,000</b>	<b>\$ 240,000</b>	<b>\$ (7,500)</b>	<b>-3.2%</b>	<b>\$ 240,000</b>
<b><u>Other Income</u></b>									
Contribution Unrestricted	43000	\$ 1,374	\$ 745	\$ 1,000	\$ -	\$ 1,000	\$ -	0.0%	\$ 1,000
Other	46600	\$ 4,771	\$ 4,547	\$ 3,000	\$ 1,704	\$ 3,000	\$ -	0.0%	\$ 3,000
<b>Total Other Income</b>		<b>\$ 6,145</b>	<b>\$ 5,293</b>	<b>\$ 4,000</b>	<b>\$ 1,704</b>	<b>\$ 4,000</b>	<b>\$ -</b>	<b>0.0%</b>	<b>\$ 4,000</b>
<b>Total Operating Income</b>		<b>\$ 2,411,304</b>	<b>\$ 2,492,062</b>	<b>\$ 2,570,657</b>	<b>\$ 1,711,097</b>	<b>\$ 2,623,713</b>	<b>\$ (53,056)</b>	<b>-2.1%</b>	<b>\$ 2,686,713</b>
<b><u>Operating Expenses</u></b>									
<b><u>Salaries and Benefits</u></b>									
Salaries	70100	\$ 881,414	\$ 869,259	\$ 911,784	\$ 589,081	\$ 922,017	\$ (10,233)	-1.1%	\$ 949,671
Recovered Cost	70101	\$ (33,233)	\$ (34,730)	\$ (35,075)	\$ (25,251)	\$ (35,251)	\$ 176	-0.5%	\$ (35,251)
SECA Reimbursement	70200	\$ -	\$ 28,386	\$ 29,237	\$ 21,142	\$ 32,665	\$ (3,428)	-11.7%	\$ 33,645
Payroll Taxes-FICA	71310	\$ 37,507	\$ 38,088	\$ 39,761	\$ 23,713	\$ 37,854	\$ 1,907	4.8%	\$ 38,990
Medical Insurance	71410	\$ 247,803	\$ 267,855	\$ 294,639	\$ 184,280	\$ 288,023	\$ 6,616	2.2%	\$ 296,322
Life Insurance	71420	\$ 5,767	\$ 5,841	\$ 5,886	\$ 3,513	\$ 5,160	\$ 726	12.3%	\$ 5,160
Disability Insurance	71430	\$ 5,526	\$ 5,309	\$ 6,045	\$ 3,305	\$ 5,296	\$ 749	12.4%	\$ 5,455
Worker's Compensation	71440	\$ 1,710	\$ 1,790	\$ 1,700	\$ 2,488	\$ 2,300	\$ (600)	-35.3%	\$ 2,300
Clergy Pension	71510	\$ 69,238	\$ 71,902	\$ 74,058	\$ 53,552	\$ 82,738	\$ (8,680)	-11.7%	\$ 85,220
Lay Pension	71520	\$ 41,763	\$ 43,300	\$ 47,662	\$ 25,426	\$ 44,534	\$ 3,128	6.6%	\$ 45,871
Retiree Medical	71530	\$ 6,313	\$ 6,993	\$ 15,019	\$ 10,549	\$ 16,808	\$ (1,789)	-11.9%	\$ 16,808
Sabbatical Provision	71600	\$ 11,099	\$ 12,039	\$ 15,050	\$ 9,334	\$ 14,000	\$ 1,050	7.0%	\$ 14,000
<b>Total Salaries and Benefits</b>		<b>\$ 1,274,908</b>	<b>\$ 1,316,032</b>	<b>\$ 1,405,766</b>	<b>\$ 901,132</b>	<b>\$ 1,416,143</b>	<b>\$ (10,377)</b>	<b>-0.7%</b>	<b>\$ 1,458,189</b>
<b><u>Denominational Support</u></b>									
TEC Assessment	76100	\$ 323,694	\$ 328,747	\$ 331,696	\$ 248,771	\$ 343,809	\$ (12,113)	-3.7%	\$ 363,809
Provincial Assessment	76200	\$ 6,474	\$ 6,575	\$ 6,634	\$ 6,634	\$ 6,877	\$ (243)	-3.7%	\$ 7,831
Episcopal Election Accrual	76500	\$ 18,000	\$ 18,000	\$ 18,000	\$ 12,000	\$ 18,000	\$ -	0.0%	\$ 18,000
<b>Total Denominational Support</b>		<b>\$ 348,168</b>	<b>\$ 353,322</b>	<b>\$ 356,330</b>	<b>\$ 267,405</b>	<b>\$ 368,686</b>	<b>\$ (12,356)</b>	<b>-3.5%</b>	<b>\$ 389,640</b>

		Unaudited				Proposed	2025 -> 2026		
G/L Description	G/L Code	Actual	Actual	Budget	Actual	Budget	Better/(Worse)		1st Draft
		2023	2024	2025	YTD2025.08	2026	Change	%	2027
<b><u>Conferences, Meetings, &amp; Events</u></b>									
Membership	75200	\$ 6,188	\$ 5,114	\$ 4,800	\$ 3,410	\$ 4,800	\$ -	0.0%	\$ 4,800
Conference & Seminars	75300	\$ 7,108	\$ 15,598	\$ 10,300	\$ 7,401	\$ 10,300	\$ -	0.0%	\$ 10,300
Training	75360	\$ 3,216	\$ 5,524	\$ 2,600	\$ 5,650	\$ 2,600	\$ -	0.0%	\$ 2,600
Hall/Equip Rental	75500	\$ 57,676	\$ 65,533	\$ 66,475	\$ 19,284	\$ 80,000	\$ (13,525)	-20.3%	\$ 80,000
Hosting	75600	\$ 8,270	\$ 6,090	\$ 6,850	\$ 1,978	\$ 7,250	\$ (400)	-5.8%	\$ 7,250
Other Meeting Costs	75700	\$ 131,523	\$ 152,857	\$ 129,368	\$ 99,123	\$ 140,268	\$ (10,900)	-8.4%	\$ 140,268
Staff Meetings	75800	\$ 6,416	\$ 1,969	\$ 1,000	\$ 428	\$ 1,000	\$ -	0.0%	\$ 1,000
<b>Total Conferences, Meetings, &amp; Events</b>		<b>\$ 220,397</b>	<b>\$ 252,683</b>	<b>\$ 221,393</b>	<b>\$ 137,275</b>	<b>\$ 246,218</b>	<b>\$ (24,825)</b>	<b>-11.2%</b>	<b>\$ 246,218</b>
<b><u>Grants and Partnerships</u></b>									
Chaplaincy Support	79500	\$ 120,000	\$ 120,000	\$ 130,000	\$ 97,500	\$ 130,000	\$ -	0.0%	\$ 130,000
Discretionary Fund	75400	\$ 1,606	\$ 1,916	\$ 3,000	\$ 330	\$ 4,250	\$ (1,250)	-41.7%	\$ 4,250
Grants/Scholarships	79600	\$ 85,838	\$ 82,525	\$ 92,379	\$ 74,600	\$ 94,179	\$ (1,800)	-1.9%	\$ 94,179
<b>Total Grants and Partnerships</b>		<b>\$ 207,444</b>	<b>\$ 204,441</b>	<b>\$ 225,379</b>	<b>\$ 172,430</b>	<b>\$ 228,429</b>	<b>\$ (3,050)</b>	<b>-1.4%</b>	<b>\$ 228,429</b>
<b><u>Buildings and Grounds</u></b>									
Diocesan Center Maintenance	73200	\$ 162,800	\$ 167,800	\$ 174,300	\$ 130,725	\$ 175,300	\$ (1,000)	-0.6%	\$ 175,300
Property/Liability Insurance	73400	\$ 19,055	\$ 20,097	\$ 20,400	\$ 12,844	\$ 23,748	\$ (3,348)	-16.4%	\$ 23,748
<b>Total Buildings and Grounds</b>		<b>\$ 181,855</b>	<b>\$ 187,897</b>	<b>\$ 194,700</b>	<b>\$ 143,569</b>	<b>\$ 199,048</b>	<b>\$ (4,348)</b>	<b>-2.2%</b>	<b>\$ 199,048</b>
<b><u>Professional Fees</u></b>									
Audit	72360	\$ 14,370	\$ 14,370	\$ 14,400	\$ -	\$ 16,120	\$ (1,720)	-11.9%	\$ 16,120
CAS & Bckgrd Chk	72250	\$ 502	\$ 349	\$ -	\$ 504	\$ -	\$ -		\$ -
Ecclesiastical Discipline	72240	\$ 1,041	\$ 1,063	\$ 2,400	\$ 500	\$ 2,400	\$ -	0.0%	\$ 2,400
Honoraria	72500	\$ 25,874	\$ 22,275	\$ 12,500	\$ 20,775	\$ 14,000	\$ (1,500)	-12.0%	\$ 14,000
IT Support	72385	\$ 20,182	\$ 20,182	\$ 21,000	\$ 11,773	\$ 21,000	\$ -	0.0%	\$ 21,000
Legal	72310	\$ 8,571	\$ 4,864	\$ 15,000	\$ -	\$ 15,000	\$ -	0.0%	\$ 15,000
Outside Services	72290	\$ 82,754	\$ 71,117	\$ 45,890	\$ 27,665	\$ 46,500	\$ (610)	-1.3%	\$ 46,500
Payroll Processing	72380	\$ 7,620	\$ 7,566	\$ 3,750	\$ 6,121	\$ 3,750	\$ -	0.0%	\$ 3,750
<b>Total Professional Fees</b>		<b>\$ 160,914</b>	<b>\$ 141,787</b>	<b>\$ 114,940</b>	<b>\$ 67,337</b>	<b>\$ 118,770</b>	<b>\$ (3,830)</b>	<b>-3.3%</b>	<b>\$ 118,770</b>
<b><u>Travel &amp; Related Business</u></b>									
Depreciation - Car	95100	\$ 7,058	\$ -	\$ 7,000	\$ -	\$ 7,000	\$ -	0.0%	\$ 7,000
Gas cost (Auto)	78150	\$ 2,199	\$ 2,049	\$ 2,200	\$ 84	\$ 2,200	\$ -	0.0%	\$ 2,200
Mileage Reimbursements	78100	\$ 9,801	\$ 13,865	\$ 11,000	\$ 6,435	\$ 9,000	\$ 2,000	18.2%	\$ 9,000
Staff Travel & Lodging	78500	\$ 28,407	\$ 39,888	\$ 44,850	\$ 18,923	\$ 42,050	\$ 2,800	6.2%	\$ 42,050
Travel - Meals	78600	\$ 2,553	\$ 8,202	\$ 5,800	\$ 2,582	\$ 5,800	\$ -	0.0%	\$ 5,800
Vehicle Expense	78200	\$ 1,268	\$ 5,326	\$ 3,000	\$ 1,239	\$ 3,000	\$ -	0.0%	\$ 3,000
<b>Total Travel &amp; Related Business</b>		<b>\$ 51,287</b>	<b>\$ 69,331</b>	<b>\$ 73,850</b>	<b>\$ 29,261</b>	<b>\$ 69,050</b>	<b>\$ 4,800</b>	<b>6.5%</b>	<b>\$ 69,050</b>
<b><u>Office Expenses</u></b>									
Bank Charges	77200	\$ 1,169	\$ 1,156	\$ 1,200	\$ 702	\$ 1,200	\$ -	0.0%	\$ 1,200
Cell Phone	74200	\$ 7,505	\$ 4,882	\$ 6,700	\$ 816	\$ 6,700	\$ -	0.0%	\$ 6,700
Internet Services	74400	\$ 4,777	\$ 5,646	\$ 3,600	\$ 2,458	\$ 3,600	\$ -	0.0%	\$ 3,600
Late fee	77250	\$ -	\$ -	\$ -	\$ 30	\$ -	\$ -		\$ -
Licenses/Copyright	76400	\$ 870	\$ 910	\$ 250	\$ 798	\$ 250	\$ -	0.0%	\$ 250
Net Copy Exp/ <Rev>	74600	\$ 3,275	\$ 4,294	\$ 3,000	\$ 1,457	\$ 3,000	\$ -	0.0%	\$ 3,000
Office Supplies	77100	\$ 10,083	\$ 7,182	\$ 10,000	\$ 3,151	\$ 10,000	\$ -	0.0%	\$ 10,000
Paypal Fees	77205	\$ 4,222	\$ 713	\$ 950	\$ 453	\$ 950	\$ -	0.0%	\$ 950
Postage & Delivery	74500	\$ 5,681	\$ 4,142	\$ 5,500	\$ 1,430	\$ 5,500	\$ -	0.0%	\$ 5,500
Reference Materials/Subscriptions	75100	\$ 4,878	\$ 7,471	\$ 6,200	\$ 1,824	\$ 3,900	\$ 2,300	37.1%	\$ 3,900
Telephone	74100	\$ 8,670	\$ 8,670	\$ 8,000	\$ 6,502	\$ 8,000	\$ -	0.0%	\$ 8,000
Worship Supplies	77400	\$ 824	\$ 370	\$ 1,000	\$ -	\$ 1,000	\$ -	0.0%	\$ 1,000
<b>Total Office Expenses</b>		<b>\$ 51,954</b>	<b>\$ 45,436</b>	<b>\$ 46,400</b>	<b>\$ 19,622</b>	<b>\$ 44,100</b>	<b>\$ 2,300</b>	<b>5.0%</b>	<b>\$ 44,100</b>

G/L Description	G/L Code	Unaudited				Proposed Budget 2026	2025 -> 2026		1st Draft 2027	
		Actual 2023	Actual 2024	Budget 2025	Actual YTD2025.08		Better/(Worse) Change	%		
<b>Equipment and Software</b>										
Computer Equip & Software	81400	\$ 10,964	\$ 17,560	\$ 11,559	\$ 11,963	\$ 28,664	\$ (17,105)	-148.0%	\$ 28,664	
Equipment Maint & Supplies	81300	\$ -	\$ -	\$ 800	\$ -	\$ -	\$ 800	100.0%	\$ -	
Equipment Rental	81200	\$ 9,402	\$ 8,843	\$ 9,000	\$ 6,846	\$ -	\$ 9,000	100.0%	\$ -	
Furniture & Fixtures	81500	\$ -	\$ -	\$ -	\$ 990	\$ -	\$ -		\$ -	
<b>Total Equipment and Software</b>		<b>\$ 20,366</b>	<b>\$ 26,403</b>	<b>\$ 21,359</b>	<b>\$ 19,799</b>	<b>\$ 28,664</b>	<b>\$ (7,305)</b>	<b>-34.2%</b>	<b>\$ 28,664</b>	
<b>Communications and P.R.</b>										
Copying	74950	\$ -	\$ 2,178	\$ -	\$ -	\$ -	\$ -		\$ -	
Electronic Marketing	74700	\$ 721	\$ 275	\$ 500	\$ -	\$ 500	\$ -	0.0%	\$ 500	
Outside Printing/Copying	74900	\$ 4,430	\$ 567	\$ 4,100	\$ 409	\$ 4,100	\$ -	0.0%	\$ 4,100	
Promotional Marketing	74800	\$ 3,305	\$ 862	\$ 4,400	\$ -	\$ 4,400	\$ -	0.0%	\$ 4,400	
<b>Total Communications and P.R.</b>		<b>\$ 8,456</b>	<b>\$ 3,883</b>	<b>\$ 9,000</b>	<b>\$ 409</b>	<b>\$ 9,000</b>	<b>\$ -</b>	<b>0.0%</b>	<b>\$ 9,000</b>	
<b>Cost Sharing/Registration Fees</b>										
Event/Meeting Offset	75900	\$ (115,832)	\$ (146,523)	\$ (98,460)	\$ (89,852)	\$ (104,395)	\$ 5,935	-6.0%	\$ (104,395)	
<b>Total Cost Sharing/Registration Fees</b>		<b>\$ (115,832)</b>	<b>\$ (146,523)</b>	<b>\$ (98,460)</b>	<b>\$ (89,852)</b>	<b>\$ (104,395)</b>	<b>\$ 5,935</b>	<b>-6.0%</b>	<b>\$ (104,395)</b>	
<b>Total Operating Expenses</b>		<b>\$ 2,409,917</b>	<b>\$ 2,454,691</b>	<b>\$ 2,570,657</b>	<b>\$ 1,668,387</b>	<b>\$ 2,623,713</b>	<b>\$ (53,056)</b>	<b>-2.1%</b>	<b>\$ 2,686,713</b>	
<b>Operating Excess/(Shortfall)</b>		<b>\$ 1,386</b>	<b>\$ 37,370</b>	<b>\$ -</b>	<b>\$ 42,709</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	



4800 Woodward Ave.  
Detroit, MI 48201-1399

ph (313) 832.4400  
tf (866) 545.6424  
fx (313) 831.0259  
www.edomi.org

## RESOLUTION TO ADOPT THE 2026 OPERATING BUDGET

DATE: October 25, 2025

TO: Clergy and Lay Delegates of the 191<sup>st</sup> Convention  
of the Episcopal Diocese of Michigan

The Diocesan Council offers the following Resolutions:

RESOLVED, that the 2026 Operating Expense Budget of the Episcopal Diocese of Michigan be in the amount of \$2,623,713 and be it further

RESOLVED, that the Diocesan Council shall have the authority to adjust the adopted budget in keeping with income assured from expected operating income, and be it further

RESOLVED, that the formula for calculating the apportionment for congregational support of the 2027 diocesan operating budget will be based on 10% of the three-year average of each congregation's normal operating income as reported in the Parochial Report and/or in a diocesan Supplemental Parochial Report for the years 2023, 2024, and 2025.

# **MISSION FOR MINISTRY WITH YOUNG PEOPLE**

## **Canon Carmen Piggins, Missioner for Ministry with Young People**

The Office for Ministry with Young People is to support and resource those working with our young people at a congregational level and to create and support a community for young people through fellowship, leadership development, service, and communal worship.

### **Training and Resources for Ministry Leaders**

This year we focused on providing a variety of opportunities for resourcing, development, and networking.

#### **Forma Conference Partnership**

A group of 5 participants traveled to Waycross Retreat Center to attend the hybrid Forma Conference. We spent time visioning, building community, and connecting with other formation leaders in Province V. Scholarships for conference registration and travel were provided to ensure accessibility.

#### **Deanery Dinners Initiative**

Deanery Dinners launched last fall, creating opportunities for over 20 formation workers in the diocese to gather in community and learn from each other. This program will continue this year with expanded opportunities and new partnerships with the Southeast ELCA Synod and Diocese of the Great Lakes.

#### **Children's Ministry Development Residency**

In August 2025, we launched the Children's Ministry Development Residency with three inaugural member congregations: Church of the Messiah, Detroit; St. Paul's Episcopal Church, Lansing; and St. Philip's, Rochester. In this year-long cohort, each congregation forms a team, sets goals, and works intentionally with the Canon for Ministry with Young People, their congregation, and vestry to implement enhanced support and programming for children and families.

#### **Resource Development**

With support from our Regional Youth Minister, Holly McNeal, we constructed a comprehensive resource library for the diocese featuring liturgical, practical, and thematic resources. Additional congregational support was provided through digital communication, Sunday visits, and program implementation assistance.

### **Youth Programming Highlights**

This year we were able to grow existing programs and begin new ones. We are thankful for the congregations and participants we have partnered with in this work and those who volunteer their time to ensure that we can make this possible.

#### **Diocesan Youth Council**

Our 2024-25 Diocesan Youth Council include 9 students who attended Diocesan Convention, presented their General Convention experience, and developed leadership skills for implementation in their congregational contexts.

The 2025-26 Diocesan Youth Council has been selected with 6 members representing 4 deaneries. Council members have completed their Fall Retreat and will have seat, voice, and vote at Diocesan Convention. They are currently

planning and implementing a diocesan service project for their peers while learning strategies and skills to support congregational leadership.

### **Fall Programming**

We launched our programming year with Autumn Adventures at Holy Faith, Saline, providing 12 middle school students opportunities for community building, Bible study, games, and prayer stations.

In November, 17 students and 4 adult leaders attended Charge, a retreat held in Traverse City by Living Waters Ministry.

### **Night Watch Event**

In March 2025, 33 middle and high school students from throughout the diocese attended Night Watch, which featured a tour of the Charles H. Wright Museum, prayer and scripture stations, a Bishop chat, and Glow-in-the-Dark Compline. Participants demonstrated their leadership by leading worship at the Cathedral Church of St. Paul the following morning, serving as preachers, acolytes, ushers, lectors, and Eucharistic Ministers.

### **Creation Care Service Trip**

In June 2025, a group of 17 students and 6 adult chaperones traveled to Cincinnati, Ohio for a week-long trip focused on Creation Care. We partnered with organizations including Tikkun Farms and Church of the Advent to support sustainable gardening and farming ministries, urban gardens, and public space cleaning initiatives. Participants witnessed the direct impact of caring for our neighbors and planet, experiencing firsthand what God calls us to do.

### **Congregational Partnerships**

In March 2025, the Bouncing Youth Group was launched. A collaborative youth group with Episcopal churches in Oakland County. The group has met monthly and has had 15 students consistently participating. St. James Episcopal Church, Birmingham; St. John's Episcopal Church, Royal Oak; and St. Stephen's Episcopal Church, Troy have been founding members and hosts for these gatherings.

In August 2025, St. Paul's Episcopal Church, Brighton partnered with First United Methodist Church and Chilson Hills Church for Beloved Community Camp. A program spanning over 3 nights using *Tell Me the Truth About Racism* for storytelling and reflection.

## **Camp Partnership**

### **Camp Chickagami**

With support from the Girls Friendly Society, we continued our partnership with Camp Chickagami. We provided discount codes to all camp participants from the diocese and arranged bus transportation for one of the camp sessions leaving from St. John's Episcopal Church, Plymouth.

### **Participation Statistics:**

- 5 families and 35 campers participated across three overnight sessions and family camp with multiple campers returning for additional sessions

- 3 junior staffers and 1 Counselor-in-Training
- 7 adult volunteers, 1 counselor, and 1 chaplain supported the program

## **Looking Forward**

As we move into the 2025-2026 program year, we look forward to continuing our partnerships with congregations to support the youngest members of their communities. We will also continue to provide resources and programming that connects children, youth, and families to the work of the church and helps them grow closer in their relationship with God.



### 2025 Visitation Schedule (Updated 9/4/2025)

Sunday, January 12, 2025	St. Luke's, Shelby Township
Sunday, January 19, 2025	Church of the Messiah, Detroit
Sunday, February 2, 2025	St. Michael's - Lansing
Sunday, February 9, 2025	St. John's Plymouth w/Archdeacon
Sunday, February 16, 2025	All Saints', East Lansing w/Archdeacon
Sunday, February 23, 2025	Christ Church, Grosse Pointe
Sunday, March 2, 2025	St. Andrew's, Livonia
Sunday, March 16, 2025	Trinity, Farmington Hills
Sunday, April 13, 2025	St. Katherine's, Williamston
Sunday, April 27, 2025	Christ Church, Detroit
Sunday, May 4, 2025	Spirit of Grace w/ Archdeacon
Sunday, May 11, 2025	St. John's, Royal Oak
Sunday, May 11, 2025	Canterbury on the Lake, Waterford w/Archdeacon @ 2:00pm
Sunday, May 18, 2025	St. Stephen's, Hamburg w/Archdeacon
Sunday, June 1, 2025	Resurrection Church, Clarkston
Sunday, June 8, 2025	Christ Church Cranbrook
Sunday, August 10, 2025	St. Andrew's, Livonia
Sunday, September 7, 2025	St. James, Grosse Ile
Sunday, September 21, 2025	Cathedral Church of St. Paul
Sunday, September 28, 2025	St. Michael's, Cambridge Junction
Sunday, October 5, 2025	St. Paul's, Jackson
Sunday, October 12, 2025	St. John's, Clinton w/Archdeacon
Sunday, October 19, 2025	St. Peter's, Hillsdale
Sunday, November 2, 2025	Grace, Mt. Clemens
Sunday, November 9, 2025	St. Philip's, Rochester
Sunday, November 16, 2025	Trinity, Monroe w/Archdeacon
Sunday, December 7, 2025	Holy Cross, Novi
Sunday, December 14, 2025	St. John's, Westland w/Archdeacon
Sunday, December 21, 2025	St. John's, Howell
Wednesday, December 24, 2025	Cathedral Church of St. Paul, Detroit

**OCTOBER 1, 2024 – SEPTEMBER 30, 2025**

Erica Benson 8/5/2025

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Erica Benson	11/23/2025
Dan Martin	6/7/2025

Rachel Baird  
Natalie Magnusson  
Joe LeVela  
Chas Kipp  
Felicity Thompson

Danny Cox  
Kateri Boucher  
Meida Olliviera

Andrew Armond TX 9/1/2025

Donna L Mc Niel	CO	4/3/2025
Bradley Heuett	N CA	7/8/2025
Brian Shaffer	C PA	5/27/2025
Krista Heuett	N CA	4/3/2025

The Ven. Jeffernell Howcutt  
The Rev. William T. Roberts  
The Rev. Jasper Pennington  
The Rev. David Carlson  
The Rev. Frederick Engdahl, Jr.  
The Rev. Robert Bird

Sally Boelter  
Daniel H. Grossoehme  
Mark Jenkins  
Wayne Knotts  
Walter LaBatt  
Kenneth Near  
Carol A. Spangenberg  
Sharon Voelker

Benjamin Adams  
Alex Aivars  
Dean Aponte-Safe  
James Bischoff  
Manisha Dostert  
Joyce Partyka-Staib  
Michelle Werner

**CLERGY OF THE DIOCESE OF MICHIGAN**  
**In Order of Canonical Residence**  
**as of September 30, 2025**

Rt. Rev. Dr. Bonnie A. Perry	Bishop Diocesan	February 8, 2020
Rt. Rev. Wendell N. Gibbs, Jr.	Retired Bishop	February 5, 2000
*William I. Johnson	Ord EDOMI	May 26, 1956
*John K. Hooper	Ord EDOMI	June 25, 1958
*John R. Smucker III	N. Dakota	May 26, 1960
Michael L. Gowing	Ord EDOMI	June 29, 1963
Robert F. Wollard	Ord EDOMI	June 29, 1963
Gene E. Curry	NW Texas	June 25, 1964
*David H. Evans	Ord EDOMI	June 29, 1964
*A. Paul Nancarrow	N. Mich.	August 1, 1964
*Ralph G. McGimpsey	Ohio	July 13, 1965
*William N. Rexford	Ord EDOMI	June 28, 1969
P. Ronald Spann	Ord EDOMI	June 29, 1970
Bruce A. Campbell	Ord EDOMI	June 29, 1971
*David M. Lillvis	Ord EDOMI	June 30, 1973
Bryant Dennison	Ohio	December 18, 1973
*William P. Erwin	W. Mich.	September 1, 1975
*Walter Y. MacDonald	N. Hamp.	January 29, 1976
*Robert C. Weikart	Ord EDOMI	May 11, 1976
Michael J. Bedford	Ord EDOMI	June 26, 1976
*Roger L. Tiffany	Ohio	January 12, 1977
*John P. Meyer	Ohio	March 28, 1978
*Edward N. Taylor	Iowa	September 1, 1979
*David J. Horning	Ord EDOMI	October 18, 1979
Patricia Eichenlaub Ed.D.	S.W. VA	November 5, 1979
James Maxwell	Bethlehem	December 1, 1979
*Robert E. Neily	Los Angeles	April 8, 1980
Sandra S. Benes	Ord EDOMI	July 2, 1980
Richard Kim	Hawaii	October 20, 1981
Charles H. Swinehart	N. Mich.	February 24, 1982
*Edward A. Cobden Jr.	Conn.	August 6, 1982
*Carlos J. Caguiat	New York	March 4, 1983
Richard E. Iwick	Indianapo	May 31, 1983
Robert C. Brook	HOB	June 16, 1983
*William D. Ericson	Ohio	August 1, 1983
Svea Gray	Ord EDOMI	June 13, 1985
*G. Keith Boyles	Ord EDOMI	June 29, 1985
*Samuel T. Knight	Barbados	November 6, 1985
Margaret A. Haas	Ord EDOMI	June 28, 1986
Zalmon O. Sherwood	Ohio	July 22, 1986
Joseph H. Summers	Ord EDOMI	June 27, 1987
Thalia Johnson	Ord EDOMI	September 10, 1987
*Ruth L. Clausen	Ord EDOMI	June 25, 1988
*Sally Fox	Ord EDOMI	June 25, 1988
Jannel T. Glennie	Ord EDOMI	June 25, 1988
E. Charles Witke	Ord EDOMI	June 25, 1988
*William Hale	Ord EDOMI	June 24, 1989
Christine Humphrey	Ord EDOMI	December 2, 1989
Julia A. Dempz	Ord EDOMI	June 23, 1990
*Bercry E. Leas	Ord EDOMI	June 23, 1990
Diane E. Morgan	Ord EDOMI	June 23, 1990
Donald M. Lutas	South VA	March 5, 1991
*Robert Gallagher	Maine	March 19, 1991
Jonathan C. Sams	N. Indiana	October 3, 1991
*Anne E. Cox	Newark	October 29, 1991
William F. Renfrew	Ord EDOMI	June 13, 1992

*Edna S.	Shelton	Ord EDOMI	June	12,	1993
JoAnn Kennedy	Slater	Ord EDOMI	June	19,	1993
D. Carl	Buxo	W. Indies	September	7,	1993
Linda	MacDonald	Ord EDOMI	June	11,	1994
*Margaret	Izutsu	Ord EDOMI	June	18,	1994
Michael L.	Carr	Ord EDOMI	October	9,	1994
*Donald	Duford	Ord EDOMI	June	8,	1995
Stephen	Bancroft	Texas	June	30,	1995
*Edward L.	Mullins	San Diego	March	18,	1996
*H. Wayne	Knotts	FondduLac	June	19,	1996
*Geoffrey T.	Boyer	West VA	August	20,	1996
Robert E.	Smith	Ord EDOMI	September	28,	1996
*Walter W.	Dawson	Minnesota	October	6,	1997
Donald	Dersnah	Ord EDOMI	October	11,	1997
Linda	Northcraft	Maryland	November	26,	1997
*Arthur R.	Mack	W.NewYork	February	9,	1998
Clare L.	Hickman	Ord EDOMI	June	27,	1998
*Richard O.	Singleton	Rhode Isl	July	13,	1998
*John R.	Melcher	W.New Yrk	September	25,	1998
*Nancy L.	Baum	Ord EDOMI	January	6,	1999
*William	McDonald	W. Mich.	January	7,	1999
*Wendell N.	Gibbs, Jr.	Consecrated	February	5,	2000
*Leslie	Muray	E. Mich.	March	2,	2000
Aaron	Zull	Gen. Penn	August	03,	2000
S. Scott	Hunter	W. Virginia	November	04,	2000
*Lawrence	Walters	West MO	February	2,	2001
Steven J.	Kelly	Pittsburgh	February	26,	2001
*Susan	Bock	Mississippi	May	15,	2001
Elizabeth	Seelye-Forest	Ord EDOMI	June	16,	2001
*Joyce	Treppa	Ord EDOMI	June	16,	2001
Sharon	Watton	Ord EDOMI	June	16,	2001
*Daniel	Erdman	West. MO	September	5,	2001
Deborah	Semon-Scott	West MI	September	23,	2001
*Fred	Elwood	Olympia	October	23,	2001
Carol	Mader	Indianapolis	October	31,	2001
Barry	Trent Randolph	Ord EDOMI	December	16,	2001
Philip	Dinwiddie	Ord EDOMI	December	22,	2001
Marlyn	Stroud	Ord EDOMI	June	15,	2002
Betty	Brogan	Ord EDOMI	June	15,	2002
Stacy	Salles	Ord EDOMI	December	19,	2002
David	Dieter	Ord EDOMI	December	19,	2002
Helen	Brewster	Ord EDOMI	June	28,	2003
Alice	Morse	Milwaukee	July	22,	2003
George	Davinich	Ord EDOMI	December	20,	2003
*Ann	Webber	Ord EDOMI	December	20,	2003
*Anne	Bump	Ohio	March	02,	2004
Richard	Hamlin	Central NY	October	29,	2004
Robert	Kerr	Ord EDOMI	November	11,	2004
Susan	Shaefer	Ord EDOMI	December	18,	2004
Joyce	Matthews	Ord EDOMI	December	18,	2004
Judith	Harmon	Ord EDOMI	July	02,	2005
*Dorian	McGlannan	Olympia	September	29,	2005
Tim	Spannaus	Rcv'd ELCA D	April	28,	2006
Cynthia	Garman	Bethlehem	May	12,	2006
Ronald C.	Byrd	Ord EDOMI TD	December	16,	2006
Ian S. Reed	Twiss	Ord EDOMI TD	December	16,	2006
Katherine A.	Carlson	Washington	February	01,	2007
Shirley	McWhorter	Southern OH	August	02,	2007
*Sarah	Hurlbert	New York	October	01,	2007
Christopher	Yaw	Western MI	October	16,	2007
Alan	Gibson	Vermont	February	12,	2008
Richard	Boulter	Ord EDOMI D	June	13,	2009
William	Stech	Ord EDOMI TD	January	30,	2010
Paul	LeClair	Ord EDOMI TD	February	13,	2010

Mark	Hastings	Ord EDOMI TD	October 27, 2010
Diana	Walworth	Ord EDOMI TD	October 27, 2010
RaeLee	Baxter	Ord EDOMI TD	November 03, 2010
Ross	Vandercook	Ord EDOMI TD	November 11, 2010
Susan	Vandercook	Ord EDOMI TD	November 11, 2010
Michael	Fitzpatrick	Ord EDOMI TD	December 16, 2010
Julia	Huttar Bailey	Ord EDOMI TD	December 11, 2010
Winnie	Cook	Ord EDOMI D	May 24, 2011
Cynthia	Corner	Ord EDOMI D	May 24, 2011
Robert	Alltop	Ord EDOMI TD	June 09, 2012
Susan Anslow	Williams	New York	October 03, 2012
Jeanne	Stout	Eau Claire	December 01, 2012
Karen	Lewis	Rochester	April 30, 2013
Andrew	Van Culin	Colorado	April 30, 2013
Thomas	Krell	Rc'd. RC	May 22, 2013
Cathleen	Behnke	Ord EDOMI D	June 22, 2013
Marcia	Ledford	Ord EDOMI TD	June 22, 2013
Paula	Miller	Ord EDOMI TD	June 22, 2013
Maryjane	Peck	Ord EDOMI TD	June 22, 2013
Jenny	Ritter	Ord EDOMI D	June 22, 2013
Eric M.	Williams	Western NY	January 09, 2014
Glen	Morrison	Ord EDOMI D	June 14, 2014
Linda	Shafer	Ord EDOMI D	June 14, 2014
William	Danaher	Alabama	September 10, 2014
Lynda	Carter	Ord EDOMI TD	December 13, 2014
Andrea	Morrow	Ord EDOMI TD	June 13, 2015
Judith	Schellhammer	Ord EDOMI TD	December 06, 2015
Daniel	Lawson	Ord EDOMI TD	December 12, 2015
James	Pashturro	Ord EDOMI TD	December 12, 2015
*Scott	Steiner	Ord EDOMI TD	December 12, 2015
Joshua	Hoover	Eastern MI	January 06, 2016
Steve	Steinberger-Domienik	Connecticut	October 18, 2016
*Virginia	Hesse	Arizona	November 15, 2016
Carolynn	Johnson	Ord EDOMI D	December 21, 2016
Teresa	Wakeen	Ord EDOMI TD	December 21, 2016
*Elizabeth	Bingham	Ord EDOMI TD	June 10, 2017
Veronica	Dunbar	Ord EDOMI TD	June 10, 2017
Gail	Shafer	Ord EDOMI TD	June 10, 2017
*Christopher	Cunningham	SW Virginia	September 11, 2017
Christopher	Johnson	Colorado	September 28, 2017
Kristin	Bowen	Ord EDOMI TD	December 09, 2017
Matthew	Lukens	Hawaii	September 12, 2018
Halim	Shukair	Jerusalem	October 11, 2018
Emily	Williams Guffey	Virginia	October 11, 2018
Anthony	Estes	Ord EDOMI TD	December 08, 2018
Mitchell	Yudasz	Ord EDOMI TD	December 08, 2018
Andrew	Guffey	Virginia	August 27, 2019
Marion	VanLoo	Ord EDOMI TD	October 20, 2019
John	Meulendyk	ELCA	November 21, 2019
Annette	Mileski	Ord EDOMI D	December 14, 2019
William	Dischinger	Ord EDOMI TD	December 14, 2019
Christine	Gannon	Ord EDOMI TD	December 14, 2019
Henrietta	Grossoehme	Indianapolis	February 18, 2020
Marcia	Tyrriver	N. Calif.	February 18, 2020
Alice Sherman	Sawyer	C. Gulf Coast	April 01, 2020
Ellen Poole	Ekevag	Chicago	September 09, 2020
Michael	Bradley	N. Hampshire	October 07, 2020
Melissa	Congleton	ORD EDOMI TD	December 12, 2020
Ronda	Johnson	ORD EDOMI TD	December 12, 2020
Timothy	Flynn	ORD EDOMI TD	December 12, 2020
*Frederick	Nestrock	Chicago	December 16, 2020
Cleda	Smartt	ORD EDOMI D	December 19, 2020
Patricia	Fraley	ORD EDOMI D	December 19, 2020
Amy	Maffeo	ORD EDOMI TD	June 12, 2021

*Terri	Montgomery	ORD EDOMI TD	June	12,	2021
Marianna	Gronek	Arizona	October	15,	2021
Jeanne	Hansknecht	Central NY	October	15,	2021
Anne	Clarke	Northern CA	December	01,	2021
Katherine	Beck-Ei	ORD EDOMI TD	December	18,	2021
Eric	Braun	ORD EDOMI TD	December	18,	2021
Thomas	Ferguson	ORD EDOMI TD	December	18,	2021
Andrea	Martin	Washington	January	01,	2022
Linda Susan	Carter	Con. Europe	May	11,	2022
Christopher	Harris	San Diego	June	28,	2022
Gerardo	Aponte-Safe	ORD EDOMI TD	September	12,	2022
Maureen	Martin	Milwaukee	September	23,	2022
Michael	Stutso	ORD EDOMI D	December	10,	2022
Jadon	Hartsuff	Washington	September	01,	2023
Paul	Frolick	Central NY	September	05,	2023
Toby	Darrah	ORD EDOMI TD	November	18,	2023
Donna	Lockhart	ORD EDOMI TD	March	26,	2024
Andrew	Armond	Texas	September	1,	2025

*\*Living outside of the Diocese of Michigan.*

### Clergy Licensed to Function

Brian Alberti  
 Sally Boelter  
 Daniel H. Grossoehme  
 Mark Jenkins  
 Wayne Knotts  
 Walter LaBatt  
 Kenneth Near  
 Ken Ritter  
 Carol A. Spangenberg  
 Tim True  
 Sharon Voelker

ELCA Pastors  
 Benjamin Adams  
 Alex Aivars  
 Dean Aponte-Safe  
 James Bischoff  
 Manisha Dostert  
 Joyce Partyka-Staib  
 Michelle Werner

# Deceased Clergy



The Rev. Frederick Engdahl, Jr.

The Rev. Jasper G. Pennington

The Rev. David J. Carlson

The Ven. Jeffernell Howcott

The Rev. J. Christopher Berg

The Rev. William Roberts

The Rev. Dcn. Robert Bird

Respectfully submitted by  
Susan M. Mason  
Registrar for the Diocese of Michigan

## PARISHES IN UNION WITH CONVENTION OF THE DIOCESE OF MICHIGAN as of September 30, 2025

LOCATION	COUNTY	NAME	ORGANIZED	ADMITTED
Adrian	Lenawee	Christ Church	1838	unknown
Ann Arbor	Washtenaw	Church of the Incarnation	1984	2021
Ann Arbor	Washtenaw	St. Aidan's Church	1967	2024
Ann Arbor	Washtenaw	St. Andrew's Church	1827	????
Ann Arbor	Washtenaw	St. Clare of Assisi Church	1953	1966
Belleville	Wayne	Trinity Church	1943	1960
Birmingham	Oakland	St. James' Church	1896	1911
Bloomfield Hills	Oakland	Christ Church Cranbrook	1926	1928
Brighton	Livingston	St. Paul's Church	1904	1964
Clarkston	Oakland	Church of the Resurrection	1960	1976
Dearborn	Wayne	Christ Church	1866	1867
Detroit	Wayne	All Saints' Church	1927	1938
Detroit	Wayne	Cathedral Church of St. Paul	1824	unknown
Detroit	Wayne	Christ Church	1845	1846
Detroit	Wayne	Grace Church	1917	1918
Detroit	Wayne	Church of the Messiah	1874	1885
Detroit	Wayne	St. John's Church	1859	1859
Detroit	Wayne	St. Matthew's & St. Joseph's	1846	1907
Detroit	Wayne	St. Peter's Church	1858	1945
East Lansing	Ingham	All Saints' Church	1952	1954
Farm. Hills	Oakland	Trinity Church	1952	1960
Ferndale	Oakland	St. Luke's Church	1921	1949
Grosse Ile	Wayne	St. James' Church	1866	1888
Grosse Pointe	Wayne	Christ Church	1927	1947
Grosse Pte Wds	Wayne	St. Michael's Church	1947	1952
Hamburg	Livingston	St. Stephen's Church	1844	unknown
Hillsdale	Hillsdale	St. Peter's Church	1844	unknown
Howell	Livingston	St. John's Church	1878	1960
Inkster	Wayne	St. Clement's Church	1940	1967
Jackson	Jackson	St. Paul's Church	1839	1839
Lake Orion	Oakland	St. Mary's-in-the-Hills	1954	1956
Lansing	Ingham	St. Michael's Church	1958	1974
Lansing	Ingham	St. Paul's Church	1856	1856

Lincoln Park	Wayne	St. Michael's Church	1927	1957
Livonia	Wayne	St. Andrew's Church	1952	1956
Madison Hgts	Oakland	St. Patrick's Church	1956	1972
Michigan Center	Jackson	St. Aidan's Church	1958	1964
Milford	Oakland	St. George's Church	1953	1963
Monroe	Monroe	Trinity Church	1831	unknown
Mount Clemens	Macomb	Grace Church	1849	1850
Novi	Oakland	Church of the Holy Cross	1964	2008
Onsted	Lenawee	St. Michael's & All Angels	1843	1843
Pleasant Lake	Jackson	Christ Church	1879	1888
Plymouth	Wayne	St. John's Church	1912	1944
Pontiac	Oakland	All Saints' Church	1837	1837
Rochester	Oakland	St. Philip's Church	1929	1955
Romeo	Macomb	St. Paul's Church	1912	1988
Royal Oak	Oakland	St. John's Church	1917	1920
Saline	Washtenaw	Holy Faith	1966	2014
Shelby Twp.	Macomb	St. Luke the Physician	1952	1990
St. Clair Shores	Macomb	Trinity Church	1917	1946
Southfield	Oakland	Church of the Redeemer	1955	1957
Southfield	Oakland	St. David's Church	1952	1960
Southgate	Wayne	Grace Church	1957	1988
Troy	Oakland	St. Stephen's Church	1957	1963
Waterford	Oakland	St. Andrew's Church	1951	1960
West Bloomfield	Oakland	Spirit of Grace	1956	1961
Westland	Wayne	St. John's Church	1901	1944
Williamston	Ingham	St. Katherine's Church	1926	1962
Wyandotte	Wayne	St. Stephen's Church	1863	1863
Ypsilanti	Washtenaw	St. Luke's Church	1830	1838

#### CONGREGATIONS CLOSED

Allen Park	Wayne	St. Luke's Church	1948	1958	<i>Closed—May 4, 2025</i>
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#### MISSIONS CONGREGATIONS OF THE DIOCESE

LOCATION	COUNTY	NAME	ORGANIZED
Bloomfield Township	Oakland	Church of the Nativity	1956
Brooklyn	Jackson	All Saints' Church	1858
Chelsea	Washtenaw	St. Barnabas'	1954
Clinton	Lenawee	St. John's	1836
DeWitt	Clinton	Christ United	1958
Dexter	Washtenaw	St. James' Church	1837
Ecorse	Wayne	Church of the Resurrection	1958
Trenton	Wayne	St. Thomas	1843

#### CHAPLAINCIES OF THE DIOCESE

Canterbury Michigan State University  
Canterbury House University of Michigan  
All.together Campus Ministry (*Wayne State University, Henry Ford College, University of Michigan-Dearborn*)

#### CHAPELS OF THE DIOCESE

PLACE	COUNTY	NAME	Organized
Emrich Retreat Center	Livingston	Holy Spirit	1952
St. Anne's Mead	Oakland	St. Anne's	1965
Canterbury-on-the-Lake	Oakland	St. Luke's	1887

#### WORSHIPPING COMMUNITIES OF THE DIOCESE

Emmaus, Walled Lake  
Mother of the Savior, Dearborn (Arab-Christian Ministry)

Respectfully submitted,  
Susan M. Mason  
Registrar of the Diocese

# **MISSION FOR SPIRITUALITY AND RACIAL REPAIR**

## **REPORT FOR 2025 EDOMI CONVENTION**

**THE REV. CN. SR. VERONICA DUNBAR, CANON FOR SPIRITUALITY AND RACIAL REPAIR**

The ministry of Spirituality and Racial Repair continues its work to build community through shared experience, education, and dialogue. The approach to anti-racism as part of our discipleship, not merely social justice, offers opportunities to learn, grow, and deepen our relationship with God and our neighbor. The work of racial repair is part of living into our Baptismal Covenant, and the ultimate purpose is to form us into a beloved community through the dismantling of systems and behaviors that have raised artificial barriers between us as sisters, brothers, and siblings.

### **Reparations**

The 190th Diocesan Convention was blessed with the presence of The Rt. Rev. Eugene Sutton (ret.), 14th Bishop of the Diocese of Maryland. Bishop Sutton was the keynote speaker at the Convention, sharing with us his Diocese's work in racial repair. Bishop Sutton's wisdom, enthusiasm, and experience were an encouragement to the Diocese of Michigan as we move forward with our reparations ministry.

The Diocese of Michigan's Reparations Steering Committee currently consists of The Rev. Bob Alltop (Nativity, Bloomfield Township), the Rev. Cn. Sr. Veronica Dunbar, Wilma McKinney (Cathedral Church of St. Paul), Robert Merriman (St. Paul's, Lansing), Stephanie Rose (Christ Church, Cranbrook) Leslie Stainton (St. Andrew's Ann Arbor), Luke Thompson (St. Andrew's Ann Arbor). The Committee has spent the past year identifying community partners with whom we can work in the areas of racial repair identified by a focus group of parishioners of African descent. The Committee began looking at only four of the areas identified: Education, housing, voting access, and health disparities. We are blessed in that there are many organisations in our geographic area already engaged in reparative work in these areas; we do not have to reinvent the wheel! But that also means that the committee spends time ensuring that potential community partners are viable, active, fiscally transparent, and align with our Baptismal values.

The Diocese is also exploring the creation of a reparations ministry unique to our Diocese; this will be a long-term project incorporating health disparities; safe, affordable housing; education and skilled trades training; and violence reduction within disadvantaged communities.

Part of the work of reparations is understanding who we are as a Diocese and telling our whole story; in this facet of repairing the breach, we are blessed with the skills of our Diocesan archivist and historian, Jamal Dillman-Hasso (St. Paul's, Lansing). In May, Jamal gave a presentation at the Bentley Historical Library in Ann Arbor which holds the Diocesan Archives. The presentation helped us understand the resources available to us and how to access them in order to weave together a comprehensive historical narrative of the life of our Diocese. Such a historical narrative is one of the goals of our reparations program; knowing

who we are and where we've been will give us guidance on who God longs for us to become and where God is leading us as a community.

Repairing the breach created by structures of harm within and between our communities is vital, Spirit-led work; it will take each of us contributing in ways large and small to move forward in this sacred task. Prayerfully consider where your gifts may be needed as opportunities to join present themselves - because these opportunities will be growing as we forge ahead!

## **Education**

The second Diocesan Civil Rights Pilgrimage took place March 6-9, 2025. Thank you to Carmen Piggins, Canon for Ministry with Young People, for helping make this Pilgrimage intergenerational! About 50 pilgrims joined this year, and our travel included a visit to Selma, Alabama, where we held a prayer walk across the Edmund Pettus Bridge on the 60th anniversary of the events known as Bloody Sunday. We also worshiped with Church of the Good Shepherd, one of the Diocese of Alabama's oldest historically Black congregations, in Montgomery, Alabama. These changes in the Pilgrimage will be carried forward into our next trip to be held February 19-23, 2026; we will again begin in Birmingham, Alabama; travel to Selma; and end in Montgomery where we will visit the museum and memorials of the Equal Justice Initiative. We will continue to strive to make this opportunity of prayer, community-building, and learning as accessible as possible. Donations to the scholarship fund are welcome!

In the year 2000, the General Convention of the Episcopal Church made anti-racism formation a requirement "for the lay and ordained leadership of The Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to committees, commissions, agencies, task forces, and boards." The Diocesan Anti-Racism Curriculum is designed to provide a learning opportunity that lays the groundwork for ongoing education around the history of racialized injustice, and how we are called as people of faith to respond and repair the harms we recognise in our communities. The intent of the Acts of General Convention were that we would not engage in "one-and-done" experiences, but that the "lay and ordained leadership of The Episcopal Church are also expected to engage in ongoing spiritual formation and education focused on racial healing, justice, and reconciliation as part of our Church's commitment to Becoming Beloved Community."

The Diocese continues to offer the Anti-Racism Curriculum to individuals yearly, with start dates after congregations hold their annual meetings and elect new vestry members. The course takes place via Zoom and you can find out more on our website <https://www.edomi.org/antiracismcurriculum/>. There is also the option to engage in this formation within your congregation. If you wish to have study opportunities geared toward your specific context, whether you have a small group, leadership cohort, or entire congregation, please contact Sr. Vee at [sistervee@edomi.org](mailto:sistervee@edomi.org), to design a program that is relevant to your ministry and your community. Several churches and small groups have taken advantage of this opportunity; it also assists the Diocese in understanding what our communi-

ties feel is needed to equip them to serve those they encounter in our neighbourhoods, pews, and ministries.

The Diocesan-wide Advent and Lent Book studies continue to offer learning opportunities. Last Advent, we read the work of Indigenous poet Joy Harjo; in Lent, we read Ta-Nehisi Coates' newest book, *The Message*. The book studies take place over Zoom and all are welcome!

Repairing the breach also means building relationships with our Indigenous siblings. We continue to learn from the great work done by the Diocese of Northern Michigan. This autumn, the Detroit Institute of Arts will hold an exhibition titled "Contemporary Anishinaabe Art: A Continuation"; I was blessed over the summer to lead a meditation through art with St. Philip's Rochester, and I hope to lead similar meditations that are open to the entire Diocese for this exhibit which is on view through Easter 2026.

In recognition that this is a difficult time for our siblings of African descent, two Pastoral Conversations for People of Color were held in Eastertide. As there is an effort to erase the stories of people of African descent from our shared history, and to roll back the equalities that were fought for by generations of courageous people, we intend to continue to offer sacred spaces to listen and care for one another, and hope to provide the support and faith-filled responses needed during this time.

Thank you all for the privilege of learning with you, sharing in your stories, and for opening up great conversations with your questions. I've been able to work with small groups, leadership, and entire congregations across the Diocese, including Holy Faith, Saline, Christ Church, Cranbrook, Church Women United in Jackson, St. Aidan's, Ann Arbor, St. Philip's, Rochester, St. Paul's Lansing, Church of the Incarnation, Ann Arbor, St. Stephen's Troy, St. David's Southfield, All Saints, East Lansing, and points in between; and of course all the wonderful individuals whose presence contributed to the Pilgrimage, Book Studies and the Anti-Racism Curriculum. May our work together be blessed; I look forward in hope that, day by day, we will continue to make a reality the vision that God has for us.

Respectfully submitted by the Rev. Cn. Sr. Veronica Dunbar

# THE STANDING COMMITTEE

## Membership (Term Expires)

Ms. Josephine Powell, President (2025)

The Rev. Ron Byrd (2025)

The Rev. Andrea Martin (2026)

Mr. John Messimer (2026)

The Rev. Jadon Hartsuff (2027)

Lay Person *Vacancy*—created by Ms. Shirely Lappi's 2025 resignation (2027)

The Rev. Julia Huttar Bailey (2028)

Mr. Dale Scrace (2028)

This report covers the period from October 2024 through September 2025. The Standing Committee met monthly during that time (excluding a summer break in July and August).

An additional meeting was held in May 2025 when Standing Committee Members participated in Candidacy Day. As specified in the canons of the Episcopal Church, the Standing Committee serves as a Council of Advice to the Bishop. We regularly discuss topics of interest or concern to the Bishop, the Diocese of Michigan, its congregations, and people, and other matters.

## Ordination Process

Standing Committee Members participated in Candidacy Day, May 31, 2025, conducting interviews with those seeking candidacy for ordination to the priesthood. With prayerful consideration and much joy, the Standing Committee approved the following individuals for Candidacy:

*Rachel Baird, Candidate for the Sacred Order of Priests*

*Joseph LaVela, Candidate for the Sacred Order of Priests*

*Natalie Magnusson, Candidate for the Sacred Order of Priests*

*Charles Kipp, Candidate for the Sacred Order of Priests*

## Consents to the Bishops-Elect

The Standing Committee is also charged with consenting to the election and consecration of those individuals elected bishop by any of the dioceses of The Episcopal Church. After prayerful consideration, the Standing Committee consented to the following:

*The Rev. Angela Maria Cortiñas as Bishop Suffragan of West Texas*

*The Very Rev. Amy Dafler Meaux as Bishop of West Missouri*

*The Rev. Angel Rivera as Bishop of Cuba*

## Other Matters

The Standing Committee has the responsibility of reviewing and approving any sale or encumbrance (mortgages, long-term leases, etc.) of congregation property. Such requests were reviewed and approved, or deferred for additional information, on a monthly basis. This year the Standing Committee voted to accept the Bishop's Evaluation with the following summary statement: *The Standing Committee commends the direction of the*

*diocese and recognizes the energetic and effective leadership of Bishop Perry as we work toward achieving our Diocesan Priorities from 2020 taken from the Michigan Bishop's Search Profile.*

### **Notes of Appreciation**

The Standing Committee notes its deep appreciation for the outgoing members of the Standing Committee (Ms. Josephine Powell and the Rev. Ron Byrd). The Standing Committee notes its gratitude to Bishop Perry for her tireless work on behalf of the diocese. We also give our thanks for Chancellor Steve Ott for offering wise counsel across the year.

# TRUSTEES OF THE EPISCOPAL DIOCESE OF MICHIGAN

## The Rev. Bob Alltop, Secretary of Trustees

During 2025 the Trustees met four times. As of September 30, 2025, the Trustees were organized as follows:

The Rt. Rev. Dr. Bonnie A. Perry, *President*  
Victoria Trudeau, *Vice-President*  
The Rev. Robert Alltop, *Secretary*  
Chris Ventura, *Treasurer*  
Michael Stewart, *Asst. Secretary*  
Marc Robinson, *Asst. Treasurer*

### Terms Expiring in 2026

The Rev. Dr. Annie Lawson  
Michael Stewart

### Terms Expiring in 2025

Marc Robinson  
The Rev. Eric Williams

### Terms Expiring in 2027

Paul Abdullah  
The Rev. Robert Alltop  
Zachary Crumb

### Terms Expiring in 2027

The Very Rev. S. Scott Hunter  
Victoria Trudeau  
Margaret Walbridge

### Investment Committee

The Investment Committee met quarterly with the investment adviser to review the prior quarter's performance, portfolio changes and the economic outlook.

The annual dividend schedule was reviewed at each meeting. The dividend rate during 2024 was set at \$0.3423 per share per quarter. The share value as of December 31, 2024, was \$ 38.8461 compared with \$35.8963 as of December 31, 2023. The net assets of the Growth and Income account as of December 31, 2024, were \$ 58,315,564.94.

### McElroy Fund

Comerica manages the McElroy Trust with income directed to assist persons in preparation for ordained ministry. Income from the Trust is transferred to the Bishop's Fund and the Bishop disburses and reports according to the trust instrument. The McElroy Trustees continue to utilize the total rate of return concept with regard to distributions to the Diocese. This Fund assists candidates for the ordained ministry to meet their obligations. In 2024, a total of \$221,363 was transferred to the Bishop's Fund for disbursements to qualified individuals and \$73,788 was disbursed to the Diocese of Eastern Michigan.

Retired Clergy Assistance Fund

The Retired Clergy Assistance Fund provides quarterly assistance plus a Christmas gift to two retired clergy widows, plus a Christmas gift to a group of three widows. In 2024, \$36,750 was disbursed to five different individuals. The Trustees have adopted a policy that due to the excess amount of undistributed income in the Fund, retired clergy having a special need may apply to the Bishop for assistance.

Tretheway Downs General Fund

The Tretheway Downs General Fund Committee is responsible for receiving applications and making recommendations for capital grants. During 2024 the following grants totaling \$127,363 were approved and paid out:

Congregation	Project	Amount
St. Katherine's Episcopal Church, Williamston	Septic system repairs	\$ 4,617.50
Church of the Resurrection, Clarkston	Roof replacement	\$ 10,000.00
St. Thomas Episcopal Church, Trenton	Heating system	\$ 10,000.00
St. Luke's Episcopal Church, Shelby Twp.	Fix gas leaks	\$ 1,000.00
Grace Episcopal Church, Mt. Clemens	Door replacement	\$ 5,545.00
St. Clare of Assisi Episcopal Church, Ann Arbor	Freezer	\$ 6,726.00
Trinity Episcopal Church, St. Clair Shores	Roof replacement	\$ 10,000.00
St. Michael & All Angels Church, Lincoln Park	Parking lot resurfacing	\$ 6,600.00
St. Luke's Episcopal Church, Ferndale	Post capital campaign projects	\$ 10,000.00
St. Andrew's Episcopal Church, Waterford	Parking lot resurfacing	\$ 10,000.00
St. Aidan's Episcopal Church, Ann Arbor	Parking lot repair	\$ 10,000.00
Church of the Messiah, Detroit	Door panic bars and water damage repair	\$ 10,000.00
St. Andrew's Episcopal Church, Livonia	Sewer line repair	\$ 3,912.00
Church of the Incarnation, Ann Arbor	Small house repairs	\$ 15,000.00
Episcopal Diocese of Michigan, Detroit	Trustees' support for Emrich employee's severance	\$ 13,962.31
		<b>Total \$ 127,362.81</b>

Children's Ministries Fund

Funds from these sources are designated for assistance to summer youth programs. In 2024, \$8,950 in grants was distributed for such programs to nine locations in the Diocese.

Social Responsibility in Investments

The Social Responsibility in Investments Committee (SRI) reviews investments of the Trustees utilizing negative screens in conformity with such screens of The Episcopal Church. Since the change of investment managers, the SRI Committee has been working in tandem with the Investment Committee and a savings has been realized in the selection of SRI investments. In 2025, the Trustees emphasize our deep commitment to Diversity, Equity, and Inclusion (DEI) and Environmental, Social, and Governance (ESG) principles to the investment companies managing funds on behalf of the diocese.

### **Audit and Compliance Committee**

The Audit and Compliance Committee meets with the Trustees' auditors, reviews the audit report and the management letter, and makes recommendations to the Trustees. For 2023, the Trustees received a “clean” audit opinion from the auditors. The Committee recommended, and the Trustees approved, the continuation of Boisvenu & Co. as the auditors for the Trustees.

### **Senior Housing Committee**

In 2015 a task force was created to work with the Board at St. Anne's Mead to assist in addressing their infrastructure needs and in 2016 the Senior housing Committee was organized. Its principle function is to continue the relations with St. Anne's Mead and make recommendations regarding the Sylvia Thomas Trust which is reserved for senior housing. Several larger grants have been made to St. Anne's and some smaller grants have been made to Canterbury-on-the-Lake. During 2024, there were no grants disbursed.

### **Legacy Giving Committee**

The Committee is concentrated on education regarding planned giving. During 2024, the Committee worked with the Legacy Giving group assisting in the preparation of written materials and presentations. As in 2023, there was a “thank you” reception at the Bishop's residence for those who have remembered the church in their will.

### **Education and Communication Committee**

This committee has continued to promote investment in the Growth and Income Fund by congregations in the Diocese. There have been presentations to the Convention and articles in diocesan communications. The committee continues to work with the Diocesan Communication Officer to inform the congregations about investment opportunities with the Trustees.

**Trustees of the Diocese of Michigan  
Growth and Income Fund  
Net Asset Value and Dividend History  
Balances as of June 30, 2025**

**Net Asset Value (NAV) per Share**

<b>Quarter Ending</b>	<b>2026</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
June-25	\$ 41.1128						
March-25	\$ 38.3117						
December-24	\$ 38.8461						
September-24	\$ 39.6426						
June-24	\$ 37.6412	\$ 37.6412					
March-24	\$ 37.4659	\$ 37.4659					
December-23	\$ 35.8963	\$ 35.8963					
September-23	\$ 32.9381	\$ 32.9381					
June-23	\$ 34.2967	\$ 34.2967	\$ 34.2967				
March-23	\$ 33.2410	\$ 33.2410	\$ 33.2410				
December-22	\$ 31.7683	\$ 31.7683	\$ 31.7683				
September-22	\$ 30.0325	\$ 30.0325	\$ 30.0325				
June-22	\$ 32.1824	\$ 32.1824	\$ 32.1824	\$ 32.1824			
March-22	\$ 36.7274	\$ 36.7274	\$ 36.7274	\$ 36.7274			
December-21	\$ 39.4966	\$ 39.4966	\$ 39.4966	\$ 39.4966			
September-21	\$ 37.9256	\$ 37.9256	\$ 37.9256	\$ 37.9256			
June-21	\$ 38.4012	\$ 38.4012	\$ 38.4012	\$ 38.4012	\$ 38.4012		
March-21	\$ 36.6190	\$ 36.6190	\$ 36.6190	\$ 36.6190	\$ 36.6190		
December-20	\$ 35.8628	\$ 35.8628	\$ 35.8628	\$ 35.8628	\$ 35.8628		
September-20	\$ 32.7603	\$ 32.7603	\$ 32.7603	\$ 32.7603	\$ 32.7603		
June-20		\$ 31.1785	\$ 31.1785	\$ 31.1785	\$ 31.1785	\$ 31.1785	
March-20		\$ 27.4991	\$ 27.4991	\$ 27.4991	\$ 27.4991	\$ 27.4991	
December-19		\$ 32.2694	\$ 32.2694	\$ 32.2694	\$ 32.2694	\$ 32.2694	
September-19		\$ 30.7168	\$ 30.7168	\$ 30.7168	\$ 30.7168	\$ 30.7168	
June-19			\$ 30.6105	\$ 30.6105	\$ 30.6105	\$ 30.6105	\$ 30.6105
March-19			\$ 29.9317	\$ 29.9317	\$ 29.9317	\$ 29.9317	\$ 29.9317
December-18			\$ 27.6351	\$ 27.6351	\$ 27.6351	\$ 27.6351	\$ 27.6351
September-18			\$ 30.7418	\$ 30.7418	\$ 30.7418	\$ 30.7418	\$ 30.7418
<b>20 Qtr Avg</b>	<b>\$ 36.0584</b>	<b>\$ 34.2460</b>	<b>\$ 32.9948</b>	<b>\$ 32.5812</b>	<b>\$ 30.8932</b>	<b>\$ 28.9897</b>	<b>\$ 28.4820</b>
	<u>Q2-2025</u>	<u>Q2-2024</u>	<u>Q2-2023</u>	<u>Q2-2022</u>	<u>Q2-2021</u>	<u>Q2-2020</u>	<u>Q2-2019</u>
# shares	1,451,901	1,490,890	1,479,061	1,353,543	1,266,774	1,263,307	1,231,933
net asset value (NAV)	\$ 59,691,685	\$ 56,118,891	\$ 50,726,956	\$ 43,560,261	\$ 48,645,616	\$ 39,388,044	\$ 37,710,112
share value	\$ 41.1128	\$ 37.6412	\$ 34.2967	\$ 32.1824	\$ 38.4012	\$ 31.1785	\$ 30.6105
dividend rate	4.15%	4.15%	4.15%	4.05%	4.05%	4.10%	4.10%
dividend per share	\$ 1.4964	\$ 1.4212	\$ 1.3693	\$ 1.3195	\$ 1.2512	\$ 1.1886	\$ 1.1678
quarterly dividend per share	\$ 0.3741	<b>\$ 0.3553</b>	\$ 0.3423	\$ 0.3299	\$ 0.3128	\$ 0.2972	\$ 0.2920
total dividend	\$ 2,172,624	\$ 2,118,853	\$ 2,025,278	\$ 1,786,000	\$ 1,584,987	\$ 1,501,566	\$ 1,438,651
dividend as % of NAV	3.64%	3.78%	3.99%	4.10%	3.26%	3.81%	3.82%
change in payout (per share)	5.3%	3.8%	3.8%	5.5%	5.2%	1.8%	1.1%

**Dividend for 2025 scheduled to be \$0.3553 per share.**

**Various Dividend Rates:**

dividend rate	4.350%	4.300%	4.250%	4.200%	4.100%	4.050%	4.000%
dividend per share	\$ 1.5685	\$ 1.5505	\$ 1.5325	\$ 1.5145	\$ 1.4784	\$ 1.4604	\$ 1.4423
quarterly dividend per share	\$ 0.3921	\$ 0.3876	\$ 0.3831	\$ 0.3786	\$ 0.3696	\$ 0.3651	\$ 0.3606
total dividend	\$ 2,277,306	\$ 2,251,172	\$ 2,225,038	\$ 2,198,903	\$ 2,146,490	\$ 2,120,356	\$ 2,094,076
dividend as % of NAV	3.82%	3.77%	3.73%	3.68%	3.60%	3.55%	3.51%
Change in payout (per share)	10.4%	9.1%	7.8%	6.6%	4.0%	2.8%	1.5%

# Trustees of the Episcopal Diocese of Michigan

## Growth and Income Fund

### Performance Dashboard

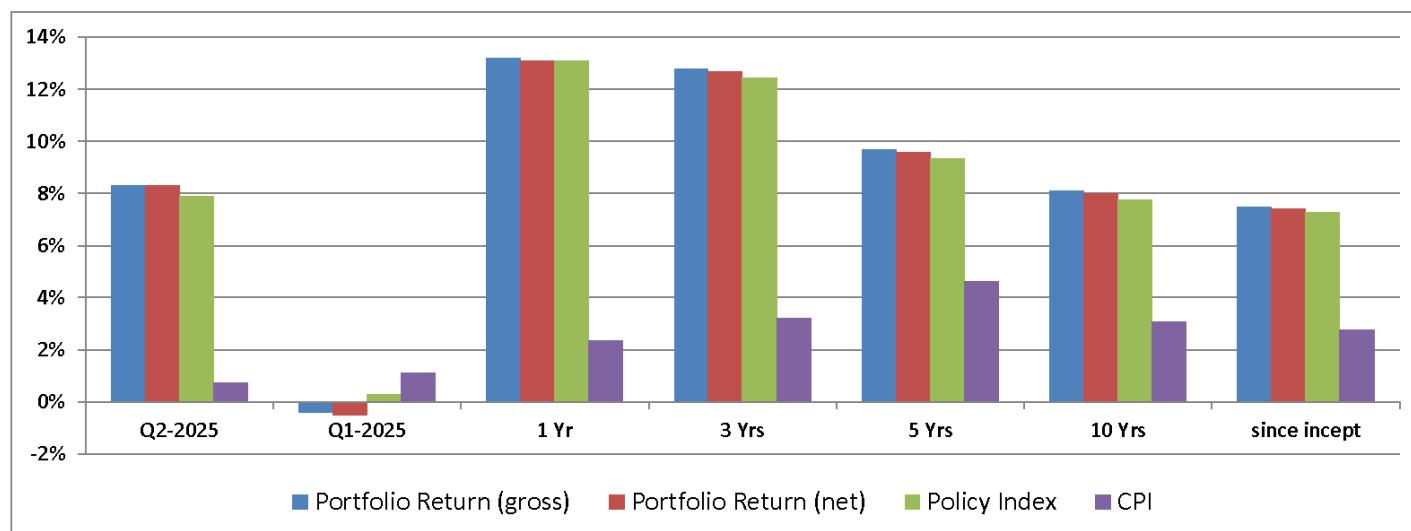
#### 2nd Quarter 2025

#### Asset Allocation and Quarter Returns by Class


Asset Allocation by Class	Investment Vehicle	Target Allocation	Actual Allocation	Actual Returns	Benchmark Returns
US All Cap Stocks	DFA US Sustainability Fund (DFSIX)	21%	21.88%	10.37%	10.99%
	Vanguard ESG US Stock ETF (ESGV)	21%	22.07%	12.28%	10.99%
International Stocks	DFA Int'l Sustainability Fund (DFSPX)	9%	9.02%	14.53%	12.07%
	Vanguard ESG Int'l Stock ETF (VSGX)	13%	12.98%	12.22%	12.30%
Emerging Market Stocks	DFA Emerging Mkts Sustainability (DESIX)	2%	2.05%	13.67%	12.20%
Real Estate	Vanguard REIT Index (VGSLX)	2%	1.89%	-0.70%	-1.71%
Fixed Income	iShares Core Total Bond Market (IUSB)	13%	12.43%	1.39%	1.21%
	Vanguard Short-Term Bond Index (VBITX)	16%	15.20%	1.46%	1.21%
	Vanguard Short-Term Bond Index (BSV)	2%	1.83%	1.50%	1.21%
Cash	Schwab Money Market	1%	0.64%	1.01%	1.06%
Total Portfolio (net)				8.30%	7.90%

#### Overall Performance History

	Q2-2025	Q1-2025	1 Yr	3 Yrs	5 Yrs	10 Yrs	since incept
Portfolio Return (gross)	8.30%	-0.40%	13.2%	12.8%	9.7%	8.1%	7.5%
Portfolio Return (net)	8.30%	-0.50%	13.1%	12.7%	9.6%	8.0%	7.4%
Policy Index	7.90%	0.30%	13.12%	12.44%	9.34%	7.78%	7.27%
CPI	0.75%	1.10%	2.35%	3.22%	4.63%	3.06%	2.78%
	30-Jun-25	31-Mar-25	30-Jun-24	30-Jun-22	30-Jun-20	30-Jun-15	30-Jun-14
# Share Outstanding	1,451,901	1,468,375	1,490,890	1,353,543	1,263,307	1,084,267	1,028,248
Net Asset Value	\$ 59,691,685	\$ 56,255,975	\$ 56,118,891	\$ 43,560,261	\$ 39,388,044	\$ 30,132,538	\$ 29,067,976
Share Value	\$41.1128	\$38.3117	\$37.6412	\$32.1824	\$31.1785	\$27.7907	\$28.2694



#### Other Key Figures

Number of Investors in the Fund	61		Investment Advisor Fees (annualized)	0.10%
Average Investment Size	\$978,552		Mutual Fund Fees (ann. weighted avg)	0.12%
Median Investment Size	\$149,379		Accounting and Audit Services (avg)	0.04%
Largest Investment (Dio Michigan)	\$28,993,865		Dividend Rate (applied to 20 qtr avg)	4.15%
Smallest Investment	\$379		Dividend Rate (curr div divided by NAV)	3.46%

Questions? Chris Ventura at [cventura@edomi.org](mailto:cventura@edomi.org) or 313-833-4427

**Growth and Income Fund**  
**Income Statement**  
**As of June 30, 2025**

	Current	\$ per #	as % of		as % of
	Quarter	of Shares	Avg Assets	Last 4 Quarters	Avg Assets
<b><u>Investment Income</u></b>					
Dividend Income	\$ 402,110	\$ 0.277	0.69%	\$ 1,437,032	2.460%
Interest Income	\$ -	\$ -	0.00%	\$ (0)	0.000%
Capital Gain Distributions	\$ -	\$ -	0.00%	\$ 1	0.000%
Other Revenues	\$ -	\$ -	0.00%	\$ -	0.000%
<b>Total Investment Income</b>	<b>\$ 402,110</b>	<b>\$ 0.277</b>	<b>0.69%</b>	<b>\$ 1,437,032</b>	<b>2.460%</b>
<b><u>Expenses</u></b>					
Legal	\$ -	\$ -	0.00%	\$ -	0.000%
Audit	\$ -	\$ -	0.00%	\$ -	0.000%
Accounting Fees	\$ 3,250	\$ 0.002	0.01%	\$ 13,000	0.022%
Investment Management Expense	\$ 15,022	\$ 0.010	0.03%	\$ 58,602	0.100%
Printing	\$ 254	\$ -	0.00%	\$ 254	0.000%
Meeting Expenses	\$ -	\$ -	0.00%	\$ -	0.000%
Bank Charges	\$ -	\$ -	0.00%	\$ -	0.000%
<b>Total Expenses</b>	<b>\$ 18,526</b>	<b>\$ 0.013</b>	<b>0.03%</b>	<b>\$ 71,856</b>	<b>0.123%</b>
<b>Net Investment Income</b>	<b>\$ 383,584</b>	<b>\$ 0.264</b>	<b>0.66%</b>	<b>\$ 1,365,177</b>	<b>2.340%</b>
Realized and Unrealized Gain (loss) from Investments					
Unrealized Gains (Losses)	\$ 4,164,522	\$ 2.868	7.16%	\$ 12,537,159	21.460%
Realized Gains(Losses)	\$ 34,611	\$ 0.024	0.06%	\$ 2,511,962	4.300%
<b>Total Realized and Unrealized Gain (loss) from Investments</b>	<b>\$ 4,199,133</b>	<b>\$ 2.892</b>	<b>7.22%</b>	<b>\$ 15,049,122</b>	<b>25.760%</b>
<b>Net Increase (Decrease) in Net Assets from Operations</b>	<b>\$ 4,582,718</b>	<b>\$ 3.156</b>	<b>7.88%</b>	<b>\$ 16,414,298</b>	<b>28.090%</b>
<b><u>Memo</u></b>					
Dividend Distribution	\$ (515,860)	\$ (0.355)	-0.89%	\$ (2,064,485)	-3.53%
<b>Net Growth after Dividends</b>	<b>\$ 4,066,857</b>	<b>\$ 2.801</b>	<b>6.99%</b>	<b>\$ 14,349,814</b>	<b>24.56%</b>

**Growth and Income Fund**  
**Balance Sheet**  
**For the Quarter Ending June 30, 202x**

	06/30/25	06/30/24	12 Month Change
<b>ASSETS</b>			
<b>Cash - Operating Checking</b>	<b>\$ 227,198</b>	<b>\$ 148,447</b>	<b>53.1%</b>
<b>Investments</b>			
<u>Cash</u>			
Schwab Cash	\$ 28,889	\$ 40,489	-28.6%
Schwab Government Money Fund (SWGXX)	\$ 355,508	\$ 690,901	-48.5%
Schwab Government Money Fund (SNVXX)	\$ -	\$ -	0.0%
<u>Fixed Income</u>			
Vanguard Short-Term Bond Index (VBITX)	\$ 9,064,803	\$ 9,425,352	-3.8%
Vanguard Short-Term Bond Index (BSV)	\$ 1,092,120	\$ 379,282	187.9%
iShares Core Total Bond Market (IUSB)	\$ 7,407,895	\$ 7,119,301	4.1%
<u>US Equities</u>			
DFA US Sustainability Fund (DFSIX)	\$ 13,046,086	\$ 12,000,339	8.7%
Vanguard ESG US Stock ETF (ESGV)	\$ 13,158,445	\$ 12,288,808	7.1%
<u>International Equities</u>			
DFA Int'l Sustainability Fund (DFSPX)	\$ 5,377,852	\$ 4,855,348	10.8%
Vanguard ESG Int'l Stock ETF (VSGX)	\$ 7,735,616	\$ 7,288,123	6.1%
DFA Emerging Mkts Sustainability (DESIX)	\$ 1,225,018	\$ 1,140,118	7.4%
<u>Real Estate Investment Trusts</u>			
Vanguard REIT Index (VGSLX)	\$ 1,127,012	\$ 1,125,027	0.2%
<b>Total Investments</b>	<b>\$ 59,619,242</b>	<b>\$ 56,353,087</b>	<b>5.8%</b>
<b>Total ASSETS</b>	<b>\$ 59,846,440</b>	<b>\$ 56,501,533</b>	<b>5.9%</b>
<b>LIABILITIES</b>			
Accounts payable	\$ 18,272	\$ 15,123	20.8%
Contributions on deposit	\$ 1,135	\$ 191,339	-99.4%
Dividends payable	\$ 135,347	\$ 176,181	-23.2%
<b>Total LIABILITIES</b>	<b>\$ 154,754</b>	<b>\$ 382,643</b>	<b>-59.6%</b>
<b>NET ASSETS</b>			
Investor Beginning Balance Principal	\$ 39,757,069	\$ 38,876,387	2.3%
Distributable earning-beg yr	\$ 18,558,496	\$ 14,358,315	29.3%
<b>Investor Beginning Balance at Mkt Val.</b>	<b>\$ 58,315,565</b>	<b>\$ 53,234,702</b>	<b>9.5%</b>
Investor Deposits	\$ 1,088,930	\$ 649,780	67.6%
Investor Withdrawals	\$ (2,995,000)	\$ (358,568)	735.3%
Dividend Distribution	\$ (1,037,574)	\$ (1,018,799)	1.8%
Current year gains (losses)	\$ 4,319,764	\$ 3,611,776	19.6%
<b>Total NET ASSETS</b>	<b>\$ 59,691,685</b>	<b>\$ 56,118,891</b>	<b>6.4%</b>
<b>Shares</b>			
	<b>1,451,901</b>	<b>1,490,890</b>	<b>-2.6%</b>
<b>Share Value</b>	<b>\$ 41.1128</b>	<b>\$ 37.6412</b>	<b>9.2%</b>

**Trustees of the Diocese of Michigan  
Growth and Income Fund Activity**

**For the Quarter Ending June 30, 2025**

	<u>Net Assets</u>	<u># Shares</u>	<u>Share Value</u>	<u>Return on Avg Value</u>	<u>Return on Begin Value</u>
Balance at 3-31-2025	\$ 56,255,975	1,468,374.516	\$ 38.3117		
New deposits	\$ 12,445	324.835			
Dividends Reinvested	\$ 170,408	4,447.923			
Withdrawals	\$ (814,000)	(21,246.754)			
Dividend and Interest Income	\$ 402,110		\$ 0.2770	0.70%	0.72%
Invest Mgmt Fees	\$ (15,022)		\$ (0.0103)	-0.03%	-0.03%
Audit, Accounting, Other	\$ (3,504)		\$ (0.0024)	-0.01%	-0.01%
Realized/Unrealized Gains (Losses)	\$ 4,199,133		\$ 2.8922	7.28%	7.55%
Balance Before Dividend	<u>\$ 60,207,546</u>		<u>\$ 41.4681</u>	<u>7.95%</u>	<u>8.24%</u>
Dividend Distribution	\$ (515,860)		\$ (0.3553)	-0.89%	-0.93%
<b>Balance After Dividend at 6-30-2025</b>	<b><u>\$ 59,691,685</u></b>	<b><u>1,451,900.520</u></b>	<b><u>\$ 41.1128</u></b>	<b><u>7.05%</u></b>	<b><u>7.31%</u></b>

**For the Four Quarters Ending June 30, 2025**

	<u>Net Assets</u>	<u># Shares</u>	<u>Share Value</u>	<u>Return on Avg Value</u>	<u>Return on Begin Value</u>
Balance at 6-30-2024	\$ 56,118,891	1,490,889.955	\$ 37.6412		
New deposits	\$ 1,412,829	36,281.873			
Dividends Reinvested	\$ 706,636	18,304.230			
Withdrawals	\$ (3,632,948)	(93,575.538)			
Dividend and Interest Income	\$ 1,437,032		\$ 0.9709	2.53%	2.58%
Invest Mgmt Fees	\$ (58,602)		\$ (0.0396)	-0.10%	-0.11%
Audit, Accounting, Other	\$ (26,294)		\$ (0.0177)	-0.05%	-0.05%
Realized/Unrealized Gains (Losses)	\$ 5,798,626		\$ 3.9532	10.30%	10.50%
Balance Before Dividend	<u>\$ 61,756,170</u>		<u>\$ 42.5080</u>	<u>12.68%</u>	<u>12.93%</u>
Dividend Distribution	\$ (2,064,484)		\$ (1.3952)	-3.64%	-3.71%
<b>Balance After Dividend at 6-30-2025</b>	<b><u>\$ 59,691,685</u></b>	<b><u>1,451,900.520</u></b>	<b><u>\$ 41.1128</u></b>	<b><u>9.04%</u></b>	<b><u>9.22%</u></b>

**Trustees of the Diocese of Michigan**  
**Growth and Income Fund Activity**  
**For the Two Quarters Ending June 30, 2025 (Year-to-Date)**

	<u>Net Assets</u>	<u># Shares</u>	<u>Share Value</u>	<u>Return on Avg Value</u>
Balance at 12-31-2024	58,315,565	1,501,194.34	38.8461	
New deposits	737,844	18,998.49		
Dividends Reinvested	351,086	9,099.06		
Withdrawals	-2,995,000	-77,391.37		
Dividend and Interest Income	682,810		0.4681	1.17%
Invest Mgmt Fees	-29,032		-0.0199	-0.05%
Audit, Accounting, Other	-6,754		-0.0046	-0.01%
Realized/Unreal Gains (Losses)	<u>3,672,740</u>		<u>2.5337</u>	<u>6.34%</u>
Balance Before Dividend	<u>60,729,259</u>		<u>41.8234</u>	<u>7.45%</u>
Dividend Distribution	<u>-1,037,574</u>		<u>-0.7106</u>	<u>-1.78%</u>
Balance After Dividend at 6-30-2025	<u><u>59,691,685</u></u>	<u><u>1,451,900.52</u></u>	<u><u>41.1128</u></u>	<u><u>5.67%</u></u>

**Trustees of the Diocese of Michigan**  
**Balance Sheet by Restriction**  
**as of August 31, 2025 and 2024**

	Unrestricted	Designated	Temporarily		Total	Prior Year	Compare
			Restricted	Permanently Restricted			
<b>Assets</b>							
<u>Current Assets</u>							
Cash and cash equivalents	\$ (15,573)	\$ 222,151	\$ 75,120	\$ -	\$ 281,697	\$ 214,268	31.5%
Accounts receivable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Total Current Assets</b>	<b>\$ (15,573)</b>	<b>\$ 222,151</b>	<b>\$ 75,120</b>	<b>\$ -</b>	<b>\$ 281,697</b>	<b>\$ 214,268</b>	<b>31.5%</b>
<u>Non-current Assets</u>							
Investments	\$ 136,693	\$ 213,269	\$ 3,588,601	\$ 2,769,863	\$ 6,708,426	\$ 6,129,350	9.4%
Investments Held by Others	\$ -	\$ -	\$ 5,828,500	\$ 2,950,500	\$ 8,779,000	\$ 8,372,200	4.9%
<b>Total Non-current Assets</b>	<b>\$ 136,693</b>	<b>\$ 213,269</b>	<b>\$ 9,417,101</b>	<b>\$ 5,720,363</b>	<b>\$ 15,487,426</b>	<b>\$ 14,501,550</b>	<b>6.8%</b>
<b>Total Assets</b>	<b>\$ 121,119</b>	<b>\$ 435,420</b>	<b>\$ 9,492,221</b>	<b>\$ 5,720,363</b>	<b>\$ 15,769,123</b>	<b>\$ 14,715,817</b>	<b>7.2%</b>
<b>Liabilities and Net Assets</b>							
<u>Current Liabilities</u>							
Accounts payable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,355	-100.0%
Grants payable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Total Current Liabilities</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 14,355</b>	<b>-100.0%</b>
<u>Net Assets</u>							
Unrestricted	\$ 103,413	\$ 336,517	\$ -	\$ -	\$ 439,930	\$ 367,133	19.8%
Temporarily restricted	\$ -	\$ -	\$ 9,150,635	\$ -	\$ 9,150,635	\$ 8,232,434	11.2%
Permanently restricted	\$ -	\$ -	\$ -	\$ 5,715,170	\$ 5,715,170	\$ 5,390,930	6.0%
YTD Net Surplus/<Deficit>	\$ 17,706	\$ 98,902	\$ 341,586	\$ 5,193	\$ 463,387	\$ 710,964	-34.8%
<b>Total Net Assets</b>	<b>\$ 121,119</b>	<b>\$ 435,420</b>	<b>\$ 9,492,221</b>	<b>\$ 5,720,363</b>	<b>\$ 15,769,123</b>	<b>\$ 14,701,462</b>	<b>7.3%</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 121,119</b>	<b>\$ 435,420</b>	<b>\$ 9,492,221</b>	<b>\$ 5,720,363</b>	<b>\$ 15,769,123</b>	<b>\$ 14,715,817</b>	<b>7.2%</b>

**Trustees of the Diocese of Michigan**  
**Statement of Activities by Group**  
**For 8 Months Ending August 31, 2025**

Balance Sheet		Rollup		Dividends &		Un/Realized		Expenses		End. Fund Bal.		Ordinary	
Program Area	Prg. Rollup	Restriction	Beg. Fund Bal.	Contributions	Interest	Gains					Surplus/(Deficit		
<b>0</b>	<b>Trethway Downs</b>	Designated With Restriction	\$ 135,006	\$ 139,232	\$ -	\$ -	\$ -	\$ (52,088)	\$ -	\$ 222,151	\$ 87,144		
			\$ 2,950,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,950,500	\$ -		
	<b>Trethway Downs Total</b>		<b>\$ 3,085,506</b>	<b>\$ 139,232</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (52,088)</b>	<b>\$ -</b>	<b>\$ 3,172,651</b>	<b>\$ 87,144</b>		
<b>1</b>	<b>CESA</b>	Designated	\$ 201,511	\$ -	\$ 3,686	\$ 11,758	\$ -	\$ (3,686)	\$ -	\$ 213,269	\$ -		
		Unrestricted	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
		With Restriction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
	<b>CESA Total</b>		<b>\$ 201,511</b>	<b>\$ -</b>	<b>\$ 3,686</b>	<b>\$ 11,758</b>	<b>\$ -</b>	<b>\$ (3,686)</b>	<b>\$ -</b>	<b>\$ 213,269</b>	<b>\$ -</b>		
<b>2</b>	<b>Retired Clergy Assist</b>	With Restriction	\$ 1,140,411	\$ -	\$ 17,008	\$ 54,616	\$ -	\$ (14,250)	\$ -	\$ 1,197,785	\$ 2,758		
	<b>Retired Clergy Assist Total</b>		<b>\$ 1,140,411</b>	<b>\$ -</b>	<b>\$ 17,008</b>	<b>\$ 54,616</b>	<b>\$ -</b>	<b>\$ (14,250)</b>	<b>\$ -</b>	<b>\$ 1,197,785</b>	<b>\$ 2,758</b>		
<b>3</b>	<b>Diocesan Mission</b>	With Restriction	\$ 6,037	\$ 300	\$ 114	\$ -	\$ -	\$ -	\$ -	\$ 6,451	\$ 414		
	<b>Diocesan Mission Total</b>		<b>\$ 6,037</b>	<b>\$ 300</b>	<b>\$ 114</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,451</b>	<b>\$ 414</b>		
<b>4</b>	<b>Children's Fund</b>	With Restriction	\$ 135,192	\$ 1,949	\$ 2,085	\$ 6,651	\$ -	\$ (8,450)	\$ -	\$ 137,426	\$ (4,416)		
	<b>Children's Fund Total</b>		<b>\$ 135,192</b>	<b>\$ 1,949</b>	<b>\$ 2,085</b>	<b>\$ 6,651</b>	<b>\$ -</b>	<b>\$ (8,450)</b>	<b>\$ -</b>	<b>\$ 137,426</b>	<b>\$ (4,416)</b>		
<b>5</b>	<b>Held for Bishop's Fund</b>	With Restriction	\$ 6,598,589	\$ 172,682	\$ 13,563	\$ 43,264	\$ -	\$ (186,245)	\$ -	\$ 6,641,853	\$ -		
	<b>Held for Bishop's Fund Total</b>		<b>\$ 6,598,589</b>	<b>\$ 172,682</b>	<b>\$ 13,563</b>	<b>\$ 43,264</b>	<b>\$ -</b>	<b>\$ (186,245)</b>	<b>\$ -</b>	<b>\$ 6,641,853</b>	<b>\$ -</b>		
<b>6</b>	<b>Held for Council &amp; Others</b>	With Restriction	\$ 3,883,055	\$ -	\$ 70,951	\$ 226,438	\$ -	\$ (65,562)	\$ -	\$ 4,114,882	\$ 5,389		
	<b>Held for Council &amp; Others Total</b>		<b>\$ 3,883,055</b>	<b>\$ -</b>	<b>\$ 70,951</b>	<b>\$ 226,438</b>	<b>\$ -</b>	<b>\$ (65,562)</b>	<b>\$ -</b>	<b>\$ 4,114,882</b>	<b>\$ 5,389</b>		
<b>7</b>	<b>Senior Housing</b>	With Restriction	\$ 152,021	\$ -	\$ 2,770	\$ 8,896	\$ -	\$ -	\$ -	\$ 163,687	\$ 2,770		
	<b>Senior Housing Total</b>		<b>\$ 152,021</b>	<b>\$ -</b>	<b>\$ 2,770</b>	<b>\$ 8,896</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 163,687</b>	<b>\$ 2,770</b>		
<b>9</b>	<b>Administration</b>	Unrestricted	\$ 103,413	\$ -	\$ 5,580	\$ 16,368	\$ -	\$ (4,241)	\$ -	\$ 121,119	\$ 1,338		
		With Restriction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
	<b>Administration Total</b>		<b>\$ 103,413</b>	<b>\$ -</b>	<b>\$ 5,580</b>	<b>\$ 16,368</b>	<b>\$ -</b>	<b>\$ (4,241)</b>	<b>\$ -</b>	<b>\$ 121,119</b>	<b>\$ 1,338</b>		
	<b>End. Fund Bal.</b>		<b>\$ 15,305,736</b>	<b>\$ 314,163</b>	<b>\$ 115,757</b>	<b>\$ 367,990</b>	<b>\$ -</b>	<b>\$ (334,523)</b>	<b>\$ -</b>	<b>\$ 15,769,123</b>	<b>\$ 95,397</b>		

# THE WHITAKER INSTITUTE

THE REV. CN. SUSIE SHAEFER

The Whitaker Institute equips and forms lay and ordained leaders in ministry. Whitaker programming offers Lifelong learning opportunities that deepen the understanding of discipleship, nurture spirituality, build community, and give public witness to God's transformational power in our lives. Our work and programming over the last year include:

## **NEW partnership with the IONA Collaborative: Locally Grown Leaders**

In Spring 2025, we were awarded a grant (\$125,000 over five years) from the IONA Collaborative at the Seminary of the Southwest to be part of the Locally Grown Leaders cohort. This program will help us launch the new IONA curriculum for local formation, geared to teach and equip lay leaders and deacons for ministry in a way that makes the most of the local formation environment. Thanks to this grant, we are thrilled to welcome the Rev. Dean Aponte-Safe to the diocesan staff this year as Missioner for Rural and Small Church Vitality. In this role, Pastor Dean will help with the implementation of the grant and new curriculum resources, as well as offer support, encouragement and amplification of the ministries of our smaller congregations.

## ***Ongoing Partners for Lay and Ordained Ministry Formation***

**Whitaker Online School** is our partnership with ChurchNext, which provides free access to the online catalog of video classes on a wide variety of topics.

The **Center for Anglican Learning & Leadership (CALL)** is a core piece of our training for diaconal ministry, as well a path for anyone interested in pursuing a variety of classes in scripture, theology, history and spirituality at a discounted rate. These courses are available to any member of our diocese for only \$25 per class.

## ***Local Cohort for Ordination Formation***

This monthly gathering for those who live locally while pursuing seminary or local formation for the ordination process provides community, content and practicum workshops to enrich the classroom experience of those in formation for ordained ministry. Whitaker also oversees the field education program for our locally-formed students pursuing ordination.

## ***Licensed Lay Ministry***

Whitaker offered two courses this year for licensed ministries as well as offering materials and resources to congregations holding their own training sessions. Our **Worship Leader** training, with the Rev. Susan Anslow Williams, was offered in the spring of 2025, had 8 participants. In the past year, the diocese has licensed 13 Eucharistic Visitors and 9 Worship Leaders. Licenses are due for renewal after three years, and the process for that renewal is available online at [www.edomi.org/lay-licensing](http://www.edomi.org/lay-licensing)

Faithfully,

The Rev. Canon Susie Shaefer

Canon for Transitions and Formation

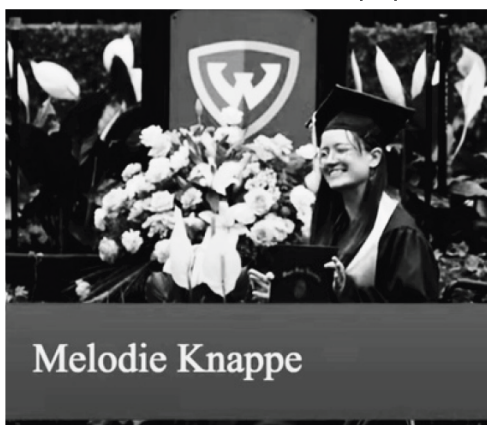
**CAMPUS**  
All.  
  
together  
**MINISTRY**

**IMPACT**  
**REPORT**  
**2024-2025**

# THE FIRST FOUR, A REFLECTION BY PR. BEN



If All.together Campus Ministry were a person, we'd only be in our toddler stage. I say this because we just completed our first four years as a campus ministry in the Southeast Michigan Synod of the ELCA and the Episcopal Diocese of Michigan. Like a toddler, we've stumbled and tripped at times, but with each step we grew more confident, more courageous. Looking back after these first four years, I am amazed by how God has continued to make a way for us. A mere four years ago, this community was just a dream, but we have been consistently led to students, faculty, and staff who shared our dream of an inclusive community of faith on campus, as well as board members, donors, and churches who have made it possible for us to exist. But we haven't just existed, we've grown, and the growth of our community can be witnessed in this year's graduating class. In our first three years we have never had more than two students graduate in an academic year, but this year we had ten graduates! This is a testament to the power of showing up. All.together campus ministry is an example of our church showing up for young people and not just sitting back and expecting them to show up with us. So, with such a monumental graduating class, we decided to start a new tradition. Each of our graduates this year was given a graduation stole that stood out with our signature pink color, our logo, and the words Bold, Beloved, and Blessed. These three words convey the way God has created and endowed each of these graduates with boldness in their endeavors, belovedness in their being, and blessedness by way of their baptismal identity. Every one of these students made such an impact on our community and it is our prayer that we made just as much of an impact on their journey of faith as well. -Pastor Ben Adams



Melodie Knappe



## OUR MISSION

**Boldly living out our belovedness,  
together in Christ,  
to love, serve, and welcoming all.**

## OUR CORE VALUES

Formation

Celebration

Action

Inclusion

## OUR PURPOSE

**We exist to serve the students, faculty, and staff of Henry Ford College, the University of Michigan-Dearborn, and Wayne State University. We strive to create a radically inclusive, accessible, creative, just, joyous, loving, and graceful community of faith. We love God by loving our neighbors, praising God in acts of worship and prayer, and co-creating with God through our care and stewardship of creation.**

# A LETTER FROM OUR OUTGOING PRESIDENT



For the past two years I have served as the president of the All.together Campus Ministry board of directors. It's been an honor and I'm proud of the ways our community has grown and evolved. Over this past year in particular, some highlights include becoming an officially recognized student organization at the University of Michigan-Dearborn, we had ten students graduate from our community, we had ten students travel across the country to spend a week at Holden Village, and we helped get them there by successfully raising over \$20,000! I am now concluding my time as president, but in my last year on the board I am excited to see where God will continue to lead us. With Rev. Halim Shukair as our incoming president, we will be dreaming bigger than ever, even imagining what it could look like to have our own space where we could hold worship and programming and that would also help address student housing needs. Most importantly in this fifth year of our life as a ministry, we are going to be pushing hard to create a financially sustainable future for our community. So, I invite you to become a part of our new Perennial Partners community. This is a group of folks who donate at least ten dollars per month to fund our campus ministry community. We are transparent about where your donations go, and you can even see our budget for this year later in this report. Beyond the dollars and cents, you can trust that your investment in our mission is transforming the lives of students by reminding them of their belovedness, re-rooting them in their baptism, and re-memorizing them in the body of Christ.

-Nicole McCarthy

## A snapshot of our year

Community Group with Bishop Perry!



Fall fellowship at the apple orchard!



Homecoming Food Truck with Bishop Kreiss!



White Elephant Party at Pastor Ben's!



On Fall retreat at Lake Michigan!



In Chicago for Midwinter retreat!



Glitter Blessings for Coming Out Day!



A communion blessing



Imposition of ashes on campus





**THE 2025 ALL.TOGETHER  
CAMPUS MINISTRY TRIP  
MAY 3-11, 2025**

Holden  
Village

PRAYING THE  
LABYRINTH

CREEK  
JUMPING

WEAVING ON  
THE LOOM

SIGHTSEEING IN  
SEATTLE

to the people of the Winter Community at Holden, 1985-1986  
**Holden Evening Prayer**

This past May, ten students and four adult leaders made a cross-country journey to the North Cascade Mountains of Washington State where we spent a week at Holden Village. It was quite literally a baptismal journey from our normal lives to another world completely as we made a water journey across Lake Chelan just to arrive at the dock where Holden Village staff picked us up in a school bus. About half-way across the lake, our phones also stopped getting service, so we could already start to feel like we were entering a new reality. Without the distractions of technology we hiked, we napped, we read, we wrote, we played, we prayed, we sang, we ate, we crafted, we explored, we swam, we saunaded, we jacuzzied, and we ultimately discovered a level of community and sacredness that we rarely experience elsewhere. Thank you to all our donors and church partners who made this trip possible by raising over \$20,000 to make this trip financially accessible.

“

I've always loved the idea of community and having a village, but it was so fun to actually experience it. People literally depend on the work of others to survive and people are also depending on you too. I was merely a guest, but my presence, and the presence of All.together became so powerful so quickly because of how much life and joy we brought to the community, just as they brought support and lessons to us. That is the interchangeability of community.

-Eris Robinson

”

“

At Holden, life slows down as meals are shared, conversations are meaningful, and nature surrounds everything. Whether I was hiking, serving ice cream, or doing yoga, I felt more aware, more grounded. Back home, I want to carry that sense of sacred attention into daily life pausing before I speak, listening fully, taking in the little things. Holden taught me that peace is not only found in the mountains, but in the quiet, intentional moments I create wherever I am.

-Joslyn Dozier

”

# THE 2025-2026 ALL TOGETHER LEADERSHIP TEAM

*I hope to continue to foster this inviting and inclusive community as a space for conversation, connection, and faith to thrive.*



**HELLO**  
MY NAME IS

**WSV PRESIDENT**  
**ERIS ROBINSON**

*My hope is that we continue to fellowship and grow as a community and family; supporting, not only those in our present community; but also continuing to welcome others in.*



**HELLO**  
MY NAME IS

**NEWS LEADER**  
**NIA HARRIS**



**WAYNE STATE**  
**UNIVERSITY**

*I'm excited about this new position and hope to bring fun ideas to strengthen the community.*



**HELLO**  
MY NAME IS

**CREATIVE LEADER**  
**JAYVEE VELAZQUEZ**

*My goal this upcoming year is to take many photos of things we do on and off campus within the community!*



**HELLO**  
MY NAME IS

**SOCIAL MEDIA LEADER**  
**JAMELIA WALKER**

*I hope that this All.together Campus ministry will grow in size and heart at UM-Dearborn.*



**HELLO**  
MY NAME IS

**UOFM-D PRESIDENT**  
**EVELYN SCHOBERT**



*I look forward to helping grow our welcoming and compassionate faith-based community at UM-Dearborn through ongoing leadership, financial stewardship, and dedicated support.*



**HELLO**  
MY NAME IS

**UOFM-D TREASURER**  
**MERCY TUM**

# 2025-2026 ALL.TOGETHER BOARD OF DIRECTORS



**President**  
**Rev. Halim Shukair**



**Treasurer**  
**Jacob Thomas**



**Secretary**  
**Jamerika Ramsey**



**Board Member**  
**Darrell Dennis**



**Alumni Rep**  
**Maddi Ashwood**



**Board Member**  
**Anne Bakalyar**



**Board Member**  
**Nicole McCarthy**



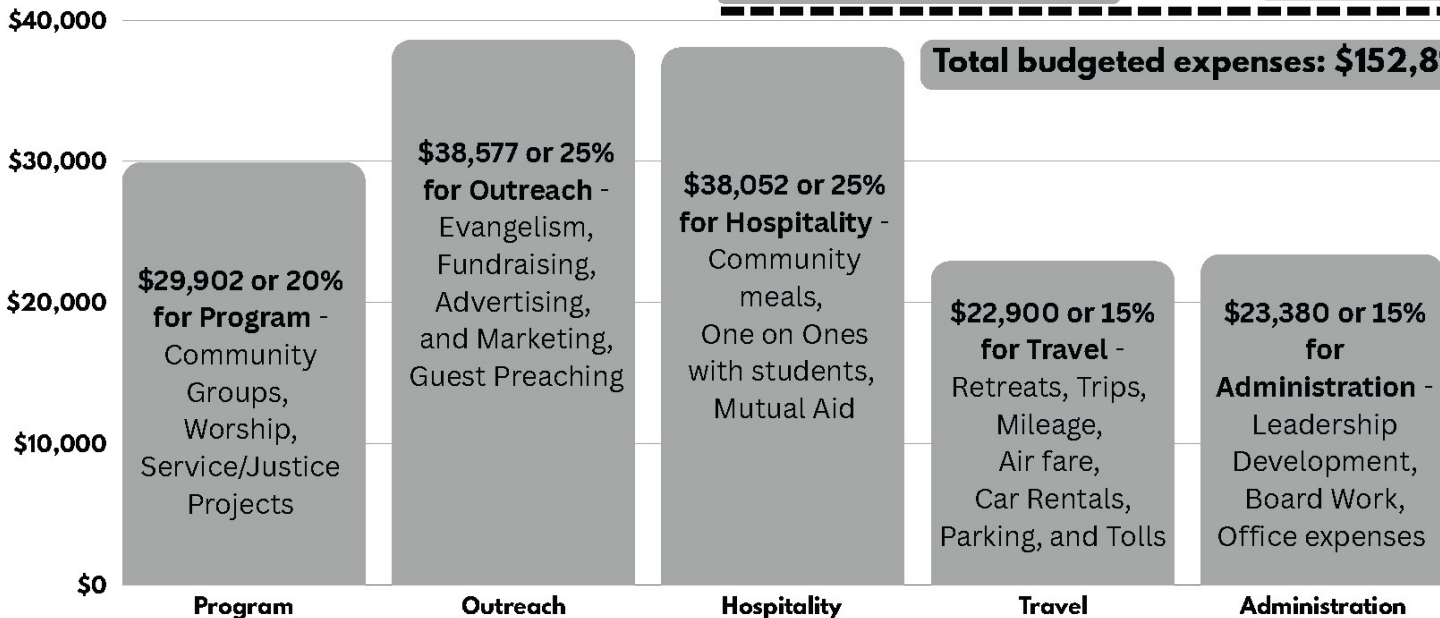
**Student Rep**  
**Eris Robinson**

## 2025-2026 BUDGET

**Total budgeted revenue: :\$147,800**

Church donations: \$10,000      Episcopal Diocese of Michigan: \$18,000  
Individual Donations: \$15,000      Christus Victor Grant: 20,000  
ELCA Churchwide Support: \$20,000      St. Paul Endowment Fund: \$10,000  
Dearborn/Downriver Plus Fund: \$50,000      LuMin Grant: \$4,800

**Total budgeted expenses: \$152,811**





# PERENNIAL PARTNERS

We are launching an exciting new fundraising campaign we are calling Perennial Partners. The purpose of this campaign is to invite new recurring donors who are able to donate \$10 or more each month to sustain our inclusive mission on campus. We like to imagine our campuses as gardens where we sow seeds of faith in the lives of our students. As a perennial partner, your gift will provide us with seeds that will blossom and yield fruit year after year!

105

TOTAL DONORS

ONLY 6

RECURRING DONORS

\$34,871

RAISED SINCE JULY 2024

WITH 53 NEW DONORS ADDED OVER THE PAST YEAR

Help create and sustain opportunities for students to worship and wonder, serve and seek, discern and discuss, and celebrate the grace of God in their lives by making a donation today at: [all.togethercommunity.org/donate](https://all.togethercommunity.org/donate)



[all.togethercommunity.org](https://all.togethercommunity.org)



@all.togethercommunityFB



@all.togethercommunity





# **The Chapter of The Cathedral Church of St. Paul 2025**

This past year has been a season of deep listening, honest assessment, and change for our Cathedral Chapter. Out of love for this sacred place as the home to diocesan ministry, Cathedral worship, and mission partners, we paused to hear one another's gratitude, concerns, and hopes. Through a "Listening, Aligning, and Growing Together" process. In this process Cathedral congregation members, diocesan staff, tenants, shared what was life-giving and what was unsustainable. Their voices named what many felt but had not said aloud: the Cathedral matters deeply, yet its physical plant and operating structures were causing deep frustration.

Financial realities sharpened that truth. The sudden loss of major rental income left the Chapter unable to sustain its former staffing and systems. With the discovery of years of deferred maintenance surfaced with boilers rusting and unsafe, critical systems patched with temporary wiring, long-standing safety and access concerns unresolved. The weight of these challenges threatened not only a building but our shared witness.

In response, we have acted decisively but with care. We realigned operations and staffing to ensure sustainability, giving generous and pastoral support to those whose roles ended, while creating a structure that can endure. We engaged True North Facilities Services to bring the building back to safe, reliable operating condition and to establish professional oversight of complex systems. With the guidance of True North, we have developed a plan to restore our building systems to reliable operation and to ensure that the Cathedral and its grounds visibly reflect the values and welcome of the Church to the surrounding community. This work has been more than technical; it is spiritual stewardship. We are "preparing the soil" for new leadership and renewed mission

The Cathedral is being made ready, safe, and clean so that its next Dean can lead in proclamation, hospitality, and service rather than crisis repair. We believe this season of pruning, though painful, is clearing space for new growth and new witness.

We give thanks for the extraordinary generosity, prayer, and resilience of the Cathedral community, the Diocese, and our tenants including the Southeast Michigan ELCA Synod. Though these months have been demanding, they have also been marked by hope and collaboration. The Cathedral remains what it has always been: a house of prayer for all people and a visible sign of the Gospel in the heart of Detroit.

We ask your continued prayers as the Cathedral Church of St. Paul welcomes her new Dean, The Rev. Joseph Alsay. May the Spirit guide us with courage, wisdom, and grace, that the Cathedral may flourish in mission and joy for generations to come.

Faithfully Submitted

Executive Committee of the Chapter



## ◆ The Church at Crossroads (TCAC) – Episcopal, Detroit ◆

*"God is raising up leaders and cultivating Beloved Community among those often unseen in The Episcopal Church."*

At TCAC, we are rooted in worship, nourished by partnership, and walking alongside our Detroit neighbors as a living sign of God's transforming love.

### ◆ This Year, God Blessed Us With...

#### Worship & Prayer

- Weekly Eucharist during Crossroads' Sunday Soup Kitchen (450 meals served).
- Wednesday Morning Prayer with neighbors seeking prayer and support.
- A new monthly family Eucharist with Godly Play held at nearby partner Grace Episcopal, Detroit.

#### Children & Families

- The Good News Crew doubled its gatherings to twice a month, now serving 11-15 families and 30-40 children/young people.
- Summer VBS welcomed 30+ children during Free Children's Summer Lunch—bringing the total to 330 since 2017!

#### Beloved Community in Action

- 70+ volunteers from 9 congregations shared Free Children's Summer Lunch. Thank you, Beloved Volunteers and Congregations! **St. James, Dexter; All Saints, Detroit; St. George's, Milford; St. Clare's, Ann Arbor; St. Aidan's, Ann Arbor; St. Stephen's, Troy; Trinity in the Woods, Farmington Hills; Nativity, Bloomfield Hills and, Trinity, Belleville.**
- Our Asset-Based Community Development (ABCD) team gave away 60 free bicycles with MiCycles and needed repairs—helping children ride with joy and dignity.

#### Growing Generosity

- Lenten almsgiving expanded from 3 to 8 congregations!
- Together, they raised \$5,300—an increase of \$2,500 over last year. Thank you for your grace! **Holy Faith, Saline; St. Andrew's, Livonia; St. Clare's, Ann Arbor;**

## **CHURCH OF THE CROSSROADS (CONTINUED)**

**St. James, Dexter; St. George's, Milford; St. Michael's, Grosse Pointe Woods;  
Nativity, Bloomfield Hills and, Trinity, Belleville**

### **◆ How You Can Join Us**

Every dollar of our \$112,000 budget comes from individuals and congregations who believe God is at work through this ministry. (Please note that no funds or governance are shared with us by Crossroads of MI.)

Give today → Scan the QR code



or visit [www.churchatcrossroads.org](http://www.churchatcrossroads.org)

Faithfully,

The Rev. Teresa Wakeen+ and the TCAC Beloved Community Partner Advisors  
[revteresa@churchatcrossroads.org](mailto:revteresa@churchatcrossroads.org) 248-800-6480

“O God the Creator and ruler of all things, your reign grows like a mustard seed into abundant life: Bless those who plant and tend the new life of your Church, that it may become a place of welcome, a refuge of healing, a school for souls, and a life-giving spring; all of which we ask through Jesus Christ, our strength and our salvation. *Amen.*”  
*(The Book of Occasional Services, 2018, p. 242.)*

# **CHURCH OF THE CROSSROADS (CONTINUED)**

## ***TCAC Beloved Community Partner Advisors***

*Thank you for your ministry!*

### **Bishop's staff**

Carmen Piggins, Diocesan Missioner  
for Ministry with Young People

### **St. Peter's, Detroit**

The Rev. Annie Lawson, priest

### **Grace Episcopal, Detroit**

Linda Culpepper

### **Nativity Episcopal, Bloomfield Township**

The Rev. Deacon Carolynn Johnson  
Beverly Bryan

The Rev. Bob Alltop, priest

### **St. Andrew's, Waterford**

Worley Smith

### **St. George's, Milford**

Caroline C. Liebau

The Rev. Michelle Werner

### **St. Michael's, Grosse Pointe Woods**

Kathie Groschner

The Rev. Michael Bradley, priest

### **Trinity in the Woods, Farmington Hills**

Raymond Davis

Steve Ilmer

The Rev. Julia Huttar Bailey, priest

### **St. John's, Plymouth**

The Rev. Chris Fentress-Gannon, priest

### **St. Andrew's, Livonia**

The Rev. Judith Schellhammer, priest

### **St. Aidan's, Ann Arbor**

The Rev. Tom Ferguson, priest

### **The Church at Crossroads - Episcopal, Detroit**

Robena Hill

Phazhe' Jackson

Karlita Johnson

The Rev. Deacon Mike Stutso

The Rev. Teresa Wakeen, priest

### **Consultant/Developer**

Jeremy Rosenberg - *Unscripted  
Consulting*

**DISASTER PREPAREDNESS AND RESPONSE REPORT**  
**Emergency Preparedness Planning**  
**Asset Mapping/Safety in our places of Worship**

Thank you to our bishop, congregations and individuals for their continuing support of the mission work of Episcopal Relief & Development.

Thank you to my diocesan family for stopping by the Episcopal Relief & Development table to pick up materials at our convention and to share stories about your congregation support of Episcopal Relief & Development.

For over 80 years, Episcopal Relief & Development has worked with an extensive network of faith and community partners to advance lasting change in communities affected by injustice, poverty, disaster and climate change.

Inspired by our faith, Episcopal Relief & Development reaches over three million people each year by focusing on four interconnected priorities:

- nurturing the potential of caregivers and young children,
- reducing violence against women and girls,
- strengthening communities' resilience to climate change and
- facilitating humanitarian response to disasters.

Together with partners, Episcopal Relief & Development leverage what's working well to drive impact, learning, sustainability and to create lasting change.

Episcopal Relief and Development work is powered by: **Resilience, Investment, Expertise, Local Leadership, Faith, Relationships, Sustainability and Global Networks.**

Episcopal Relief & Development works with faith and [community-based](#) organizations and other local leaders to tackle complex challenges with hope and dignity.

#### **In 2024:**

**4.9 million people** – were reached by global programs.

**\$2.2 million USD** - saved by community savings and loans groups.

**369,000 change agents** - trained as program promoters, facilitators and volunteers.

**1.1 million children** - engaged in programs around the world.

#### **Financials Update**

Episcopal Relief & Development is deeply grateful to our loyal and generous community of supporters. In 2024, we received **almost 60,000 gifts**, which allowed us to devote over \$28 million to advancing lasting change.

In 2024, we were able to provide **\$7.4 million in support** to those impacted by **disasters around the world**, a quarter of that in the US, while investing over \$20.8 million in our international sustainable development programs.

**Over 50% of our revenue comes from individual donors.**

Go to: [episcopalrelief.org](https://episcopalrelief.org) for 2024 Impact Report for these stories:

- Elizabeth, a young mother in Kenya who learned to nurture her child;
- Brigitte and Orionzi, a couple in the [Democratic Republic of the Congo](#) who speak out for equality;
- Lubia, an entrepreneur from [Guatemala](#) who now has savings and investment skills to go far; and
- Linda, a [Hurricane Helene](#) survivor whose community helped her begin to recover.

## **Mission**

Episcopal Relief & Development is the compassionate response of [The Episcopal Church](#) to human suffering in the world. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief & Development serves to bring together the generosity of Episcopalians and others with the needs of the world.

Episcopal Relief and Development cherishes its partnerships with the Anglican Communion, with ecumenical bodies and with others who share a common vision for justice and peace among all people.

I consider it an honor and privilege to serve our diocese. I am always available to chat with you about Episcopal Relief & Development work throughout the world.

Respectfully submitted,  
Juanita Woods, your Ministry Partner  
[nitagerman@sbcglobal.net](mailto:nitagerman@sbcglobal.net)

# **Diocesan Archivist and Historiographer**

## **2025 Diocesan Convention (Episcopal Diocese of Michigan)**

### **Jamal Dillman-Hasso, Diocesan Archivist and Historiographer**

May it please the assembly.

The volunteer task of Archivist and Historiographer of the Diocese of the Diocese of Michigan is held by Jamal Dillman-Hasso, parishioner, acolyte, and eucharistic visitor serving St. Paul's Episcopal parish (Lansing). Mr. Dillman-Hasso has held the Archivist and Historiographer role since 2024, and continues to hold it at the Bishop's pleasure. The position and its responsibilities are established by Diocesan Canon II.2.ii.

The Archives of the Episcopal Diocese of Michigan, consisting of approximately seventy linear feet of documents appended by fifteen oversize items, are comprised of a variety of items including bishops' files dating back to 1830, records of executive and administrative bodies and of diocesan organizations, materials pertaining to closed parishes and missions to as recently as 2022, and visual materials and sound recordings. The Archives are stored at the Bentley Historical Library (hereafter "Bentley"), one of the component libraries of the University of Michigan Libraries in Ann Arbor, and are managed jointly by Bentley staff, particularly Michelle McClellan, the Johanna Meijer Magoon Principal Archivist; and by the Diocese of Michigan. As the Bentley is accessible to the public, anyone can make an appointment to view and consult pertinent records. A [finding aid for the Archive](#) can be accessed or downloaded from the Bentley website, and materials can be called from the same site.

The work of Archivist and Historiographer of the Diocese consists of four broad tasks, with other duties handled as needed:

- When a parish, mission, or diocesan institution closes, it is the duty of the Archivist and Historiographer to gather materials surrendered from the closed institution and transfer them to the Archive. Materials are saved or destroyed in accordance with canon and civil law, with some technically unnecessary materials retained if laws permit *and* the Archivist and Historiographer deems their potential value to future researchers to be significant. Bentley staff have prepared a new intake form to handle transfer of records of closed congregations; this form is nondenominational but was developed for Episcopal Diocesan records.
- Occasionally, the Archivist and Historiographer is called upon to search the Archives to produce baptismal, confirmation, marriage, or death records for former parishioners of closed congregations; or institutional or church records being stored at the Bentley. Requests for these records may come directly from parishioners, often being channelled through Diocesan or Bentley staff; or from the Bishop's Office. Requests for records of open parishes should be made to the parish; and requests for records of open missions should be made to the parish from which the mission developed.
- On request, it is the duty of the Archivist and Historiographer to assist the Bishop of

Michigan and Her Grace's staff in various research projects and to make presentations to relevant groups (particularly congregations) about the Archives. A major such public presentation was held at the diocesan level on 19 May 2025 at the Bentley, attended by Episcopal clergy including the Right Reverend Bishop, laity including various congregational historians, and non-Anglican scholars.

- The Archivist and Historiographer represents the diocese on quarterly province-wide meetings convened by the Rev. Brian Wilbert of the Diocese of Ohio. The provincial network of historiographers and archivists is a vibrant and active one.

Records of open congregations are almost never stored at the Diocesan Archives, and it is the duty of each operational congregation to maintain its own records in accordance with the rules of civil and canon law. The Diocesan Archivist and Historiographer is often able to assist with these tasks on request.

At present, the Diocese consists of the civil counties of (south to north and west to east) Hillsdale, Lenawee, Monroe, Jackson, Washtenaw, Wayne, Ingham, Livingston, Oakland (excluding Holly Township), Macomb, and Clinton south of Price Road. All Episcopal institutions within these borders fall within diocesan jurisdiction. Occasionally, however, records from elsewhere in the State of Michigan are held by the Michigan Diocese (particularly pertaining to closed congregations in the former Diocese of Eastern Michigan, which separated from the Diocese of Michigan after the Bentley helped assume archival management and which now forms part of the Diocese of the Great Lakes). This is also common for records not created at a congregational level, such as correspondences and despatches created by bishops and held by the Archives. In cases of diocesan overlap, the Archivists of the Diocese of the Great Lakes and of Michigan share responsibilities as needed and appropriate.

The Diocesan Archivist and Historiographer reports to the Bishop's Office, primarily through The Rev. Canon Ellen Ekevag.

To all of the aforesaid, whether attached to the Church or the Bentley, Mr. Dillman-Hasso owes gratitude.

# PROVINCE V EXECUTIVE BOARD

Luke Thompson, Diocesan Representative to Province V



## Province V Executive Board report to the Diocese of Michigan

2024-2025

Report created on August 20, 2024

Submitted by: Luke Thompson

**Province V** is a network of 11 dioceses of the Episcopal Church. Our diocese is one of those 11 [Title 1, Canon 9: Of Provinces]. I have been appointed as the diocesan representative on the Province V Executive Board, and with this report I'll share resources available and events occurring at the provincial level. Please review this report and share information with others in your worshipping community!

### ***The Theme of Province V: CONNECT. SUPPORT. COLLABORATE***

*In Province V, we "tell it in the light" (Matthew 10:27-31),  
celebrating God's promise of renewal within the Episcopal Church in the Midwest.*

To do this, we:

**Connect** people to people and people to resources.

**Support** each other in a variety of ministries, resourcing from within and without.

**Collaborate** across multiple dioceses to build capacity for demonstrable impact.

### **Leadership**

The Province V Executive Board is responsible for the operations of the province. There are 17 members of this board, which includes the 11 diocesan representatives, 2 members (one lay and one clergy) who serve on the Executive Council of the Episcopal Church, and 4 elected officers. You can see the full list of members here: <https://www.provincev.org/exboard.html>

Board members meet monthly via Zoom to share resources from our dioceses and hear about and help develop provincial events and programming. The board gathers in-person once per year to build deeper connections and have in-depth conversation about vision and strategic planning for the province.

Province V Staff: <https://www.provincev.org/provincial-staff.html>

The Rev. Heather Barta, Coordinator

Mr. Eric Richey, Campus Ministry Developer

Mr. Steve Welch, Communications Coordinator

## **Most Recent Grants Received by Province V**

These grants were received in 2024 for Special Projects and New Programs, and the funds are currently in use in the following ways

### **United Thank Offering Grant, \$55,000**

This grant launched Province V's new *Engaging Gender Complexity (EGC)* initiative. *EGC* will help individuals and worshipping communities create welcoming space for *all* people and will equip participants to welcome gender-diverse individuals into their community without causing harm to or undue emotional and psychological labor for them. Province V worked with S. Bear Bergman to provide training to facilitators and coaches. Their work in their local ministry contexts begins Fall 2025.

### **Constable Fund Grant, \$30,000**

Province V received funds to create a curriculum in response to Resolution D-030 [GC80]. Bexley Seabury is the vendor for creating this curriculum, which will then be available to the whole church through their Pathways for Baptismal Living platform. The curriculum is coming together and receiving feedback for updating and editing. There will be a pilot program in September with the Diocese of Iowa. Based on feedback from that pilot, the curriculum will be edited and made ready for churchwide use. We plan to have a full report by the end of 2025.

### **Becoming Beloved Community Impact Grant, \$10,200**

Through this grant, Total Life Wellness will present a total of nine (9) trainings by the end of 2025.

*Description for this online course:* Join this online course to learn how to recognize human trafficking and support those reentering our community after human exploitation. This 90-minute course will introduce participants to the basics of trafficking, how to respond when trafficking is suspected, and how their community can help those on their journey from surviving to thriving.

Learn more about our partner: Total Life Wellness at <https://totallifewellness21.wixsite.com/total-life-wellnes-2>

Resources are available at Province V's Anti-Human Trafficking webpage: <https://www.provincev.org/antihumantrafficking.html>

### **Church Periodical Club (CPC), \$756**

The Province IV / V Creation Care Event was a great success, and this grant provided books to each participant. The Provinces are grateful for the CPC's support as we continue to share ways of caring for all of creation. Visit <https://revivingcreation.org> to explore Margaret's work.

### **Trinity Church's Leadership Development Grant, \$375,000**

This grant provided the funds to hire Mr. Eric Richey as the Campus Ministry Developer. He started on January 1 and has been working to connect with many across the province and across the church. There will be a "Campus Ministry Cohort: Engaging with Institutions of Higher Learning" beginning Fall 2025, and another launching Spring 2026. Congregational Leaders (lay and ordained) will learn how to engage Institutions of Higher Learning (IHL) in their local ministry context. IHLs include community colleges, trade schools, professional schools, colleges and universities.

See details about Eric and his work: <https://www.provincev.org/cmd.html>

Learn more about Trinity Church's Vision for Leadership Development: <https://trinitywallstreet.org/grants-partners/leadership-development>

## **Networks**

<https://www.provincev.org/networks.html>

The networks continue to expand to serve leaders across the province. Networks are open to any person who would like to be connected to others working on similar ministries. If there is a network that you might find helpful and want to offer it to others in the province, contact Heather Barta at [provinceVcoordinator@gmail.com](mailto:provinceVcoordinator@gmail.com).

## **Leadership Coaching Project**

<https://www.provincev.org/lcp.html>

Trained lay and ordained coaches are available to work with individuals, teams or groups on your goals and challenges. These coaches are available to any person interested in working on ministerial or personal goals. All coaches will provide a complimentary "introductory" meeting so that you can ask questions about coaching with them and get to know each other. Rural Area Ministry Specialists are available at a reduced rate to leaders in rural areas. ("Rural Area" is defined as a town with a population of 20,000 or fewer.)

## **Events hosted in 2024-2025**

**Creation Care Event** – September 2024, hosted by Provinces IV and V – Nazareth, KY

**Campus Minister Retreat** – October 2024, annual gathering of Province V Lay & Ordained Professional Ministers whose work is centered on YACM. (This retreat has also included leaders from Province VI.)

## **Upcoming events**

**Episcopal Creation Care Event**, Sept 18-20, 2025, Procter Center, Southern Ohio

Hosted by Provinces IV and V, Procter Center, and Diocese of Southern Ohio

<https://episcopalcreationcaregathering.org>

**Campus Minister Retreat**, October 14-16, 2025, Madison, Wisconsin

<https://www.provincev.org/cmd.html>

**Women Clergy Retreat**, May 31- June 3, 2026, Lansing Michigan

Hosted by Provinces V and VI

<https://www.provincev.org/wcr26.html>

**Big Provincial Gathering**, July 31-August 1, 2026, Kalamazoo, Michigan

The 4<sup>th</sup> BPG for Province V! This year will not include a Synod to allow more time for workshops and connecting.

<https://www.provincev.org/bpg26.html>

## **Connecting to the Province**

Sign up for the monthly newsletter at the bottom of the website: <https://www.provincev.org>

General Facebook: <https://www.facebook.com/ProvinceFive/>

Instagram: <https://www.instagram.com/provincefive/>

Please contact me for more information about anything presented in this report!

Luke Thompson, [ltomp45@emich.edu](mailto:ltomp45@emich.edu), 734-660-3750

**NOTES . . . .**

# Section III

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**Annual Convention**

**October 18-19, 2024**

Proceedings of the 190th Annual Convention

Convention address by  
The Rt. Rev. Bonnie A. Perry, Eleventh Bishop

Record of Lay Delegate and Lay Alternate Registration

Record of Clergy Registration



**Journal of the Proceedings  
of the  
One Hundred Nintieth  
Annual Convention of the  
Episcopal Diocese of Michigan**

**FRIDAY, OCTOBER 18, 2024**

**5:00 P.M.**

**FIRST BUSINESS SESSION**

This being the day and place designated for the meeting of the One Hundred Ninetieth Annual Convention of The Episcopal Diocese of Michigan, the President of the Convention, the Rt. Rev. Dr. Bonnie A. Perry., Bishop Diocesan, called the Convention to order at 5:00 p.m. on Friday, October 18, 2024, at the Suburban Collection Showplace, in the City of Novi, Michigan in the Trinity Deanery.

The President welcomed everyone to the third in person convention of the Diocese of Michigan since she was consecrated as Bishop Diocesan in 2020.

The Bishop offered an opening prayer for convention.

**ROLL CALL OF DEANERIES**

The President called the Roll of Congregations by Deanery. Members of the convention and guests were asked to stand and greet Convention when their deanery was called.

**DECLARATION OF A QUORUM**

Based on a count of clergy and lay delegates present reported, the President determined that a quorum was present, and that the Convention was prepared to proceed to organization.

**PRESENTATION OF LIST OF CLERGY ELIGIBLE TO VOTE**

Pursuant to Canon 1.1.1.1 of the Canons of the Diocese of Michigan, the President presented to the Secretary and laid before the Convention the list of clergy eligible to vote in this Convention. Included on this list are members of the clergy of the Evangelical Lutheran Church in America who serve cures in the Diocese of Michigan.

Pursuant to the Constitution of the Diocese, Article 4, the chair entertained a motion to grant seat and voice to the following clergy:

The Rev. Sally Boelter  
The Rev. Sharon Voelker

The Rev. Dr. Susan Harlow

The Rev. Ken Ritter

The Very Rev. Tim True

It was moved and seconded. The President called for the vote. **The motion was adopted.**

### **WELCOME TO THE RT. REV. EUGENE SUTTON**

The President welcomed The Rt. Rev. Eugene Sutton, the bishop retired Maryland, as Convention speaker and preacher.

### **GRANT SEAT AND VOICE TO DIOCESAN YOUTH COUNCIL**

The Chair entertained a motion to grant seat and voice to members of the newly formed Diocesan Youth Council:

Serene'(a) McLemore - Church of the Messiah, Detroit

Anna Ekevag - The Cathedral Church of St. Paul, Detroit

Eliza Stewart - St. John's, Royal Oak

Kanata Richardson- St. John's, Royal Oak

Sophie Gable - St. James, Birmingham

Aiden Gable - St. James, Birmingham

Melaina Magnusson- St. Paul's ,Jackson

Samuel Holsinger-Friesen - St. Paul's, Jackson

TJ Rapson - St. John's, Plymouth

It was moved and seconded. The President called for the vote. **The motion was adopted.**

### **ELECTION OF SECRETARY AND ASSISTANT SECRETARIES**

The President asked for a motion to elect the Rev. Canon Dr. W. Richard Hamlin as Secretary of Convention and Dr. Edie Wakevainen and the Rev. Joyce Matthews as Assistant Secretary of Convention. It was moved and seconded. The President called for the vote. **The motion was adopted.**

### **APPOINTMENT OF PARLIAMENTARIAN**

The President introduced and appointed Mr. Maurice Henderson as Parliamentarian of the Convention and requested a motion to confirm. It was moved and seconded. The President called for the vote. **The motion was adopted.**

### **INTRODUCTION OF THE CHANCELLOR**

The President recognized Stephen Ott, Esquire, Chancellor of the Diocese and parishioner of the Cathedral Church of St. Paul and thanked him for his good work on behalf of the diocese.

### **REPORT OF THE COMMITTEE ON DISPATCH OF BUSINESS**

The Secretary presented the report of the Committee on Dispatch of Business. The Secretary moved the adoption of the report of the Committee on Dispatch of Business, including the Agenda and General Rules of Order found on page 6 of the Convention Booklet. The President called for the vote. **The motion was adopted.**

## **DECLARATION OF ORGANIZATION AND CALL TO ORDER**

The President declared that the One Hundred Ninetieth Convention of the Episcopal Diocese of Michigan was organized and prepared to proceed to business.

## **REPORT OF THE COMMITTEE ON QUALIFICATIONS**

The Rev. Lynda Carter, Chair of the Committee on Qualifications, presented the report of the Committee. The Rev. Carter certified that all lay delegates registered at the Convention have presented the proper credentials and are duly seated as members of the Convention, with voice and vote.

## **COMMITTEE ON CONSTITUTION AND CANONS: RESOLUTION 190-1**

The Rev. Bob Alltop, Chair of the Committee on Constitution and Canons presented the second reading of Resolution 190-1, a constitutional change found on page 10 of the Convention Booklet and moved its adoption.

### **Resolution 190-1: Voting Members of Convention (second reading)**

#### **Proposed Amendment to the Constitution of the Diocese of Michigan Regarding Voting Members of Convention (Second Reading)**

Existing Article:

(a) The members (“Members”) of Convention with voice and vote shall be (i) the Bishop, (ii) all other bishops, and other members of the clergy canonically and actually resident within the Diocese (iii) any cleric of a church with whom the Episcopal Church is in Full Communion and who is serving a call in a congregation of this Diocese, and (iv) three lay delegates from each congregation, in union with Convention. The Canons shall provide for method of admitting congregations into union with Convention of this Diocese and for election of lay delegates. The lay delegates serving as Members at the most recently adjourned Annual Convention shall serve as delegates to any special Convention convened prior to an Annual Convention unless replaced by action of the governing body of a congregation which the lay delegates serve.

Proposed Change: (Additions in **bold/underline**; deletions in ~~strikeout~~)

(a) The members (“Members”) of Convention with voice and vote shall be (i) the Bishop, (ii) all other bishops, and other members of the clergy canonically and actually resident within the Diocese, (iii) any cleric of a church with whom The Episcopal Church is in Full Communion and who is serving a call in a congregation of this Diocese, and (iv) three lay delegates from each congregation in union with Convention, **and (v) one youth delegate (attending grades 9 – 12) from each deanery**. The Canons shall provide for method of admitting congregations into union with Convention of this Diocese and for election of lay delegates **and youth delegates**. The lay delegates **and youth delegates** serving as Members at the most recently adjourned Annual Convention shall serve as delegates to any special Convention convened prior to an Annual Convention unless replaced by action of the governing body of the congregation which the lay delegates serve, **or the deanery which the youth delegate represents**.

*Rationale: To provide youth who are active in our diocesan congregations the opportunity for voice, vote and representation at diocesan convention. This is the second reading of this constitutional change.*

The President called for the vote. **The motion was adopted.** This became effective at the conclusion of Convention.

## **LATE FILED RESOLUTIONS**

The President called for the presentation of any resolutions not filed with the Secretary by September 6, 2024. There were no late filed resolutions presented for consideration.

## **REPORTS OF COMMITTEES AND COMMISSIONS OF THE DIOCESE**

The President asked for a motion that the reports of all boards, commissions, committees, and other agencies required to report to Convention be received by title and available in the virtual Convention Journal found on the diocesan website. The motion was made and seconded. The President called for the vote. **The motion was adopted.**

## **REPORT OF EXCUSED CLERGY**

The President reminded convention that active clergy eligible to vote are required to write to the Bishop to request permission to be absent. The President expressed thanks to all in attendance.

## **INTRODUCTIONS OF CLERGY NEW TO THE DIOCESE AND NEW CURES**

The President recognized the Rev. Canon Ellen Ekevag and the Rev. Susie Shaefer of the Bishop's staff to introduce clergy new to the diocese or with new positions in the diocese. Those recently retired were also recognized.

### *New Calls*

The Rev. Halim Shukair, Priest-in-Charge, at Christ Church Dearborn\*

The Rev. Donna Lockhart, Transitional Priest-in-Charge at All Saints Pontiac

The Rev. Toby Darrah, Curate at St. Clare's, Ann Arbor

The Rev. Stacy Salles, Interim at St. James Dexter

The Rev. Chip Dischinger, called as Rector at Trinity, Belleville

The Rev. Tim True, Interim at the Cathedral Church of St. Paul, Detroit

The Rev. Ken Ritter, Interim at All Saints, East Lansing

The Rev. Mitch Yudas, Priest-in-Charge at St. John's, Westland

The Rev. Judith Schellhammer, Priest at St. Andrew's, Livonia

The Rev. Eric Braun, Priest-in-Charge at Grace, Southgate

### *Retirements*

The Rev. Carol Mader (from St. James, Dexter)

The Rev. Lynda Carter (from Grace, Southgate)

The Rev. Kit Carlson (from All Saints, East Lansing)

The Rev. Scott Hunter (from The Cathedral Church of St. Paul, Detroit)

The Rev. Chris Johnson (from All Saints, Pontiac)

## **INTRODUCTION OF SEMINARIANS**

The President invited Ms. Gwyn Duglis and the Rev. Andy Guffey, co-chairs of the Commission on Ministry, to introduce those who are postulants and candidates for Holy Orders:

Mel Carpenter, Christ Church Cranbrook, Bloomfield Hills

Rob Chelemen, St. Michael's and All Angels, Lincoln Park

Libby Jean, St. Michael's, Lansing

Carol Bennett, St. Andrew's, Ann Arbor

Dan Martin, St. John's, Royal Oak

Erica Benson, St. James', Grosse Ile  
Chas Kipp, Christ Church Cranbrook, Bloomfield Hills  
Felicity Thompson, St. Andrew's, Ann Arbor  
Rachel Baird, St. Aidan's, Ann Arbor  
Joe LaVela, Christ Church Cranbrook  
Natalie Magnusson, St. Paul's, Jackson

### **RECOGNITION OF CURRENT DEANS AND COMMISSIONING OF NEW DEAN**

The President asked Assistant Secretary Matthews to recognize the current deans:

Detroit Deanery: The Very Rev. Barry Randolph

Downriver Deanery: The Very Rev. Andrea Morrow

Huron Valley Deanery: The Very Rev. Jeanne Hansknecht

McGehee Deanery: The Very Rev. Chris Yaw

Trinity Deanery: The Very Rev. Chris Fentress- Gannon

William Lyster Deanery: The Very Rev. Deacon Cindy Corner

The President thanked the Rev. Dr. Donna McNiel for her service as Dean of the Capital Deanery.

The President commissioned the Rev. Dr. Gail Shafer as Dean of the Capital Deanery.

### **INTRODUCTION OF CANDIDATES FOR OFFICE**

The President called upon Mr. Greg Wortley and the Rev. Gerardo Aponte-Safe, co-chairs of the Nomination Committee, for the introduction of candidates for office. The candidates were introduced as follows:

*Cathedral Chapter in the Lay Order*

Curtis Norrod

Daniel Pawa

Felicity Thompson

*Cathedral Chapter in the Clergy Order*

Donna Lockhart

Taylor Vines

*Commission on Ministry in the Lay Order*

Gail Blum

*Commission on Ministry in the Clergy Order*

Halim Shukair

*Disciplinary Board in the Lay Order*

Julia Belian

Sandra Curtis

John Weslowski

*Disciplinary Board in the Clergy Order*

George (Chip) Dischinger

Christine Fentress-Gannon

Judith Shellhammer

*Standing Committee in the Lay Order*

Dale Scrace

*Standing Committee in the Clergy Order*

Anne Clark

Julia Huttar Bailey

*Trustee of the Diocese in the Lay Order*

Paul Abdullah

Michael Haberlein

*Trustee of the Diocese in the Clergy Order*

Bob Alltop

Drew VanCulin

**WELCOMING ST. AIDAN’S IN ANN ARBOR AS THEY MOVE FROM MISSION TO PARISH STATUS**

The President asked the members and clergy of St. Aidan’s to come forward as she expressed thanks for their growth, faithfulness, and dedication to being God’s hands and feet in the world. They affirmed their commitment to proclaiming the Gospel, serving their community, and growing in faith and love. The rest of those present affirmed their commitment to support and uphold St. Aidan’s with prayers, encouragement, and fellowship. The President presented St. Aidan’s with the gift of a St. Aidan’s icon.

**INTRODUCTION OF BISHOP’S STAFF**

The Bishop expressed her gratitude for the staff and for their amazing work and the fun and community that they share.

Dennis Boyd – Director of Communication

Kara Chapman – Diocesan Accountant

The Rev. Sister Veronica Dunbar – Missioner for Spirituality and Race

The Rev. Canon Ellen Ekevag – Canon for Congregational Development & Transitions

Susan Mason – Executive Assistant to the Bishop

Canon Mark Miliotto – Canon for Finance and Chief Financial Officer

Carmen Piggins – Missioner for Ministry with Young People

Crystal Ramirez – Director of Administration

The Rev. Susie Shaefer – Associate for Transitions & Local Formation

**ANNOUNCEMENTS**

The Secretary made several procedural announcements

**CLOSING PRAYER**

The President invited the Rev. Sr. Veronica Dunbar to lead the body in prayer.

**ANNOUNCEMENT OF RECESS**

The President announced that the Convention would stand in Recess until 9:30 A.M. tomorrow morning, sharp.

**SATURDAY, OCTOBER 19, 2024**

**9:30 A.M.**

**HOLY EUCHARIST**

The Convention Eucharist included a moving sermon by the Rt. Rev. Eugene Sutton on the topic of repairing the breach. The annual Necrology of the Diocese was included in the Prayers of the People. The following were remembered: *The Rev. Dcn. Dorothy Stone Calmes, Patricia Church, Jeffrey Cummings, Clarke Flewelling, The Rev. Linda Ferguson, Shirley Hartley, Patricia Hill, Pam Irwin, Mary Johnson, Anita Ketterer, Christina Krupka, The Rev. Peter D. Mackey, Tom McCormick, June McGehee, The Rev. Canon Benjamin Muskoge-Lubega, Ingrid Smart, The Rev. Dcn. Jeanne Stout, Thomas Tabor, The Rev. Lewis Towler, Lois Wiggins, The Rev. Robert Wills*

Contributions made to the Convention Eucharist offering, totaling \$7841.25, will be going to Episcopal Relief and Development to assist with Hurricane Relief.

**11:15 A.M.**

**SECOND BUSINESS SESSION**

**CONVENTION RECONVENES**

The President called Convention to order.

**BISHOP'S ADDRESS**

The Bishop spoke on the Convention theme, Repairing the Breach. A video featuring testimonials from some of those who participated in the first diocesan Pilgrimage was shown.

Following a prayer, table groups were asked to discuss three questions:

What stood out to you?

Where do you still see the legacy of racialized injustice still active in your community?

What more do you want to learn? What are you curious about?

The Bishop added some closing remarks and information about next steps, including:

Civil Rights Pilgrimage 2025

Sacred Ground (Diocesan Anti-Racism Curriculum)

Conversation in Your Context with Sr. Vee

Local Reparations Initiatives

Keep learning

Keep the conversation going

**REPORT BY THE SECRETARY ON THE RESULTS OF THE FIRST BALLOT**

The President recognized the Secretary to report on the results of the first ballot.

*Cathedral Chapter in the Lay Order*

Felicity Thompson--elected

*Cathedral Chapter in the Clergy Order*

Taylor Vines--elected

*Commission on Ministry in the Lay Order*

Gail Blum--elected

*Commission on Ministry in the Clergy Order*

Halim Shukair--elected

*Disciplinary Board in the Lay Order*—no election

*Disciplinary Board in the Clergy Order*—no election

*Standing Committee in the Lay Order*

Dale Scrace--elected

*Standing Committee in the Clergy Order*

Julia Huttar Bailey--elected

*Trustee of the Diocese in the Lay Order*

Paul Abdullah--elected

*Trustee of the Diocese in the Clergy Order*

Bob Alltop--elected

## **SECOND BALLOT**

The President recognized the Secretary for the purpose of instruction on the Second Ballot. Secretary Hamlin explained the need for a second vote for the Disciplinary Board in both orders. In the lay order, the candidates would be Julia Belian and Sandra Curtis. In the clergy order, the candidates would be the Rev. Christine Fentress-Gannon and the Rev. Judith Schellhammer. The tellers distributed ballots and collected them once voting was complete.

## **CAMPUS MINISTERS REPORT TO CONVENTION**

The President expressed gratitude for the campus ministries at Wayne State University, Henry Ford College, the University of Michigan-Dearborn, Michigan State University and the University of Michigan-Ann Arbor. She invited the chaplains and ministry representatives to the platform to share updates. The Rev. Halim Shukair shared remarks prepared by The Rev. Ben Adams (Wayne State University, Henry Ford College and the University of Michigan-Dearborn). The Rev. Donna McNeil (Canterbury Michigan State University) and The Rev. Matthew Lukens (Canterbury House University of Michigan) reported on their work. All thanked the Diocese for its support.

## **ANNOUNCEMENTS**

The Secretary shared several procedural announcements.

Convention will reconvene in this room at 1:45 P.M.

**1:45 P.M.**

## **THIRD BUSINESS SESSION**

## **CONVENTION RECONVENES**

The President called Convention to order and opened with a brief prayer.

## **REPORT BY THE SECRETARY ON THE RESULTS OF THE SECOND BALLOT**

The President recognized the Secretary to report on the results of the second ballot.

## **REPORT FROM THE COMMITTEE ON CONSTITUTION AND CANONS**

The President invited committee chair, The Rev. Bob Alltop, to present the report from the Committee on Constitution and Canons.

The Rev. Alltop moved the first proposed change to the canons as follows:

### **Resolution 190-2: Provide Election of Youth Delegates**

#### **PROPOSED CHANGES TO THE CANONS OF THE DIOCESE OF MICHIGAN**

##### **Proposed Change to the Canons Providing for the Election of Youth Delegates**

Add the Following as Canon 1.1.1.3:

- 1.1.1.3 Youth Delegates. Each Deanery shall select a youth delegate who is attending school in grades 9-12. The method of selection may be determined by each Deanery at the time of selection. Those selected shall serve as Members of Convention with voice and vote. The Dean of each Deanery shall notify the Secretary of Convention in writing of the name of the person selected as soon as possible after selection, but not less than 14 days before the start of the Convention.

*Rationale: This addition to the canons is proposed to indicate how Youth Delegates attending convention will be selected. Because youth programs in the diocese evolve over time, we have sought to leave this process flexible and to be implemented at the Deanery level, in accordance with the proposed Constitutional change above. [Resolution 190-1 considered in the first business session]*

The President called for a voice vote. **The motion was adopted.**

The Rev. Alltop moved the second proposed change to the canons as follows:

### **Resolution 190-3: Election of Bishops**

#### **PROPOSED CHANGES TO THE CANONS OF THE DIOCESE OF MICHIGAN**

##### **Proposed Change to the Canons for Election of Bishops**

##### **Existing Canon**

- 1.3.2 For Election of a Bishop. The election of a Bishop, a Bishop Coadjutor or Bishop Suffragan of this Diocese shall be at an Annual Convention or at a special Convention called for that purpose, following a call by the Ecclesiastical Authority for such an election.

- 1.3.2.1 Appointment and Term of Nominating Committee. Within thirty (30) days after the Ecclesiastical Authority calls for the election of a Bishop, Bishop Coadjutor or Bishop Suffragan, the Standing Committee shall appoint a committee to be known as “The Committee for the Nomination of a Bishop” (in this Canon 1.3.2, referred to as the “Committee”) consisting of eight (8) to fourteen (14) persons, of equal numbers of members of the clergy and laypersons eligible to be Members of Convention, who are broadly representative of the Diocese.

- 1.3.2.1.1 Convocation. The Standing Committee shall notify the Secretary of Convention of the identity of the Committee members. The Secretary shall convene the first meeting of the Committee, and the Committee shall elect its presiding officer and secretary at the first meeting.

1.3.2.1.2 Vacancies. The Standing Committee may at any time fill any vacancies in membership of the Committee, maintaining the equal number of clergy and lay members.

1.3.2.1.3 Term. The Committee shall continue until the earlier of (i) close of the Convention at which the Bishop, Bishop Coadjutor or Bishop Suffragan shall have been elected or (ii) until the Committee shall have been discharged by action of the Convention or (iii) withdrawal of the call for election by the Ecclesiastical Authority.

1.3.2.2 Duties and Role of the Committee. The Committee shall call for, receive and may itself propose for its consideration names of persons who may lawfully be elected to the Episcopal office to be filled, and shall establish the time within which such suggested names must be filed with the Committee. If any member of the Committee is proposed for consideration as a nominee for the Episcopal office, that member shall either withdraw from consideration or resign from the Committee.

The Committee shall inform itself about the persons proposed for consideration with due diligence, including background investigations sufficient to satisfy reasonable inquiry about each person's character and fitness for the office; and shall approve any person whose name it submits as nominee based on such review. Any person who is to be considered for nomination shall consent in writing to such background investigation as the Committee shall deem appropriate as a condition for consideration.

1.3.2.2.1 Budget. The Committee, with the concurrence of Diocesan Council, shall establish a budget for its official duties, which shall be funded by the Diocese.

1.3.2.3 Nominations and Publication of Report of Nominations. After due consideration if the Committee for the Nomination of a Bishop deems at least two (2) of the persons considered to be qualified for the Episcopal office, it shall select not fewer than two (2) or more than five (5) of such persons, each of whom has consented to be nominated, as nominees for such office. The Committee shall prepare a written report to the Standing Committee, giving the names of the nominees, together with a brief biographical sketch of each. After approval of the names, the Standing Committee shall publicize the names of the nominees and describe and open the process for nominations by petition. If any nominee withdraws from consideration prior to the Convention, the Committee for the Nomination of a Bishop, with approval of the Standing Committee, may substitute the name of another person previously considered by the Committee and deemed qualified and who has consented to be nominated; and such a substitution shall constitute nomination of that person.

1.3.2.4 Nominations by Petition. Following the dissemination of the names of the nominees by the Standing Committee, nominations may be made by petition, which must be presented to the President of the Standing Committee at least seventy (70) days before the date set for the Convention. Such nominations must be signed by at least eight (8) lay delegates and/or clergy (electors) of the Convention and accompanied by a letter of assent from the person so nominated.

Background and other checks as performed on the Committee Nominees shall be ordered for each of the persons nominated by petition.

The Standing Committee shall publicize, not less than thirty-five (35) days before the date set for the Convention, the names of the lawful candidates nominated by petition.

The entire list of persons nominated, whether by the Committee for the Nomination of a Bishop or by petition, shall be printed and mailed by the Secretary of Convention to each of the lay delegates and clergy of the Convention not later than thirty (30) days

before the date set for the Convention.

The Standing Committee shall ensure that there are appropriate opportunities for all persons nominated, whether by Committee or by petition, and the Members of Convention to become mutually acquainted.

1.3.2.5 Action on Nominees at Convention. The entire list of persons nominated, whether by the Committee or by petition, shall be considered at a Convention held not less than sixty (60) days or more than ninety (90) days following the publication of the names of nominees by the Standing Committee, on a date set by the Ecclesiastical Authority. Following the seating of Members of Convention and establishment of the rules of Convention, the entire list of persons nominated, whether by the Committee or by petition, shall be presented and constitute a nomination of each of the nominees.

1.3.2.6 Election. Election of Bishop, Bishop Coadjutor or Bishop Suffragan shall be made in the following manner: The clergy and layperson Members of Convention shall vote separately, by orders. A majority of votes of each order on the same ballot shall be necessary to elect.

At least 45 days prior to the election of a Bishop, Bishop Coadjutor or Bishop Suffragan, the Ecclesiastical Authority shall appoint an Elections Commission. The Elections Commission shall be responsible for the process for the election and the tabulation and reporting of the results of elections. The Elections Commission shall consist of three members of the clergy and two laypersons. The parliamentarian will serve as an ex-officio, non-voting member of the committee. After the ballots have been counted and the election completed, the Elections Commission shall prepare a written certificate to be signed by a majority of the Commission, indicating the number of ballots cast, the number disqualified, and the results of the election. The name of the person elected shall be announced by the Secretary of Convention and entered in the minutes of the Convention.

### **Proposed Change (Additions in bold/underline; deletions in strikeout)**

1.3.2 For Election of a Bishop. The election of a Bishop Diocesan, a Bishop Coadjutor or Bishop Suffragan of this Diocese shall be at an Annual Convention or at a special Convention called for that purpose, following a call by the Ecclesiastical Authority for such an election. The Standing Committee, which is in charge of establishing the process for the nomination and election of a Bishop, will consult with the Episcopal Church regarding current best practices and processes for episcopal elections.

1.3.2.1 Appointment and Term of a **Search and** Nominating Committee. ~~Within thirty (30) days~~ After the Ecclesiastical Authority calls for the election of a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan, with consideration given to input from the Episcopal Church on best practices and processes for episcopal elections, the Standing Committee shall create a timeline for the process of searching for, nominating, and electing a bishop. The Standing Committee shall appoint a committee to be known as “The Committee for the a Search and Nomination of a Bishop” Committee (in this Canon 1.3.2, referred to as the “Committee”) consisting of eight (8) to fourteen (14) persons, of equal numbers of members of the clergy and laypersons eligible to be Members of Convention, who are broadly representative of the Diocese. The Standing Committee will publish the names of the Committee members as early as is practical after the Committee is created. The President of the Standing Committee will convene the first meeting of the Search and Nominating Committee, at which meeting the Committee will elect a presiding officer and clerk.

1.3.2.1.1 Convocation Appointment of a Transition Committee. The Standing Committee shall ~~notify the Secretary of Convention of the identity of the Committee members. The Secretary shall convene the first meeting of the~~ may also create a Transition Committee, consisting of eight (8) to fourteen (14) persons, of equal number of clergy and the Committee shall elect its presiding officer and secretary at the first meeting. laypersons eligible to be Members of Convention, who are broadly representative of the Diocese.

1.3.2.1.2 Vacancies. The Standing Committee may at any time fill any vacancies in membership of the Search and Nomination Committee and Transition Committee, maintaining the equal number of clergy and lay members.

1.3.2.1.3 Term of the Search and Nominating Committee. The Search and Nominating Committee shall continue until the earlier of (i) close of the Convention at which the Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan shall have been elected or (ii) until the Committee shall have been discharged by action of the Convention or (iii) withdrawal of the call for election by the Ecclesiastical Authority.

1.3.2.1.4 Term of the Transition Committee. The Transition Committee shall continue until the earlier of (i) consecration and installation of the Bishop or any events the Transition Committee has organized related to these events, subsequent to their completion or (ii) withdrawal of the call for election by the Ecclesiastical Authority.

1.3.2.2 Duties and Role of the Committees. The Search and Nomination Committee shall call for, receive and may itself propose for its consideration names of persons who may lawfully be elected to the Episcopal office to be filled, and shall establish the time within which such suggested names must be filed with the Committee. If any member of the Committee is proposed for consideration as a nominee for the Episcopal office, that member shall either withdraw from consideration or resign from the Committee. The Committee shall inform itself about the persons proposed for consideration with due diligence, including background investigations sufficient to satisfy reasonable inquiry about each person's character and fitness for the office; and shall approve any person whose name it submits as nominee based on such review. Any person who is to be considered for nomination shall consent in writing to such background investigation as the Committee shall deem appropriate as a condition for consideration.

The Transition Committee shall plan, coordinate, and carry out primary events during the transition, including the walk-about, which present the nominees to the Diocese, and the consecration and seating of the bishop-elect.

1.3.2.2.1 Budget. The Standing Committee, with the concurrence of Diocesan Council, shall establish a budget for ~~its~~ the official duties of the Search and Nomination Committee and Transition Committee, which shall be funded by the Diocese.

1.3.2.3 Nominations and Publication of Report of Nominations. After due consideration, if the ~~Committee for the Search and Nomination Committee of a Bishop~~ Committee deems at least ~~two (2)~~ three (3) of the persons considered to be qualified for the Episcopal office, it shall select not fewer than two (2) ~~three (3)~~ or more than five (5) of such persons, each of whom has consented to be nominated, as nominees for such office. The Committee shall prepare a written report to the Standing Committee, giving the names of the nominees, together with a brief biographical sketch of each. After approval of the names, the Standing Committee shall publicize the names of the nominees and describe and open the process for nominations by petition. If any nominee withdraws from consideration prior to the Convention, the ~~Committee for the Search and Nomination of a Bishop Committee~~, with approval of the Standing Committee, may substitute the name of another person previously considered by the Committee and deemed qualified and who has consented to be nominated; and such a substitution shall constitute nomination of that person.

1.3.2.4 Nominations by Petition. Following the dissemination of the names of the nominees by the Standing Committee, nominations may be made by petition, ~~which must be presented to the President of~~ according to the process established by the Standing Committee at least seventy (70) days before the date set for the Convention. Such nominations must be signed by at least sixteen (16) nominators, eight (8) ~~lay delegates and/or~~ clergy nominators (electors) of the Convention who are canonically resident in the Diocese of Michigan, and 8 lay persons who are communicants in good standing in the Diocese of Michigan. The 16 nominators must represent at least six (6) different

congregations. There must be two nominators, one clergy and one lay person, from a majority of deaneries in the Diocese of Michigan. The signed petition must be accompanied by a letter of assent from the person so nominated.

(a) Background and other checks as performed on the Committee Nominees shall be ordered for each of the persons nominated by petition. The Standing Committee has the authority to disqualify a person nominated by petition (e) for failure to satisfactorily pass the background and other checks. If disqualified by the Standing Committee, such individual will no longer be considered a person nominated by petition and will not be included in any published list of persons nominated.

(b) After the close of the petition process, and after the background and other checks have been completed and any determinations of disqualification made, The Standing Committee shall publicize and make available to , not less than thirty five (35) days before the date set for the Convention, the names of the lawful candidates nominated by petition. (c) The entire list of persons nominated, whether by the Committee for the Nomination of a Bishop or by petition, shall be printed and mailed by the Secretary of Convention to each of the lay delegates and clergy of the Convention not later than thirty (30) days before the date set for the Convention (d) , the entire list of persons nominated, whether by the Search and Nomination Committee or by petition.

(c) The Standing Committee shall ensure that there are appropriate opportunities for all persons nominated, whether by Committee or by petition, and the Members of Convention to become mutually acquainted.

1.3.2.5 Action on Nominees at Convention. The entire list of persons nominated, whether by the Committee or by petition, shall be considered at a Convention ~~held not less than sixty (60) days or more than ninety (90) days following the publication of the names of nominees by the Standing Committee,~~ on a date set by the Ecclesiastical Authority. Following the seating of Members of Convention and establishment of the rules of Convention, the entire list of persons nominated, whether by the Committee or by petition, shall be presented and constitute a nomination of each of the nominees.

1.3.2.6 Election. Election of Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan shall be made in the following manner: The clergy and layperson Members of Convention shall vote separately, by orders. A majority of votes of each order on the same ballot shall be necessary to elect.

~~At least 45 days prior~~ Prior to the election of a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan, the Ecclesiastical Authority shall appoint an Elections Commission. The Elections Commission shall be responsible for the process for the election and the tabulation and reporting of the results of elections. The Elections Commission shall consist of three members of the clergy and two laypersons. The parliamentarian will serve as an ex-officio, non-voting member of the committee. After the ballots have been counted and the election completed, the Elections Commission shall prepare a written certificate to be signed by a majority of the Commission, indicating the number of ballots cast, the number disqualified, and the results of the election. The name of the person elected shall be announced by the Secretary of Convention, and entered in the minutes of the Convention.

*Rationale: The Standing Committee provided significant feedback after the last Bishop election that the current canons are rigid in their required timing and are more complicated than current best practices for Bishop elections. The proposed changes are meant to simplify the timing and process, maintaining our current level of lay and clergy involvement, clearly define the roles of the Search and Nominating Committee and the Transition Committee, and further refine the process for nominating candidates by petition.*

There being no debate, the President called for a voice vote. **The motion was adopted.**

### **LEGACY VIDEO: ST. PAUL’S, BRIGHTON**

The President invited Members of Convention to watch a brief video about a gift given to St. Paul’s, Brighton.

### **REPORT FROM THE COMMITTEE ON REFERENCE**

The President invited The Rev. Anthony Estes, Chair of the Committee on Reference, to present the Committee’s report. The Rev. Estes moved the following:

#### **Resolution 190-4: Nominal Honorarium for Nonstipendiary Deacons and Priests**

##### **Proposed Resolution**

##### **Nominal Honorarium for Nonstipendiary Deacons and Priests**

Proposed by: The Ven. Timothy Spannaus, Archdeacon

**RESOLVED**, That the 190th Convention of the Diocese of Michigan declares it to be the policy of this diocese that all active deacons and non-stipendiary priests shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

**RESOLVED**, That this Convention requests that all congregations or organizations in the Diocese of Michigan served by nonstipendiary deacons or priests pay such clergy a nominal honorarium of at least twenty-five dollars (\$25) per month during fiscal year 2022 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

**RESOLVED**, That beginning in fiscal year 2025, every congregation or organization served by a nonstipendiary deacon or priest, excepting those listed as retired in the parochial report, shall pay such deacon a nominal honorarium of at least twenty-five dollars (\$25) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%).

**EXPLANATION:** *Resolution A135 Compensation for Non-stipendiary Clergy encourages “each diocese to consider paying all active currently non-stipendiary clergy of any order under the age of 72, canonically resident in and serving in the Episcopal Church, and with a current letter of agreement with the congregation or entity they serve, a minimum of \$25 per month, and pay assessments on their behalf to the Church Pension Fund (CPF) to enable access to applicable benefits from the Fund, beginning January 1, 2025.*

*Deacons and non-stipendiary priests in the Episcopal Diocese of Michigan serve in their congregational and diocesan positions as deacons without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church. One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health and financial points of view. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons were paid a nominal amount, the deacons would be eligible for these benefits. This proposed amendment asks that congregations make such a nominal payment of \$25 a month to deacons, as well as a payment of 18% (\$4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.*

*The resolution is not in any way intended to suggest that the proposed payments adequately compensate deacons for the work they do. The whole point is to give deacons access to Church Pension Fund resources.*

There was considerable discussion about the wording used to describe “nonstipendiary clergy.” The following amendment was adopted on a voice vote (additions in **bold/underline**; deletions in ~~strikeout~~):

**RESOLVED**, That the 190th Convention of the Diocese of Michigan declares it to be the policy of this diocese that all active ~~deacons and non-stipendiary priests~~ **nonstipendiary clergy** shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

**RESOLVED**, That this Convention requests that all congregations or organizations in the Diocese of Michigan served by ~~nonstipendiary deacons or priests~~ **active nonstipendiary clergy** pay such clergy a nominal honorarium of at least twenty-five dollars (\$25) per month during fiscal year 2022 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

**RESOLVED**, That beginning in fiscal year 2025, every congregation or organization served by a ~~nonstipendiary deacon or priest~~ **active nonstipendiary clergy**, excepting those listed as retired in the parochial report, shall pay such ~~deacon~~ **clergy** a nominal honorarium of at least twenty-five dollars (\$25) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%).

There being no further discussion, the President called for a voice vote. **The resolution as amended was adopted.**

Rev. Estes then moved the following:

### **Resolution 190-5: Climate Justice, Climate Action**

#### **Proposed Resolution: Climate Justice, Climate Action**

Proposed by Climate Change Task Force, co-chairs Ruth Boeder and the Rev. Tom Ferguson

Environmental justice is a critical part of our Christian faith. Our faith in the incarnate God, our membership in beloved community, and our responsibility as caretakers of God’s creation all call us to act,

**RESOLVED**, that the 190th convention of the Episcopal Diocese of Michigan calls for

- the Bishop’s Staff
- the Diocesan Council
- the Standing Committee
- the Trustees
- and all the bodies and worshipping communities within this diocese

to prioritize environmental action, especially action to reverse climate change within our church bodies, in our community, and in the broader civic arena,

**RESOLVED**, that the 190th convention of the Episcopal Diocese of Michigan calls for the Bishop to create an ongoing Environmental Justice Action Commission (EJAC) to promote and coordinate action across and beyond the diocese to promote environmental justice,

**RESOLVED**, that the EJAC shall seek ways for the Episcopal Diocese of Michigan to appropriately respond to the Creation Care resolutions passed at the 81st General Convention of the Episcopal Church,

**RESOLVED**, that the 190th convention of the Episcopal Diocese of Michigan calls for the EJAC to liaise with the Bishop’s Staff, the Diocesan Council, the Standing Committee, and the Trustees to prepare a report to the 191st convention of EDOMI about how each entity is taking action for environmental justice and to reverse the impacts of climate change and periodically to conventions after that,

**RESOLVED**, that the 190th convention of the Episcopal Diocese of Michigan encourages each deanery, in its annual report to the diocesan convention, to report on what actions congregations in that deanery have taken to address climate change,

**RESOLVED**, that each worshipping community in the Episcopal Diocese of Michigan shall set a climate action goal for themselves, with a target completion date of the 200th Diocesan Convention, and

**RESOLVED**, that the Diocese shall allow and encourage the use of the Advocacy Grant and other Diocesan grant funds to support the achievement of these goals, as and when the goals align with the criteria for various grants

The President called for a voice vote. **The motion was adopted.**

### **SPECIAL ORDER OF BUSINESS: GENERAL CONVENTION REPORT**

The President called on The Rev. Phil Dinwiddie for an update on General Convention 2024. Rev. Dinwiddie and Mr. Cedric Flounory presented a report. They called the attention of Convention to the “Report on the 81<sup>st</sup> General Convention” found in the Convention booklet. The detailed report summarizes 35 big developments in the Episcopal Church coming out of General Convention.

The President thanked members of the deputation: the Rev. Phil Dinwiddie, the Rev. Judith Schellhammer, the Rev. Gerardo Aponte-Safe, the Rev. Anthony Estes, the Rev. Anne Lawson, Ms. Brittany Estes, Mr. Steve Ott, Mr. Cedric Flounory, Mr. Luke Thompson, and Ms. Carol Latimer.

### **GC KIDS—END GUN VIOLENCE**

The President invited up to the platform young people from our diocese who took part in “Youth Working to End Gun Violence” at General Convention. Aiden Gable, Sophie Gable, Melaina Magnusson, Serene’(a) McLemore, and TJ Rapson each shared remarks about their experiences. A brief video was presented. The President thanked these five for their participation.

### **THE PRESENTATION OF THE 2025 DIOCESAN BUDGET, THE 2026 DRAFT BUDGET AND THE FORMULA FOR CONGREGATIONAL SUPPORT**

The President recognized Canon Mark Miliotto, Treasurer of the Diocese, and Michele Wogaman, Chair of the Mission Budget Committee, for the purpose of presenting the 2025 Proposed Diocesan Operating Budget, the 2026 Draft Budget, and the proposed formula for Congregational Support of the mission and ministry of our Diocese, including supporting slides.

Canon Miliotto moved the following on behalf of the Diocesan Council:

**RESOLVED**, that the 2025 Operating Expense Budget of the Episcopal Diocese of Michigan be in the amount of \$2,570,657.

**RESOLVED**, that the Diocesan Council shall have the authority to adjust the adopted budget in keeping with income assured from expected operating income.

**RESOLVED**, that the formula for calculating the apportionment for congregational support of the 2026 diocesan operating budget will be based on 10% of the three-year average of each congregation’s normal operating income as reported in the Parochial Report in the years 2022, 2023, and 2024.

A voice vote followed each motion. **The motions were adopted.**

### **LEGACY GIVING VIDEO: CHURCH OF THE RESURRECTION, CLARKSTON**

The President invited Members of Convention to watch a brief video about a gift given to Church of the Resurrection, Clarkston.

Following the video, the President announced a legacy giving party at her home on February 23, 2025. She is happy to attend parties that congregations have for people who have remembered the congregation in their estate planning.

## **RESOLUTIONS OF COURTESY**

The President recognized the Rev. Anthony Estes, Chair of the Committee on Reference, for the purpose of resolutions of courtesy.

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan extend its greetings, love, support, and prayers for continued healing to the Most Rev. Michael B. Curry, Presiding Bishop of The Episcopal Church for his inspired leadership of the Episcopal Branch of the Jesus Movement and its ministry in this time, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan extend its greetings, congratulations, support, and prayers for the Right Reverend Sean W. Rowe and his election as the 28th Presiding Bishop of The Episcopal Church. We look forward to the beginning of his term on November 1, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan extends its greetings, love, and support to the lay people, bishops, priests, and deacons of our sister dioceses in Michigan, to the north, east and west; and we celebrate with the newly formed Diocese of the Great Lakes. We also extend greetings to our Moravian siblings in Christ; and to the bishops and people of the Southeast Michigan Synod and the North/West Lower Michigan Synod of the Evangelical Lutheran Church in America, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan express its appreciation and gratitude to all committees of Convention, our Diocesan staff, worship leaders and planners, altar guild, volunteers, our parliamentarian, and all others who offered and used their many gifts to plan and complete the arrangements of this Annual Convention, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan express its sincere gratitude and appreciation to the workers and management of the Suburban Collection Showplace, the Hyatt Place Hotel in Novi for their gracious hospitality, service, and assistance in housing and feeding this gathering, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan extends profound thanks to our Diocesan Staff; the Rev. Canon Ellen Ekevag, Canon Mark Miliotto, the Rev. Susie Shaefer, Kara Chapman, Crystal Ramirez, the Rev. Sister Veronica Dunbar, Susan Mason, Dennis Boyd Jr., and Carmen Piggins for their unwavering support, knowledge, insight, and resilience in service to our diocese, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan send its love, prayers and profound gratitude to the Canon Jo Ann Hardy, the recently retired Canon to the Ordinary. We give thanks for her years of leadership and ministry among us, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan send its love, prayers, and appreciation to Mrs. Shirley Gordon, widow of a prior bishop of this diocese, William Gordon, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan send its love, prayers, and appreciation to the Rt. Rev. Wendell N. Gibbs, Jr. and his spouse Karlah, in this 25th year of his consecration as bishop of the Church, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan send our love, our prayers and our greetings to the Rt. Rev. Shannon McVean-Brown, Bishop of Vermont and the Rt. Rev. Deon Johnson, Bishop of Missouri, former clergy of our Diocese, and be it further

**RESOLVED**, that the 190th Convention of the Episcopal Diocese of Michigan thank the Rt. Rev. Eugene Taylor Sutton, bishop retired of Maryland for his pastoral presence and encouragement to embrace the work of reparations, as a means of demonstrating our commitment to repent of and denounce the sin of racism, and be it further

**RESOLVED**, that this 190th Convention of the Episcopal Diocese of Michigan express our love, support, and heartfelt prayers to our Bishop, The Rt. Rev. Dr. Bonnie A. Perry, and her spouse, the Rev. Dr. Susan Harlow. We give thanks for your personal and corporate witness, pastoral ministry and spiritual guidance, especially during these challenging times of war, environmental crisis, gun violence, and political unrest. Together, may we continue to repair the breach as we are ever mindful of the blessings of diversity and responsive to the dignity of every human being. We offer our collective prayers for your protection and Spirit-filled insight as we face the joys and challenges of serving God's mission in the days and months ahead.

**The Resolutions were adopted** with enthusiastic applause.

## **VIDEO**

The President introduced a video tour of the Diocese.

## **APPROVAL OF THE CALL OF THE 191ST ANNUAL CONVENTION**

The President recognized Secretary Hamlin for the purpose of the Call of the 191st Annual Convention. Secretary Hamlin announced: Pursuant to Article IV of the Constitution of the Diocese of Michigan, I move approval of the Call of the 191st Annual Convention of the Diocese of Michigan to be held on October 25/26, 2025 at the Suburban Collection Showplace, Novi, Michigan. The President called for a second, and there being no discussion, the motion to hold the 191st Convention of the Diocese of Michigan on October 25/26, 2025 at the Suburban Showcase in Novi was adopted.

## **ADJOURNMENT**

The President offered the following concluding comments:

“I’m deeply thankful for this Diocese and to be your Bishop. That we are a people who can open our hearts to “Repair the Breach”—to mend the brokenness of our history and our communities, especially the deep wounds caused by racism, injustice, and the legacy of oppression. Together we will continue this work guided by the Holy Spirit.

As we draw to a close I extend my thanks to all of you, and to

Everyone who worked on Convention Planning

The Election Commission

The Planning Team for Worship

Members of the Platform

The musicians and singers

Participants in the liturgies

The Committee on Reference

The Committee on Constitution and Canons

The Committee on Nominations

The Mercury Sound and Lighting Team

The staff members of the Suburban Collection Showplace, Novi

The staff of the Hyatt Place, Novi, Our dedicated volunteers, youth pages, and convention assistants

And, to my wonderful staff: Mark, Kara, Crystal, Sr. Vee, Dennis, Carmen, Susan, Ellen, Susie, and Tim  
Thank you! I am so grateful for each of you.”

The President announced that, there being no further business to come before the assembly, she banged the gavel and declared the **190th Convention of the Diocese of Michigan adjourned, sine die.**

Respectfully submitted,

The Rev. Canon W. Richard Hamlin, Ph.D.  
Secretary of Convention

**REPAIRING THE BREACH**  
**Diocesan Convention October 18-19, 2024**  
**190th Convention for the Episcopal Diocese of Michigan**  
**Isaiah 58**  
**The Rt. Rev. Dr. Bonnie A. Perry, XI Bishop of Michigan**

*Your ancient ruins shall be rebuilt;  
you shall raise up the foundations of many generations;  
you shall be called the repairer of the breach,  
the restorer of streets to live in.*

Isaiah 58:12

Good morning. Thank you all for taking time to be here with me and with all of us today, together. I very much appreciate you offering your time in this space.

Thank you also to my colleague Bishop Eugene Sutton the retired bishop of Maryland. Bishop Sutton, your words and your leadership in pioneering an Episcopal Diocese's grappling with the legacy of slavery and embracing financial reparations as a way of embodying the Gospel and transforming our communities is inspiring. I won't lie, it's also a bit terrifying.

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Five and half years ago, the bishop search committee asked each of the four final candidates to put together a short video they could use to introduce us to the people of this diocese. In my video, I talked about learning from young people, being worried about aging buildings, the power of vestry meetings that begin with 45 mins of bible study and prayer and then I also said, that:

*'I find myself dreaming [of] sacred conversations about race. Where I acknowledge my sin and where I and the church make amends and repair, reparations so that we might move toward reconciliation and if we were to do these conversations, have these conversations with vulnerability and sincerity that we might be a model for the secular world.'*

That was my longing, before I even knew you. And here we are together, today venturing toward Holy Ground, living out a hope and a dream. But it's maybe not an easy dream...

As a person who happens to be white, every time I speak to a person of color about race, racism, slavery, equity, diversity, inclusion and any of the other topics that vaguely touch on race, I am convinced that I

will say something stupid, or hurtful, or massively ignorant. This fear of mine is not without some basis in reality. So, sometimes I shy away from the topic. So, the idea of building a convention theme around *'repairing the breach'* and beginning diocesan wide conversations on the lasting legacy of slavery and red-lining in Southeast and South central Michigan is terrifying.

But I remember a story my good friend, Jennifer Baskerville-Burrows, who is the bishop of Indianapolis and the first black woman to be a diocesan bishop told me. As she tells it, she was visiting a predominantly white congregation in her diocese and in the course of her conversation with them, during her Q&A at coffee hour, someone said, "Bishop it is so hard to talk about Racism, we are really, really tired of talking about it." To which Bishop Jennifer replied, "I hear you. And it's even harder and more tiring to keep experiencing racism..."

We have been, bit by bit addressing and doing our level best to understand more about racism and the legacy of slavery that is in the cells of the soul of our country. When I was seated in our cathedral, my first Sunday there, I preached on this topic. In our first Lent together Sister Veronica Dunbar and I lead our first book study on the sin of racism. You will remember that Spring of 2020 as the COVID virus spread through the world, Mr. George Floyd was murdered by Officer Derek Chauvin in Minneapolis. The week after his death we had more than 200 people on a zoom call addressing racism. Following that, after congregation after congregation embraced Sacred Ground Curriculum exploring race. More than 18 people from our diocese participated in an two year seminary program on Anglican Social Justice.

On the anniversary of Mr. George Floyd's murder we led an international service of prayer which included people from across our nation as well as our siblings in the Anglican Church of Canada.

In the Fall of 2020, I asked the Rev. Sister Veronica Dunbar, Sister V, to join my staff as our missioner for Spirituality and Race. Sister V for these last four years has been leading retreats, book groups, study sessions and congregational gatherings inviting all of us to do the soul healing work of wrestling with the legacy of slavery, in our country, our church and in our diocese.

In the Spring of 2021 I convened a group of eight people lay and clergy, white and black, to interview the various Episcopal entities who have engaged in a serious process of reckoning with the legacy of slavery and responding with financial reparations. I charged that group to do deep-dive interviews with people from the Dioceses of Maryland, Texas, and Rhode Island as well as faculty and staff from Virginia Theological Seminary and the Episcopal Church Center. The goal of the interviews, was to explore the processes of the various groups, discern best practices and to learn of their mistakes and missteps. I know that in a process such as this we are bound to make mistakes, my goal is that we avoid previous pitfalls and instead make new mistakes!

All the while our Advent and Lenten book studies have continued with robust groups of people

participating and individual congregations are doing their own intentional work, including connecting with indigenous peoples.

This past February, led by Sister Vee, 45 of us from our diocese and a few people from the Dioceses of Chicago and the Great Lakes went on a Civil Rights pilgrimage to Montgomery and Birmingham, Alabama. In a few minutes you will see a video, offering some reflections from that transformative journey.

We as a diocese, have slowly, morning by morning as the psalmist writes, been exploring the legacy of slavery. I invite us now to enter into a period of deeper learning and greater engagement with this original sin of our country. In a time when the world is fraught, and rhetoric is heated and polarities are being stoked by political candidates, I invite us, followers of Christ, to be the people who do not look away, to be the people who wade in with each other and begin to learn from one another, to hear each other into speech, with a vulnerability and sincerity, that will create space for God's Holy word to be heard.

My longing is that eventually the people, the congregations and the institutions of the Episcopal Diocese of Michigan come together to make a significant financial contribution that enables us to create pathways of hope and healing in our broken and divided world.

I believe particularly in this divisive time we, the people of the Diocese of Michigan are called to be the ones who embody Christ's love to our world.

Friends, it is my greatest joy to serve as your Bishop. Thank you so very much for calling me. Now as we watch this video, I invite you to enter into a pilgrimage of reckoning and longing for something more in our land, this United States of America.

**THE 190<sup>TH</sup> CONVENTION OF THE DIOCESE OF MICHIGAN**  
**OCTOBER 18/19, 2024**

**REGISTRATION OF LAY DELEGATES**  
**SUBURBAN SHOWCASE, NOVI, MICHIGAN**

Adrian, Christ Church

Abraham, Sam  
Johnson, Audrey

Allen Park, St. Luke's

Gombos, Doris  
Metz, Carol

Ann Arbor, Church of the Incarnation

Daligga, Catherine  
Hefferlin, Hilary  
Swanson, Jon

Ann Arbor, St. Aidan's

Earle, Michael  
Gilchrist, Randy  
Smereck, Susan

Ann Arbor, St. Andrew's

Halgren, Elizabeth  
Field, Lorraine  
Richert, Lucy

Ann Arbor, St. Clare of Assisi

Putallaz, Ann  
Rich, Tom  
Laurance, David

Belleville, Trinity Church

Peters, Sharon  
Green, Deb

Birmingham, St. James

Cryberg, Rachel  
Yeats, Will  
Wogaman, Michele

Bloomfield Hills, Christ Church

Cranbrook  
Stenger, Peter  
David, Rick

Bloomfield Township, Nativity

Bryan, Beverly  
Latimer, Carol  
Stockard, Bill

Brighton, St. Paul's Church

Reid, Alicia  
Kehn, Ann

Brooklyn, All Saint's

Seeler, Cole  
Messimer, John W.

Cambridge Junction,

St. Michael's & All Angels  
Blum, Pete  
Blum, Gail

Chelsea, St. Barnabas'

Jensen, Alan  
Jensen, Kitty

Clarkston, Church of the Resurrection

Relyea, Betty

Clinton, St. John's

Sosko, Terry

Dearborn, Christ Church

Essenmacher, Angie  
Green, Kevin  
Sallman, Matt

Dearborn, Mother of the Savior

Bader, Jamileh  
Khoury, Joseph  
Shatara, Suhad

Detroit, All Saint's Church

Blakely, Katherine  
Evans, Marcia  
Woods, Juanita

Detroit, Cathedral Church of St. Paul

Hooker, Chris  
O'Connor, Bren  
Wiggins, Don

Detroit, Christ Church

Boeder, Ruth  
Treece, Jim  
Mitchell, Anthony

Detroit, Church of the Messiah

Butler, Cynthia  
Gilbert, Wallace  
Hamilton, Tamika

Detroit, Grace Church

Gross, Airlene E.  
Booker, Madaline  
Philpot, Brenda

Detroit, St. John's

Gawrych, David  
Roby, Charles  
Waters, Helene

Detroit, St. Matthew's / St. Joseph's

Ollivier, Meida  
Strachan, Calmeta

Detroit, St. Peter's

Boucher, Kateri  
Jonah, David  
Walker, Darrell

DeWitt, Christ United

Meints, Kay

Dexter, St. James

Arntson, Wendy  
Novak, Kristen  
Verbal, Shannon

East Lansing, All Saints

Burkle, Clark  
Wisner, David

East Lansing, Canterbury MSU

Nicolaysen, Emma  
Stoving, Maggie

Farmington Hills, Trinity Church

Dillon, Robert  
Drouillard, Joe  
Zuschlag, Sharon

Ferndale, St. Luke's

Barringer, Heather  
Hoth, Karen  
Wakevainen, Edie

Grosse Ile, St. James

Dugliss, Gwyn  
Holubka, Jim  
Krupa, Laura

Grosse Pointe, Christ Church

Grosse Pointe Woods, St. Michael's

Scrace, Dale  
Groschner, Kathleen  
Williams, Thomas

Hamburg, St. Stephen's

Hohman, Robert  
DeWolf, Dave  
DeWolf, Nancy

Hillsdale, St. Peter's

Pauze, Rozanne

Howell, St. John's

Minzey, Shannon  
Kreger, Marilyn

Inkster, St. Clement's

Broadwax, Robin  
Flounory, Cedric  
Hardison, Jean

Jackson, St. Paul's

Holsinger-Friesen, Tom  
Rudolph, Barney

Lake Orion, St. Mary's-In-The-Hills

Trumbore, Peter  
Grabowski, Courtnay  
Smielewski, Paul

Lansing, St. Michael's

Gelabert, Andre's  
Jean, Libby  
Jean, Janice

Lansing, St. Paul's

Irwin, Jeff  
Wortley, Greg  
Thomas, Carol

Lincoln Park, St. Michael's & All Angels

Bilinski, Don  
Kittle, Richard  
Lepper, Christine

Livonia, St. Andrew's

Nash, Paul  
Weston, Sue  
Thomas, Michael

Madison Heights, St. Patrick's

Krato, Inge  
Carbon, Debbie

Michigan Center, St. Aidan's

Milford, St. George's

Fanfair, Mike  
Vangel, Dot  
Liebau, Caroline

Monroe, Trinity

Hudson, Kris  
Armstrong, Susan  
Kershaw, Joel

Mt. Clemens, Grace

Lappi, Shirley  
Sherry, Pamela

Novi, Church of the Holy Cross

Hinkle, Bruce  
Hinkle, Tryn  
Landreth, Teri

Onstead, St. Michael & All Angels  
Episcopal Church  
Tuxbury, Bill

Pleasant Lake, Christ Episcopal Church  
Roberts, Lynette  
Roberts, Don  
Thulin, Ruthann

Plymouth, St. John's  
Sanders, Ken  
Armstrong, Joyce

Pontiac, All Saints'  
Enright, Andrea  
Dyker, Ken  
Anderson, Bonnie

Rochester, St. Phillip's  
Pratt, Katie  
Wagner, Pat

Romeo, St. Paul's  
Stryker, Eleanor  
Hutchinson, Richard

Royal Oak, St. John's  
Stough, Angela  
Lugger, Barbara  
Muth, Aubrey

Saline, Holy Faith  
Jacobs, Diane  
Reifert, Lisa  
Kollath, Teri

Shelby Township, St. Luke's  
Ruble, Bev  
Sisson, Dave

Southfield, Church of the Redeemer

Southfield, St. David's  
Mahar, Maureen  
Greening, Marilyn  
Tilley, Patsy

Southgate, Grace Church  
Bradford, Pamela  
Baxter, Marion  
Brewer, Luanne

St. Claire Shores, Trinity  
Grockau, Pamela  
Norgan, Barbara

Trenton, St. Thomas  
Pounds, Janet  
Abernathy, Kimberly

Troy, St. Stephen's  
Russell, Susan

Walled Lake, Emmaus  
Walbridge, Margaret

Waterford, St. Andrew's  
Hack, Emily  
Fleming, Gail  
Smith, Worley

West Bloomfield, Spirit of Grace  
Reem, Kathy  
Merritt, Patricia  
Fine, Susan

Westland, St. John's  
Jones, Julie  
Godbout, Sande  
Buchner, John

Williamston, St. Katherine's  
Such, Andrew  
Harris, Deborah  
Matejko, Veronica

Wyandotte, St. Stephen's  
Maclean, Mary  
Gallaway, Barb  
Zacker, David

Ypsilanti, St. Luke's  
Kern-Boprie, Martha  
Burman, Joseph  
Kazakos, Katie

**THE 190<sup>TH</sup> CONVENTION OF THE DIOCESE OF MICHIGAN**  
**OCTOBER 18/19, 2024**

**RECORD OF CLERGY REGISTRATION**  
**SUBURBAN SHOWCASE, NOVI, MICHIGAN**

Aivars, Alex	Hamlin, W. Richard	Schellhammer, Judith
Alltop, Robert	Hansknecht, Jeanne	Shaefer, Susie
Aponte-Safe, Dean	Harlow, Susan	Shafer, Linda
Aponte-Safe, Gerardo	Harris, Chris	Shukair, Halim
Baxter, RaeLee	Hartsuff, Jadon	Smartt, Cleda
Bischoff, Jim	Heuett, Bradley	Spannaus, Timothy
Bowen, Kristin	Heuett, Krista	Stech, Bill
Bradley, Michael	Hickman, Clare	Stutso, Michael
Braun, Eric	Hoover, Josh	Summers, Joseph
Byrd Sr., Ronald	Humphrey, Chris	Taylor, Beth
Campbell, Bruce	Huttar Bailey, Julia	True, Tim
Carter, Lynda	Johnson, Carolyn	VanCulin, Drew
Carter, Susan	Kerr, Robert	Vandercook, Ross
Clarke, Anne	Lawson, Ann	Vandercook, Susan
Congleton, Melissa	LeClaire, Paul	VanLoo, Marion
Corner, Cindy	Lockhart, Donna	Vines-Lowe, Taylor
Danaher, Bill	Lukens, Matthew	Voelker, Sharon
Darrah, Toby	Lutas, Donald	Wakeen, Teresa
Dersnah, Don	Martin, Andrea	Walworth Diana
Dinwiddie, Philip	Martin, Maureen	Werner, Michelle
Dischinger, George	Matthews, Joyce	Williams, Eric
Dostert, Manisha	McNiel, Donna	Williams Guffey, Emily
Dunbar, Veronica	McWhorter, Shirley	Yaw, Chris
Ekevag, Ellen	Miller, Paula	Yudas, Mitch
Eld Maffeo, Amy	Morgan, Diane	
Estes, Anthony	Morrison, Glenn	
Fentress-Gannon, Christine	Morrow, Andrea	
Ferguson, Tom	Partyka Staib, Joyce	
Flynn, Tim	Pashturro, James	
Forest, Liz	Peck, Maryjane	
Fraley, Patricia	Randolph, Barry	
Frolick, Paul	Reed Twiss, Ian	
Gronek, Marianna	Ritter, Jenny	
Grossoehme, Henrietta	Ritter, Ken	
Guffey, Andy	Salles, Stacy	



**The Episcopal Diocese of Michigan**  
**4800 Woodward Avenue**  
**Detroit, Michigan 48201-1399**  
**[www.edomi.org](http://www.edomi.org)**