HOLY TROUBLE

DOING A THING, IN SPITE OF EVERYTHING

192ND ANNUAL DIOCESAN CONVENTION

OCTOBER 23-24, 2026

THE 192ND CONVENTION OF THE DIOCESE OF MICHIGAN

October 23-24, 2026

Novi, Michigan

192ND CONVENTION OF THE EPISCOPAL DIOCESE OF MICHIGAN

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CONVENTION SCHEDULE

(Subject to adjustment as needed)

Friday, October 23rd, 2026

12:00 p.m.	Registration Opens	Main Lobby
12:00 p.m.	Deacon's Lunch	Jade
12:00 p.m.—6:45 p.m.	Exhibit Hall Open	
1:00 p.m.—4:50 p.m.	Workshops "Doing a Thing, in Spite of Everything"	Main Ballroom

- ❖ 1:00 p.m. - 1:20 p.m. Creation Care
- ❖ 1:25 p.m. – 1:45 p.m. Strangers no Longer
- ❖ 1:50 p.m. - 2:20 p.m. End Gun Violence Michigan
- ❖ 2:25 p.m. – 3:15 p.m. A Taste of the College for Congregational Development
- ❖ 3:20 p.m. – 3:50 p.m. Mission Budget Hearing
- ❖ 4:00 p.m. - 4:50 p.m. Bishop Bible Study

5:00 p.m. – 6:15 p.m. Opening Business Session — Main Ballroom

- ❖ Opening Prayer
- ❖ Organization and Call to Order of Convention
- ❖ Presentation of Late Filed Resolutions
- ❖ Introduction to Seminarians and People in the Process
- ❖ Introduction of Clergy new to our Diocese
- ❖ Introduction of candidates for office - 1st Ballot
- ❖ Introduction of the Diocesan Staff
- ❖ Announcements
- ❖ Evening Prayer

6:15 p.m.	Pre-Banquet Beverages in Exhibit Area (Cash Bar)	Main Lobby
6:45 p.m.	Dinner Served Banquet	Ballroom
7:45-9:30 p.m.	Wait Wait … Don't Tell Me! Convention Edition	Ballroom

Saturday, October 24th, 2026

8:00 a.m.	Registration Opens	Main Lobby
8:00 a.m.	Continental Breakfast	Main Lobby
8:00 a.m.	Exhibit Hall Opens	Exhibit Hall
8:00 a.m.	Resolution Hearings	Emerald
8:30 a.m.	Choir Rehearsal	Main Ballroom
9:30 a.m.	Convention Eucharist	Main Ballroom
11:15 a.m.	Second Business Session	Main Ballroom

- ❖ Report of the Results of the First Ballot
- ❖ Announcements

12:30 p.m. Lunch

❖ Investment Committee Lunch	Coral
❖ COM/Standing Committee Lunch	Emeral
❖ Volunteer Lunch	Jade

1:45 p.m. Third Business Session — Main Ballroom

- ❖ Report of the Committee on Reference
- ❖ Report of the Committee on Constitution and Canons
- ❖ Presentation of the Budget
- ❖ Resolutions of Courtesy
- ❖ Call to the 193rd Convention of the Episcopal Diocese of Michigan
- ❖ Slide show and Adjournment

Dispatch of Business & Special Rules of Order

Opening Business Session
Friday, October 23, 2026 at 5:00 p.m.

I. Opening Prayer

II. Welcome & Roll Call of Deaneries

III. Election of the Secretary and Assistant Secretary of Convention

IV. Appointment of Parliamentarian of Convention

V. Report of the Committee on Dispatch of Business

VI. The President will declare the Convention organized and ready to do business

VII. Presentation of late filed resolutions

VIII. Reports of All Boards, Agencies Commissions and Committees Required to Report

IX. Special Orders of Business

X. Introduction of Candidates for Office

XI. Opening of the Polls

XII. Evening Prayer

Second Business Session
Saturday, October 24, 2026 at 11:15 a.m.

I. Bishop's Address

II. Special Orders of Business

III. Report of the Secretary on Elections

Third Business Session
Saturday, October 24, 2026 at 1:45 p.m.

I. Opening Prayer

II. Report of the Committee on Reference

III. Report of the Committee on Constitution and Canons

IV. Presentation of the 2027 Proposed Budget

V. Resolutions of Courtesy

VI. Call of the 193rd Annual Convention

VII. Closing Prayer and Blessing

VIII. Adjournment

Special Rules of Order

1. Each business session of the Convention will be opened with prayer.

2. All resolutions to be considered by the Convention must be submitted in accordance with Canon 1.1.4.1.

3. All reports, which have been printed and distributed to members of the Convention prior to the convening of the body and not requiring Convention action, shall be presented by title only.

4. On the request of any five members of the Convention, a vote by orders shall be taken and entered in the Minutes.

5. The rules of debate shall be as follows:

a. The originator or representative of a committee originator of a resolution and the first person to speak in opposition to it shall be granted a maximum of three (3) minutes debate.

b. Subsequent speakers, both pro and con, shall be granted a maximum of one and a half (1.5) minutes per speech during debate.

c. Delegates speaking in favor of a resolution and those speaking in opposition to it shall be heard alternately. The total time granted to debate and to amend a resolution shall not exceed fifteen (15) minutes.

d. During the first fifteen (15) minutes of debate, no motion to move the previous question, postpone, or otherwise limit debate (except on debate relating to amendments) shall be in order unless no one is seeking recognition for debate purposes. Said motions may be in order immediately following the close of the initial fifteen (15) minutes of debate.

6. No member of the Convention shall speak twice on the same subject until all others desiring to speak shall have had the opportunity to speak one time.

7. Except as provided by canons, all elections shall be by majority vote. If there is not an election to all offices on the first ballot, a second ballot shall be taken with regard to any office still to be elected, and the number of candidates placed on the second ballot shall be reduced to no more than twice the number of candidates to be elected to each unfilled office.

8. The rules contained in the current edition of "*Roberts Rules of Order-Newly Revised*" shall govern the Convention in all cases to which they are applicable, and in which they are not inconsistent with the Constitution and Canons of The General Convention, or of the diocese, or the General Rules of Order of this Convention.

9. The President may recognize Points of Personal Privilege only during the time designated for announcements by the Secretary at the end of the last business session.

10. These rules shall not be suspended or amended except by a vote of two-thirds.



192ND CONVENTION OF THE EPISCOPAL DIOCESE OF MICHIGAN

REPORT OF THE COMMITTEE ON REFERENCE

192-1 Proposed Resolution: Adjust the Membership and Term of Office of The Executive Council of the Episcopal Church

Resolved, House of _____ concurring, that Canon 1.4.1.d. be amended to the following:

d. The Executive Council shall be composed (a) of ~~20~~ *nine* members elected by the General Convention, of whom ~~four~~ *two* shall be Bishops, ~~four~~ *two* shall be Presbyters or Deacons, and ~~12~~ *five* shall be Lay Persons who are confirmed adult communicants in good standing ~~(two Bishops, two Presbyters or Deacons, and six Lay Persons to be elected by each subsequent regular meeting of the General Convention);~~ (b) of ~~18~~ *nine* members elected by the Provincial Synods. *Each Province shall be entitled to be represented by one Bishop or Presbyter or Deacon canonically resident in a Diocese which is a constituent member of the Province or one lay person who is a confirmed adult communicant in good standing of a Diocese which is a constituent member of the Province;* (c) of the following *ex officiis* members: the Presiding Bishop and the President of the House of Deputies; and (d) ~~the Chief Operating Officer,~~ the Secretary of the General Convention, ~~the Treasurer of the General Convention,~~ the Chief Financial Officer of the Domestic and Foreign Missionary Society, and the Chief Legal Officer of the Executive Council, all of whom shall have seat and voice but no vote. ~~Each Province shall be entitled to be represented by one Bishop or Presbyter or Deacon canonically resident in a Diocese which is a constituent member of the Province and one Lay Person who is a confirmed adult communicant in good standing of a Diocese which is a constituent member of the Province, and the terms of the representatives of each Province shall be so rotated that two persons shall not be simultaneously elected for equal terms.~~; *(e) the term for all elected members of the Executive Council shall be three years, and members are eligible to serve up to two consecutive terms.*

EXPLANATION

The Executive Council of the Episcopal Church oversees the programs and policies adopted by General Convention and serves as the board of directors of the Domestic and Foreign Missionary Society, the corporation through which The Episcopal Church conducts its business.

It currently seats thirty-eight elected members.

Few organizations of any kind govern themselves with a board that large. The reasons spring immediately to mind. At thirty-eight persons large, a body is in danger of having reports crowd out deliberation, and debate swell to such a length that little can be accomplished.

This resolution asks the next General Convention of the Episcopal Church to consider reducing the size of this body, while maintaining its representative nature.

If we pass this resolution it will be given to a General Convention legislative committee, who will consider the question, invite expert testimony, engage in discussion, and use their insights to amend any aspect of the text, before determining whether and how it will go to the full General Convention for vote.

Therefore, we need not be experts. Our role is to point to this canon and ask if a change might make our church more effective. A yes vote means the question is worthy. Then General Convention can engage in the more complex deliberations it requires and deserves.

A few notes:

1. This resolution maintains the general shape of representation on the Executive Council, but in smaller numbers.

2. This resolution shrinks the *ex officiis* membership on Council, suggesting the removal of the Chief Operating Officer and the Treasurer of the General Convention, because their input is carried by the other officers who are present (the Presiding Bishop, President of the House of Deputies, Secretary of the General Convention, the Chief Financial Officer of the Domestic and Foreign Missionary Society, and the Chief Legal Officer of the Executive Council).

3. This resolution proposes that the term of office be 3 years with the potential of serving two consecutive terms, rather than one 6 year term. This is meant to widen the field of those who might run by allowing people to put their names forward, even if they can only commit to three years.

Many dioceses and congregations across the church have made adjustments similar to these in their vestries, standing committees, and diocesan councils, often finding that smaller bodies work better. Now is the right time to take a look at the size of our Executive Council and ask if fewer members might make it work better too.

Episcopal Diocese of Michigan
2027 Proposed Operating Budget
Presented to Diocesan Convention 10.24.2026
Budget Overview

- **Oversee the use of funds in the General Fund**
  - Income is distributed as follows:
    - 66% Apportionment (congregational payments)
      - Up 5.6% from 2026
    - 25% Dividends & Interest (mostly Growth & Income investments)
      - Up 8.9% from 2026
    - 9% Perpetual Trust Income (Tannahill distributions)
- **Expenses bucketed into four key program groups:**
  - Congregational Vitality
  - Episcopate
  - Public Witness
  - Administration
- **2027 Key Changes**
  - 3.5% COLA and 11% Medical increases
  - Growth & Income dividends increased dividend rate from 4.15% to 4.20% (of 20 quarter average); Quarterly dividend per share of $0.3951
  - Increase in Social and Advocacy grants
  - Increase in Campus Ministry Support
  - Anticipating some increased Diocesan Center maintenance cost sharing
  - Mileage reimbursement increases (as per IRS standard)
  - Increased TEC (The Episcopal Church) support
  - Diocesan event increases (End Gun Violence, Convention, etc.)

2027 Proposed Budget - General Fund - High Level Summaries

GL Summary

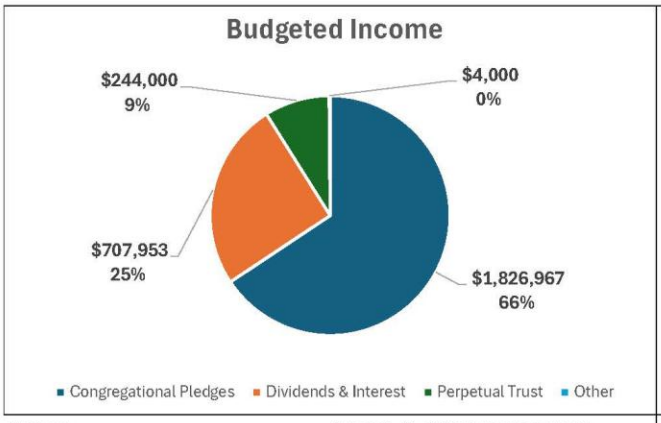
Income/(Expense)	*Actual*				*Budget*			
Category	**2023**	**2024**	**2025***	**2026****	**2026**	**Changes**	**Proposed 2027**	***1st Draft 2028***
Income								
Congregational Pledges	$ 1,580,192	$ 1,639,384	$ 1,728,581	$ 1,168,644	$ 1,729,637	$ 97,330	$ 1,826,967	*$ 1,913,315*
Dividends & Interest	$ 592,466	$ 614,886	$ 638,118	$ 335,293	$ 650,076	$ 57,877	$ 707,953	*$ 745,430*
Contributions	$ 1,374	$ 745	$ 2,749	$ 268	$ 1,000	$ -	$ 1,000	*$ 1,000*
Other Income	$ 237,271	$ 237,047	$ 240,168	$ 250,055	$ 243,000	$ 4,000	$ 247,000	*$ 251,940*
Total Income	**$ 2,411,304**	**$ 2,492,062**	**$ 2,609,616**	**$ 1,754,261**	**$ 2,623,713**	**$ 159,207**	**$ 2,782,920**	***$ 2,911,685***
Expenses								
Salaries and Benefits	$ (1,274,908)	$ (1,316,269)	$ (1,401,635)	$ (947,098)	$ (1,416,143)	$ (65,513)	$ (1,481,656)	*$ (1,570,522)*
Professional Fees	$ (160,914)	$ (141,787)	$ (117,495)	$ (63,451)	$ (118,770)	$ 4,000	$ (114,770)	*$ (116,660)*
Buildings and Grounds	$ (181,855)	$ (212,897)	$ (194,999)	$ (130,457)	$ (199,048)	$ (18,896)	$ (217,944)	*$ (220,123)*
Office Expenses	$ (51,954)	$ (45,436)	$ (38,454)	$ (83,768)	$ (44,100)	$ 500	$ (43,600)	*$ (44,100)*
Communications and P.R.	$ (8,456)	$ (3,883)	$ (4,303)	$ (912)	$ (9,000)	$ (6,000)	$ (15,000)	*$ (16,000)*
Conferences, Meetings, & Events	$ (220,397)	$ (262,683)	$ (261,711)	$ (156,889)	$ (246,218)	$ (15,282)	$ (261,500)	*$ (274,893)*
Cost Sharing/Registration Fees	$ 115,832	$ 146,523	$ 106,048	$ 103,417	$ 104,395	$ (9,325)	$ 95,070	*$ 95,300*
Denominational Support	$ (348,168)	$ (353,322)	$ (356,329)	$ (248,083)	$ (368,686)	$ (12,814)	$ (381,500)	*$ (398,667)*
Travel & Related Business	$ (44,228)	$ (69,331)	$ (52,791)	$ (30,671)	$ (69,050)	$ (10,050)	$ (79,100)	*$ (81,100)*
Grants and Partnerships	$ (207,444)	$ (204,441)	$ (205,525)	$ (163,917)	$ (228,429)	$ (28,191)	$ (256,620)	*$ (256,620)*
Equipment and Software	$ (20,366)	$ (26,403)	$ (29,950)	$ (15,559)	$ (28,664)	$ 2,364	$ (26,300)	*$ (28,300)*
Total Expenses	**$ (2,402,859)**	**$ (2,489,928)**	**$ (2,557,144)**	**$ (1,737,386)**	**$ (2,623,713)**	**$ (159,207)**	**$ (2,782,920)**	***$ (2,911,685)***
Net Surplus/(Deficit)	**$ 8,445**	**$ 2,134**	**$ 52,472**	**$ 16,874**	**$ -**	**$ -**	**$ -**	***$ -***

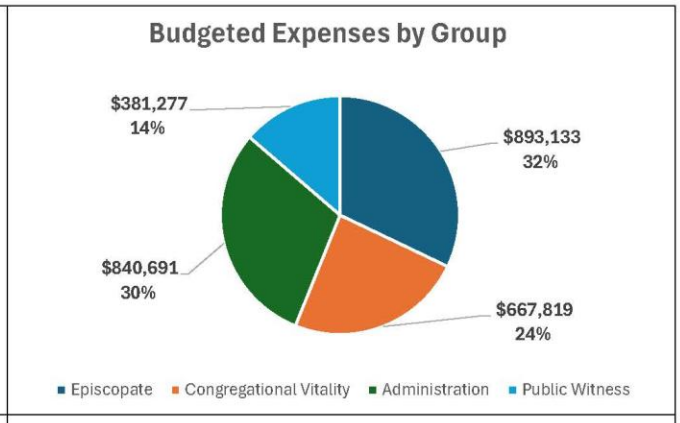
Program Group Summary

Income/(Expense)	*Actual*				*Budget*			
Category	**2023**	**2024**	**2025***	**2026****	**2026**	**Changes**	**Proposed 2027**	***1st Draft 2028***
Income								
Congregational Pledges	$ 1,580,192	$ 1,639,384	$ 1,728,581	$ 1,168,644	$ 1,729,637	$ 97,330	$ 1,826,967	*$ 1,913,315*
Dividends & Interest	$ 592,466	$ 614,886	$ 638,118	$ 335,293	$ 650,076	$ 57,877	$ 707,953	*$ 745,430*
Contributions	$ 1,374	$ 745	$ 2,749	$ 268	$ 1,000	$ -	$ 1,000	*$ 1,000*
Other Income	$ 237,271	$ 237,047	$ 240,168	$ 250,055	$ 243,000	$ 4,000	$ 247,000	*$ 251,940*
Total Income	**$ 2,411,304**	**$ 2,492,062**	**$ 2,609,616**	**$ 1,754,261**	**$ 2,623,713**	**$ 159,207**	**$ 2,782,920**	***$ 2,911,685***
Expenses								
Episcopate	$ (870,446)	$ (886,920)	$ (817,691)	$ (527,620)	$ (856,221)	$ (36,911)	$ (893,133)	*$ (934,458)*
Congregational Vitality	$ (462,342)	$ (491,153)	$ (595,166)	$ (430,745)	$ (626,038)	$ (41,781)	$ (667,819)	*$ (698,719)*
Public Witness	$ (305,896)	$ (307,447)	$ (314,765)	$ (242,404)	$ (333,908)	$ (47,369)	$ (381,277)	*$ (398,919)*
Administration	$ (764,175)	$ (804,409)	$ (829,522)	$ (536,618)	$ (807,545)	$ (33,146)	$ (840,691)	*$ (879,589)*
Total Expenses	**$ (2,402,859)**	**$ (2,489,928)**	**$ (2,557,144)**	**$ (1,737,386)**	**$ (2,623,713)**	**$ (159,207)**	**$ (2,782,920)**	***$ (2,911,685)***
Net Surplus/(Deficit)	**$ 8,445**	**$ 2,134**	**$ 52,472**	**$ 16,874**	**$ -**	**$ -**	**$ -**	***$ -***

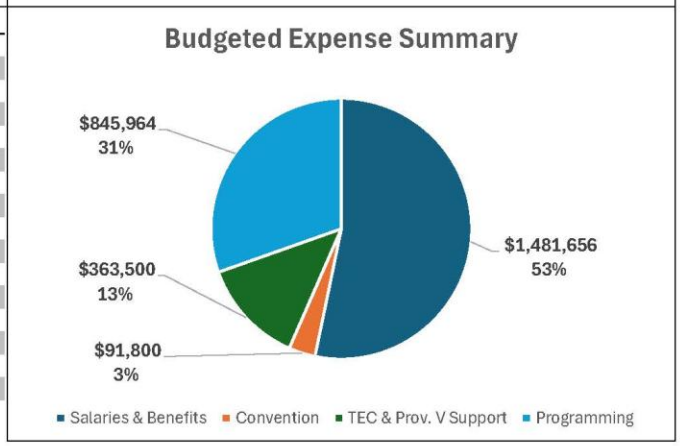
**** Unaudited***

***** Unaudited Through August 31, 2026***





Program	Amount	% of Total	Program Group
Churchwide Mission Support	$ 409,100	14.7%	Episcopate
Episcopate - General	$ 372,633	13.4%	Episcopate
Congregational Development	$ 328,237	11.8%	Congregational Vitality
Finance	$ 304,497	10.9%	Administration
Office General	$ 270,944	9.7%	Administration
Administration	$ 265,250	9.5%	Administration
Young People's Ministries	$ 169,900	6.1%	Congregational Vitality
Campus Ministry	$ 146,500	5.3%	Congregational Vitality
Spirituality and Race	$ 137,990	5.0%	Public Witness
Communications	$ 137,417	4.9%	Public Witness
Diocesan Convention	$ 91,800	3.3%	Episcopate
Social Ministry Programs	$ 61,900	2.2%	Public Witness
Advocacy Ministries	$ 25,600	0.9%	Public Witness
College for Congregational Development	$ 23,182	0.8%	Congregational Vitality
Canonical - Diocese	$ 19,600	0.7%	Episcopate
SDGs & Companion Dio Relationship	$ 18,370	0.7%	Public Witness



2027 Proposed Budget - General Fund - Program Group Level

Income/(Expense)	*Actual*				*Budget*		
Category	**2023**	**2024**	**2025***	**2026****	**2026**	**Changes**	**2027**
Operating Income							
Diocese General	$ 2,411,304	$ 2,492,062	$ 2,609,616	$ 1,754,261	$ 2,623,713	$ 159,207	$ 2,782,920
Total Income	**$ 2,411,304**	**$ 2,492,062**	**$ 2,609,616**	**$ 1,754,261**	**$ 2,623,713**	**$ 159,207**	**$ 2,782,920**
Operating Expenses							
Episcopate							
Episcopate - General	$ (384,560)	$ (401,993)	$ (344,099)	$ (237,173)	$ (343,335)	$ (29,297)	$ (372,633)
Canonical - Diocese	$ (39,202)	$ (17,753)	$ (15,629)	$ (12,979)	$ (34,000)	$ 14,400	$ (19,600)
Diocesan Convention	$ (90,791)	$ (76,923)	$ (79,702)	$ (13,644)	$ (89,600)	$ (2,200)	$ (91,800)
Churchwide Mission Support	$ (355,892)	$ (390,250)	$ (378,261)	$ (263,825)	$ (389,286)	$ (19,814)	$ (409,100)
Total Episcopate	**$ (870,446)**	**$ (886,920)**	**$ (817,691)**	**$ (527,620)**	**$ (856,221)**	**$ (36,911)**	**$ (893,133)**
Congregational Vitality							
Campus Ministry	$ (120,000)	$ (120,000)	$ (130,628)	$ (86,667)	$ (130,000)	$ (16,500)	$ (146,500)
College for Congregational Development	$ (0)	$ (0)	$ (20,966)	$ (7,999)	$ (31,600)	$ 8,418	$ (23,182)
Congregational Development	$ (213,388)	$ (230,029)	$ (278,214)	$ (212,743)	$ (314,388)	$ (13,850)	$ (328,237)
Young People's Ministries	$ (128,953)	$ (141,123)	$ (165,357)	$ (123,337)	$ (150,051)	$ (19,849)	$ (169,900)
Total Congregational Vitality	**$ (462,342)**	**$ (491,153)**	**$ (595,166)**	**$ (430,745)**	**$ (626,038)**	**$ (41,781)**	**$ (667,819)**
Public Witness							
Spirituality and Race	$ (99,305)	$ (106,522)	$ (120,381)	$ (83,743)	$ (114,261)	$ (23,729)	$ (137,990)
Communications	$ (120,753)	$ (118,400)	$ (119,884)	$ (83,160)	$ (125,468)	$ (11,949)	$ (137,417)
Social Ministry Programs	$ (53,500)	$ (53,500)	$ (53,500)	$ (53,500)	$ (53,500)	$ (8,400)	$ (61,900)
Advocacy Ministries	$ (18,008)	$ (20,700)	$ (21,000)	$ (22,000)	$ (22,000)	$ (3,600)	$ (25,600)
SDGs & Companion Dio Relationship	$ (14,330)	$ (8,325)	$ -	$ -	$ (18,679)	$ 309	$ (18,370)
Total Public Witness	**$ (305,896)**	**$ (307,447)**	**$ (314,765)**	**$ (242,404)**	**$ (333,908)**	**$ (47,369)**	**$ (381,277)**
Administration							
Administration	$ (242,906)	$ (254,643)	$ (281,374)	$ (193,419)	$ (234,642)	$ (30,608)	$ (265,250)
Finance	$ (281,160)	$ (278,849)	$ (293,401)	$ (183,408)	$ (320,137)	$ 15,641	$ (304,497)
Office General	$ (240,109)	$ (270,917)	$ (254,747)	$ (159,790)	$ (252,766)	$ (18,178)	$ (270,944)
Total Administration	**$ (764,175)**	**$ (804,409)**	**$ (829,522)**	**$ (536,618)**	**$ (807,545)**	**$ (33,146)**	**$ (840,691)**
Total Expenses	**$ (2,402,859)**	**$ (2,489,928)**	**$ (2,557,144)**	**$ (1,737,386)**	**$ (2,623,713)**	**$ (159,207)**	**$ (2,782,920)**
Net Surplus/(Deficit)	**$ 8,445**	**$ 2,134**	**$ 52,472**	**$ 16,874**	**$ -**	**$ -**	**$ -**

**** Unaudited***

***** Unaudited Through August 31, 2026***

2027 Budget - General Fund - General Ledger Detail

Income/(Expense)			*Actual*				*Budget*		
Category	**GL Code**	**GL Title**	**2023**	**2024**	**2025***	**2026****	**2026**	**Changes**	**2027**
Income									
Congregational Pledges	**41100**	Apportionment Payments	$ 1,575,009	$ 1,625,460	$ 1,715,550	$ 1,165,733	$ 1,719,637	$ 97,330	$ 1,816,967
	41200	Apport. Pmts - Prior Year	$ 5,183	$ 13,923	$ 13,032	$ 2,911	$ 10,000	$ -	$ 10,000
Congregational Pledges Total			**$ 1,580,192**	**$ 1,639,384**	**$ 1,728,581**	**$ 1,168,644**	**$ 1,729,637**	**$ 97,330**	**$ 1,826,967**
Dividends & Interest	**42000**	Dividends	$ 74,749	$ 77,559	$ 80,505	$ 42,382	$ 82,114	$ 6,513	$ 88,627
	42100	Extended Ministries	$ 416,421	$ 433,698	$ 451,767	$ 238,440	$ 460,848	$ 39,897	$ 500,745
	42300	Endowment Fund	$ 59,098	$ 61,319	$ 63,648	$ 33,508	$ 64,921	$ 5,149	$ 70,070
	42400	Interest Income	$ 42,198	$ 42,309	$ 42,198	$ 20,963	$ 42,193	$ 6,317	$ 48,510
Dividends & Interest Total			**$ 592,466**	**$ 614,886**	**$ 638,118**	**$ 335,293**	**$ 650,076**	**$ 57,877**	**$ 707,953**
Perpetual Trust Income	**42200**	Tannahill Fund	$ 232,500	$ 232,500	$ 240,000	$ 247,500	$ 240,000	$ 4,000	$ 244,000
Perpetual Trust Income Total			**$ 232,500**	**$ 232,500**	**$ 240,000**	**$ 247,500**	**$ 240,000**	**$ 4,000**	**$ 244,000**
Contributions	**43000**	Contribution Unrestricted	$ 1,374	$ 745	$ 168	$ 268	$ 1,000	$ 0	$ 1,000
Contributions Total			**$ 1,374**	**$ 745**	**$ 168**	**$ 268**	**$ 1,000**	**$ 0**	**$ 1,000**
Other Income	**46600**	Other	$ 4,771	$ 4,547	$ 2,749	$ 2,485	$ 3,000	$ -	$ 3,000
	49000	Other Revenues	$ -	$ -	$ -	$ 70	$ -	$ -	$ -
Other Income Total			**$ 4,771**	**$ 4,547**	**$ 2,749**	**$ 2,555**	**$ 3,000**	**$ -**	**$ 3,000**
		Total Income	**$ 2,411,304**	**$ 2,492,062**	**$ 2,609,616**	**$ 1,754,261**	**$ 2,623,713**	**$ 159,207**	**$ 2,782,920**
Expenses									
Salaries and Benefits	**70100**	Salaries	$ (881,414)	$ (877,922)	$ (933,428)	$ (621,115)	$ (922,017)	$ (32,264)	$ (954,280)
	70101	Recovered Cost	$ 33,233	$ 43,393	$ 35,251	$ 20,047	$ 35,251	$ -	$ 35,251
	70200	SECA Reimbursement	$ -	$ (28,386)	$ (31,713)	$ (21,777)	$ (32,665)	$ (1,143)	$ (33,808)
	71310	Payroll Taxes-FICA	$ (37,507)	$ (38,088)	$ (36,028)	$ (25,498)	$ (37,854)	$ (1,325)	$ (39,179)
	71410	Medical Insurance	$ (247,803)	$ (267,855)	$ (276,734)	$ (190,810)	$ (288,023)	$ (18,343)	$ (306,366)
	71420	Life Insurance	$ (5,767)	$ (5,841)	$ (5,282)	$ (3,532)	$ (5,160)	$ -	$ (5,160)
	71430	Disability Insurance	$ (5,526)	$ (5,309)	$ (5,019)	$ (3,531)	$ (5,296)	$ (185)	$ (5,482)
	71440	Worker's Compensation	$ (1,710)	$ (1,790)	$ (2,488)	$ 619	$ (2,300)	$ 300	$ (2,000)
	71510	Clergy Pension	$ (69,238)	$ (71,902)	$ (80,328)	$ (55,159)	$ (82,738)	$ (2,896)	$ (85,633)
	71520	Lay Pension	$ (41,763)	$ (43,537)	$ (37,994)	$ (23,038)	$ (44,534)	$ (1,559)	$ (46,093)
	71530	Retiree Medical	$ (6,313)	$ (6,993)	$ (15,513)	$ (14,904)	$ (16,808)	$ (8,098)	$ (24,906)
	71600	Sabbatical Provision	$ (11,099)	$ (12,039)	$ (12,358)	$ (8,400)	$ (14,000)	$ -	$ (14,000)
Salaries and Benefits Total			**$ (1,274,908)**	**$ (1,316,269)**	**$ (1,401,635)**	**$ (947,098)**	**$ (1,416,143)**	**$ (65,513)**	**$ (1,481,656)**
Professional Fees	**72200**	Consultants	$ -	$ -	$ -	$ -	$ -	$ -	$ -
	72240	Ecclesiastical Discipline	$ (1,041)	$ (1,063)	$ (500)	$ -	$ (2,400)	$ 400	$ (2,000)
	72250	CAS & Bckgrd Chk	$ (502)	$ (349)	$ (699)	$ (455)	$ -	$ -	$ -
	72290	Outside Services	$ (82,754)	$ (71,117)	$ (46,085)	$ (17,846)	$ (46,500)	$ (8,500)	$ (55,000)
	72310	Legal	$ (8,571)	$ (4,864)	$ -	$ -	$ (15,000)	$ 10,000	$ (5,000)
	72360	Audit	$ (14,370)	$ (14,370)	$ (15,790)	$ (2,740)	$ (16,120)	$ (1,400)	$ (17,520)
	72380	Payroll Processing	$ (7,620)	$ (7,566)	$ (12,365)	$ (3,266)	$ (3,750)	$ 2,000	$ (1,750)
	72385	IT Support	$ (20,182)	$ (20,182)	$ (20,182)	$ (12,343)	$ (21,000)	$ 500	$ (20,500)
	72500	Honoraria	$ (25,874)	$ (22,275)	$ (21,875)	$ (26,800)	$ (14,000)	$ 1,000	$ (13,000)
Professional Fees Total			**$ (160,914)**	**$ (141,787)**	**$ (117,495)**	**$ (63,451)**	**$ (118,770)**	**$ 4,000**	**$ (114,770)**
Buildings and Grounds	**73200**	Diocesan Center Maint.	$ (162,800)	$ (192,800)	$ (174,300)	$ (116,200)	$ (175,300)	$ (16,700)	$ (192,000)
	73400	Property/Liability Ins.	$ (19,055)	$ (20,097)	$ (20,699)	$ (14,257)	$ (23,748)	$ (2,196)	$ (25,944)
Buildings and Grounds Total			**$ (181,855)**	**$ (212,897)**	**$ (194,999)**	**$ (130,457)**	**$ (199,048)**	**$ (18,896)**	**$ (217,944)**
Office Expenses	**72859**	Unclassified CC charges	$ -	$ -	$ 597	$ (66,519)	$ -	$ -	$ -
	74100	Telephone	$ (8,670)	$ (8,670)	$ (8,670)	$ (5,780)	$ (8,000)	$ -	$ (8,000)
	74200	Cell Phone	$ (7,505)	$ (4,882)	$ (4,294)	$ (1,696)	$ (6,700)	$ -	$ (6,700)
	74400	Internet Services	$ (4,777)	$ (5,646)	$ (3,531)	$ (3,118)	$ (3,600)	$ -	$ (3,600)
	74500	Postage & Delivery	$ (5,681)	$ (4,142)	$ (2,433)	$ (837)	$ (5,500)	$ -	$ (5,500)
	74600	Net Copy Exp/<Rev>	$ (3,275)	$ (4,294)	$ (3,065)	$ (1,554)	$ (3,000)	$ -	$ (3,000)
	75100	Ref. Materials/Subscrp.	$ (4,878)	$ (7,471)	$ (5,085)	$ (552)	$ (3,900)	$ -	$ (3,900)
	76400	Licenses/Copyright	$ (870)	$ (910)	$ (1,267)	$ -	$ (250)	$ -	$ (250)
	77100	Office Supplies	$ (10,083)	$ (7,182)	$ (8,489)	$ (1,730)	$ (10,000)	$ -	$ (10,000)
	77200	Bank Charges	$ (1,169)	$ (1,156)	$ (1,225)	$ (731)	$ (1,200)	$ -	$ (1,200)
	77205	Paypal Fees	$ (4,222)	$ (713)	$ (770)	$ (786)	$ (950)	$ -	$ (950)
	77250	Late fee	$ -	$ -	$ (30)	$ -	$ -	$ -	$ -
	77400	Worship Supplies	$ (824)	$ (370)	$ (191)	$ (466)	$ (1,000)	$ -	$ (1,000)
Office Expenses Total			**$ (51,954)**	**$ (45,436)**	**$ (38,454)**	**$ (83,768)**	**$ (44,100)**	**$ -**	**$ (44,100)**

* Unaudited

** Unaudited Through August 31, 2026

Income/(Expense)			*Actual*				*Budget*		
Category	**GL Code**	**GL Title**	**2023**	**2024**	**2025***	**2026****	**2026**	**Changes**	**2027**
Communications and P.R.	**74700**	Electronic Marketing	$ (721)	$ (275)	$ (3,700)	$ -	$ (500)	$ (6,000)	$ (6,500)
	74800	Promotional Marketing	$ (3,305)	$ (862)	$ (165)	$ -	$ (4,400)	$ -	$ (4,400)
	74900	Outside Printing/Copying	$ (4,430)	$ (567)	$ (409)	$ (425)	$ (4,100)	$ -	$ (4,100)
	74950	Copying	$ -	$ (2,178)	$ (29)	$ (486)	$ -	$ -	$ -
Communications and P.R. Total			**$ (8,456)**	**$ (3,883)**	**$ (4,303)**	**$ (912)**	**$ (9,000)**	**$ (6,000)**	**$ (15,000)**
Conferences, Meetings, & Events	**75200**	Membership	$ (6,188)	$ (5,114)	$ (4,808)	$ (6,282)	$ (4,800)	$ -	$ (4,800)
	75300	Conference & Seminars	$ (7,108)	$ (25,598)	$ (15,159)	$ (13,032)	$ (10,300)	$ -	$ (10,300)
	75360	Training	$ (3,216)	$ (5,524)	$ (9,458)	$ (1,512)	$ (2,600)	$ -	$ (2,600)
	75500	Hall/Equip Rental	$ (57,676)	$ (65,533)	$ (63,831)	$ (18,105)	$ (80,000)	$ (3,000)	$ (83,000)
	75600	Hosting	$ (8,270)	$ (6,090)	$ (6,693)	$ (2,871)	$ (7,250)	$ -	$ (7,250)
	75700	Other Meeting Costs	$ (131,523)	$ (152,857)	$ (159,664)	$ (114,870)	$ (140,268)	$ (15,082)	$ (155,350)
	75800	Staff Meetings	$ (6,416)	$ (1,969)	$ (2,096)	$ (217)	$ (1,000)	$ -	$ (1,000)
Conferences, Meetings, & Events Total			**$ (220,397)**	**$ (262,683)**	**$ (261,711)**	**$ (156,889)**	**$ (246,218)**	**$ (18,082)**	**$ (264,300)**
Cost Sharing/Registration Fees	**75900**	Event/Meeting Offset	$ 115,832	$ 146,523	$ 106,048	$ 103,417	$ 104,395	$ (9,325)	$ 95,070
Cost Sharing/Registration Fees Total			**$ 115,832**	**$ 146,523**	**$ 106,048**	**$ 103,417**	**$ 104,395**	**$ (9,325)**	**$ 95,070**
Denominational Support	**76100**	TEC Assessment	$ (323,694)	$ (328,747)	$ (331,695)	$ (229,206)	$ (343,809)	$ (12,538)	$ (356,347)
	76200	Provincial Assessment	$ (6,474)	$ (6,575)	$ (6,634)	$ (6,877)	$ (6,877)	$ (276)	$ (7,153)
	76500	Episcopal Election Accrl.	$ (18,000)	$ (18,000)	$ (18,000)	$ (12,000)	$ (18,000)	$ -	$ (18,000)
Denominational Support Total			**$ (348,168)**	**$ (353,322)**	**$ (356,329)**	**$ (248,083)**	**$ (368,686)**	**$ (12,814)**	**$ (381,500)**
Travel & Related Business	**78100**	Mileage Reimbursements	$ (9,801)	$ (13,865)	$ (14,315)	$ (4,477)	$ (9,000)	$ (1,350)	$ (10,350)
	78150	Gas cost (Auto)	$ (2,199)	$ (2,049)	$ (1,597)	$ (144)	$ (2,200)	$ -	$ (2,200)
	78200	Vehicle Expense	$ (1,268)	$ (5,326)	$ (5,446)	$ (1,801)	$ (10,000)	$ (700)	$ (10,700)
	78500	Staff Travel & Lodging	$ (28,407)	$ (39,888)	$ (27,405)	$ (19,958)	$ (42,050)	$ -	$ (42,050)
	78600	Travel - Meals	$ (2,553)	$ (8,202)	$ (4,028)	$ (4,291)	$ (5,800)	$ -	$ (5,800)
Travel & Related Business Total			**$ (44,228)**	**$ (69,331)**	**$ (52,791)**	**$ (30,671)**	**$ (69,050)**	**$ (2,050)**	**$ (71,100)**
Grants and Partnerships	**75400**	Discretionary Fund	$ (1,606)	$ (1,916)	$ (925)	$ (1,750)	$ (4,250)	$ -	$ (4,250)
	79500	Chaplaincy Support	$ (120,000)	$ (120,000)	$ (130,000)	$ (86,667)	$ (130,000)	$ (16,500)	$ (146,500)
	79600	Grants/Scholarships	$ (85,838)	$ (82,525)	$ (74,600)	$ (75,500)	$ (94,179)	$ (11,691)	$ (105,870)
Grants and Partnerships Total			**$ (207,444)**	**$ (204,441)**	**$ (205,525)**	**$ (163,917)**	**$ (228,429)**	**$ (28,191)**	**$ (256,620)**
Equipment and Software	**81200**	Equipment Rental	$ (9,402)	$ (8,843)	$ (9,386)	$ (3,093)	$ -	$ -	$ -
	81400	Computer Equip & Sftwr	$ (10,964)	$ (17,560)	$ (19,574)	$ (12,466)	$ (28,664)	$ (2,336)	$ (31,000)
	81500	Furniture & Fixtures	$ -	$ -	$ (990)	$ -	$ -	$ -	$ -
Equipment and Software Total			**$ (20,366)**	**$ (26,403)**	**$ (29,950)**	**$ (15,559)**	**$ (28,664)**	**$ (2,336)**	**$ (31,000)**
		Total Expenses	**$ (2,402,859)**	**$ (2,489,928)**	**$ (2,557,144)**	**$ (1,737,386)**	**$ (2,623,713)**	**$ (159,207)**	**$ (2,782,920)**
		Net Surplus/(Deficit)	**$ 8,445**	**$ 2,134**	**$ 52,472**	**$ 16,874**	**$ -**	**$ -**	**$ -**

* Unaudited

** Unaudited Through August 31, 2026

Episcopal Diocese of Michigan
192nd Annual Convention
October 23-24, 2026
Proposed Diocesan Staff Salaries for 2027

This information is provided in accordance with Resolution 4, adopted at the 164th annual convention of the Diocese of Michigan on February 27-28, 1998 in Lansing, Michigan

Employee	Role	Pay type		2027	
Dennis Boyd	Canon for Communications	Salary	$	70,398	
Kara Chapman	Diocesan Accountant	Salary	$	77,074	
The Rev. Canon Sister Veronica Dunbar	Canon for Spirituality and Racial Repair	Salary	$	72,261	
The Rev. Canon Sister Veronica Dunbar	Canon for Spirituality and Racial Repair	SECA Reimbursement	$	5,528	
The Rev. Canon Ellen Ekevag	Canon to the Ordinary	Salary	$	111,935	
The Rev. Canon Ellen Ekevag	Canon to the Ordinary	SECA Reimbursement	$	8,563	
Susan Mason	Diocesan Program Administrator	Salary	$	69,314	
Holly Angell	Executive Assistant to the Bishop (Part-time)	Salary	$	31,982	
Chris Ventura	Chief Financial Officer	Salary	$	106,605	
The Rt. Rev. Dr. Bonnie Perry	Diocesan Bishop	Salary	$	176,586	
The Rt. Rev. Dr. Bonnie Perry	Diocesan Bishop	SECA Reimbursement	$	13,509	
Carmen Piggens	Canon for Ministry with Young People	Salary	$	75,239	
Crystal Ramirez	Director of Administration	Salary	$	81,536	
The Rev. Canon Susie Shaefer	Canon for Transitions and Formation	Salary	$	81,152	
The Rev. Canon Susie Shaefer	Canon for Transitions and Formation	SECA Reimbursement	$	6,208	
The Ven. Timothy W. Spannaus	Archdeacon	Honorarium	$	300	
Tali Perry	Canine to the Ordinary	Dog Treats and Pets	$	❤ -	*
Jasper Perry	Associate Shepherd	Dog Treats and Pets	$	❤ -	*
		Total Salaries & SECA Reimbursement Budget	**$**	**988,188**	
The Rev. Dr. Dean Aponte-Safe	Missioner for Rural and Small Congregation Vitality	Salary	$	71,425	*
The Rev. Dr. Dean Aponte-Safe	Missioner for Rural and Small Congregation Vitality	SECA Reimbursement	$	5,464	*
Tony Perez	Diocesan Property Manager	Salary	$	32,515	*
		Other Salaries & SECA Reimbursement	**$**	**109,404**	*
		Total Diocesan Staff Salaries & SECA Reimbursement		**$ 1,097,592**	

Funded outside of the General Fund (Budget)

Episcopal
DIOCESE OF MICHIGAN

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RESOLUTION TO ADOPT THE 2027 OPERATING BUDGET

DATE: October 24, 2026

TO: Clergy and Lay Delegates of the 192nd Convention of the Episcopal Diocese of Michigan

The Diocesan Council offers the following Resolutions:

RESOLVED, that the 2027 Operating Expense Budget of the Episcopal Diocese of Michigan be in the amount of $2,782,920 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 2028 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 2024, 2025, and 2026.



THE EPISCOPAL DIOCESE OF MICHIGAN
4800 WOODWARD AVENUE
DETROIT, MI 48201