

**JOURNAL OF THE PROCEEDINGS
of the
TWENTY SIXTH ANNUAL CONVENTION
of the
EPISCOPAL CHURCH**

DIOCESE OF EASTERN MICHIGAN

**THE FIRST JOINT CONVENTION OF
THE EPISCOPAL DIOCESES OF
EASTERN & WESTERN MICHIGAN**

October 31, 2020 - Online

*Together with the Constitution and
Canons of the Diocese
Revised to Date*

Published by the Secretary of Convention 2020

Saginaw, Michigan

TABLE OF CONTENTS

Welcome

Convention Leadership

Congregation Name

Clergy/Delegation Present

9:00 AM	Opening Worship - Morning Prayer with the Presiding Bishop
9:45 AM	Welcome, Opening Joint Business Meeting
10:45 AM	Break
11:00 AM	Keynote Address with the Presiding Bishop and Q&A
12:00 PM	Break
12:15 PM	Eastern Michigan Business Meeting
2:15 PM	Joint Business Meeting
5:00 PM	Adjournment

CONVENTION LEADERSHIP

Chair, *Eastern Michigan*
 Secretary, *Eastern Michigan*
 Chancellor & Parliamentarian
 Treasurer, *Eastern Michigan*
 Nominations Chair, *Eastern Michigan*
 Resolutions Co-Chairs, *Eastern Michigan*

Janet Huff-Worvie; St. John's, Otter Lake*
 Angela Krueger; EM Diocesan Staff*
 Bill Fleener, Jr.; St. David's, Lansing*
 Michael Turnbull; Holy Family, Blue Water
 The Rev. Canon Michael Spencer; EM Dio Staff*
 The Rev. Nancy Mayhew; St. Alban's, Bay City
 Genevieve Field; St. Paul's, Flint

DIOCESAN STAFF

Shared Staff Members

Canon for Evangelism & Networking
 Director of Children, Youth, & YA Formation
 Communications Assistant

Eastern Michigan

Canon to the Ordinary
 Director of the Coppage-Gordon School for Min.
 Financial Manager
 Assistant to the Bishop

Canon Katie Forsyth*
 McKenzie Knill*
 Hunter Kurzawa

The Rev. Canon Michael Spencer*
 The Rev. Dr. Valerie Fargo*
 Sara Philo*
 Angela Krueger*

*Denotes members of the Convention Planning Committee.

JOURNAL OF THE PROCEEDINGS OF THE TWENTY SIXTH ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF EASTERN MICHIGAN

EASTERN MICHIGAN BUSINESS MEETING

ELECTION OF SECRETARY

Standing Committee President Janet Huff-Worvie introduced Mrs. Angela Krueger, Assistant to the Bishop, and asked for a motion from the floor to elect her Secretary of Convention. Motion was moved, supported, and passed.

INTRODUCTIONS

Chair introduced Mr. William Fleener, Jr., St. David's, Lansing. Chancellor of the Diocese of Eastern and Western Michigan.

ELECTION OF CHANCELLOR

Mr. William Fleener, Jr. Motion was moved, supported and passed.

QUORUM

It was reported that of forty-three congregations forty congregations were in attendance with elected delegates were online and in attendance. Janet Huff-Worvie declared a quorum was present.

RULES OF CONVENTION

Chancellor William Fleener, Jr. explains the virtual rules of convention. Mr. Fleener noted that rules for virtual convention are in the convention booklet, which is attached to this journal, and on the convention website.

DIOCESAN DECERNMENT COMMITTEE – REV. CANON MIKE SPENCER

Candidates – Standing Committee

Clergy – Lydia Speller, Grace, Port Huron

Lay – Barbara Ilkka, St. John's, Saginaw

Candidate – Diocesan Council

Clergy – Ann Norton, St. Christopher's, Grand Blanc

Candidate – Trustees

Clergy – Brian Chace, Retired

Candidate – Provincial Deputy to Synod

Lay – Carol Moggo, St. Francis, Grayling

Since there are no contested elections, vote was by acclimation. Poll vote cast and the threshold was met, all were elected.

CAMP CHICKAGAMI.

McKenzie Knill gave a video report. Her written report is in this convention booklet.

TREASURER'S REPORT

Chair recognized Mr. Mike Turnbull, Diocesan Treasurer for the financial report.

2020 through 2022 Budget Assumptions:

- Congregational income – 95% excluding prior year tithing.
- National Church commitment of 15%.
- Budgets include the Office of the Bishop – ½ time.
- Diocesan Outreach of \$100,000 per annum.
- Maintain funding for Coppage-Gordon and the Camp Chickagami Director/Diocesan Youth Coordinator.
- Funding for the Curacy Program support.
- Maximum funding for Loans and Grants requests.

Diocesan Net Assets increased from 10 million in 2018 to 11 million in 2019.

In 2020 we are projecting revenues to be down because of relief to congregations due to Covid 19 relief support to congregations. Markets are projected to remain flat through the remainder of 2020.

2020 Highlights:

- Projected operating surplus of 83K because of reduced expenses and part time Bishop.
- Investments projected to be flat.
- Tithe revenue estimated down 10% because of the Covid relief to congregations.
- Budgeted grants distribution of 40K
- Social Networking Grants of 102K

Social Service Grants Recipients for 2020:

- Crossover Downtown Outreach Ministry – St. Paul's, Flint
- Helping Hands – St. Mark's, Atlanta
- #Moving Market 4 Life, Grace - Port Huron
- The Community Assistance Program - St. Jude's, Fenton
- St. Andrew's Soup Kitchen – St. Andrew's, Flint
- The Food Bank – St. Bartholomew's, Mio
- Community Ministries – St. Christopher's, Grand Blanc

Budget Operations:

Projecting a deficit beginning 2021 – 2023. We are budgeting normal expenses which don't include any of the investments from the Trustee's accounts.

2021 – 2023 Budget Assumptions:

- Congregation Income 95%
- National Church Commitment of 15%
- Budget includes Office of the Bishop at ½ time
- Continue to budget reserves for the future
- Diocesan outreach of \$100,000 per annum

- Maintain funding for Coppage-Gordon and Camp Chickagami Director/Diocesan Youth Director
- Funding for Curacy Program Support
- Maximum funding for Loans and Grants requests 10% of fund balance - \$40K

Budget received and accepted by the convention.

The budget had been approved prior to convention by the Diocesan Council.

ANNUAL MINISTRIES REPORTS

The Ministry reports are in the Convention Booklet which is attached to this Journal

RESOLUTION 1

A Joint Resolution Calling for the Creation of an Assisting Bishop Position in the Dioceses of Eastern and Western Michigan

Whereas, we highly value the deepening relationship between our dioceses and hope to continue finding ways to creatively share resources and ministry so that the Good News of Jesus Christ may be effectively proclaimed in congregations that are healthy, mission-focused, and led by faithful lay and clergy leaders; and

Whereas, both our dioceses are seeking faithfulness in times marked by economic uncertainty, political unrest, racial injustice, a global pandemic, and a cultural context which calls for a bold and unified message of God's love; and

Whereas, we also affirm, as dioceses of The Episcopal Church, the teaching of our prayer book (BCP 855) that Christian ministry is most fully exercised by clergy and laity joined with the sacramental and apostolic leadership of a bishop; and

Whereas, we uphold and respect the decision of the Standing Committees to retain the ecclesiastical authority during the suspension of our Bishop; and

Whereas, at a Joint Standing Committee meeting on August 31, 2020 the Standing Committees of the Dioceses of Eastern and Western Michigan voted to appoint a part-time Visiting Bishop; and the Standing Committees of Eastern and Western MI, acting jointly, ask the joint convention of our dioceses to create the position of a part-time Assisting Bishop for the Dioceses of Eastern and Western Michigan; therefore be it

Resolved, that this Joint Convention of the Episcopal Dioceses of Eastern and Western Michigan create the position of a part-time Assisting Bishop, in accordance with Title III, Canon 12.9 (m) of the Constitution and Canons of The Episcopal Church, who will serve both dioceses with primary roles of teaching, preaching, pastoral care particularly to the clergy, providing sacramental rites, and advising the Standing Committees; and be it further

Resolved, that our Joint Convention urge the Standing Committees, under their authority as the Ecclesiastical Authority of each Diocese, to appoint the current Visiting Bishop to the position of Assisting Bishop; and be it further

Resolved, that the Joint Standing Committees, as allowed by Canon, determine the work to be done by the Assisting Bishop and the ecclesiastical authority to be delegated to him or her, if any; and be it further

Resolved, that the Assisting Bishop's tenure shall continue until our dioceses have made a godly decision with regard to our future relationship with our current Bishop, with the possibility of the Assisting Bishop either being a shepherd to us in reconciliation with our Bishop or as a guide in a faithful separation from him and discernment of new beginnings for the Episcopal Church in the Dioceses of Eastern and Western Michigan.

Rationale:

- We believe that, an Assisting Bishop could provide wise counsel and leadership in this tumultuous time and serve as a helpful advisor to our Standing Committees, augmenting, and supporting their leadership. This is in no way a denigration of the leadership of any other order of ministry, nor a claim for the superiority of the episcopate. Rather, it is an affirmation of St. Paul's words in Romans 12, "We have gifts that differ according to the grace given to us." We believe the distinctive gifts of a bishop are needed at this time in our shared life.
- We acknowledge our strong laity, deacons, and priests who provide leadership in exemplary ways as The Episcopal Church in Eastern and Western Michigan. Still, our governance and ecclesiology envision the focused care, oversight, and direction for ministry by a Bishop.
- Canon III.12.9(m) indicates that, in the absence of a Bishop Diocesan, the Standing Committee can make this invitation: "(m) Assisting Bishops are those bishops whose primary roles are teaching, preaching or providing sacramental rites at the invitation of the Ecclesiastical Authority of the diocese where the Assisting Bishop has been invited to participate for particular times and places."
- We believe the Holy Spirit is active in our diocesan leadership, guiding our clergy and lay leaders. We have seen that activity, particularly in the increased shared ministries between the two Dioceses. We believe an Assisting Bishop can enable us to walk through the path ahead of us with grace, faithfulness, and a strong commitment to being the Body of Christ in our time

Resolution 1 was adopted

RESOLUTION 2

A Joint Resolution Calling for Racial Healing and Equity

The Dioceses of Eastern and Western Michigan resolve and affirm that Black Lives Matter.

Rationale:

Genesis 1:26-27 states that God created all of humanity in the divine image and bestows dignity upon all. God promises to redeem, reconcile, and restore the whole creation through Christ. When Black lives are treated as though they don't matter, Christians everywhere should be able to stand up and assert without hesitation that Black lives certainly do matter, have dignity, worth, and value. God created Black people in God's image. God redeems Black lives in Christ. Black lives matter to God.

Resolution 2 was adopted.

CONGREGATIONS FOR ROLL CALL 2017

CITY	<u>CONGREGATION NAME</u>	<u>PRESENT</u>	<u>CONVOCATION</u>
Alma	St. John's		Saginaw Valley
Alpena	Trinity		Northern
Atlanta	St. Mark's		Northern
Bad Axe	St. Paul's		Saginaw Valley
Bay City	St. Alban's		Saginaw Valley
Bay City	Trinity		Saginaw Valley
Cheboygan	St. James'		Northern
Corunna	St. Paul's		Flint River Valley
Davison	St. Dunstan's		Flint River Valley
Dryden	St. John's		Flint River Valley
East Tawas	Christ Church		Northern
Fenton	St. Jude's		Flint River Valley
Flint	St. Andrew's		Flint River Valley
Flint	St. Paul's		Flint River Valley
Flushing	Trinity		Flint River Valley
Gaylord	St. Andrew's		Northern
Gladwin	St. Paul's		Saginaw Valley
Grand Blanc	St. Christopher's		Flint River Valley
Grayling	St. Francis		Northern
Harrisville	St. Andrew's-By-The-Lake		Northern
Harsens Island	St. Paul's		Blue Water
Higgins Lake	St. Elizabeth's		Northern
Hillman	Calvary	Not present	Northern
Indian River	Transfiguration		Northern
Lapeer	Grace		Flint River Valley
Lexington	Trinity		Blue Water
Long Rapids	Grace	Not present	Northern
Midland	Holy Family		Saginaw Valley
Midland	St. John's		Saginaw Valley
Mio	St. Bartholomew's		Northern
Oscoda	Hope St. John's Parish		Northern
Otter Lake	St. John's		Flint River Valley
Owosso	Christ Church		Flint River Valley
Port Huron	Grace		Blue Water
Rogers City	St. Luke's		Northern
Saginaw	St. John's		Saginaw Valley
Saginaw	St. Matthew's		Saginaw Valley
Saginaw	St. Paul's		Saginaw Valley
Sand Point	St. John's		Saginaw Valley
Sandusky	St. John's	Not present	Blue Water
Standish	Grace		Saginaw Valley
St. Clair	Holy Family		Blue Water
West Branch	Trinity		Northern

<i>Alma</i>	St Johns Episcopal Church Mrs Angie Ballard Mr. Doug Ballard Ms Margaret Trimmer Ms Kimberly Winnie	Alpena	Trinity Episcopal Church The Rev William McClure, Jr The Rev Daniel Maxwell Ms Geraldine Cawthra Mrs Debra McClure Mr Ted Rockwell Ms Bronwyn Woolman
Atlanta	St Marks Episcopal Church The Rev Phil Seitz Mrs Debra Bowers Mr Mark Bowers Ms Amy Soncrainte Mr Joe Soncrainte	Bad Axe	St Pauls Episcopal Church The Rev Thomas Manney Ms Rachel Kain Ms Beverly Reilich Ms Patty Iseler Ms Carrie Krzeszewski
Bay City	St Albans Episcopal Church The Rev Nancy Mayhew Mrs. Deb Blakely Ms. Rose Duncan Ms Debra Grochowski Mr. Michael Snyder	Bay City	Trinity Episcopal Church The Rev Sue Rich Mr Archie Duncan Mr Sam Keeler Ms Pat Maxim Ms Ann Shea
Blue Water	Holy Family Episcopal Church The Rev David Vickers Ms Suzette Lomasney Ms Lorna MacDonald Mr Mike Turnbull	Cheboygan	St James' Episcopal Church The Rev Lewis Crusoe Ms. Sue Bronson Mr. Don Gezon Ms. Trish Gezon Mr. Richard Sangster
Corunna	St Pauls Episcopal Church The Rev Russ Merrill The Rev Deacon Linda Ash Carol Amsterburg Ms Jan Hebekeuser Ms Sandy Kirby Ms Margaret Loffelman	Davison	St Dunstans Episcopal Church The Rev Sue Colavincenzo The Rev Tom Smith Mr. Sam Coplin Ms. Debbie Kekel Mrs. Marie Smith Ms. Barbara Taylor
Dryden	St Johns Episcopal Church The Rev Thomas Manney Ms Sherry Boyden Mrs Corinne Fry Mr Neil Hargave Mr Russ Underwood	East Tawas	Christ Episcopal Church Ms Nancy Jo Beckley Mr Peter Hanoian Ms Sharon Huitema Ms Kathy Nelkie
Fenton	St Judes Episcopal Church The Very Rev Tracie Little The Rev Mike Marinco The Rev Deacon Judy Marinco Mr Charles Jonston Mrs Francine Johnston Mrs Carol Pettipher Mr John Pettipher	Flint	St Andrews Episcopal Church The Very Rev Jay Gantz Aaron Baird Julie Edick Mr Randy Hall Ms Vicki Julian

Flint	St Pauls Episcopal Church The Rev Daniel Scheid Ms Genevieve Field Ms. Audrey Stephens Mr Craig Leavitt	Flushing	Trinity Episcopal Church The Rev Barb Cavin Mrs Linda Niedecken Mrs Shirley St John
Gaylord	St Andrews Episcopal Church The Rev Pam Lenartowicz Ms Stacy Bishop Mr Tony Comeford Ms Susan Nye Ms Charlotte Rakich	Gladwin	St Pauls Episcopal Church The Rev J Thomas Downs Mr Hunter Carrick Mrs Kim Carrick Mr Jarrett Randle Ms Mary-Jane Ogg
Grand Blanc	St Christophers Episcopal Church The Rev Ann Grady The Rev Cannon Michael Spencer Ms Angela Campbell Mrs Linda Rathburn Mrs Joyce Thewalt	Grayling	St Francis Episcopal Church Ms Debby Anthony Mrs Carol Moggo Ms Kristen Todoroff Mrs Judy Woodland
Harrisville	St Andrews-By-The-Lake Episcopal Church Mrs Jeanne Meskus Mrs Sue Wander	Harsens Island	St Pauls Episcopal Church The Rev Rebecca Lepley Ms Kathleen Harrison Mr Robert Lepley
Higgins Lake	St Elizabeths Episcopal Church The Rev Mary Shortt Mr Don DeWalt Ms Joyce McManus Mr Tom Raymond	<i>Hillman</i>	<i>Calvary Episcopal Church</i> <i>No Delegation</i>
Indian River	Transfiguration Episcopal Church Ms Sue Cherveney Ms Susan Howe	Lapeer	Grace Episcopal Church Ms Lauraine Ferris Mr Brian Ludlow Ms Vicki McIntyre Mr Robert Thomas
Lexington	Trinity Episcopal Church Ms Beth Barkley Ms Denise Korniewicz Ms Michelle Irwin Ms Alice McGarvie	<i>Long Rapids</i>	<i>Grace Episcopal Church</i> <i>No Delegation</i>
Midland	Holy Family Episcopal Church Mr Henry Mayer Ms Alicia Miller Ms Debbie Rothe	Midland	St Johns Episcopal Church The Rev Kenneth Hitch The Rev James Harrison Mr Tom Lane Ms Gail Hoffman Ms Ellen McVey Ms Alicia Watt
Mio	St Bartholomews Episcopal Church The Rev Allan Feltner Mrs Sue Feltner	Oscoda	Hope-St John's Episcopal Church Mr Pete Mapes Mrs Nona Mapes

Mrs Mary Parker
Mrs Carol Scheich
Ms Tiffany Ware

Otter Lake

St Johns Episcopal Church
The Rev Ann Norton
The Rev Deacon Joanne St. Pierre
The Rev Deacon Harold Schneider
Mr Ronald Rude
Mr Randy Snyder
Ms Dorris Sutton
Ms Nancy VanAmburg

Owosso

Christ Episcopal Church
The Rev Paul Brunell

Ms Emily Klein
Mrs Carolyn Koenig

Port Huron

Grace Episcopal Church
The Rev Lydia Speller
The Rev Linda Crane
The Rev Shirley Seeley
Jeanette Ettin
Ms Nancy Kelley
Ms Mary Gail McPharlin
Ms Maureen Porada

Rogers City

St Lukes Episcopal Church
Mrs Maggie Michaud

Saginaw

St Johns Episcopal Church
The Rev Curt Norman
The Rev Pam Renna
Ms Mary Baukus
Ms Kathy Coman
Ms Marcia Hoffman
Ms Melanie Hollman

Saginaw

St Pauls Episcopal Church
The Rev Judith Boli
Dr. Caroline Scott

Saginaw

St Matthews Episcopal Church
The Rev Mary Jo Hudson

Ms Beth Taylor
Mr Donald Taylor

Sand Point

St Johns Episcopal Church
The Rev Jane Spencer
Mr Doug Freeman
Ms Pam Gardner
Ms Dolly Weiss

Sandusky

St Johns Episcopal Church
No Delegation

Standish

Grace Episcopal Church
No Delegation

West Branch

Trinity Episcopal Church
The Rev Brian Chace
The Rev Robert Finn
Ms Jane Hutchins

DIOCESAN CONVENTION--OCT 30-31, 2020
CLERGY LISTING

**CLERGY PRESENT AND ELIGIBLE TO VOTE,
NOT LISTED ELSEWHERE**

Fargo	Valerie	Clergy
Barta	Heather	Clergy
Chace	Elizabeth	Clergy
Curtis	Charles	Clergy
Davidson	Don	Clergy
Michaud	Bruce	Clergy
Owsley	Rebecca	Clergy
Pressentin	Elsa	Clergy
Steele	Nancy	Clergy
Stefanovsky	Derek	Clergy

**CLERGY NOT PRESENT,
BUT ELIGIBLE TO VOTE**

Bennett	Franklin	Clergy
Breznau	Nancy	Clergy
Clark	Marlene	Clergy
Delaney	Mary	Clergy
Diehl	Jane	Clergy
Harpfer	Nancy	Clergy
Jenney	Joe	Clergy
Parks	Sarah	Clergy
Parks	Larry	Clergy

**CLERGY NOT PRESENT AND NOT
ELIGIBLE TO VOTE**

Houghton	Frederick	Clergy
Knotts	Wayne	Clergy
Laycock	John	Clergy
King	Edward	Clergy
Wilson	Mike	Clergy

Naughton	Sharon	Clergy
Otto	Susan	Clergy
Rehagen	Gerald	Clergy
Schneider	Ned	Clergy
Schuetz	Mary Jo	Clergy
Sorenson	James	Clergy
Tepe	Don	Clergy
Thompson	Karen	Clergy
Vince	Gail	Clergy
Wallace	John	Clergy
Young	Sherry	Clergy

VITAL STATISTICS OF CONGREGATIONS AND MISSIONS
FOR THE DIOCESE OF EASTERN MICHIGAN

next page

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Alma	St John Episcopal Church	23	23	5	18	24	0	0	0
Alpena	Trinity Episcopal Church	185	177	9	65	99	0	0	0
Atlanta	St Marks Episcopal Mission	72	72	0	23	32	0	1	0
Bad Axe	St Pauls Episcopal Church	59	34	1	19	9	0	0	0
Bay City	St Albans Episcopal Church	170	73	63	45	42	0	3	1
Bay City	Trinity Episcopal Church	205	117	2	69	50	1	0	4
Cheboygan	St James Church	92	92	5	34	49	0	1	0
Corunna	St Paul Episcopal Church	32	32	0	20	0	0	0	0
Davison	St Dunstons Episcopal Church	60	55	4	43	47	0	3	2
Dryden	St Johns Episcopal Church	39	39	0	25	24	0	0	2
East Tawas	Christ Church	74	49	1	18	0	0	0	0
Fenton	St Judes Church	266	266	0	82	96	0	0	0
Flint	St Andrews Episcopal Church	163	163	0	20	166	0	11	0
Flint	St Pauls Episcopal Church	345	191	0	79	101	0	1	0
Flushing	Trinity Episcopal Church	37	28	1	13	30	0	0	0
Gaylord	St Andrews Episcopal Church	73	58	12	26	46	0	3	0
Gladwin	St Pauls Church	131	129	0	51	85	0	2	0
Grand Blanc	St Christophers Episcopal Church	297	296	16	99	101	0	0	14
Grayling	St Francis Episcopal Church	84	45	3	21	51	0	3	2
Harrisville	St Andrews by the Lake	20	0	1	10	38	0	0	0
Harsens Island	St Paul Episcopal Church	72	72	0	34	34	0	1	0
Hillman	Calvary Episcopal Church	52	35	2	22	26	0	1	0
Indian River	Church of the Transfiguration	123	103	0	51	51	0	4	1
Lachine	Grace Episcopal Church	40	40	0	16	50	0	1	0
Lapeer	Grace Episcopal Church	80	80	0	42	54	0	2	6
Lexington	Trinity Episcopal Church	148	87	4	48	59	0	0	3
Midland	Church of the Holy Family	28	27	3	14	52	0	0	0
Midland	St Johns Church	189	189	82	89	102	0	0	1
Mio	St Bartholomews Episcopal Church	37	27	2	19	37	0	0	0
Oscoda	Hope-St Johns Parish	30	30	0	17	53	0	0	0

Otter Lake	St Johns Episcopal Church	81	81	5	35	45	0	0	0
Owosso	Christ Episcopal Church	41	28	1	23	1,161	0	0	0
Port Huron	Grace Episcopal Church	294	294	0	130	148	0	2	1
Rogers City	St Lukes Episcopal Church	25	25	0	12	26	0	0	0
Diocese of Eastern Michigan		Vital Statistics of Congregations and Missions							

— —

March 16, 2020

To the Diocesan Council
The Episcopal Diocese of Eastern Michigan
Saginaw, Michigan

We have completed our audit of the financial statements of The Episcopal Diocese of Eastern Michigan (the Diocese) as of and for the year ended December 31, 2019, and have issued our report dated March 16, 2020.

Professional standards require that we provide you with information about our responsibilities under auditing standards generally accepted in the United States of America, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our engagement letter dated December 16, 2019. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Diocese are described in Note 1 of the financial statements. The Diocese has adopted FASB ASU 2018-08 Not-for-Profit Entities (Topic 958) *Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made*. ASU 2018-08 is effective for years ending December 15, 2019 and later. The update clarifies when a transaction is a contribution and whether it is unconditional. We noted no transactions entered into by the Diocese during the year where there is lack of authoritative guidance or consensus. All significant transactions have been recognized in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the Diocese's financial statements was:

- Management's estimate of the useful lives of depreciable capital assets is based on the length of time it is believed that those assets will provide some economic benefit in the future.

We evaluated the key factors and assumptions used to develop the estimate in determining that it is reasonable in relation to the financial statements taken as a whole and free from bias.

Disclosures in the financial statements are neutral, consistent and clear.

Accounting Standards and Regulatory Updates

- *Cybersecurity Posture*
Cybersecurity posture, an overall measure of cybersecurity strength, is more prevalent than ever as organizations continue to face cybersecurity risks. Billions of emails are sent every day, some of which

contain attachments with malicious files or malicious embedded links aimed at negatively impacting unsuspecting organizations. A recent study showed as many as four out of five US Companies have suffered from an attack. Not only can a successful attack cost thousands of dollars and put a strain on IT resources while remediation efforts are underway, but sensitive information may be breached.

Risk assessment is a first step in mitigating cybersecurity risks and improving your organization's overall cybersecurity posture. The National Institute of Standards and Technology published Framework for Improving Critical Infrastructure Cybersecurity, which "enables organizations, regardless of size, degree of cybersecurity risk, or cybersecurity sophistication, to apply the principles and best practices of risk management to improving the security and resilience of critical infrastructure." The framework is designed to cover five areas including identification, protection, detection, responsiveness and recovery. The publication can be found at www.nist.gov.

Placing significant emphasis on evaluating your organization's cybersecurity posture, and channeling sufficient resources towards proper risk assessment, implementation, and education will reduce the likelihood of a cybersecurity threat and help lessen the impact of a breach.

Leases

There is a new Accounting Standards Update which will significantly change accounting for leases by both lessors and lessees. The new guidance requires the right of use model in accounting for all leases, with limited exceptions. As a result, lessees will be required to recognize assets and liabilities arising from operating leases. Lessees will recognize interest expense on the liability and amortization of the right-to-use asset in their results of operations. Capital lease accounting will also change due to changes in guidance related to options and contingent rentals. Rules may be simplified for leases with terms of twelve months or less but will be applied to all existing leases upon adoption. The guidance could have implications, not only for the Organization's financial statements, but also for any applicable debt covenants. The standard that will be applicable for the fiscal year ending December 31, 2021.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require that the auditor accumulate all known and likely misstatements identified during the audit, other than those the auditor believes to be trivial, and communicate them to the appropriate level of management. There were no misstatements detected as a result of audit procedures that were more than trivial.

There were no uncorrected misstatements that were more than trivial.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting or auditing matter, whether or not resolved to our satisfaction that could be significant to the financial statements or the auditors' report. We had no disagreements with management during the audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated as of the date of the audit report.

Management's Consultations with Other Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Diocese's financial statements or a determination of the type of auditor's opinion that

may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Diocese's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Qualified Opinion

The Diocese's expenses are reported by natural classification. Accounting principles generally accepted in the United States of America require functional reporting of expenses. This results in a qualified opinion, which is expected to read:

In our opinion, except for the effect of the matter described in the Basis for Qualified Opinion paragraph, the financial statements referred to above present fairly, in all material respects, the financial position of The Episcopal Diocese of Eastern Michigan as of December 31, 2019, and the results of its operations for the year then ended in accordance with the cash basis of accounting.

Emphasis of Matters in Independent Auditors' Report

Our report will include the following emphasis of matter paragraphs:

Basis of Accounting

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. These financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Adoption of New Accounting Standard

As described in Note 1 to the financial statements, The Episcopal Diocese of Eastern Michigan changed its method of accounting for contributions in 2019 as required by the provisions of FASB Accounting Standards Update 2018-08 *Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made*. Our opinion is not modified with respect to that matter.

We discussed these matters with various personnel in the Diocese during the audit and have already met with management. We would also be pleased to meet with you to discuss these matters at your convenience.

These communications are intended solely for the information and use of management, the Diocesan Council, and others within the Diocese, and are not intended to be and should not be used by anyone other than those specified parties.

Yeo & Yeo, P.C.

Saginaw, Michigan

The Episcopal Diocese of Eastern Michigan

Financial Statements

**December 31, 2019 (With Summarized
Comparative Information for 2018)**



800.968.0010 | yeoandyeo.com

Independent Auditors' Report

To the Diocesan Council
The Episcopal Diocese of Eastern Michigan
Saginaw, Michigan

We have audited the accompanying financial statements of The Episcopal Diocese of Eastern Michigan, which comprise the statement of assets, liabilities, and net assets – cash basis as of December 31, 2019, and the related statement of revenues, expenses, and changes in net assets – cash basis for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis of accounting described in Note 1; this includes determining that the cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis for Qualified Opinion

As described in Note 1 to the financial statements, the expenses of The Episcopal Diocese of Eastern Michigan are reported by natural classification in the financial statements. Accounting principles generally accepted in the United States of America require functional reporting of expenses. The effect on the accompanying financial statements of the failure to report expenses on a functional basis has not been determined.

Opinion

In our opinion, except for the effect of the matter described in the Basis for Qualified Opinion paragraph, the financial statements referred to above present fairly, in all material respects, the financial position of The Episcopal Diocese of Eastern Michigan as of December 31, 2019, and the results of its operations for the year then ended in accordance with the cash basis of accounting.

Basis of Accounting

We draw attention to Note 1 to the financial statements, which describes the basis of accounting. These financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Adoption of New Accounting Standard

As described in Note 1 to the financial statements, The Episcopal Diocese of Eastern Michigan changed its method of accounting for contributions in 2019 as required by the provisions of FASB Accounting Standards Update 2018-08 *Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made*. Our opinion is not modified with respect to that matter.

Report on Summarized Comparative Information

We have previously audited The Episcopal Diocese of Eastern Michigan 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated May 1, 2019. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Yeo & Yeo, P.C.

Saginaw, Michigan

March 16, 2020

The Episcopal Diocese of Eastern Michigan
Statement of Assets, Liabilities and Net Assets - Cash Basis
December 31, 2019
(With Summarized Comparative Information for 2018)

	2019			2018
	Operating Fund	Endowment Fund	Total	
Assets				
Current assets				
Cash and cash equivalents	\$ 972,402	\$ 104,794	\$ 1,077,196	\$ 1,226,881
Loans receivable, current portion	2,167	-	2,167	8,834
Total current assets	974,569	104,794	1,079,363	1,235,715
Noncurrent assets				
Long-term investments	1,525,121	7,808,794	9,333,915	7,891,404
Loans receivable, net of current portion	508,000	-	508,000	508,000
Property and equipment, net	219,017	-	219,017	234,862
Total noncurrent assets	2,252,138	7,808,794	10,060,932	8,634,266
Total assets	\$ 3,226,707	\$ 7,913,588	\$ 11,140,295	\$ 9,869,981
Liabilities and Net Assets				
Pass through liabilities	\$ 10,828	\$ -	\$ 10,828	\$ 10,062
Net assets				
Without donor restrictions				
Designated by the Diocesan Council for Endowment Fund	-	5,239,317	5,239,317	4,557,710
Designated by the Diocesan Council for Loans and Grants Fund	481,739	-	481,739	420,191
Designated by the Diocesan Council for operations	1,440,275	-	1,440,275	1,245,235
Designated by the Diocesan Council for Congregational Development Fund	863,240	-	863,240	729,879
Designated by the Diocesan Council for Indigenous Human Needs Fund	30,302	-	30,302	38,755
Designated by the Diocesan Council for the 1% Debt Relief Fund	11,847	-	11,847	7,857
Invested in property of equipment	219,017	-	219,017	234,862
Total without donor restrictions	3,046,420	5,239,317	8,285,737	7,234,489
With donor restrictions				
Perpetual in nature	-	608,911	608,911	608,911
Purpose restrictions	169,459	2,065,360	2,234,819	2,016,519
Total with donor restrictions	169,459	2,674,271	2,843,730	2,625,430
Total net assets	3,215,879	7,913,588	11,129,467	9,859,919
Total liabilities and net assets	\$ 3,226,707	\$ 7,913,588	\$ 11,140,295	\$ 9,869,981

The Episcopal Diocese of Eastern Michigan
Statement of Revenues, Expenses and Changes in Net Assets - Cash Basis
For the Year Ended December 31, 2019
(With Summarized Comparative Information for 2018)

	Operating Fund		Endowment Fund		Total	
	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	2019	2018
Revenue and support						
Diocesan Council						
Congregation income	\$ 256,302	\$ -	\$ -	\$ 200,000	\$ 456,302	\$ 452,255
Growth and Income Fund	21,164	17,008	-	-	38,172	35,744
Tannahill Trust Fund	75,000	-	-	-	75,000	74,375
Tretheway Downs	41,805	-	-	-	41,805	41,354
Loan and Grant Fund - investment income	225,189	-	-	-	225,189	26,114
Loan and Grant Fund - loan interest	129	-	-	-	129	627
Sale of property	-	-	-	-	-	25,983
CDRF investment income	45,508	-	-	-	45,508	49,785
Indigenous Human Needs Fund investment income	1,471	-	-	-	1,471	3,332
Other	176,727	-	-	-	176,727	33,375
Total Diocesan Council revenue	843,295	17,008	-	200,000	1,060,303	742,944
Bishop's Fund - McElroy						
Contributions	126,013	-	-	-	126,013	151,271
Investment income	-	6,140	-	-	6,140	7,818
Total Bishop's Fund - McElroy revenue	126,013	6,140	-	-	132,153	159,089
Trustees investment income						
Charitable Contributions Fund	-	-	-	19,573	19,573	21,651
Growth and Income Fund	-	-	-	42,361	42,361	47,565
Endowment Fund	-	-	276,231	-	276,231	304,630
Breaking New Ground	-	-	-	44,318	44,318	73,746
Trust Fund	-	-	-	22,933	22,933	25,386
Total Trustees investment income	-	-	276,231	129,185	405,416	472,978
Total revenue and support	969,308	23,148	276,231	329,185	1,597,872	1,375,011

The Episcopal Diocese of Eastern Michigan
Statement of Revenues, Expenses and Changes in Net Assets - Cash Basis
For the Year Ended December 31, 2019
(With Summarized Comparative Information for 2018)

	Operating Fund		Endowment Fund		Total	
	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	2019	2018
Gains and (losses)						
Diocesan Council						
Indigenous Human Needs Fund	\$ 76	\$ -	\$ -	\$ -	\$ 76	\$ (7,230)
Church Development and Redevelopment Fund	106,190	-	-	-	106,190	(83,444)
Loan and Grant Fund	61,063	-	-	-	61,063	(47,473)
Total Diocesan Council gains and (losses)	167,329	-	-	-	167,329	(138,147)
Bishop's Fund - McElroy gains and (losses)	-	15,997	-	-	15,997	(12,845)
Trustees						
Charitable Contributions Fund	-	-	-	46,121	46,121	(36,154)
Growth and Income Fund	-	-	-	150,573	150,573	(121,045)
Endowment Fund	-	-	649,466	-	649,466	(506,623)
Breaking New Ground	-	-	-	106,115	106,115	(128,826)
Total Trustees gains and (losses)	-	-	649,466	302,809	952,275	(792,648)
Total gains and (losses)	167,329	15,997	649,466	302,809	1,135,601	(943,640)

The Episcopal Diocese of Eastern Michigan
Statement of Revenues, Expenses and Changes in Net Assets - Cash Basis
For the Year Ended December 31, 2019
(With Summarized Comparative Information for 2018)

	Operating Fund		Endowment Fund		Total	
	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	2019	2018
Expenses						
Diocesan Council expenses						
Ministry of the Diocese	\$ 66,931	\$ -	\$ -	\$ -	\$ 66,931	\$ 107,001
Ministry of the Diocese - Networking	105,160	-	-	-	105,160	92,810
National Church	131,628	-	-	-	131,628	126,132
Office of the Bishop	117,533	-	-	-	117,533	138,241
Office administration and support	256,483	-	-	-	256,483	285,945
Communications	76,157	-	-	-	76,157	103,995
Other	8,101	-	-	-	8,101	8,203
Canon to the Ordinary	117,610	-	-	-	117,610	92,257
Depreciation	17,053	-	-	-	17,053	17,043
Restricted funds	4,149	2,383	-	-	6,532	6,124
Grants and loans to churches and dioceses	31,500	-	-	-	31,500	30,000
Indigenous human needs grants	10,000	-	-	-	10,000	12,000
Grants to congregations	-	-	-	250,000	250,000	-
Camp Chickagami	100,783	-	-	-	100,783	85,233
Church development and redevelopment	2,146	-	-	-	2,146	26,836
Total Diocesan Council expenses	1,045,234	2,383	-	250,000	1,297,617	1,131,820
Bishop's Fund - McElroy expenses	127,486	-	-	-	127,486	174,746
Trustees expenses						
Growth and Income Fund	-	-	-	38,172	38,172	35,744
Investment fees	-	-	650	-	650	650
Total Trustees expenses	-	-	650	38,172	38,822	36,394
Total expenses	1,172,720	2,383	650	288,172	1,463,925	1,342,960

The Episcopal Diocese of Eastern Michigan
Statement of Revenues, Expenses and Changes in Net Assets - Cash Basis
For the Year Ended December 31, 2019
(With Summarized Comparative Information for 2018)

	Operating Fund		Endowment Fund		Total	
	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	2019	2018
Transfers in (out)						
Transfers in	\$ 405,724	\$ -	\$ -	\$ -	\$ 405,724	\$ 297,909
Transfers out	-	(26,876)	(243,440)	(135,408)	(405,724)	(297,909)
Total transfers in (out)	405,724	(26,876)	(243,440)	(135,408)	-	-
Change in net assets	369,641	9,886	681,607	208,414	1,269,548	(911,589)
Net assets - beginning of year	2,676,779	159,573	4,557,710	2,465,857	9,859,919	10,771,508
Net assets - end of year	\$ 3,046,420	\$ 169,459	\$ 5,239,317	\$ 2,674,271	\$ 11,129,467	\$ 9,859,919

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

Note 1 – Summary of Significant Accounting Policies

The Episcopal Diocese of Eastern Michigan (the Diocese) includes the Episcopal Churches in the Northeast quadrant of the lower peninsula of Michigan. The Diocese's primary revenue sources are contributions from congregations, as provided by Diocesan Canon, bequests and investment earnings. The Diocese was established late in 1994 as a separate Diocese from The Diocese of Michigan.

Basis of Accounting

The Diocese's policy is to prepare its financial statements on the cash basis of accounting; consequently, certain revenues and the related assets are recognized when received rather than when earned and certain expenses and purchases of assets are recognized when cash is disbursed rather than when the obligation is incurred. That basis differs from accounting principles generally accepted in the United States of America primarily because the Diocese has not recognized accounts receivable, prepaid expenses, accounts payable to vendors, and the related income and expenses in the financial statements.

Basis of Presentation

Net assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net assets without donor restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions. The Diocesan Council has designated, from net assets without donor restrictions, net assets for various purposes as identified on the statement of assets, liabilities and net assets – cash basis.

Net assets with donor restrictions – Net assets subject to donor (or certain grantor) imposed restrictions. Some donor-imposed

restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity.

The Diocese reports contributions restricted by donors as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends, or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of revenues, expenses and changes in net assets – cash basis as net assets released from restrictions.

Functional Expenses

The expenses of the Diocese are reported by natural classification in the financial statements. This is a departure from Generally Accepted Accounting Principles.

Comparative Financial Information

The financial information for the year ended December 31, 2018, presented for comparative purposes, is not intended to be a complete financial statement presentation.

Reclassification

Certain amounts in the 2018 financial statements have been reclassified to conform to the 2019 presentation. Net assets and changes in net assets are unchanged due to these reclassifications.

Cash and Cash Equivalents

The Diocese considers all unrestricted and highly liquid investments with an initial maturity of three months or less to be cash equivalents.

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

The Diocese invests temporary cash primarily in money market funds in a bank in Michigan and brokerage firms. As of December 31, 2019, \$937,354 of cash and cash equivalents was not insured by the FDIC.

Investments

Investments in debt and equity securities with readily determinable fair values are carried at fair value based on quoted prices in active markets. Realized and unrealized gains and losses are recognized in the statement of revenues, expenses, and changes in net assets – cash basis under the gains and losses section.

The Diocesan Council investment policy was established to provide high levels of funding for church projects while preserving the purchasing power of the invested money in the time frame for which investments are made. Investments are diversified to minimize the risk of large losses, unless under the circumstances it is not prudent to do so. The goal is to achieve a 5% average annual real rate of return. The return is recognized as investment income and gains and losses in the financial statements.

Property and Equipment

The Diocese follows the practice of capitalizing all expenditures in excess of \$1,000 for property and equipment at cost; the fair value of donated fixed assets is similarly capitalized. Major improvements are capitalized while ordinary maintenance and repairs are expensed.

The Diocese evaluates long-lived assets for impairment using a discounted cash flow method whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable in accordance with accounting principles generally accepted in the United States of America.

Depreciation is computed using the straight-line method over the estimated useful lives of the related assets.

Gifts of land, buildings, equipment and other long-lived assets are also reported as revenue without donor restrictions and net assets, unless subject to time restrictions. Absent explicit donor stipulations for the time long-lived assets must be held, expirations of restrictions resulting in reclassification of net assets with donor restrictions as net assets without donor restrictions are reported when the long-lived assets are placed in service.

Income Tax Status

The Diocese is qualified as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code and is classified as an organization other than a private foundation, as described in Section 509(a).

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Subsequent Events

Management has evaluated subsequent events through March 16, 2020, which is the date the financial statements were available to be issued.

Change in Accounting Principle

The Diocese adopted ASU 2018-08 Not-for-Profit Entities (Topic 958) *Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made* as of the beginning of the year ended December 31, 2019. This has been adopted prospectively. Net assets did not change as a result of this change.

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

Note 2 – Liquidity and Availability

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date, are comprised of the following:

Cash and cash equivalents	\$ 1,077,196
Loans receivable	510,167
Long-term investments	9,333,915
Total financial assets - end of year	10,921,278
Less: Financial assets unavailable for general expenditures within one year, due to:	
Contractual or donor-imposed restrictions	(608,911)
Restricted by donor with perpetual restrictions	(2,234,819)
Restricted by donor with purpose restrictions	(11,847)
Diocesan Council designations:	
Endowment Fund	(5,239,317)
Loans and Grants Fund	(481,739)
Operations	(1,440,275)
Congregational Development Fund	(863,240)
Indigenous Human Needs Fund	(30,302)
1% Debt Relief Fund	(11,847)
Financial assets available to meet cash needs for general expenditures within one year	\$ 10,828

Although it appears that the Diocese has very little financial assets to meet cash needs for general expenditures within one year, there are several qualitative factors that contribute to their ability to continue operations. A large portion of the Diocese's cash and investments are designated by the Diocesan Council for various purposes, one of which includes an operating reserve that could be used, upon approval by the Council, to fund operations. Further, the Diocese receives tithes from local congregations throughout the year which contributes to their ability to meet operational expenses throughout the year.

Note 3 – Investments

Investments as of December 31 are summarized as follows:

	2019	2018
Indigenous Human Needs Fund	\$ 26,046	\$ 36,240
McElroy	101,776	103,108
Loans and Grants Fund	470,837	400,643
CDRF Fund	860,817	726,068
Charitable Contributions Fund	394,116	324,174
Growth and Income Fund	804,575	683,262
Endowment Fund	5,164,706	4,415,890
Breaking New Ground Fund	1,092,542	821,716
Designated Trusts Fund	418,500	380,303
	<u>\$ 9,333,915</u>	<u>\$ 7,891,404</u>

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

Fair value of investments is determined by Level 1 inputs, which generally use quoted prices in active markets for identical assets that the Diocese has the ability to access. The fair value at December 31 is summarized as follows:

	2019	2018
Cash and money market	\$ 124,377	\$ 480,561
Mutual funds	9,333,915	7,891,404
Total investments	<u>\$ 9,458,292</u>	<u>\$ 8,371,965</u>

Investment income received for the years ended December 31 is as follows:

	2019	2018
Dividends and interest	\$ 483,724	\$ 560,027
Realized gain	170,045	307,711
Unrealized gain (loss)	957,893	(801,622)
Less: investment fees	(1,250)	(1,250)
Total investment income	<u>\$ 1,610,412</u>	<u>\$ 64,866</u>

Note 4 – Loans Receivable

The Diocese's policy is to hold loans receivable until maturity or until payoff. Loans receivable are reported net of an allowance for loan losses. The loans are deemed to be collectible and the allowance for loan losses is \$0, for the years ended December 31, 2019 and 2018. Interest is recognized as it is earned. As of December 31, the following loans were outstanding:

	2019	2018
McGehee Fund	\$ 8,000	\$ 8,000
St. Dunstan's, Davison	2,167	6,237
St. Christopher Grand Blanc	500,000	502,597
Total loans receivable	<u>\$ 510,167</u>	<u>\$ 516,834</u>

Loans outstanding represent unsecured notes at an interest rate of 3%. The current portion due within the next year amounts to \$2,167.

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

Note 5 – Property and Equipment

The historical cost of property and equipment at December 31 is as follows:

	2019	2018
Building	\$ 472,347	\$ 471,139
Vehicles and office equipment	65,070	65,070
Less: accumulated depreciation	(318,400)	(301,347)
	<u>\$ 219,017</u>	<u>\$ 234,862</u>

Depreciation expense is calculated on the straight-line basis over the estimated useful life of the asset ranging from 3 to 40 years. It was \$17,053 and \$17,043 for the years ended December 31, 2019 and 2018, respectively.

Note 6 – Board Designated Net Assets

The Diocesan Council of the Diocese has voluntarily designated \$8,066,720 and \$6,999,627 as of December 31, 2019 and 2018, respectively, whose purposes are outlined on the face of the statement of assets, liabilities and net assets – cash basis.

Note 7 – Net Assets With Donor Restrictions

Net assets with donor restrictions are restricted for the following purposes at December 31:

	2019	2018
Subject to expenditure for specified purpose:		
McElroy - Education	\$ 103,779	\$ 108,517
Growth & Income - CESA	1,213	1,213
Growth & Income - Kleinpell	6,959	4,375
Growth & Income - Sheridan	49,916	39,692
Growth & Income - Williams	4,875	3,775
Growth & Income - Wolf	2,717	2,001
Trustee Funds - Charitable Contributions	328,809	328,809
Trustee Funds - Growth & Income	261,323	107,398
Trustee Funds - Batchelder (Children)	77,806	66,743
Trustee Funds - DeMille (Clergy)	284,349	244,497
Trustee Funds - McMath (Lectures)	17,625	14,334
Trustee Funds - Breaking New Ground	1,095,448	1,095,165
Total purpose restrictions	<u>2,234,819</u>	<u>2,016,519</u>
Perpetual in nature:		
Trustee Funds - Growth & Income	554,182	554,182
Trustee Funds - Batchelder (Children)	10,877	10,877
Trustee Funds - DeMille (Clergy)	35,102	35,102
Trustee Funds - McMath (Lectures)	8,750	8,750
Total perpetual restrictions	<u>608,911</u>	<u>608,911</u>
Total net assets with donor restrictions	<u>\$ 2,843,730</u>	<u>\$ 2,625,430</u>

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

Note 8 – Net Assets Released from Donor Restrictions

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by the donors as follows for the years ended December 31:

	2019	2018
Satisfaction of purpose restrictions	\$ 250,000	\$ 224,010

The only satisfaction of purpose restrictions of donor restricted funds occurred in the Trustee Funds – Breaking New Ground and was related to a loan made to a congregation during 2019. The loan was paid back in full during 2019. Therefore, the net assets released from restrictions line on the Statement of Revenues, Expenses and Changes in Net Assets – Cash Basis is zero as the release and repayment occurred in the same fund.

Note 9 – Endowment

Endowments include both donor-restricted funds and funds designated by the Diocesan Council. As required by the cash basis of accounting, net assets associated with endowment funds, including funds designated by the Diocesan Council to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

The Trustees have interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) to permit expenditure for the uses and purposes for which endowment funds have been established.

Five percent of the Trustee endowments are made available to The Diocese for operations each year.

The Trustees have the responsibility over the management of endowment funds entrusted to them. The main purpose of the funds is to provide income toward the support of the annual expenses of the Diocese. Emphasis is placed on the asset growth necessary to preserve the purchasing power of assets over time. Net asset growth should outpace inflation in order to ensure this objective is met. Emphasis is also placed on growth of capital while controlling risk. Short-term volatility will be tolerated.

Endowment net asset composition by type as of December 31, 2019 is as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated	\$ 5,239,317	\$ -	\$ 5,239,317
Donor-restricted	-	2,674,271	2,674,271
	<u>\$ 5,239,317</u>	<u>\$ 2,674,271</u>	<u>\$ 7,913,588</u>

Endowment net asset composition by type as of December 31, 2018 is as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Board-designated	\$ 4,557,710	\$ -	\$ 4,557,710
Donor-restricted	-	2,465,857	2,465,857
	<u>\$ 4,557,710</u>	<u>\$ 2,465,857</u>	<u>\$ 7,023,567</u>

The Episcopal Diocese of Eastern Michigan
Notes to the Financial Statements
December 31, 2019 (With Summarized Comparative Information for 2018)

Changes in endowment net assets for 2019 are as follows:

	Without Donor Restriction	With Donor Restrictions	Total
Beginning of year	\$ 4,557,710	\$ 2,465,857	\$ 7,023,567
Contributions	-	200,000	200,000
Distributions	(243,940)	(250,150)	(494,090)
Investment income	925,547	258,564	1,184,111
End of year	<u>\$ 5,239,317</u>	<u>\$ 2,674,271</u>	<u>\$ 7,913,588</u>

Changes in endowment net assets for 2018 are as follows:

	Without Donor Restriction	With Donor Restrictions	Total
Beginning of year	\$ 4,990,660	\$ 3,186,880	\$ 8,177,540
Distributions	(230,806)	(500,000)	(730,806)
Investment income (loss)	(202,144)	(221,023)	(423,167)
End of year	<u>\$ 4,557,710</u>	<u>\$ 2,465,857</u>	<u>\$ 7,023,567</u>

Note 10 – Retirement

The Diocese offers lay staff employees the opportunity for participation in a 403(b) contributory retirement plan. The Diocese contributes 9% of the employee's income to the fund for employees who work 1,000 or more hours during the year. The expense to the Diocese for 2019 and 2018 was \$31,655 and \$28,213, respectively.

The Clergy members of the Diocesan staff participate in The Church Pension Fund. The Diocese contributes 18% of their base compensation to the Fund. The Diocese had an interim bishop during 2019 and 2018 that did not qualify for the pension fund. Therefore, the Diocese contributed \$0 for the years ended 2019 and 2018.

Note 11 – Subsequent Event

As result of the global coronavirus pandemic of 2020, many organizations' financial picture has seen an unanticipated change. The duration and full effects of the outbreak are currently unknown, as the global picture continues to change daily. While management is hopeful that the impact is temporary in nature, a description of known and anticipated circumstances expected to have a significant impact on our organization as of the date of management's review is as follows:

Investments – The stock market has experienced significant, double digit percentage declines and extreme volatility over the past several weeks leading up to the report date. The Diocese's investment performance is expected to be similar to the S&P 500's performance over the same period. The Diocese currently has no immediate plans to liquidate investments and remains focused on long term appreciation.

Constitution and Canons of The Diocese of Eastern Michigan

**as adopted by the Primary Convention,
October 28–29, A. D. 1994**

and

**as amended by Annual Convention
through
October 31, A.D. 2020**

TABLE OF CONTENTS

THE CONSTITUTION OF THE DIOCESE OF EASTERN MICHIGAN

Page

1	Article I	Territory
1	Article II	Loyalty
1	Article III	The Bishop
1	Article IV	The Convention
2	Article V	Convocations
2	Article VI	Canons
3	Article VII	Amendments

THE CANONS OF THE DIOCESE OF EASTERN MICHIGAN

TITLE I. ORGANIZATION AND ADMINISTRATION

Page

4	Canon 1	Of Lay Delegates
4	Canon 2	Of a List of the Clergy
5	Canon 3	Of the Annual and Special Conventions
7	Canon 4	Of the Secretary of the Convention
7	Canon 5	Of the Clerk of Nominations of the Convention
8	Canon 6	Of Elections
8	Canon 7	Of the Standing Committee
9	Canon 8	Of the Diocesan Council
11	Canon 9	Of the Chancellor of the Diocese
11	Canon 10	Of the Registrar
12	Canon 11	Of the Trustees of The Episcopal Church for the Diocese of Eastern Michigan
13	Canon 12	Of Parish Registers and Parochial Reports
13	Canon 13	Of Business Methods in Church Affairs
13	Canon 14	Of Diocesan Finance
14	Canon 15	Of the Church Pension Fund
14	Canon 16	Of Deputies to the General Convention
15	Canon 17	Of Deputies to the Provincial Synod
15	Canon 18	Of Convocations and Missional Networks
15	Canon 19	Of the Organization of New Congregations
16	Canon 20	Of the Admission of a Congregation into Union with the Convention of this Diocese
17	Canon 21	Of Congregational Meetings
19	Canon 22	Of the Vestry
21	Canon 23	Of the Renewal of Congregations
22	Canon 24	Of the Closure of Congregations

(TITLE I. ORGANIZATION AND ADMINISTRATION -continued)

Page

22	Canon 25	Of Chapels
23	Canon 26	Of Clergy and Congregations Seeking Affiliation with This Diocese
23	Canon 27	Of the Jurisdiction of the Bishop in Communicant Status and Marital Status and the Solemnization of Marriages
23	Canon 28	Of the Camp Chickagami Board

TITLE II. WORSHIP

24	Canon 1	Of Ordering the Worship of the Church in this Diocese
----	---------	---

TITLE III. MINISTRY

24	Canon 1	Of the Ministry of All Baptized Persons
24	Canon 2	Of the Commission on Ministry
25	Canon 3	Of the Election of a Bishop
25	Canon 4	Of the Calling of Rectors
25	Canon 5	Of the Reconciliation of Disagreements Affecting the Pastoral Relation
25	Canon 6	Of the Dissolution of the Pastoral Relation
26	Canon 7	Of Priests-in-Charge

TITLE IV. ECCLESIASTICAL DISCIPLINE

26	Canon 1	Of the Administration of Ecclesiastical Discipline
26	Canon 2	Of the Discipline Structure
28	Canon 3	Of Inter-diocesan Agreements

TITLE V. CANONICAL LEGISLATION

28	Canon 1	Of Additions and Amendments to the Canon
----	---------	--

**THE CONSTITUTION
OF THE DIOCESE OF EASTERN MICHIGAN**

ARTICLE I

Territory

The Diocese of Eastern Michigan embraces all that part of the Lower Peninsula of the State of Michigan lying within Cheboygan, Presque Isle, Otsego, Montmorency, Alpena, Crawford, Oscoda, Alcona, Roscommon, Ogemaw, Iosco, Gladwin, Arenac, Midland, Bay, Huron, Gratiot, Saginaw, Tuscola, Sanilac, Clinton (that portion north of Price Road), Shiawassee, Genesee, Lapeer, St. Clair, and Oakland (that portion within Holly Township) counties.

ARTICLE II

Loyalty

As a constituent part of the Protestant Episcopal Church in the United States of America, the Diocese of Eastern Michigan accedes to, recognizes, and adopts the Constitution and Canons of the General Convention, and acknowledges their authority.

ARTICLE III

The Bishop

A. The Bishop, an apostle of Jesus Christ, is the chief priest and pastor of this Diocese; in the exercise of this ministry the Bishop is its Ecclesiastical Authority. In case of the Bishop's absence or disability the Bishop may temporarily designate the Bishop Coadjutor as the Ecclesiastical Authority. If no Bishop is qualified and able to act, or in case of a vacancy in the Episcopate, the Standing Committee shall be the Ecclesiastical Authority.

B. Whenever the Constitution or Canons of this Diocese make provision for action by the Bishop, such action, except where otherwise specifically provided, shall be taken by the Ecclesiastical Authority as defined above.

C. The Bishop or Bishop Coadjutor of this Diocese shall be elected in an Annual Convention or in a Special Convention called for that purpose. Notice of such election shall be given at least sixty (60) days prior to such Convention. A two-thirds vote of those present and eligible to vote shall be required for election.

ARTICLE IV

The Convention

A. There shall be an Annual Convention of this Diocese as provided by Canon.

1. The Convention shall be composed of the following members with voice and vote: The Bishop, at least one lay delegate from each of the congregations in union with the Convention, and all deacons, presbyters, and other bishops canonically and actually resident within the Diocese. Any other baptized members of this Diocese who are present shall have voice but no vote.

a. The mode of determining the number of lay delegates, of electing lay delegates, and of admitting congregations into union with the Convention shall be prescribed by Canon.

b. The mode of identifying and determining those deacons, presbyters, and other bishops shall be prescribed by Canon.

c. Provision in the Canons may be made for the denial of vote at a Convention of which they may be members to lay delegates and clergy on the basis of failure to submit the Annual Parochial Report required in Title I, Canon 11, Section 2 (Of Parish and other Congregation Registers and Parochial Reports) of the Canons of this Diocese.

2. In all matters which shall come before the Convention, the lay delegates and clergy shall deliberate and vote in one body. A majority of those voting shall be required to approve any matter before the Convention, except proposals to amend the Constitution and Canons and to elect a Bishop or Bishop Coadjutor.

3. The President of the Convention shall be the Bishop, or in the Bishop's absence the Bishop Coadjutor, or in the absence of both the Bishop and the Bishop Coadjutor, if any, the President of the Standing Committee. In the absence of all the foregoing the senior presbyter (by length of time in canonical residence in this Diocese) present shall call Convention to order, and the Convention shall elect a President *pro tempore*.

4. At each Annual Convention a Secretary shall be chosen, and shall remain in office until the next Annual Convention and until a successor be chosen. The Secretary shall perform such duties as may be prescribed by Convention and by Canon. If a vacancy occurs it may be filled by the Bishop with the consent of the Standing Committee.

B. Special Conventions may be called:

1. by the Bishop or the Standing Committee, or
2. by the Standing Committee, if a petition to convene a Special Convention, signed by a majority of each of the governing boards (Vestry or Committee) of ten different congregations in union with the Convention of this Diocese, and also fifteen presbyters canonically and actually resident in this Diocese, is presented to the Standing Committee.

The convener shall notify the Secretary of the Convention specifying the purpose, date, time and place of the proposed Special Convention. The Secretary of the Convention shall give notice to the lay delegates and clergy of the Special Convention in a manner as provided by Canon. The business at such Special Convention shall be limited to the matters set forth in that notice.

C. Every Convention shall include such services of worship as shall be approved by the Bishop, including at least one celebration of the Holy Eucharist.

ARTICLE V - Convocations

Regions of the Diocese to be known as Convocations shall be created as prescribed by Canon.

ARTICLE VI - Canons

Canons, not in conflict with this Constitution, may be adopted by the Convention to implement the provisions of this Constitution and to prescribe the operation of this Diocese. Such proposed Canons or amendments thereto may be adopted, which shall require a two-thirds vote of the members present and eligible to vote at such Convention.

ARTICLE VII

Amendments

A. Any proposed amendment shall be submitted to the Secretary of the Convention at least one hundred twenty (120) days before the Convention at which it is to be considered. It shall then be filed by the Secretary of the Convention with any committee as determined by Canon, which committee shall report on the proposed amendment, with or without a recommendation, to the Secretary of the Convention not less than sixty (60) days before the date of the Convention.

B. The Secretary shall mail copies of the proposed amendment, including any such report, to the lay delegates and clergy of the Convention at least thirty (30) days prior to the date of such Convention, and shall report the same to the Convention.

C. When such proposed amendment is before the Convention for first consideration, changes may be made during the debate and before the final vote.

D. If such proposed amendment, with any changes made during the debate, is approved by a two-thirds vote of the members present and eligible to vote, it shall lie over to the next Annual Convention for final approval or rejection.

E. When such a proposed amendment comes before the next Annual Convention for final approval, its reading shall be the first order of business. If the amendment is adopted by a two-thirds vote of the members present and eligible to vote, such amendment shall be effective immediately and shall govern all matters coming before the same Convention and thereafter.

**THE CANONS
OF THE DIOCESE OF EASTERN MICHIGAN**

TITLE I: ORGANIZATION AND ADMINISTRATION

CANON 1 Of Lay Delegates

Sec. 1. Each congregation in union with the Convention is entitled to a maximum of four (4) lay delegates to the Convention, and to a corresponding number of alternate delegates. Immediately upon the admission of a congregation into union with the Convention its delegates shall be entitled to vote.

Sec. 2. Each lay delegate has one (1) vote in the Convention.

Sec. 3. Each lay delegate and alternate must be an adult (sixteen years of age or older) communicant in good standing (as defined by Title I, Canon 17, Sec. 2 and 3 (*Of Regulations Respecting the Laity*) of the Canons of the General Convention) in the congregation which they represent. No person under ecclesiastical censure is eligible to be a lay delegate or alternate to the Convention.

Sec. 4. The lay delegates and alternates are to be elected by a simple majority of the members present at the Annual Meeting of the congregation to serve from the time of election. The Clerk of the Vestry shall send a Congregational Data Form containing the names and addresses of the newly elected lay delegates and alternates to the Secretary of the Convention at the Diocesan Center on or before March 1 each year. If, at the time of the Annual or any Special Convention, a congregation has fewer than four (4) duly elected Delegates and Alternates willing to serve, the Vestry of that congregation may elect a sufficient number of qualified persons to so serve. The Clerk of the Vestry shall provide a list of such persons to the Secretary of the Convention before such persons may be recognized as Delegates and/or Alternates.

Sec. 5. The lay delegates of any congregation which has failed to file the annual report required by Title I, Canon 12, Sec. 2 on or before March 1 of any year shall lose their vote at the next Annual Convention and any intervening Special Conventions, except as determined by the Bishop with the consent of the Convention.

CANON 2 Of a List of the Clergy

Sec. 1. On or before the day of the meeting of the Diocesan Convention the Bishop, or if there be no Bishop, the President of the Standing Committee shall cause to be prepared a List of the Clergy, consisting of all bishops, priests and deacons, canonically and actually resident in the Diocese, annexing to the names of the deacons the name of the congregation, other community of faith, or non-parochial ministry to which the deacon is assigned as in Title III, Canon 7, Section 4 (*Of the Life and Work of Deacons*) of the Canons of the General Convention, and to the names of priests the name of the congregation, chaplaincy or other setting (non-parochial) to which the priest is appointed as in Title III, Canon 9, Section 3 (*Of the Life and Work of Priests*) of the Canons of the General Convention; but no clergy while under ecclesiastical discipline shall have a place in such list. The list thus made shall be laid before the Convention immediately after it shall have been called to order. It shall also be appended to the Journal, and sent to the Secretary of the General Convention. For the purposes of interpreting the phrase "actually resident in the Diocese," those clergy whose respective congregations or other places of assignment or appointment noted above are located within the Diocese shall be deemed to be actually

resident, the location of their domiciles notwithstanding; for all other clergy the location of their domicile shall so determine.

Sec. 2. If the right of any of the clergy to a seat in the Convention is disputed, the Convention shall determine whether his or her name should be inserted or deleted in the list aforesaid according to the provisions of the Constitution.

Sec. 3. Any of the clergy who shall have failed to submit the annual report required by Title I, Canon 12, Sec. 2 by March 1 of any year, shall lose their vote at the next Annual Convention and any intervening Special Conventions, except as determined by the Bishop with the consent of the Convention.

Sec. 4. It shall be the duty of all clergy having a vote in the Convention to attend every meeting thereof unless excused by the Bishop.

Sec. 5. Reference in the Canons of this Diocese to ordained persons or to clergy is intended to include bishops, presbyters, and deacons without any distinction or differentiation, except where reference to one or more of those orders is specifically made.

CANON 3 Of the Annual and Special Conventions

Sec. 1. The Diocese will hold an Annual Convention in accordance with Article IV of the Constitution. The date, time, and place shall be determined by the previous Convention; but if the date, time, and place shall not have been so appointed, it shall be determined by the Bishop. The Bishop or Standing Committee calling a Special Convention shall give the Secretary of the Convention reasonable notice as to the proposed date, time, place, and purpose of such Special Convention.

Conventions shall be held in various locations throughout the Diocese.

Sec. 2. The Secretary of the Convention shall give written notice of the date, time, and place of any Convention, annual or special.

(a) Notices will be sent to the lay delegates of the congregations in union with the Convention and to all clergy canonically and actually resident in the Diocese.

(b) Notices of Annual Conventions must be transmitted no less than ninety (90) days prior to the Convention date. Notices of a Special Convention must be sent at least thirty (30) days prior to the Convention date and shall contain the purpose for which the Convention is being called. Notices of a Special Convention for the election of a Bishop or Bishop Coadjutor must be sent at least sixty (60) days prior to the Convention date and contain the purpose for which the Convention is being called.

Sec. 3. The Secretary of the Convention is responsible for the preparation and presentation of the agenda for the Convention.

Sec. 4. Lay delegates entitled to vote from no less than one-half of the congregations in union with the Convention and at least one-half of the List of Clergy prepared according to Title I, Canon 2, Section 1 constitutes a quorum for the transaction of business.

Sec. 5. The Bishop shall appoint members to the following committees. All committee members hold office from the close of the Convention at which they were appointed until the close of business of the following Annual Convention. The Secretary of Convention shall notify all members so appointed, and, with the exception of subsection (a) below, shall designate one of the members of each Committee to convene each Committee's first meeting. Each Committee shall then elect one of its members to serve as Chair. Vacancies will be filled by the Bishop.

(a) CREDENTIALS COMMITTEE, consisting of one (1) person, lay or ordained, responsible for certifying the lay delegates and clergy, including compliance with Title I. Canon 12, Sec. 2.

(b) COMMITTEE ON CONSTITUTION AND CANONS, consisting of three (3) ordained persons and three lay persons, plus the Chancellor of the Diocese, responsible for reviewing all proposed changes to the Constitution or Canons and recommending approval or rejection, insuring that the proposed change is in proper form and style and not in conflict with the Constitution and Canons of the General Convention prior to presentation to Convention.

(c) RESOLUTIONS COMMITTEE, consisting of two (2) persons, one (1) ordained person and one (1) lay person, responsible for presenting to Convention those resolutions offered to the Convention for consideration.

Sec. 6. Resolutions will be submitted to the Convention through the Resolutions Committee in the following manner: Resolutions may originate in the Diocesan Council, in the Standing Committee or in a petition from at least four (4) lay delegates to the Convention and four (4) ordained persons canonically and actually resident in the Diocese.

(a) All proposed resolutions must be received by the Resolutions Committee no later than sixty (60) days before the date of the Convention.

(b) For each proposed resolution, the Resolutions Committee will determine that the resolution complies with this Section as to origination and timeliness, and ensure that it is in the proper form and style (not altering its intent nor content, nor combining it with other resolutions), and present it to the Convention for action.

(c) The Resolutions Committee shall submit its report to the Secretary of the Convention at least thirty five (35) days before the Convention. The Secretary of the Convention shall forward this report to the lay delegates and clergy at least thirty (30) days before the Convention.

(d) The Resolutions Committee shall submit a written report to the Convention of the title of proposed resolutions not received in a timely fashion according to this Section.

Sec. 7. An Annual Convention from time to time may adopt, alter, or delete permanent rules of order not inconsistent with the Constitution and Canons of the General Convention and of this Diocese for itself and subsequent Annual and Special Conventions. Where not otherwise provided, the rules contained in *Robert's Rules of Order – 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 and of this Diocese or the rules of order of the Convention.

CANON 4 Of the Secretary of the Convention

Sec. 1 There shall be a Secretary of Convention, elected upon nomination by the Bishop at the opening of the Convention. An Assistant Secretary may be appointed but need not be confirmed by the Convention.

Sec. 2 The Secretary shall be responsible for the keeping of an accurate record of the Convention actions, and shall transmit a copy of the Journal of every Convention to the Clerk of the Vestry of every congregation in union with the Convention, each of the clergy entitled to vote in the Convention, the Chancellor, and two copies to the Secretary of the General Convention. The Secretary shall also perform such duties as are prescribed by the canons of this diocese.

Sec. 3. The expenses incurred by the Secretary in the performance of official duties shall be paid out of Diocesan funds.

Sec. 4. The Secretary shall notify, in writing, the members of all committees named as a result of any action of the Convention, within fourteen (14) days of their appointment.

CANON 5 Of the Clerk of Nominations of the Convention

Sec. 1. A Clerk, lay or ordained, shall be appointed by the Bishop at each Annual Convention to serve a term of one year, commencing with the close of Convention and ending at the close of the next Annual Convention.

Sec. 2. The Secretary of Convention shall notify the Clerk no more than thirty (30) days after an Annual Convention of those positions and offices due to be filled by election or appointment at the next Annual Convention. The Secretary of Convention also shall notify the Clerk in a timely manner of any changes to the positions and offices due to be filled by election or appointment.

Sec. 3. The Clerk of Nominations of the Convention shall appoint, with the advice and consent of the Bishop, three (3) lay persons and (3) clergy to serve as a Discernment Committee. The Clerk shall chair the Discernment Committee, whose purpose is to discern, receive and verify nominations for Convention elections and appointments and any other bodies as prescribed by Canon, except nominees for the election of a bishop.

(a) The Clerk will forward to the Secretary of Convention a list of nominees for election and persons to be appointed, along with a picture, a brief biographical description and the signed consent of each nominee, at least sixty (60) days before the Convention at which said elections and appointments are to take place.

(b) The Secretary of Convention shall forward this report to the lay delegates and clergy at least thirty (30) days before that Convention.

(c) This report shall indicate that additional names may be added by petition to the Clerk signed by at least eight (8) members of the Diocese and received by the Clerk at least fifteen (15) days before that Convention. Any petition must include a picture of the nominee, a brief biographical description of the nominee and the signed consent of the nominee. The Clerk shall verify the qualification of each person so nominated.

CANON 6 Of Elections

Sec. 1. A Committee on Elections, consisting of three persons, lay and/or clergy, shall be appointed by the Secretary of the Convention. The Committee will provide for and manage the procedure of elections at Conventions of the Diocese and report on the results of the same in a manner consistent with these Canons and as approved by the Convention or the Standing Committee.

Sec. 2. In the election of a Bishop or Bishop Coadjutor the names of all persons nominated shall appear on each ballot, unless the President of the Convention is advised by the nominee or the nominee's authorized representative that the nominee desires to withdraw his or her name from the list of nominees on the ballot, in which case that nominee's name shall be withdrawn on subsequent ballots.

Sec. 3. In all other elections of the Convention the first ballot for an election shall contain the name of all persons as nominated by the appropriate Committee. Any person(s) receiving a majority of the votes cast shall be declared elected.

Sec. 4. Should fewer than the necessary number of persons to fill the positions of an office being elected receive a majority of the votes cast in the first ballot, a second ballot shall be prepared. The names of the remaining unelected nominees receiving the most votes shall, in order of most votes received, be placed on the second ballot in sufficient number to provide only twice the number of names as positions to be elected. Any person(s) receiving a majority of the votes cast in the second ballot shall be declared elected. Should fewer than the necessary number of persons to fill the positions of an office being elected be elected on the second ballot, a third ballot shall be prepared and taken as provided in this Section for the second ballot.

Sec. 5. Should an election by a majority vote be inconclusive after a third ballot, a deadlock shall be declared. Any persons elected on the first, second, and third ballots shall be declared elected, and the remaining unfilled positions shall be filled as provided for the filling of vacancies in the Canon governing that office. Should that vacancy be required to be filled by election at an Annual Convention of the Diocese, that vacancy shall hold over and the next subsequent Annual Convention or Council meeting shall fill that vacancy by election; the person(s) then elected shall serve the unexpired remainder of the original term.

CANON 7 Of the Standing Committee

Sec. 1. There shall be a Standing Committee to perform the various functions and duties prescribed by the Constitution and Canons of the General Convention and the Constitution and Canons of this Diocese.

Sec. 2. When the Standing Committee shall act as the Ecclesiastical Authority under Article III, Section A of the Constitution, it shall have the powers and duties normally performed by the Bishop in matters of discipline, the exception being those cases where the powers and duties are specifically designated to the ordained members of the Standing Committee, in which case such powers and duties shall be exercised by the ordained members alone.

Sec. 3. The Standing Committee shall present to the Annual Convention each year a report of its work and activities during the preceding year, except such as pertain to the exercise of its function as The Council of Advice to the Bishop.

Sec. 4. The Standing Committee shall be composed of six (6) persons serving three-year terms.

(a) Three (3) lay persons and Three (3) ordained persons shall be elected by the Annual Convention in 2013 with terms designated in each order as three- (3), two- (2), and one- (1) year based on number of votes received.

(b) In subsequent years, One (1) lay person and (1) ordained person shall be elected at the Annual Convention to serve three-year terms.

(c) A vacancy in the term of a person elected as provided above shall be filled by vote of the remaining members of the Standing Committee.

(d) Diocesan Staff (stipendiary or non-stipendiary) are not eligible to serve as members of the Standing Committee.

(e) No person can serve more than two consecutive terms as a member of Standing Committee.

Sec. 5. The Secretary of the Convention shall convene the first meeting of the Standing Committee following each Annual Convention. At that first meeting the Standing Committee shall:

(a) Elect from its own members a President, Vice-President, and Secretary.

(b) Determine the specified date, time, and place of its regular meetings. Such dates, times and places shall be posted at the diocesan office and on the internet. The Secretary of the Standing Committee shall notify all members of the specified date, time, and place of these regular meetings.

Sec. 6. Special meetings of the Standing Committee may be called in accordance with Title I, Canon 12, Section 1 (Of Standing Committees: Meetings) of the Canons of the General Convention, on forty-eight (48) hours' notice; said notice may be waived by consent of the members of the Standing Committee.

Sec. 7. The Secretary of the Standing Committee shall keep faithful record of all its proceedings; preserve the originals of all papers and letters addressed to the Standing Committee; attest to its acts; and deliver to a successor all books and papers which, by virtue of that office, have been received. The minutes of the Standing Committee, and all papers in its hands relative to the Church, shall be subject to the examination of the Convention and the Diocesan Council.

CANON 8 Of the Diocesan Council

Sec. 1. There shall be a Diocesan Council to administer the secular affairs of the Diocese pursuant to the statutes of the State of Michigan and to perform the various functions and duties prescribed by the Constitution and Canons of the General Convention and the Constitution and Canons of this Diocese.

Sec. 2. The Diocesan Council shall function as the governing authority of the Episcopal Diocese of Eastern Michigan, a Michigan ecclesiastical corporation. It shall prepare and adopt the annual financial budget of the Diocese.

Sec. 3. The Diocesan Council shall have full powers over all property conveyed or transferred to it, in trust or otherwise, or held or received by it, for or in connection with the work and business of the Church and the Diocese, or elsewhere, and to collect, pay out, and dispose of all income received or held by it for any such purpose aforesaid, subject, however, to the terms of the trust or trusts under which any such property or money may have been received by it.

Sec. 4. The Diocesan Council may create commissions, task forces, committees, and boards to carry out its work. These entities will operate under guidelines and time frames established by the Diocesan Council. Any committee, board, etc. created by the Diocesan Council can also be terminated by it.

Sec. 5. The Diocesan Council shall provide the following review, approval or disapproval: no congregation which receives financial aid from the Diocese, or which requires permission of the Bishop acting with the advice and consent of the Diocesan Council to encumber property in order to finance any construction project, shall erect any new building or make changes in existing buildings until the plans for such erection or alteration shall have been approved by the Diocesan Council. Any such congregation that fails to comply with this provision shall render itself liable to the forfeiture of its aid, and/or liable to disapproval of the Diocesan Council to encumber property.

Sec. 6. The Diocesan Council shall monitor compliance with the requirements of Title I, Canon 8 (*Of the Church Pension Fund*) of the Canons of the General Convention in a timely and effective manner and work to resolve any deficiencies in that compliance.

Sec. 7. The Diocesan Council shall present to the Annual Convention each year a report of its work and activities during the preceding year. All rules and by-laws of the Diocesan Council shall be published annually in the Journal of the Convention.

Sec. 8. The Diocesan Council shall be composed of twelve (12) persons serving terms of three years each.

(a) All Members of the Standing Committee (6)

(b) Three (3) lay persons and Three (3) ordained persons shall be elected in by the Annual Convention in 2013 with terms designated in each order as three- (3-), two- (2-), and one- (1-) year based on number of votes received.

(c) In subsequent years, One (1) lay person and (1) ordained person shall be elected at the Annual Convention to serve three-year terms.

(d) A vacancy in the term of a person elected as provided in (b) and (c) above shall be filled by vote of the remaining members of the Diocesan Council.

(e) Diocesan Staff (stipendiary or non-stipendiary) are not eligible to serve as members of the Diocesan Council.

(f) No person can serve more than two consecutive terms as a member of Diocesan Council.

Sec. 9. The Bishop, serving as President, shall convene the first meeting of the Diocesan Council following each Annual Convention. At that first meeting the Diocesan Council shall:

- (a) Elect from its own members a Vice-President, and Secretary.
- (b) Elect a Treasurer of the Diocese and such other officers, as it deems necessary.
- (c) Determine the specified date, time, and place of its regular meetings. Such dates, times and places shall be posted at the diocesan office and on the internet. The Secretary of the Diocesan Council shall notify all members of the specified date, time, and place of these regular meetings.

Sec. 10. Special meetings of the Diocesan Council may be called by the Bishop or a two-thirds majority of the members of the Diocesan Council on forty-eight (48) hours' notice - said notice may be waived by consent of the Bishop and a simple majority of the members of the Diocesan Council.

Sec. 11. The Secretary of the Diocesan Council shall keep faithful record of all its proceedings; preserve the originals of all papers and letters addressed to the Diocesan Council; attest to its acts; and deliver to a successor all books and papers which, by virtue of that office, have been received. The minutes of the Diocesan Council, and all papers in its hands relative to the Church, shall be subject to the examination of the Bishop and of the Convention.

CANON 9 Of the Chancellor of the Diocese

Sec. 1. There shall be a legal advisor to the Bishop to be known as the Chancellor of the Diocese of Eastern Michigan, who shall be a resident communicant in good standing of some congregation of the Diocese and an attorney. The Chancellor shall take office upon nomination by the Bishop to, and receiving the approval of, the Annual Convention of the Diocese and shall serve at the pleasure of the Bishop.

Sec. 2. The Bishop may, upon the request of the Chancellor, appoint a Vice-Chancellor and Assistant Chancellors of like qualification, to assist the Chancellor. These shall also hold office at the pleasure of the Bishop.

Sec. 3. If for any reason the Chancellor shall be unwilling or unable to act, the Vice-Chancellor, if there be one, shall succeed to the office of Chancellor until the next Annual Convention.

CANON 10 Of the Registrar

Sec. 1. There shall be elected annually by the Convention, upon nomination by the Diocesan Council, an officer to be called the Registrar of the Diocese, who shall hold office until a successor shall have been chosen. Should a vacancy arise in the office during the recess of the Convention, it may be filled by appointment by the Diocesan Council.

Sec. 2. The Registrar shall be responsible for the safekeeping of all registers, documents, and papers belonging to the Diocese and not required to be kept by any other person or officer, shall cause to be collected and preserved such materials as can be obtained relative to the history of the Diocese and of particular congregations, and shall so arrange, catalogue, and classify all such books, documents, and

papers as to make their contents accessible for reference and use by the members of the Diocese, under such regulation as may be prescribed by the Bishop and the Diocesan Council.

Sec. 3. The Registrar shall also be responsible for the keeping of a book containing a record of all consecrations of church buildings, of all confirmations, with the names of the persons confirmed, of all ordinations, of all sentences and acts of deposition for offenses in the Diocese, of all admissions and dismissals of clergy into or from the Diocese, and of all deaths of clergy belonging thereto.

Sec. 4. The Registrar shall annually present to the Convention a report showing the condition of the collections for which the Registrar is responsible and the additions made to them, with suggestions concerning their preservation, arrangement, and increase, and concerning the best method of securing to the Church a knowledge of all matters of importance contained therein.

CANON 11 Of the Trustees of The Episcopal Church for the Diocese of Eastern Michigan

Sec. 1. The Trustees shall establish, maintain, and administer a Church Trustee Corporation (Public Act A, No. 327, MCLA 450.159) composed of eight (8) Trustees elected from the Diocese (undistinguished as to ordained or not ordained). The Trustees shall elect from among themselves, a President, Vice-President, Secretary, Treasurer, and any other officers they deem necessary.

Sec. 2. Each Annual Convention shall elect from the persons nominated, two (2) persons to be Trustees for four-year terms. In the case of a vacancy, the Diocesan Council shall elect a person to serve the remainder of the unexpired term. No Trustee who has served for more than two years of an expiring term shall be eligible for re-election until at least one year shall have elapsed after the Trustee's second consecutive term of office shall have expired.

Sec. 3. The Trustees shall have full powers over all property devised, conveyed, or transferred to them in trust or otherwise for the use and benefit of the Church in this Diocese, or of any congregation, organization or institution therein, and to collect and receive all income there from, and to pay out such part of the principal and of the net income there from for the purposes aforesaid, pursuant and subject to the terms of the trust or trusts under which any such property or money shall have been received by them. The Trustees shall have such authority as is provided by the laws of the State of Michigan.

Sec. 4. The principal of the several trusts, or such part thereof as the Trustees deem advisable, unless the terms of such trust shall require separate investment, may be combined for the purpose of investment, in a single fund, and the income from such fund shall be paid over proportionately to the beneficiaries of the several trusts.

Sec. 5. The Trustees shall report to the Annual Convention each year, including in that report a statement of all sales, conveyances or mortgages of real estate made by them and all income, expenses, gains, and losses during the preceding year, and of the property held by them as Trustees.

CANON 12 Of Parish Registers and Parochial Reports

Sec. 1. It shall be the duty of all clergy in this Diocese to record in the appropriate Parish Registers all those official acts listed in Title III, Canon 9, Sec. 5(c) (*Of the Life and Work of Priests: Rectors and Priests-in-Charge and Their Duties*) of the Canons of the General Convention.

Sec. 2. A report of every congregation, and of every bishop, presbyter, and deacon whose report is not included in the report of a congregation of this Diocese, shall be prepared annually as required by and in the manner set forth in Title I, Canon 6, Sec. 1 and 2 (*Of the Mode of Securing an Accurate View of the State of this Church*) of the Canons of the General Convention.

CANON 13 Of Business Methods in Church Affairs

Sec. 1. Every congregation shall follow the standard business methods as outlined in Title I, Canon 7 (*Of Business Methods in Church Affairs*) of the Canons of the General Convention.

Sec. 2. The Diocesan Council shall itself, or may designate a committee or other subdivision thereof, to exercise the duties and responsibilities of "The Finance Committee or Department of Finance of the Diocese" as assigned in Title I, Canon 7 (*Of Business Methods in Church Affairs*) of the Canons of the General Convention.

Sec. 3. It shall be the duty of the treasurer of each congregation and of the treasurer of every organization within each congregation to present an annual report in written form to the annual meeting of the congregation. It shall further be the duty of the treasurer of each congregation to present a monthly written financial accounting of the affairs of such congregation to the Vestry thereof.

CANON 14 Of Diocesan Finance

Sec. 1. (a) The Diocesan Council shall prepare, for presentation at the Annual Convention, a Budget for the following year including its share for the support of The Episcopal Church. The Diocesan Council will then notify each congregation of that Diocesan Budget.

(b) Subject to the Constitution and Canons, the Diocesan Council shall have power, between the meetings of the Convention, to adjust at its discretion, any of the items in the Budget.

Sec. 2. The Budget of the Diocese shall be based in part upon the contribution of its congregations for the common mission and ministry of the Diocese. A congregation's Minimum Congregational Contribution shall be an amount equal to 10% of the average of its annual Total Operating Revenues (Unrestricted/Undesignated) for the preceding three years as reported by each congregation on Line "A" of the Annual Parochial Report. Total Operating Revenue includes pledges and open plate; transfers to the operating budget from unrestricted endowments, gifts, bequests, and interest; other operating income such as rental and building use donations; gifts from congregational organizations; and all other unrestricted income.

Sec. 3. The Treasurer shall inform each congregation by August 1 of its Minimum Congregational Contribution for the next calendar year as set forth in Sec. 2 above. Within sixty (60) days each congregation shall respond to the Treasurer in writing as to its commitment for the next calendar year. Each congregation not able to make a commitment equal to at least its Minimum Congregational Contribution should inform the Diocesan Council in writing of its desire to enter into a constructive dialogue pursuant to Title I, Canon 23, Sec. 3.

Sec. 4. Each congregation will forward by the 25th of each month to the Treasurer an amount equal to at least one-twelfth (1/12th) of its commitment for that calendar year.

Sec. 5. Each congregation shall institute a program of stewardship education (including tithing, the minimum standard of giving) designed to emphasize and ensure that stewardship is a continuing mission embracing all aspects of the Church's life.

Sec. 6. Any proposed resolution calling for a Diocese-supported or Diocese-conducted fund appeal must be submitted in accordance with Title I, Canon 3, Sec. 6.

Sec. 7. The Bishop, or the Presiding Bishop of The Episcopal Church, may make direct appeal to the congregations and members of the Diocese for response to emergency needs in extreme or unusual circumstances.

CANON 15 Of The Church Pension Fund

Sec. 1. In conformity with Title I, Canon 8 (*Of the Church Pension Fund*) of the Canons of the General Convention, the Diocese of Eastern Michigan accepts and adopts the system of The Church Pension Fund.

Sec. 2. It shall be the duty of all clergy in the Diocese receiving a stipend, and of every congregation or other ecclesiastical organization paying a stipend or stipends, to furnish a statement thereof upon request to any committee charged by the Canons or Diocesan Council to report on compliance to the provisions of the Church Pension Fund.

CANON 16 Of Deputies to the General Convention

Sec. 1. The Annual Convention, at its meeting in the second year prior to the year of each triennial General Convention, shall elect, by ballot, four (4) lay members of the Church, each of whom is a communicant in good standing in some congregation of the Diocese, and four (4) presbyters and/or deacons, each of whom is entitled to vote in such Annual Convention, to act as Deputies from the Diocese to the General Convention (until their successors have been chosen).

Sec. 2. It shall be the duty of the Deputies-elect to signify to the President of the Diocesan Council, at least sixty (60) days before the meeting of the General Convention, whether, or not, they will attend such meeting.

(a) Should a Deputy not be willing or able to so attend, the Diocesan Council shall fill such vacancy by appointing a Deputy.

(b) The Secretary of Convention shall convene the Deputies of General Convention, as soon as practically possible following their election, for the purpose of selecting a Deputation Chair. The Deputation Chair will be designated as Deputy L-1 or C-1, depending upon order, lay or clerical. The remaining members of the deputation will be designated based on number of votes received at the Annual Convention.

(c) Any duly elected Deputy who, though qualified for election at the time of the election, shall become unqualified as provided by this Canon after that election, may be removed from the Deputies by the Diocesan Council for that cause only, acting with the advice and consent of the Bishop.

CANON 17 Of Deputies to the Provincial Synod

In the year preceding a General Convention, the Convention of the Diocese of Eastern Michigan shall elect from among the current General Convention Deputies, in as equal numbers Lay and Clerical as may be practical, such Deputies as may, from time to time, be needed to represent the Diocese at the Synod Council of the Fifth Province.

CANON 18 Of Convocations and Missional Networks

Sec. 1. The Diocese shall be divided into geographic areas, to be known as Convocations. The Bishop shall establish and may alter the list of congregations within each Convocation with the advice and consent of the Diocesan Council.

Sec. 2. The Diocese, from time to time, may be organized into various networks for strategic missional purposes. These Missional Networks may be established by the Bishop in consultation with the Diocesan Council or by any collaboration of individuals, congregations, agencies, or mission partners.

Sec. 3. The Diocesan Council shall establish a Social Service Council comprised of lay and ordained representatives from around the Diocese for the purpose of administering the common diocesan social service ministry, according to guidelines established by the Diocesan Council.

CANON 19 Of the Organization of New Congregations

Sec. 1. (a) The written consent of the Bishop, acting with the advice and consent of the Diocesan Council, shall be sufficient authority for the formation of a new congregation. The Bishop shall notify the three closest congregations of such intent before granting permission.

(b) No new congregation shall be organized or regular services instituted in any location without the approval of the Bishop acting with the advice and consent of the Diocesan Council.

(c) The site of any existing congregation shall not be changed without the consent of the Bishop acting with the advice and consent of the Diocesan Council; and further, no building thereon may be removed, taken down or otherwise disposed of for any worldly or common use, except as provided in Title I, Canon 22, Section 3.

Sec. 2. An Organizing Fellowship may be formed in accordance with Sec. 1 of this Canon by:

(a) at least six adult members of this Diocese, or

(b) a person authorized by the Bishop, with the advice and consent of the Diocesan Council, to start a new congregation.

Sec. 3.(a) An Organizing Fellowship must apply in writing to the Bishop for Recognition by the Annual Convention at least ninety (90) days before the next Annual Convention.

(b) If the Bishop approves such Application for Recognition, the Bishop shall so inform, in writing, the Secretary of the Convention at least sixty (60) days prior the date of such Convention.

(c) The Secretary of the Convention shall notify the lay delegates and clergy of the Convention at least thirty (30) days prior to the date of such Convention of such Application, and shall report the same to the Convention.

(d) Upon approval by the Convention of such Recognition, the Secretary shall add this Organizing Fellowship to the List of Recognized Organizing Fellowships. As provided in Article IV.A.1 of the Constitution, the members of Recognized Organizing Fellowships who are present and otherwise qualified shall have voice, but no vote, in the Annual Convention of the Diocese.

Sec. 4. A Recognized Organizing Fellowship which does not apply for Admission as a Congregation into Union with the Convention of this Diocese within three (3) years from the date of its Recognition may be removed from the List of Recognized Organizing Fellowships by the Secretary of the Convention, upon direction of the Bishop.

CANON 20 Of the Admission of a Congregation into Union with the Convention of this Diocese

Sec. 1. (a) A congregation may request Admission into Union with the Convention of this Diocese by submitting, in writing, to the Secretary of the Convention at least ninety (90) days before any Annual Convention, an Application for Admission and also the following:

(i) The minutes of a meeting of the members applying to become a congregation showing that a majority of the members present has voted in favor of making such application and has elected at least three members to act as incorporators of the congregation;

(ii) A certificate from the Bishop acknowledging the intention of said congregation to incorporate, and approving the Application of such congregation.

(iii) Proof that the provisions for notification in Title I. Canon 19 have been satisfied.

(iv) Proof that the Basic Standards in Sec. 2 of this Canon can be met.

(b) At the Convention at which Application for Admission is made, the proofs required in Sec. 1. (accepting the Report in Sec. 2.i) shall be presented covering at least one full calendar year prior to that of the Convention. A copy of the proposed Articles of Incorporation and By-Laws shall also be submitted.

(c) Should the Convention accept this Application, the congregation desiring to be admitted shall then immediately complete its incorporation and also submit a Parochial Report for the year in which the application is accepted.

Sec. 2. The Basic Standards for congregations shall be:

(a) A congregation will conform to the doctrine, discipline and worship of The Episcopal Church.

(b) A congregation, as a constituent part of The Episcopal Church, and the Episcopal Diocese of Eastern Michigan, will accede to, recognize and adopt the Constitution and Canons of the General Convention and of the Diocese of Eastern Michigan.

(c) A congregation will order its common life in concert with the Published Policies set forth by the Bishop and the Diocesan Council of the Diocese of Eastern Michigan.

(d) A congregation will offer a weekly worship opportunity, with the Holy Eucharist being the principal act of worship on the Lord's Day whenever possible, and at minimum once a month.

- (e) A congregation will elect a Vestry of at least six (6), but not more than fifteen (15), members.
- (f) A congregation will be incorporated according to the laws of the State of Michigan, and a copy of their current Articles and By-Laws will be filed with the Diocese of Eastern Michigan.
- (g) A congregation will call and retain a Rector, or be placed in the charge of a Priest-in-Charge, Pastoral Leader, or commissioned Baptismal Ministry Team by the Bishop, in accordance with the Published Policies of the Diocese of Eastern Michigan.
- (h) A congregation will have representation present at the Diocesan Conventions.
- (i) The Vestry will approve an Annual Budget and present it at the Annual Meeting. The Vestry will complete a yearly audit, submit a Parochial Report, and demonstrate the ability to pay its bills.
- (j) A congregation will contribute to the Diocese at least ten percent (10%) of its Total Operating Revenue, as outlined in Title I, Canon 14, Sec. 2.

Sec. 3. At the next Annual Convention, following the Convention's acceptance of the Application for Admission, all of the evidence and documents required by Sec. 1, including a certified copy of the Articles of Incorporation, appropriate reports covering the time between the Annual Conventions, and proof that the Basic Standards in Sec. 2 of this Canon have been met, shall be presented. That Convention may then take final action to confirm acceptance or reject the Application of said congregation; if confirmed, the Convention thereby admits the congregation into Union with the Convention effective immediately.

CANON 21 Of Congregational Meetings

Sec. 1 The first meeting of a congregation after its Articles of Incorporation have been duly filed may be called by any three or more incorporators, as soon as practical. Notice shall be given to all incorporators and interested parties.

- (a) The incorporators and any persons sixteen (16) years of age or older who are baptized shall be entitled to vote at that meeting, provided that all those so voting first signify an intention of becoming attached to such congregation.
- (b) Those entitled to vote shall
 - (1) choose a person to preside at the initial meeting and appoint a secretary and two persons to judge elections.
 - (2) elect Vestry members of the congregation by a majority of all votes cast. No person may be elected to the Vestry unless they are sixteen (16) years of age, baptized and a regular worshiper for six (6) months prior to the election.
 - (3) adopt a set of By-Laws to govern the management of the temporal affairs of the congregation. The By-Laws shall conform to the Constitution and Canons of this Diocese and of the General Convention and to the laws of the State of Michigan.

Sec. 2. At all subsequent meetings of the congregation, the right to vote shall be confined to such persons who are sixteen years of age or older, for six months prior to the meeting have been regular worshipers in such congregation, are baptized, and are physically present at the meeting.

Sec. 3. An annual meeting shall take place in January of each year. Notice shall be given by the Rector, or in the Rector's absence by either Warden, on each of two Sundays immediately preceding the meeting.

(a) At each annual meeting sufficient numbers of persons shall be elected to constitute a Vestry consisting of not fewer than six (6) nor more than fifteen (15) members.

(1) The congregation may decide to classify Vestry members into three equal classes;

(i) Except for the first election, their terms shall be for three (3) years.

(ii) On the first election, one class shall hold office for one year, one for two years, and one for three years.

(iii) Each annual meeting will elect successors to fill the places made vacant.

(iv) Members shall serve no more than two (2) consecutive three (3) year terms.

(2) If Vestry members are elected for a three-year term, no Vestry members so elected shall be eligible for re-election until one year after his or her second consecutive three year term expires.

(i) Except at the initial meeting, the Wardens, when present, shall be the judges of the election. A majority of all persons present and eligible to vote is necessary to elect.

(ii) The Rector, when present, shall preside at all congregational meetings.

(b) A full and complete record of all meetings of the congregation shall be kept by the Clerk of the Vestry.

(c) The congregation may conduct such other business as may be brought before it. Unless otherwise required by the By-Laws all issues voted upon shall be passed by a majority of those present and eligible to vote.

Sec. 4. Special meetings of the congregation may be called by the Vestry, the Wardens, or the Rector, upon seven (7) days' notice to the Vestry and to the congregation at a regular Service of the Church and a posting of a conspicuous notice at the church building; the purpose of the special meeting shall be incorporated in a notice.

CANON 22 Of the Vestry

Sec. 1. (a) The Vestry members shall annually choose by ballot from their own body two members to be Wardens and one member to be Clerk.

(b) The Vestry shall appoint a Treasurer and may appoint a Secretary and such other agents as may be required at their discretion (who need not be members of the Vestry).

(c) A schedule of regular meetings of the Vestry shall be established at the first meeting of the Vestry after the Annual Meeting, and it shall be posted in a conspicuous place.

(d) Special meetings of the Vestry may be called by the Rector or by one-third of the Vestry members by giving notice thereof at a regular service of the Church and by mail or personal notice to all members of the Vestry.

Sec. 2. A majority of the Vestry members shall constitute a quorum. The Rector, or such other member of the Vestry designated by the Rector, shall preside at all meetings of the Vestry. In the absence of a Rector, one of the Wardens, or a Vestry member chosen by the Wardens, shall preside.

(a) The Rector shall have no vote at the meeting except when presiding, and then only in the event of a tie.

(b) All vacancies in the Vestry may be filled by the remaining Vestry members at any meeting, and the person so elected shall hold office for the unexpired term of the predecessor.

(c) Only those members present may cast a vote on any matter coming before the meeting.

(d) The Clerk shall (i) note and record, in a book provided for that purpose, the minutes of the proceedings of the Vestry meetings (which duty may be delegated to a Secretary appointed by the Vestry). (ii) attest to the public acts of the Vestry, (iii) preserve all records and papers belonging to the Congregation and not required to be kept by any other person or officer, and (iv) perform such other duties as may be assigned. The Clerk shall faithfully deliver into the hands of his or her successor all books and documents belonging to the Congregation that may be in his or her possession.

(e) The Treasurer shall receive all monies collected under the authority of the Vestry and shall disburse the same under the direction of the Vestry.

Sec. 3. Subject to the Canons of this Diocese and the General Convention and the laws of the State of Michigan,

(a) The Vestry shall have authority

(1) in the corporate name of the Congregation, to lease or to purchase and hold such real estate as shall be reasonably necessary for the Congregation's purposes.

(2) to erect, alter, enlarge, take down, or remove and rebuild any church or other building belonging to the Congregation provided such Vestry shall have first obtained the consent of said Congregation.

(b) The Vestry shall have the power to alienate or encumber any assets of the Congregation; except that it shall have no power or authority to alienate or encumber real estate without first being authorized to do so by: 1) a vote of the members of the Congregation at an annual or special meeting called for such purpose, and 2) the prior consent of the Bishop acting with the advice and consent of the Diocesan Council of the Diocese. Should the Vestry encumber real property, it shall, within thirty (30) days thereafter, prepare and furnish the Bishop and the Diocesan Council with a statement showing the date and principal amount of such note and mortgage, the rate of interest thereon, the date and terms of payment of the principal and interest, the date of maturity thereof, and the name(s) and address(es) of the mortgagee(s). The Vestry shall make annual reports to the Bishop and the Diocesan Council as to the status of said mortgage payments until said mortgage is fully paid.

(c) Except for the refinancing of an existing indebtedness, no indebtedness shall be incurred by a Congregation without the approval of the Bishop and the Diocesan Council with these two exceptions:

(1) When the indebtedness is to be incurred for permanent improvements, replacements or additions to real estate or equipment, and where the amount of such indebtedness, together with all other indebtedness of the Congregation, shall not exceed fifty percent (50%) of the average annual receipts of such Congregation during the previous three (3) years.

(2) When the indebtedness is to be incurred for current expenses, and where the amount of such indebtedness, together with all existing indebtedness for current expenses shall not exceed twenty percent (20%) of the total current receipts of such Congregation during the preceding year, and the payment of all indebtedness for current expenses shall be provided for in the budget of the next two (2) years with reasonable expectation of its payment. The principal of endowments and bequests and receipts for purposes other than current expenses shall be excluded from computing receipts under this provision. Whenever approval is required, the Congregation requesting such approval shall furnish a statement of the amount and terms of payment of said indebtedness, the reason for its necessity, and a plan for its retirement.

Sec. 4. (a) All documents requiring corporate signature shall be signed, in the name of the Corporation, by one of the Wardens and by the Clerk, or by such other members of the Vestry as shall be authorized to do so by resolution of the Vestry.

(b) The Vestry shall be responsible for the maintenance of the assets of the Congregation. It shall elect, call and provide for the maintenance of the Rector, keep order in the church during divine worship, and in general act in support of the Rector in whatever is appropriate for the furtherance of the Gospel.

(c) The Vestry shall keep a record of its proceedings together with a record of the meetings of the Congregation. Such records shall be kept open for inspection of the Rector, of any person qualified to vote at the annual meetings of the Congregation, and of the Bishop or the Bishop's designee.

(d) Whenever a Congregation shall fail to fill the vacancies in the Vestry or fail to elect Vestry members, fail to organize or be without a qualified and acting Vestry for a period of two years, it shall be the duty of the Bishop to appoint the proper number of Wardens and Vestry members with the advice and consent of the Diocesan Council. These appointees shall constitute the Vestry of such Congregation until such Congregation is dissolved or a Vestry is duly elected and organized.

(e) Should any member of the Vestry be absent from the regularly scheduled meetings of the Vestry for a period of three consecutive months, the remaining members of the Vestry may, at their discretion and with the advice and consent of the Rector, declare that seat to be vacant and elect a qualified person to fill the unexpired term. In the absence of a Rector, the advice and consent of the Bishop shall be secured.

(f) Any Vestry member under ecclesiastical discipline may be expelled from the Vestry upon the Vestry's determination that the Vestry member so accused is guilty of the violations charged with two-thirds of the Vestry concurring. The person expelled shall have the right to appeal to the Bishop, whose decision shall be final.

Sec. 5. (a) The control of the worship and spiritual jurisdiction of the Congregation shall be under the exclusive direction of the Rector with the godly counsel of the Bishop.

(b) It shall be the duty of the Vestry, when the Congregation is without a Rector, to provide for regular public worship and the instruction of the Congregation led by clergy or by lay persons as circumstances may permit.

CANON 23 Of the Renewal of Congregations

Sec. 1. (a) Written notification to the Bishop of a congregation's possible inability to live into the Basic Standards for Congregation (Title I, Canon 20.2) may be made by the Rector or Priest-in-charge, the Pastoral Leader, the commissioned Baptismal Ministry Team, the Vestry, the Standing Committee, or the Diocesan Council.

(b) Upon receipt of such Notification the Bishop shall then notify the Vestry of such congregation and the Diocesan Council of such possible inability within ten (10) days. The Vestry of such Congregation shall then so notify the members of such congregation within twenty (20) days of its receipt of notice from the Bishop. The Bishop shall, within ten days, communicate in writing to the Vestry of such congregation the date of the next regular meeting of the Diocesan Council at least thirty (30) days thereafter.

Sec. 2. Members of the affected congregation may give witness to the desire to work through the difficulties or for closure.

Sec. 3. The Bishop, in consultation with the Diocesan Council, may recommend that the congregation be facilitated into living into the Basic Standards for Congregations.

(a) The Bishop, three (3) members of the Diocesan Council, and the leadership of the congregation will be the primary participants in developing a plan of action.

(b) Progress reports shall be made to the Diocesan Council every ninety (90) days until the Basic Standards for Congregations are met, or a decision to close the congregation is made.

Sec. 4. The Bishop, in consultation with the Diocesan Council, may recommend closure of the congregation.

CANON 24 Of the Closure of Congregations

Sec. 1. If the Bishop, in consultation with the Diocesan Council, recommends closure of the congregation in accordance with Title I, Canon 23, the Bishop will notify the Congregation within ten (10) days of such decision.

Sec. 2. A service for the celebration of the life and ministry of the congregation shall be scheduled, and, if appropriate, a rite for the secularizing of a consecrated building shall be included.

Sec. 3. All assets shall become the property of the Episcopal Diocese of Eastern Michigan. Financial and non-financial assets, real and personal property, including restricted funds, memorial funds, trusts, etc., will be property of the Diocese to be managed, allocated and disposed of by the Diocesan Council.

Sec. 4. The Bishop shall encourage and assist the communicants of the closing congregation in transferring their membership to other nearby Episcopal congregations.

Sec. 5. A congregation shall not be closed solely on the basis of noncompliance with Published Policies (Title I, Canon 20.2.c) without a minimum of one (1) year of dialogue with the proper ecclesiastical authority and without an opportunity to challenge the policy before the Annual Convention of the Diocese.

CANON 25 Of Chapels

Sec. 1. A Chapel shall be a church without a resident congregation of Members or one which is open only part of the year.

Sec. 2. The title to the property of such Chapel shall be vested in the Diocese. An Offering shall be taken on at least one Sunday of each season for the missionary work of the Diocese.

Sec. 3. A Chapel Committee may be appointed by the Bishop in consultation with the Diocesan Council, which will work with the Bishop on the ministry and mission of the Chapel. Such a Committee shall report to the Bishop at least annually on its activities and finances.

CANON 26 Of Clergy and Congregations Seeking Affiliation with This Diocese

Sec. 1. Whenever a Congregation of Christian people located within the boundaries of this Diocese shall seek affiliation with The Episcopal Church under the provisions of Title I, Canon 16 (*Of Clergy and Congregations Seeking Affiliation with This Church*) of the Canons of the General Convention, the Bishop shall report to the Secretary of the Convention of this Diocese when such affiliate status has been granted by the Presiding Bishop.

Sec. 2. The Secretary shall report to the Convention and list such Congregations separately as “Affiliate Congregations” in reports and listing of Congregations. The Clergy and members of “Affiliate Congregations” shall have seat and voice in the Annual Convention of this Diocese until such time as a) that status is revoked by the Presiding Bishop, b) the oversight of such Congregation no longer rests with the Bishop of this Diocese, or c) such Congregation is admitted into union with the Convention of this Diocese under the provisions of Title I, Canon 20 of the Canons of this Diocese. Should such a Congregation be admitted into Union with the Convention of this Diocese, the clergy thereof may be given vote in the Convention of this Diocese only by admission to the List of the Clergy (Title I, Canon 2) in accordance with the provisions of Title III, Canon 10 (*Of Reception of Clergy from Other Churches*) of the Canons of the General Convention.

CANON 27 Of the Jurisdiction of the Bishop in Communicant Status and Marital Status and the Solemnization of Marriages

All matters which are subject to review under Title I, Canons 17 (*Of Regulations Respecting the Laity*), 18 (*Of the Solemnization of Holy Matrimony*), and 19 (*Of Regulations Respecting Holy Matrimony*) of the Canons of the General Convention may, upon written application, be inquired into, reviewed and disposed of by the Bishop (or, otherwise, in accordance with Article III of the Constitution of this Diocese) in a manner as determined by the Bishop.

CANON 28 Of the Camp Chickagami Board

Sec. 1. The operation of Camp Chickagami shall be under the direction of the Camp Chickagami Board.

Sec. 2 The Camp Chickagami Board shall consist of nine (9) persons. At least seven (7) of the members must reside in the Diocese of Eastern Michigan and at least five (5) of the members must be communicants in good standing of a congregation in the Diocese of Eastern Michigan. All members shall be appointed by the Diocesan Council to three year terms, beginning and ending immediately following the Annual Convention. Diocesan Council minutes will reflect all names proposed or considered for membership on the Board. No member having served two or more consecutive terms shall be eligible for appointment to an immediate succeeding term. All members shall serve until a successor is installed.

Sec. 3. Initial appointees in 2013 will have staggered terms of service with subsequent annual appointments following the guidelines delineated in Section 2 above

Sec. 4. The Board shall have such powers and duties as may be assigned to it by the Diocesan Council. The Board may, subject to the Diocesan Council, adopt its own procedures and rules for the performance of its duties and functions, provided that it shall in all matters be governed by the Constitution and Canons

of the General Convention and of the Diocese of Eastern Michigan, the actions of the Annual Convention of the Diocese of Eastern Michigan, and all pertinent policies of the Diocese of Eastern Michigan adopted by the Annual Convention, the Bishop, and/or the Diocesan Council.

Sec. 5 The Board shall file with the Bishop and with the Diocesan Council a copy of the Minutes of each meeting, and it shall submit a written report to the Annual Convention, to be filed with the Secretary of the Convention at least sixty (60) days before the Convention.

TITLE II: WORSHIP

CANON 1 Of Ordering the Worship of the Church in this Diocese

The Bishop, in consultation with the Diocesan Council, may appoint such bodies as deemed appropriate to further the provisions of Title II (*Worship*) of the Canons of the General Convention.

TITLE III: MINISTRY

CANON 1 Of the Ministry of All Baptized Persons

This Diocese shall make provision for the development and affirmation of the ministry of all baptized persons in the Church and in the world.

CANON 2 Of the Commission on Ministry

Sec. 1. Duties: There shall be a Commission on Ministry whose duties shall be to advise and assist the Bishop, as prescribed by Title III, Canon 2, Section 2 (*Of Commissions on Ministry*) of the Canons of the General Convention.

(a) The Commission shall have authority to appoint sub-committees, drawn from and beyond its own membership.

(b) The Commission shall make a report concerning its work to each Annual Convention of the Diocese.

Sec. 2. Members: The Commission on Ministry shall consist of no fewer than four (4) and no more than five (5) appointed members of the Clergy who are canonically resident in the Diocese; and no fewer than four (4) and no more than five (5) appointed Lay Persons, each of whom is over sixteen (16) years of age, confirmed, a regular attendant in good standing, and a contributor for at least twelve (12) months to the support of a congregation in the Diocese.

Sec. 3. Appointment:

(a) Members shall be appointed by the Bishop for terms of three (3) years. The Bishop shall appoint two (2) laypersons and two (2) ordained persons each year and fill any vacancies as needed, reporting such appointments at the opening of each Annual Convention.

(b) No member may serve more than four (4) successive 3-year terms.

CANON 3 Of the Election of a Bishop

Sec. 1. The election of a Bishop or a Bishop Coadjutor of this Diocese shall be in an Annual Convention, or in a Special Convention called for that purpose in accord with Title III, Canon 11 (*Of the Ordination of Bishops*) of the Canons of the General Convention. The concurrence of two-thirds of the members of the Convention present and voting shall constitute an election.

Sec. 2. Whenever the Bishop of this Diocese shall call for the election of a Bishop or Bishop Coadjutor, the Diocesan Council shall work with the Presiding Bishop and the Office of Pastoral Development to establish a process of discernment and election that follows recommended best practices for episcopal elections. In following said best practices, honor will be given to the unique culture of the Diocese of Eastern Michigan, with particular attention paid to participation of all the baptized.

CANON 4 Of the Calling of Rectors

Whenever a Rectorate becomes open the Vestry shall fill such Rectorate according to the provisions of Title III, Canon 9, Section 3.a (*Of the Life and Work of Priests: The Appointment of Priests: Rectors*) of the Canons of the General Convention; provided, however, that no election shall be had unless and until all requirements of the Church Pension Fund in that congregation shall be paid in full, and the current Diocesan policy on Salary and Benefits be met unless other arrangements are approved by the Bishop.

CANON 5 Of the Reconciliation of Disagreements Affecting the Pastoral Relation

When the pastoral relationship in a Congregation between a Rector and the Vestry or congregation is imperiled by disagreement or dissension, and the issues are deemed serious by the Rector or by a majority vote of the Vestry, either party may petition the Bishop, in writing, to intervene and assist the parties in their efforts to resolve the disagreement in accordance with the provisions of Title III, Canon 9, Section 12 (*Of the Life and Work of Priests: Reconciliation of Disagreements Affecting the Pastoral Relation*) of the Canons of the General Convention.

CANON 6 Of the Dissolution of the Pastoral Relation

Sec. 1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a Congregation without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Congregation be removed therefrom by the Vestry against the Rector's will, except as provided in Title III, Canon 9, Section 13(a) (*Of the Life and Work of Priests: Dissolution of Pastoral Relation*) of the Canons of the General Convention.

Sec. 2. If for any urgent reason a Rector or Vestry shall desire a separation and dissolution of the pastoral relation, and the parties cannot agree respecting a separation and dissolution, either party may act in conformity with and subject to Title III, Canon 9, Section 13(b) and following (*Of the Life and Work of Priests: Notice to Ecclesiastical Authority*) of the Canons of the General Convention.

Sec. 3. In regards to the provisions of Title III, Canon 9.13(e) (*Of the Life and Work of Priests: Dissolution of the Pastoral Relation*) of the Canons of the General Convention, the provisions of subsection (e) shall apply in the case of a Rector. In the case of a Vestry, the Bishop may act in accordance with Title I, Canon 23, Section 1(b) of these Canons, said failure constituting a failure to live into the provisions of Title I, Canon 20, Section 2(a).

CANON 7 Of Priests-in-Charge

Sec. 1. All Clergy called or appointed to authority in a congregation, who are not called as Rectors in accordance with Title III, Canon 9, Section 3.a (*Of the Life and Work of Priests: The Appointment of Priests: Rectors*) of the Canons of the General Convention (as provided in Title III, Canon 4 of these Canons), shall be appointed by the Bishop as Priest-in-Charge in accordance with Title III, Canon 9, Section 3.b (*Of the Appointment of Priests: Priests-in-Charge*) of the Canons of the General Convention.

Sec. 2. This Canon shall also apply to any member of the clergy, by whatever title designated, who is called to a congregation for a stated period of time, or whose service to a congregation is limited to a stated period of time by Title III, Canon 9, Section 7 (*Of the Life and Work of Priests*) of the Canons of the General Convention.

Sec. 3. Priests-in-Charge may have a letter of agreement with the Bishop setting forth the mutual responsibilities of the appointment. The Bishop may also have a letter of agreement with the Vestry of the congregation setting forth mutual responsibilities regarding the ministry of a Priest-in-charge.

TITLE IV: ECCLESIASTICAL DISCIPLINE

CANON 1 Of the Administration of Ecclesiastical Discipline

The Diocese of Eastern Michigan adopts by reference Title IV (*Ecclesiastical Discipline*) of the Canons of the General Convention, as adopted in 2009, effective July 1, 2011, and as amended from time to time, applicable to the Ecclesiastical Discipline of Priests and Deacons, and as it pertains to the practices and procedures set forth. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV (*Ecclesiastical Discipline*) established by the General Convention, the Canons of the General Convention shall govern.

CANON 2 Of the Discipline Structure

Sec. 1. Disciplinary Board

(a) The Board shall consist of not fewer than seven persons, the majority of whom shall be priests and/or deacons, but by no more than one.

(b) The members of the Board shall be appointed by the Bishop with the advice and consent of the Diocesan Council. The ordained members of the Board must be canonically and geographically resident in this Diocese. The lay members of the Board shall be adult communicants in good standing, and geographically resident in this Diocese. Members shall be appointed for a three-year

term, beginning on the first day of the year following their appointment. Membership on the Board shall meet the limitations set forth in Title IV, Canon 5, Section 3 (*Of Disciplinary Structures: Rules of operation*) of the Canons of the General Convention.

(c) Vacancies on the Board shall be filled by the Bishop with the advice and consent of the Diocesan Council, upon notice by the President of the Board of such vacancy.

(1) Persons appointed to fill vacancies shall complete the vacated term and shall be of the same order as the Board member replaced.

(2) Should a vacancy occur as a result of a challenge, a replacement Board member shall serve only for the proceeding for which the regular Board member is not serving as a result of the challenge, and shall be of the same order.

(d) The Board shall elect from its members a President and one or more Vice-Presidents. The Board shall also appoint a Clerk, who shall be custodian of all records and provide administrative services as needed by the Board. The Clerk may be a member of the Board.

(e) The REFERENCE PANEL shall be composed of an Intake Officer, the Bishop Diocesan, and the President or a Vice-President of the Disciplinary Board. The Reference Panel shall review the Intake Report to determine how to refer the Report for further considerations. All deliberations shall be confidential, except as required by the law or as deemed pastorally appropriate by the Bishop.

(f) A HEARING PANEL of three members of the Disciplinary Board, selected by the President of the Board, shall serve as the body before which a hearing is held as provided by Title IV, Canon 13 (*Of Hearing Panels*) of the Canons of the General Convention.

Sec. 2. Personnel

(a) INTAKE OFFICER. An Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the names and contact information of the Intake Officer(s) throughout the Diocese, with methods and means of reporting information concerning alleged offenses. All communications shall be confidential, except as required by law or as deemed pastorally appropriate by the Bishop.

(b) INVESTIGATOR. The Bishop shall appoint an Investigator, in consultation with the President of the Board. The Investigator may, but need not be, a member of the Church. The Investigator shall be skilled and able to conduct investigations under this Title.

(c) CHURCH ATTORNEY. Within 60 days following each Annual Convention, the Diocesan Council, in consultation with the Bishop and Disciplinary Board, shall appoint an attorney to serve as Church Attorney for the following calendar year. The person so selected must be a member of the Church and a duly licensed attorney, but need not reside within the Diocese. The Church Attorney will represent the Church in proceedings under this Title.

(d) **PASTORAL RESPONSE COORDINATOR.** The Bishop may appoint a Pastoral Response Coordinator, to serve at the pleasure of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV, Canon 8 (*Of Pastoral Response*) of the Canons of the General Convention and this Title. The Pastoral Response Coordinator may be an Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

(e) **ADVISORS.** In each proceeding under this Title, the Bishop shall appoint an Advisor each for the complainant and for the respondent. A person serving as an Advisor shall hold no other appointed or elected position provided for under this Title; and shall not include persons serving as Chancellors, Vice-Chancellors, or Assistant Chancellors of this Diocese, or any person likely to be called as a witness in the proceeding. An Advisor shall be available for purposes of support, assistance, consultation, and advice regarding the process provided in this Title and the pertinent rights, responsibilities, consequences, and alternatives.

(f) **CONCILIATOR.** The Bishop shall appoint a Conciliator to assist in reconciling the parties and issues involved. The Conciliator shall be a person skilled in dispute resolution and without conflict of interest in the matter.

CANON 3 Of Inter-diocesan Agreements

This Diocese may agree with one or more of the Dioceses in the State of Michigan to develop and share resources necessary to implement this Title, including all boards, panels, and personnel, and administrative and financial support for proceedings under this Title. Such agreement may be established by the Diocesan Council, with the advice and consent of the Bishop, and subject to such changes to this Title as may be necessary to realize full implementation of such an agreement.

TITLE V: CANONICAL LEGISLATION

CANON 1 Of Additions and Amendments to the Canons

Sec. 1. All proposed amendments or additions to the Canons shall be submitted to the Secretary of the Convention at least one hundred twenty (120) days before the Convention at which they are to be considered.

(a) They shall then be filed by the Secretary of the Convention with any committee as determined by Canon, which committee, if any, shall report on the proposed amendments, with or without recommendation, to the Secretary of the Convention not less than sixty (60) days before the date of the Convention.

(b) The Secretary shall mail copies of the proposed amendments or additions, including any such report, to the lay delegates and clergy of the Convention at least thirty (30) days prior to the date of such Convention, and shall report the same to the Convention.

(c) No amendment or addition to the Canons shall be considered by the Convention unless so reported to it by the Secretary.

Sec. 2. When any proposed amendment or addition is before the Convention for consideration, changes may be made by a majority vote during the debate and before final vote. No amendment or addition to the Canons shall be finally adopted and approved unless concurred in and adopted by a two-thirds vote of the members present.

Sec. 3. New canons, deletions of whole canons, and additions to, amendments of, and deletions from existing canons, unless otherwise expressly ordered, shall take effect on the first day following the adjournment of the Convention at which they were enacted or made.

Adopted by the Primary Convention of the Diocese of Eastern Michigan, October 28-29, A.D. 1994, and as amended by Annual Convention of the Diocese of Eastern Michigan through October 27 A.D. 2018.



THE FIRST JOINT CONVENTION OF
THE EPISCOPAL DIOCESES OF
EASTERN & WESTERN
MICHIGAN

TABLE OF CONTENTS

This is a smart document. If using a digital device, quickly access any section of the convention booklet by clicking the title below. A link will appear. Click the link to jump to that section.

WELCOME	31
ONLINE CONVENTION AT A GLANCE	32
QUICK RESOURCES	33
LOG OF UPDATES	33
SCHEDULE	34
CONVENTION LEADERSHIP	35
IN MEMORIAM	36
CONVENTION WORSHIP	40
JOINT RULES OF ORDER	51
ELECTIONS TO DIOCESAN LEADERSHIP	
EASTERN MICHIGAN	57
RESOLUTIONS TO THE CONVENTION	
RESOLUTION 1 -	67
RESOLUTION 2 -	70
COURTESY RESOLUTIONS	72
ANNUAL MINISTRY REPORTS	
COLLABORATIVE MINISTRIES	74
EASTERN MICHIGAN	4
APPOINTMENTS & TRANSITIONS	9

WELCOME

Dear friends and colleagues,

This year has brought and will continue to bring us new experiences, including the first joint convention of our beloved dioceses and the first online convention experience for us all.

We are grateful that, in the midst of a pandemic, we have the tools, technology, and expertise to connect all of our nearly 100 parishes and nearly 400 delegates and clergy for our convention on October 31, 2020.

We are also grateful to all of our parishes and their leadership for navigating all of the changes to the “way we’ve always done it” and following the careful instructions to make this convention run smoothly and appropriately for the requirements set by our diocesan and church-wide canons. This year’s convention will continue to demand of us all continued patience and love of neighbor (and their technological devices).

Leaders across our church have reminded us - while this year has us gathering in ways that our forebears could never have imagined, a half-century from now, the technological tools used to forward the mission of the church are unimaginable to us. But the commandment to love our neighbor will always be true and never beyond imagination.

Thank you for joining us. Thank you for your willingness to try something new.

Peace be with you,

The Convention Planning Team

ONLINE CONVENTION AT A GLANCE

ABOUT VOTING - Delegates and clergy will receive a separate email from “ElectionRunner” when polls are open for our elections and any resolutions not voted on by acclamation. This platform enables us to conduct official and secure votes. Please vote within the communicated time window in order for your vote to be registered.

TERMS TO REMEMBER

Delegate - Delegates are elected by their congregations to serve in this role and have the ability to vote during the convention.

ElectionRunner - Our voting software. You will receive an invitation to the email address provided with your registration when the voting window opens. You may receive multiple emails from the platform, including at least one ballot for elections.

Panelist - This is what Zoom Webinar calls the people on-screen at any given time. During the business meetings, this will include the Convention Chairs, the Chancellor, and the Secretaries. If you raise your hand to speak to a resolution and have been recognized by the chair, you will be transitioned over to a “panelist” to speak to the convention. You will be removed as a panelist after you are finished speaking, or after the allotted time has run out.

Raise Hand - Use the Zoom “Raise Hand” feature to indicate you’d like to speak during debate. The system registers the order in which delegates have raised their hands to be recognized by the chair accordingly. You can find this under the “Participants” tab of the Zoom webinar.

Visitor - Visitors are able to register for the convention. They have voice, but no vote. Visitors without a role in the convention are encouraged to watch the livestream on our Facebook pages instead.

Poll - To record easy votes, like votes of acclamation, we will either use the “Raise Hand” feature or run a quick poll within the Zoom platform.

QUICK RESOURCES

Convention Information on our Diocesan Websites:

- www.eastmich.org/convention
- www.edwm.org/convention

Tech Support:

- **Tech Support Line:** 616-425-9072
- **Tech Support Email:** hkurzawa@eastmich.org
Please email with questions specific to voting with ElectionRunner.
- **Zoom Drop-In Tech Support Room:**
Meeting ID: 840 8714 1852
Password: EMWM2020
Direct Link: <https://us02web.zoom.us/j/84087141852>

Continuing the conversation on social media? Use #emwm2020.

LOG OF UPDATES

- 10/1 - Booklet published to diocesan websites
- 10/16 - Added items: In Memoriam, Ministry Reports, Meeting links for Zoom; Updated Items: WM Nominations, Schedule, Worship Bulletin, Rules of Order
- 10/19 - Minor updates to In Memoriam, worship bulletin, reports; general formatting
- 10/21 - Corrections to the In Memoriam
- 10/28 - Added section - Appointments & Transitions; Updated Items: Tech Support, Schedule

SCHEDULE

9:00 AM	Opening Worship - Morning Prayer with the Presiding Bishop <i>Zoom Webinar for All Morning Sessions</i> <ul style="list-style-type: none"> ● Meeting ID: 850 8168 2909 ● Passcode: EMWM2020 ● Direct Link: https://us02web.zoom.us/j/85081682909
9:45 AM	Welcome, Opening Joint Business Meeting
10:45 AM	Break
11:00 AM	Keynote Address with the Presiding Bishop and Q&A <i>Submit questions live or ahead of time to kforsyth@eastmich.org.</i>
12:00 PM	Break
12:15 PM	Eastern Michigan Business Meeting (WM is on Break) <i>Zoom Webinar - EM Afternoon Session</i> <ul style="list-style-type: none"> ● Meeting ID: 844 7336 8697 ● Passcode: EMWM2020 ● Direct Link: https://us02web.zoom.us/j/84473368697 <i>Supplemental materials may be found at eastmich.org/convention</i>
1:00 PM	Break
1:15 PM	Western Michigan Business Meeting (EM is on Break) <i>Zoom Webinar - WM Afternoon Session</i> <ul style="list-style-type: none"> ● Meeting ID: 874 1103 9736 ● Passcode: EMWM2020 ● Direct Link: https://us02web.zoom.us/j/87411039736 <i>Supplemental materials may be found at edwm.org/convention</i>
2:00 PM	Break
2:15 PM	Joint Business Meeting <i>Zoom Webinar - Afternoon Joint Session</i> <ul style="list-style-type: none"> ● Meeting ID: 819 2694 8611 ● Passcode: EMWM2020 ● Direct Link: https://us02web.zoom.us/j/81926948611
5:00 PM	Adjournment

* Zoom links should only be used by those who have registered for the Convention.

CONVENTION LEADERSHIP

CONVENTION

Chair, *Eastern Michigan*
Chair, *Western Michigan*
Secretary, *Eastern Michigan*
Secretary, *Western Michigan*
Chancellor & Parliamentarian
Treasurer, *Eastern Michigan*
Assistant Treasurer, *Western Michigan*
Nominations Chair, *Eastern Michigan*
Resolutions Co-Chairs, *Eastern Michigan*

Resolutions Chair, *Western Michigan*
Additional members of the Planning Committee

Janet Huff-Worvie; St. John's, Otter Lake*
The Rev. Jen Adams; Grace, Holland*
Angela Krueger; EM Diocesan Staff*
The Rev. Canon Bill Spaid; WM Diocesan Staff*
Bill Fleener, Jr.; St. David's, Lansing*
Michael Turnbull; Holy Family, Blue Water
Dave Croal; St. Mark's, Coldwater
The Rev. Canon Michael Spencer; EM Dio Staff*
The Rev. Nancy Mayhew; St. Alban's, Bay City
Genevieve Field; St. Paul's, Flint
Anne Davidson; St. Mark's, Coldwater
Joan Smith, Grace, Holland*
Roberta Schorle, Grace, Holland*

DIOCESAN STAFF

Shared Staff Members

Canon for Evangelism & Networking
Director of Children, Youth, & YA Formation
Communications Assistant

Canon Katie Forsyth*
McKenzie Knill*
Hunter Kurzawa

Eastern Michigan

Canon to the Ordinary
Director of the Coppage-Gordon School for Min.
Financial Manager
Assistant to the Bishop

The Rev. Canon Michael Spencer*
The Rev. Dr. Valerie Fargo*
Sara Philo*
Angela Krueger*

Western Michigan

Canon Missioner for the Northern Region
Canon Missioner for the Central Region
Canon Missioner for the Southern Region
Chief Financial Officer & Benefits Administrator
Diocesan Office Administrator

The Rev. Canon Anne C. Hallmark
The Rev. Canon Valerie Ambrose
The Rev. Canon William Spaid*
Tammy Mazure*
Catherine Cameron-Heldt*

*Denotes members of the Convention Planning Committee.

IN MEMORIAM

Remembering the faithful departed, October 2019-September 2020

O God, the King of saints, we praise and magnify thy holy Name for all thy servants who have finished their course in thy faith and fear; for the blessed Virgin Mary; for the holy patriarchs, prophets, apostles, and martyrs; and for all thy righteous servants, known to us and unknown; and we beseech thee that, encouraged by their examples, aided by their prayers, and strengthened by their fellowship, we may also be partakers of the inheritance of the saints in light; through the merits of thy Son Jesus Christ our Lord. Amen.

Trinity, Alpena

Elbert Heath
Carl Pilarski
Avis Hinks
David Goodburne
Thomas Ritter

St. Mark's, Atlanta

Patricia Hopkins

Trinity, Bay City

Peggy Finn
Jean Ford
Bob Hartley
Bob Kemmer
George Middleton
Milly Owen
Mike Royer
Jim Swanson
Bob Traxler

St. Paul's, Corunna

Marilyn Jones
Richard Lewis

St. Paul's, Flint

Gerrit Cates
Jackie Elliott
Mary Paula Grimes
Michelle Kotzian
Jane Quin
Bryan Ryder
John Sargis
Jim Schaefer
Mary Smith
Jack Wiltz

Trinity, Flushing

Anne James
Tom McNally

St. Christopher's, Grand Blanc

Mary Stewart

St. Francis, Grayling

Tina Foster

St. Elizabeth's, Higgins Lake

Gloria Patterson

Transfiguration, Indian River

The Rev. Audrey Bauer
William Stanley Train

St. John's, Midland

Emmy Bork
Jeanne Broddle
Odette Foster-Yanka
Marilyn Holder
Marjorie King
Miye Komachi
Roy Komachi
Toni Lyon
Roger Markell
Betty Morden
Gloria Olson
Jack Savage
Helen Schaper
Karen Tafel
Catherine Teal
Jeanne Watt

St. Bartholomew's, Mio

Sylvia Guilds

Grace, Port Huron

Mary Walker

Marilynn E Campbell

Leslie L Buckley

Nancy Mowat Warner

Elizabeth Turner

Lawrence C Smith

Larry S Babin

Marilyn Telfer

Mark A Sokoloff

Neil E Gilmore

JoAnn M Eldredge

Michael W Gruver, Sr.

St. John's, Saginaw

Keith Birdsall

Diane Grigg

Mark Mahlberg

Christopher Renna

Victoria Srinivasan

Sallie Swanson

CONVENTION WORSHIP

MORNING PRAYER - RITE II

You are no longer strangers and sojourners, but citizens together with the saints and members of the household of God. Ephesians 2:19

Prelude

The Invitatory and Psalter

Lord, open our lips.

And our mouth shall proclaim your praise.

Glory to the Father, and to the Son, and to the Holy Spirit: as it was in the beginning, is now, and will be forever. Amen. Alleluia.

Our God is glorious in all the saints;

O come, let us worship.

Venite Psalm 95:1-7

Come, let us sing to the Lord; *

let us shout for joy to the Rock of our salvation.

Let us come before God's presence with thanksgiving *

and raise to the Lord a shout with psalms.

For you are a great God; *

you are great above all gods.

In your hand are the caverns of the earth, *

and the heights of the hills are yours also.

The sea is yours, for you made it, *

and your hands have molded the dry land.

Come, let us bow down and bend the knee, *

and kneel before the Lord our Maker.

For you are our God,

and we are the people of your pasture and the sheep of your hand. *

Oh, that today we would hearken to your voice!

Our God is glorious in all the saints;

O come, let us worship.

Psalm 34:1-10, 22

I will bless the Lord at all times;
his praise shall ever be in my mouth.
I will glory in the Lord;
let the humble hear and rejoice.
Proclaim with me the greatness of the Lord;
let us exalt his Name together.
I sought the Lord, and he answered me
and delivered me out of all my terror.
Look upon him and be radiant,
and let not your faces be ashamed.
I called in my affliction and the Lord heard me
and saved me from all my troubles.
The angel of the Lord encompasses those who fear him,
and he will deliver them.
Taste and see that the Lord is good;
happy are they who trust in him!
Fear the Lord, you that are his saints,
for those who fear him lack nothing.
The young lions lack and suffer hunger,
but those who seek the Lord lack nothing that is good.
The Lord ransoms the life of his servants;
and none will be punished who trust in him.

**Glory to the Father, and to the Son, and to the Holy Spirit:
as it was in the beginning, is now, and will be forever. Amen.**

The Lessons

The First Lesson

A Reading from Revelation (Revelation 7:9-17)

After this I, John, looked, and there was a great multitude that no one could count, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, robed in white, with palm branches in their hands. They cried out in a loud voice, saying,

"Salvation belongs to our God who is seated on the throne, and to the Lamb!" And all the angels stood around the throne and around the elders and the four living creatures, and they fell on their faces before the throne and worshiped God, singing,

"Amen! Blessing and glory and wisdom
and thanksgiving and honor
and power and might
be to our God forever and ever! Amen."

Then one of the elders addressed me, saying, "Who are these, robed in white, and where have they come from?" I said to him, "Sir, you are the one that knows." Then he said to me, "These are they who have come out of the great ordeal; they have washed their robes and made them white in the blood of the Lamb."

"For this reason they are before the throne of God,
and worship him day and night within his temple,
and the one who is seated on the throne will shelter them.
They will hunger no more, and thirst no more;
the sun will not strike them,
nor any scorching heat;
for the Lamb at the center of the throne will be their shepherd,
and he will guide them to springs of the water of life,
and God will wipe away every tear from their eyes."

The Word of the Lord.
Thanks be to God.

Canticle 16 – The Song of Zechariah Benedictus Dominus Deus

Blessed be the Lord, the God of Israel;
he has come to his people and set them free.
He has raised up for us a mighty savior,
born of the house of his servant David.
Through his holy prophets he promised of old,
that he would save us from our enemies,
from the hands of all who hate us.
He promised to show mercy to our fathers
and to remember his holy covenant.
This was the oath he swore to our father Abraham,
to set us free from the hands of our enemies,
Free to worship him without fear,
holy and righteous in his sight all the days of our life.
You, my child, shall be called the prophet of the Most High,
for you will go before the Lord to prepare his way,
To give his people knowledge of salvation
by the forgiveness of their sins.

In the tender compassion of our God
the dawn from on high shall break upon us,
To shine on those who dwell in darkness and the shadow of death,
and to guide our feet into the way of peace.
Glory to the Father, and to the Son, and to the Holy Spirit:
as it was in the beginning, is now, and will be forever. Amen.

The Second Lesson

A Reading from First John (I John 3:1-3)

See what love the Father has given us, that we should be called children of God; and that is what we are. The reason the world does not know us is that it did not know him. Beloved, we are God's children now; what we will be has not yet been revealed. What we do know is this: when he is revealed, we will be like him, for we will see him as he is. And all who have this hope in him purify themselves, just as he is pure.

The Word of the Lord.
Thanks be to God.

Canticle 21 – You Are God Te Deum Laudamus

You are God: we praise you;
You are the Lord: we acclaim you;
You are the eternal Father: All creation worships you.
To you all angels, all the powers of heaven,
Cherubim and Seraphim, sing in endless praise:
Holy, holy, holy Lord, God of power and might,
heaven and earth are full of your glory.
The glorious company of apostles praise you.
The noble fellowship of prophets praise you.
The white-robed army of martyrs praise you
Throughout the world the holy Church acclaims you;
Father, of majesty unbounded, your true and only Son,
worthy of all worship, and the Holy Spirit, advocate and guide.
You, Christ, are the king of glory, the eternal Son of the Father.
When you became man to set us free you did not shun the Virgin's womb.
You overcame the sting of death and opened the kingdom of heaven to all believers.
You are seated at God's right hand in glory.
We believe that you will come and be our judge.

Come then, Lord, and help your people, bought with the price of your own blood,
and bring us with your saints to glory everlasting.

The Third Lesson

A Reading from Matthew. (Matthew 5:1-12)

When Jesus saw the crowds, he went up the mountain; and after he sat down, his disciples came to him. Then he began to speak, and taught them, saying:

"Blessed are the poor in spirit, for theirs is the kingdom of heaven.

Blessed are those who mourn, for they will be comforted.

Blessed are the meek, for they will inherit the earth.

Blessed are those who hunger and thirst for righteousness, for they will be filled.

Blessed are the merciful, for they will receive mercy.

Blessed are the pure in heart, for they will see God.

Blessed are the peacemakers, for they will be called children of God.

Blessed are you when people revile you and persecute you and utter all kinds of evil against you falsely on my account. Rejoice and be glad, for your reward is great in heaven, for in the same way they persecuted the prophets who were before you." Jesus began to show his disciples that he must go to Jerusalem and undergo great suffering at the hands of the elders and chief priests and scribes, and be killed, and on the third day be raised. And Peter took him aside and began to rebuke him, saying, "God forbid it, Lord! This must never happen to you." But he turned and said to Peter, "Get behind me, Satan! You are a stumbling block to me; for you are setting your mind not on divine things but on human things."

Then Jesus told his disciples, "If any want to become my followers, let them deny themselves and take up their cross and follow me. For those who want to save their life will lose it, and those who lose their life for my sake will find it. For what will it profit them if they gain the whole world but forfeit their life? Or what will they give in return for their life?

"For the Son of Man is to come with his angels in the glory of his Father, and then he will repay everyone for what has been done. Truly I tell you, there are some standing here who will not taste death before they see the Son of Man coming in his kingdom."

The Word of the Lord.

Thanks be to God.

The Homily

The Most Reverend Michael B. Curry

The Apostles' Creed

I believe in God, the Father almighty, creator of heaven and earth. I believe in Jesus Christ, his only Son, our Lord.

He was conceived by the power of the Holy Spirit and born of the Virgin Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. He descended to the dead.

On the third day he rose again.

He ascended into heaven, and is seated at the right hand of the Father.

He will come again to judge the living and the dead.

I believe in the Holy Spirit,

the holy catholic Church,

the communion of saints,

the forgiveness of sins,

the resurrection of the body, and the life everlasting. Amen.

The Prayers

The Lord be with you.

And also with you.

Let us pray.

The Lord's Prayer

Our Father, who art in heaven,

Hallowed be thy Name,

Thy kingdom come,

Thy will be done,

On earth as it is in heaven.

Give us this day our daily bread.

And forgive us our trespasses,

As we forgive those who trespass against us.

And lead us not into temptation,

But deliver us from evil.

For thine is the kingdom,

And the power, and the glory,

Forever and ever. Amen.

Suffrages A

Show us your mercy, O Lord;

And grant us your salvation.

Clothe your ministers with righteousness;

Let your people sing with joy.

Give peace, O Lord, in all the world;

For only in you can we live in safety.

Lord, keep this nation under your care;

And guide us in the way of justice and truth.

Let your way be known upon earth;

Your saving health among all nations.

Let not the needy, O Lord, be forgotten

Nor the hope of the poor be taken away.

Create in us clean hearts, O God;

And sustain us with your Holy Spirit.

The Collects

The Collect of the Day

Almighty God, you have knit together your elect in one communion and fellowship in the mystical body of your Son Christ our Lord: Give us grace so to follow your blessed saints in all virtuous and godly living, that we may come to those ineffable joys that you have prepared for those who truly love you; through Jesus Christ our Lord, who with you and the Holy Spirit lives and reigns, one God, in glory everlasting. **Amen.**

A Prayer for Mission

O God, you have made of one blood all the peoples of the earth, and sent your blessed Son to preach peace to those who are far off and to those who are near: Grant that people everywhere may seek after you and find you; bring the nations into your fold; pour out your Spirit upon all flesh; and hasten the coming of your kingdom; through Jesus Christ our Lord. **Amen.**

A Prayer for the Nation

Lord God Almighty, you have made all the peoples of the earth for your glory, to serve you in freedom and in peace: Give to the people of our country a zeal for justice and the strength of forbearance, that we may use our liberty in accordance with your gracious will; through Jesus

Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, for ever and ever.
Amen.

A Prayer for Vocation in Daily Work

Almighty God our heavenly Father, you declare your glory and show forth your handiwork in the heavens and in the earth: Deliver us in our various occupations from the service of self alone, that we may do the work you give us to do in truth and beauty and for the common good; for the sake of him who came among us as one who serves, your Son Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, for ever and ever. **Amen.**

Let us pause in a moment of silence to remember those from our congregations who have died in the past year and are memorialized in our convention booklet.

Silence

Father of all, we pray to you for those memorialized by this convention, and for all those whom we love but see no longer. Grant to them eternal rest. Let light perpetual shine upon them. May their souls and the souls of all the departed, through the mercy of God, rest in peace.

I invite your prayers and thanksgivings either silently, aloud, or offered in the Zoom chat or by Facebook comment.

Silence

The General Thanksgiving

**Almighty God, Father of all mercies,
we your unworthy servants give you humble thanks
for all your goodness and loving-kindness
to us and to all whom you have made.
We bless you for our creation, preservation,
and all the blessings of this life;
but above all for your immeasurable love
in the redemption of the world by our Lord Jesus Christ;
for the means of grace, and for the hope of glory.
And, we pray, give us such an awareness of your mercies,
that with truly thankful hearts we may show forth your praise,
not only with our lips, but in our lives,**

by giving up ourselves to your service,
and by walking before you
in holiness and righteousness all our days;
through Jesus Christ our Lord,

to whom, with you and the Holy Spirit,
be honor and glory throughout all ages. Amen.

Hymn

For All the Saints, The Hymnal 1982, 287 (Verses 1-4)

We invite you to join in singing from your separate places, or joining in internal song if participating in a group.



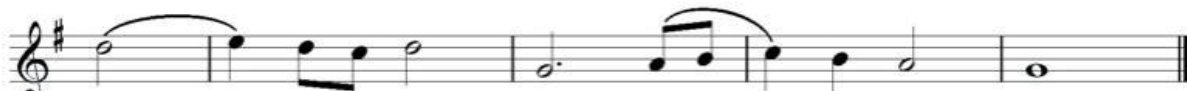
1 For all the saints, who from their la - bors rest, who
2 Thou wast their rock, their for - tress, and their might:____
3 O may thy sol - diers, faith - ful, true, and bold,____
4 O blest com - mun - ion, fel - low - ship di - vine!____



thee____ by faith be - fore the world con - fessed, thy
thou, Lord, their Cap - tain in the well - fought fight;____
fight as the saints who no - bly fought of old, and
We feeb - ly strug - gle, they in glo - ry shine; yet



Name, O____ Je - sus, be for ev - er blessed.
thou, in the dark - ness drear, the one true Light.
win, with____ them, the vic - tor's crown of gold.
all are____ one in thee, for all are thine.



Al - le - lu - ia, al - le - lu - ia!

The Presiding Bishop offers a blessing.

Music: *Drummers from Sudanese Grace Episcopal Church, Grand Rapids*

We extend our gratitude for those offering their gifts in worship for our convention -

Officiant	The Rev. Tracie Little, St. Jude's, Fenton
Preacher	The Most Rev. Michael Curry, Presiding Bishop
Readers	The Rev. Michael Spencer, Eastern Michigan Chloe Kerrish, St. Andrew's, Grand Rapids Erynn Ford, St. Paul's, Flint The Ven. Beth Drew, Archdeacon of Western Michigan
Prayer Leaders	Jeanette Ettin, Grace Port Huron Matthew Roney, Grace, Traverse City
Musicians	Dr. Stephen White, Director, and members of the Choir of St. Thomas, Battle Creek Cantor, Alexis Stark Drummers from Sudanese Grace Episcopal Church, Grand Rapids
Planning	The Rev. Dr. Valerie Fargo, Eastern Michigan

JOINT RULES OF ORDER

I. Preamble

- A. Supersede Regular Rules.** These Supplemental Special Rules of Order for Virtual Attendance at Annual Convention (hereinafter, "these Rules") shall supersede the regular Rules of Order, and to the extent they are in conflict with the regular Rules of Order, these Rules shall prevail.
- B. Purpose.** The purpose of these Rules is to facilitate the calling and meeting of the Diocesan Convention of the Episcopal Dioceses of Eastern and Western Michigan in a situation where it is impractical to hold a face-to-face physical meeting of the Convention due to governmental restraints or as otherwise directed by the Ecclesiastical Authority of the Diocese.
- C. Interpretation of Certain Constitutional and Canonical Terms.** For purposes of Conventions governed by these Rules, these terms shall have the following interpretation:
 - 1. "Convention": The meeting of clergy and laity of the Dioceses of Eastern Michigan and Western Michigan conducted wholly or in part via remote electronic participation by its members
 - 2. "seat": The ability to participate in the Convention via an electronic connection
 - 3. "voice": The right to make oral statements during the Convention
 - 4. "vote": The right to cast an electronic poll vote or file an electronic ballot during the Convention

II. SPECIAL RULES FOR THIS CONVENTION

- A.** The 26th Convention of the Diocese of Eastern Michigan and the 146th Convention of the Diocese of Western Michigan will meet jointly as one body with the exception that provision may be made for separate business meetings by each Diocese.
- B.** The joint session and individual business sessions will be via an electronic format.
- C.** All actions taken during the Convention using the electronic format will be official actions.

- D. Actions taken at any joint session will be the action of each Diocese individually and jointly.

ORGANIZATION

- E. The Joint session shall be chaired alternately by the designated Chair for each Diocese. Any actions taken by the joint Convention regardless of who is the Chair is at the time will be the actions of each Diocese.
 - F. Each session of the Convention shall be opened with suitable devotions.
 - G. The entire delegation lay and clergy of any parish that has not properly turned in their parochial report for the preceding year, prior to the beginning of a diocesan or special convention, shall not have the right to vote at that Convention. Such a parish shall retain its right to seat and voice.
 - H. The Secretary of the preceding Convention (or, in his/her absence, the Secretary pro tempore to be elected via vote) shall send out the names of the Parishes and Missions in union with the Convention; and the lay delegates from each shall present their certificates of election, which shall be referred to a committee on Credentials, appointed by the Chair, consisting of one presbyter or deacon and one layperson. However, at the discretion of the Chair, certificates of election may be required to be sent in prior to the Convention and be referred to the Committee on Credentials immediately preceding the opening session of the Convention, thereby eliminating the reading of the names of the Parishes and Missions.
 - I. The Secretary shall publish the names of the clergy entitled to seats in the Convention and shall enter into the Journal the names of those who are present.
 - J. The Committee on Credentials shall report.
- III. Quorum and right to vote from time to time shall be determined on the basis of clergy who have registered or answered present and lay delegates who have theretofore been seated by the Convention after the above reports.

IV.

GENERAL

- A. Nominations from the floor will not be accepted.
- B. When nominations are made for any office, the names shall be recorded in the order in which they are presented.
- C. Elections

1. The Elections Committee Chair shall cause all names proposed for offices that are to be filled by balloting to be entered into an electronic voting system. Separate ballots shall be taken for each office and shall be the order of the day from such hour as the Convention shall fix.
 2. In all elections, a ballot shall be void unless the number of votes cast on the ballot is equal to the number of vacancies to be filled.
 3. For any person to be elected to any office, he/she must receive a vote on a majority of ballots cast.
 4. If all offices on a ballot have not been filled after two ballots, then the person who received the fewest number of votes on the second ballot will not appear on the third ballot. If balloting continues, the lowest vote-getter will be removed from each successive ballot.
 5. A person appearing on a ballot may remove his/her name from the ballot at any time during the balloting process.
- D. In case the Chair withdraws from the sittings of the Convention, they shall appoint a Chair to preside during their absence.
- E. At any time before the final adjournment of the Convention, the Chair may, and if requested by any seven (7) members shall call for the reading of the minutes of the sessions just completed; and after such reading the minutes shall be corrected, signed by the Chair and attested by the Secretary.
- F. All substantive resolutions shall be in the hands of the Resolutions Committee by at least forty-five(45) days for Western Michigan and sixty (60) days for Eastern Michigan prior to the Convention. Resolutions arising out of any addresses to Convention, submitted by the Chairperson of the Resolutions Committee, are excluded from this rule. A majority vote shall be required to permit consideration of later resolutions.
- G. A joint resolution (a resolution considered by both Dioceses sitting together) is in order. It must be co-signed by four clergy members and four lay members from each Diocese. A joint resolution must be received in either Diocesan Office at least sixty (60) days before the Convention. If the resolution is submitted on time and in the proper form it will be considered by the joint Convention in the joint business session of the Convention. Any resolution passed will be a resolution of both Dioceses separately and jointly.
- H. No motion shall be considered as before the Convention until it is seconded and stated by the Chair.

- A. When a question is under debate, no motion shall be received, unless it is to lay on the table, to move the previous question, to postpone to a set time, to commit, to amend, to substitute, to postpone indefinitely, or to divide it, and motions of any of these purposes shall have precedence in the order therein named.
- B. A motion to amend by substitution shall be in order.
- C. A motion to amend, to substitute, or amend by substitution must be in written form and presented to the Chair when the motion is made.
- D. A motion to adjourn and a motion to lay on the table shall always be in order and shall be decided without debate. A motion to lay on the table shall require a two-thirds vote of the members present.
- E. A question being decided, it shall not be reconsidered at the same Convention without the consent of two-thirds of the members present nor without a motion being made by one of the majority on the prior decision.
- F. Every member present, when a motion is put, shall vote thereon unless excused by the Convention.
- G. The Convention shall vote by the electronic means approved by the Secretary.
- H. All committees shall be appointed by the Chair unless otherwise ordered by the Convention, and when he/she may deem it advisable, he/she may appoint on a committee, to report to the next Convention, a person qualified to be a delegate who is not a member of the Convention.
- I. When a member desires to speak, he or she shall electronically raise their hand, be recognized, and address the Chair in an audible voice if capable. Each speaker will introduce themselves and their parish and have up to 3 minutes to speak. When three speakers in a row have spoken on the same side of the matter up for debate, the Chair shall determine if there are members who wish to speak on the other side of the matter. If no member requests to speak, debate will end.
- J. No member shall speak more than once on the same subject without leave of the Convention, except that the person making a motion may speak twice on that motion.
- K. Debate on any principle motion and subsidiary motions addressed to it shall be limited to a total of two minutes per person, unless a majority vote of the Convention shall change the limit.
- L. No member shall withdraw from the Convention without leave asked and voted.

- A. These rules of order may be suspended on a two-thirds vote of the members present.
- B. Robert's Rules of Order shall govern the proceedings of the Convention, except as otherwise provided hereinabove.

II. Conduct of Meeting

- A. Technical requirements and malfunctions. Each member is responsible for their audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.
- B. Forced disconnections. The Chair of Convention may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting.
- C. Assignment of the floor. To seek recognition by the Chair, a member shall use the Zoom "raise hand" request and await recognition. Once the pending action is completed, the Convention Manager shall clear the online queue.
- D. Interrupting a member. A member who intends to make a motion or request that under the rules may interrupt a speaker shall use the Zoom Chat feature for so indicating, and shall thereafter wait a reasonable time for the Chair's instructions before attempting to interrupt the speaker by voice.
- E. Motions submitted in writing. A member intending to make a main motion, to offer an amendment, or to propose instructions to a committee, shall, before or after being recognized, post the motion in writing to the online area designated by the Secretary for this purpose, preceded by the member's name, parish affiliation and a number corresponding to how many written motions the member has so far posted during the meeting (e.g., "John Smith, Rector of St. Swithen's, Stafford, 3:."; "Richard Roe, Holy Name, Millstone, 1"). Use of the online area designated by the Secretary for this purpose shall be restricted to posting the text of intended motions.
- F. Seconding of motions and related posts. Members responding "so moved" to a request from the Chair for a motion, or seconding any motion that requires a second, must do so using the Zoom Chat feature without needing to be recognized by the Chair.
- G. Display of motions. The Secretary shall designate an online area exclusively for the display of the immediately pending question and other relevant pending

questions (such as the main motion, or the pertinent part of the main motion, when an amendment to it is immediately pending); and, to the extent feasible, the Secretary, or any assistants appointed by him or her for this purpose, shall cause such questions, or any other documents that are currently before the meeting for action or information, to be displayed therein until disposed of.

- H. Video display. The Chair, the Secretary, or their assistants shall cause a video of the Chair to be displayed throughout the meeting, and shall also cause display of the video of the member currently recognized to speak or report (if such display is permitted by them).

ELECTIONS TO DIOCESAN LEADERSHIP

EASTERN MICHIGAN

Diocesan Council (1 Lay, 1 Clergy)

The council serves as the governing authority of the diocese and administers the secular affairs including the budget, managing resources, creation of task forces, and more. There are six members serving three year terms.

Lay Nominees:

There have been no nominations in this order.

Clergy Nominees:

The Rev. Ann Grady - St. Chris., Grand Blanc

Standing Committee (1 Lay, 1 Clergy)

The Standing Committee serves as the council of advice to the bishop and assumes the ecclesiastical authority of the diocese when there is a bishop vacancy in addition to other duties. The six members also serve on Diocesan Council and serve three year terms.

Lay Nominees:

Barb Ilkka - St. John's, Saginaw

Clergy Nominees:

The Rev. Lydia Speller - Grace, Port Huron

Trustee (4 persons, any order)

The Trustees have oversight and make investment decisions concerning funds belonging to the diocese and some individual congregations. The eight members serve four years.

The following positions are up for election:

Two terms to end in 2024; One unfinished term to end in 2023; One unfinished term to end in 2022

Nominees:

The Rev. Brain Chace - Retired Clergy

Synod Deputies (1 Lay, 1 Clergy)

The Provincial Synod is the governing body of Province V of the Episcopal Church. It meets once every three years in the Spring preceding the General Convention. Elected deputies for the next General Convention are eligible to run. The 2021 Synod Meeting is planned to be an online gathering.

Lay Nominees:

Carol Moggo - St. Francis, Grayling

Clergy Nominees:

There have been no nominations in this order.

ELECTIONS

EASTERN MICHIGAN - DIOCESAN COUNCIL NOMINEES



The Rev. Ann Grady
St. Christopher's Episcopal Church in
Grand Blanc

Order of Ministry: Clergy

What experience, gifts, and perspective can the nominee offer in the service of our Lord in this office?

Because I serve on several boards, I know and respect how they function. My work before I was ordained involved reading and analyzing state and federal laws and rules. I also drafted amendments that were intended to revise those laws/rules. I have had occasion to use those skills on many occasions since being ordained.

One of my roles as chaplain to the retired clergy is to answer questions clergy and spouses may have with regard to benefits they receive and are entitled to through the Church Pension Fund.

Please list the nominee's most recent PARISH LEVEL ministries and offices.

Priest in Charge, St. Christopher's Episcopal Church, Grand Blanc, Apr. 2020 - Present

Please list the nominee's most recent DIOCESAN, CHURCH-WIDE ministries and offices.

Diocesan Chaplain to the Retired Clergy and Spouses, and Surviving Spouses
Diocesan Committee on Constitution and Canons

Please list the nominee's most recent COMMUNITY involvement and/or service.

Board of Directors, United Way of Bay County
Commissioner, Bay City Housing Commission
Member, Noon Rotary Club of Bay City

Please list the nominee's participation in anti-racism training(s), including the year in which it was taken.

Participated in anti-racism training at St. John's Episcopal, Midland – November 2017

ELECTIONS

EASTERN MICHIGAN - STANDING COMMITTEE NOMINEES



Barb Illka

St. John's Episcopal Church in Saginaw

Order of Ministry: Laity

What experience, gifts, and perspective can the nominee offer in the service of our Lord in this office?

I recently retired having been a nurse for 35 years and the last 18 as a Nurse Practitioner at the Saginaw VA Medical Center. My health care experience taught me critical thinking and listening skills that are essential for this office. My ability to research and gather data before making decisions is also important for this office. Since the VA has electronic medical records, I have been able to become computer literate as well.

I bring the perspective of 30+ years as an Episcopalian with varied roles in the church during that time. I have worked at keeping myself informed regarding diocesan decisions and offerings through the Diocesan newsletter and by attending either the annual convention or pre-convention meetings.

The gifts I bring are my strong faith, caring and nurturing personality, desire to serve this diocese to the best of my ability, and willingness to work hard.

Please list the nominee's most recent PARISH LEVEL ministries and offices.

Vestry 3 terms, most recent 2012-2018, 2 years as Senior Warden during Rector resignation and search for new Rector (2016-2017)
Stewardship Committee, current
Lay Eucharist Minister, current
Lector, current
Altar guild, current
Renewal Works Chair 2019

Please list the nominee's most recent DIOCESAN, CHURCH-WIDE ministries and offices.

Participated and committed to Diocesan Church Development Institute (DCDI) until cancelled by pandemic.

Attendance at the Province V Big Provincial Gathering 2019

Discernment committee 2013-2015

Please list the nominee's most recent COMMUNITY involvement and/or service.

During my career as a nurse and as a Nurse Practitioner at the Saginaw VA, I lived out my baptismal covenant as a ministry with my veteran patients by seeking to serve Christ in all persons and respecting the dignity of every human being.

I have held multiple leadership positions during my career and in Professional Nursing Organizations over the last 20 years.

During my retirement I am looking forward to more community involvement.

Please list the nominee's participation in anti-racism training(s), including the year in which it was taken.

While I haven't taken official anti-racism training, since the death of George Floyd I have done my own research and reading on the subject of systemic racism and white privilege. I have work to do individually and believe society does as well.

I would be willing to take an official training course as well.

ELECTIONS

EASTERN MICHIGAN - STANDING COMMITTEE NOMINEES



The Rev. Lydia Speller

Grace Episcopal Church in Port Huron

Order of Ministry: Clergy

What experience, gifts, and perspective can the nominee offer in the service of our Lord in this office?

I have a broad and deep knowledge of the history and polity of the Episcopal Church. I am a trained interim and bring an awareness of transition issues to bear as a settled pastor and in diocesan work -- now more than ever it is important to be aware of the dynamics of change. I usually can see the big picture and help groups keep a sense of proportion. I have a sense of humor, believe that conflict is a sign of life and try not

to be sensitive or defensive. I delight in the ways that our historically white dominated aging church is embracing the leadership and insights of non older non white leaders.

Please list the nominee's most recent PARISH LEVEL ministries and offices.

I am the rector of Grace, having served the parish since 2013. During this time, we have welcomed as members the congregation of St Paul's, Port Huron, streamlined our staff, renewed our leadership and rationalized our budget -- including reducing our dependence on our Endowment. We have just finished a building project to make all levels of our church and parish hall physically accessible. Grace and I have participated in the DCDI.

Please list the nominee's most recent DIOCESAN, CHURCH-WIDE ministries and offices.

I am filling an unexpired term on the Standing Committee, which has turned out to be a bigger adventure than any of us would have imagined with the bishop's suspension and the Pandemic. I would welcome the opportunity to continue on the SC as it navigates our diocese towards a new era both in our diocese and in our world. I served on SC before, from 2015 -2017, another transitional period. I am scheduled to be a General Convention Deputy for 2021 and have served as deputy from Missouri several times. In Missouri I was also on SC and Commission on Ministry. Like everyone, these days I have also learned all kinds of online and streaming ways to communicate and I believe that these are changing the way many of us "do church" for the long term.

Please list the nominee's most recent COMMUNITY involvement and/or service.

Through Grace I participate in local MLK celebrations, ecumencial worship services, Blue Water Area Churches. Grace is part of the Good News Garden Network and collaboration with #C4 yourself church, which shares space with us, we engage in ministries with the hungry, especially working with children referred to us through the schools.

Please list the nominee's participation in anti-racism training(s), including the year in which it was taken.

Not sure of the year but since 2013 I have been to two trainings (one through the diocese of MI) and Grace hosts and occasional "Sacred Conversations on Race" series. We are exploring how to hose Sacred Circles, a program designed to encourage white people to educate themselves about race and privilege.

ELECTIONS

EASTERN MICHIGAN - BOARD OF TRUSTEES NOMINEES



The Rev. Brian Chace

Retired, Unaffiliated

Order of Ministry: Clergy

What experience, gifts, and perspective can the nominee offer in the service of our Lord in this office?

I've served our Lord in the Episcopal Church as a lay person (Church treasurer, finance committee member, worship leader, verger, vestry member, Sunday school teacher, lector, Eucharistic minister, acolyte director) for 42 years and as a priest and Priest in Charge for almost 8 years.

Please list the nominee's most recent PARISH LEVEL ministries and offices.

Priest in Charge of Trinity Episcopal Church, West Branch, Michigan (now retired).

Please list the nominee's most recent DIOCESAN, CHURCH-WIDE ministries and offices.

Alternate General Convention Deputy (2015); General Convention Deputy (2018); Diocesan Standing Committee Member (2019 - current); Joint Disciplinary Board member; Diocesan Discernment Committee member; Diocesan Recovery Ministry Committee Chair; Diocesan Trustee (2010 - 2017)

Please list the nominee's most recent COMMUNITY involvement and/or service.

Board member and treasurer of River House, Inc. women's shelter; board member and secretary of Grayling Lions Club.

Please list the nominee's participation in anti-racism training(s), including the year in which it was taken.

Participated in anti-racism training at St. Francis' Episcopal Church, June 2017.

ELECTIONS

EASTERN MICHIGAN - PROVINCIAL SYNOD NOMINEES



Carol Moggo

St. Francis Episcopal Church in Grayling

Order of Ministry: Laity

What experience, gifts, and perspective can the nominee offer in the service of our Lord in this office?

I believe that my experience as a Deputy at 4 conventions (2006/2009/2012/2015) is relevant and important for this position. I am aware of all aspects of convention life, I am aware of the issues that will be discussed and voted upon, and that I continue to stay involved through deputy and Province V newsletters, deputation reports and discussions on pertinent issues. I was appointed to and served on Small Church

Committee the last 3 conventions and also on the Credentials Committee my first convention. The Province V gathering prior to the next General Convention will prepare me to be a fully engaged participant. I have also served as a delegate to Diocesan convention for many years. I have experience in my employment as Administrative Director at the G.R.A.C.E. Center and have served on various Boards in my community. I believe that I have been called to this service because of my organizational, insightful and analytical skills.

Please list the nominee's most recent PARISH LEVEL ministries and offices.

Elected to Vestry in January 2020.

Elected Delegate to Diocesan Convention January 2020.

Lay Reader

Administrative Director of G.R.A.C.E. Center since 1995.

Please list the nominee's most recent DIOCESAN, CHURCH-WIDE ministries and offices.

Elected Deputy to General Convention 2021

Volunteered to be Diocesan-wide Parish auditor 2020 (cancelled due to COVID-19)

Appointed to Standing Committee in February 2018.

Please list the nominee's most recent COMMUNITY involvement and/or service.

Serve as Ex-Officio on the Board of Directors for G.R.A.C.E. Center
Served as Board Chairperson of AuSable Valley Youth Services 2002-2016

Please list the nominee's participation in anti-racism training(s), including the year in which it was taken.

Trained by the ARM Team in 2004

I have also attended several workshops connected to my employment at G.R.A.C.E. Center in the past 25 years.

RESOLUTIONS TO THE CONVENTION

JOINT RESOLUTIONS

RESOLUTION 1 -

A Joint Resolution Calling for the Creation of an Assisting Bishop Position in the Dioceses of Eastern and Western Michigan

Whereas, we highly value the deepening relationship between our dioceses and hope to continue finding ways to creatively share resources and ministry so that the Good News of Jesus Christ may be effectively proclaimed in congregations that are healthy, mission-focused, and led by faithful lay and clergy leaders; and

Whereas, both our dioceses are seeking faithfulness in times marked by economic uncertainty, political unrest, racial injustice, a global pandemic, and a cultural context which calls for a bold and unified message of God's love; and

Whereas, we also affirm, as dioceses of The Episcopal Church, the teaching of our prayer book (BCP 855) that Christian ministry is most fully exercised by clergy and laity joined with the sacramental and apostolic leadership of a bishop; and

Whereas, we uphold and respect the decision of the Standing Committees to retain the ecclesiastical authority during the suspension of our Bishop; and

Whereas, at a Joint Standing Committee meeting on August 31, 2020 the Standing Committees of the Dioceses of Eastern and Western Michigan voted to appoint a part-time Visiting Bishop; and the Standing Committees of Eastern and Western MI, acting jointly, ask the joint convention of our dioceses to create the position of a part-time Assisting Bishop for the Dioceses of Eastern and Western Michigan; therefore be it

Resolved, that this Joint Convention of the Episcopal Dioceses of Eastern and Western Michigan create the position of a part-time Assisting Bishop, in accordance with Title III, Canon 12.9 (m) of the Constitution and Canons of The Episcopal Church, who will serve both dioceses with primary roles of teaching, preaching, pastoral care particularly to the clergy, providing sacramental rites, and advising the Standing Committees; and be it further

Resolved, that our Joint Convention urge the Standing Committees, under their authority as the Ecclesiastical Authority of each Diocese, to appoint the current Visiting Bishop to the position of Assisting Bishop; and be it further

Resolved, that the Joint Standing Committees, as allowed by Canon, determine the work to be done by the Assisting Bishop and the ecclesiastical authority to be delegated to him or her, if any; and be it further

Resolved, that the Assisting Bishop's tenure shall continue until our dioceses have made a godly decision with regard to our future relationship with our current Bishop, with the possibility of the Assisting Bishop either being a shepherd to us in reconciliation with our Bishop or as a guide in a faithful separation from him and discernment of new beginnings for the Episcopal Church in the Dioceses of Eastern and Western Michigan.

Rationale:

- We believe that, an Assisting Bishop could provide wise counsel and leadership in this tumultuous time and serve as a helpful advisor to our Standing Committees, augmenting, and supporting their leadership. This is in no way a denigration of the leadership of any other order of ministry, nor a claim for the superiority of the episcopate. Rather, it is an affirmation of St. Paul's words in Romans 12, "We have gifts that differ according to the grace given to us." We believe the distinctive gifts of a bishop are needed at this time in our shared life.
- We acknowledge our strong laity, deacons, and priests who provide leadership in exemplary ways as The Episcopal Church in Eastern and Western Michigan. Still, our governance and ecclesiology envision the focused care, oversight, and direction for ministry by a Bishop.
- Canon III.12.9(m) indicates that, in the absence of a Bishop Diocesan, the Standing Committee can make this invitation: "(m) Assisting Bishops are those bishops whose primary roles are teaching, preaching or providing sacramental rites at the invitation of the Ecclesiastical Authority of the diocese where the Assisting Bishop has been invited to participate for particular times and places."
- We believe the Holy Spirit is active in our diocesan leadership, guiding our clergy and lay leaders. We have seen that activity, particularly in the increased shared ministries between the two Dioceses. We believe an Assisting Bishop can enable us to walk through the path ahead of us with grace, faithfulness, and a strong commitment to being the Body of Christ in our time.

Resolution Signatories

The Standing Committee of Eastern Michigan

Janet Huff-Worvie (President; St. John's, Otter Lake), the Rev. Brian Chace (Vice-President;

Trinity, West Branch), the Rev. Dan Scheid (St. Paul's, Flint), the Rev. Lydia Speller (Grace, Port Huron), Gary Grinn (Secretary; St. Paul's, Gladwin), Bill Thewalt (St. Christopher's, Grand Blanc).

The Standing Committee of Western Michigan

Dave Croal (President; St. Mark's, Coldwater), Anne Davidson (St. Mark's, Coldwater), Carole Redwine (St. Philip's, Grand Rapids), the Rev. BJ Heyboer (Secretary; St. Mark's, Newaygo), the Rev. Jodi Baron (St. Philip's, Beulah; Holy Trinity, Manistee), the Rev. Diane Pike (Southwest Michigan Episcopal Covenant - Dowagiac, Niles, St. Joseph), Martha Bartlett (St. James, Pentwater), the Rev. Dr. Randall Warren (Vice-President; St. Luke's, Kalamazoo).

Eastern Michigan Clergy

The Rev. Heather Barta, The Very Rev. Judi Boli (St. Paul's, Saginaw), The Rev. Ann Grady (St. Christopher's, Grand Blanc), The Rev. Mary Jo Hudson (St. Matthew's, Saginaw), The Rev. Thomas Manney (St. Paul's, Bad Axe and St. John's, Dryden), The Rev. Curt Norman (St. John's, Saginaw), The Rev. Pam Renna (St. John's, Saginaw).

Eastern Michigan Laity

Mary Baukus (St. John's, Saginaw), Kathryn Coman (St. John's, Saginaw), Angela Campbell (St. Christopher's, Grand Blanc), Marcia Hoffman (St. John's, Saginaw), Melanie Hollman (St. John's, Saginaw).

Western Michigan Clergy

The Rev. Molly Bosscher (St. Andrew's, Grand Rapids), The Rev. Brian Coleman (St. Thomas, Battle Creek), The Rev. Dr. Jared Cramer (St. John's, Grand Haven), The Ven. Beth Drew (Trinity, Three Rivers), The Rev. Paula Durren (Retired), The Rev. Michael Fedewa (St. Paul's, Muskegon), The Rev. John Hills (Retired), The Rev. Dr. David Meyers (St. Peter's-by-the-Lake, Montague), The Rev. Nurya Love Parish (Plainsong Farm, Rockford, Holy Spirit, Belmont), The Rev. LaRae Rutenbar (Retired), The Rev. Anne Schnaare (Trinity, Marshall), The Rev. Thomas Scott (Retired);, The Rev. Joel Turmo (St. Timothy's, Richland)

Western Michigan Laity

Alicia Hager (St. John's, Grand Haven), Trish Harris (St. Thomas, Battle Creek), Karen Nisja (St. John's, Grand Haven), Karen Keese (St. Thomas, Battle Creek), Kathryn Dingwall (St. Thomas, Battle Creek)

RESOLUTION 2 -

A Joint Resolution Calling for Racial Healing and Equity

The Dioceses of Eastern and Western Michigan resolve and affirm that Black Lives Matter.

Rationale:

Genesis 1:26-27 states that God created all of humanity in the divine image and bestows dignity upon all. God promises to redeem, reconcile, and restore the whole creation through Christ. When Black lives are treated as though they don't matter, Christians everywhere should be able to stand up and assert without hesitation that Black lives certainly do matter, have dignity, worth, and value. God created Black people in God's image. God redeems Black lives in Christ. Black lives matter to God.

Resolution Signatories

Eastern Michigan Clergy

The Rev. Brian Chace, ret. Trinity, West Branch; the Rev. Dan Scheid, St. Paul's, Flint; the Rev. Lydia Speller, Grace, Port Huron; the Rev. Ken Hitch, St. John's Midland; the Rev. Canon Michael Spencer, St. Christopher's, Grand Blanc; the Very Rev. Judy Boli, St. Paul's, Saginaw;

Eastern Michigan Laity

Genevieve Field, St. Paul's, Flint; Joseph Kennedy, St. Paul's, Flint; Sheryl Kennedy, St. Paul's, Flint; Jelecia Ford, St. Paul's, Flint; Audrey Stevens, St. Paul's, Flint; Holly Richardson, St. Paul's, Flint; Rafael McDaniel, St. Paul's, Flint; Rose Duncan, St. Alban's, Bay City; Joan Miska, St. Paul's, Flint; Walt Peake, St. Paul's, Flint; Lisa Hrit, St. Paul's, Flint; Frank Burger, St. Christopher's Grand Blanc; Elizabeth Flusher, St. Paul's, Flint; Meghan Cherry, St. Paul's, Flint; Debbie Bommarito, St. Paul's, Flint; Alexandra Wesley, St. Paul's, Flint; Janet Huff-Worvie, St. John's, Otter Lake; Janet Baker, St Paul's Flint; Gary Grinn, St. Paul's, Gladwin;

Western Michigan Clergy

The Rev. Brian Coleman, St. Thomas, Battle Creek; the Rev. Joel Turmo, St. Timothy's, Richland; the Rev. Dr. Jared Cramer, St. John's, Grand Haven; the Rev. Jodi Baron, Holy Trinity, Manistee and St. Philip's, Beulah; the Rev. Christian Baron, Holy Trinity, Manistee and St. Philip's, Beulah; the Rev. William Fleener, Sr., St. Paul's, Muskegon; the Rev. Diane Pike, Southwest Michigan Covenant; the Rev. Nurya Love Parish, Holy Spirit, Belmont; the Rev. BJ Heyboer, St. Mark's, Newaygo; the Rev. Canon Valerie Ambrose, Diocesan Staff; the Rev. Dr. Randall Warren, St. Luke's, Kalamazoo; the Rev. Deacon Cynthia Nawrocki, St. Andrew's, Grand Rapids; the Rev. Susan York, St. Mark's, Grand Rapids; the Rev. Canon William Spaid, Diocesan Staff;

Western Michigan Laity

Dave Croal, St. Mark's, Coldwater; Yvonne Fleener, St. David's, Lansing; William Fleener, Jr., St. David's, Lansing; Matthew Roney, Grace, Traverse City; Evan Knill, Holy Spirit, Belmont; Judy Fleener, St. Paul's Muskegon; Anne Davidson, St. Mark's, Coldwater; Carole Redwine, St. Philip's, Grand Rapids; Joyce Henry, St. Philip's, Grand Rapids; Martha Bartlett, St. James, Pentwater;

Courtesy Resolutions 10-26-2020

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan express our gratitude to the Convention Planning Committee members, Angela Krueger, Canon Bill Spaid, Catherine Cameron-Heldt, Joan Smith, Canon Katie Forsyth, McKenzie Knill, The Rev. Canon Michael Spencer, Missy Harrison, Robbie Schorle, Sara Philo, Tammy Mazure, The Rev. Dr. Valerie Fargo, Chancellor William Fleener, Janet Huff-Worvie, and The Rev. Jennifer Adams for extraordinary efforts in planning a first-ever joint virtual gathering of our dioceses.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan express gratitude to Canon Katie Forsyth and the Zoom tech support volunteers for their assistance in addressing technological needs of individuals during convention.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan express gratitude to The Rev. Dr. Valerie Fargo for her coordination of worship for this convention, and for those assisting: Officiant: The Rev. Tracie Little; Readers: The Rev. Michael Spencer, Youth of the Dioceses, and The Venerable Beth Drew; Musicians: Dr. Stephen White, members of the Choir of St. Thomas, Battle Creek, and Drummers from Sudanese Grace.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan express gratitude to members of our Standing Committees for their faithful dedication and collaborative leadership in service to the people, mission, and ministry of our dioceses in their role as the Ecclesiastical Authority in the absence of a bishop.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan express gratitude to all diocesan staff for going above and beyond the call of duty with abundant skill, diligence, and grace in the absence of a bishop.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Edwin M. Leidel, Jr., first Bishop of the Diocese of Eastern Michigan, and his wife, Ira Voigt Leidel; the Rt. Rev. S. Todd Ousley, second Bishop of the Diocese of Eastern Michigan, and his wife, Ann Schumann-Ousley; the Rt. Rev. Robert R. Gepert, eighth Bishop of the Diocese of Western Michigan and his wife, Anne Labat-Gepert; and the Rt. Rev. Edward L. Lee, Jr., seventh Bishop of the Diocese of Western Michigan and his wife, Kathryn.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Bonnie A. Perry, Bishop of the Diocese of Michigan; the Rt. Rev. Rayford Ray, Bishop of the Diocese of Northern Michigan; and the Rt. Rev. J. Moisés Quezada Moto, Obispo de la Iglesia Episcopal Dominicana.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Wendell N. Gibbs, Jr. and his wife Karla upon his retirement as 10th Bishop of the Diocese of Michigan.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send greetings to the Rev. Craig Alan Satterlee, Bishop of the Northwest Lower Michigan Synod of the ELCA; The Rev. Dr. Donald P. Kreiss, Bishop of the SouthEast Michigan Synod of the ELCA, and The Rev. Katherine A. Finegan, Bishop of the Northern Great Lakes Synod of the ELCA.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan extend greetings to The Most Rev. Michael B. Curry, Presiding Bishop of the Episcopal Church.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send greetings to The Most Rev. Dr. Justin Welby, and prayers for his ministry and leadership with our Communion.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send greetings to Whayne Hougland Jr. and Dana Hougland and express that we continue to hold them in our prayers.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan extend greetings to Molly Girard upon her retirement as Diocesan Administrator of the Eastern Diocese, with appreciation for her 20 years of service. Molly had a tremendous gift for balancing fiscal prudence with God's mission for the Church. Her wealth of knowledge, her engaging personality, and her heart for the work of the local church will be missed by all who know her well and who wish her a well-deserved and satisfying retirement.

Resolved that this 26th Convention of the Episcopal Diocese of Eastern Michigan and the 146th Convention of the Episcopal Diocese of Western Michigan send warm greetings and great appreciation to Dr. Ken Reid, who began the diocesan counseling program in 1970 to strengthen family life and prevent individual and family breakdown through counseling, and to support clergy, congregations, and the ministries of the Diocese of Western Michigan, fostering healing growth and wholeness. We wish him the very best in his retirement.

ANNUAL MINISTRY REPORTS

COLLABORATIVE MINISTRIES

THE ACADEMY FOR VOCATIONAL LEADERSHIP & THE COPPAGE-GORDON SCHOOL FOR MINISTRY

Respectfully Submitted by the Rev. Dr. Valerie Fargo, Director

Academy for Vocational Leadership

The Academy successfully began virtual classes in March and is continuing them this fall. In June we celebrated four new graduates at our first virtual graduation ceremony. The Academy provides the educational component of preparation for local ordination to holy orders. This three-year joint program with the Dioceses of Eastern Michigan, Western Michigan, and Michigan has just begun its seventh year. 23 people have now completed this program, including eight from the Diocese of Eastern Michigan and seven from Western Michigan.

Licensed Lay Preaching

We continue to offer Licensed Lay Preacher training at the Academy, with seven students enrolled this year. This training includes the Academy classes in Holy Scripture and Homiletics. Participation in the Academy Bible class or a comparable program is an expectation for those seeking to become licensed preachers.

Formation Videos for Congregational Use from the Iona Center

This video collection from the Iona Center at the Seminary of the Southwest in Austin, TX is a teaching tool that can be used for Christian Formation initiatives in congregational settings. The videos, featuring teaching from faculty members of the seminary, are designed for use and discussion in small groups and range from 7-20 minutes in length. Through our membership through the Academy for Vocational Leadership, all congregations in Eastern and Western Michigan have free access to this resource.

Explore the video collection here: iona.ssw.edu/about-video-collection

Video use is password protected. Please contact the Rev. Dr. Valerie Fargo to request your password at vfargo@eastmich.org.

CHILDREN, YOUTH, & YOUNG ADULT MINISTRY

Respectfully Submitted by McKenzie Knill, Director of Children, Youth, and Young Adult Formation

The year 2020 was not what any of us expected, I'm sure. It's interesting to look back on the year's calendar and see the things that were planned for and happened and the things that were planned for that ended up shifting or being cancelled altogether. The trend throughout the year 2020 for diocesan programming in both Eastern and Western Michigan is that everything we did, we did together.

Our Young Adult Network met monthly for a Dinner and Compline community gatherings until March. Young Adults from all over the state of Michigan would drive to our dinners in Howell, Grand Rapids, and Saginaw to share a themed potluck meal together, fellowship, and compline. Beginning in March, we began to gather on zoom for semi-regular zoom gatherings and anticipate beginning those again soon. This community of young adults had been gathering for Dinner and Compline (and sometimes retreats) together for almost 3 years.

In February, six high school students and two adults joined about 300 of our ELCA Lutheran neighbors in Kalamazoo for a weekend event called "The Gathering." Episcopal young people from all three of our lower Michigan Episcopal dioceses have collaborated with our Lutheran neighbors for two yearly events the last 4 years. We were looking forward to taking a group of 12 middle schoolers and three adults to the sister event called "Charge" in March at the Great Wolf Lodge. This middle school event was cancelled due to COVID-19 and we are looking forward to when it is safe to gather in person again.

At the end of February, a delegation of six youth and two adults travelled to a Province V Youth Event at Bellwether Farm in the Diocese of Ohio. This event was planned by high school youth from around the province and brought together about fifty people for the weekend retreat.

Applications for the Episcopal Youth Event that was to take place in Washington DC this past July for our joint delegation between our two dioceses drew 22 applicants from 12 of our congregations. The Episcopal Youth Event is typically held every three years with hundreds of Episcopal Youth representing most of the Dioceses in the Episcopal Church. This event was (hopefully) postponed.

Beginning in March, youth workers from Eastern and Western Michigan began gathering on Zoom almost weekly for connection and collaboration. Often these conversations would include frustrations with the pandemic and the ability to come together and share ideas with one another was a welcomed experience. From these youth worker conversations came the idea for a summer program called "Camp at Home" which drew nearly 200 individual registrations for an at home camp program. Registrations for this event came from almost 30 of our congregations and folks within and outside of the state of Michigan.

Almost every week since March, middle and high schoolers have been gathering for a bi-diocesan youth group. We have prayed together, learned and played all while using the great tool of Zoom to meet and gather. This summer, we dove into some conversations around dismantling racism as part of our program and hope to continue these important conversations as well as dive into the Peer Ministries program together to better learn how to serve our peers and communities.

DOMINICAN REPUBLIC MISSION

Respectfully Submitted by the Ven. Beth Drew, Western Michigan's Deacon for International Mission and Trip Coordinator

Due to COVID-19 the planned mission trip had to be cancelled this year. We were hoping to complete the water mission and finish up odds and ends that needed to be done as of yet. They did pave the road from Montellano to Mosovi this year, and, for those of you that have made that bumpy traverse, it is welcome news! We have two projects on the horizon if COVID is curtailed for next year. Firstly, complete Mosovi, and the second would be to install a roof and solar panels on San Simon de Apostol in San Marcos, which is the church we assisted in building for 5 years there. As developments with the virus proceed, I will be in contact via the diocesan newsletter as to whether we can travel and what dates that would be. Thanks to each and everyone of you that support this vital program to our brothers and sisters in the Dominican Republic.



ECUMENICAL & INTERFAITH MINISTRY

Respectfully Submitted by the Rev. Mike Wernick, Ecumenical Officer

Fr. Richard Rohr, OFM is an internationally-known author who teaches Incarnational Mysticism, non-dual consciousness and contemplation, and who bears witness to the universal awakening within Christian mysticism and the Perennial Tradition.

This tradition encompasses the recurring themes in all of the world's religions and philosophies, which say that there is a Divine Reality underneath and inherent in the world of things; and that there is in the human soul a natural capacity for, similarity to, and longing for this Divine Reality; and that the final goal of existence is unity with this Divine Reality.

It almost sounds like something that happened a long time ago, in a galaxy far, far away. But we find archetypal patterns and themes in the various cultures and traditions of our lives. Of estrangement and reconciliation. Of seeing differences and seeing similarities. Of leaving home and returning home. Of expansion and contraction.

Cosmologists used to believe that the expanding universe — which began with the Big Bang — would eventually slow down. That the collective gravitational force of the billions of galaxies would not only bring the expansion to a stop, but reverse it, drawing creation back to, well, we don't know what.

But that theory has lost traction because of the Hubble Telescope. Based on the spectrometric research revealed by this telescope, it's now believed that the billions of galaxies in our universe (which are billions of light years away), and which are retreating at speeds close to the speed of light (186,000 miles / second) will continue to retreat. And the farther away they get, the faster they go! In other words, they (and we) are moving towards an unimaginable, incomprehensible infinity.

The Rev. Dr. Martin Luther King, Jr. said that the moral arc of the universe is long, but it bends towards justice. And many Episcopalians lament that ecumenical and interreligious relations are fractured, divisive, and unjust. But as we move along that arc, we are like medieval stonemasons who know they won't live to see the cathedral on which they're working finished, but persist nevertheless. And we persist in working to embody the words of Jesus (in John 17:22) so that we may be one, as Jesus and God are One.

Because of COVID-19, our annual LARC Conference was moved from a two-day in-person retreat to an afternoon webinar on October 13. Our moderator was The Rev. Dr. Thomas Ferguson who led us in discussing "Ecumenism in a Time of Crisis." And the UM General Conference, which had been scheduled for May 2020, was cancelled for the same reason. A vote on the full communion proposal with the Episcopal Church was to be taken then, and General Convention 2021 was to vote on the proposal too. But the joint dialogue committee which met on July 30 now recommends that both bodies wait for their legislative meetings after 2021, to take up the full-communion proposal. And so we wait in hope — headed for infinity and beyond.

PROVINCE V EXECUTIVE BOARD

Respectfully Submitted by Canon Katie Forsyth, Eastern Michigan Representative and the Rev. Joel Turmo, Western Michigan Representative

Province V of the Episcopal Church is composed of 14 dioceses geographically situated around the Midwest. Those dioceses include Eastern and Western Michigan, Northern Michigan, Michigan, Eau Claire, Fond du Lac, Milwaukee, Chicago, Missouri, Springfield, Northern Indiana, Indianapolis, Ohio, and Southern Ohio. The mission of the Province is to “connect people to people, and people to resources.”

The Province seeks to build collaboration and networking across diocesan lines for continued conversation and resource sharing. The following networks are currently in place and invite wider participation:

- Prison/Jail Ministry
- Leadership in parishes without permanent clergy
- Recovery and Addictions Ministry
- Suicide Prevention Ministry
- Refugee Ministry
- Public Theology Matters Network
- Creation Care Network
- Ministry in Resort Communities
- Dismantling Racism & Beloved Community
- Episcopal Church Women
- Youth Ministry
- Young Adult & Campus Ministry

Additionally, the Province offers two funding opportunities for the people of the dioceses: scholarships up to \$500 to attend events and trainings outside of one's own diocese and grants for network programming, bringing together participants from multiple dioceses to collaborate on the work of the Church. Scholarships and grants are available on a rolling basis and are distributed throughout the year, until all funds have been dispersed.

The Executive Board meets monthly via Zoom plus an annual face-to-face board meeting to conduct the business of the Province between Synods. In 2020, our annual in-person meeting took place in early February, before the pandemic lock-down began. Currently, the Rt. Rev. Mark Hollingsworth (Bishop, Ohio) serves as President, and Canon Jane Cislucis (Northern Michigan) serves as Vice-President.

Every triennium, each province hosts a Synod meeting to conduct the business of the province. Province V will host our 2021 Synod via Zoom with the Rev. Gay Clark Jennings, President of the House of Deputies, as keynote speaker. Visitors are welcome.

To learn more about the Province, get involved in a network, and sign up for the newsletter, please visit www.provincev.org.

TASKFORCE FOR EVANGELISM

Respectfully Submitted by Katie Forsyth, Taskforce Convenor and Canon for Evangelism & Networking

“Will you proclaim by word and example the Good News of God in Christ?”

“We will, with God’s help!”

The Taskforce for Evangelism has had a banner year, despite shifting plans due to COVID-19.

Last fall, at both of our diocesan conventions, the Taskforce invited our wider body to participate in the

#MIFaithStory project -

a storytelling initiative in which folks were asked to film themselves answering one of three questions - Why are you an Episcopalian? Why have you chosen to follow Jesus? What do you wish people knew about your faith community?

#MIFaithStory

This project was very well received and we had nearly 20 submissions that were distributed via our diocesan Facebook pages (facebook.com/dioeastmich and facebook.com/wmichepiscopal) on a weekly basis from October through early Spring, when the pandemic hit and effectively put this project on a short hiatus. We still welcome video submissions as our dioceses continue to tell our story of why we choose to follow Jesus and why we choose to follow Jesus in community. Learn more at eastmich.org/mifaithstory and edwm.org/mifaithstory.

At the beginning of 2020, our Taskforce hosted the *Evangelism 101* workshop at the two Leadership Days events that were able to happen before the pandemic shut all in-person programming down. This workshop included an overview of Episcopal Evangelism, catalysts for spiritual growth, developing your own story, and inviting others to more. If a congregation, or group of congregations, would like this workshop offered locally, please contact me directly at kforsyth@eastmich.org or kforsyth@edwm.org.

The next two initiatives are recent developments, though long in the making.

First, one of the activities this group had planned for 2020 was to offer evangelism microgrants to our congregations to fund creative and innovative experiments in reaching out to new people, sharing our stories, hearing their stories, and inviting them to more. Again, due to the pandemic, these microgrants were put on hold.

As these were on hold, congregations were leaping into uncharted territory - mission and ministry while physically separated. As parish leaders were taking a crash course in Zoom and Facebook Live, there was a growing sense that this was not only an opportunity to teach the Church some cool new techy tricks, but an opportunity for evangelism via our online platforms. With considerable help and insight from Val Ambrose, Anne Hallmark, Bill Spaid, and Mike Spencer, the Taskforce developed and implemented Digital Ministry Grants, funding initiatives up to \$700 for local congregations, a total of \$20,000

available, funded half by the Congregational Development and Redevelopment fund of the Diocese of Eastern Michigan and half by the Bishop Whittemore Foundation, connected with the Diocese of Western Michigan. Between when the grants were announced in August and when the Taskforce met for review in early October, we had received 51 applications, requesting almost \$32,000 in grant funds. The award letters and announcement are expected to go out in mid-October.

Relatedly, while the Taskforce was originally created by convention resolution by the Diocese of Western Michigan, it had always been our intention to shift this group into a collaboration between the two dioceses. The urgency of the Digital Ministry Granting program helped prompt this into reality, as we invited new members from the Mitten's Eastern coast to join our team. I am grateful for this great group of evangelists, and their willingness to say YES!

While we're unsure what the next year will allow, we do anticipate offering an opportunity for the dioceses to join us on this journey of invitation by participating in a six-part online series, *Embracing Evangelism*, a program developed by the Office of Evangelism for the Episcopal Church and adapted to our context. We plan to kick off this series, which is open to all people, in February 2021. Stay tuned for an official announcement.

Finally, I want to thank the Taskforce members who have served in this capacity during 2019 and 2020. We all are strengthened by their gifts and willingness to share them.

The Ven. Beth Drew - Trinity, Three Rivers (WM)

Tanna Leclaire - Grace, Lapeer (EM), *Appointed in August*

The Rev. Nurya Love Parish - Holy Spirit, Belmont (WM), *Resigned in July*

Matt Roney - Grace, Traverse City (WM)

The Rev. Harold Schneider - St. John the Baptist, Otter Lake (EM), *Appointed in August*

Sue Wander - St. Andrew's by the Lake, Harrisville (EM), *Appointed in August*

The Rev. Mike Wernick - Two Churches, Kentwood (WM)

ANNUAL MINISTRY REPORTS

EASTERN MICHIGAN

CAMP CHICKAGAMI

Respectfully Submitted by McKenzie Knill, Executive Director

For the Camp Chickagami community, the year 2020 began full of hope and glad anticipation for what it would hold. In early December 2019, the Board of Advisors of Camp Chickagami had held a 90th year celebration and silent auction to celebrate our 90 years of ministry and the continuation of that ministry into the next 90 years.

Summer 2020 youth and family camp programming was anticipated to be a summer of growth and changes for what our typical youth camp season looked like. We were to be adding new sessions, trying out new schedules and ways of doing things, and we were looking forward to our first out of state Trip Camp.

After careful consideration and discernment, many conversations with Episcopal camp directors from around the country and our camping colleagues with American Camp Association, our Executive Director, Bishop and Camp Chickagami Board decided that it was not in the best interest of the health, safety and well-being of our camp community to move forward with programming for the 2020 summer in the midst of COVID-19. This was an incredibly difficult and emotional decision to make, but was the right one.

In place of in-person summer programming at Camp Chickagami, we collaborated with youth ministers in the Dioceses of Eastern and Western Michigan to put together a Camp at Home program. This was funded as part of the Diocese of Eastern Michigan's youth ministry programming and almost 200 individuals and about 115 family units registered. Each camper received a Camp at Home box to their home as well as the online programming and opportunities for Zoom connection online for five weeks this summer.

This summer was a quieter one on the shores of Lake Esau. Our camp had a sabbath year and time to refresh and sit for longer than it has in over 20 years. We welcomed small individual rentals to our facility beginning in August and put our camp to bed for another winter the second week of October.

Financially, this was a strange summer for Camp Chickagami as well. For the last few years we have been receiving financial contributions monthly from the Barth Missionary Trust at St. Pauls, Flint that greatly contributed to savings, program and facility investments in upwards of \$30-35,000 a year for a promise of five years. Due to COVID-19 and re-structuring in the congregation, we received our last contribution from that trust in July of this year. Aside from the rental income of about \$5,000, some donations and the January-July contributions from the Barth Trust, we did not receive much other income for 2020. Capital expenditures still exist for our facility, and we anticipate ending the budget year with a deficit of about \$5,000.

We are listening to professionals and hoping with prayerful hearts that summer 2021 will be a summer of programming, community and formation on Lake Esau's shores once again. We will always keep the safety and well-being of our beloved community at the forefront of our thoughts as we make any decisions to move forward with in-person gathering.

CHAPLAIN TO THE RETIRED CLERGY, SPOUSES, AND RETIRED SPOUSES

Respectfully Submitted by the Rev. Ann Grady, Chaplain

The Chaplain to the Retired Clergy and Spouses, and Surviving Spouses is a program of the Episcopal Church that is supported through the Church Pension Group. Chaplains are appointed by the diocesan bishop, and serve at their pleasure. Some dioceses have a single chaplain; others have more than one. In many dioceses a retired clergy member and spouse serve together.

Chaplains meet in provincial gatherings every other year. The provincial gathering scheduled for October 6-9, 2020 in Kansas City, MO, has been cancelled due to the coronavirus.

In addition to provincial gatherings, Chaplains to the Retired from throughout the Church meet triennially in various places throughout the country. The next triennial gathering is scheduled for 2022.

During this time of the coronavirus, The Rev. Laura Queen and Sean Scheller, staff from the national church, have been facilitating remote gatherings of clergy at both the provincial and national levels. These remote gatherings give us chaplains an opportunity to check-in with each other.

Laura and Sean also plan speakers for some of these gatherings. In September, Phillip Marshall spoke with us about elder justice. He became a passionate advocate as a result of his fight to become the guardian of his late grandmother, philanthropist Brooke Astor, after he discovered she was a victim of elder abuse.

My primary task is to engage in bereavement care when a retired clergy, spouse or surviving spouse dies. I communicate with the designated next of kin by hand written notes that are sent on a regular schedule for thirteen months following the death.

I send Christmas and Easter cards to every retired clergy and spouse, and surviving spouse whose canonical or residential diocese is Eastern Michigan, and for whom I have an address.

Thanks to the retired clergy and spouses, and surviving spouses who have helped make this diocese what it is.

THE COMMISSION ON MINISTRY

Respectfully Submitted by the Rev. Sue Colavincenzo, Chair

The following is the Mission Statement of the Commission of Ministry:

To assist all individuals, along side the Office of the Bishop, in fulfilling their call to ministry.

Scripture to support our Mission Statement:

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the Body of Christ. Ephesians 4:11-12

The means to accomplish our Mission:

1. *Provide resources to assist all God's people as they discern their gifts for ministry.*
2. *Support the ministry of all God's people.*
3. *Oversee the discernment of those seeking ordination.*
4. *Support the Bishop in articulating the ministry of Christ.*



Over the past several years, the COM has worked diligently to update the ordination process as it is written in the Ordination Manual and Checklist so we are in compliance with all church-wide and diocesan canons. Final submission has been pending the approval of a bishop.

Currently, no person will be entering the ordination process or have a change of status in their ordination process until a bishop is serving.

Since Oct. 2019, The Ecclesiastical Authority has taken the following actions after consulting with COM. The Rev. Michael Spencer, The Rev. Wendy Brown, The Rev. Thomas Manney, The Rev. Paul Brunell, and The Rev. Harold Schneider were ordained priests.

The COM currently has eight members who have been appointed by a bishop, four lay persons and four clergy.

Members of the COM as of Oct. 29, 2020: The Rev. Sue Colavincenzo, Ms. Emily Klein, The Rev. Deacon Anna Leigh Kubbe, The Rev. Pam Lenartowicz, Ms. Ellen McVey, The Rev. Curt Norman, Ms. Doris Sutton, and Ms. Joyce Thewalt. We would like to thank The Rev. Tyler Richards for his service in this ministry. His was a valuable voice of discernment and his humor will be missed. We would also like to thank Ms. Angela Krueger for her patience and excellence in working with the COM. She has been a rock star!

The members of our COM have served with integrity, diligence, patience, humor, and generosity of spirit. I thank them.

(Photo: Members of the Eastern Michigan COM with the Rev. Harold Schneider at the ordination to his diaconate.)

RECOVERY MINISTRY

Respectfully Submitted by the Rev. Brian Chace, Coordinator

We had planned to hold two events in 2020: a healing service modeled on the one that's been held at Sacred Heart Roman Catholic Church in Evert for the past several years on the first Sunday in Advent, and the annual 11th Step Retreat hosted by the committee in conjunction with the G.R.A.C.E. Center and held at the usual location at the CYO Girls' Camp in Port Sanilac in June. Both of these events were cancelled, however, due to the COVID-19 pandemic. My hope is to regroup the committee when it is feasible to do so to replan these events and perhaps others.

REGISTRAR'S REPORT

Respectfully Submitted by Angela Krueger, Assistant to the Bishop

This is a report of the actions taken by the Bishop and/or the Standing Committee from October 18, 2019 through October 31, 2020. All records in the Diocesan office are in good order and preserved in a seemly manner.

Actions taken were:

Ordinations to the Priesthood	7
Ordinations to the Diaconate	0
Baptisms	0
Confirmations	0
Receptions	0
New Clergy Received	0
Clergy Transferred Out	3
Clergy Renunciations/Depositions	0
Clergy Funerals	1
Deconsecrations of Buildings	0
Visitations	4
Celebrations of New Ministries	0

SOCIAL SERVICE & MINISTRY NETWORKING GRANTS

Respectfully Submitted by the Rev. Elizabeth Chace and the Rev. Paul Brunell

The Diocesan Social Services Mission Grants Team met on November 7th of last year to discuss 9 applications for grants for the 2020 fiscal year. After prayers and thoughtful discussion, the Team voted to recommend that the Diocesan Council award a total of \$102, 580. On November 8, 2019 the Council voted to award the grants for 2020 as we had suggested.

Crossover Downtown Outreach Ministry, St. Paul's, Flint, received \$14,250 to help folks with emergency needs and expand their youth programs.

Helping Hands, St. Mark's, Atlanta, received \$1,500 to help neighbors in need of food, clothing, heating assistance, and Christmas gifts for children.

#Movingmarket4life, Grace, Port Huron, received \$6,080 for the mission of empowering people to be able to have healthy eating by increasing access to locally produced healthy food and education.

G.R.A.C.E. Center, St. Francis', Grayling, received \$19,000 to expand their licensed psychological counseling and prevention education services to the economically disadvantaged.

St. Andrew's Soup Kitchen, Flint, received \$19,000 to serve neighbors in need with food and clean clothing as well as attending to their spiritual and emotional welfare.

Family Promise, St. Paul's, Flint, received \$14,250 to further expand their mission in ending homelessness one family at a time through shelter, education, and counseling.

St. Jude's, Fenton, received \$14,250 for the Community Assistance Program which seeks to deepen relationships with their neighbors in meeting their urgent food needs and by education to help them grow towards self-sufficiency.

St. Bartholomew's, Mio, received \$4,750 for their Food Bank serving the food insecure neighbors with urgent needs and attending to their spiritual and emotional welfare.

St. Christopher's, Grand Blanc, received \$9,500 to partner with multiple others in providing a central location for community ministries and social services in the area, including food, clothing, and utility aid. Plans are in the works to expand services to include senior services as well as career, financial, nutritional, education and counseling.

APPOINTMENTS & TRANSITIONS

EASTERN MICHIGAN

NEW APPOINTMENTS

Commission on Ministry: the Rev. Curt Norman

IN THE ORDINATION PROCESS

Postulants for the Priesthood

Joe Kennedy, Sewanee

Nominees for the Priesthood

Tanna Leclaire, Graduate of the Academy

Maddie Madden, Graduate of the Academy

ORDINATIONS

The Rev. Wendy Brown to the priesthood in July.

The Rev. Paul Brunell to the priesthood in July.

The Rev. Thomas Manney to the priesthood in July.

The Rev. Harold Schneider to the priesthood in July.

The Rev. Canon Michael Spencer to the priesthood in November.

TRANSITIONS

The Rev. Paul Brunell is Curate at Christ Church, Owosso.

The Rev. Brian Chace retired as Priest-in-Charge of Trinity, West Branch in August.

The Rev. Elizabeth Chace retired as Rector of St. Francis, Grayling in December.

The Rev. Don Davidson departed St. Christopher's in Grand Blanc and is now Interim Priest at Holy Trinity, Wyoming.

Molly Girard retired as Diocesan Administrator of the Diocese of Eastern Michigan in August.

The Rev. Ann Grady serves as Interim Priest-in-Charge with St. Christopher's, Grand Blanc.

The Rev. Kay Houck departed Trinity, Lexington, and is now Rector of Emmanuel, Petoskey,

McKenzie Knill is the Director of Children, Youth, and Young Adult Formation on the diocesan staffs of Eastern and Western Michigan, and continues as Executive Director of Camp Chickagami.

The Rev. Thomas Manney is Curate at St. Paul's, Bad Axe and St. John's, Dryden.

The Rev. Tyler Richards departed Transfiguration, Indian River and is now Rector of St. Anne's, DePere in the Diocese of Fond du Lac.

The Rev. Harold Schneider joined the Ministry of the Baptized Support Team at St. John the Baptist, Otter Lake.

The Rev. Nancy Steele retired as Priest-in-Charge of St. John's, Dryden in June.