

JOURNAL OF THE PROCEEDINGS OF THE EIGHTH ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF EASTERN MICHIGAN

**St. Mary's Cathedral
Gaylord, Michigan**

FRIDAY EVENING, OCTOBER 18, 7:00 P.M.

The evening began with the Banner Procession followed by Holy Eucharist, which included the Bishop's Address as the Sermon.

FIRST BUSINESS SESSION, OCTOBER 18 – 8:30 P.M.

On October 18, 2002, the day and place designated for the meeting of the Annual Convention of the Episcopal Diocese of Eastern Michigan, The Rt. Rev. Edwin M. Leidel, Jr. called the Convention to order.

Bishop Leidel called upon The Very Rev. David Vickers, Dean of Northern Convocation, Rector, Transfiguration Church, Indian River, and Dana Howard, President of Northern Convocation, to welcome the Convention and say an opening prayer.

Bishop Leidel explained that we were gathered together to celebrate and to conduct the business of the Diocese.

ELECTION OF SECRETARY

The Bishop introduced The Rev. Suzanne Lynn, St. John's, Saginaw, and asked for a motion from the floor to elect her Secretary of Convention. Motion was made, seconded, and passed.

ELECTION OF ASSISTANT SECRETARY

The Bishop introduced Ms. Sandy Reardon, Holy Family, Midland, and asked for a motion from the floor to elect her Assistant Secretary of Convention. Motion was made, seconded, and passed.

INTRODUCTIONS

The Bishop introduced the other people sitting at the head table with him: The Rev. Bruce McNab, Rector, St. John's, Midland, President of the Standing Committee; Mr. Edward

Henneke, Trinity, Flushing, Chancellor of the Diocese; and Mrs. Carol Lambert, Grace, Lapeer, former Secretary of Convention.

QUORUM

A roll call of congregations was taken with the delegates standing as their congregation was called. All but two (2) congregations (St. John's, Oscoda, and St. Luke's, Rogers City) were present. Both St. John's, Oscoda and St. Luke's, Rogers City were present on Saturday morning. Bishop Leidel declared that a quorum was present.

RULES OF CONVENTION

The Chair noted the Rules of Convention had been included in the Delegate Packet. The Bishop spoke briefly to Rules numbered 2, 5, 10, and 12. He recommended adoption of the Rules and asked for a motion to that effect. Motion was made, seconded, and passed. The complete list of Rules appears elsewhere in the Journal.

CREDENTIALS COMMITTEE

Bishop Leidel recognized the Rev. Gail Vince, Chair of the Credentials Committee and retired Rector of Trinity, West Branch. The Rev. Ms. Vince moved that "pursuant to Title I, Canon 2, Section 2, all 53 congregations of the Episcopal Diocese of Eastern Michigan have filed their Parochial Reports in a timely fashion and will have voice and vote of lay delegates and their clergy at this Convention." The report was received as read.

VOTE FOR ELCA PASTOR HEIDEL

Bishop Leidel called upon the Chancellor of the Diocese to explain the specifics of the voting rights of The Rev. Carl Heidel, Pastor in Charge, St. Elizabeth's, Higgins Lake. After the explanation of the Chancellor, a motion was passed to give Pastor Heidel voting privileges at the Convention.

ELECTION OF CHANCELLOR AND ASSISTANT CHANCELLOR

The Chair nominated Mr. Edward Henneke, Trinity, Flushing, as Chancellor and Mr. David Herrington, St. Paul's, Bad Axe, as Assistant Chancellor. Both were elected by motions made, supported, and passed.

APPOINTMENTS

Bishop Leidel announced the following Diocesan Appointments:

The Rev. Gail Vince, retired Rector, Trinity, West Branch, to Administrative Assistant to the Commission On Ministry

The Rev. Elizabeth Morris Downie, Rector, St. Jude's, Fenton, to Dean of Flint River Convocation

The Rev. Judith Stuart, Transitional Deacon, St. Christopher's, Grand Blanc, to
Coordinator of Youth Ministries

Ms. Lori Peyerk, St. Paul's, Bad Axe, and Ms. Claudia Hollinger, St. Paul's, Flint,
to Co-Chairs of the Anti-Racism Ministry

The Rev. Bruce McNab, Rector, St. John's, Midland, to Dioc. Liturgical Coor.

INTRODUCTIONS OF CANDIDATES

The candidates for election to the Standing Committee and the Commission On Ministry came forward at the request of the Chair and introduced themselves.

CLERGY CHANGES

Bishop Leidel announced the following clergy changes:

The Rev. Suzanne Lynn, Vocational Deacon, St. John's, Saginaw

The Rev. Glenn Stone, Rector, St. Paul's, St. Clair

The Rev. Mary DeLaney, Transitional Deacon, Christ Church, East Tawas and
St. Andrew's by the Lake, Harrisville

The Rev. Judith Stuart, Transitional Deacon, St. Christopher's, Grand Blanc

The Rev. Bruce Michaud, Rector, Trinity, Alpena

Ms. Elizabeth Chace, Lay Missioner, St. Francis, Grayling, and
St. Bartholomew's, Mio

Ms. Gretchen Platt, soon to be ordained Vocational Deacon and going to
Holy Family, Midland

Mr. Phil Seitz, soon to be ordained Transitional Deacon and going to
Grace, Standish

SHORT PRESENTATIONS

Bishop Leidel introduced the Rt. Rev. Patrick Cooney, Bishop of St. Mary's Cathedral,
Bishop of Gaylord, who welcomed the convention.

The Chair welcomed Pastor Jamie Bruning, Assistant to the Bishop for Ministry through
the Next Generation, Evangelical Lutheran Church in America (ELCA) representing
Bishop Gary Hanson of the North West Lower Michigan Synod. Pastor Bruning spoke of
her excitement about the partnership with the Episcopal Church and opportunities for
youth ministries.

FINANCE COMMITTEE

Bishop Leidel recognized the Rev. George L. Cleaves, Jr., Treasurer of the Diocese of
Eastern Michigan, Rector, St. Christopher's, Grand Blanc, to give the financial report and
budget. The Rev. Mr. Cleaves explained that there had been a 20% decrease in
Investment Funds, which was taken into consideration when developing the budget. He
further explained that a conservative approach had been used in forecasting income.
The complete report is in the journal.

SHORT PRESENTATIONS

The Chair introduced Mr. George Beltz, Jr. Warden, Nativity Community Episcopal Church, Holly. Mr. Beltz gave the rationale for the name change from St. John's to Nativity Community as the congregation continues to redefine their relationship with the community.

The Chair introduced Mr. Dana Howard, Grace, Long Rapids, President of the Northern Convocation, who welcomed the Convention to the "North" and spoke about the Northern Convocation.

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

Bishop Leidel recognized The Very Rev. Charles Curtis, Chair of the Committee on Constitution and Canons, Dean of Saginaw Valley Convocation who presented the following amendments:

I. **Submitted by the Constitution and Canons Committee: To make editorial changes to complete work done at the previous Convention**

Move to amend Title I, Canons 5, 6, 7, and 17 as follows:

Title I, Canon 5, Sec. 1 ...serve a team *term* of one year...

Title I, Canon 6, Sec. 5

...of the Diocese or an Assembly of a Convocation *Council*, that vacancy...
...Annual Convention or Assembly *Council* meeting...

Title I, Canon 7, Sec. 9 (a)

...four (4) in each order, Nominated by the Committee on Nominations and Elections.

Title I, Canon 17, Sec. 4

In (a)...by at least sixty-two (62) *days*, the Annual...

In (b)...by at least sixty-two (62) *days*, the Annual...

The motion was supported and passed.

II. **Submitted by Katharine Rose, Diocesan Financial Assistant: To change the canonical directions to coincide more closely with common practice**

Move to amend Title I, Canon 1, Sec. 4 as follows:

...The Clerk of the Vestry shall send a list of the *Congregational Data Form containing* the names and addresses of the newly elected lay delegates and

alternates to the Secretary of Convention *at the Diocesan Center* on or before February 15 *March 1* each year, and that list *Form* is to be certified by the signature(s) of the Warden(s)...

The motion was supported and passed.

III. Submitted by the Bishop and the Secretary of Convention: To change the composition of the Credentials Committee

Move to amend Title I, Canon 3, Sec. 5 (a) as follows:

(a) CREDENTIALS COMMITTEE, consisting of one ordained person and two lay persons *person, lay or ordained*, responsible for certifying...

The motion was supported and passed.

Submitted by Charles Bash, Saginaw Valley Convocation President: To reorganize the canon Of the Organization of New Congregations

Move to amend Title I, Canon 18, Sections 1 and 2 as follows:

Sec. 1. (a) In any city, village or township in which a congregation is situated, no new congregation shall be organized or regular services instituted in any location under the authority of the Diocese, of a Convocation or of any congregation, nor the site of any existing congregation be changed without consent of the Bishop acting by and with the advice and consent of the Standing Committee: provided, however, that no building thereon be removed, taken down or otherwise disposed of for any worldly or common use, without the previous consent of the Bishop, acting with the advice and consent of the Standing Committee; provided, however, that no building thereon be removed, taken down or otherwise disposed of for any worldly or common use, without the previous consent of the Bishop, acting with the advice and consent of the Standing Committee. But consent to establish a new location shall not be given until proof is furnished by the moving parties that notice has been served on the Rector and Vestry of each of the three congregations whose places of worship shall be nearest to the site proposed. No action shall be taken until at least sixty (60) days shall have been allowed such Rectors and vestries to present objections

(b) In cities, villages or townships where no congregation is situated, the written consent of the Bishop of the Diocese shall be sufficient authority for the formation of a new congregation."

Sec.1 (a) In any city, village or township where no congregation is already situated, the written consent of the Bishop after consultation with the appropriate Convocation and acting with the consent of the Standing Committee, 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) In any city, village or township in which a congregation is already

situated, no new congregation shall be organized or regular services instituted in any location under the authority of the Diocese, of a Convocation or of any congregation without the approval of the Bishop acting by and with the advice and consent of the Standing Committee. But consent to establish a new location shall not be given until after comments are received and reviewed from (i) the appropriate Convocation Council(s) and (ii) the Rector and Vestry of each of the three (3) congregations whose places of worship are nearest to the site proposed. If no comments are received within sixty (60) days of their request, those comments will be presumed to support the new initiative.

(c) In any city, village or township in which a congregation is already situated, the site of any existing congregation shall not be changed without the consent of the Bishop acting by and with the advice and consent of the Standing Committee; 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 21, Section 3. Consent to change a location shall not be given until after comments are received and reviewed from (i) the appropriate Convocation Council(s) and (ii) the Rector and Vestry of each of the three (3) congregations whose places of worship are nearest to the site proposed. If no comments are received with sixty (60) days of their request, those comments will be presumed to support the new initiative.”

[and continuing:]

“Sec. 2...When the notification under Sec. 1 (a) is not required, the Bishop shall notify the three closest congregations of such intent before granting permission under Sec. 1(b).

The motion was supported and passed.

The Chair suggested the remaining motion be considered Saturday morning.

A social hour followed in the dining room.

SATURDAY, OCTOBER 19, 2002 – SECOND BUSINESS SESSION - 8:30 A.M.

Bishop Leidel called upon The Rev. Mary DeLaney, Transitional Deacon, Christ Episcopal, East Tawas and St. Andrew’s by the Lake, Harrisville, who offered the opening prayer. The prayer was followed by a hymn.

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS (Continuation)

The Chair recognized the Very Rev. Charles Curtis, Dean of the Saginaw Valley Convocation and Chair of Canon and Constitution Committee who presented the following motion:

IV. Submitted by the Standing Committee: To change the manner in which the congregational tithes are distributed

Move to amend Title I, Canon 13, Section 2(a) as follows:

- (a) *Of From the monies so forwarded shall be subtracted that portion to be forwarded to the Treasurer of The Episcopal Church to fulfill the requirements of the plan adopted by the General Convention as referred to in Sec. 1 above. Of the balance remaining, one half shall be retained by the Treasurer of the Diocese for the operation of the Diocese and for that portion to be forwarded to the Treasurer of the Domestic and Foreign Missionary Society of the Episcopal Church to fulfill the requirements of the plan adopted by the General Convention as referred to in Sec. 1 above; and one-half shall be set apart by the Treasurer of the Diocese to fund the missionary, educational, and social service work of the Church through the four Convocations, in equal shares.*

The Very Rev. Mr. Curtis made a motion for acceptance of a special Rule of Order to govern the consideration of Item V that after thirty minutes of discussion (extendable by a majority vote) or a successful motion to close debate, there would be a three minute period of silence for prayer. Following the period of silent prayer a “straw vote” would be taken and reported, after which motions to refer with instructions could be made, discussed, and acted upon prior to a final vote on the proposed amendment.

The motion for the special Rule of Order was passed.

Much discussion concerning Item V followed.

After thirty minutes, the time for discussion was extended by nine minutes, after which a “straw vote” was taken. Item V was defeated in the “straw vote.”

The following motion was then made:

“I move to postpone (often called tabling) this proposal [reference to a resolution to change the diocesan canon that describes the way the assessment to the National Church is paid] to change the method of paying the national assessment to the next annual convention.

- To submit this issue to the Constitution and Canons Committee, to consider the discussion put forth here.
- and to make recommendations on this proposal at the next convention.

Further, to authorize the Standing Committee to pay one-half of the national assessment, and to suggest to the four convocations that they contribute toward the remaining national assessment as they are able.”

This motion was passed.

SPECIAL ORDER OF BUSINESS

Bishop Leidel introduced the convention's keynote speaker, The Rev. Jayne Oasin, Social Justice Officer, National Church, New York, who then spoke about racism. The text of the speech may be found in the journal.

WORKSHOPS

After The Rev. Jayne Oasin's speech, the Delegates and Clergy attended workshops. The workshops and their leaders were as follows:

ANTI-RACISM

The Rev. Jayne Oasin

CONFRONTING CONFLICT IN THE CONGREGATION

The Rev. Todd Ousley

ECONOMIC JUSTICE: EVERYONE'S CALL

The Rev. Elizabeth Morris Downie

THE ENVIRONMENT AND RECONCILIATION

Ms. Kim Winchell

URBAN ISSUES

The Rev. Lyle A. Kleman

RURAL HIDDEN POVERTY

Pastor Bob Moody

NOON DRAMA

After the workshops, the delegates and clergy reconvened in the Sanctuary for a Noon Drama presented by The Very Rev. David Vickers, Dean of Northern Convocation and Rector of Transfiguration, Indian River, The Rev. Mary DeLaney, Transitional Deacon, Christ Episcopal, East Tawas, and St. Andrew's by the Lake, Harrisville, and Ms. Elizabeth Chace, Lay Missioner, St. Francis, Grayling, and St. Bartholomew's, Mio.

The convention took a lunch break and reconvened at 2:00 p.m.

SATURDAY, OCTOBER 19, 2002 **THIRD BUSINESS SESSION - 2:00 P.M.**

The Rev. Gerry Rehagen, Rector, St. Andrew's, Gaylord, opened the Third Business Session with a prayer followed by a hymn.

REPORT ON ELECTIONS

The Chair recognized Ms. Mona Carter, St. Bartholomew's, Mio, Chair of the Elections Committee, for the election results. Ms. Carter announced the following results:

STANDING COMMITTEE

Peter Jungquist

Steve Levine

William McClure

Mary Shortt

COMMISSION ON MINISTRY (These people were nominated by the Bishop and affirmed by Convention.)

Sylvia Bargiel	Betty Kirkley
Jacqueline Bennett	David Kulchar
Elizabeth Chace	Joseph Running
Ron Colavincenzo	Sally Seeley
Robert Finn	Robert Trask
Frederick Houghton	John Wallace

ECCLESIASTICAL COURT

James Benjamin
Mary DeLaney

TRUSTEE

Colin Broddle
George Klumb

Bishop Leidel thanked Ms. Carter and her committee for their work on the elections and congratulated the newly elected. He thanked all those who had been nominated for making themselves available for service.

RESOLUTIONS COMMITTEE

The Chair recognized Mr. Charles Parker, Grace, Lapeer, Chair of the Resolutions Committee. Mr. Parker moved adoption of the following resolution:

RESOLVED, that the 8th Annual Convention of the Diocese of Eastern Michigan submit the following resolution to the 74th General Convention of the Episcopal Church:

RESOLVED, the House of _____ concurring, that revisions to the canons be adopted that would allow bishops, with the consent of the diocesan standing committees, to ordain candidates for the priesthood directly to the priesthood.

The resolution was supported, discussed, and passed.

SHORT PRESENTATIONS

Bishop Leidel called upon Mr. Charles Bash, St. John's, Midland, President of Saginaw Valley Convocation, for the Convocation Report. Mr. Bash gave an overview of the activities of the Convocation coupled with a Power Point presentation. The complete Convocation Report appears in the Journal.

The Chair called upon Mary Spence, St. John's, Saginaw, to report on Breaking New Ground. Ms. Spence emphasized the vision and success of the Breaking New Ground campaign. The Report appears in the Journal.

Bishop Leidel recognized Canon Dr. John Chapman, Dean of Theology, Huron University College, London, Ontario, who spoke about Congregational Development Curriculum. Canon Chapman explained a new module approach for a course of study for parish ministry teams that has been designed especially for our Diocese.

The Chair called upon Ms. Helen Johnson, St. John's, Midland, to speak about the United Thank Offering. Ms. Johnson spoke about the "Blue Boxes" and the fact that the United Thank Offering is a program based solely on thanksgiving. The report is in the journal.

The Bishop called upon The Rev. Judith Stuart, Transitional Deacon, St. Christopher's, Grand Blanc, Diocesan Youth Coordinator. The Rev. Ms. Stuart spoke about the acolyte trip to Washington D.C. She also spoke of her role in the diocese and upcoming events.

The Chair called upon The Rev. Anna Leigh Kubbe, Vocational Deacon, St. Andrew's, Algonac, and St. Paul's, St. Clair, and Ms. Claudia Hollinger, St. Paul's, Flint, Co-chair of Anti-Racism Ministry. Background and future plans of the Anti-Racism Ministry were presented. The report is in the Journal.

The Bishop called upon Ms. Jill Perry, St. Paul's, Corunna, President of Flint River Valley Convocation, to give her report. Ms. Perry highlighted the grassroots ministry in their mission to Mexico. The report of the Convocation is in the Journal.

The Rev. Todd Ousley, Diocesan Missioner for Congregational Development, spoke next about upcoming conferences, events, and opportunities. His complete report is in the Journal.

The Chair recognized The Rev. Elizabeth Morris Downie, Rector, St. Jude's, Fenton who spoke about the McGehee Interfaith Loan Fund. The Rev. Ms. Downie spoke about the good work of the interfaith loan fund. The report is in the Journal.

Bishop Leidel called upon The Rev. William Boli, Rector, St. Paul's, Corunna, to make a presentation. The Rev. Mr. Boli presented a Jubilee Ministry Award to St. Andrew's, Flint. The Rev. Jay Gantz, Rector, St. Andrew's, Flint, accepted the award. The Jubilee Ministry report is in the Journal.

The Chair recognized the Rev. Wanda Ray, Development Missioner, St. John's, Dryden and Development Missioner, St. John's, Otter Lake, who spoke about the acolyte trip to Washington D.C. She gave special thanks to the Bishop for his support and help.

REPORTS

Bishop Leidel asked the Convention to receive by title, the reports of The Standing Committee, Trustees, Commission on Ministry, Dean of Studies for Local Ministry Formation, Leadership Program for Musicians, Future Funding Task Force, Registrar, Convocation Treasurers, Vision Conference 2002, Sheridan Scholarship Recipients, and Evangelism Connection found in the packets. A motion was made, supported, and passed.

SHORT PRESENTATIONS

Bishop Leidel called upon Mr. Ira Leidel, Diocese of Eastern Michigan, Companion Relationship Task Force, who gave a Power Point presentation on Kinkiize. Her report is in the Journal.

The Chair called upon Ms. Patti Bassett, St. John's, Saginaw, to give a report on Camp Chickagami. Ms. Bassett spoke about the wonderful improvements and events that have been occurring at the camp.

The Bishop recognized Ms. Marnie Bash, St. John's, Midland, Coordinator, Ministries Resource Center, to speak about the Diocesan Resource Center. Ms. Bash spoke about the Resource Center and asked for donations. Her report is in the Journal.

The Chair recognized Ms. Mary Lou Creamer, Grace, Port Huron, President of Blue Water Convocation. Ms. Creamer highlighted activities of the Blue Water Convocation including their concerns about the costs of prescription drugs. The report of the Convocation is in the Journal.

Bishop Leidel called upon Mr. Charles Bash, St. John's, Midland, President of Saginaw Valley Convocation, who spoke and gave a Power Point presentation about First Class. Mr. Bash spoke about the importance of communication. His report is in the Journal.

BISHOP'S EXCELLENCE IN MINISTRY AWARDS

Bishop Leidel presented the Bishop's Excellence in Ministry Award, a pin that is a replica of the Seal of the Diocese, to the following:

The Rev. William Boli, Rector, St. Paul's, Corunna, was honored for his years as a Human Rights Activist working for social justice and reconciliation.

The Rev. Lyle Kleman, Director of the Bridge Center for Racial Harmony, Pastor, ELCA, was honored for his good work for social justice and racial harmony.

Mr. Carol Lambert, Grace, Lapeer, was honored for her service for the last three years as Convention Secretary.

The Rev. Bruce McNab, Rector, St. John's, Midland, was honored for his good works, especially in Stewardship.

Mr. Charles Bash, St. John's, Midland, was honored for his constant efforts in the area of communication.

Ms. Marnie Bash, St. John's, Midland, was honored for her work in education and resources.

The complete citations for the recipients can be found on First Class.

COURTESY RESOLUTIONS

The Chair recognized Mr. Charles Parker, Grace, Lapeer, who moved the adoption of the following Courtesy Resolutions:

1. WHEREAS, **St. Mary's Cathedral and the Roman Catholic Diocese of Gaylord** have graciously opened their facilities to this gathering of their sisters and brothers in Christ, and

WHEREAS, the Diocese of Eastern Michigan and the Diocese of Gaylord have been blessed to enjoy a warm and close ecumenical relationship,

BE IT THEREFORE RESOLVED, that this 8th Annual Convention of the Diocese of Eastern Michigan does offer grateful thanks for their hospitality, and extend wishes and prayers for our continued cooperation.

2. WHEREAS, the people, congregations, and organizations of **the Northern Convocation** have contributed to the worship, workshops, and support of this Convention,

BE IT THEREFORE RESOLVED, that this 8th Annual Convention of the Diocese of Eastern Michigan does extend its thanks and blessings to the host Convocation.

3. WHEREAS, our presenters, **the Rev. Todd Ousley, the Very Rev. Elizabeth Morris Downie, Ms. Kim Winchell, the Rev. Lyle Kleman, and Pastor Bob Moody** have so graciously given of their time to be with us and to share their knowledge and expertise,

BE IT THEREFORE RESOLVED, that this 8th Annual Convention of the Diocese of Eastern Michigan does offer its thanks and blessings to each of our presenters for their respective witness and ministry.

4. WHEREAS, **THE Most Rev. Patrick Cooney**, bishop of Gaylord, has joined us to welcome our gathering and bring greetings from our Roman Catholic sisters and brothers,

BE IT THERFORE RESOLVED, that this 8th Annual Convention of the Diocese of Eastern Michigan does extend its thanks to Bishop Cooney for his presence and his ministry.

5. WHEREAS, **Pastor Jamie Bruning** of the Northwest Lower Michigan Synod of the Evangelical Lutheran Church in America has joined us to bring greetings from our partners in common mission,

BE IT THERFORE RESOLVED, that this 8th Annual Convention of the Diocese of Eastern Michigan does extend its thanks to Pastor Bruning for her presence with us as a sign of our cooperative relationship.

6. WHEREAS, **the Rev. Jayne Oasin** has come to be with us and share her teachings on anti-racism, reminding us that the call to all be one in Jesus is a particularly hard one to live in to,

BE IT THERFORE RESOLVED, THAT THIS 8TH Annual Convention of the Diocese of Eastern Michigan does extend its grateful thanks to her for her teaching and her leadership in this critical ministry.

The motion to adopt the resolutions was supported and passed.

CLOSING

With joy and thanksgiving, Bishop Leidel announced the closing of the Convention, after which he led a prayer followed by a blessing and a hymn.

ADDRESS TO THE EIGHTH CONVENTION OF THE EPISCOPAL DIOCESE OF EASTERN MICHIGAN

October 18, 2002

St. Mary's Cathedral, Gaylord, MI

The Rt. Rev. Edwin M. Leidel, Jr.

Review of 2002

To save time, I am not going to detail (as I usually do) all of the good things that have happened this past year. *But*, this has truly been another very remarkable year! In passing, I would just mention (1) the surpassing of our Breaking New Ground Capital Fund goal by 33% (we are on the way to passing the four million dollar mark), (2) the growing connections in our companion relationship with the Ugandan Diocese of Kinkiizi, (3) the creation of our Anti-Racism Ministry team, (4) the launching of the First-Class communication system, and (5) the growing usage of the Natural Church Development process to renew our congregations. I have summarized these five accomplishments plus five others in appendices to my address, which you all can pick up (one to each congregation) at the registration table tomorrow.

Envisioning a Reconciled World

The Abrahamic and Christian Scriptures are filled with hopeful visions of what the world, by the Grace of God, can become.

One of my favorite such passages is in the 11th chapter of Isaiah:

The wolf shall live with the lamb, the leopard shall lie down with the kid, the calf and the lion and the fatling together, and a little child shall lead them.

The cow and the bear shall graze, their young shall lie down together; and the lion shall eat straw like the ox.

These are good words to hear during a time when violence and terror have become endemic. To envision a reconciled reality in these days requires a willful imagination. God wants us see the world as God intends it. So, utopian images of "vegetarian lions" are helpful. I have recently learned that lions would actually be healthier if they became vegetarian.

A story recently came to me that captures this strong desire to reconcile what is, with what could be. The story is entitled, "Food for Thought."

And God populated the earth with broccoli and cauliflower and spinach, green and yellow vegetables of all kinds, so Man and Woman would live long and healthy lives.

And Satan created McDonald's. And McDonald's brought forth the 99-cent double cheeseburger. And Satan said to Man, "You want fries with that?"

And Man said, "Super-size them," and Man gained pounds.

And God created the healthful yogurt, that Woman might keep her figure that Man found so fair. And Satan froze the yogurt, and he brought forth chocolate, nuts, and brightly colored sprinkle candy to put on the yogurt.

And Woman gained pounds.

And God said, "Try my crispy fresh salad." And Satan brought forth creamy dressings, bacon bits, and shredded cheese. And there was ice cream for dessert.

And Woman gained pounds.

And God said, "I have sent you heart healthy vegetables and olive oil with which to cook them"

And Satan brought forth chicken-fried steak so big it needed its own platter. And Man gained pounds and his bad cholesterol went through the roof.

And God brought forth running shoes and Man resolved to lose those extra pounds. And Satan brought forth cable TV with remote control so Man would not have to toil to change the channels between ESPN and ESPN2.

And Man gained pounds.

And God said, "You're running up the score, Satan." And God brought forth the potato, a vegetable naturally low in fat and brimming with nutrition.

And Satan peeled off the healthful skin and sliced the starchy center into chips and deep-fried them. And he created sour cream dip also. And Man clutched his remote control and ate potato chips swaddled in cholesterol. And Satan saw and said, "It is good."

And Man went into cardiac arrest.

*And God sighed and created quadruple bypass surgery.
And Satan chuckled and created HMOs.*

The Good News of the Gospel is that in spite of all that we do and don't do, God's reconciling Love for us remains constant. God's Love is a love that is out to change us. A reconciled world is possible. But in order for the old to pass a way, and for the new to come, we will have to change.

The Ministry of Reconciliation is a Ministry of Repentance and Forgiveness

One day when I was in third grade, I walked by the student school-supply cabinet, and noticed that the door was open and that the person who usually worked the store was not there. Staring me in the face was that red pencil that I had really been wanting. A new and unfamiliar urge overtook me. I took the pencil and quickly walked away. As soon as I turned the corner, I knew I had done something that was going to be hard to live with. I spent a week agonizing over my misdeed. Finally, I could take it no more, and I turned myself in to Mr. Stormuth, the principal. Now Mr. Stormuth had never had anyone turn them self in before. As much as I surprised him, he surprised me by his kindness and understanding.

The truth was, that I simply had to confess my transgression because I had made the decision in my eight year old mind, that if God exists, I would have to behave as if God exists, and behave in a way in which all of my life was transparent to God. "I did it, Mr. Stormuth." I confessed. Little did I realize that my third grade confession would have to be said over and over again.

When I was in Kinkiizi in January I was shocked and humbled by the transparency of the clergy to confess their sins in public. One priest confessed his infidelity; another confessed the uncertainty of her call to ministry. That kind of transparency feels scary and dangerous to me. It is also sounds transforming. It sounds like the Kingdom that Jesus is calling us to become.

In our baptismal liturgy we are asked over and over again, “Will you persevere in resisting evil, and, whenever you fall into sin, will you repent and return to the Lord?” And we respond, “We will, with God’s help.”

Reconciliation begins by telling the truth in love. Reconciliation is about Forgiveness. But, forgiveness cannot fulfill itself in reconciliation without repentance.

No one in the past 50 years has taught us more about the meaning of reconciliation than Archbishop Desmond Tutu. He has demonstrated that, trusting in God’s Grace, it is possible to stand up against the sin of racism, in the most terrible of circumstances, and to overcome it. In South Africa, after the right to vote was finally given to the dominant population of Black people, there remained the daunting task of reconciliation between the victims and the perpetrators of racism. Archbishop Tutu helped create and then preside over what came to be known as the Truth and Reconciliation Commission. Tutu knew that something new had to happen. **Amnesia**, or forgetting the past would not work. **Revenge and retaliation** would not heal the sins of the past. Either of these alternatives would only make things worse.

The Way of “Ubuntu”

A third way had to be envisioned - a way which Tutu calls *Ubuntu* in the language of the Nguni people. *Ubuntu* is hard to translate into English. It means something like, “My humanity is inextricably bound up in your humanity.” It means “I am human because I belong, I participate, I share.” A person with *ubuntu* is open and available to others. *Ubuntu* enables and requires forgiveness; where forgiveness is understood as a form of self-interest because you understand that “what dehumanizes you inexorably dehumanizes me.” *Ubuntu* is at the heart of what is meant by reconciliation. *Ubuntu* and reconciliation require knowing and telling the truth, no matter how difficult that may be. South Africa has begun to heal because through the Truth and Reconciliation Commission, both victim and perpetrator were given a safe place to tell their stories. Healing and forgiveness became real as both victim and perpetrator *listened* to one another.

Some months ago I happened upon a TV drama by Chilean play-right, Ariel Dorfman, called *Death and the Maiden*. It is story about a maiden who was brutally raped and abused while blindfolded when she was in detention earlier in her life. Amazingly, the same man who abused her (now a prominent politician) stops at her house to use her phone when his car runs out of gas. Neither one recognizes the other, until “the maiden” suddenly recognizes the voice of her abuser. In touch again with her past pain, she manages to tie up her torturer and hold a gun at his head, demanding that he confess that he is the man. For hours he denies everything. Finally, worn down, he admits his sin. Amazingly, after he confesses showing some contrition, the maiden unties the man and lets him go.

The play demonstrates that what most abused victims need is not revenge, but visibility and the truth. The man’s denial hit at the core of the maiden’s being, at her integrity and identity. The maiden desperately needed her wound to be seen and recognized before it could be healed. And conversely, the abusive politician *needed to confess his sin* to regain his humanity.

The hard truth is that the sin of racism continues in this country. In spite of the accomplishments of the civil rights movement, my status as a privileged white male, unconsciously (and sometimes consciously) continues to hold people of color, poor people, people of different ethnic origin, and women in a place of “invisibility.” We need to confess that truth. The Rev. Jayne Oasin, will help us in this endeavor tomorrow, in her keynote address.

Deacons Remind us of Our Call to be Reconcilers

In July, Mike Herman (who is our Examining Chaplain in theology) asked Vocational Deacon Candidate, Gretchen Platt to do the following for her theology exam. (I quote):

The October 2002 Convention of the Episcopal Diocese of Eastern Michigan in Gaylord, MI has Anti-Racism as its focus and theme. Bishop Leidel has decided to ask you, as the newest Deacon serving "directly under your bishop," to deliver the sermon at the Convention Eucharist. Write out your sermon, articulating your theology of anti-racism.

Mike was so impressed by what Gretchen wrote that he sent me a copy of her sermon. Gretchen is here tonight. She is to be ordained this coming Sunday at 4:00 pm at Trinity Church in West Branch. I've asked Gretchen to read an excerpt from her sermon. (Gretchen reads:)

In a small college town, on a Sunday morning, in early September, members of the local Episcopal Church were gathering all dressed in their finest attire. For the first time since summer break, students were returning to the campus, and hence, making their presence felt at morning worship.

This was always somewhat unsettling for the older members of the congregation, who found the sudden in-rush of casually dressed newcomers distracting. The young people unbalanced the familiar rhythm of parish life, bringing new ideas, ways, and energy. The pews were filling up, and worse, the ushers found themselves seating many less-than-punctual young people.

About 10 minutes into the service, a scruffy looking young freshman walked through the doors and was handed a bulletin. "Thanks Bro," he whispers as he walks past the usher. Down the center aisle he went, right up to the front of the nave. He stood for a minute or so looking for a place to sit, and when it became obvious that no one was going to move over, he quietly sat down on the floor.

The people were shocked, whispers moved left and right up and down the pews, and the organist lost her place and had to restart.

The impeccably dressed Senior Usher, using a cane, slowly made his way down the aisle toward this young man, much to the relief of the nearby parishioners. He stopped where the young man was, and using the cane to steady himself, he carefully sat down on the floor. Laying the cane across his lap, he turned and smiled at the scruffy student. Then he extended his hand and quietly introduced himself. Doing what ushers are supposed to do, he welcomed him. The two continued to sit on the floor for the rest of the service. I have to think that somehow Jesus was there with them, sitting on the floor.

The story ends here, but leaves open questions of what happened next? Did anyone see the Lord in this unusual encounter? Was the young man truly welcomed by others? Did someone take him to coffee hour? What do you think?

How would you have acted? Would you have been found among the whisperers or racing to join the Senior Usher on the floor?

I will confess that I have too often misjudged and stereotyped someone because they were different or unsettled the balance in my life or simply forced me to face my assumptions....

Combating racism must begin with the mind and heart of each and every person. It is a matter of keeping an open heart, reaching out to discover Christ in others, and then building relationships upon Him. Nothing will happen until we trust enough to step out of our comfort zone and join hands with Jesus to bring reconciliation to the world. But when we love others, God changes things...even us.

I would like to challenge each of you here today, to trust God and to risk loving unconditionally, no matter what the cost. Then watch for changes in others and in you.

Thank you, Gretchen! We look forward to your ordination on Sunday, and to your future diaconal ministry of reconciliation – a ministry in which we all share. Our hope remains that someday every congregation will have a deacon. Deacons exist to remind us of our ministry of reconciliation. Perhaps God is calling some of you here tonight to ordained Diaconal ministry.

A Time of Transition

In tonight's Gospel, Jesus proclaimed a vision of a reconciled world order. Jesus said, "The Spirit of the Lord is upon [us], because God has anointed [us] to bring good news to the poor. God has sent [us] to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor."

It is my prayer that 2003 will become a year for us to live out "the year of the Lord's favor."

Eight years ago we did not exist. Today we are a diocese, all grown up. We are a diocese with a personality; we are a unique and special diocese with a distinctive character and a distinctive sense of direction. Most of our diocesan energy up to this point has been spent in being formed into a unique people. We have spent six good years building our infrastructure and shaping our vision. We have spent time talking about racism, beginning at our very first Diocesan Convention in Alpena in 1995. Now let us begin to do something about racism. I challenge myself, and I challenge you to live out, in fresh new ways our baptismal promise to:

"Strive for justice and peace among all people," and to "carry on Christ's work of reconciliation in the world."

The communities in which we live need us to go out to them in increasing degrees...

- as trained reconcilers and healers
- as ministers of anti-racism
- as ministers of social justice serving the disenfranchised
- as ministers to combat urban blight
- as ministers to combat rural impoverishment

It is no accident that tomorrow's keynote address and five workshops will specifically address these areas of social need.

Challenges for this Next Year

1. First off, I would ask everyone here to fill out the Anti-Racism Ministry Questionnaire in your packet and turn it in tomorrow before you leave.
2. I challenge each of you here tonight to attend one of the many anti-racism workshops that our ARM Task Force will be offering this year, beginning sometime in April.
3. I challenge myself and each of you to initiate ONE NEW ACT of reconciling ministry in your community this next year. I'll be talking more about this as the year unfolds. At next year's convention, I'd like to tell the stories of what some of those new acts of reconciling ministry accomplished.
4. I challenge every congregation here tonight to seriously consider sending a team to the new training course called Congregational Renewal through Ministry Team Development that Dean John Chapman from Huron College is going to announce tomorrow afternoon. This new training opportunity will enable congregations to practically apply the health principles that we are all learning from the Natural Church Development program.
5. Last year's convention challenged us to become "Generous Hearts." The need for that stewardship challenge continues on. Later tonight and tomorrow, George Cleaves and Bruce McNab will talk about new stewardship challenges that we must face in our convocations and diocese. Unless we change the way we pay our national assessment at this convention, we will be facing a **\$54,000 deficit this coming year in our diocesan budget**. Our congregational financial stewardship (that is the average amount that East Michigan parishioners give to their local congregation) remains one of the lowest averages in the national Episcopal Church. We must raise our giving if we are to remain a strong and healthy diocese. I challenge everyone here tonight to be sure that your congregation has representation at this year's FIRST Annual Stewardship Conference to be held at St. John's in Saginaw on Saturday, June 14th this coming year.

Igniting the Fire

I'd like you to join me now in doing a symbolic ritual. Reminiscent of the Striking of the New Fire at the Easter Vigil, I want to ignite a new fire right now, and invite God's Spirit to ignite our vocations to become God's reconciling heart and hands in the world. We will leave these candles burning during the entire time of our convention gathering, reminding us of God's Presence with us, and of our new commitment to be agents of reconciling love.

Where is God calling you into reconciliation? Perhaps you have a need to personally mend a broken relationship. Or, is God calling you to a social issue around race, economic justice, peace, the environment, urban and rural blight? The harvest is ready. The harvest is waiting.

[Fire is ignited, the Pascal Candle is lit, and the fire is spread as the congregation begins to repeat the words of the Gospel]

Please join me in saying Jesus' words printed in the bulletin from tonight's Gospel:

"The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free..." Repeat until all the candles are lit.

AMEN.

APPENDIX A

CELEBRATIONS:

Significant Events and Accomplishments of November 2002 through October 2003

I. People – New Ministries (in chronological order of beginning their new ministries)

1. The Rev. **Suzanne Lynn**, Vocational Deacon, St. John, Saginaw
2. The Rev. **Glenn Stone**, Rector, St. Paul's, St. Claire
3. The Rev. **Mary DeLaney**, Transitional Deacon, Christ Church, East Tawas; and St. Andrew's-by-the-Lake, Harrisville. Mary will be ordained a priest at East Tawas on November 2, 2002.
4. The Rev. **Judith Stuart**, Transitional Deacon, St. Christopher's, Grand Blanc
Judith will be ordained a priest at St. Christopher's on November 3, 2002.
5. The Rev. **Bruce Michaud**, Rector, Trinity, Alpena
6. Ms. **Elizabeth Chace**, Lay Missioner, St. Frances, Grayling; St. Bartholomew, Mio
7. Ms. **Gretchen Platt** will be ordained a Vocational Deacon At Trinity, West Branch on November 20, 2002, and will be placed at Holy Family Church in Midland for six months of the year, and in the Diocese of Southwest Florida during the other six months.
8. Mr. **Phil Seitz** will be ordained as a Transitional Deacon in East Tawas on November 2, 2002, and has been called to be the part-time Rector of Grace Church, Standish.

People – Appointments (in chronological order of beginning their new ministries)

1. The Rev. **Gail Vince**: Administrative Assistant to the Commission on Ministry
2. The Rev. **Elizabeth Morris-Downie**: Dean of the Flint River Convocation
3. The Rev. **Judith Stuart**: Mentor to Youth Ministries in the Diocese (for one year)
4. Ms. **Claudia Hollinger**: Co-chair of the Diocesan Anti-Racism Ministry
5. Ms. **Lori Peyerk**: Co-chair of the Diocesan Anti-Racism Ministry

II. Events (in approximate chronological order)

1. Initiated and completed the Diocese's first annual *Grassroots Outreach Drive (G.O.D.)* benefiting seven congregation or convocation-based outreach missions and one diocesan-based mission.
2. A diocesan team of four visited our companion diocese of Kinkiizi in Uganda in January, visiting all nine zones of Kinkiizi and meeting (literally) thousands of Anglicans who are very excited about having new friends in Christ in Eastern Michigan.
3. We launched the *First-Class* Diocesan Communications System that will enable individuals, networks, task forces, committees, congregations, and convocations to communicate instantly with one another instantly in ways that have never-to-for been possible.
4. The Eastern Michigan *Anti-Racism Ministry (ARM)* was created to facilitate ongoing anti-racism training for all diocesan leadership, and to assist the diocese in the ongoing struggle to overcome the persistent sin of racism and classism in our personal lives, in our congregations and diocese, and in our communities.

5. The clergy of the Diocese devised a policy and process for continuing education for clergy and lay professionals that will enhance their work of continuing education and connect it to the evolving vision and mission of their congregations.
6. The Diocesan Personnel Committee created new and practical Personnel Guidelines to aid vestries, the Standing Committee and the Bishop in their call, support and review of those who serve our various and varied faith communities.
7. The Diocese initiated a broad usage of *the Natural Church Development* process to assist congregations in their discernment of their areas of need, and to aid congregational leadership in their development of ministry strategies to grow new health and vitality into their congregations.
8. 41 Eastern Michigan Congregations have said “yes” to a parish companionship in Kinkiizi; 22 have received letters from Kinkiizi; 12 have sent scholarships for one of more girls in their companion parish. More have set aside scholarship monies to send a girl to high school or are in the planning stage. 13 Kinkiizi parishes have sent letters to their companion in Eastern Michigan.
9. A huge effort to stimulate future ministry and mission in the Diocese through the *Breaking New Ground* Capital Fund Campaign yielded an amazing \$ 3,991,692 – that’s 33% percent beyond our targeted goal!
10. At this Convention, Dean John Chapman from Huron College Seminary in London, Ontario will announce the launching of a new team-leadership program especially designed for renewing congregations in the Diocese of Eastern Michigan. This nine-model weekend, two-year curriculum will equip congregational teams in our diocese to seriously and effectively implement the learning’s we are gaining from our Natural Church Development surveys.

GOALS AND CHALLENGES FROM LAST YEAR:

At last year’s Convention we all committed ourselves to the Objectives of:

1. “**Moneying** the future with development funds” by:
 - a) *Conducting an Annual Mission Appeal (GOD Fund), and by*
 - b) *Conducting a Congregational Development Capital Funds Drive (BNG) in 2002*

√ **WE DID IT!**
2. “**Equipping** leaders” by:
 - a) *Encouraging and enabling clergy & paid ministry staff to do Continuing Education*

√ **WE DID IT! WE WILL DO IT!**
3. “**Evangelize** (learn to tell our stories)” by:
 - a) *Holding an Annual Vision-Evangelism Conference*

√ **WE DID IT!**
4. “**Renew** its congregations for servant ministry” by:
 - a) *Implementing Anti-Racism Training for all Diocesan Leaders in 2003*

√ **WE HAVE BEGUN TO DO IT!**

5. **“Evolve its structures”** by:
 - a) *Gathering Diocesan Leaders annually for Networking & Re-Visioning*
 - b) *Establishing a Companion Relationship with a third world diocese by 2002*
- √ **WE DID IT!**

CHALLENGES FOR 2003:

1. “**Equip** leaders” by:

a) *Sending 3 to 5 congregational teams to the Huron College Congregational Renewal Program every year*

2. “**Money the future** with development funds” by:

a) *Increasing Congregational Stewardship by 10 % in the next two years.*

3. “**Renew** our baptismal call to wage reconciliation” by:

a) *Implementing ongoing Anti-Racism Training for all Diocesan Leaders by 2003*
 b) *Growing our Companion Relationship with Kinkiizi by conducting people exchanges every year*

Reports

ANTI-RACISM MINISTRY

In accordance with General Convention Resolution BO49 mandating that every diocese offer anti-racism training to all clergy and lay leaders, Bishop Leidel has called together a task force of fifteen people to develop, plan and facilitate the intent of the resolution. This team will have met six times by the end of the year 2002.

Lay leaders Claudia Hollinger, Flint River Convocation and Lori Peyerck, Saginaw Valley Convocation are co-chair; the rest of the team being comprised of laity and clergy who have made a commitment to anti-racism ministry in the Diocese of Eastern Michigan.

It is the belief of the group that unless the clergy “get on board” with great sincerity, nothing will happen to aggressively end the sin of racism within our diocese and the communities in which we minister. Currently an anti-racism survey is being developed for clergy which will include questions relating to awareness of their own issues of racism, how racism knowingly and unknowingly is a factor in their congregations, and what obstacles may prevent anti-racism work within their congregations.

It is our sincere prayer that as we faithfully work together, under girded with the vows of our Baptismal Covenant and by the grace of God that we will rid the cancer of racism and that God will bless this Diocese of Eastern Michigan beyond belief.

Submitted by Anna Leigh Kubbe; Member, Anti-Racism Ministry (ARM)

BREAKING NEW GROUND.....TRANSFORMING LIVES

Thanks be to God for giving us the Vision to invigorate our diocese, strengthen our congregations and reach out to the unchurched.

Thanks be to God for guiding us in planning the many ways this Vision can be put into action.

Thanks be to God for inspiring the campaign: Breaking New Ground...Transforming Lives.

Thanks be to God for supplying us all we needed to run the campaign:

- consultant expertise
- excellent communications
- prayerful people
- fun, informative events
- dedicated workers from all over the diocese
- training and experience in campaigning
- powerful spiritual support

Thanks be to God for creating in us generous hearts and enabling us to reach even beyond the goal of \$3,000,000.

Thanks be to God with whom nothing is impossible!!!

Respectfully submitted by Mary Spence, Steering Committee Member

CAMP CHICKAGAMI

On May 07, 2002, and as a result of presentations by Jim Johnson and John Ehlers, the Standing Committee authorized formation of a Steering Committee, which will replace the Task Force as a governing body of Camp Chickagami and provide a better, more direct line of authority.

- Composition of Committee: Rev. Wanda Ray was designated by the Standing Committee to be convener of the Steering Committee. The Committee is to consist of eleven members: one person selected by each convocation to represent that convocation; three persons to be selected by the Task Force; three persons selected at large by the 2003 Diocesan Convention; and the Bishop of the Diocese or his representative. The Task Force nominated Jim Johnson, Chuck Case, and Rick Braidwood to serve on the Committee. They were approved by acclamation. Three persons designated by the Standing Committee to serve until the 2003 Convention are: Rev. Wanda Ray, Dave Goodburne, and Patricia Bassett.
- A New Beginning: The first meeting of the new Camp Chick Steering Committee convened on Sept. 08, 2002 at St. John's, Saginaw. At that meeting, John Ehlers was elected Chairman, Rick Braidwood was elected Co-chairman, and Kris Forsyth was elected Secretary and Liaison to the Bishop. The Treasurer, Dana Howard, and the Registrar, Nancy Case, were designated ex-officio members. Proposed by-laws have been submitted to the Chancellor of the Diocese for review. To complete the Committee, immediate goals are to establish a Finance Committee, a Promotion Team and a Youth Camp Committee.

- *In Progress:* Currently, members of the Steering Committee are in the process of restructuring rentals and fees; Wanda Ray is working on putting a grant-writing team together, Chuck Case is updating the letterhead, Patricia Bassett and Rick Braidwood (husband and wife) are proceeding with program plans for the 2003 Youth Camp, and John Ehlers is preparing to obtain building and zoning permits for the renovation of the Johnson/Kauffman units.
- *2002 Project:* Matthew, Mark, Luke, and John, known as the “Woodland Units”, were the number one priority in the upgrading projects this year and are now considered to be three-season units, for use from April or May through October or November.
- *2003 Project:* God Bless St. John’s Midland, for their generous contribution for the Johnson/Kauffman units, which rest closest to the waters edge. Their contribution has enabled a complete renovation for these units – providing the camp with its first four-season, year-round unit. The project will involve additions of 2 baths, 2 kitchens, a new exterior, and a new, more expansive roof. A new septic system has already been installed with this renovation in mind.
- *Registration:* Group campers came from the following areas: Alpena schools; St. Andrew’s, Grand Rapids; St. Michael’s, Lansing; St. Augustine’s, Mason; St. David’s, Southfield; St. Christopher’s, Burton; Jim Johnson Family Reunion, Midland; Van Koevering Family Reunion, Midland; Detroit Peace Community, St. Peter’s, Detroit; Ulrich Family Reunion, Toledo, OH; 4-H Great Lakes Natural Resource Camp, MSU; Word of Life Baptist Church, Alpena. Individual campers came from Ypsilanti, St. John’s, Livonia, Midland, Grand Rapids, Eastpoint, Byron Center, Lapeer, Alpena and Detroit. Inquiries about Youth Camp from Blue Water and Flint River convocations were up 50% over last year.
- *Youth Camp:* Camp Chick operated two weeks of Youth Camp in 2002. Approximately 33 young people attended the first week (elementary age) and 17 attended the second week (middle and high school age). In preparation for the Youth Camp, John Ehlers attended an American Camping Association school for camp directors, held in Ingleside, IL. Patricia Bassett devoted her fall, winter and spring to the camp program as well as to establishing all necessary policies and procedures for health and safety standards to successfully meet the standards for licensing and the Safety and Conduct Standards for Diocesan and Convocation Sponsored Youth Events. With a generous, anonymous donation to Camp Chick, a new dock was installed in the swimming area affording a much needed safety factor for all who work in that area. Numerous group and individual campers have expressed their appreciation to the registrar for this addition. Adding to the safety structure at the waterfront, two new spine boards, three cervical collars, three ring buoys with throw lines and four reach poles were also donated.
- *Brainstorming for Future Events at Chick*
 - (a) Vestry/youth retreats with Johnson/Kauffman winterized. Other buildings can also be used in late spring and early fall as well.
 - (b) A conference center
 - (c) Women’s or men’s retreats
 - (d) Boys and girls clubs, Scouts
 - (e) Confirmation retreats
 - (f) Community events
- *Worth Noting:* We cannot submit this report to convention without mentioning the many dedicated and devoted volunteers who work so long and hard throughout the year. These volunteers

are the reason Camp Chick has recognized growth and success. All on-site managers are volunteers. All but three of the thirteen Youth Camp staff were volunteers – which is why the youth camper fee is as little as it is compared to other Christian camps which require a hefty fee. The biggest contributors of time and labor are volunteers from Word of Life Baptist Church in Alpena. Additionally, the Steering Committee and all involved volunteers would like to express their sincerest appreciation to those congregations, convocations, and individuals who have so graciously and generously contributed to the financial needs and goals of Camp Chick.

We are truly blessed with Camp Chick, which is just one of the many reflections of God’s gifts and love for us.

Faithfully submitted by Patricia Bassett

COMMISSION ON MINISTRY

“The COM will fulfill the great Commission by **working** with congregations and convocations affirming, supporting and enhancing the ministry of all baptized persons, by **discerning** individual and diocesan needs, gifts and callings, and by **offering** appropriate training, education and pastoral care for all our laity and including our clergy.” These are tall marching orders but during the past year, the COM has worked diligently to live into its mission statement focusing on the following objectives:

To support the ministry of all baptized persons according to the Baptismal Covenant.

- On Sunday, November 4, 2001, all congregations were requested to find ways to support and celebrate the ministries of all the baptized. This year, congregations will again be requested to celebrate the ministries of the baptized and will be sent a list of the various ideas/methods used by the congregations/convocations within the diocese.
- With the help of Tom Downs, editor of *The Anglican Connections*, the COM has sponsored a series of articles featuring stories of how individuals have lived into their Baptismal vows.
- The Diocese remains an active and committed member in *Living Stones*, a partnership of dioceses in the Anglican Communion working together to support the ministry of every baptized person.

To invite all baptized persons into a discernment process to determine the servant leadership ministry to which they are called.

- April 19-20, 2002, the first Diocesan-wide Vocational Discernment Conference, CALL WAITING, was held. This conference was planned to assist individuals first discover their unique gifts by reflecting on their life experiences and by using the Myers-Briggs Type Indicator and then connecting this gift awareness of God’s Call to them in their life and ministry at home, work and leisure. A follow up conference and/or second CALL WAITING is “in the works” for a future date.
- Recognizing the need to assist people in discovering their gifts and discerning their call, the Rev. Rick Houghton and Betty Kirkley received the required training to administer and interpret the Myers-Briggs Type Indicator. They will be available as resource persons and to administer the MBTI to vestries, etc. within the diocese as requested and appropriate to help people fulfill their baptismal vows and live into their baptismal ministries.

To promote the continuing education, guidance and pastoral care of all baptized persons:

- The planning for the Huron College Leadership Training Program is well underway. The beginning date to be announced. This program is for the training of teams consisting of a lay leader and a cleric from congregations within our diocese.
- A Discovery Class Development Group is working to provide ideas and resource materials to congregations in regards to confirmation preparation and spiritual formation.
- Eastern Michigan will be participating, as a pilot diocese, in LIFE CYCLES, a new adult Christian formation model being developed by Northern Michigan, Wyoming, Nevada, and Harvesters with Linda Grenz, who developed the J2A Program, as a consultant.

To evaluate the present and future needs for ministry in the diocese.

- Mutual Ministry Development Team is exploring a process for adding a second generation to existing teams.

To participate in guiding, examining and educating postulants and candidates for the diaconate, priesthood and mutual ministry support teams.

- There are twenty-one people in the diocese that are at some stage on the journey to ordination as either aspirants, postulants or candidates. Each of these persons has a “mentor” on the COM to “walk with them” on this journey.
- 5 aspirants attended BACOM (Bishop’s Advisory Committee on Ministry)
- Annual picnic of all in the process with the COM was held to foster community building and support.
- Both the Rev. Larry Smith, Coordinator of the CPE program at Covenant, and the Rev. Mike Herman, Chair of the Examining Chaplains, met with the COM to inform/review their respective areas.
- The handbooks for Vocational Deacons, Mutual Ministry Support Teams and guidelines for Lay Preaching have been reviewed and updated. An updated handbook for transitional Deacons and Priests is being prepared.

COM Members: Lay: Marnie Bash (Standing Committee), Jackie Bennett, Sylvia Bargiel, Bob Finn, Betty Kirkley (Co-chair), Sharon Naughton, Sally Seeley; *Clergy:* Rick Houghton, Dave Kulchar (Co-chair), Joe Running, Bob Trask, John Wallace, David Vickers; *Ex officio:* Bishop Leidel .

BLUE WATER CONVOCATION REPORT

Exciting things continue to happen in this small convocation!

Individual churches continue to do the work of the Lord through Bible studies, youth activities, healing services, clothing and food for the needy, choirs, altar guilds, and even potluck suppers.

On the Convocation level, the Council has been busy. A weekend retreat provided the perfect setting for the Council to focus on vision and goals. Although we are a diverse community, we also have a common thread -- the water that touches all of our communities. Using this as a basis, we developed a new vision statement: *Blue Water Convocation...One Water, Many Ministries.*

The Council has taken three steps in spreading the word of the Episcopal Church in the community. First, the Council continues its commitment to raising the community’s level of awareness of the Episcopal Church in the Blue Water area by purchasing full-page ads in the *Times Herald*. They have included Christmas, Holy Week and Easter, as well as one for fall. The Council also hosted two leadership focus groups with Bishop Ed Leidel. The topic was affordable prescriptions. Participants included local and

state lawmakers, health-care providers and other community activists. The success of the discussions has led to the formation of panel that is exploring how to turn the “talks” into a reality that can service those in need. Finally, a new web site has been designed and offers a bevy of information about the Convocation and churches. Check it out at www.bwconvocation.org.

The Convocation continues to make available to each congregation \$1000 for education and \$1000 for outreach. This money funds various projects that might not happen without it. The Convocation also supports a convocation-wide Ascension Day service, NET (Neighborhood Ecumenical Team), Journey to Adulthood, Anglican Connections, Education for Ministry, Camp Chick, Leadership for Musicians, and Bridge Builders Counseling. It also continues to make available a 12-passenger van for church functions, with priorities given to youth activities.

The Breaking New Ground campaign brought a new unity to the Convocation. Nearly 200 people attended the Convocation’s kick-off event, which featured a fair theme. They enjoyed carnival games, food, a clown, and a Christian rock band. We also are proud of All Saints- Marysville, which was recognized during the May Pentecost Celebration in Saginaw as one of the top participating congregations.

The Convocation was the setting for the start of two new ministries: In April at St Paul’s–St. Clair for their new rector, the Rev. Glenn Stone, and in May, the Rev. May Delaney was ordained a transitional deacon at St. Mark’s-Marine City. Our deacons continue to be active in their ministries: anti-racism (the Rev. Ann Leigh Kubbe), jail ministry (the Rev. Roger Wood) and Bridge Builders, Episcopal Relief and Development and LEMS (the Rev. Sherry Young).

On a Diocesan level, participation in the FirstClass training sessions were a success with all 4 sessions with full attendance. Eight churches are participating in the Natural Church Development process as well as forming relationships with churches in our companion diocese of Kinkiizi. Finally, the Council has introduced a resolution to this year’s Convention, urging a change to allow direct ordination of priests.

Looking to the future – believing that with faith anything is possible – it is almost impossible to imagine any limits to the mission work we may undertake in the year to come.

Submitted by Mary Lou Creamer, Blue Water Convocation President

FLINT RIVER VALLEY CONVOCATION

We continued to build relationships between the congregations of the Convocation. There was an excellent turnout when the Senior and Junior Wardens were invited to dinner at Grace, Lapeer during the Bishop's annual visit to Flint River in February. Also during the Bishop's weekend with us, Trinity, Flushing hosted one the first "travelogues" of the visit to the Diocese of Kinkiizi, Uganda.

Other convocation-wide events included All Saint's and Ascension Day services held at St. Paul's, Flint and St. Christopher's, Grand Blanc. Convocation funding was also given to the Greater Genesee County Area "What if it's true?" ad campaign in which several of our congregations participated. Church Growth and Evangelism Task Force provided 51 scholarships to convocation members attending the Natural Church Development Vision Conference.

Trinity, Flushing again sponsored a summer mission trip to Mexico. The 18-member team included individuals from four different churches. They came back excited to have built a three-room home in four days. Christ Church, Owosso also sent a building team to Mexico. In both cases, the convocation supplied funding to pay for building materials.

Christ Episcopal Center continues to expand their services in a time when the City of Flint is experiencing major political and financial problems. Council continues to consider what besides financial support could come from the Convocation in the future.

Beyond the borders of the Convocation, we are supporting the Diocesan Acolyte trip to Washington this fall and Camp Chick. As well as sharing with the other convocations in support of the Journey to Adulthood license, Leadership Program for Musicians, Anglican Connections and Percept.

Within the convocation, St. John's, Holly became Nativity Community Episcopal Church in July. As this congregation continues to redefine their relationship with the community, this is an outward sign of their new vision.

St. Christopher's, Grand Blanc sent out their first Journey to Adulthood Pilgrimage group to the Community of Celebration and other sites in Pennsylvania. Their commitment to youth programming was reflected in this well-planned event.

At St. Paul's, Flint the CEC gospel choir became the St. Paul's gospel choir and was able to purchase new robes with help from the convocation.

The convocation continues to be challenged to be a good steward of our time and other assets as we work together to fulfill our mission to carry forward the missionary, educational and social service work of the Church.

Submitted by Jill Perry, Flint River Valley Convocation President

REPORT FROM THE NORTHERN CONVOCATION

Welcome to Gaylord, it is the Northern Convocation's honor and privilege to host this Convention.

It has been a busy year for us all. Some things fall into different functional categories by priority and schedule. First this year, we had the Breaking New Ground campaign. Then of course, was the planning and preparations for this convention. These are high-priority events that are ongoing and will reoccur cyclically. Just pray that both don't happen to peak together on your watch.

The year actually starts with the budget and this is where we show our plans and our priorities. Trinity, Alpena and St. Francis', Grayling were the founding organizations for our two largest ministries which have outgrown our sole support. Shelter and Grace Center continue to serve our communities with expanded and improved operations. In addition to ongoing outreach, we were able to budget new internal and external programs in daycare, evangelism and literacy. Although maintenance is a bad word, we saved about \$3,500 by having a convocation-wide maintenance bee in Rose City. St. Andrew's got a

new roof and we got to show off our Northern Convocation skills and sensibilities. By leaving funds for emerging opportunities we were able to provide seed money for a youth center and aid for Habitat for Humanity. We also got tapped to help fund the FirstClass Communications System and for the Acolyte Festival. Camp Chickagami remains a Northern priority and we were able to get a lot of facility and program improvements done, pass a lot of inspections, hold two weeks of camp and have plans for more work this fall.

Time and grace did heal all wounds and our shortage of priests is greatly relieved. Our senior priest has been in the Convocation for just four years. This gives the Clericus a very clear function as a support group and a think tank. We must be vigilant so this apparent glut of priests will not make the laity complacent in our mutual ministry.

We held a very productive Congregation Representatives Retreat. It was instructive about a lot of the ministries that each church is engaged in...some great ideas. They range from sending fresh bread to newcomers, to food banks and building projects. We are slowly working our way towards a convocation-wide commitment to services for the elderly or foster families and youth.

We have strengthened our communications with email list, a directory, the expanded newsletter and even getting some articles in Anglican Connections. We are still trying to break the code for all the possibilities in the FirstClass Communications System.

Every day we get better in some way.

Submitted by Dana Howard, Northern Convocation President

SAGINAW VALLEY CONVOCATION

Natural Church Development

The highlight in our Convocation this year has been the beginning of a program to follow the Natural Church Development (NCD) process. Judy Boli has been trained as an evaluator and 10 of our 16 churches have taken the surveys (some of them as part of the Vision Conference this spring) and begun work following the process. An interesting observation was that none of the Rectors was independently able to identify the correct "minimum factor" so the survey is an important part of the process.

Council Activities

The council has continued its exploration of where to focus efforts. Enthusiasm is visible and meetings continue to grow in size. We have begun discussions with the Diocesan Missioner Todd Ousley in terms of how we work together to meet our mutual goals. Todd facilitated a very effective retreat of the council this April, which was kicked off by the Episcopal Community Services (ECS) dinner in St. John's, Saginaw.

Outreach

ECS remains our largest financial outreach accounting for 46% of our budget. Interestingly enough, the second largest piece is "Unbudgeted Requests" (11%) – a class reserved for items that come up on short notice. There is a significant reserve to support Youth Activities, but for the first time, expenditures exceed income. Since our mission is not to hoard money, this is probably "goodness", but will require more diligence on where we should spend money.

Staffing Changes

While last year, there were 6 changes in staff to note; this year there are only a few. Sarah Parks has accepted the challenge to be Lay Missioner in Sandusky and is “in training” as I write this. This congregation seems to have come to recognize the presence of the Holy Spirit and is much more alive than was true last year. Pray for Sarah in her search for her mission and for Sandusky’s continued growth in energy. Suzanne Lynne was ordained as Deacon at St. John’s, Saginaw. Finally, to complete the building of the Local Ministry Team in Sand Point, Jack and Nancy Breznau were ordained to Local Priest in January.

Within the Council, Michelle Tonn has accepted the position of Convocation Secretary and Steve Levine was elected Convocation Vice President.

“CONGREGATIONS GROWING IN COMMUNITY”

Submitted by Charles W. Bash, President

DEAN OF STUDIES FOR LOCAL AND DIACONAL MINISTRY DEVELOPMENT

The ordination at Sand Point of Jack and Nancy Breznau on December 29, completed the formation of the Mutual Ministry Support Team in that congregation. In May, the Rev. Ben Helmer conducted an evaluation interview with the Sand Point team and submitted a report to the Mutual Ministry Development Team to help us improve our process when we work with other congregations in the future.

In Diaconal training, workshops were offered in “The Dynamics of the Deacon’s Presence in the Parish” (Dec. 1: Anna-Leigh Kubbe, Sherry Young, and Roger Wood), “Myers-Briggs” (Feb. 23: Betty Kirkley and Rick Houghton) and “The Office and Ministry of a Deacon in Congregational Development” (May 7: Ben Helmer).

In February, I was privileged to join Jim Sorenson and Betty Kirkley in representing the Diocese at the annual conference of Living Stones in Illinois. Living Stones is a consortium of dioceses seeking to promote the ministry of all the baptized. It offers each diocese a chance to present issues of concern and receive valuable support and feedback, to the end that we may all “be built, as living stones, into a spiritual temple, become a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ” (1 Peter 2:5).

Submitted by Rick Houghton, Dean of Studies

EPISCOPAL RELIEF AND DEVELOPMENT A MINISTRY OF THE WHOLE CHURCH FOR THE WHOLE WORLD

Episcopal Relief and Development was established in 1940 as the **Presiding Bishop’s Fund for World Relief**. Its initial mission focused on helping refugees flee the war in Europe. Since 1940, the organization

has distributed more than \$100 million to more than 100 countries on six continents, helping rehabilitate lives and identifying and addressing the root causes of human suffering. In 2000, the **Presiding Bishop's Fund for World Relief** was renamed **Episcopal Relief and Development** to more accurately describe the work of the organization.

ERD raises and distributes funds in U.S. and around the world for:

- **Emergency relief** (sent 24 hrs. from when a Bishop's request is received, no paperwork requirements)
- **Rehabilitation** (monies used for clean up, and build up)
- **Development** (proactive prevention projects)

There are approximately 40,000 donors who have contributed to **ERD** worldwide. In 2001 **ERD's** income was \$11,670,417. In the first of two granting periods for 2002, **ERD** granted \$706,710 for Rehabilitation and Development alone (\$239,042 of those funds stayed in the U.S.)

Province V, of which **The Diocese of Eastern Michigan** is a part, is reported to have 51% of its parishes supporting **ERD**. **The Diocese of Eastern Michigan**, with 54 of the 898 total Province V parishes, enjoys a 63% participation! *Good job!*

History of approximate giving in **The Diocese of Eastern Michigan**:

1997	\$ 17,000
1998	\$ 35,500
1999	\$111,500
2000	\$ 49,500
2001	\$ 83,000
2002	(Most recent figures 1/1 to 6/30) \$5,376.37.

From the staff and volunteers of **Episcopal Relief and Development**, "thank you **Diocese of Eastern Michigan**, for being the heart and hands of Christ in the world."

Respectfully submitted by The Rev. Sherry L. Young, ERD Diocesan Fund Coordinator

EVANGELISM CONNECTION

In 2002, the primary function of the Evangelism Connection was to assist the Missioner and the Bishop in organizing and developing the annual Vision Conference. The Evangelism Connection will continue to serve as a Task Force for the Vision Conference as we also work with the Missioner's office in defining new direction.

Submitted by Sue Colavincenzo, Network Chair of Evangelism Connection

VISION CONFERENCE 2002

On June 8, 2002, forty-four (44) of the congregations of the Diocese of Eastern Michigan gathered at Bay Valley Resort for the annual Vision Conference. This year's conference featured Dr. Colon Brown, Director of Congregational Development for the Detroit Annual Conference of the United Methodist Church. Dr. Brown spoke about Natural Church Development, a resource for helping congregations assess their health in relationship to the eight essential principles of a healthy and growing congregation. Prior to arriving at the conference, 35 congregations had taken the assessment survey. They were given the results at the Conference. Congregations were then given time to reflect on the assessment survey and to begin to implement a plan. Several congregations in the Diocese had already been involved with NCD in 2001.

Natural Church Development encourages congregations to build on their strengths and use that strength to work on those areas of weakness. One of the unique dimensions of NCD is that every local congregation has something within it that is blocking its full potential and likewise, every congregation has all of the resources within it to overcome this blockage. The survey gives congregations a clear focus on what and where they need to work.

Over 200 people attended the conference, which was put on by the Missioner's Office in cooperation with the Evangelism Connection and the Bishop's Office.

Submitted by Sue Colavincenzo, Vision Conference Committee Member

FUTURE FUNDING TASK FORCE

You, the members of the Diocesan Convention, representing the whole Diocese, previously accepted recommendations from the Future Funding Task Force (FFTF) to conduct two diocesan fund drives. During the past year, both fund drives were successfully completed with the help of the people and congregations of the Diocese.

During the fall and winter, we raised over \$16,451 for the Grassroots Outreach Development Fund (GOD Fund), which disbursed these funds to eight Diocesan ministries:

- Camp Chickagami, Presque Isle
- Episcopal Community Services, Saginaw
- Christ Episcopal Center, Flint
- Bridge Builders Counseling, Port Huron
- Anglican Connections, Diocesan Center
- St. Andrew's Kid's Café, Flint
- G.R.A.C.E. Center, Grayling
- Shelter Inc., Alpena

This extra funding gave each of these successful ministries an opportunity to reach out beyond their traditional boundaries to reach new needs.

During the winter and spring, the members of the Task Force shifted their sights to the lofty goal of \$3 million and created the Breaking New Ground fund drive. A Steering Committee was appointed and a campaign consultant was hired to make our goal a reality.

The Breaking New Ground Fund was set up as an endowment fund to support the vital work of congregational development and church planting.

At Pentecost 2002, we were able to celebrate the reaching of this campaign goal. Our prayers have been answered. God has richly blessed our efforts. Our thanks go out to all the members of the Diocese who helped make this campaign a success.

One of the activities that led to the success of the BNG fund drive was a stewardship program called Planned Giving. The Future Funding Task Force plans to transition this Planned Giving effort into a permanent part of the stewardship life of the Diocese. This will help us reach the long-term BNG goal of \$5 million.

Submitted by John Coppage on behalf of the Future Funding Task Force

INSTALLATION OF FIRSTCLASS ®

History

The Diocese established a newsletter and a web presence shortly after it was founded. These have been expanded into the *Anglican Connections* wrapper on *Episcopal Life* every month and a significant web presence to help “seekers” understand us and what we are doing.

Given our physical separation from one another, two-way communication remained a problem. Experiments were attempted during the Breaking New Ground campaign to improve this, but little progress was made. Based upon contacts that Bishop Leidel had made at the last Lambeth Convention, and using the support of each of the four convocations, the Diocese has purchased and installed an application system called “FirstClass” marketed by Centrinity Corporation (a Canadian firm). Fr. Ron Barnes from the Diocese of New Westminster, British Columbia, configured and installed the system then spent a month moving through the Diocese training folk.

Capabilities

“FirstClass” real strength is a software tool called a “conference” or sometimes a “forum”. People post ideas in the forum, others can respond to them. Through this asynchronous dialog, new ideas can be proposed for problems, ideas which are ill-defined can be better defined, and teams which have to create documents can agree on how to shape the document and what it should say with a distinct reduction in face-to-face meetings and travel. These forums can be made to be as closed or open as you would like (for example, only a small group can see them or a large group can contribute).

Access to “FirstClass” can either be from a dedicated client on your PC (the best looking interface) or from any web browser. Thus even when traveling, if you wish to interact with a team here in Eastern Michigan, all you need is an Internet café.

Current Status

Nearly 200 people are currently registered in FirstClass and looking at the activity logs, many people are reading the notices posted in the conference. Most of these people could be classified as “lurkers” (an internet term for those who look from the sidelines, but don’t participate) so there will be a need to work with participants on how to be more active in their discussions. It’s an unfortunate fact that “I” can’t react to **your** ideas until “you” state them.

Becoming a Participant

There is a table at the convention with more data. In addition, there is a page on the Diocesan web site (www.eastmich.org) which describes (a) how to install and (b) where to get the installation materials. Once you have installed FirstClass, you can choose your own username and password (but you do need to specify the server is “Eastmich.org”). After filling in a short survey of biographical data, you will be granted access to the system. Sometime during the day, a webservant will update your access to link you to the appropriate committees, churches and convocations.

Please let me know of needs for additional forums. They are easy to create and all you need to specify is what type of access you want (contributors vs. readers)

submitted by Charles W. Bash, Webservant; June 28, 2018

JUBILEE MINISTRY REPORT

Hallelujah! Once again we present to our diocese a new Jubilee Center! St. Andrew's, Flint, has been certified by the national Executive Council and Presiding Bishop Griswold as our sixth Center that is doing Jubilee Ministry. This work is based upon the needs of the children in the poverty community around the church. Among their programs are Kids Café (M-F), food pantry, Each Monday Soup Kitchen and "liturgical evangelism", K-6 learning center, and non-violence workshops. These are coordinated by Fr. Jay Gantz, two Americorps workers and many volunteers from the parish, community and convocation. Plans are being developed for a school to begin in 2004. Contact Fr. Gantz (if you can catch him) for ways you and your parish could help.

St. Andrew's is one of the 658 Jubilee Centers in the country plus 5 overseas affiliates. (Can you name the other five in our diocese?) The Jubilee program has steadily expanded since it was established by General Convention in 1982. As with our diocese, Jubilee is grassroots. A wide variety of ministries are recognized under the Jubilee banner. All are begun locally. The national JM office, the Rev. Canon Carmen Guerrero-National Jubilee Officer, provides training and encouragement. Jubilee certification helps the center to know that they are affirmed by their own diocese and the natural church. Both the U.T.O. and E.R.D. look favorably upon Jubilee funding requests.

If you think that you have a parish program of service, outreach and advocacy, which might become a Jubilee Center, contact the Rev. William Boli at 989/799-2189 or jboli@worldnet.att.net for more information.

Submitted by The Rev. William W. Boli, Diocesan Jubilee Officer

KINKIIZI TASKFORCE

"Glory be to God Most Highest who makes things happen".

The Episcopal Church, The **Domestic** and **Foreign** Missionary Society of the USA, is living into its name day by day in Eastern Michigan.

We, as creatures created in God's image, are meant to live with challenge so that we may forever be pulled by God to the fulfillment of that creation.

You can see the joy and the earnestness of working on a challenge in the eyes of an infant when, having learned how to grasp an object, it then has to work on the skill of letting it go.

We in Eastern Michigan are continually learning what God is calling us to. We are now in a relationship with the Diocese of Kinkiizi...our Foreign piece of our missionary work and are learning much.

We are learning how to let go! We are learning how to let go of our tendency to focus on ourselves locally and learn that what happens globally is part of our backyard too.

“We have hope that Jesus Christ will lead us to explore further and expand his kingdom to strengthen our link”.

Over 40 congregations from Eastern Michigan have said yes to God’s challenge to us. And we are learning the African way, to communicate praising God in our language as well as our thoughts and our actions.

While each congregation is discerning God’s call to them in their relationship, the Eastern Michigan Kinkiizi Taskforce and Standing Committee has discerned that God has called us to support the education of girls in Kinkiizi, for the good of the family, church and nation of Uganda and the world.

Congregations of Eastern Michigan are being encouraged to offer scholarships to girls in their companion parish.

“This gesture (of support to the girls secondary school) has brought hope and joy among the school community and the entire Diocese of Kinkiizi”.

“We are waiting eagerly to hear (what) God wishes”.

“We are indeed fortunate for be walking with Kinkiizi on our spiritual journey”.

“We were glad to find that we were linked with you. We felt as if it was God’s plan”.

Submitted by Ira Leidel, Kinkiizi Taskforce Co-chair

(Note: The quotes mentioned are from Kinkiizi letters to companion congregations!)

LEADERSHIP PROGRAM FOR MUSICIANS

During the past year, LPM held courses during the Fall 2001 term with enrollment of six persons taking *Philosophy of Church Music, Year Two* and *Hymnology of the Church*. Faculty members were Anna M. Leppert-Largent and Gregory H. Largent, respectively.

No courses were offered during the Winter 2002 term due to insufficient enrollment.

Anna M. Leppert-Largent, our Diocesan LPM-Music Coordinator submitted her resignation (after being coordinator since summer of 1994) with the Diocesan LPM Advisory Group in January 2002, effective May 31, 2002. Anna agreed to continue assisting with diocesan liturgies requiring music planning, coordination, and execution. Ellen Donaghy assumed responsibilities for overseeing the Diocesan Summer Music Camp held at Camp Chick.

The Bishop is looking for someone to become the LPM Coordinator for our diocese. Any interested person should contact Bishop Leidel at the Diocesan Center.

+ + +

THE MICHIGAN MCGEHEE INTERFAITH LOAN FUND

“The Interfaith Fund channels financial resources of faith communities and their members through loans for community and economic development in urban and rural areas, creating a

bridge between those who have financial resources and those who need access to such resources.”

On March 18, 2002, the Board of Directors of the Michigan McGehee Interfaith Loan Fund accepted the transfer by the Trustees of the Diocese of Michigan of over \$1,200,000.00 of investments from the former McGehee Fund to the new Interfaith Loan Fund. Individual investors had already rolled over \$1,906,337.00, and the new fund officially began operation.

A festive reception to mark the inauguration was held May 2, 2002, in the elegant lobby of the Metropolitan Center for High Technology (formerly the S.S. Kresge building), where the Fund’s offices are located. The Rt. Rev. Wendell Gibbs, Bishop of Michigan, presented a very large “official check” to Eugene Kuthy, chairman of the Board, and city officials and representatives of other community development organizations extended congratulations. Plans are underway for the first annual meeting of investors, at which elections to the Board will be held. Board members now include a rabbi; a Roman Catholic nun; and Presbyterian, Baptist and Methodist clergy as well as Episcopalians.

The officers and staff of the Fund are seeking new investments and also gifts toward operating expenses, which are substantially higher than they were when offices were in the Diocesan Center. The immediate goal is to raise the level of investment to 5 million dollars, so that more community development loans can be made. At present, the Fund’s loan capacity has just about been reached. Loans are made throughout the state of Michigan, not just in the metropolitan Detroit area. The most recent loan under consideration is for a day care center in Flint. Our Development Director is working with institutions and corporations as well as individuals, soliciting both gifts and investments. The minimum amount for investment is \$500, but gifts of any amount are gratefully received.

The annual Celebration Dinner for Economic Justice will be held on Thursday, November 14, 2002, at Focus: HOPE in Detroit. Come and hear about the community building the Fund does through its loans, meet people who are working for economic justice, and celebrate the kingdom work underway in Michigan. Please contact me for more information.

Be sure to visit the Fund’s colorful and informative web site: www.interfaithfund.org. Please pray for our work, and ask God what your involvement in the Michigan McGehee Interfaith Loan Fund might be.

*Submitted by The Rev. Elizabeth Morris Downie, Diocesan Representative to the Fund Board
And Rector of St. Jude’s Church in Fenton*

MINISTRIES RESOURCE CENTER

The Ministries Resource Center of the Diocese has a variety of materials, resources, and information to help us keep the promises we make each time we repeat the *Baptismal Covenant*, whether it is at a Baptism, Confirmation, or any other worship service. For instance, one promise we make is in response to the question, “Will you who witness these vows do all in your power to support *these persons* in their life in Christ?” We all respond, “We will!” However, if we are to support them, we also must continue to grow in our faith! Therefore, the MRC has examples of Christian Formation materials for all ages-infant through old age.

Christian Formation/Education materials are what most people expect to find in a “resource center”, but the Diocese of Eastern Michigan Ministries Resource Center goes far beyond that. There are resources about and for liturgy and worship, advocacy in a variety of areas, development of both leaders and congregations, mission and outreach, and many other areas, (see listing below) each of which responds to one or more of the promises we make in the Baptismal Covenant. *Music and Worship*, *Sacraments*, and *Youth* all deal with the first question about continuing in the apostles’ teaching and fellowship... *Peace and Justice Ministries* responds to several of the questions about dealing with others; *Mission and Outreach* helps you answer the question, “will you seek and serve Christ in all persons...” and the other sections also respond to the various questions/promises.

Members of the Diocese have two ways of finding out about materials available in the MRC:

- ❖ Paper directory – 2 copies (approx 60 pages each) have been distributed to each congregation and have been again updated at this Diocesan Convention
- ❖ Electronic directory – accessed through the Diocesan Website and updated through out the year (www.eastmich.org/resources/Dem.htm)

Major sections of the directory, each of which is sub-divided as necessary, are

Anglican/Episcopal Church

Christian Formation

Congregational/Leadership

Development

Ecumenism/Evangelism

Music and Worship

Peace and Justice Ministries

Sacraments/Bible/Prayer

Stewardship/ Mission and Outreach

Youth/Journey to Adulthood

Video Library

At present, most materials are housed at the Diocesan Center or at St John’s, Midland. The vision for the MRC is to have listed resources in many or most of the congregations around the Diocese. Then, when someone is seeking a specific resource, they can contact the closest church having that resource. A goal for next year is to seek out and list resources in congregations beyond the Saginaw Valley. Anyone with materials to index may contact Marnie Bash at mpbash@ameritech.net.

Look to the Ministries Resource Center to help you keep the promises we make so frequently in the life of the church as we repeat the Baptismal Covenant in our worship.

Submitted by Marnie Bash, Coordinator

NATURAL CHURCH DEVELOPMENT

Natural Church Development (NCD) is a process for assessing a congregation’s health and developing a strategic plan for improving the overall health of a congregation. Beginning in Fall 2001, the Congregational Development Task Force of the Saginaw Valley Convocation introduced NCD principles to its congregations. Approximately 2/3 of the congregations chose to begin the NCD evaluative process.

By January, 2002, the Evangelism Network, along with the Office of the Bishop and the Office of the Missioner for Congregational Development, determined that NCD would be the focus of the 2002 Diocesan Vision Conference. By the completion of the Vision Conference led by noted NCD consultant, the Rev. Dr. Colon Brown of the Detroit Annual Conference of the United Methodist Church, approximately 95% of congregations in the Diocese of Eastern Michigan had chosen to participate in the NCD process.

The immediate attraction of NCD materials is the focus on increasing congregational health as a primary requisite for numerical growth of the congregation. By removing the focus on increased membership or annual increases in Average Sunday Attendance, a congregation is better able to focus its ministry efforts toward specific minimum factors of health, such as Empowering Leadership, Holistic Small Groups, Gift-Oriented Ministry, Passionate Spirituality, Inspiring Worship, Need-Oriented Evangelism, Functional Structures, or Loving Relationships. Another attractive quality of NCD is its positive focus on utilizing a congregation's maximum factor to improve minimum factors --- in other words, operating from its strengths, not weaknesses.

While NCD is only one among many tools and processes available for congregations to analyze themselves and develop strategic ministry priorities, it does represent one of the most exciting and accessible tools for a congregation, regardless of size, to focus its energies for ministry in an effective and faithful way for the advance of God's Reign.

submitted by the Rev. Todd Ousley, Missioner for Congregational Development

PIONEER COACHES

Pioneer Coaches, formerly known as Pioneer Trainers, received a restructuring in 2002. Originally designed to equip a small group of interested clergy for the work of coaching congregations through the process of developing a Vision Image, Pioneer Coaches has assumed a broader task.

The Coaches, who gather monthly for a 2-hour mentoring and learning session, are now systematically developing a "tool kit" of consulting skills for congregational analysis, motivation and intervention. Topics ranging from Congregational Size Analysis to Gathering Histories, from Conflict Resolution to Leadership Styles for Change, are equipping a dedicated group of clergy to be effective congregational development consultants in the Diocese of Eastern Michigan and beyond.

submitted by the Rev. Todd Ousley, Missioner for Congregational Development

REPORT OF THE REGISTRAR

This is a report of the actions taken by the Bishop and/or the Standing Committee from August 1, 2001 to July 31, 2002.

Actions taken were:

Ordinations to Local Priesthood	2
Ordinations to Priesthood	2
Ordinations to Transitional Deacon	2
Ordinations to Vocational Deacon	1
Baptisms	9

Confirmations	57
Receptions	8
New Clergy Received	3
Clergy Transferred Out	6
Clergy Renunciations	0
Diocesan Chapel Services	20
Home Communions	0
Clergy Funerals	0

All records in the Diocesan office are in good order and preserved and recorded in a seemly manner.

Respectfully Submitted by Margaret F. Klumb, Registrar

**2002/2003 School Year
Sheridan Scholarship Recipients**

CLERGY PARENT	STUDENT	UNIVERSITY	SCHOLARSHIP AMT
Adewunmi, Dokun	Adewunmi, Adebisi	University of Michigan	\$1,530.59
	Adewunmi, Adelola	University of Michigan	\$1,530.59
Amo, David	Amo, Emilee L	University of Michigan	\$1,530.59
Curtis, Charles	Curtis, Katherine L	Kalamazoo College	\$1,530.59
Danforth, Scott	Danforth, Steven C	Baker College, Flint	\$1,530.59
Dewey, Steve	Dewey, Abigail D	Saginaw Valley State Univ	\$1,530.59
Kulchar, David	Kulchar, Jenny	Central Michigan University	\$1,530.59
Trask, Robert	Trask, Charles D	Spring Arbor University	\$1,530.59
		TOTAL MONEY AWARDED:	\$12,244.72

The Sheridan Fund is one of the funds invested in the Growth and Income Fund of the Diocese of Michigan. The Diocese of Eastern Michigan receives a portion of the income each year from the Fund.

The Sheridan Fund was given by the late Sara, Eva, Francis, and Philip H. Sheridan, who left a fund for “furthering the work of the Diocese by way of contributions over and above otherwise budgeted allotments to support and to increase activities such as its foreign or domestic missions, or its theological seminaries, or for student scholarships for such seminaries, or for scholarships at reputable colleges or universities for children of Episcopal clergy, or the Bishop’s Fund for the sick and impoverished...” In both the Diocese of Michigan and the Diocese of Eastern Michigan, the Sheridan Fund has been used for scholarships for qualifying clergy children.

Application forms and criteria are distributed in April of each year. The Diocesan Administrator may be contacted for additional forms.

Submitted by Katharine Rose, Diocesan Financial Assistant

2002 REPORT OF THE STANDING COMMITTEE

The Standing Committee met each second Thursday of the month at the Diocesan Center, Saginaw, except for the December 2001 session, which was combined with the annual retreat, and except for July 2002, when there was no meeting. The Executive Committee, consisting of the four officers and the Bishop met monthly, usually on the first Thursday.

Goals

At the S.C. Retreat five goals for the coming year were identified for the Committee: (1) create a process to facilitate sharing of mutual needs and concerns between Convocations and the S.C.; (2) establish a Task Force to review diocesan staff and facility needs and make a proposal to the S.C. for action; (3) evolve a process of accountability to the S.C. for the Missioner for Congregational Development; (4) develop a strategy for dealing with administrative and other contingencies within the diocese while the Bishop is on sabbatical; and (5) encourage the process (already in place) of redevelopment and re-visioning for Camp Chickagami.

Diocesan Financial Affairs

S.C. paid regular, careful attention to the Diocese's continuing budget problems. The Committee authorized drafting of a proposed revision to Canon 13, Sec. 2(a), which would, if passed, divide payment of the National Church Assessment equally between the central diocesan budget and the budgets of the four Convocations.

Breaking New Ground Capital Campaign

S.C. gave much attention to the Breaking New Ground Campaign, from the planning phase through the campaign's completion. The Committee heard regularly from the Rev. George Cleaves, Dio. Treasurer and Co-chair of BNG, and from Bp. Leidel regarding progress.

Regular Reports from Missioner for Congregational Development

The Diocesan Missioner for Congregational Development, made quarterly written reports of his work. He made himself available to meet with the Committee on an as-needed basis.

Personnel Guidelines for Congregations and Convocations

The Personnel Committee, chaired by the Rev. Peter Cominos, spent more than a year preparing Personnel Guidelines for Congregations and Convocations. After input from the Chancellor of the Diocese, dialog with the Standing Committee, and a final re-writing to make the final version more "user friendly," they were presented to the S.C. in August for final review at the Sept. meeting.

Companion Diocese

The S.C. heard regular reports from Companion Diocese Task Force. The S.C. authorized expenditure of funds from the "One-percent Fund for International Debt Relief" to the Diocese of Kinkiizi for various special needs that would benefit their community and not just Anglicans.

Diocesan Youth Safety Standards

The S.C. received information from interested parties regarding the need for development of clearly defined safety standards for youth who participate in parish or diocesan programs. A task force chaired by Marnie Bash was established to prepare a set of mandatory safety standards for youth activities. Their proposal was accepted by the Committee in May and authorized for distribution, following minor stylistic changes.

Submitted on behalf of the Standing Committee by The Rev. Bruce McNab, President

BY-LAWS
STANDING COMMITTEE
DIOCESE OF EASTERN MICHIGAN

ARTICLE I. PURPOSE

The purpose of the Standing Committee is defined in Title I, Canon 7 of the Canons of the Diocese of Eastern Michigan.

ARTICLE II. MEMBERSHIP

Sec. 1. The Standing Committee shall be composed of twelve persons serving terms of three years each except as otherwise provided. (Title I, Canon 7, Section 9)

Sec. 2. No person can serve more than two consecutive terms (Title I, Canon 7, Section 9).

Sec. 3. Vacancies shall be filled in accordance with Title I, Canon 7, Section 9 (e) and (f).

Sec. 4. The Bishop of the Diocese of Eastern Michigan shall serve as an ex officio member of the Standing Committee and of all committees of the Standing Committee.

ARTICLE III. OFFICERS

Sec. 1. The officers of the Standing Committee shall be a President and a Vice President, one of whom shall be ordained, and a Secretary. The Treasurer of the Diocese may, if desired, be elected from the members of the Standing Committee. The officers shall be elected at the first meeting following the Annual Convention (Title I, Canon 7, Section 10).

Sec. 2. The President shall preside at all meetings except as otherwise provided in the by-laws; shall appoint, with the advice and consent of the Standing Committee, officers and committee members; shall present the order of business; shall speak for the Standing Committee; shall serve ex officio on committees; and shall perform other responsibilities assigned by the Standing Committee or as defined in the Canons (Title I, Canon 3, Section 5).

Sec. 3. The Vice President shall preside in the absence or at the request of the President; shall have specific assigned spiritual or secular responsibilities as arranged between the two officers with the approval of the Standing Committee; shall serve ex officio with assigned committees; and shall speak for the Standing Committee in the absence of or at the request of the President.

Sec. 4. The Secretary "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 Bishop and of the Convention." (Title I, Canon 7, Section 12).

All papers, records, interviews and discussions related to applicants, postulants, questions of conduct or actions of the Standing Committee, where confidentiality must be preserved, shall be open only to the Bishop and members of the Standing Committee.

The Secretary shall preside in the absence of the President and Vice President.

An Assistant Secretary may be appointed to perform duties of the Secretary as assigned.

Sec. 5. The Treasurer of the Diocese shall have custody of all funds, shall keep or supervise full and accurate accounts of receipts and disbursements in records provided for that purpose, shall deposit or supervise deposit of all such funds, securities and other valuable effects in such depositories as designated for them, shall present a monthly financial report to the Standing Committee, shall make reports to the diocese and convocations as required, and shall arrange for the annual audit.

The Treasurer shall chair the Finance Committee.

An Assistant Treasurer may be appointed to perform duties of the Treasurer in the absence of, or at the request, of the Treasurer.

Sec. 6. The Standing Committee may elect "such other officers as it deems necessary."
(Title I, Canon 7, Section 10 (b)).

ARTICLE IV. COMMITTEES

Sec. 1. "The Standing Committee 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 Standing Committee. Any committee, board, etc. created by the Standing Committee can also be terminated by it." (Title I, Canon 7, Section 4).

Sec. 2. The Finance Committee shall include, but not be limited to, the Treasurer, the Assistant Treasurer and the four treasurers of the convocations. The Finance Committee shall prepare the annual budget; shall meet at least quarterly to monitor the finances of the diocese and the convocations and to make recommendations to the Standing Committee; shall provide annual orientation for treasurers of congregations and shall monitor pension fund requirements.
(Title I, Canon 7, Section 6).

Sec. 3. The Executive Committee of the Standing Committee shall consist of the President, Vice President, Secretary, and one other member; shall have authority to act on secular matters for the Standing Committee in an emergency; and shall at its discretion serve as a study committee to prepare recommendations for action by the Standing Committee.

ARTICLE V. MEETINGS AND VOTING

Sec. 1. A regular meeting shall be held each month except for July, August, and the month of the annual diocesan convention. Meetings in the excepted months shall be optional.

Sec. 2. "Special meetings of the Standing Committee may be called on forty-eight (48) hours notice in accordance with Title I, Canon 12, Section 1 of the Canons of the General Convention, said notice may be waived by consent of the Standing Committee." (Title I, Canon 7, Section 11). Consent to waive said notice shall require approval of a majority of the Standing Committee.

Sec. 3. Meetings of the Standing Committee shall be open to all except for matters pertaining to evaluation or discipline of personnel and for matters related to formal sessions, which shall be closed to all except members of the Standing Committee. Formal sessions include, but are not limited to, review of

applications, interviews of candidates, review of DCOM recommendations, review of Letters Dimissory, and voting on postulancy.

Sec. 4. A quorum is a majority of the members of the Standing Committee.

Sec. 5. Voting, except for amendments to the by laws, shall require a majority of the members present to affirm. Voting on matters affecting applicants, candidates and consents shall require a majority of all members to affirm.

Sec. 6. "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 in 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."
(Title I, Canon 7, Section 7).

Sec. 7. In the event a member is absent for three (3) consecutive regularly scheduled meetings, the Standing Committee may rule the position vacant. (Amendment 12/7/95.)

ARTICLE VI. REVIEW AND AMENDMENTS

Sec. 1. The by-laws shall be reviewed periodically but no later than every five years.

Sec. 2. The by-laws may be amended at any regular meeting by a two-thirds vote of all members, provided that the amendment has been considered at a prior meeting.

Adopted January 21, 1995
Amended December 7, 1995
Retyped October 31, 1996
Amended June 5, 1997

REPORT OF THE TRUSTEES

The Canons of our Diocese provide for the Standing Committee and/or the Trustees to "have full powers over all property conveyed or transferred to it (them)." Therefore, a portion of the endowment funds of the Diocese has been put under the care of the Trustees. *Canon 10, Section 5* states that "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. Space does not allow a report of all activity for the past year. A summary follows:

The Trustees oversee the investment of several of the endowment funds of the Diocese:

1. Diocese of Eastern Michigan Endowment Fund (mostly the former Harvey Fund). Five percent of this fund is withdrawn each year to support the **diocesan operating budget**.

Value 3/28/2002 = \$4,256,017. During the 12 months ending 3/28/02, \$264,788 was withdrawn to support the diocesan operating budget.

2. McMATH Fund – the income is used to support **lectures** in the Diocese.

Value 3/28/02 = \$25,045.37.

3. Batchelder Fund – the income is used to support the **camping program** of the Diocese.

Value 3/28/02 = \$80,564.44.

4. DeMille Fund –the income is used to help pay **medical premiums** for clergy retired before 1/1/95.

Value 3/28/02 = \$354,469.74.

Fund #1, as of 3/28/02, was invested in domestic stocks (66%), international stocks (8%), domestic bonds (21%), and cash (5%). The two investment managers of the fund are **INVESCO** Management, and **Capstone-Large Cap Core Growth**. **Funds #2, #3, and #4** were transferred to the **Capstone Balanced Fund** investment managers on 3/1/02. For all these funds, the trustees utilize the **Private Advisor Service** of **A. G. Edwards**. As part of this contract, A. G. Edwards recommends investment managers, presents quarterly reports about their performance to the Trustees, and buys and sells all the equities involved.

The **expense** of these advisory and investment management companies is about 1.2% annually.

The Trustees will also be overseeing the investment of the **Breaking New Ground Fund**. They are in the process of deciding who the investment managers will be for that fund.

The Trustees meet quarterly on the second Wednesday of February, May, August and November at the Diocesan Center.

Trustees

Terms expiring in 2002:

Jack Carlsen, Trinity, Flushing (Vice-President)
Dennis Smallwood, D.O., Trinity, Lexington (President)

Terms expiring in 2003:

Robert Coffey, St. Paul's, St. Clair (Secretary)
Edward W. Rogers, St. John's, Midland

Molly Girard, Dioc. Admin., and George L. Cleaves Jr., Dioc. Treas., also attend the meetings.

Terms expiring in 2004:

Peter Hanoian, Christ, East Tawas (Treasurer)
Neil Larson, St. Bartholomews, Mio

Terms expiring in 2005

Suzanne Pederson, Trinity, Bay City
William Thewalt, St. Christopher's, Grand Bland

Respectfully submitted, Dr. Dennis Smallwood, President

UNITED THANK OFFERING

Mission Statement: The United Thank Offering invites people to offer daily prayers for thanksgiving to God and to offer outward and visible signs of those prayers that will benefit others. Your thank offering supports grants for ministries at home and overseas as an outreach of the Episcopal Church. Grant awards are made in the spring of each year.

Yesterday:

1871: The Women's Auxiliary to the Board of Mission was authorized by General Convention
1886: Julie Emery, secretary to the Women's Auxiliary and Ida Soule, who counted the missionary offerings, inspired women to pray and give coins with the idea of building a new church in Anvik, Alaska, as well as supporting Miss Lisa Lowell as a missionary to Japan. The offerings reached \$2,188.64.
1889: The first Missionary offering was collected

1967: Triennial voted to rant the offering annually rather than every three years.

1970: The United Thank Offering committee was formed.

1989: UTO celebrated their Centennial Anniversary. Funds available for granting topped a million for the first time.

2001: UTO began the new millennium by granting over \$3 million.

Diocese of Eastern Michigan received a grant for \$13,000 for the GRACE Center in Grayling.

E.D.E.M. gave \$1,600 from 11 churches to UTO

Today 2002:

- Offer a prayer of Thanksgiving and put a coin a day in your “Blue Box”. When joined with all the other coins of your neighbors, they can do great things in the world and inMichigan.
- E.D.E.M. Spring Ingathering \$1,379.46 from 6 churches
- G.R.A.C.E. Center of Grayling is using their grant to spread God’s love and Grace
- Give Thanks to God and put your coins in the “Blue box”.

Tomorrow:

- Empty your “Blue Box” and take your blessing coins to church
- Fall Ingathering October 3, 2002: Be sure your church has someone to coordinate the Ingathering. Materials were sent to your church in September. If more are needed, contact: Episcopal Parish Services, P.O. Box 1321, Harrisburg, PA 17105
- Send Ingathering to our Diocesan ECW treasurer: Sallie Swanson, 1825 Carolan Pl, Saginaw, MI 48603
- Look around you for a mission project that could use funds from UTO to benefit others (kitchen equipment for homeless shelter, handicap access to church and service buildings, half-way houses, after-school programs, etc.) The Diocese of Eastern Michigan may submit two requests. For forms, contact Helen Johnson, 4345 Monroe, Midland, MI 48642 or email heljohnson@juno.com
- Remember UTO is NOT just for women anymore! Everyone who has anything to be thankful for is invited to participate in the Ingathering.

Submitted by Helen Johnson, Diocesan Coordinator for UTO

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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. 3 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 following April 1 until the March 31 following. 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, and that form is to be certified by the signature(s) of the Warden(s). If, at the time of the Annual or any Special Convention, a congregation has less 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 11, Sec. 2 by March 1 of any year shall lose their vote at the next Annual Convention and any intervening Special Conventions, except as provided in Title I, Canon 11, Sec 3

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, presbyters and deacons, canonically and actually resident in the Diocese, annexing the names of their respective cures or congregations or missionary stations, or of the institutions of learning with which they are connected, or of the other vocation in which they are engaged; but no clergy while suspended from the ministry 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 cures or congregations or missionary stations 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 11, Sec. 2 by March 1 of any year, shall lose their vote at the next Annual Convention and any intervening Special Conventions, except as provided in Title I, Canon 11, Sec. 3.

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 Annual Convention shall be held in each of the Convocations in rotation. 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.

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 mailed 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 fifteen (15) clergy entitled to vote constitutes a quorum for the transaction of business.

Sec. 5. The President of the Standing Committee 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. Vacancies will be filled by the President of the Standing Committee.

- (a) CREDENTIALS COMMITTEE, consisting of one person, lay or ordained, responsible for certifying the lay delegates and clergy, including compliance with Title I, Canon 11, Sec. 2.
- (b) COMMITTEE ON ADMISSION OF NEW CONGREGATIONS, consisting of two ordained persons and two lay persons, responsible for recommending approval or rejection of congregations requesting union with the Convention in compliance with canons. This committee may solicit support or advice from the Convocations as required.
- (c) COMMITTEE ON CONSTITUTION AND CANONS, consisting of three 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. This committee may solicit support or advice from the Convocations as required.
- (d) CONVENTION PLANNING COMMITTEE, consisting of at least four persons responsible for planning all aspects of Conventions, working closely with the Bishop, the Secretary of Convention, the Dean and President of the host convocation and representatives of the host congregation.**
- (e) RESOLUTIONS COMMITTEE, consisting of two (2) persons, one (1) ordained person and one (1) lay person, responsible for presenting to Convention those resolutions approved by the Convocations or submitted by the Standing Committee and offered to the Convention for consideration.

Sec. 6. Resolutions will be submitted to the Convention through the Resolutions Committee in the following manner: Resolutions will originate in a Convocation Council or the Standing Committee.

(a) A proposed resolution originating through the Convocation Councils may be submitted by any ordained or lay person in good standing.

- (1) Any proposed resolution will be submitted to the proposer's respective Convocation Secretary with sufficient time for the Convocation Secretary to circulate copies of the proposed resolution to each of the Convocation Council members so that it is received before it is scheduled to be discussed by the Council.
 - (2) The Council will review, discuss, amend and act upon each proposed resolution.
 - (3) The Secretary of each Convocation will then forward to the Resolutions Committee all proposed resolutions submitted to and approved by the Council within seven days of their approval.
- (b) All proposed resolutions must be received by the Resolutions Committee no later than sixty (60) days before the date of the Convention.
- (c) For each proposed resolution, the Resolutions Committee will determine that the resolution complies with this Section as to origination and timeliness, and insure 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, informing Convention that the proposed resolution has been approved by a Convocation or submitted by the Standing Committee.

(d) The Resolutions Committee shall submit its report to the Secretary of the Convention at least forty-five (45) 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.

(e) The Resolutions Committee shall submit a written report to the Convention of the title of proposed resolutions originating in a Convocation or the Standing Committee but 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, to the President of each Convocation, two copies to the Secretary of the House of Deputies of the General Convention, and to any other member of the Convention who may request a copy in writing within thirty (30) days after the adjournment of the 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 President of the Standing Committee at each Annual Convention to serve a term of one year.

Sec. 2. The Secretary of Convention shall notify the Clerk and the President of each Convocation no more than thirty (30) days after an Annual Convention of those positions and offices due to be filled by election at the next Annual Convention.

Sec. 3. The Clerk of Nominations of the Convention shall receive and verify nominations for Convention elections and any other bodies as prescribed by Canon, except nominees for the election of a bishop and nominees by Convocations for election to the Standing Committee.

(a) The names of persons proposed for nomination for any election must be received by the Clerk at least ninety (90) days before the Convention at which the election is to take place.

(b) The Clerk will forward to the Secretary of Convention a list of positions to be filled by the election and names of nominees thereto with both a brief biographical description and the written consent of the proposed candidate to nominating, at least sixty (60) days before the Convention at which said elections are to take place.

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

(d) This report shall indicate that additional names may be added by petition to the Clerk signed by a least eight (8) members of the Diocese and received by the Clerk at least fifteen (15) days before that Convention. Any petition must include both a brief biographical description and the written consent of the proposed candidate to nomination. The Clerk shall verify the qualification of each candidate.

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 candidate or the candidate's authorized representative that the candidate desires to withdraw his or her name from the list of nominees on the ballot, in which case that candidate's name shall be withdrawn on subsequent ballots.

Sec. 3. In all other elections of the Convention or of the Convocations 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 less 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 less 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 or a Convocation Council, 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 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 Standing Committee 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 Standing Committee 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 Standing Committee 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 Standing Committee. Any committee, board, etc. created by the Standing Committee can also be terminated by it.

Sec. 5. The Standing Committee shall designate a committee or other subdivision to provide the following review, approval or disapproval. No congregation which receives financial aid from the Diocese or Convocation, or which requires permission of the Bishop acting with the advice and consent of the Standing Committee 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 committee or other subdivision so designated by the Standing Committee. 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 Standing Committee to encumber property.

Sec. 6. The Standing Committee shall designate a committee or other subdivision to review and report on compliance with the requirements of Title I. Canon 8 of the Canons of the General Convention in a timely and effective manner and to work to resolve any deficiencies in that compliance.

Sec. 7. 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. 8. 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. All rules and by-laws of the Standing Committee shall be published annually in the Journal of the Convention.

Sec. 9. The Standing Committee shall be composed of twelve persons serving terms of three years each.

(a) Two lay persons and two ordained persons elected by the Annual Convention in 1996 and in each third year thereafter, from at least eight (8) nominees, four (4) in each order.

(b) Four ordained persons elected by the Annual Convention in 1997 and in each third year thereafter, from four (4) nominees, one nominee selected by the Convocation Council in each Convocation preceding that Annual Convention by at least sixty (60) days.

(c) Four lay persons elected by the Annual Convention in 1998 and in each third year thereafter, from four (4) nominees, one nominee selected by the Convocation Council in each Convocation preceding that Annual Convention by at least sixty (60) days.

(d) At the Primary Convention of this Diocese two lay persons and two ordained persons shall be elected in a manner as provided in (a) above; four ordained persons shall be elected in a manner as provided in (b) above; and four lay persons shall be elected in a manner as provided in (c) above. These persons shall serve until their successors are qualified and elected in the respective manner as prescribed in (a), (b), and (c) above.

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

(f) A vacancy in the term of a person elected as provided in (b) or (c) above shall be filled through election at the next meeting of the Council of the Convocation of which the person whose unexpired term is being filled was a member, in the manner prescribed in Title I. Canon 17, Sections 5(e) and (f) and 10 for electing nominees to such positions. The Secretary of the Convocation shall forward the name and address of a person so elected to the Secretary of Convention within ten (10) days of such election.

(g) Should any Convocation fail to submit the name of its nominee for the elections prescribed in (b) or (c) above to the Secretary of the Convention in a timely manner, the election of a member of the Standing Committee from that Convocation shall be declared a vacancy, and the position shall be filled as provided in (f) above.

(h) Deans and Presidents of Convocations are not eligible to serve as members of the Standing Committee.

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

Sec. 10. 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) 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. The Secretary of the Standing Committee shall notify all members of the specified date, time, and place of these regular meetings.

Sec. 11. Special meetings of the Standing Committee may be called on forty-eight (48) hours notice in accordance with Title I. Canon 12, Section 1 of the Canons of the General Convention, said notice may be waived by consent of the members of the Standing Committee.

Sec. 12. 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 Bishop and of the Convention.

CANON 8 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 9 *Of the Registrar*

Sec. 1. There shall be elected annually by the Convention, upon nomination by the Standing Committee, 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 Standing Committee.

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 Standing Committee.

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 10 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 Convocation Council shall nominate at least one (1) person for each vacancy to be filled by election. Each Annual Convention shall elect from the persons so nominated, two (2) persons to be Trustees for four-year terms. In the case of a vacancy, each Convocation Council shall nominate to the Annual Convention or a Special Convention called for that purpose, at least one person; and the Convention shall elect one of the persons so nominated 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 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 11 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 14, Sec. 3 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, of the Canons of the General Convention.

Sec. 3. If any of the congregations or clergy which have not filed these required annual reports shall file such report at least thirty (30) days prior to the holding of the next Convention, the right of the lay delegates of the congregations, and of the clergy so filing to vote in such Convention and subsequent Conventions may be restored upon good cause shown and with the consent of a majority of the lay delegates and clergy present at such Convention.

The showing of good cause must be made by petition in writing addressed to and received by the Bishop not less than thirty (30) days prior to the next Convention, accompanied by the reports required by Section 2 of this Canon. The Bishop shall thereupon determine within fifteen (15) days after receipt of such petition and reports whether such delay was "for good cause shown" and shall notify the offending parish, other congregation, or member of the clergy of that determination. Such determination shall be final and may not be appealed to the Convention.

CANON 12 Of Business Methods in Church Affairs

Sec. 1. Every congregation shall follow the standard business methods as outlined in Title I. Canon 7 of the Canons of the General Convention.

Sec. 2. The Standing Committee of the Diocese shall 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 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 13 Of Diocesan Finance

Sec. 1. The Standing Committee shall prepare, not later than December 31 of each year, a Budget for the following year, and shall then notify each congregation of that Diocesan Budget, including the Diocesan share in the proposed budget of The Episcopal Church in accordance with the plan adopted by the General Convention, including the amount of any assessment budget of The General Convention.

Sec. 2. The Budget of the Diocese shall be based upon the forwarding to the Treasurer of the Diocese by each congregation the first 10% of its Total Operating Revenues (Unrestricted/Undesignated) each month for the common mission and ministry of the Diocese. Total Operating Revenue includes pledges and open plate; assistance from the convocation; 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. The annual Total Operating Revenue is the same amount as was found on Line "B" on the 1997 Annual Parochial Report.

(a) Of the monies so forwarded, one-half shall be retained by the Treasurer of the Diocese for the operation of the Diocese and for that portion to be forwarded to the Treasurer of the Domestic and Foreign Missionary Society of The Episcopal Church to fulfill the requirements

of the plan adopted by the General Convention as referred to in Sec. 1 above; and one-half shall be set apart by the Treasurer of the Diocese to fund the missionary, educational, and social service work of the Church through the four Convocations, in equal shares.

(b) Should any congregation vary its amount more or less than this 10%, the overage or shortfall shall be added to or deducted from the amount set aside for the work of the particular Convocation of which such congregation is a part.

(c) Should the Standing Committee determine that the amount raised as provided in (a) above for the operation of the Diocese, together with other available revenues for that purpose, is more than is likely to be needed for this purpose, any amount so designated shall be divided equally between the Treasurer of the Domestic and Foreign Missionary Society for the use set forth in (a) above and the amount set apart for the missionary, educational, and social service work of the Church through the Convocations in equal parts as set forth in (a) above.

Sec. 3. Subject to any specific directions in the Constitution and Canons, the Standing Committee shall have power, between the meetings of the Convention, to rearrange, change, add to or reduce at its discretion, any of the items in the Budget.

Sec. 4. The Standing Committee shall advise each congregation of the percent of Total Operating Revenues given by that congregation for the common mission and ministry of the Diocese in the previous 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 motion or resolution calling for a Diocese-supported or Diocese-conducted fund appeal must first be submitted to the Secretary of the Convention at least one hundred twenty (120) days in advance of the Annual Convention. The Secretary shall forward such proposed motion or resolution to the Standing Committee at least ninety (90) days before the Convention; and the Standing Committee shall submit any recommendation on that proposed motion or resolution to the Secretary of the Convention at least sixty (60) days before the Convention. The Secretary of the Convention shall mail copies of the proposed motion or resolution, 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.

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 14 Of The Church Pension Fund

Sec. 1. In conformity with Title I, Canon 8 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 Standing Committee to report on compliance to the provisions of the Church Pension Fund.

Sec. 3. All income of the Retired Clergy Assistance Fund shall be applied for the benefit of the retired clergy and of their surviving spouses and orphans in the discretion of the Trustees of this Diocese, subject to the specific directions, if any, of the trust instruments under which such funds are held.

CANON 15 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, eight lay members of the Church, two from each Convocation, each of whom is a communicant in good standing in some congregation of the Diocese, and eight ordained persons, presbyters and/or deacons, two from each Convocation, each of whom is entitled to vote in such Annual Convention, to act as Deputies and Alternate Deputies from the Diocese to the General Convention (until their successors have been chosen). The lay person and the ordained person from each Convocation receiving the highest number of votes shall be designated as Deputies, and the lay person and ordained person from each Convocation receiving the next highest number of votes shall be designated as Alternate Deputies.

Sec. 2. It shall be the duty of the Deputies-elect to signify to the President of the Standing Committee, 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, that Deputy's place shall be taken by the Alternate Deputy from the same Convocation. If that Alternate Deputy also be unwilling or unable to so attend, the Standing Committee shall fill such vacancy by appointing a Deputy from the same Convocation having the same qualifications as an elected Deputy.

(b) Ninety (90) days before the General Convention for which they were elected, or as soon as may be convenient thereafter, the Standing Committee shall arrange the Alternate Deputies in an order of precedence to succeed to any vacancy thereafter among the Deputies in their own order without regard to Convocation. Should there be no qualified Alternate Deputy to fill a vacancy, the Standing Committee shall appoint a person otherwise qualified to serve as such.

(c) Any duly elected Deputy or Alternate 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 or Alternate Deputies by the Standing Committee for that cause only, acting with the advice and consent of the Bishop.

CANON 16 Of Deputies to the Provincial Synod

The Annual Convention in the year 1995, and in every third year thereafter, shall elect one ordained person, presbyter or deacon, who is entitled to vote in such Convention, and one lay member, who is a communicant in good standing in some congregation of the Diocese, to act as Deputies from the Diocese to the Synod Council of the Fifth Province for terms of three years. Such Convention shall elect in the same Convention, as Alternate Deputies, one ordained person, presbyter or deacon, and one lay member having the same qualifications as the other Deputies. In addition the Standing Committee shall appoint to Synod Council one of the General Convention lay Deputies. The Standing Committee shall also have the power to designate one or more other persons to fill any vacancy which may occur in the representation of the Diocese. Each person so designated by the Standing Committee shall have all the rights of a Deputy duly elected. It shall be the duty of the Deputies-elect to signify to the President of the Standing Committee, at least sixty (60) days before each annual meeting of the Synod Council whether, or not, they will attend to the duties of their office.

CANON 17 Of Convocations

Sec. 1. The Diocese shall be divided into four areas, to be known as Convocations, which Convocations shall be responsible for the missionary, educational, and social service work of the Church:

- (a) The Blue Water Convocation,
- (b) The Flint River Valley Convocation,
- (c) The Northern Convocation, and
- (d) The Saginaw Valley Convocation.

The Bishop shall establish and may alter the list of congregations within each Convocation with the advice and consent of the Standing Committee.

Sec. 2. Each member in good standing of a congregation is a member of the Convocation in which that congregation is located. Clergy officially attached to congregations shall be members of the Convocation in which their congregations are located. Clergy canonically and actually resident in this Diocese not so attached shall be members of the Convocation in which they are communicants.

Sec. 3. There shall be a Convocation Council in each Convocation to address, administer and carry forward the missionary, educational, and social service work of the Church in the Convocation, and to perform such other duties as may be delegated to it by Canon.

(a) The Vestry of each congregation shall designate (by election or appointment) one member of that congregation to serve as its representative on the Council. This designation shall be communicated before the 28th day of February in each year by the Clerk of each Vestry to the Secretary of Convention and the Secretary of the Convocation. Representatives shall serve from the date of their designation until their successors are designated. The Council, if desired, may provide for clergy members of the Council, determining through its by-laws the number of manner of selection, and term of office.

(b) The Council shall elect the following officers as provided by Canon, to terms as specified. There shall be no prohibition on re-election, unless provided elsewhere in these Canons.

- (1) The President, a layperson to be elected to a two-year term from at least two nominees. The President shall preside at Convocation meetings, and, with the Convocation Council, oversee the work of the Convocation. Any compensation for the President shall be paid from the Convocation's funds.
- (2) The Secretary, to be appointed to a one-year term by the President with the consent of the Council.
- (3) The Treasurer, to be elected to a two-year term from at least two nominees. The Treasurer shall present an annual report in written form to the Convocation Council and to the Vestry of each congregation in the Convocation, and present a monthly written financial accounting of the affairs of the Convocation to the Council as requested.
- (4) The Council may provide through its by-laws for a Vice President to be elected in a manner and to a term similar to those of the President.
- (5) The dates of elections and the beginning and ending of terms shall be determined through its by-laws by each Convocation.

- (6) Should a vacancy occur in any of these offices, the Council may select a replacement to serve until the end of the term.

- (7) The Convocation Council shall mail a list of the offices and positions to be filled by election and its nominees for those elections to each of the congregational representatives and to each of the clergy at least twenty-one (21) days prior to a meeting at which an election is to be held. The notice shall indicate that additional names may be added by petition to the Council signed by at least eight (8) members of the Convocation and received by the Convocation President at least five (5) days before the election. The President shall verify the qualification of each candidate and shall contact each candidate to verify the candidate's willingness to be nominated and to serve.
- (8) The Convocation Council shall recruit nominees as needed to reflect most adequately the quality of talents and gifts and the breadth of diversity in the membership of the Convocation.

(c) The Council shall meet consistent with the provisions of Title I. Canon 7, Sections 10(c) and 11.

(d) The Council shall prepare and adopt an annual budget for the missionary, educational, and social service work of the church for that Convocation.

(e) The Council will manage the financial affairs of the Convocation in compliance with the requirements of Title I. Canon 7 of the Canons of the General Convention.

(f) The Council may convene members of the Convocation at any time for purposes related to the work of the Convocation.

Sec. 4. (a) The Convocation Council at a meeting preceding by at least sixty-two (62) days the Annual Conventions of the Diocese in 1997 and every third year thereafter, one ordained person as nominee for election to the Standing Committee shall be elected from at least two such persons. The Secretary of the Convocation shall forward to the Secretary of Convention the name and address of the person so nominated at least sixty (60) days before the annual convention at which the election is to take place.

(b) The Convocation Council at a meeting preceding by at least sixty-two (62) days the Annual Conventions of the Diocese in 1998 and every third year thereafter, one lay person as nominee for election to the Standing Committee shall be elected from at least two such persons. The Secretary of the Convocation shall forward to the Secretary of Convention the name and address of the person so nominated at least sixty (60) days before the annual convention at which the election is to take place.

Sec.5. All members of the Convocation, unless otherwise authorized, shall have the right to attend all Convocation meetings with voice but without vote.

Sec. 6. At each Annual Convention of the Diocese, the state of the Church in each Convocation shall be reported by its President.

Sec. 7. The Council of each Convocation shall govern their programs and policies in accordance with the policies and stipulations of the Standing Committee of the Diocese.

Sec. 8. Nothing in these Canons shall limit the authority of the Convocations to act together in matters of common interest. The Bishop may convene a Mission Council, comprised of the Bishop, the several Convocation Presidents and Deans, and other

persons as may be deemed helpful, to facilitate and support the communication and interchange among Convocations in the development and realization of the mission of the church.

Sec. 9. In each Convocation the Bishop, in consultation with the Convocation President, shall appoint an ordained person to serve as Dean. The Bishop shall notify the President of the respective Convocation of each such appointment within thirty (30) days. The Dean shall serve a renewable three-year term. The Dean shall assist the Bishop in the Convocation pastorally, consult with congregations, and preside at clericus meetings. Any compensation for the Dean shall be paid by the Diocese.

CANON 18 Of the Organization of New Congregations

Sec. 1. (a) In any city, village or township where no congregation is already situated, the written consent of the Bishop, after consultation with the appropriate Convocation and acting with the consent of the Standing Committee, 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) In any city, village or township in which a congregation is already situated, no new congregation shall be organized or regular services instituted in any location under the authority of the Diocese, of a Convocation or of any congregation without the approval of the Bishop acting by and with the advice and consent of the Standing Committee. But consent to establish a new location shall not be given until after comments are received and reviewed from

(1) the appropriate Convocation Council(s) and

(2) the Rector and Vestry of each of the three (3) congregations whose places of worship are nearest to the site proposed.

If no comments are received within sixty (60) days of their request, those comments will be presumed to support the new initiative.

(c) In any city, village or township in which a congregation is already situated, the site of any existing congregation shall not be changed without the consent of the Bishop acting by and with the advice and consent of the Standing Committee; 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 21, Section 3. Consent to change a location shall not be given until after comments are received and reviewed from

(1) the appropriate Convocation Council(s) and

(2) the Rector an Vestry of each of the three (3) congregations whose places of worship are nearest to the site proposed.

If no comments are received within sixty (60) days of their request, those comments will be presumed to support the new initiative.

Sec. 2. An Organizing Fellowship may be formed in accordance with Sec. 1 of this Canon, and in consultation with the President and Dean of the Convocation in which it is to be located, 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 Standing Committee and in consultation with the President and Dean of the respective Convocation, to start a new congregation.

Sec. 3. (a) An Organizing Fellowship may 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 to 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 shall be removed from the List of Recognized Organizing Fellowships by the Secretary of the Convention.

CANON 19 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:

- (1) 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;
- (2) A certificate from the Bishop acknowledging the intention of said congregation to incorporate, and approving the Application of such congregation.
- (3) Proof that the provisions for notification in Title I. Canon 18 have been satisfied.
- (4) 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. (excepting 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 Protestant Episcopal Church in the United States of America.

(b) A congregation, as a constituent part of the Protestant Episcopal Church in the United States of America, 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 Standing Committee 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 priest, or be placed in the charge of a priest 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, and at its respective Convocation meetings.
- (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, also called NDBI (Net Disposable Budget Income.).

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 20 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 a Vestry shall be elected consisting of not less than six (6) nor more than fifteen (15) members.

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

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

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

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

(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 term expires.

(b) 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.

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

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

(e) 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 21 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**
- (1) 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 Vestry).**
 - (2) attest to the public acts of the Vestry,**
 - (3) preserve all records and papers belonging to the Congregation and not required to be kept by any other person or officer, and**
 - (4) 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 Standing Committee of the Diocese. Should the Vestry encumber real property, it shall, within thirty (30) days thereafter, prepare and furnish the Bishop and the Standing Committee 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 Standing Committee as to the status of said mortgage payments until said mortgage is fully paid.

(c) Except for the refinancing of existing indebtedness, no indebtedness shall be incurred by a Congregation without approval of the Bishop and Standing Committee with these 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 Standing Committee. 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, in 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 Dean of the Convocation 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 22 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 19.2) may be made by the Priest in charge

of the congregation, its Vestry, the Dean of the Convocation in which the congregation

is located, or the Standing Committee.

(b) Upon receipt of such Notification the Bishop shall then notify the Vestry of such congregation and the Standing Committee 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 President of the Standing Committee shall, within ten days, communicate in writing to the Bishop and to the Vestry of such congregation the date of the next regular meeting of the Standing Committee at least thirty (30) days thereafter.

Sec. 2. Notification by the Bishop of the congregation's difficulties shall be made to the Standing Committee at a regularly scheduled meeting. Members of the affected congregation and the Dean of the Convocation in which the congregation is located may give witness to the desire to work through the difficulties or for closure.

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

(a) The Bishop, Dean, 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 Standing Committee 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 Standing Committee, may recommend closure of the congregation.

CANON 23 Of the Closure of Congregations

Sec. 1. If the Bishop, in consultation with the Standing Committee, recommends closure of the congregation in accordance with Title I, Canon 22, 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. Non-financial assets, real and personal property, including restricted funds, memorial funds, trusts, etc., will be property of the Diocese to be managed and disposed of by the Standing Committee. When the decision to close has been made, the remaining financial assets shall be distributed at closing in equal thirds as follows:

(a) One-third to the Congregation Development Fund of the Diocese;

(b) One-third to the Convocation in which the church is located; and,

(c) One-third to charitable organizations of the closing congregation's choice; if none, to the Diocese.

Sec. 4. The President and Dean of the Convocation shall encourage and assist 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 19.2.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 24 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 Dean and Council of the Convocation in which it is located, 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 25 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 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 19 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. Canons 10, 11 or 12 of the Canons of the General Convention.

CANON 26 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, 18, and 19 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.

TITLE II

WORSHIP

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

The Bishop, in consultation with the Standing Committee, may appoint such bodies as deemed appropriate to further the provisions of Title II 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:

- (a) Assist the Bishop, as prescribed by the Canons of the Episcopal Church;
 - (1) to determine present and future needs for ministry in the Diocese;
 - (2) to recruit, select, guide, and examine aspirants, Postulants and Candidates, for Holy Orders;
 - (3) to provide for the guidance and pastoral care of Clergy and Lay Persons who are in stipendiary and non-stipendiary positions accountable to the Bishop; to promote the continuing education of Clergy and of Lay Professionals employed by the Church; and
 - (4) to support the development, training, utilization and affirmation of the ministry of the Baptized in the world.

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

- (c) 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 six (6) elected members of the Clergy, both Priests and Deacons, who are canonically resident in the Diocese; and of six (6) elected 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. Elected membership of the Commission shall represent all four Convocations of the Diocese.

(a) The Standing Committee may name one of its members to serve with the Commission on Ministry, with voice and vote.

- (b) The Bishop shall be an ex-officio member of the Commission. The Bishop

Coadjutor and/or Suffragan Bishop, if there be such, may be appointed by the Bishop as additional members.

Sec. 3. **Election:** Elected members of the Commission on Ministry shall be elected by the Convention upon nomination by the Bishop. Two (2) clergy and two (2) laypersons shall be elected at each Annual Convention for terms of three (3) years.

(a) No member may serve more than two successive 3-year elected terms.

(b) Vacancies shall be filled by the Standing Committee upon nomination by the Bishop, to serve the remaining term to be filled.

(c) The provisions of this section shall expire immediately following the Annual Convention of 2001.

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. 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, a committee shall be appointed to be known as "The Committee for the Nomination of Bishops", to consist of thirteen persons: four persons, including at least one layperson and at least one presbyter or deacon, appointed by the Standing Committee; one layperson and one presbyter or deacon from each Convocation, elected by their respective Convocation Assembly; and the Chancellor. The members of said Committee shall be appointed not less than one hundred eighty (180) days prior to the date set for the Convention at which such election is to be held.

(a) The appointment of members shall be made known to the Secretary of the Convention by the Authority making the appointment and the Secretary shall convene the first meeting of the Committee.

(b) The Committee may at any time fill any vacancies in its membership for whatever reason caused. Vacancies in the clerical membership shall be filled with ordained persons, and in the lay membership with lay persons.

(c) The members of the Committee shall continue as members thereof until the close of the Convention at which the Bishop or Bishop Coadjutor shall have been elected or until the Committee shall have been discharged by action of the Convention.

(d) The Committee shall choose its president and secretary from among its members, and shall have power to adopt rules and regulations governing procedure, not inconsistent with this Canon.

(e) The Committee shall call for, receive and may itself propose for its consideration names of persons who may lawfully be elected to the episcopal office to be filled, and shall fix the time within which such suggested names may be filed with the Committee, but in no event less than forty-five (45) days prior to the date set for the Convention at which such election is to be held. Should the name of any member of the Committee be proposed for consideration as a nominee for the episcopal office, that member may withdraw from consideration; otherwise the member shall withdraw from the Committee.

(f) The Committee shall inform itself as to the persons so proposed and, after due consideration, shall select not more than five, whom it deems qualified for such office. The Committee shall prepare a report to the Convention giving the names of the persons so selected, together with a brief biographical sketch of each.

(g) The Committee shall arrange with the Convocations for appropriate opportunities for the nominees and electors to become mutually acquainted.

(h) The Report of the Committee shall be printed and mailed by the Secretary of the Convention to each of the lay delegates and clergy of the Convention not later than twenty-one (21) days prior to the date set for the Convention at which such election is to be held.

(i) The presentation of the Report of the Committee shall be the first order of business at the said Convention and it shall constitute a nomination of each of the persons therein named. If any person so nominated shall withdraw, the Committee may substitute the name of another person theretofore considered by the Committee and deemed qualified, and such a substitution shall constitute a nomination of the person so named.

(j) Nominations may be made from the floor at any time after the Report of the Committee shall have been presented, and until the close of the Convention or until an election shall have taken place, except when a vote is being taken.

(k) In the case of persons nominated by the presentation of the Report of the Committee, there shall be one seconding speech of not more than five minutes and there may be only one further seconding speech of not more than three minutes for each of the persons nominated by the Committee. In the case of all other persons nominated, there shall be a nominating speech of not more than ten minutes and a seconding speech of not more than five minutes, and there may be one only further seconding speech of not more than three minutes for each person nominated from the floor.

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 17 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 parish shall be paid in full, and the current Diocesan policy on Salary and Benefits be met unless other arrangements are made and approved by the Vestry, the prospective Rector, and the Standing Committee.

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 a majority vote of the Vestry or the Rector, 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 20 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 there from by the Vestry against the Rector's will, except as provided in Title III, Canon 21 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 can not agree respecting a separation and dissolution, either party may act in conformity with and subject to Title III, Canon 21 of the Canons of the General Convention.

Sec. 3. In regards to the provisions of Title III, Canon 21, Sec. 6 of the Canons of the General Convention, the provisions of subsection (a) shall apply in the case of a Rector. In the case of a Vestry, the Bishop may act in accordance with Canon I.22.1(b) of these Canons, said failure constituting a failure to live into the provisions of Canon I.19.2(a).

TITLE IV ECCLESIASTICAL DISCIPLINE

CANON 1 Of the Administration of Ecclesiastical Discipline

The Diocese of Eastern Michigan adopts by reference Title IV of the Canons of the General Convention, as adopted and amended from time to time, applicable to the Ecclesiastical Discipline of Priests and Deacons, and as it pertains to the practices and procedures of the Ecclesiastical Trial Court.

CANON 2 Of the Ecclesiastical Trial Court

Sec. 1. There shall be an Ecclesiastical Court for the trial of any priest or deacon subject to the jurisdiction of this Diocese.

Sec. 2. Members of the Court.

(a) The Court shall be made up of nine members consisting of four lay persons and five priests or deacons. Said laypersons shall be at least 21 years of age and confirmed communicants in good standing in this Diocese. Said priests or deacons shall be canonically resident and in good standing in this Diocese. No member of the Standing Committee nor a Dean shall be a member of this Court.

(b) Election of Members

The members shall be elected by the Annual Convention from persons nominated by the Bishop. Members of the Court shall serve a term of three (3) years. The Bishop shall nominate at least twice the number of persons to be elected. The Bishop will forward to the Secretary of the Convention a list of nominees (with a brief biographical description) at least forty-five (45) days

before the Convention at which the election is to take place. The Secretary of Convention shall forward this report to the lay delegates and clergy at least thirty (30) days before Convention.

(c) Vacancy

- (1) Vacancies, other than for cause under Title IV, Canon IV, Sec 8 of the Canons of the General Convention, occurring in an Ecclesiastical Trial Court shall be filled in the following manner. The Bishop shall nominate at least two persons for each vacancy, who are otherwise qualified for election under the Diocesan canons, to the Court. The Court, by majority vote, shall elect from those nominated, a member to fill the vacancy until the next Annual Convention. Vacancies filled by the Court shall be from the same order (lay or ordained) as the person vacating that position.
- (2) Vacancies for cause under Title IV, Canon IV, Sec. 8 of the Canons of the General Convention shall be filled as provided therein. Persons filling such a vacancy shall be elected only for the duration and purposes of the particular case; in all other respects and in regard to any other case before the Court, the duly elected member shall serve.

Sec. 3. Church Attorney

(a) The Standing Committee shall appoint a Church attorney.

(b) The Church Attorney shall appear and present relevant evidence on behalf of the Standing Committee and perform all matters and duties provided in these Canons, and the Canons of the General Convention. The Church Attorney shall serve at the pleasure of the Standing Committee.

(c) The Church Attorney shall be a member in good standing of the Michigan Bar Association

and shall be a confirmed communicant in good standing of this church. The Chancellor, a Vice-Chancellor, a Lay Assessor, or a member of a Chancellor's Vice-Chancellor's or lay Assessor's law firm may not serve as a Church Attorney.

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 the Annual Conventions of the Diocese of Eastern Michigan

through October 18 and 19, A.D. 2002.