



JOURNAL OF THE PROCEEDINGS

Of the

NINTH ANNUAL CONVENTION

of the

***EPISCOPAL CHURCH
DIOCESE OF EASTERN MICHIGAN***

held in

MIDLAND, MICHIGAN

at

***ST. JOHN'S EPISCOPAL CHURCH
OCTOBER 17 and 18, 2003***

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

***Published by the Secretary of Convention 2003
Saginaw, Michigan***

AGENDA

Ninth Annual Convention
EPISCOPAL DIOCESE OF EASTERN MICHIGAN
October 17 & 18, 2003
St. John's Church, Midland

FRIDAY, OCTOBER 17, 2003

- 3:30 p.m. Registration (Parish Hall) **POLLS OPEN**
- 7:00 pm Eucharist and the Bishop's Address (St. John's Sanctuary)
- 8:30 pm First Business Session (Sanctuary)
- Opening Prayer and Welcome
 - Convention Business (Rules, Roll call, Credentials, Clergy Changes, Appointments, etc.)
 - Introduction of Candidates
 - Stewardship for Mission and Ministry Task Force Report
 - Treasurer's Report, Budget
- 9:25 pm Announcements
- 9:30 pm Social Hour (Parish Hall)
- 9:45 pm **POLLS CLOSE FOR NIGHT**

SATURDAY, OCTOBER 18, 2003

- 7:30 a.m. Continental Breakfast (St. John's)
- 7:30-8:30am Registration (Parish Hall) **POLLS OPEN & CLOSE**
- 8:30 a.m. Second Business Session Opening Prayer (St. John's Sanctuary)
- Announcements
 - Report of Constitution and Canons
 - Report of Resolutions Committee
- 9:30 a.m. Special Order of Business Keynote Address, Captain Richard Priestley, Church Army
- 10:45 a.m. Workshops
- 12:00 noon Noonday Drama & Lunch (Trinity Lutheran Church)
- 1:30 p.m. Third Business Session (St. John's Sanctuary)
- Youth Coordinator Report
 - Election Results

- Resolutions Continued, Other Reports, etc.

Close of Business

Closing Prayers, Recessional and Send Out

Adjourn

GENERAL RULES

Diocesan Annual Convention

October 17 and 18, 2003

1. Each business meeting of the Convention will open with a prayer.
2. All Resolutions to be considered by the Convention must be submitted in accordance with Title 1, Canon 3, Section 6.
3. All reports which have been printed and distributed to members of the Convention prior to the convening of the body and not requiring Convention action shall be presented by title only.
4. On the request of any ten members of the Convention, a roll call vote shall be taken and entered in the minutes.
5. No member of Convention shall speak twice on the same subject until all others desiring to speak shall have had the opportunity to speak one time. Each speaker shall be allowed up to three (3) minutes per speech.
6. All committees shall be appointed by the President with the consent of the Convention except where other provisions have been made.
7. Except for the election of a Bishop or Bishop Coadjutor, all elections shall be governed by the provisions of Title 1, Canon 6, Sec. 2,3,4.
8. The Committee on Resolutions shall report to Convention its action on each submitted Resolution.
9. 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 Episcopal Church and this Diocese or the special rules of order of this Convention.
10. The Rules shall not be suspended or amended except by a vote of two-thirds of the members voting, a quorum being present.
11. Alternate Delegates may replace only Registered Delegates.
12. Food and drinks shall not be permitted in the Nave of the Church and other places so designated by the host Congregation.

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

St. John's Church
Midland, Michigan

FRIDAY EVENING, OCTOBER 17, 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 – 8:50 P.M.

On October 17, 2003, 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 Rev. Bruce McNab, Rector, St. John's Midland and Charles Bash, President of the Saginaw Valley 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 Ms. Sandy Reardon, Holy Family, Midland, 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. Barb Meikle, St. John's, 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 following people: Mr. Edward Henneke, Trinity, Flushing, Chancellor of the Diocese; The Rev. Suzanne Lynn, Deacon, St. John's, Saginaw,

former Secretary of Convention and Dean Bedford, St. Christopher's, Grand Blanc President of the Standing Committee.

QUORUM

A roll call of congregations was taken with the delegates standing as their congregation was called. St. Jude's, Fenton was missing from the roll call list, but present at the meeting. Correction made to the roll call list. All but one (1) congregation (Christ Church, Owosso) were present. 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. 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, Administrative Assistant to the COM. The Rev. Ms. Vince moved that "pursuant to Title I, Canon 2, Section 2, 40 congregations of the Episcopal Diocese of Eastern Michigan have filed their Parochial Reports in a timely fashion and 12 were somewhat late. However, all 52 congregations will have voice and vote of lay delegates and their clergy at this Convention." The report was received as read.

VOTE FOR ELCA PASTOR STEVEN ABEND

Bishop Leidel called upon the Chancellor of the Diocese, Ed Henneke, to explain the specifics of the voting rights of Hope - St. John's pastor, Pastor Steven Abend. After the explanation of the Chancellor, a motion was passed to give Pastor Abend voting privileges at the Convention. The Bishop presented the annual license to Pastor Abend.

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 and welcomed the following Diocesan appointments:
Mrs. Kris Forsyth, Coordinator for Youth Ministries in the Diocese
Mrs. Betty Kirkley, Dean of Formation Studies for Mutual Ministry Teams
The Rev. Mary Delaney, Dean of Formation Studies for Vocational Deacons
New Examining Chaplains for Vocational Deacons:

The Rev. Donna Kusky

The Rev. Suzanne Lynn

The Rev. John Wallace

The Rev. Sherry Young

The Rev. Michael Herman

INTRODUCTIONS OF CANDIDATES

The candidates for election to the Standing Committee, Commission on Ministry and Trustees at this years Convention were asked to come forward at the request of the Chair and introduce themselves.

CLERGY CHANGES

Bishop Leidel announced the following clergy changes:

The Rev. Martin Field, Rector, St. Paul, Flint

The Rev. Sharon Naughton, Vocational Deacon, St. Paul, Flint

The Rev. Elizabeth Chace, Transitional Deacon, St. Francis, Grayling and St.

Bartholomew's Mio (to be ordained Priest on Sat., Oct. 25 @ 11am)

The Rev. Cathy McKinney, Transitional Deacon, All Saints, Marysville and St.

Andrews, Algonac (to be ordained Priest on Sun., Oct. 26 @ 4:30pm)

The Rev. Wayne Larson, Transitional Deacon, St. John's, St. John

The Rev. Steven Abend, Pastor in Charge, Hope - St. John's, Oscoda

The Rev. Gretchen Platt, Vocational Deacon, Holy Family, Midland

The Rev. Phil Seitz , Rector, Grace Church, Standish and

Trinity Church, West Branch

The Rev. Russel Merrill, to be ordained Priest on MMT at St. Paul's Corunna, Dec.

SHORT PRESENTATION

Bishop Leidel introduced the Pastor Glen Heintzelman, Pastor of Unionville Moravian Church, Unionville, who brought greetings from the Moravian Church.

REPORT OF STEWARDSHIP FOR MINISTRY AND MISSION TASK FORCE

Bishop Leidel recognized The Rev. David Kulchar, Rector of Trinity Church, Flushing.

After the summary, the Bishop will be asking for a motion of intent asking the convention to give assent to the recommendations of the task force.

The Rev. David Kuchar referred the delegates to the printed Stewardship for Mission and Ministry Task Force report and gave a brief overview. A motion was made by Rev. Kulchar:

THAT the Ninth Annual Convention of the Diocese of Eastern Michigan accept in principle, the recommendations made by the Stewardship for Mission and Ministry Task Force. (support)

After lengthy discussion, a substitute amendment, authored by Mr. Jack Carlsen, was moved:

THAT Title 1, Canon 13, Sections 1 and 2 be amended as follows:

Sec. 1. The Standing Committee shall prepare not later than December 31 of each year, a budget for the following year. The Standing Committee shall then notify each congregation of that Diocesan Budget. The Standing Committee shall also notify each congregation of 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.....

(a) Of the monies so forward, 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; and one-half shall be set apart by the Treasurer of the Diocese to fund missionary, educational, and social service work of the Church through the four Convocations, in equal shares.

More discussion followed. It was determined that more time would be required for further discussion at the next business session. Meeting adjourned at 10:11pm

SATURDAY, OCTOBER 18, 2003 – 8:30 A.M. SECOND BUSINESS SESSION

Bishop Leidel called upon The Rev. Jane Spencer, St. John's, Sand Point, who offered the opening prayer.

The Secretary of Convention completed the roll call by asking if delegates from Christ Church, Owosso, was present. They were not.

Stewardship for Mission and Ministry Report continued. Discussion resumed on the substitute amendment.

The question was called and the substitute amendment was defeated.

Discussion followed regarding the original motion proposed by the Stewardship for Mission and Ministry Task Force. The Bishop clarifies that the motion is to vote in principle for the 10-10-10 and 60/40. The question was called and the original motion was put to a straw vote. Motion carried by a simple majority.

The Rev. David Kulchar moved to substitute the Task Force recommendation for the previously proposed amendment to amend Title 1, Canon 13 Section 2a at the Eighth Annual Convention and to substitute the following proposed amendments:

THAT Title 1, Canon 13, Section 1 and 2 be amended as follows:

Sec. 1. The Standing Committee shall prepare not later than December 31 of each year a budget for the following year including a minimum of 10% of the diocesan unrestricted income to be our share to the support of the Episcopal Church. The Standing Committee will then notify each congregation of that diocesan budget.

Sec. 2 (a) Of the monies so forwarded (striking ½ and replacing it with 60%) shall be retained by the treasurer of the diocese for the operation of the diocese and for that portion to the treasurer of the Domestic and Foreign Missionary Society of the Episcopal Church. The next section in brackets is to be stricken (to fulfill the requirement of the plan adopted by the General Convention as referred to in Section L above) and (½ to be replaced with 40%) 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 motion to substitute the Task Force recommendation was supported and passed by a 2/3 majority.

Mr. Ed Henneke moved to amend the Constitution and Canons to reflect the Task Force recommendation. Supported and passed by a 2/3 majority.

The Bishop moved that the Convention accept in principle the recommendations made by the Stewardship for Mission and Ministry task force. Unanimously supported.

SPECIAL ORDER OF BUSINESS

Bishop Leidel recognized the convention's keynote speaker, Captain Richard Priestley, Church Army, who spoke about passionate spirituality. The text of the address is found in the journal.

WORKSHOPS

Following the keynote address, the delegates attended the following workshops:

Tools for Spiritual Renewal led by Captain Richard Priestley
Discerning Doctrinal and Moral Truth led by Dr. Gary Badcock
General Convention Conversation led by General Convention Deputies
Gift Discernment led by The Rev. Rick Houghton and Mrs. Betty Kirkley
Congregational Spirituality 101 led by Patricia Hernandez
Growing Your Life of Prayer led by Bishop Ed Leidel
Christian Formation for Children and Youth led by Kris Forsyth

YOUTH PRESENTATION

Delegates proceeded to Trinity Lutheran Church for lunch, followed by a presentation from the youth who were attending their own gathering in conjunction with convention.

SATURDAY, OCTOBER 18, 2003 – 1:30 P.M. THIRD BUSINESS SESSION

The Rev. Joe Running, Rector of St. John's, Alma, opened the session with prayer.

REPORT OF DIOCESAN YOUTH COORDINATOR AND CAMP CHICK BOARD

Kris Forsyth, member of St. Christopher's, Grand Blanc, Diocesan Youth Coordinator and Member of the Camp Chick Board gave a short presentation about the status of youth ministry and her hopes for the future. She also shared information about completed and ongoing projects at Camp Chick.

FINANCE COMMITTEE

Bishop Leidel recognized Mr. Colin Broddle, St John's Church, Midland and Treasurer of the Diocese of Eastern Michigan to give the financial report and budget. The complete report is in the journal.

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

Bishop Leidel recognized The Rev. Rick Houghton, member of St. John's, Midland, and member of the Constitution and Canons Committee who presented the following amendments:

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

Move to amend Title I, Canon 7, Section 9 as follows:

The revised canon to read:

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) 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.

(c) 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.

(d) 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.

(e) Should any Convocation fail to submit the name of its nominee for the elections prescribed in (c) or (d) 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) below.

(f) A vacancy in the term of a person elected as provided in (c) or (d) 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. 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) Deans and Presidents of Convocations are not eligible to serve as members of the Standing Committee.

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

The motion was supported and passed.

II. Submitted by the Constitution and Canons Committee: To enable and clarify the organization and function of Convention Committees

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

... until the close of business of the following Annual Convention. The President of the Standing Committee shall notify all members so appointed, and, with the exception of subsection (a) below, shall designate one of the members of each Committee to convene each Committees first meeting. Each Committee shall then elect one of its members to serve as Chair. Vacancies will be filled...

The motion was supported and passed.

III. Submitted by the Constitution and Canons Committee: To provide for selection of members of the Commission on Ministry

Move to amend Title III, Canon 2, Sec. 3 as follows:

*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) lay persons shall be elected at each Annual Convention for terms of three (3) years.*

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

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

The Rev. Elizabeth Morris Downie, St. Jude's, Fenton, introduced the following substitute motion:

Move to amend Title III, Canon, 2, Sec. 3 as follows:

Sec. 3 Election:

(a) Six members shall be appointed by the Bishop for terms of three (3) years. The Bishop shall appoint one lay person and one ordained person each year (and fill any vacancies) at the opening of each Annual Convention.

(b) Six members shall be elected by the Annual Convention for terms of three (3) years. One lay person and one ordained person shall be nominated and elected at each Annual Convention in a manner as provided by Title I, Canons 5 and 6. Any vacancies shall be filled by the election of the Standing Committee.

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

The substitute motion was supported and passed.

The Rev. Rick Houghton proposed that the motion to remove from the Table amendments to Title I. Canon 13. Section 2(a), placed on the Table at the Eighth Annual Convention and the motion to amend Title 1, Canon 13, Sections 1 and 2 were dealt with as part of the Stewardship for Mission and Ministry Report and shall be discharged from further consideration.

Bishop Leidel concurred that the motions are discharged.

POINT OF PERSONAL PRIVILEGE

Bishop Leidel recognized The Rev. David Kulchar on a point of personal privilege. The Rev. Steve Dewey spoke about the crisis of conscience some people were experiencing due to some decisions of the 74th General Convention.

ANTI-RACISM MINISTRY REPORT

Bishop Leidel called upon Claudia Hollinger, St. Paul's, Flint, ARM (Anti-Racism Ministry) Co-Chair, to give a report. Claudia shared information about workshops, which their group will be facilitating in the coming year.

RESOLUTIONS COMMITTEE

The Chair recognized Mr. Charles Parker, Grace, Lapeer, Chair of the Resolutions Committee. Mr. Parker moved adoption of the following resolutions presented by the Standing Committee on behalf of the Stewardship for Mission and Ministry Task Force:

RESOLVED by the Ninth Annual Convention of the Diocese of Eastern Michigan, that each Convocation Council will develop a five-year stewardship plan in consultation with local vestries. The four plans will be shared at Mission Council for development of common theme shared efforts.

The resolution was supported, and passed.

RESOLVED by the Ninth Annual Convention of the Diocese of Eastern Michigan that a new line item will be established in the Diocesan budget for the programmatic projects and expenses that are common to all four Convocations, such as licensing fees, sending Diocesan representation to national or provincial events, etc.

The resolution was supported, and passed.

RESOLVED by the Ninth Annual Convention of the Diocese of Eastern Michigan, that to foster open communication and understanding between congregations, those congregations who do not expect to meet the Diocesan tithe will submit a letter of explanation to their Convocation Council by September 1, 2004.

The resolution was supported and passed. The Rev. Martin Field raised a question about whether the letter of explanation would be required for 2004 only. The Rev. David Kulchar indicated that as the motion stands it is for 2004 only, and that a future motion may make it a more permanent requirement.

REPORT ON ELECTIONS

The Chair recognized Mr. Bob Meikle of St. John's, Midland, for the election results. Mr. Meikle announced the following results:

STANDING COMMITTEE

Peter Cominos
Glenn Stone
Gail Vince

ECCLESIASTICAL COURT

William Boli	Schuyler Clapp
Philip Seitz	James Sorenson

James Johnson

TRUSTEES

Rick Houghton
Lynn Forest

Bill Millar

COMMISSION ON MINISTRY

Judith Boli
Jane Hutchins

Suzanne Lynn
Nancy Steele

Bishop Leidel thanked Bob Meikle and his 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.

BREAKING NEW GROUND REPORT

Bishop Leidel introduced Mary Spence, who gave a report for Breaking New Ground. Mary reported that nearly \$4 million has been pledged to this ministry. A detailed financial report is included in the journal. She stated that now is the time to get 'creative' with the funds and begin to share the funds, based on specific project criteria, with the Diocese and its Congregations.

ACOLYTE FESTIVAL

Bishop Leidel introduced Brian Chace, St. Francis, Grayling, who announced that the second bi-annual Diocesan Acolyte Festival will be held at Trinty, Bay City, on Saturday, November 15.

REPORTS

Bishop Leidel asked the Convention to receive by title, the reports from the Standing Committee, Trustees, Commission on Ministry, Convocations, Anti-Racism Ministry, Breaking New Ground, Companion Relationship Task Force, Cursillo, Dean of Studies, Jubilee Ministry, McGhee Interfaith Loan Fund, Ministries Resource Center, Registrar, Sheridan Scholarship and UTO. A motion was made, supported and passed. Reports found in Journal.

COMPANION RELATIONSHIP TASK FORCE REPORT

Bishop Leidel recognized Stephanie King and The Rev. Bill McClure, members of the Companion Relationship Task Force. Stephanie and Bill gave an update on the Kinkiizi and Diocese relationship and its value to all involved.

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:

Betty Kirkley, **Member of St. John's, Midland; past co-chair of COM; and the new Dean of Mutual Ministries Formation**

David Kulchar, Rector of Trinity Church, Flushing and co-chair of COM

Rick Houghton, retiring as the Diocese's first Dean of Formation Studies

Gail Vince, Past Rector of Trinity Church, West Branch and Administrative Assistant to the COM

John Ehlers, St. Mark's Atlanta, and President of the Camp Chick Board

Rev. Suzanne Lynn, Deacon at St. John's Saginaw and Secretary of Diocesan Convention

APPOINTMENTS

The Chair recognized Dean Bedford, St. Christopher's Church, Grand Blanc, President of the Standing Committee, for presentation of the Appointment List of the following 2004 Convention Chairs:

Constitution and Canons – The Very Rev. Charles Curtis, The Rev. Frederick Houghton, The Rev. Elsa Pressentin, Mr. Charles Reagan, Ms. Linda Rathburn, Mr. Robert Coffey

Committee on the Admission of New Congregations – The Very Rev. Charles Hoffacker, The Rev. Todd Ousley, Mr. Frank Davenport, Ms. Virginia McNabb

Credentials Committee – The Rev. Gail Vince

Resolutions Committee – The Rev. Mary Delaney, Mr. Charles Parker

COURTESY RESOLUTIONS

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

1. WHEREAS, the congregation of **St. John's, Midland**, which has so long been a beacon of Christian generosity, has shared in such full measure the warmth of their love and their faith and their hospitality to receive this gathering and assist in kindling a fire in us all,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does extend its most grateful thanks for their welcome and their example to the entire diocesan family.

2. WHEREAS, the congregations and people of the **Saginaw Valley Convocation** have contributed their many gifts, talents, and resources to support this gathering,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does offer its thanks and blessings to the host convocation.

3. WHEREAS, **Dr. Gary Badcock** of Huron University College has come to be with us in this time of controversy and, for many, of great pain, to share his expertise on the Church's discernment of doctrinal and moral truth,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does offer profound and prayerful thanks for his willingness to share his gifts and to help us find areas of common ground within the love of God.

4. WHEREAS, our presenters, **The Rev. Rick Houghton** and **Betty Kirkley**, **Patricia Hernandez**, **Bishop Ed Leidel**, our **General Convention deputies**, and **Kris Forsyth**, have shared with us their particular knowledge and expertise in kindling the fire of ministry,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does extend its prayers and blessings to them for their gracious contributions.

5. WHEREAS, **Pastor Glen Heintzelman** of the Moravian Church in America has come to be with us in witness of the closer relationship being developed between the Episcopal Church and the Moravian Church,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does offer thanks and prayers to our brother in Christ for his witness and sharing of the rich Christian heritage of his tradition.

6. WHEREAS, **Kris Forsyth**, **Richard Merling**, and **Holy Family Church** in Midland, have contributed their time and resources to hold a Youth Convention and Lock-in in parallel with this gathering, and

WHEREAS, many youth of our diocese have come to participate in this Youth Convention,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does offer thanks and blessings to all those who have made the Youth Convention possible and who have shared in its activities.

7. WHEREAS, **Trinity Lutheran Church, Midland**, and **Pastor Kirk Havel**, our partners in common mission, have generously opened their facility to our gathering in hosting us for lunch,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan does extend prayerful thanks for their gracious hospitality, and prays that the partnership between Episcopalians and Evangelical Lutherans may only grow closer.

8. WHEREAS, **Capt. Richard Priestley** of Church Army has shared with us his tremendous enthusiasm and commitment to passionate spirituality, and the evangelism ministry that flows from it,

BE IT THEREFORE RESOLVED, that this 9th Annual Convention of the Diocese of Eastern Michigan offers most heartfelt thanks for the witness of one in whom the fire of passionate spirituality is not only kindled but burns brightly, and prays that the Holy Spirit will continue to bless and sustain Captain Priestley in his life and ministry.

The motion to adopt the resolutions was supported and passed.

CLOSING

With joy and thanksgiving, Bishop Leidel announced the closing of the Convention at 2:59 pm, after which he led a prayer, followed by a blessing and a hymn.

Address to the Ninth Convention of the Episcopal Diocese of Eastern Michigan

St. John's Episcopal Church, Midland, Michigan

October 17th, 2003

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

BEING CHRIST'S CHURCH YESTERDAY, TODAY AND TOMORROW

"He breathed on them and said to them, 'Receive the Holy Spirit.'" John 20:22

What a great time to have a Church Convention! In this challenging and tumultuous time of the Episcopal Church we have a great need to gather together to experience the power of God's Spirit to renew and direct our hearts and heads and wills.

The experience of General Convention, of last week's gathering in Dallas, and this week's meeting of our Communion's Primates in London begs questions like: Who are we? Who are we becoming? Where are we? Where are we going? Or, to put the question another way, "What does it mean to be the Church today?"

Another context for us in Eastern Michigan is that we have just completed seven years together as bishop and diocese. In biblical terminology seven years is a complete and whole time; a time to ponder, re-evaluate and prepare for the next seven year cycle. So the question for us is even more poignant: What does it mean to be the Diocese of Eastern Michigan Today? Where is God leading us in the next seven years?

The principal collect that we used tonight is a collect for the well-being of the Church. It is my favorite collect in all of the Book of Common Prayer. It is the collect that is used on Good Fridays, as well as at ordinations of Deacons, Priests and Bishops. It begins:

“O God of unchangeable power and eternal light: Look favorably on your *whole* Church, that wonderful and sacred mystery...”

This is a prayer for the *whole* Church, not just for the Episcopal Church, not just for conservative Christians, not just for liberal Christians – it is for the *whole* People of God. This theme of wholeness is pervasive throughout the Scriptures.

The prayer goes on to say that God’s plan of salvation will be carried out through the Church, and we will recognize that happening when:

Some “things will be raised up;” and *some* “things will be made new;” and “*all* things will be brought to their perfection...” and this will be done through Jesus Christ “in the *unity* of the Holy Spirit.”

Now some might say that what is happening is that God is raising up traditional biblical doctrines; others might say that God is raising up and making new, marginalized gay and lesbian people; I would say that God is doing far more than either of those two things. I believe that God is beginning to take the Church by its neck, and shaking it up, and breathing fire and breath into it - just like God did at Pentecost 2000 years ago – so that “all things might be brought to their perfection.”

The Hebrew feast of Pentecost came seven weeks after the Hebrew observance of Passover. Jesus’ crucifixion during the Passover brought about the birth of the Christian Church at Pentecost, seven weeks later. As a consequence of Jesus’ death, the Church was born.

First there is Good Friday, and then comes the birth of the Church. God’s Spirit is made manifest right in the midst of chaos; right in the midst of “things being cast down, and things growing old.”

The morning after the House of Bishop’s vote to consent to Canon Robinson’s election, the bishops spent two hours in conversation reflecting on the significance of what had happened. One new bishop stood up and with quiet, determined and deep feeling said, “**I am in the tomb.**” No matter how we voted, we all identified with this profound feeling. Something was dying in each of us. Yet we knew that in faith, and in time, God would raise some new thing up. None of us understood what this new thing was to be. What we were mostly feeling was the death of something in each of us.

So here we are just a little more than seven weeks (a Pentecost of days) after General Convention. It is time for the wind and fire of God’s Spirit to “kindle in us the fire of God’s Love.”

The fifty days between Jesus' Crucifixion and the Church's birth at Pentecost were days of ups and downs; of resurrection appearances dispersed with fears and hiding behind locked doors. It was a time of the Spirit brooding over God's people, just as the Spirit brooded over the face of the waters at creation. I believe the Spirit is brooding over us tonight, anticipating a shaking and a filling of our foundations. Perhaps it will come tomorrow, perhaps it will come in seven months or in seven years – but it will come. And it will probably come in a way that is not of our own design.

God's Spirit and God's Church comes as it will. We cannot manipulate it or form it into our own ideologies or adjust it to our own comfort zones. St. Paul describes it well when he says that:

“the whole creation has been groaning in labor pains until now; and not only the creation, but we ourselves, who have the first fruits of the Spirit, groan inwardly while we wait....”

- Romans 8:22

The Story of Pentecost reminds us that it is precisely in times of Crucifixion and in times of turmoil that God's Spirit comes and brings us together in some new and unexpected way.

The Jerusalem experience of Pentecost was an experience of profound unification. People of varying cultural and linguistic backgrounds heard each other in their own native tongues.

Our catechism says (on page 855) that when the Church is truly being the Church, it sees its primary task as “restoring all people to unity with God.” That is what Pentecost and the Church is all about. It was Jesus' reason for coming into the world. In Jesus' final prayer with his disciples that is reported in the 17th chapter of John's Gospel, Jesus says:

"I ask ... that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me. The glory that you have given me I have given them, so that they may be one, as we are one, I in them and you in me, that they may become completely one, so that the world may know that you have sent me and have loved them even as you have loved me.

- John 17:20-23

In these past 50 some days since General Convention I have experienced times of ups and times of downs - as many others of you have. What is amazing is that there have been a few (well...) “resurrection appearances” or what might be better described as mini-Pentecosts that came after some down experiences. I would like to share one of those stories with you.

This is a story about my friend Steve Dewey and the vestry of the Grace Church who Steve serves in Lapeer as rector. I checked with Steve last week to make sure that my experience of what happened was the same as his, and he said it was. So, I have his permission to share this story. I also gave Steve permission to interrupt or retell the story if what I say does not tell the truth.

After General Convention, Steve and his vestry decided to take an action that would advertise to the diocese and its bishop (me) that they wanted to disassociate themselves

from the General Convention decision to confirm New Hampshire's election of Canon Gene Robinson as their next bishop. As you know, that decision was affirmed by our diocese's deputation to Convention. They decided to write me a letter and copy it to congregational leaders around the diocese. The letter said that a significant majority of their vestry had voted to suspend payment of their diocesan tithe to the diocese.

I called Steve a few weeks later and asked him to have a breakfast meeting with me. At breakfast we agreed that it would be helpful for the vestry, Steve and I to set aside an evening off of Church property to listen to one another, to share our stories which would include talking about our feelings of disconnect, frustration and anger. We talked about studying papers together that expressed the truth of both sides of the issue of same-gender unions. We set a date to meet in an upper room of the National Bank in Lapeer.

Clear communication is so essential in developing honest dialogue. Following up on the conversation that Steve and I had about sharing papers, I e-mailed the senior warden of the vestry (who had been designated by the vestry to be in contact with me). The senior warden is a dear woman who cares deeply about her church and about *every-one* in the church. I asked her if the vestry would like to send me a paper to read, and that I had a paper for them which I attached to the e-mail. The paper was called "A Letter to Louise," written by a Baptist minister who had, over time, come to accept the validity of same-gender unions through his pastoral experiences and his extended study of Scripture and Science. The letter was written to the sister of a gay man who thought that he was condemned to hell because of his orientation. Well, sending the e-mail was a mistake. The senior warden was not aware of all of the dimensions of the conversation that Steve and I had, so she was confused by my e-mail, and saw it potentially as divisive and manipulative – when just the opposite was intended. Fortunately, Steve intervened to clear up the misunderstanding and the meeting went forward with the agreement that we were meeting to have a dialogue (not a debate), where we would share our stories of concern as Christian brothers and sisters.

The evening for our meeting finally came. I sensed tenseness and somberness as we gathered. I'm not sure any of us knew what to expect. Deep down I hoped that God would intervene in some way to bring us closer together – to discern some common ground; to re-establish rapport, respect and open the way to grow together to a new place.

We shook hands perfunctorily. We moved the tables aside and made a circle. We prayed. We shared something of our past to introduce ourselves. We began dimly to see something about one another beyond what we thought about General Convention. And then, one by one we listened to each other's anguish about what we perceived was happening in our Episcopal Church. Honest feelings ("I statements") were expressed and heard by everyone present. A common feeling was that the Church had not really listened to their anguish, and that their views were not being fairly represented in the higher counsels of the Church. Feelings of being discounted and devalued were expressed. It was clear that all present cared deeply for the well being of gay and lesbian people, and recognized that the Church, in particular, has been guilty of shameless treatment of this minority of our population. It was also apparent that all present loved their Lord, and were totally committed to living out the Gospel mandate to love others with all of their heart, soul, mind and strength.

I felt, for the first time that someone who was strongly opposed to the NH consent, actually listened to my personal agony over the whole process. I really felt that someone with strong conservative views felt my pain and understood that I really was in a time of discernment, and wanted others in this diocese to join in that open and honest discernment without fear of being discounted or disrespected or prejudged. I felt the presence of the Holy Spirit.

No one's mind was changed as a result of our meeting. But I believe some hearts (certainly my heart) was opened to a new trust and respect for all those who gathered together in that upper room. I asked at the end of our time together, if they would leave glad that they had come. I dared to share that I would leave glad that I had come, and that I was looking forward to more meetings together where we would search for God's wisdom and for common ground. Our meeting helped me to be open to transformation in whatever way God might manifest that transformation.

Without making too much of this meeting, I did experience it as a mini-Pentecost. I shared these words with Steve earlier this week, and he concurred that my description matched his own sense of what happened. I yearn for and I expect a greater Pentecost to descend up our brooding Church.

I would like to share another mini-Pentecost that followed a very personal death-experience. My mother died last week – having lived almost 90 years of life that was filled with many challenges and much joy. She died quickly from a massive cerebral hemorrhage. The sudden news of her death overwhelmed me with a sense of loss and sadness. My mourning is also a brooding, not unlike the sense of loss and brooding that I have been experiencing since General Convention ended.

About four days after Mom's death my brooding soul stirred in the middle of the night in such a way that I was moved to ask my sleeping wife, that infamous and nonsensical question, "Honey, are you awake?" Ira has a seasoned response. "Yes, dear – I'm awake *now*." I said, "Did I tell you how Dad told me earlier that day, how lonely he felt?" And so for the next hour we talked about loneliness and disconnectedness and death; and how it is that in the midst of such experiences, flashes of intuition come - flashes of insight and Spirit. I came to see how these flashes of insight are very much like what happened to all the faithful gathered at Pentecost 2,000 years ago.

In our early morning conversation, I recalled how the disorientation that comes after a death is suddenly dispersed as the whole extended family comes together for the burial service. And how at that gathering all are given new permission to grieve; but are also invited to hear God's promise of the power of Resurrection over death; and finally the gathering is invited into an act of Eucharist, and praise for the deceased and for the Living God that holds all things and brings all things together. The gathering to mourn becomes a mini-Pentecost.

When the Spirit of God is present, amazing things happen to all those gathered in God's Name:

1. Tonight's Joel lesson forth-tells of a coming time of the Spirit in Israel. The prophecy says that when the Spirit comes, "old men will dream dreams, and young men will see visions." And that was to happen for *all* of Israel who called on the Name of the Lord, not for just certain special people.

2. In this evening's Gospel, Jesus breaths God's Spirit on the disciples and the consequence of that is that they are to go out and forgive sins. The Spirit's task is to reconcile; to unite; to bring back together.
3. In the fifth chapter of Galatians (vs. 22), Paul teaches us that we can know when the Spirit of God is present by specific signs. The signs of the Spirit's presence he says are: "love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control."
4. In our Prayer Book Catechism (p. 852), the question is asked, "How do we recognize the presence of the Holy Spirit in our lives?" The answer is: "We recognize the presence of the Holy Spirit when we confess Jesus Christ as Lord, and are brought into love and harmony with God, with ourselves, with our neighbors and with all creation."
5. Yesterday Dr. Rowan Williams (the Archbishop of Canterbury) said in a press conference after the primates meeting at Lambeth Palace, "I believe that the family we belong to, the family of the Anglican Church around the globe, has to be an instrument of God's love for the world and that means that, in seeking to hold together as a Communion, we have to be seeking to serve that purpose and no other."

So, what does it mean to be the Church today?

First, it means to be open to the Holy Spirit. It means to expect "Pentecosts" in the midst of adversities. We might even say here that it means to be a people "of miraculous expectation."

Second, it means to become One with God and with one another; so that as the Church we might become a sign of unity to the broken world. The Church is about making marriages; it is never about making divorces. It tolerates divorce, but it never promotes it, or acknowledges it as a part of its mission.

How do we do this impossible mission of being the reconciling Church? How do we teach God's faithfulness, by being a sign of faithful community for the world to see?

God has given to us a mighty tool for this task. The tool is called COVENANT.

We have the *Old Covenant* (sometimes called the Old Testament), we have the *New Covenant*, and we have the *Baptismal Covenant* which culminates in the *Confirmation Covenant*. And for some we have the *Marriage Covenant*. All of these covenants are means by which God's people are held together in faithfulness. The *Great Covenant* (called the summary of the Law and the Prophets) is about ultimate relationships. In the Great Commandment we are taught that we are called into covenant to: "Love the Lord our God with all of our heart, mind, soul and body; and we are called to Love our neighbor as our self."

In the world renowned Keygma Bible Curriculum, ten major themes of the Scriptures are identified. The first and most significant theme in all of the Scriptures is the theme of God's faithfulness. Every page of the Scriptures gives witness to how God has always been faithful to his creation in history. We learn from the Scriptures that there is one thing that God cannot do. God cannot be unfaithful! The call given to the people of God – to the Church – is to become faithful as God is faithful. It is in this context that God gives us his Covenant. It comes in the ten commandments; it comes in the Exodus of God's people from Israel; and it comes most gloriously in the life and death of Jesus

Christ. Jesus is the great sign of God's faithfulness. We are called to become Jesus' Body, so the world may continue to see and experience God's great sign of faithfulness.

I wear on my body signs of three covenants that define who I am, and who I am becoming:

- (1) my marriage ring.
- (2) my bishop's ring.
- (3) and an African watchband which signifies my covenantal relationship with the people of Kinkiizi.

I am a different person today (a person that I could otherwise never have become) because of the way I have been faithful to the challenges of these three covenants.

The prophet Hosea uses the marriage covenant as a way of calling Israel back into covenant with God. Following Hosea's example, I want to talk about the meaning of the marriage covenant.

There are three levels of meaning for this covenant, as there are in all covenants.

The first meaning is about the personal dimension of relationship. Marriage relationship in our culture begins when a man and a woman fall in love. It is an experience of the heart and of our affections. We do not have much control over it. To "fall in love" is literally to be out of control. When this happens, the sky looks bluer and the grass looks greener. Bells ring and there is music in the air. This dimension of covenant is romantic, and it is wonderful. Unfortunately, this personal, feeling level cannot usually sustain a relationship amidst all of life's challenges. That's why relationships based only on good feelings usually do not last. God's call to faithful relationship needs more than this personal dimension of romance, if it is to be sign of God's eternal faithfulness.

So, there is a second dimension of covenant that I call the social, or the legal, or the institutional level. This gives to relationship a greater staying power or leveraging power. Essentially this level of Covenant says, "I'll scratch your back, if you scratch mine." It is a binding agreement to maintain the relationship. If a partner violates the agreement, then the other partner can bring forces to bear to encourage the other partner to shape up. Civilization needs this kind of defining law for relationship in order to keep its institutions in good working order. When the relationship isn't working, one has the option of suing or divorcing. Unfortunately this social pressure can sometimes become manipulative and perverse. We all know too well how ugly and hateful divorces can become. More is needed in our Christian Covenants than the romantic and legal; more than the personal and social dimensions that we have thus far described.

It is the third dimension of covenanted relationship that keeps the first two levels of Covenant healthy and productive. The third level has something to do with Jesus' call to discipleship which says we must be willing to lose our life for Jesus' sake and the Gospel, if we want to really live. It has something to do with the marriage promise to be faithful "for better or for worse, for richer or for poorer, in sickness and in health, until death do us part." It has something to do with Jesus' absurd, but absolutely essential, command that we "turn the cheek and walk an extra mile." None of these activities is possible through the law, or through good feeling. They all require a willful act of faith.

I call this third dimension of Covenant the Cosmic dimension. It is the God dimension. It is a dimension that is empowered by the Spirit. It is a manifestation of God's Grace. The world does not understand this kind of faithfulness, as it requires the giving up of our lives. It sounds absurd to someone who spends all their energy in fear, holding on to the stuff and the reputation that they have spent their life fighting for. Jesus says, give it all up, come and follow me and be a sign of death-defying faithfulness.

John the disciple and evangelist quotes Jesus as saying that "God is Love, and Love is eternal." Frederick Bueckner paraphrases this divine teaching by saying that "only relationship is eternal, all else is dust."

Pentecost comes as we dare to die our death in baptism, so that we might share with Jesus in his eternal Resurrection. Our Baptismal Covenant enables faithfulness. Our faithfulness enables our ability to be a sign of God's Love to our broken world.

One final metaphor. Sodium is an element that we hardly ever see. It is a caustic silver metal that would burn a hole in your hand if you held it in its natural form. Another element, totally different in nature is chlorine; a yellow and poisonous gas. If you put these elements into an airtight crucible, and apply a very intense heat, there is a point when the pressure and the temperature become so great that, POWWIE, a miraculous transformation takes place. Two caustic and very different entities become one. Yes, you already know; they become table salt. The very stuff that Jesus said we should become to give flavor and character to the world.

Almost 40 years ago Ira and I made a covenant to be faithful to one another. We both have been transformed into very different and better people because of our struggle to remain faithful.

Could it just be that if the traditional and progressive elements of our Church could remain faithful to the covenantal call to be one; that a Pentecostal "POWWIE" might happen. That is my hope; that is my prayer; that is my miraculous expectation.

By the Grace of God, may it be so.

APPENDIX

Diocesan/Convention

Highlights of 2003

STEWARDSHIP FIRSTS:

1. Breaking New Ground Campaign brought commitments for over four million dollars for the future development of congregations.
2. First Diocesan Wide Planned Giving and Stewardship Workshops held.
3. Stewardship for Mission and Ministry Task Force completes its work.

Leadership Formation and Congregational Development:

4. Four new Mutual Ministry Teams begin training at Huron College.
 - St. Alban's, Bay City
 - St. Paul's, Corunna
 - Trinity, Bay City
 - St. John's, St. John
5. Six new leaders ordained for congregational leadership
6. Promotion of "Passionate Spirituality"
 - Vision Conference at Bay Valley Resort
 - Bishop's Sabbatical
 - Formation of Life Cycles Groups and Diocesan Hearth Group
7. Anti-Racism Training Workshops have begun and are scheduled in all Convocations for the years ahead.

Mission

8. Kinkiizi Team visits all four Convocations.
9. 48 Eastern Michigan congregations are in active relationships with Kinkiizi congregations.
10. 63 Scholarships have been initiated for Kinkiizi secondary school girls.

GOALS FOR 2004

1. Grassroots Re-Visioning of the Diocese and Convocations
 - Convocation Town Meetings
 - Re-evaluation and revision of current Diocesan and Convocation Vision.
2. Develop Stewardship Umbrella and connect with Convocations
 - Planned Giving
 - Stewardship Education
 - Environmental Stewardship
 - G.O.D. Fund
3. Refocus Convocations
 - Outreach
 - Education (formation)
 - Evangelism

Keynote Address to the Diocese of Eastern Michigan
October 18, 2003
Captain Richard Priestley, Church Army

Passionate Spirituality – Growing in the Spirit.

Effective Ministry flows out of Passionate Spirituality.

Spiritual intimacy leads to a strong conviction that God will act in powerful ways.

I know from my own life that when I am closer to God He is able to do so much more through me. The closest I have been with God, that is, sure about his call, hearing him speak, seeing answers to prayers, was right before I moved to the States....

I know now that when I am tired and stressed I need all the more to stay close to God or else things will get worse and I will end up living on my own strength.

God imparts vision to His church and individuals. A Godly vision can only be accomplished through an optimistic faith which views obstacles as opportunities and turns defeats into victories.

Passionate spirituality refers to the vibrancy and deepening of a believer's personal walk with Christ.

- Passionate spirituality is not something you "have." Rather, it is a path you are on, where you are continually learning from and growing closer to Christ.
- The life of Christ provides keys for understanding the ingredients of spiritual passion.
 - A desire to be one with God
 - A desire to be obedient to God
 - A heart for lost people
 - A call on ones life
 - A servant heart
- Our passion or desire to learn will fuel our journey.

In the apostle Paul's writing, we see change and growth reflected.

- Galatians 1:1 - early in Paul's ministry
 - Paul, an apostle, sent not from men or by man but by Jesus Christ and God the Father

- 1 Corinthians 15:9 - seven years later
 - For I am the least of the apostles and do not even deserve to be called an apostle
- Ephesians 3:8 - eight years later
 - Although I am the least of all God's people
- 1 Timothy 1:15 - at the end of his life
 - Christ Jesus came into the world to save sinners – of whom I am the worst

Typically, spiritual maturity is measured by:

- How long someone has "known" the Lord... *tenure*
- Perceived knowledge of the Bible... *education*
- Attendance at activities... *presence*
- Participation in programs... *busyness*
- Agreement with the pastor... *compliance*
- More and different experiences... *variety*
- Ability to perform... *giftedness*
- Tithe... *contribution*

However, maturity must be measured in a manner consistent with our core values.

- A hatred for evil - not evil doers! (Proverbs 8:13)
- Love for unlovable people
- The ability to translate Jesus to others
- Teachability
- Flexibility
- Peaceability
- Contentment
- Simplicity

- Joyfulness

Jesus invites his followers to embrace relationship with God as a means to spiritual growth -- not ritual or ceremony.

Passionate spirituality will overflow into mission through a heart for the harvest:

- The harvest motivates the leader to prayer... the cost
 - No-one can come to me unless the Father who sent me draws him (John 6:44)
- The harvest motivates the leader to purity... the price
 - If the Gospel is food for life think of yourself as the spoon, if the spoon is not clean then the food may not be accepted.
- The harvest motivates the leader to passion... the value
 - When I think about lost people heading for a Christless eternity, when I see the despair and hopelessness around me it stirs my heart to action..

Let us look at the mission field for a moment.

Healthy, reproducing churches are needed to make more and better disciples of all people groups in North America...and beyond.

What is your personal commitment to mission?

Mobilizing others in mission begins with modeling. In fact mobilizing others in prayer begins with modeling too, and service.

- Do you have a passion for lost people?
- Do you pray for revival?
- Do you share your faith?

Let me introduce you to Mark.

Passionate Spirituality will overflow into mission – mission draws people into a deeper relationship with God – Mission helps sustain a Passionate Spirituality.

Nothing will happen without prayer.

Prayer is not preparation for the ministry -- it is the ministry!

- Through intercession, prayer evangelism, praise and worship, leaders are able to combat spiritual warfare.

- Every revival in the history of Christianity was preceded by passionate corporate prayer.

Some ideas for mobilizing prayer:

- Individual prayer
- Prayer teams/triplets
- Prayer walks
- Concerts of prayer

When we get going with God, the devil is not happy.

Trials and difficulties may be confirmation you are on the right track.

- You can only consider trials as "pure joy" (James 1:2) when you are convinced that the direction you are going is God's perfect will. When you're taking flak, you are probably over the target!!!

Reflection Questions

- How is your passion for God reflected in the way you build relationships? What kind of relationships are you developing?
- How has the mission of your church been impacted by your prayer ministry?
- What "flack" are you encountering? Is it something which needs to be pressed through in prayer? How will you mobilize prayer for that situation?

Small groups and churches that are made up of people expecting the group or service to give them the spiritual jolt they need for the week will never develop a passionate spirituality. There is no drive-thru service where you can order instant spirituality.

Personal renewal precedes corporate renewal. The most effective way to bring renewal to the church is to facilitate renewal in the hearts and lives of leaders and congregational attenders.

Passionate spirituality is born out of a daily walk with Christ.

If people have not been actively nurturing their relationship with God during the week, the small group experience will be greatly diminished. People cannot expect the spiritual life of one or two people in the group to sustain the life of the group indefinitely. In a similar way, If people have not been actively nurturing their relationship with God during the week the experience of Sunday service will be a ritual or obligation.

If passionate spirituality is being developed in individuals and in small groups, it will spill over into the larger gatherings. Non-growing believers will try and live off the spiritual life of others but will fail to mature in their walk with God. Non-believing visitors or seekers will catch some of the passion and be drawn closer to God.

Checklist

So how can we facilitate passionate spirituality in individuals:

- Verbally recognize the presence, power and purpose of God.
 - Testimony – every week, Thanksgiving
- Take time to listen to and respond to the voice of God.
 - Quiet times & small groups, and corporate (St. John's Woodley)
- Encourage the sharing of inner conditions, not just outer circumstances.
 - Triads / accountability groups
 - Wesley
- Provide a place for people to use their spiritual gifts.
 - All member ministry, so many people have taken a survey but then... Network – ministry based on the gifts God has brought together
- Design retreats where people are challenged in their spiritual walk.
 - Parish retreat – spiritual/ministry training camp
- Motivate people to use their gifts for the extending of the Kingdom.
 - Mission opportunities – material, financial

Reflection Questions

How have you helped increase the faith of others on your team?

Opportunities for testimony, invited out of the comfort zone, ministry,

How have you integrated prayer into the life of the church?

I am amazed at how many church meetings begin with a short prayer and end in a short prayer.

What plans do you have to increase your prayer base?

Expand your intercessory team, prayer chain, e-mail pray list

How many intercessors do you have committed to supporting you in prayer?
Personally? Corporately?

As leaders, it is not enough to assume people are praying for us. I am seeking 100 people to pray daily for me and my ministry. Currently I have about 25 praying daily, and another 40 praying weekly, and many others who I know pray but have not let me know how often.

Do you have strategic intercessors praying for your church and community? How will you go about developing an intercession team?

Find the gift intercessors, publicize this ministry.

What opportunities does the congregation have to pray together?

Many churches have seasons, not one turns up, so they stop. We need to keep these open, even with two or three people.

How have you integrated prayer into the life of the church?

When a church's passion for Christ increases, it will be evidenced in the atmosphere of the church and in the fruit of its ministry.

Expectancy and intimacy - Expectancy that God does do things and will, intimacy with God reflected in worship

A celebrative atmosphere

Joy, excitement, fervor – churches are not always places people come to have fun, My children are a good gauge.

Hope – when things get tough there is a hope in God for the future, not despondency

Expectance that God will show up

Joined together in evangelism – GREAT workshops Grass Roots Evangelistic Activity Training, short term mission

Commitment to the "one anothers" from Scripture – love one another, prayer for one another, meet the needs of one another

Patience with each other, recognizing God is at work in all of us – Grace, not one of us is perfect

Shared conflict or difficulty

Generous giving

Lets go back to Personal renewal for a moment.

The flame of passionate spirituality can be diminished or extinguished. Many a strong, spiritually mature Christian has slid away because of one or more of the following.

- Words with out action – whether it is my words without action or someone else's they will undermine my walk with Christ.
- Activity with out movement – we are all so busy but some things we do have little or no eternal purpose
- Seven days without a Sabbath –
- Giving without receiving & vice versa
- Natural giftedness without spiritual power

Finally confession and repentance are essential to spiritual passion and growth.

Bitterness, disappointment and long held grudges eat away at the foundation of your spiritual passion.

Repentance is most beneficial when specific sins can be identified and confessed.

Find someone to whom you can be accountable for areas of weakness.

**CONGREGATIONS IN UNION with CONVENTION
of the DIOCESE OF EASTERN MICHIGAN
October 17 and 18, 2003**

<u>Place Admitted</u>	<u>County</u>	<u>Congregation</u>	<u>Organized</u>	
Algonac	St. Clair	St. Andrew's	1867	1995
Alma	Gratiot	St. John's	1885	1995
Alpena	Alpena	Trinity	1866	1995
Atlanta	Montmorency	St. Mark's	1960	1995
Bad Axe	Huron	St. Paul's	1881	1995
Bay City	Bay	St. Alban's	1965	1995
Bay City	Bay	Trinity	1854	1995
Bridgeport	Saginaw	St. Mark's	1962	1995
Cheboygan	Cheboygan	St. James'	1880	1995
Corunna	Shiawassee	St. Paul's	1865	1995
Davison	Genesee	St. Dunstan's	1953	1995
Dryden	Lapeer	St. John's	1902	1995
East Tawas	Iosco	Christ	1880	1995
Fenton	Genesee	St. Jude's	1860	1995
Flint	Genesee	Christ (inactive) **	1907	1995
Flint	Genesee	St. Andrew's	1915	1995
Flint	Genesee	St. Paul's	1839	1995
Flushing	Genesee	Trinity	1942	1995
Gaylord	Otsego	St. Andrew's	1954	1995
Gladwin	Gladwin	St. Paul's	1903	1995
Grand Blanc	Genesee	St. Christopher's	1941	1995
Grayling	Crawford	St. Francis'	1956	1995
Harrisville	Alcona	St. Andrew's-by-the-Lake	1956	1995
Harsens Island	St. Clair	St. Paul's	1926	1995
Higgins Lake	Roscommon	St. Elizabeth's	1959	1995
Hillman	Montmorency	Calvary	1884	1995
Holly	Oakland	Nativity Community Church	1961	1995
Indian River	Cheboygan	Transfiguration	1958	1995
Lapeer	Lapeer	Grace	1878	1995
Lexington	Sanilac	Trinity	1871	1995
Long Rapids	Alpena	Grace	1896	1995
Marine City	St. Clair	St. Mark's	1863	1995
Marysville	St. Clair	All Saints'	1953	1995
Midland	Midland	Holy Family	1957	1995
Midland	Midland	St. John's	1870	1995

Congregations in Union with Convention, continued --

<u>Place</u>	<u>County</u>	<u>Congregation</u>	<u>Organized</u>	<u>Admitted</u>
Mio	Oscoda	St. Bartholomew's	1987	1995
Otter Lake	Lapeer	St. John's	1883	1995
Owosso	Shiawassee	Christ	1858	1995
Port Huron	St. Clair	Grace	1840	1995
Port Huron	St. Clair	St. Paul's	1873	1995
Rogers City	Presque Ile	St. Luke's	1942	1995
Rose City	Ogemaw	St. Andrew's	1948	1995
Saginaw	Saginaw	Calvary Memorial	1889	1995
Saginaw	Saginaw	St. John's	1851	1995
Saginaw	Saginaw	St. Matthew's	1954	1995
Saginaw	Saginaw	St. Paul's	1854	1995
St. Clair	St. Clair	St. Paul's	1848	1995
St. Johns	Clinton	St. John's	1864	1995
Sand Point	Huron	St. John's	1957	1995
Sandusky	Sanilac	St. John's	1903	1995
Standish	Arenac	Grace	1901	1995
West Branch	Ogemaw	Trinity	1901	1995

**Now known as Christ Episcopal Center

REPORTS IN ORDER

ANTI RACISM MINISTRY

In June of 2002, Bishop Leidel formed a core group of four people to start an Anti Racism Task Force. The four were: Rev. Anna Leigh Kubbe (Port Huron) and Rev. Judith Stuart (Grand Blanc), Co-chairs: Claudia Hollinger (Flint) and Lori Peyer (Elkton).

Bishop Leidel and the core group agreed on the goals for the Task Force according to the B049 Mandate from the General Convention of 2000. Both Clergy and Laypersons were invited to become a part of the Task Force as possible trainers and facilitators.

Certified National Trainers Rev. Judith Stuart and Claudia Hollinger have worked with the group monthly for the past year with training exercises from the National Dialogues on Anti Racism Training Manual and guidelines from the National Episcopal Church.

The group changed their name from Anti Racism Task Force to Anti Racism Ministry, also known as ARM.

ARM had their first Anti Racism Workshop, May 2003, in Bay City, with the Bishop and his Staff along with the Standing Committee. The workshop was a success. There are monthly workshops, Phase I and Phase II, scheduled through June 2004, starting in October for all the Convocations of Eastern Michigan.

The Anti Racism Ministry team consist of :

Lorna Anderson	Frank Burger
Claudia Hollinger	Jerry Kabell
Rev. Anna Leigh Kubbe	Lori Peyer
Ruth Scott	

We give special acknowledgement to Rev. Judith Stuart for her time and contribution to ARM. Rev. Stuart recently moved back to Boston, Massachusetts after serving as Assistant Rector at St. Christopher's in Grand Blanc, MI.

*Respectfully submitted,
Claudia Hollinger and Lori Peyer
Co-Chairs, Anti Racism Ministry*

Breaking New Ground . . . *transforming lives!*

Breaking New Ground, a diocesan endowment fund for congregational transformation and starting new congregations, continues to grow with new pledges, new bequests and continued pledge payments. The following financial information is current as of September 8, 2003.

	<u>Total Payments</u>	<u>Total Pledges</u>
2001		
<i>Cash</i>	\$ 50.00	\$ 61,050.00
<i>Stock</i>	\$ 30,880.26	\$ 30,000.00
		<hr/>
<i>Year-end Totals</i>	\$ 30,930.26	\$ 91,050.00
2002		
<i>Balance Forward</i>	\$ 30,930.26	\$ 91,050.00
<i>Cash</i>	\$ 255,470.30	\$ 1,266,121.95
<i>In-kind</i>	\$ 0.00	\$ 14,850.00
<i>Planned Gift</i>	\$ 0.00	\$ 2,579,000.00
<i>Stock</i>	\$ 180,417.18	\$ 41,192.95
		<hr/>
<i>Year-end Totals</i>	\$ 466,817.74	\$ 3,992,214.90
2003		
<i>Balance Forward</i>	\$ 466,817.74	\$ 3,992,214.90
<i>Cash</i>	\$ 85,820.27	\$ 1,126.05
<i>Stock</i>	\$ 106,375.62	\$ 0.00
		<hr/>
<i>Totals as of 9/8/03</i>	\$ 659,013.63	\$ 3,993,340.95

The Standing Committee of the Diocese, acting on prudent financial recommendations from the Trustees of the Diocese, is continuing to allow the Breaking New Ground fund to grow its corpus with the first anticipated withdrawals occurring during 2004. During 2004, grant requests will be accepted from congregations, Convocations and the Diocese for the funding of Breaking New Ground initiatives.

CAMP CHICKAGAMI STEERING COMMITTEE

Who are we? Where did we come from? What do we do?

After decades of operation by a group of volunteers operating as a "Task Force" it was felt that Camp Chick, as a major asset of the Episcopal Diocese of Eastern Michigan, should be managed by a more formalized group with clear lines of authority and responsibility linking it to the Diocese.

An Ad Hoc committee of clergy and lay people with knowledge of the camp and church structure met several times in 2000 and 2001 and in cooperation with Bishop Leidel proposed the establishment of this steering committee. The work of the Ad Hoc committee and the Bishop also included development of a mission statement and by-laws under which the -proposed steering Committee would operate. These recommendations were accepted by the Standing Committee in the Spring of 2002 and formation of the Camp Chick Steering Committee was authorized.

Composition of the steering committee includes one representative from each Convocation, three carry-over members from the previous Task Force, three at-large members currently appointed by the Standing Committee until elections are held at the Diocese Convention in 2004, and a representative of the Bishop. The prior Task Force was dissolved and the new steering committee began its work in the fall of 2002.

In the past year we have continued a plan of major and minor facility improvements. The Woodlands Area is now available for "3 season" use and can accommodate up to 24 persons. The Johnson/Kauffman building has been enlarged and improved to provide two units, each with a complete kitchen and modern bath, baseboard heat, and sleeping for 6 to 8 people. The two units are connected and can be used jointly for groups of 15-16. This building is available year-round and is an ideal winter retreat location. Albany, a two bedroom family cabin, has also been upgraded for "3 season" use.

The steering committee is also responsible for the Diocese summer camp program and management of the facility for other user groups within and outside the Diocese. A sub-committee is currently developing plans for next summer's camps which will probably include some changes and improvements.

It is worth noting that as a part of the Michigan State Licensing process we are subject to state inspection during our youth camp and our inspector found us to be in full *compliance!*

On behalf of the entire Breaking New Ground steering committee and the entire Diocese, please accept our sincere thanks for your support of this exciting fund for the future of the Diocese of Eastern Michigan.

If you haven't made a pledge at this point, please consider one today. With additional pledges and/or gifts of \$7,000 we will be able to exceed \$4 million in anticipated funds for truly becoming an Apostolic Community of Miraculous Expectation for Grassroots Mission!

submitted by Mary Spence, Breaking New Ground Co-chair

John Ehlers, Chairman of Camp Chick Steering Committee and Camp Director

Commission on Ministry - Diocese of Eastern Michigan

“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 matching 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.

- Once again on All Saints Sunday, all congregations were requested to find ways to support and celebrate the ministries of all the baptized.
- 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.

- The COM is working on plans for a follow up “gifts/vocation discernment conference for the future.
- Recognizing the need to assist people/congregations in discovering their gifts and discerning their call, the Rev. Rick Houghton and Betty Kirkley will present one of the workshops at the Diocesan Convention this year. 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 Huron College Leadership Training Program is well underway. The program began in May 2003 and at this time, 4 congregations and 20 individuals are participating in The Leadership Training Program. This program is for the training of teams consisting of a lay leader and a cleric from congregations within our diocese.
- Eastern Michigan is 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. LIFE CYCLES is being

Since Camp Chickagami receives no funding from the Diocese, we depend on Grants from Convocations, Congregations and Individuals to supplement user fees.

For all these gifts we are truly grateful. Without them and all the many hours, days and weeks of volunteer time we could not have accomplished all this. I wish also to especially thank the folks of St John's, Midland for their generous gift of construction money. I give my personal thanks to God, the Episcopal Diocese of Eastern Michigan and all of you for allowing me to serve in this important ministry.

used for adult education/formation in several congregations. In addition, it is now becoming a required part of the formation of Mutual Ministry Support Teams.

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

- The Mutual Ministry Development Team is exploring and developing variations of the mutual ministry support team model in order to meet the differing needs of congregations of all sizes. This is in response to several congregations who desire to have vital worship and a ministry that is mission centered.

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

- There are 22 people in the diocese that are at some stage on the journey to ordination as vocational deacons or priests. Each of these persons has a “mentor” on the COM.
- 6 aspirants attended BACOM (Bishop’s Advisory Committee on Ministry)
- This June, the first annual retreat for postulants and candidates plus their spouses was held in Mio. It has been decided that this formation time is vital in the support of our people.

Respectfully submitted by Betty Kirkley & Dave Kulchar, Co-Chairs

COM Members: Lay: Sylvia Bargiel, Jackie Bennett, Ron Colavincenzo, Bob Finn, Sally Seeley; Clergy: Elizabeth Chace, Rick Houghton, Joe Running, Mary Shortt (Standing Committee), Bob Trask, John Wallace; Ex officio: Bishop Leidel; Administrative Assistant: Gail Vince.

Companion Relationship Task Force Report

In 2000 the Diocese of Eastern Michigan accepted a companionship covenant with the Diocese of Kinkiizi, Uganda.

The primary purpose of this relationship is to build up our common life in Christ. This relationship will enable us to mutually care for one another and to learn from one another, the main goal was the spiritual interface to our relationship. This journey was begun in faith and no one knew how it would evolve.

A goal of our covenant is to build personal relationships between the two dioceses, using communication and the hope that our two dioceses would exchange mission partners in order to strengthen our relationship and encourage growth in our faith.

In June of this year Eastern Michigan was blessed with a visit by a team of five from Kinkiizi and in these ‘Face to Face’ meetings we learned that we could truly see Christ in one another.

Congregation to congregation relationships have grown, as has the diocesan support of the Nyakabungo Girls Secondary School. We are continually working to fill the goals as stated in our mutual covenant.

Additional exchanges of mission partners took place this summer as The Rev Bill McClure, St. James, Cheboygan; Jerry and Cindy Kabell, St. John’s, Alma and then Dr Clifford Cox, St Paul’s, Flint went to Kinkiizi on Mission trips.

While Bishop John was with us in Eastern Michigan he told us that “the Cross was not for Jesus alone, it was for the salvation of men and women in the whole world. Jesus did not want to suffer the pains of that cross alone. Jesus wanted human beings to feel the heaviness, the pains, the shame and the burden of it.”

He went on to say “our invisible God sometimes calls people who are visible to work with him in order to save his people just as God worked with Simon of Cyrene on the way to Calvary, for Jesus to redeem the human beings.”

Our great gift from Kinkiizi is that they are helping us work hand in hand with God in order for salvation to prevail in the world. People in Kinkiizi believe more readily now that God loves them, because they see that people in Eastern Michigan love them in a visible way, as we help to carry the Cross while following Jesus.

Praise God for the journey we are on together.

The Kinkiizi Companionship Taskforce, Ira Leidel, Co Chair

BLUE WATER CONVOCATION REPORT

One Water, Many Ministries – nothing could more clearly describe this convocation and the work its people are doing. Tied together geographically by the water that flows along our shore, we are a diverse group each seeking out the individual needs of our communities while sharing the common bond of the mission of the Church.

At the congregational level of the eight churches, members are busy with such events as God and Grille; Bible studies; a strawberry festival; food pantries and soup kitchens; Alpha programs; music ministries; youth activities; potluck suppers; vacation Bible school; talent auctions, Lenten programs; Befrienders; new services and much more.

Two congregations experienced the start of a new ministry with the ordination of the Rev. Cathy McKinney as a transitional deacon. She serves both All Saints in Marysville and St. Andrew’s in Algonac. That new start also brought the celebration of two other ministries. The Rev. Ned Schneider and the Rev. Walter Barnes, who served Marysville and Algonac, respectively, retired.

On the Convocation level, we continue to support such programs as Bridge Builders Counseling, Project Blessing, Education for Ministry, Net (Neighborhood Ecumenical Team) and Leadership for Musicians. The Council continues to make available \$1,000 for outreach work and \$1,000 for education to each congregation as well as a 12-passenger van for church outings, with priorities given to youth events.

The Council held its third annual retreat, which was led by the Rev. John Chapman of Huron College in London, Ontario. The weekend provided a perfect chance for some self-examination for the council and where it hopes to go in the future. As a result, a committee has been formed and is working on developing a mission statement that will better let us serve the communities and congregations.

The Council also sponsored its first Mass on the Grass and Picnic, which included a Eucharist as well as the musical talents of musicians from Trinity-Lexington. More than 60 attended, burgers and hot dogs were served with other food provided by participants and games were offered for the youngsters.

Our deacons continue to be active in their ministries: jail ministry (the Rev. Roger Wood), LEMS/LEVS (the Rev. Sherry Young), and anti-racism (the Rev. Anna Leigh Kubbe).

The visit from our companion diocese of Kinkiizi brought more unity to the convocation, allowing us to share not only our churches but also our communities with our visitors. Bishop John and the others visited everything from a plastics factory and a school for special education students to an all-volunteer library on Harsens Island. They also took a cruise on the St. Clair

River and Lake Huron and attended a service at a non-denominational church whose congregation is primarily African-American. The visit wrapped up with a celebration of the Eucharist and reception with than 200 people in attendance.

On the Diocesan level, Blue Water has provided monetary support to such ministries as Anglican Connections, Camp Chick, the Acolyte Festival and Journey to Adulthood. It also provided the Diocese with \$14,000 to help with the budget crisis.

As new ministries evolve and involvement at the congregational and convocational levels continue to increase, it is clear that the mission of the church is at work in Blue Water.

Respectfully submitted by, Mary Lou Creamer, Blue Water Convocation President

FLINT RIVER VALLEY CONVOCATION

FUNDING PROJECTS

FRV continues to support Christ Episcopal Center, which provides a Jubilee recognized Flint urban ministry including literacy, after school, performing arts, Bible study, computer education, sports, entertainment and programs for adults.

Poverty and hardship are also at home in rural and suburban Michigan. FRVC supports Grace, Lapeer in their ecumenical shelter ministry for the homeless and St. Paul's, Corunna in their ecumenical ministry to the needy.

Two youth groups went to Mexico and Pennsylvania to help with building projects underwritten by the convocation while two more groups went to Mexico and Tennessee sponsored by St. Jude's, Fenton and Christ Church, Owosso.

FRVC managed to contribute funds to send young people to the national convention and to support Crossover's effort to send underprivileged children to summer camp. Crossover is an outreach of the downtown Flint Episcopal, Presbyterian and Methodist churches.

SPECIAL EVENTS

The visit of the Kinkiizi delegation from Uganda was the high point of the year. The exchange of gifts included a financial gift from FRVC for each of the fifteen churches linked with the convocation. The visit included a service at St. Christopher's, visits with Grace, Lapeer and Trinity, Flushing, a tour of Bronners and a festive Evensong and gift exchange celebration at St. Paul's, Flint.

Earlier in the year, Bishop Leidel and the Rev. Todd Ousley led the convocation through an exercise with Percept census and demographic data. This gathering created an awareness of the uniqueness of each congregation and produced suggestions for other convocation wide meetings. The convocation also held a meeting with the Stewardship for Mission task force, and, at this writing, plans a meeting to discuss the decisions made at the national convention.

CLERGY

The Rev. Gordon Okunsanya, interim at St. Paul's, Flint, left to assume a position with the national church. The Rev. Martin Field, formerly of Jackson, Tennessee, is the new rector at St.

Paul's, Flint. The Rev. Wanda Ray, St. John's, Dryden has resigned to accept a position in Ohio, starting in September. The Rev. Jim and Gail Graham have moved to Ann Arbor. He hopes to be available for supply on occasion. The Rev. Bill Boli, St. Paul's, Corunna, tentatively plans on retiring (again) in January. The Rev. Elizabeth Morris Downie resigned as Dean of FRV because of schedule demands.

The Rev. Wayne Larson, St. John's, St. John was ordained a deacon. Dates have been set for the ordination of Deacon Russ Merrill, St. Paul's, Corunna, as a local priest and Sharon Naughton, St. Paul's, Flint, to the diaconate. Mr. and Mrs. Rich (Stacy) Frontjes, with the support and encouragement of the convocation, have entered the Southwest Episcopal Seminary in Austin, Texas.

EDUCATION/FORMATION

FRVC is underwriting part of the cost for the six member St. Paul's, Corunna group exploring team ministry at Huron University (Ontario). ... There is a good size EFM , Education for Ministry, class at St. Paul's, Flint with another tentatively planned at Grace, Lapeer. ...St. Christopher's, Grand Blanc continues to lead the way with J2A, Journey to Adulthood The convocation has provided modest support for the Frontjes and, dependent on budget, would like to continue to be of help.

CHALLENGES AND THE FUTURE

Flint River is just beginning the process of reformation, starting with a revision of the by-laws and restructure of current council responsibilities within three task forces: education/formation; outreach/youth; and evangelism/growth.

Recasting the vision is the next, and most important, step, requiring the joint participation of clericus and council. The Rev. Greg Tournoux, Christ Church, Owosso has offered an exciting outline of a vision which will be the subject for future discussion and, hopefully, plans for 2004.

In the meantime, there are several challenges which need to be addressed:

- (1) The inequality of the current canonical allocation to convocations and the proposed 60-40 impact on the FRVC budget.
- (2) Grass roots relationships with the diocese and in response to the national church controversy.
- (3) Exploring cooperative efforts with St. John's, Dryden and St. John's, St. John.
- (4) Leadership identification, expansion and training.
- (5) Improving the convocation communication networks.

Submitted by Jack Carlsen, Flint River Valley President

REPORT FROM THE NORTHERN CONVOCATION

Another year passed already? Following last year's time of busyness, this year has been a year of reflection and examination.

I would offer the stimulus for this reflection has been the Stewardship for Mission and Ministry Task Force. Four convocation members have been active participants in the process. Their input to the task force and feedback to the convocation has been provocative and caused us to reevaluate our responsibilities, needs and priorities to ensure our efforts and finances reflect these factors.

Following last years convention we adopted a deficit budget to the tune of twenty thousand dollars. This is the fourth deficit budget we have run in succession although only one in the past has actually made a bank balance draw down and the current one will probably produce only ten to twelve thousand dollars of red ink. We currently expend approximately 30% on social service outreach such as Shelter and Grace Center which were seeded by parishes but have grown to a level of independence. Congregation assistance for clergy takes another twenty percent of funds and ten percent is spent on each of parish program grants, diocesan programs, diocesan support, Camp Chickagami and convocation travel and administration. The fly in the ointment here is that we do little to promote formation.

Our clergy situation remains good with only two of the sixteen congregations being served by supply clergy. The Clericus is active and strong serving a role as group support and mentor. Our two years of funding support for a seminarian has paid off and our own Phil Seitz returned to us to now spread the gospel in West Branch with side trips to Standish although they spoke for him first. We continue to support a local seminarian with funds from this year and next.

The convocation representatives and clergy tried to hold a fifth annual retreat but it was met by the biggest snowstorm of the year. Still we were able to start the reevaluation process and review of our form and function as a convocation. Some ideas we are pursuing and will hopefully initiated by convention time are regenerating leaders, committees, pursue formation and better involvement of clergy. We have already conducted budgetary and priority reviews while crafting a mission statement and rewriting our bylaws.

Our commitment to youth remains strong as demonstrated by our support for Camp Chickagami. Thanks to a most generous donation by St. John's, Midland it was possible to rework a duplex cabin to increase comfort, usability and capacity. The camp buildings have never been in better condition. Junior youth camp was exceptionally successful but our senior youth program underachieved. With the improved facilities and a better reputation it is hoped that the camp can become financially independent over the next five years. Look for music camp to reopen next year.

All things considered it has been a good year and we are confident that next year will be even better.

Respectfully,
Dana Howard

SAGINAW VALLEY CONVOCATION
PRESIDENT'S REPORT

"Congregations Growing in Community"

Council Activities

This year has been a year of introspection. That certainly was exacerbated (or helped, depending on your mood) by the discussions about Stewardship for Mission and Ministry. With the "last minute" change in budget (see below) which is expected again this year, advance planning on expenditures was difficult. A significant part of the budget was not pre-allocated so that short term requests for funding could be met. It has been necessary to use some of our savings from previous years, but we still have some money that has been kept for as yet unplanned development efforts in the future.

Outreach

Saginaw Valley attempted to meet the Convention request that we pay our share of the National Church assessment that the Diocese couldn't pay from the central funds. We found that a contribution of \$10,000 could be done (less than the \$14,000 requested). That still leaves Episcopal Community Services as the dominant expenditure (\$35,000) this year, but the Convocation Council also supported an unexpected request from the Saginaw churches to fund a cable TV advertising campaign. It's too early to know if this is a "good deal" that should be reproduced elsewhere.

Staffing Changes

The Rev. Edward Bennett retired (again) from Grace Standish and they have selected to share the (newly) Rev. Phil Seitz with Trinity, West Branch. The Rev. John Good extended his interim tour to become the Interim Missioner for St. Alban's. The Rev. Wanda Ray left St. John's, Otter Lake (as well as St. John's, Dryden) and at the time of this writing, they haven't chosen an interim. The Rev. Richard Winters left St. John's in Saginaw and they have selected the Very Rev. Charles Curtis as interim.

Within the Council, Dr. James Benjamin was elected Convocation Vice President. He resigned his position in August.

*Your servant in Christ,
Charles W. Bash President*

Episcopal Cursillo - Diocese of MI/Eastern MI

Cursillo is a movement in the church with the purpose of helping those in the church understand their individual callings to be Christian Leaders. The goal of Cursillo is the goal of the church: to bring all to Christ. Cursillo helps to renew and deepen Christian commitment.

Cursillo is patterned on Jesus' own example. He searched out and called a small group of potential leaders (Pre Cursillo). He trained them by word and example and inspired them with a vision (Cursillo Three-Day Weekend); He linked them together and sent them out into the world to bring the world to Him. (Fourth Day).

Cursillo is part of the Church, not separate from the Church. Anyone who makes an Episcopal Cursillo weekend must be a member of an Episcopal Church. Cursillistas are encouraged to go back to their parishes and serve within them as well as to evangelize their environments.

ECDM/EM provide two weekends a year where lay people conduct most of the weekend under the spiritual advisement of two or three clergy. It is not intended to be a conversion experience but an enriching and deepening of what is already there. It often provides new insights into faith as well as fostering ministry among lay people. Cursillo presumes that those who attend are already well grounded in the faith.

The dates of the upcoming weekends are Nov. 6-9, 2003, April 22-25, 2004, and Nov. 4-7, 2004. The weekends are held at Gordonwood Camp and Conference Center.

Members from Eastern MI of the ECDM/EM Secretariat may be contacted for further inquiries. They are Sue Colavincenzo, Lay Director (810-695-2719); Tony de Bari, (989-790-1094); Charlie Reagan, (989 793 1385); Shirley Seely, (810 385 1206); Barb Wilson, (810 631-4957); Jack Carlsen , (810 732-3619). Respectfully submitted by Sue Colavincenzo

DEAN OF STUDIES REPORT

A Deacon Training Workshops was held in July (Office and Ministry of a Deacon—Dn. Linda MacDonald of the Diocese of Michigan); a workshop scheduled for Oct. 25 (The Deacon in Service and Advocacy—the Rev. Judith Stewart). Consultations on Mutual Ministry have been held with Corunna and St. Albans, Bay City; both congregations are in the process of forming mutual ministry teams in conjunction with team study at Huron College. Five presentations on Anglican Teaching and Ministry were made at Harsen's Island in conjunction with the preparation of the Rev. Buel Eldridge for ordination in the Episcopal Church; Nancy Folk and Doug Freeman from Sand Point took part in the presentations. Negotiation continues regarding the form of ministry at Harsen's Island. In February I was part of the team, with Betty Kirkley, Sally Seeley, and Judy Jessup of Harsen's Island, which represented the Diocese at the Living Stones consortium at Kanuga.

Respectfully submitted by Frederick L. Houghton

JUBILEE MINISTRY REPORT

Jubilee Ministry is very much alive and well. Our latest Jubilee Center, Episcopal Community Services (ECS) of Saginaw, is so new we don't have their certificate from "815" yet. ECS's director is Ms. Louise Palmer. The five Saginaw area parishes support the program with financial & board involvement. ECS cooperates with all of the major county helping agencies. The Clothes That Work program provides clothes for people doing job interviews plus gives counseling about how to fill out applications, do interviews & have proper grooming. Many people with problems (car trouble, rent, bills, domestic violence) find direct help or the correct referral. Ms. Palmer maintains part-time office space at Calvary Memorial, St. John's & St. Paul's in Saginaw.

People often ask about the number of Jubilee Centers in Eastern Michigan. There are seven plus ECS. They are:

- St. Paul's, Saginaw (since 1989), recertified by ECUSA
- Christ Episcopal Center, Flint, recently recertified by ECUSA
- St. Andrew's, Flint
- Bridge Builders, Port Huron
- St. Francis, Grayling, two programs recently recertified by ECUSA
- Trinity, Alpena

If you have a parish or ecumenical program which might qualify as a national Episcopal Church's Jubilee Center, contact The Rev. William Boli at 989-799-2189 or wwboli@charter.net.

Respectfully submitted by The Rev. William Boli, Diocesan Jubilee Officer

THE MICHIGAN MCGEEHEE INTERFAITH LOAN FUND

Transition again marks the year for the Fund. Its Board of Directors and the Board of Directors of the Michigan Housing Trust Fund are presently engaged in exploring a merger. There would be some real advantages to operating as one Fund, economies of scale and overhead, and increased coordination of ministry. Currently the McGehee Fund has invested approximately \$3,000,000.00 in the House Trust Fund, which in turn lends the money to institutions and individuals for housing starts or rehabilitation. The partnership is a long-established and effective one, with the McGehee Fund making most of its loans in the community development area.

The exploration is underway; both organizations are financed chiefly by donations or investments from the faith community, and the McGehee Fund board feels strongly that an explicit recognition of this economic justice work as faith-based work is vital should a merger be worked out. There is also the question of bringing two different organizational cultures together and working out the inevitable differences; so far the indications are that this should not be too difficult.

John Hooper, the founding Director of the Michigan McGehee Interfaith Loan Fund, is officially retiring this fall, and his retirement offered an opportunity to reassess the structure and direction of the Fund. It's exciting work, especially hard on the heels of the transition from a fund of the Diocese of Michigan to an interfaith fund; as a board member, I find myself often feeling that our work is constantly moving and changing. The Director of the Michigan Housing Trust Fund, Christi Helbig, has done an extraordinary job of strengthening that Fund and would certainly be a candidate for director of the merged fund, should that merger occur.

The 12th Annual Celebration for Economic Justice of the McGehee Fund will be held Thursday, November 13, 2003 at Focus: HOPE Conference Center in Detroit at 5:30 p.m. We will be honor John Hooper on his retirement. For further information or tickets, call Jane Carpenter at (313) 964-7300.

Please consider the McGehee Fund when you are planning your investments or charitable gifts. The monies are very carefully managed to maximize opportunities for lower-income and minority persons, often providing the only ray of hope in an economically oppressive situation. Jane Carpenter can also give you complete information about investing in or giving to the Fund.

*Elizabeth Morris Downie
Diocese of Eastern Michigan Representative
Board of Directors, Michigan McGehee Interfaith Loan Fund*

MINISTRIES RESOURCE CENTER

The Ministries Resource Center has continued this year to provide people with materials on topics ranging from *Christian Formation* to *Stewardship* and *Congregational Development* to *Music and Worship* plus many other topics.

In early spring, a major change in format was made and uploaded onto the Diocesan Web Page, and many new materials were added to the lists of resources. As a result, each congregation will be provided with two new copies of the *Ministries Resource Center Directory* at Diocesan Convention. Three years ago, each congregation was provided with two loose-leaf binders to hold the Directory; the existing directories should be discarded, and the new, updated ones placed in the binders. It is hoped that one binder will be available to the clergy/church office and one readily available to the congregation. If a congregation no longer has their two binders they may contact me at mpbash@ameritech.net about replacement.

Since April, the Ministries Resource Center has had access to a table in the hall of the Diocesan Center. That has been used to feature materials on an appropriate, specific topic. For instance, in April- "the month of the young child"-it featured material about child advocacy, and during the summer, Christian Formation materials for all ages were displayed.

Also new this year is a series of binders which contain pamphlets, articles, and other information that cannot be filed on a bookshelf. At present, binders are available for the *Anglican/Episcopal Church* and *Christian Formation*. This is an ongoing project, and eventually, all topics in the Ministries Resource Center will have binders with this sort of material.

All materials are available for borrowing for one month. They are loaned to a specific person, not a church, and any costs for mailing are the responsibility of the borrower. **ALL** materials should be signed out, either at the Diocesan Center or at the location from which they were borrowed, and a copy of the sign-out sheet should be returned with the materials.

Remember, members of the Diocese may find out about materials available in the Ministries Resource Center in two ways:

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

Respectfully submitted by Marnie Bash, Coordinator.

REPORT OF THE REGISTRAR OCTOBER 2003

This is a report of the actions taken by the Bishop and/or the Standing Committee from August 1, 2002 to July 31, 2003.

Actions taken were:

Ordinations to Local Priesthood	0
Ordinations to Priesthood	5
Ordinations to Transitional Deacon	6
Ordinations to Vocational Deacon	1
Baptisms	4
Confirmations	65
Receptions	22
New Clergy Received	1
Clergy Transferred Out	2
Clergy Renunciations	0
Diocesan Chapel Services	9
Home Communion	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

2003 REPORT OF THE STANDING COMMITTEE

The Standing Committee met each second Thursday of the month at the Diocesan Center, Saginaw. Two special meetings were held, the first on 01 February 2003 at Trinity Episcopal Church, Bay City for the annual Standing Committee Retreat, the second, also at Trinity, Bay City on 22 May 2003 for an ARM Workshop. The Executive Committee, consisting of Bishop and the officers met monthly on the first Thursday.

Diocesan Financial Affairs

Much of the work of the Standing Committee was concerned with the financial affairs of the Diocese. The Diocesan Budget for 2003 was approved at the December 2002 meeting. Congregational tithes were estimated at 10% of the operating income reported on the 2001 Parochial report. In accord with the action of the 2002 Diocesan Convention, the National Church asking of 21% was to be paid only upon that portion of the parochial tithe retained by the diocese. At the time of approval, President Bedford noted that the budget was "extremely fragile" and only careful financial management and the withdrawal of an additional \$25,000 from endowment would permit it to be maintained.

In March 2003, Mr. Colin Broddle was elected Treasurer of the Diocese, succeeding the Rev. George L. Cleaves, Jr. who had served in that capacity since the founding of the diocese. Bishop Leidel presented Rev. Cleaves with a gift in appreciation of his years of outstanding service. On 09 June 2003 the President of the Standing Committee and the Diocesan Treasurer met with the Bishop and the President and other members of the Trustees to discuss the finances of the Diocese and their respective responsibilities therefor. It was agreed that a representative of each group would attend the other's meetings to improve communication and mutual understanding.

As of September 2003, careful management by the Diocesan Staff, higher than anticipated tithe payments and donations by Convocations and others have enabled the 2003 budget to remain in balance with the withdrawal of only \$6,250 from endowment of the \$25,000 anticipated.

Breaking New Ground Capital Campaign

The S.C. concurred with the recommendation of the Trustees of the Diocese that no funds will be withdrawn from Breaking New Ground until January 2004 and to limit such withdrawals to a maximum of 5% of the value of the fund.

Stewardship for Mission Task Force

The S. C. received regular reports from the Stewardship for Mission Task Force during the year. The S.C. will present three resolutions recommended by the Task Force to the 2003 Diocesan Convention.

Missioner for Congregational Development

The Missioner for Congregational Development made regular reports to the S.C.. He also made himself available to the S.C. to facilitate their work in the absence of the Bishop on sabbatical.

Companion Diocese

Members of the S.C. met with Bishop John and the delegation from the Diocese of Kinkiizi during their visit to the Diocese of Eastern Michigan. The S.C. and Bishop Leidel are working with Bishop John to develop a project in Kinkiizi to be funded from the 1% Fund.

Respectfully submitted on behalf of the Standing Committee by Dean Bedford Jr., 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

Stewardship for Mission and Ministry Task Force Report to Diocese of Eastern Michigan Ninth Convention

History:

At the Eighth Convention of the Diocese a motion was passed to table a resolution to change the diocesan canon that describes the way the assessment to the National Church is paid. The resolution moved that a process of discussion take place in the following year and the matter be reconsidered at the Ninth Convention. As an interim measure, the Standing Committee would pay up to half the National assessment and the four convocations contribute toward the remaining National assessment as they are able.

This resulted in the Diocese contributing \$97,647 of the \$155,480 recommended assessment for 2003. Saginaw Valley Convocation contributed an additional \$10,000 for a total of \$107,647. This amount represents 70% of the National asking amount for 2003.

Immediately, Bishop Leidel convened a task force that would help the diocese examine the financial shortfalls in funding precipitating a need for change in distribution policies of diocesan income. The task force was asked to develop a strategy for engaging grass roots discussion and to formulate a recommendation to the Ninth Annual Convention.

Task Force Membership:

The task force was to consist of the following members: a chair designated by Convocation Presidents and Deans in consultation with the Bishop, one clergy from each clericus, one lay person from each convocation council, a member from the Standing Committee and a Trustee as voting members. Members ex-officio would be the diocesan treasurer and administrator, as well as the missionaries for development and communications. The final membership of the task force is as follows:

Rev. Dave Kulchar (Chair) – Trinity, Flushing
Rev. Steve Dewey (FRVC) – Grace, Lapeer
Mr. Lloyd Petersen (FRVC) – Trinity, Flushing
Rev. Bill McClure (Northern) – St. James', Cheboygan
Mr. Ray Mills (Northern) – St. Elizabeth's, Higgins Lake
Rev. Elsa Pressentin (SVC) – St. Paul's, Bad Axe
Mr. Charles Bash (SVC) – St. John's, Midland
Rev. Rebecca Lepley (Blue Water) – St. Mark's, Marine City
Mr. Joel McNamara (Blue Water) – St. Paul's, St. Clair
Mr. David Goodburn (Standing) – Trinity, Alpena
Mr. Collin Broddle (Trustee & Treasurer) – St. John's, Midland
Mrs. Molly Girard (Administrator)
Rev. Todd Ousley (Missioner for Development)
Rev. Tom Downs (Missioner for Communication)

Engaging the Grass Roots for Discussion

The S4MM Task Force first met in December of 2002 embracing our charge from the Bishop and setting forth goals and a timeline. The Task Force developed a process that would invite and encourage grass roots participation in three distinct periods before the Ninth Annual Convention.

I. Convocation Gatherings in February & March

These initial gatherings were to help begin to initiate discussion in the diocese around stewardship, introducing the financial challenges of the diocese, and engaging the participants through a feedback instrument which would sample priorities in our participants.

Meetings Held	Estimated Participants
Feb. 9 th St. Paul's, Saginaw for Saginaw Valley	50
Feb 16 th Grace, Port Huron for Blue Water	40
Feb 23 rd St. Bartholomew's, Mio for Northern	40
Mar 2 nd Trinity, Flushing for Flint River	20

A Core Value Exercise generated much discussion around our perception of what the diocese, the convocation, and the congregation should be and do. (A 13-page "Summary of Responses" is available on First Class). The material confirmed our sense of having as much ministry focused at the grass roots as possible. The convocation and diocesan center staff are to facilitate cooperative ministry between congregations by networking and partnerships. The communication, networking, and leadership development were seen to be the main function of our diocese, as well as supporting the office of the Bishop. These functions are to be supported by a lean central structure while programmatic ministry is to be initiated and administered by the more locally sensitive convocation councils.

Participants through a feedback instrument relayed funding priorities:

- 1) Local congregational mission and ministry (Scale: 1044)
- 2) Convocation Evangelism & Growth (799)
 - Office of the Bishop (762)
 - Convocation Outreach (729)
 - Convocation Formation/Education (692)
- 3) Diocesan Staff (584)
 - Office of Missioner (566)
 - Diocesan Programming (553)
- 4) National Church (377)

Participants then ranked possible stewardship solutions to funding situation:

- 1) Reduce response to National Church apportionment (Scale: 574)
- 2) Increase members financial giving to the congregations (510)
- 3) Enforce diocesan canon on 10% giving to DEM (485)
- 4) Reevaluate the 50/50 split (466)
- 5) Reduce staff or compensation (436)
- 6) Increase diocesan asking of each church (366)

Participants also preferred "line item cuts" to "equal reduction across the board" 2:1.

Task Force Response to Convocation Gatherings

From this input the Task Force began a fact finding process and examination of existing income and expenditures. Hearing a willingness to reduce National Church giving, we looked at giving patterns of other dioceses, income and expenses of the National Church, and expenditures for General Convention. We found that approximately 40% of the 100 dioceses in the US gave less than the National asking of 21% of income. There were nine dioceses that were giving at the 10% or tithe level. There are no canonical restraints preventing a reduction.

Nearly 50% of our diocesan spending is supported by endowments. Shortfalls in funding and recent reduction in investment income because of the bear market have caused us to encroach on the principle of the endowment funds. This is a practice most members of the Task Force and Standing Committee do not want to maintain. We were surprised to learn that in 2001 only 24 congregations (44%) were contributing at, or near, the prescribed tithe of 10% of unrestricted funds to be sent to the Diocese. This meant that 29 congregations (54%) gave less than their tithe and the diocesan average was only 9%. (Note: If all churches tithed, this would put another \$50,000 into the gross discretionary income of the diocese.)

A significant fact that challenged the Task Force to look at redistribution of our existing income was the 2002 ending balance of undisbursed funds of the four convocation:

Convocation	2002 Ending Balance
Blue Water	\$62,000
Northern	\$48,000
Flint River	\$33,000
Saginaw Valley	<u>\$32,000</u>
	\$175,000 Ending Balance (from Appendix #1)

This \$175,000 is money that had accumulated over the past several years, some of which was earmarked for future convocation needs and is designated for Formation/Education, Evangelism, Outreach and Communication.

Three Models Development

The Task Force looked at “line item cuts” and found that many measures were already in place to reduce expenditures (see Appendix #2 “Cost Cutting Measures”). Since there is no programming money in the portion of the budget managed by the Standing Committee, cuts could only be made in compensation or by reducing staff. Presently we have only two full-time staff, one of whom is the Bishop, and four part-time, not including the missionary. In studying our own income and expenditure patterns, we found that over 25% of our expenditures are for the office of Bishop. The Bishop’s compensation package was mid-range for Province V, at around \$94,000 (low of \$81,000 and high of \$153,000). We were reminded that presently the Missioner for Development position is funded by a restricted fund (Congregational Development Reserve Fund) and not within the budget. This position’s expense will have a significant impact in future budgets if income does not increase as this special reserve account is used up.

The Task Force felt that staff reduction and compensation cutting would undermine present expectations as expressed in “Core Values Exercise” and would dramatically affect staff morale in an already “bare bones” structure. Even at the most aggressive attempts at line item cutting, it only generated savings of \$16,000 to \$20,000. This drastic and costly action would not completely address the \$35,000 to \$70,000 shortfall we are currently experiencing.

Therefore, the Task Force focused on three models that could reduce expenditures, increase income, or both.

A *Stewardship Model* would be the adoption of a diocesan wide program focused on sharing the vision of effective ministry at all levels. In this educational focus, our goal would be for our membership to consistently buy into supporting our common mission because they know of its positive effect. The model starts with leadership that is continually celebrating our success and inviting others to support this work. Some stewardship efforts have already begun. For example, our Breaking New Ground program in 2001 invited our membership to invest in the future. Just this spring, our first annual Stewardship Conference was well attended. These are intentional stewardship programs that involve a multi-year strategy. The

Stewardship Model of educating and inviting more generous giving is one the Task Force saw as critical yet was the least predictable in tangible financial growth.

The *10/10/10 Model* is a plan introduced in previous conventions that would uphold a biblical pattern of giving a tithe (10%) at all levels. Congregations typically would ask their members to give 10% of their time, talent, and treasure to the work of the Church. Diocesan canon calls the congregations to give 10% to the Diocesan budget. Under this model the Diocese would pass on 10% of unrestricted income. In 2003 that would have been approximately \$85,000 compared to the \$155,000 using the National Church formula.

The *60/40 Model*—Currently, income from congregations given to the Diocesan budget is divided equally between the convocations and the Diocesan Office. This unique experiment was developed to shift the responsibility for corporate mission and programming to the “grass roots” (i.e. the convocations). Experience has taught us that not all responsibilities can be effectively shifted. One consequence has been that the Diocesan budgets have had deficits while the convocations accumulated surpluses over the last five years. Some programmatic needs that affect all four convocations require the Standing Committee or Bishop to petition all four convocations for these common needs. Adjusting the split to 60% (Diocese) / 40% (Convocations) would help remedy this situation. An added line item for shared programs, such as J2A and EFM licensing fees, Percept funding, sending representatives to Provincial and National gatherings, etc., would be added to the Diocesan budget. These common expenses would shift away from current convocation funding and responsibility. Remaining funds not used for the programmatic expense would help meet existing diocesan expenses. The 60/40 would reduce resources now targeted for local spending but the new line item (around \$12,000) would reduce some existing expenses as well.

II. Vestry & Delegate Dialogues in May

The Task Force and Bishop then requested in May 2003 each vestry invite Convention Delegates to vestry meetings to discuss a “talking paper” designed to facilitate discussion of the three models formulated by the Task Force from the initial round of convocation discussions. After each discussion, a feedback instrument was to be completed and returned to the Diocesan Center by June 1, 2003.

We heard from fifteen vestries (28%) and five individuals. The summary of responses is posted on First Class listed under “Vestry Feedback”. Reports from participants stated discussion on stewardship was very lively. Some suggested that increased giving was directly related to economic factors, while others suggested greater work was needed in helping all of us see the impact of how our giving was helping the missionary efforts of the Church. Still others have struggled with contributing to the wider church when the local church is constantly operating with a deficit. The constant sentiment expressed was Diocesan leadership needs to continually “market” themselves as to what ministry they have been about and need to keep spending reports visible and accessible.

As different models were discussed, the least preferred option was *Line-Item-Cuts* since we are looking at staff or salary cuts. Some expressed a perception that we are “developing a monstrous bureaucracy.” In other discussions, it had been suggested the Bishop’s salary was too high and needed to be closer to other clergy compensation levels. Overall, the response suggested that making cuts of this nature was “short-sighted” and an action of maintenance and not mission.

The *60/40 Model* had mixed reviews. Responses ranged from “a redistribution of funds would strengthen the diocese without affecting critical areas of outreach” to “robbing Peter to pay Paul” has never worked. Why should convocations be asked to reduce program spending? Is the convocation of lesser importance? Other percentage combinations were suggested like “55/45” or “60/30” with 10% going to the National Church.

The 10/10/10 had the greatest support (about 65%). Some appreciated its biblical foundation while others acknowledge the difficulty of moving individual's and parishes tithes up to a 10% level. The balance of responses preferred the 60/40 Model or Line Item Cuts but were often mentioned in combination with other models.

III. Convocations & Delegates Discussion in September & October

In preparation for the Ninth Convention, this report will be offered for review to all delegates for convention. The S4MM Task Force invited each convocation to hold an open forum on the matters reported so that the following final recommendation can be acted upon at convention.

RECOMMENDATION

“That the Diocese of Eastern Michigan accept a Stewardship Policy that challenges every member to give 10% of their annual income to work of Lord, that each congregation give 10% of its undesignated income to work of the diocese and wider church and that the Diocese pay at least 10% of our unrestricted income to National Church based on the previous years offerings.”

“That the Diocese of Eastern Michigan revises Canon 13, Section 2a which designates the 50/50 split of congregation's distributions to 60/40 with 60% going to diocesan expenditures and 40% to the convocation for programming work.”

Constitution and Cannons Committee submitted that our canons be revised as follows to accommodate these recommendations (Note the [[[bracketed]]] items are deleted.):

Move to remove from the Table the motion to amend Title I. Canon 13. Section 2(a), placed on the Table at the Eighth Annual Convention, and to substitute the following proposed amendment: To amend Title I, Canon 13, Sections 1 and 2 as follows:

Sec. 1. The Standing Committee shall prepare not later than December 31 of each year, a Budget for the following year, including a minimum of ten percent (10%) of the Diocesan unrestricted income to be our share of the support of the Episcopal Church. The Standing Committee 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.....

(a) Of the monies so forward, [[[one-half]]] sixty percent (60%) 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. L above]]]; and [[[one-half]]] forty percent (40%) 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.

.....

Resolutions for Convention

1. Strategic Stewardship Plan Development

“Be it resolved that each convocation council develop a 5-year stewardship plan in consultation with local vestries. The four plans will be shared at Mission Council for development of common themes and shared efforts.”

2. New Line Item for Diocesan Program Managed by Standing Committee

“Be it resolved that a new line item be established in the Diocesan Budget for the programmatic projects and expenses that are common to all four convocations, such as licensing fees, sending diocesan representation to national or provincial events, etc.”

3. Accountability Letter

“Be it resolved that to foster open communication and understanding between congregations that those congregations who do not expect to meet the diocesan tithe submit a letter of explanation to their convocation council by Sept.1, 2004.”

Task Force Rationale

The S4MM Task Force strongly felt from the information studied and gathered, and as a result of the feedback from grass roots, that the *10/10/10 Model* be the primary solution. If members tithed and then each parish tithed, there would be no shortfalls in funding! We asked the Administrator and Treasurer to work up a detailed trial assuming no appreciable change in the giving pattern of each congregation. We discovered our initial run-through included endowment income that was encroaching on the principle. A second run-through without using endowment principle was performed and the following figures for 2004 were presented:

- * Business as usual (21% National assessment & 50/50) – Net \$123,955 deficit
- * *60/40 Model* – Net \$87,890 deficit
- * 10% National assessment – Net \$36,839 deficit
- * *Combined 10% and 60/40* – Balanced budget (see appendix #3)

Conclusion:

When examining the figures above, the only reasonable option that would facilitate a balanced financial position for the Diocese is the combined proposal. It is hoped that the very critical position of Missioner of Development will be funded in the future with increased stewardship and any up-turn in the economy and investment income. Perhaps this is our “miraculous expectation.” May the mission of the Church and Jesus be glorified in the decisions of the Church.

Appendix:

1. Fact Sheet Summary
2. Cost Cutting Measures
3. Sample Budget Applying S4MM Recommendation

APPENDIX #1

STEWARDSHIP FOR MISSION AND MINISTRY FACT SHEET SUMMARY

Goal: Eliminate the \$35,000 to \$70,000 annual short-fall by cutting expenses or increasing income (or a combination of both)

*** Most dollar figures have been rounded to the nearest \$5,000***

National Church Facts (815)

Data: www.churchpublishing.org/general_convention (journal index "budget")

1999 Report 49 Dioceses gave at 21%
13 Dioceses gave above 21%
37 Dioceses gave below

Diocesan Commitments for 2000 – national average 19%
DEM commitment was \$142,000 (24%)

(Alaska, Central Fl., Florida, Long Island, San Joaquin, Pittsburg, South Carolina, Texas, Vermont (9 dioceses) look like they were tithing at between 9-11%)

2002 DEM Contribution	2003 Budgeted Contribution
\$155,000 (23% of DEM income)	\$100,000 (15% of DEM)
or (17% of Discretionary Income [D.I.])	or (10% of D.I.)

2003 Income	2003 Expenses
Diocesan Commitments	Canonical
Investments	Mission
Other	Administrative
	Other
\$29.5 million	\$10.3 million
\$11.2 million	\$20.5 million
<u>7.3 million</u>	\$10.4 million
\$48.0 million	<u>7.0 million</u>
	\$48.2 million

Cost of General Convention

	2001	2002	2003	Total
General Convention	1,044,000	1,086,000	1,135,000	3,265,000
Site & Facilities	151,000	146,000	2,249,000	2,546,000
Committees, etc.	868,000	1,294,000	896,000	<u>3,058,000</u>
				\$8.86 million

Diocese of Eastern Michigan Facts

Discretionary Income (DEM total plus Convocation distributions)

2002 D.I.	\$890,000 (650 + 240)	2003 Budget D.I.	\$930,000* (660 + 270)
(*Note: total income with designated \$1,100,000)			

2002 Income: \$650,000	2003 Budget \$660,000
2002	2003 Budget
\$240,000 36% Congregation Tithes – 5%	\$270,000 40%
\$350,000 53% Unrestricted Endowments	\$315,000 47%
<u>\$ 60,000</u> 11% Other	<u>75,000</u> 13%
\$650,000	\$660,000

2002 Expense: \$690,000	2003 Budget \$695,000
\$215,000 31% Ministry of Diocese (+815)	\$215,000 30%
\$177,000 25% Office of Bishop	\$195,000 28%
26,000 3% Office of Missioner	none
50,000 7% Communications	55,000 7%
130,000 18% Administration	130,000 18%
80,000 11% Center	75,000 10%
<u>12,000</u> 1% Other	<u>15,000</u> 2%
\$690,000	\$695,000

Shortfall: (\$40,000) (\$35,000)

Compensation Data

Bishop – Median for province V \$102,500 Median USA \$?
Clergy – Median for Province V \$52,000 Median USA \$55,000

Convocation Facts

2002 Income \$240,000(\$60,000 ea.) 2003 Budget \$270,000(\$67,000 ea.)

	2002 Expenses	2003 Budget	2002 End of year balance
FRVC	\$55,000	\$50,000	\$33,000*
SVC	\$60,000	\$68,000	\$32,000
Blue	\$57,000	\$66,000	\$62,000
Northern	\$70,000	\$85,000	<u>\$48,000</u>
		Total	\$175,000

Congregation Facts

Congregations Tithes

2002 2003 Budget
\$485,000 \$540,000

2001 Giving Data (53 Churches) Diocese Average 9.0%

Giving Rate	Number of Churches	Percent of the Diocese
10% or higher	15	28%

9.5—9.9%	9	16%	Total 44% compliance
8.5—9.4%	13	24%	
8.4 or lower	16	30%	Total 54% non-compliance

APPENDIX #2

COST SAVINGS IMPLEMENTED AT THE DIOCESAN OFFICE APRIL 2003

Budgeting/Accountability

- Every project, mailing, and conference budgeted out
- Strive to make conferences self-sustaining
- Make sure meal costs for meetings are covered

Communication

- Use email communication in place of mail
- Expand First Class access

Equipment/Contracts

- Periodically compare current contracts for best deal
- Evaluate whether there is rented equipment that we could do without
- Borrow or rent rather than buy
- Share some office equipment

Supplies

- Inventory supplies
- Give Deb authority to refuse to order something without justification
- Double-side all multiple copies of more than two pages
- Recycle paper as scratch pad rather than in recycle bin
- Round up supplies and bring to workroom for reuse
- Copy rather than print 2nd original
- Print in color only when necessary
- Proof-read documents on screen
- Make only the copies you need
- Send one original to churches
- Be specific about who gets mailings
- Weigh carefully whether a supply is needed
- Buy supplies on sale
- Print to Canon Printers only when necessary
- Use free post office mailers for big jobs
- Staff will contribute to coffee fund monthly
- Use white paper rather than colored paper when possible
- Use generic supplies rather than brand name

Utility Savings

- Only run fountain a couple of times per week
- Indoor temp at 65 degrees during day and lower evenings & weekends
- Air Conditioning at 70 degrees, higher evenings and weekends
- Turn off unoccupied room lights

- Professional energy audit
- Limit number and duration of long distance phone calls
- Give out toll-free number only when necessary
- Turn off all computer and office equipment at night

Travel

- Investigate extended lease options
- Get a more gas-efficient vehicle for Bishop in 2004

Staffing

- Reduced the position of Bishop's secretary to $\frac{3}{4}$ time
- Reduced hours of database position

The above items have already been put in place. The Diocesan staff continues to discuss other cost saving ideas beyond those listed above.

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, however an external audit is available at the Diocesan office. A summary follows:

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

1. Diocese of Eastern Michigan Endowment Fund

Five percent of this fund is withdrawn each year to support the diocesan operating budget. **Value 12/31/2002 = \$3,479,662.** During the 12 months ending 12/31/03, \$267,000 was withdrawn to support the diocesan operating budget.

2. McMath Fund – Five percent of this fund may be withdrawn annually to support lectures in the Diocese. **Value 12/31/2002 = \$23,729.**

3. Batchelder Fund – Five percent of this fund may be withdrawn annually to support the camping program of the diocese. **Value 12/31/2002 = \$74,737**

4. DeMille Fund – Five percent of this fund may be withdrawn annually to help pay medical premiums for clergy retired before 1/1/95. During the 12 months ending 12/31/02, \$16,594.22 was withdrawn for the stated purpose.

Value 12/31/2002 = \$352,561.

5. Breaking New Ground Fund – no funds have been withdrawn this fund as of this date. **Value 12/31/2002 = \$202,711**

Fund #1 as of 12/31/02 was invested in 72% equities, 27% fixed income. The investment managers are **Lord Abbett Large Cap Value, Capstone Large Cap Growth, Lord Abbett Mid Cap Value, and Capstone Fixed Income.** **Funds #2, #3, & #4** were invested in the **Capstone Balanced Fund.** **Fund #5** was invested in the **Capstone Fixed Income Fund and a Money Market Fund.** For all of these funds, the trustees

utilize the Private Advisor Service of **A.G. Edwards & Sons, Inc.** 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 was 1.35% annually.

The Trustees meet quarterly on the second Wednesday of Feb., May, Aug. & Nov. at the Diocesan Center.

Trustees

Terms expiring in 2003:

Robert Coffey, St. Paul's, St. Clair
Edward Rogers, St. John's Midland

Terms expiring in 2004:

Peter Hanoian, Pres. Christ Church, E. Tawas
Neil Larson, St. Bartholomew's, Mio

*Respectfully submitted by Peter P. Hanoian,
President*

Terms expiring in 2005:

Suzanne Pederson, V. Pres, Trinity, Bay City
William Thewalt, Sec, St. Christopher's,
Blanc

Terms expiring in 2006:

George Klumb, Tres, St. John's, Midland
Colin Broddle, St. John's Midland (resigned)

United Thank Offering 2003

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. It was my privilege to represent the Diocese of Eastern Michigan at the Triennial Meeting in Minneapolis in July. On Sunday August 3, 2003, during the Eucharist, representatives of each diocese presented the United Thank Offering Ingathering to the Presiding Bishop Frank Griswold. That is indeed an exciting and moving time. Grants totaling over 3 million dollars were approved and distributed. In 2002 Eastern Michigan Ingatherings netted \$4,315.14. Spring Ingathering was \$2,467.61 from 9 churches and several other meetings and organizations.

What can you do?

1. As you count your blessings, put a penny (or more) in your blue box.
2. Empty your "Blue Box" and take your blessings coins to church. Ingatherings are held two times a year, Fall Ingathering is held the 3rd Sunday in October and a Spring Ingathering is held in April.
3. Be sure your church has someone to coordinate the Ingathering. Materials are sent to your church in September. If more are needed contact: Episcopal Parish Services, PO Box 1321, Harrisburg PA 17105
4. Send Ingathering to our Diocesan ECW treasurer: Sallie Swanson 1825 Carolan Pl. Saginaw, MI 48603.
5. 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, halfway house, after-school programs, etc.) The Diocese of Eastern Michigan may submit two requests. For forms contact Helen Johnson, 4345 Monroe, Midland, MI 48642, e-mail heljohnson@juno.com, or 989 839-9536.
6. Remember UTO is NOT just for women any more!! Everyone who has anything to be thankful for is invited to participate in the Ingathering.

Helen Johnson, Diocesan Coordinator for UTO

Constitution and Canons of The Diocese of Eastern Michigan

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

and

**as amended by the Annual Conventions
through
October 17 and 18, A.D. 2003**

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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. The President of the Standing Committee shall notify all members so appointed, and, with the exception of subsection(a) below, shall designate one of the members of each Committee to convene each Committee's first meeting. Each Committee shall then elect one of its members to serve as Chair. Vacancies will be filled by the 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) 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.
- (c) 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.
- (d) 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.
- (e) Should any Convocation fail to submit the name of its nominee for the elections prescribed in (c) or (d) 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) below.
- (f) A vacancy in the term of a person elected as provided in (c) or (d) 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. 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) Deans and Presidents of Convocations are not eligible to serve as members of the Standing Committee.

(h) 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 including a minimum of 10% of the Diocesan unrestricted income to be our share to the support of the Episcopal Church. The Standing Committee will then notify each congregation of that Diocesan Budget.

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, 60% 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, and 40% 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.

- (d) 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.
- (e) 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 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 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:

- (i) The minutes of a meeting of the members applying to become a congregation showing that a majority of the members present has voted in favor of making such application and has elected at least three members to act as incorporators of the congregation;
- (ii) A certificate from the Bishop acknowledging the intention of said congregation to incorporate, and approving the Application of such congregation.
- (iii) Proof that the provisions for notification in Title I. Canon 18 have been satisfied.
- (iv) Proof that the Basic Standards in Sec. 2 of this Canon can be met.

(b) At the Convention at which Application for Admission is made, the proofs required in Sec. 1. (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 (i) note and record, in a book provided for that purpose, the minutes of the proceedings of the Vestry meetings (which duty may be delegated to a Secretary appointed by the Vestry). (ii) attest to the public acts of the Vestry, (iii) preserve all records and papers belonging to the Congregation and not required to be kept by any other person or officer, and (iv) perform such other duties as may be assigned. The Clerk shall faithfully deliver into the hands of his or her successor all books and documents belonging to the Congregation that may be in his or her possession.

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

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

(a) The Vestry shall have authority

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

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

(b) The Vestry shall have the power to alienate or encumber any assets of the Congregation; except that it shall have no power or authority to alienate or encumber real estate without first being authorized to do so by: 1) a vote of the members of the Congregation at an annual or special meeting called for such purpose, and 2) the prior consent of the Bishop acting with the advice and consent of the 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 an existing indebtedness, no indebtedness shall be incurred by a Congregation without the approval of the Bishop and the Standing Committee with these two exceptions:

- (1) When the indebtedness is to be incurred for permanent improvements, replacements or additions to real estate or equipment, and where the amount of such indebtedness, together with all other indebtedness of the Congregation, shall not exceed fifty percent (50%) of the average annual receipts of such Congregation during the previous three (3) years.
- (2) When the indebtedness is to be incurred for current expenses, and where the amount of such indebtedness, together with all existing indebtedness for current expenses shall not exceed twenty percent (20%) of the total current receipts of such Congregation during the preceding year, and the payment of all indebtedness for current expenses shall be provided for in the budget of the next two (2) years with reasonable expectation of its payment. The principal of endowments and bequests and receipts for purposes other than current expenses shall be excluded from computing receipts under this provision.

Whenever approval is required, the Congregation requesting such approval shall furnish a statement of the amount and terms of payment of said indebtedness, the reason for its necessity, and a plan for its retirement.

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

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

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

(d) Whenever a Congregation shall fail to fill the vacancies in the Vestry or fail to elect Vestry members, fail to organize or be without a qualified and acting Vestry for a period of two years, it shall be the duty of the Bishop to appoint the proper number of Wardens and Vestry members with the advice and consent of the 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 the communicants of the closing congregation in transferring their membership to other nearby Episcopal congregations.

Sec. 5. A congregation shall not be closed solely on the basis of noncompliance with Published Policies (Title I, Canon 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;
 - i. to determine present and future needs for ministry in the Diocese;
 - ii. to recruit, select, guide, and examine aspirants, Postulants and Candidates, for Holy Orders;
 - iii. 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;
 - iv. to promote the continuing education of Clergy and of Lay Professionals employed by the Church; and
 - v. 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:

- (a) Six members shall be appointed by the Bishop for terms of three (3) years. The Bishop shall appoint one layperson and one ordained person each year and fill any vacancies at the opening of each Annual Convention.
- (b) Six members shall be elected by the annual convention for terms of three (3) years, one lay person and one ordained person shall be nominated and elected by the Annual Convention in a manner as provided by Title 1, Canon 5 and 6. Any vacancies shall be filled by the election of the Standing Committee.
- (c) No member may serve more than two successive 3-year elected terms.

CANON 3 Of the Election of a Bishop

Sec. 1. The election of a Bishop or a Bishop Coadjutor of this Diocese shall be in an Annual Convention, or in a Special Convention called for that purpose. 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 lay person and at least one presbyter or deacon, appointed by the Standing Committee; one lay person 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 its 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 that 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. 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.

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 17 and 18, A.D. 2003.