

The 28<sup>th</sup> and 148<sup>th</sup> Conventions of the Dioceses  
Of Eastern and Western Michigan  
The Second Joint in Person Convention of Both Diocese

**Journal of the Proceedings of the  
Twenty-Eight Annual Convention  
of the  
Episcopal Church  
Diocese of Eastern Michigan**



**October 28 – 29, 2022  
Lansing Center  
Lansing, MI**

Together with the Constitutions and  
Canons of the Diocese  
Revised to Date

Published by Secretary of Convention 2022  
Lansing, Michigan

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## FRIDAY

8:00 AM	<b>Set up begins for registration and exhibits</b>	Main Concourse
8:30 AM	<b>Shuttle service begins</b> <i>For those with mobility needs, remains available until 9:30am</i>	Meet outside hotel lobby
9:00 AM	<b>Registration Tables Open</b> <i>Remaining open until 1:30pm</i>	Main Concourse
	<b>Exhibit &amp; Resource Tables Open</b> <i>Remaining open all day.</i>	Exhibit Hall A
10:00 AM	<b>Workshop Session I</b> <i>Descriptions and rooms available on page 10.</i>	Banquet Rooms
10:45 AM	<b>Break</b>	
11:00 AM	<b>Workshop Session II</b> <i>Descriptions and rooms available on page 10.</i>	Banquet Rooms
Noon	<b>Lunch on Your Own</b> <i>Local restaurant options on page 7.</i>	
	<b>Shuttle service begins</b> <i>For those with mobility needs, remains available until 1:30pm</i>	Meet outside hotel lobby
1:00 PM	<b>Special Workshop: New Delegate Orientation</b>	Exhibit Hall A
1:30 PM	<b>Joint Session of Eastern &amp; Western Michigan*</b> <ul style="list-style-type: none"> <li>• Call to Order</li> <li>• Bishop's Address</li> <li>• Table conversations</li> <li>• Ministry Presentations and reports</li> <li>• <i>A break will take place midway during this session</i></li> </ul>	Exhibit Hall A
3:00 PM	<b>Registration Tables Re-Open</b> <i>WM remaining open until 4pm, EM remaining open until 5:30pm</i>	Main Concourse
5:00 PM	<b>Dinner Service Begins</b> <i>5pm Seating for Western Michigan attendees</i> <i>6pm Seating for Eastern Michigan attendees</i>	Banquet Rooms

6:00 PM	<b>Western Michigan Business Session*</b> <i>Eastern Michigan clergy and delegates are in recess/at dinner</i>	Exhibit Hall A
8:00 PM	<b>Compline led by Children and Youth of the Dioceses*</b>	Exhibit Hall A
8:30 PM	<b>Shuttle service begins</b> <i>For those with mobility needs to return to hotel.</i>	Michigan Ave. Entrance
	<b>Rehearsal for Saturday's Ordination</b> <i>For the ordinands and those participating in the altar party.</i>	Exhibit Hall A

## SATURDAY

7:00 AM	<b>Continental Breakfast Opens</b> <i>The buffet will remain open until 9am.</i>	Banquet Rooms
7:30 AM	<b>Shuttle service begins</b> <i>For those with mobility needs, remains available until 9am</i>	Meet outside hotel lobby
8:00 AM	<b>Registration Tables Open for New Arrivals</b> <i>Remaining open until 11:00am</i>	Main Concourse
	<b>Exhibit &amp; Resource Tables Open</b> <i>Remaining open all day.</i>	Exhibit Hall A
9:00 AM	<b>Eastern Michigan Business Session*</b> <i>Western Michigan clergy and delegates are in recess</i>	Exhibit Hall A
10:00 AM	<b>Shuttle service begins</b> <i>For those with mobility needs, remains available until 11am</i>	Meet outside hotel lobby
11:00 AM	<b>Joint Session of Eastern and Western Michigan*</b> <ul style="list-style-type: none"> <li>• Ministry presentations and reports</li> <li>• Awards and Recognitions</li> <li>• Tentative business adjournment</li> </ul>	Exhibit Hall A
12:30 PM	<b>Lunch</b>	Banquet Rooms
1:30 PM	<b>Convention Eucharist and Ordinations*</b> <ul style="list-style-type: none"> <li>• Procession of church banners</li> <li>• Clergy vest: red</li> <li>• Final adjournment</li> </ul>	Exhibit Hall A
After	<b>Shuttle service begins</b> <i>For those with mobility needs to return to hotel.</i>	Meet outside Michigan Ave. Entrance
After	<b>Overflow Diocesan Business Sessions*</b> <i>If either diocese does not complete their business during their earlier session, this time is reserved to complete their work.</i>	Exhibit Hall A and/or Banquet Rooms 5-8

## **CONVENTION LEADERSHIP**

Chair	The Rt. Rev. Prince G. Singh
Secretary, <i>Eastern Michigan</i>	Angela Krueger - EM Diocesan Staff
Chancellor & Parliamentarian	Bill Fleener, Jr. - St. David's, Lansing
Treasurer, <i>Eastern Michigan</i>	The Rev. Brian Chace - Retired, West Branch
Nominations Chair, <i>Eastern Michigan</i>	The Rev. Canon Dr. Tracie Little - EM Dio Staff
Resolutions, <i>Eastern Michigan</i>	The Rev. Nancy Mayhew - St. Alban's, Bay City
	The Rev. Harold Schneider - St. John's, Otter Lake

### **Shared Staff Members**

Bishop Provisional	The Rt. Rev. Prince G. Singh
Canon for Evangelism & Networking	Canon Katie Forsyth
Director of Children, Youth, & YA Formation, and Executive Director, Camp Chickagami	McKenzie Knill
Communications Assistant	Michelle Ruiz
Regional Youth Missioner, North	The Rev. Radha Kaminski
Regional Youth Missioner, Central	Jeff Brown
Regional Youth Missioner, Eastern	Beckett Leclair
Regional Youth Missioner, Southern	The Rev. Joel Turmo

### **Eastern Michigan**

Canon to the Ordinary	The Rev. Canon Dr. Tracie Little
Chief Financial Officer & Benefits Administrator	Sara Philo
Assistant to the Bishop	Angela Krueger
Bookkeeper	Devin King

## Bishop Prince Singh's Convention Address Convention 2022

*We are goin' heaven knows where we are goin,' but we know we will get there. We will get there, heaven knows how we will get there, but we know how will get there.*

*It will be hard, we know that the road will be muddy and rough, but we will get there. Heaven knows how we will get there, but we know we will.*

*– Osibisa, a Ghanaian Rock band from the 70s.*

It has been a challenging, messy, and rough road, but here we are with each other in person and online for our third Bi-Diocesan Convention! I am honored to join you on this adventure and enjoy visiting and connecting with you in this stunningly beautiful state! As we move, God is constantly making all things new among us, and we are grateful to notice them amid our personal and communal challenges. I am glad you could witness these new ways in your congregations at your tables.

Something new emerges from our wounds. Each of us has been to these places, perhaps some of us more than others, but we all resonate with the hard road we have traveled together. “Through many dangers, toils, and snares, we have already come; 'Tis grace that brought us safe thus far and will lead us home!” This amazing grace actuates our healing as individuals and as people!

Painful experiences can make us bitter or awaken us to be more humble, compassionate, and less full of ourselves. Grace helps us become more empathetic toward our neighbors and those who disagree with us. I have heard many stories about reaching out in friendship, inviting dialogue, and sharing meals and laughter in this politically divisive time.

I see evidence of grace almost everywhere I turn. Thank you for giving me the privilege of trust after experiencing hurt and betrayal of trust! I am deeply humbled by what I see. Let me name three ways I see you manifesting and practicing your faith in God and each other:

1. Your deep and abiding faith in God shows up in your *resilience*. You keep on keeping on. You put one foot in front of the other in faith!
2. A dead-end becomes a place to figure out how to go where no one else has gone. Your deep and abiding hope in God shows up in your capacity for *innovation*. You are willing to go there with hope!

3. Through a pandemic and a bishop's suspension and resignation, you stepped up as leaders, sought each other out, and decided to protect each other and stay together. You stepped out in love! Your deep and abiding love for God and each other shows in your ability to *build bridges* and seek common ground.

These gifts of resilience, innovation, and bridge-building make you the beautifully contextual Michigander Episcopalians you are! You are also radiant because you constantly disallow your wounds to define you. This daily act of faith and bravery is a sign of an Easter people. Like the risen Christ, you still carry the scars but don't allow them to represent you. Instead, you *remember* yourself constantly as the body of Christ. We are all hurt, people. To be wounded healers, however, we must move beyond our wounds. We take our cue from our sibling Jesus and move by learning to forgive ourselves, forgive others, self-differentiate, be emotionally grounded, trust and collaborate with others, be willing to change, listen deeply, reflect regularly, and laugh joyfully.

We saw God doing a new thing in each other. Look at how everyone pulled together, took care of things, and went out of their way to help each other through these last few years! We are grateful to the Standing Committees, Diocesan Councils, Commissions on Ministry, diocesan staff, Building Bridges Committee, Vestries, and other local leaders who rose to the challenge. We are also grateful to Bishops Bonnie, Doug, and Skip for stepping into gaps so we could keep moving as the body of Christ. It has been a significant team effort to the glory of God! One of our staff said, "I always knew that I worked with good people. It proved how awesome everyone is and how each went the extra mile to get our combined business done."

We also know God is doing something new when we see evidence that something is counter cultural. That is a sign of love instead of indifference in action. Some people in our culture are stoking ancient hatred through cultural and religious nationalism. These tensions take hold of our everyday life in the United States and worldwide. Political leaders of various parties are manipulating to turn us against each other through hateful expressions. Ideologies are masquerading as theologies of triumphalism, favoring a graded and controlling hierarchy. These challenge women's rights, rights of people of color, migrant rights, LGBTQ+ rights, and human rights in general! Let me break some of these down so we can be wise as serpents and innocent as doves—a graded hierarchy comes from ancient notions of Christian cultural supremacy that is normalized. Seemingly Christian power bases rule the airwaves and manipulate vulnerable groups like the poor, regardless of color.

When women and other minorities are treated with dignity they do live into their full potential, and we are all better for it. Bridging the gaps between the divides and building awareness are spiritual acts of reconciliation. They are acts of resistance in this culture of division. God calls us to bless the world in this way currently. God is doing a new thing and building bridges is that new thing.

Absorbing things uncritically leads us to accept narratives that often drug our consciousness. I believe we have become lethargic in the church by embracing what I would like to call anthropomorphic fatalism as the ordinary course of life. For instance, we have normalized the decline in our numbers by associating “hospice” status with churches before they close. I think this is theologically incompatible because the church of God is eternal. It will not die. When we uncritically attach our human cycles of life and death to that of the church, we have consented to anthropomorphic fatalism. Even when we naturally move to this place of expecting decline and death, we need to remember that we are Easter people and watch how God is doing a new thing in our midst. Sorry for that academic riff. It is one of my soapboxes.

We are grateful and see a spirit of openness to engage in collaborative conversations between congregations. This open spirit is a healthy sign. We are exploring vulnerability to try new ways of being Church amid our challenges. Look at some of our practices.

We have organic collaborations in the Thumb area, with the already collaborative existence of Holy Family Blue Water and new opportunities with Lexington and Port Huron; these are a mark of hope. Other new and emerging ministries such as Holy Hikes, Plainsong Farm, and the Order of Naucratus are teaching us new ways of being church and are portals of entry to the Episcopal Church. St Stephen’s Episcopal Diaper Ministry in the former St. Stephen’s church, which we closed last year, is a sign of a new thing. St. James, Albion, and Trinity, Marshall are collaborating to call a priest to lead them both. Albion and Marshall have deep racial, socio-economic, and historical divides. How might healing and bridge building look?

The Up North Summit is taking agency for an ongoing gathering of lay and clergy leaders from mostly small churches. They will support and pray with each other, learn together, and catch the Spirit of God, who is doing a new thing. You are so dedicated to your Episcopal faith, to your parish, and your communities. It is infectious, in a good way! We are overcoming isolation and moving beyond the notion of one church, one priest, not as a deficiency but as an opportunity to build baptismal ministry and leadership. Small is not less. Smallness can be agile, potent, and full of transforming possibilities when grounded spiritually.



Jesus's parabolic images of faith and the kingdom of God were all about small things: light, salt, leaven, needle, mustard seed, etc.

These and other signs show that we can heal as we travel together. You have seen that God believes in you! You are funny and quirky saints with a deep and abiding joy! You are good people! Yes, the numbers show you as a declining church, and I am here to remind you who you are and how we might lean into what's good about you!

One of the main things we need is a sense of direction. Clarity of purpose is helpful because if we need to know where we're going, anywhere is okay. That is why we are investing in a facilitator to help us develop a common purpose, vision, and mission as east and west Michigan dioceses. Katie Ong—we're very grateful for our amazing Katies—is capable and approachable and will accompany us over the coming months to help us pray, dig deep, and answer some questions about where we are going. We invite every person in your parish to engage in this listening and discernment process. The only way this will be successful is if you, as leaders, ensure that every person in your church participates. Why is this important? When we have clarity of purpose, we can decide how to get there. Then we can exercise our muscles of faith, hope, and love to move together and build the necessary sidewalk to get there. If you wish to help us do this listening and visioning work at the congregational level, please talk with Canon Katie Forsyth or Canon Alan James.

**SIGNIFICANT INITIATIVES BEFORE US:** Let me tell you about investing in a college for congregational development, regional canons, a strategic plan on camping, and raising financial resources.

1. **WHY COLLEGE FOR CONGREGATIONAL DEVELOPMENT:** During my visits across the two dioceses, I have had several opportunities to sit with your vestry and other leaders. One such interaction was with the warden of a small church community selling their building and moving to a Lutheran Church. He looked me in the eye and said, "I wish the diocese had helped us develop a plan for a sustainable future sometime back." I hear several versions of the same refrain. We have offered opportunities in the past, like DCDI and other tools and methodologies. We increasingly know that congregations need leaders who can work as teams of clergy and lay leaders to discern the best way to be the church in a rapidly changing world. Can we invest in developing leaders who can tackle the challenges we face as the church in the 21st Century? In my experience with apostolic leadership, I have seen firsthand the benefit of such an investment.

The college for congregational development is not a quick fix but a long-term investment in the most critical endowment among us: our young and seasoned lay and clergy leaders. Over this past summer, I invited seven of our leaders to go on a scouting trip to explore the college. They are BJ Heyboer, Nancy Mayhew, Nancy Foster, Tracie Little, Radha Kaminski, Barbara Ilkka, and Katie Forsyth. These leaders, our own “magnificent seven,” spent a week at College for Congregational Development in Rochester, NY, and participated in the first of the two-year learning community. They came back energized and giddy with excitement. They will engage us tomorrow and give us a taste of what’s possible. As a follower of Jesus, I believe that decline is not a gospel value. The College offers methods and tools for leaders to get unstuck and congregations to thrive. I commend this resource for its theological grounding, audacious hope, gentle persuasion, and practical application. Skilled practitioners facilitate it.

2. **WHY REGIONAL CANONS?** As we lean into each other, we have an opportunity to move to the next iteration of organizing ourselves. I have started exploring the next steps in consultation with the Joint Standing Committees and our current Canon staff. Why are we doing this currently? When I started in early February, two Canon Missioners of Western Michigan indicated that their commitment to the former bishop was to serve until the end of May 2023 and then retire. Canons Ambrose and Hallmark will keep their promise with diligence and deserve the retirement they sought.

Canon James has told me that he wishes to draw this season of commuting from Chicago to Michigan to a close. His wife, the new Provost of the Cathedral, and most of his family are in Chicago. So after nearly four years of serving in this diocese, he would like to seek a call closer to home. All three situations are life-giving. While it is sad to see them go, I am grateful that their departure is not imminent. They will continue to serve us as they have until now and help us move into the next iteration of organizing ourselves over the next several months. We will have the opportunity sometime next year to celebrate them and express our gratitude! We are grateful for their loyalty and service through some of the most challenging times of the past few years! Over the next few months, we will advertise, discern, and call three new staff members. They will join Canon Tracie Little to make a team of four Regional Canons. During this practice season, we will seek your input and determine how to carve out four horizontal regions across both dioceses.

These will be full-time positions, and our regional canons will bring additional expertise in four priority areas for our Episcopal witness in God's future. These areas are Discernment, Formation, Digital Community, and Campus Ministry. **Discernment** is to help bring leaders to the sacred ground of lay and clergy discernment of call because we are all called to baptismal ministry. **Formation** is to help lay, and clergy leaders grow spiritually and in missional leadership through our Academy for Vocational Leadership and College for Congregational Development—Canon Tracie Little will continue to develop this area. **Digital Communities** is to help nurture and sustain vibrant online communities of worship, formation, mission, and fellowship. And finally, **Campus Ministries** to help initiate and nurture connections between our congregations and college campuses.

3. We are blessed to have our children and youth engaged in different ways throughout our church. Our Director of Children, Youth, and Young Adult Formation and her four regional youth missionaries are a resource you can tap into to help initiate or join in the Christian formation of our youth. Our camps have kept bringing children and youth together despite the pandemic. We are blessed to have the Episcopal Youth Camp in Western Michigan and the potential to grow in developing young leaders through Plainsong Farm, a place where God, people, and food converge. We also have a long tradition of camping at Camp Chickagami, where we have formed disciples and leaders for nearly 100 years. All three leaders, Bill, Nurya, and McKenzie, are currently in a strategic visioning process to see how they can help develop a shared vision. Our children are present and future, and we need their witness and leadership!
4. Finally, I believe in the need to build our financial resources to actualize our shared vision and mission. We invest in development over the next few years to invite all, especially people of means, to support our shared vision financially. We are grateful on All Saints Day for past generations who have left resources for us to steward. Following their example, we must invest in building the next generation of disciples and leaders for the Episcopal Church. Can you imagine the day when any child can attend a Christian Camp, knowing the church will almost entirely pay their fees? I can see it coming in the air!

**CAUTIONARY:**

1. Let us watch out wisely for a culture of suspicion and triangulation. Wounded systems often do these through self-destructive practices of negativity. We need wisdom, but the devil does not need advocates among us. Remember, we're on the same team, and not everything is a crisis requiring a rabbit-hole approach where we're constantly meandering, rearranging the deck chairs, and losing our way from growth and vitality. Let us steward ourselves and invest in daily prayer and self-correct practices with the mirror of scripture, wise leaders, humility, reflection, and reason.
2. Some of us are practical and may feel clear that we need just to become one diocese and *then* move together. We have chosen to do something other than that because we want to see how we walk together before we build the sidewalk. Let's make room to be curious and humble to see where we walk before we conclude the structure.

**GROWING EDGES:**

- We need a group of committed catalysts who care about realizing Beloved Community to study and experiment on Multicultural ministry with a Latino emphasis across our body. We need action plans.
- I understand that we have twelve federally recognized reservations in Michigan. Seven of them are in the Lower Peninsula. How can we build bridges with the native communities and individuals among us? A group of Episcopalians from all four Michigan dioceses leads us into this work. In this vein, I wish to shout out to the Dismantling Racism Leaders, especially for your engaged commitment to the "Sacred Ground" curriculum and the truth-telling community of learners around the circle.
- Math scores fell in nearly every state and reading dipped on national exams. How can the church help? We are about formation. Can we learn from and further develop the excellent work with reading programs that occurred in the past? Could we collaborate in our communities to create mentoring opportunities and access to high-speed internet for those without in rural, suburban, and urban settings and provide these with Safe-Church trained leaders? The new ChurchLands map offered by the Building Bridges group helps give us information on possibilities here.

- We have been rallying to bring our witness to end gun violence across our state through our engagement with End Gun Violence Michigan. And we have just created a bi-diocesan creation care working group. Please bring new and seasoned leaders to both priorities.
- The Academy for Vocational Leadership and the Coppage Gordon School for Ministry are gifts among us. We need the formation of different kinds. While we need seminary-trained leaders, we also need competent leaders trained at the Academy. Neither is superior, and both are required. We are Anglicans. We can do both and do them well. We are grateful for the fifteen new discerners in this year's class who have stepped out in faith. God is doing a new thing. On a practical note, please give generously to the Bishop's Discretionary Fund since I have made many promises in good faith.

I appreciate your kindness in the "benefit-of-the-doubt" category. People give each other the benefit of the doubt. I have seen you often lead not with judgment but with compassion. We are an imperfect yet emerging branch of the Jesus Movement with proven faithfulness expressed in our resilience, a refreshing hopefulness in our innovative spirit, and a deep love for God through simple acts of kindness. You do this regularly by praying for and visiting the sick and lonely, caring for a community garden, sharing food with the hungry, and supporting refugees from South Sudan, Ukraine, Afghanistan, and more.

You have been through a lot together. A pandemic is still here, though much reduced in its impact, a vulnerability in episcopal leadership, and our existential disappointments. Through it all, you have kept your faith in God, the church, and each other. God is doing a new thing! You are healing and inviting other people and systems to heal and reconcile.

Finally, "above all, do not forget your duty to love yourself." –Soren Kierkegaard. To love yourself is the best stewardship of healing you can bring to this "season of practice." Let us move together following Jesus, our North Star! *We will get there, heaven knows how we will get there, but we know we will.* While we don't have a map yet, we will trust in the one who has brought us thus far and embody what it means to pray. Because in Christ, there is no east or west, in him no south or north, but one great fellowship of love throughout the whole wide earth. May God bless you and all the invisible saints among us!

**The 3rd Joint Diocesan Convention  
of the Dioceses of Eastern and Western Michigan  
October 28-29, 2022  
Lansing Center**

**JOINT SESSION**

**Bishop prayer for Indigenous People Land Prayer:**

We gather in these the ancestral, traditional and contemporary lands of the Anishnaabeg - Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. In particular, the City of Lansing resides on land ceded in the 1819 Treaty of Saginaw. We recognize, support, and advocate for the sovereignty of Michigan's twelve federally-recognized Indian nations, for historic Indigenous communities in Michigan, for Indigenous individuals and communities who live here now, and for those who were forcibly removed from their Homelands. By offering this Land Acknowledgement, we affirm Indigenous sovereignty and will work to hold ourselves, the Dioceses of Eastern and Western Michigan, more accountable to the needs of Indigenous peoples.

**Call to Order:**

Bishop Prince G. Singh calls to order the 3<sup>rd</sup> Joint Diocesan Convention of the Dioceses of Eastern and Western Michigan.

**Joint Session opened with Prayer:**

**Appointment of Chancellor:**

William Fleener, Chancellor of the Dioceses of Eastern and Western Michigan appointed parliamentarian of this convention by The Rt. Rev. Prince G. Singh.

**Table Discussions reflecting the Bishop's Address:**

- What excites you about this "season of practice?"
- What is one vulnerability in your congregational life that needs help from the larger church?
- What bridges is your congregation building with your local or global neighborhood? What new bridges do you hope to build?

**Report on Actions of the General Convention:**

Ellen McVey and Bill Fleener, Deputies from Eastern and Western MI.

Report given on the highlights of the past General Convention. One of the major discussions was the Book of Common Prayer being a constitutional amendment. Another topic of discussion was the Amendment to the Constitution and Canons relating to merging of dioceses since we are in the season of practice in both of our dioceses. The newly House of Deputies Julia Ayala Harris is the first Latina woman to hold this position and the Title IV resolution from our dioceses passed in the House of Bishops. Creation Care, LGBTQ director and health care legislation was also discussed at length. Questions were taken and answered.

### **Church Ministry Highlights:**

- Grace Counseling Center, St. Francis Church in Grayling – Carol Moggo.
- Bi-Diocesan Creation Care Task Force, St. Jude’s, Fenton – Amy Freeman, St. Andrew’s, Grand Rapids – Janet Sue Strait and Rev. Linnea Stiffler, retired Western Michigan.
- St. Stephen’s Episcopal Diaper Ministry – Deacon Micheal Hueschen.
- Churchlands, a mapping project from the Building Bridges Steering Committee – Courtney Cromley.
- Commission for Dismantling Racism - Rev. Molly Bosscher and Rev. Dr. Jose Rodriguez

### **Dinner and Evening Instructions:**

- Rev. Canon Alan James highlighted that our food scraps for this convention will be composted by My Green Michigan at the suggestion of the Creation Care task Force.
- Western Michigan will meet at 6:00 pm for their business meeting.
- Compline will begin at 8:00 pm and led by the youth of the Dioceses of Eastern and Western Michigan
- Eastern Michigan will meet at 9:00 am for their business meeting.
- Joint Session in recess.

## **Eastern Michigan Business Session**

### **Bishop Prince:**

The business meeting of the 28<sup>th</sup> convention of the Episcopal Diocese of Eastern Michigan is called to order at 9:00 am on Saturday, October 29, 2022.

### **Bishop Prince opened with prayer.**

### **Appointment of Secretary of Convention:**

Motion to nominate Angela Krueger as Secretary of Convention. Moved, seconded, and appointed.

### **Quorum:**

Chancellor Bill Fleener, Jr. announced that a quorum was present. 33 churches are present with at least 1 delegate in attendance. 43 of the 42 parishes have submitted their parochial report. Trinity, Flushing closed prior to the convention.

### **Rules of Order:**

The convention adopted the Rules of Order. The rules of order are printed in the convention booklet.

### **Bishop Appointments:**

- The Rev. Nancy Mayhew – Commission on Ministries
- The Rev. Harold Schneider – Resolutions Committee
- The Rev. Tom Manney – Finance Committee

### **Retirements:**

- The Rev. Allan Feltner
- The Rev. Joe Jenney
- The Rev. Bill McClure
- The Rev. Phil Seitz

### **Youth Delegates – This is our first year to have voting youth delegates:**

- Erynn Ford – St. Paul’s, Flint
- Grace Gray – Trinity, Bay City
- Adrienne Kelley – St. Francis, Grayling
- Colette Reed – Trinity, West Branch

### **Nominations:**

#### **Diocesan Council:**

Lay: Kay Leclair – Grace, Port Huron  
Clergy: Rev. Paul Brunell – Christ, Owosso

#### **Standing Committee:**

Lay: Neil Hargrave – St. John’s, Dryden  
Clergy: Rev. Jerry Lasley

#### **Trustees:**

Rev. Ann Grady

### **Deputies to General Convention:**

#### **Lay:**

Mary Lou Creamer-Grace, Port Huron  
Dr. Elizabeth Jordan-St. Paul’s, Flint  
Beckett Leclair-Grace, Port Huron  
Ellen McVey-St John’s, Midland



Carol Moggo-St. Francis, Grayling  
Sara Philo-St. John's, Midland

**Clergy:**

Rev. Pamela Lenartowicz – St. Andrew's, Gaylord  
Rev. Canon Tracie Little – Diocese of Eastern Michigan  
Rev. Tom Manney - St. Paul's, Bad Axe & St. John's Dryden  
Rev. Nancy Mayhew – St. Alban's, Bay City  
Rev. Curt Norman – St. John's, Saginaw

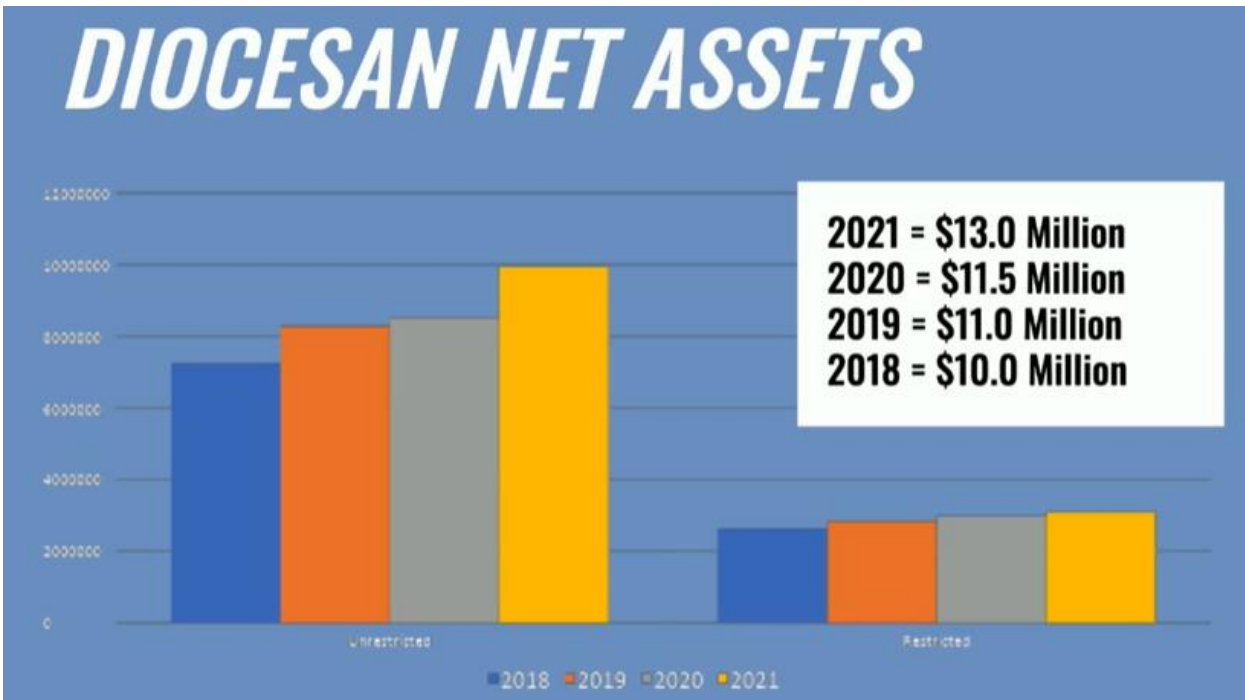
**Election Results:**

Positions for Diocesan Council, Standing and Trustees were elected by acclamation since the positions were uncontested. General Convention Lay. Mary Lou Creamer received the least number of votes and was eliminated from the selection. Beckett Leclair received the second least number of votes of the remaining and will be the alternate in the lay position to General Convention. General convention Clergy positions. Rev. Curt Norman received the least number of votes and will be the alternate to the General Convention.

## Diocesan Treasurer Report – Rev. Brian Chace

Slides of the Financial Presentation:

<i><b>OPERATIONS</b></i>				
	2020	2021 Budget	2021 Actual	Better/ (Worse) (Act V. Bud)
Congregation Income	\$406,105	\$449,646	\$423,311	(\$26,335)
Other Operating Income	\$583,280	\$803,628	\$787,940	(\$15,688)
<b>Total Operating Income</b>	<b>\$989,385</b>	<b>\$1,253,274</b>	<b>\$1,211,251</b>	<b>(\$42,023)</b>
<b>Operating Expenses</b>	<b>\$1,056,006</b>	<b>\$1,355,842</b>	<b>\$1,051,175</b>	<b>(\$304,667)</b>
<b>Operations Surplus/(Deficit)</b>	<b>(\$66,621)</b>	<b>(\$102,568)</b>	<b>\$160,076</b>	<b>(\$346,690)</b>



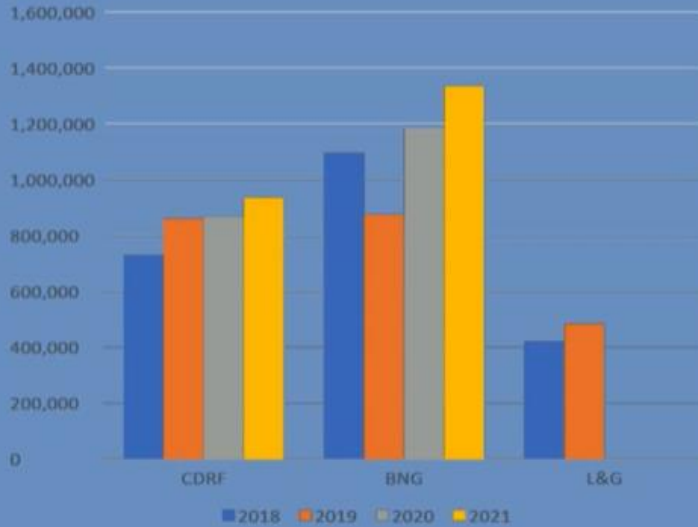
# OPERATIONS

	2020	2021 Budget	2021 Actual	Better/ (Worse) (Act V. Bud)
Congregation Income	\$406,105	\$449,646	\$423,311	(\$26,335)
Other Operating Income	\$583,280	\$803,628	\$787,940	(\$15,688)
<b>Total Operating Income</b>	<b>\$989,385</b>	<b>\$1,253,274</b>	<b>\$1,211,251</b>	<b>(\$42,023)</b>
<b>Operating Expenses</b>	<b>\$1,056,006</b>	<b>\$1,355,842</b>	<b>\$1,051,175</b>	<b>(\$304,667)</b>
<b>Operations Surplus/(Deficit)</b>	<b>(\$66,621)</b>	<b>(\$102,568)</b>	<b>\$160,076</b>	<b>(\$346,690)</b>

## 2022 DIOCESAN FINANCES SO FAR

- Investment value down 19.2% a/o 9/30/22
- Tithe revenue 95% of budget a/o 8/31/22
- Mission and Ministry of Diocese fully funded
- Operating actuals vs. budget a/o 8/31/22 are (\$198,340) vs. (\$294,975)

# 5% DRAW FUNDS



**2021 = \$2.3 Million**  
**2020 = \$2.0 Million**  
**2019 = \$2.2 Million**  
**2018 = \$2.2 Million**

# BUDGETED OPERATIONS

	2021 Actual	2022	2023	2024	2025
Congregation Income	\$423,311	\$453,350	\$444,427	\$444,427	\$444,427
Other Operating Income	\$787,940	\$819,649	\$891,138	\$813,960	\$833,099
<b>Total Operating Income</b>	<b>\$1,211,251</b>	<b>\$1,272,999</b>	<b>\$1,335,565</b>	<b>\$1,258,387</b>	<b>\$1,277,526</b>
<b>Operating Expenses</b>	<b>\$1,051,175</b>	<b>\$1,526,760</b>	<b>\$1,476,045</b>	<b>\$1,376,615</b>	<b>\$1,503,941</b>
<b>Operations Surplus/(Deficit)</b>	<b>\$160,076</b>	<b>(\$253,761)</b>	<b>(\$140,480)</b>	<b>(\$118,228)</b>	<b>(\$226,415)</b>

## 2023-2025 BUDGET ASSUMPTIONS:

- Congregational income – 95%
- Episcopal Church commitment of 15%
- Budgets include Office of the Bishop and search
- Continue to budget reserves for the future
- Diocesan Outreach of \$100,000 per annum
- Budgeting for *Normal* Diocesan programs
- Funding for Curacy Program support ends in 2023
- Maximum funding for Loans & Grants requests
  - 10% of fund balance - \$40k

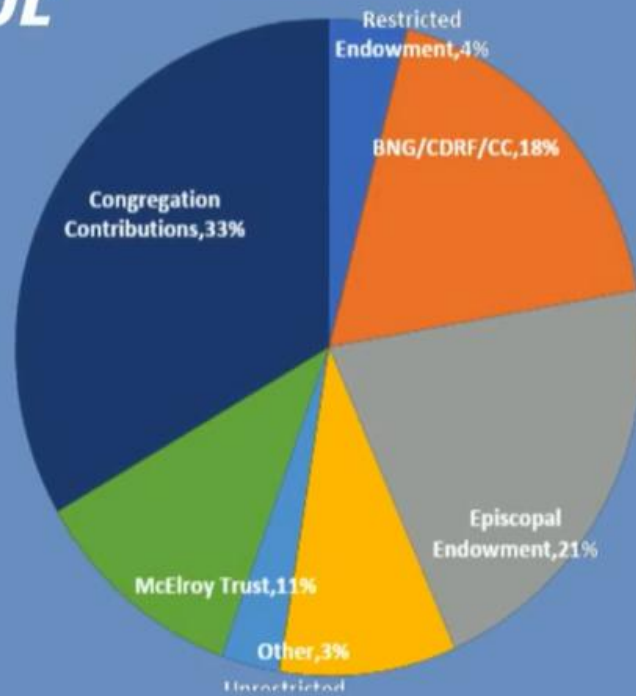
## OPERATING REVENUE

### 2023 BUDGETED OPERATING REVENUE:

- \$1,335,565

### ACRONYMS:

- CDRF: Congregational Development Resource Fund
- BNG: Breaking New Ground
- CC: Charitable Contribution Fund



Source 2022 Budget

# OPERATING EXPENSES

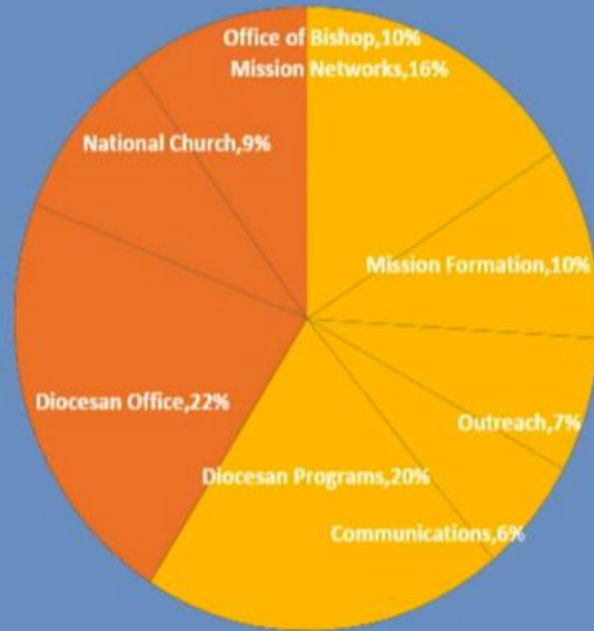
## ADMINISTRATION & GOVERNANCE:

\$621,288 (41%)

## MINISTRY & MISSION:

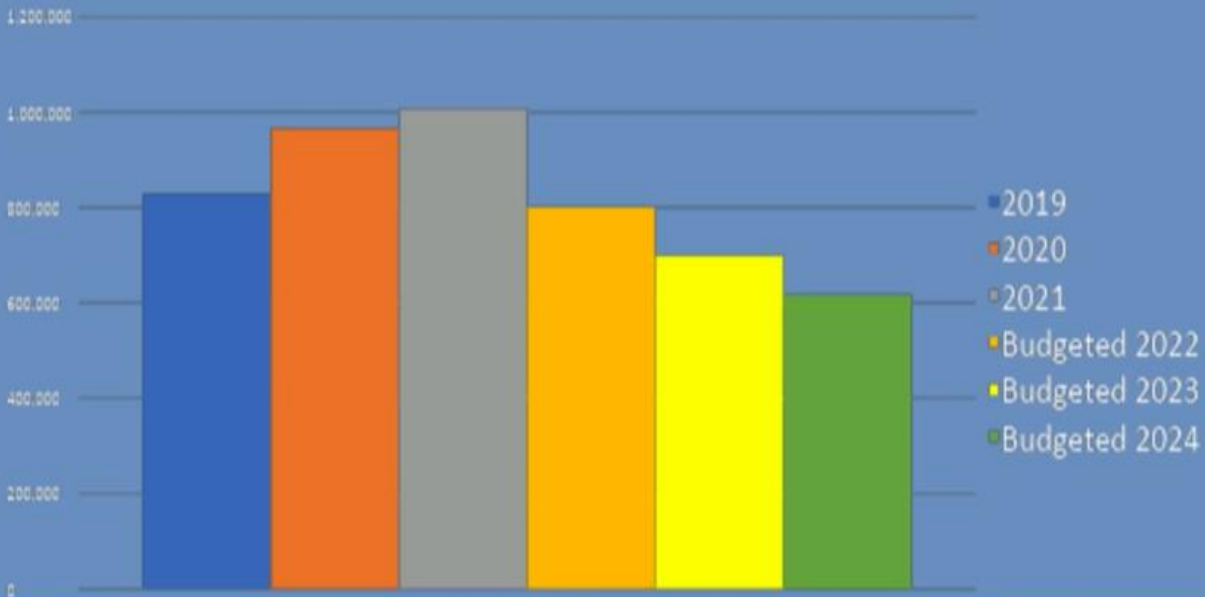
\$854,757 (59%)

TOTAL \$1,476,045

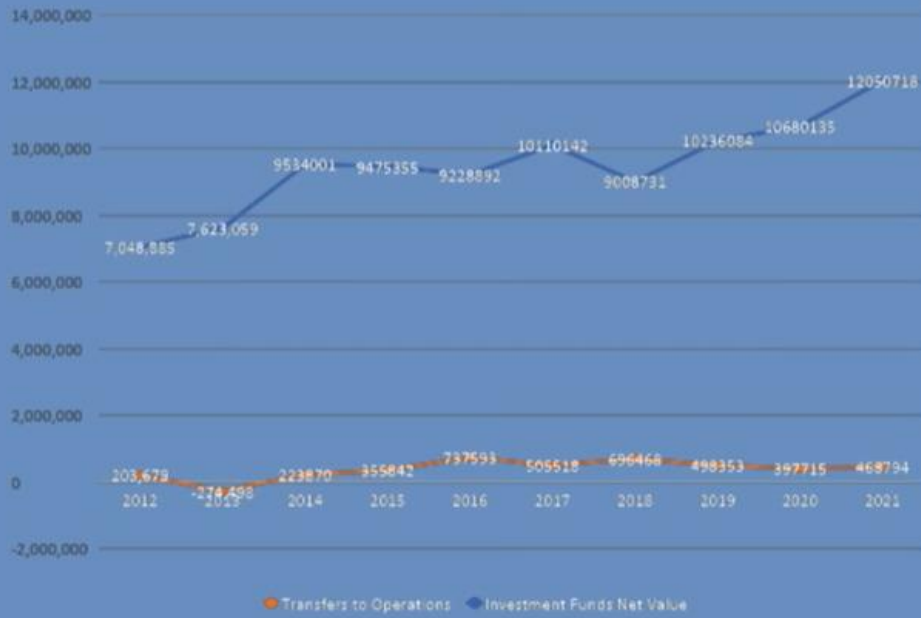


Source: 2022 Budget

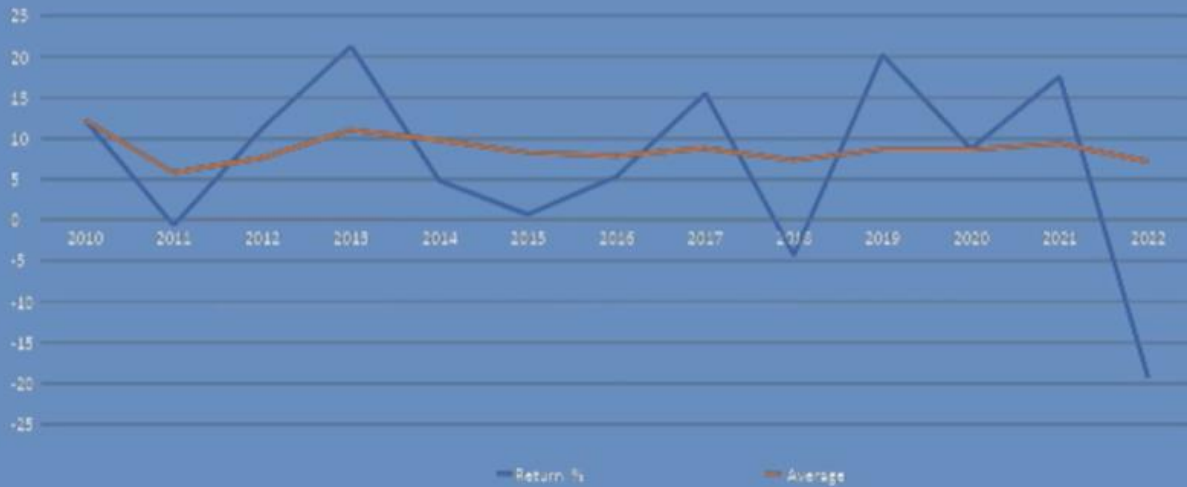
# OPERATING RESERVES



# TRUSTEE FUNDS



# Trustee Returns since 2010 – 7.18%



## ***SUMMARY***

- Strong financial foundation to continue the development and maintenance of mission and ministry activities throughout the diocese(s)
- Funding mission and ministry in the diocese(s) will continue to require monitoring and financial discipline, and openness to creative and collaborative opportunities
- Continue the practice of monitoring and financial discipline as we enter the Season of Practice with the Diocese of Western Michigan

### **Academy for Vocational Leadership Presentation to the Joint Diocesan Convention**

This has been a transformational year for the Academy for Vocational Leadership. Val Fargo has retired as the Director and over the first few months of my joining Diocesan staff slowly transferred to my desk, responsibilities for the Academy. I am deeply, deeply thankful for Val's wisdom and for her continuing connection with the Academy. Val's teaching and mentoring gifts continue to be an essential piece of how the Academy operates. Val, thank you for your continuing support of all things Academy!

As my role with the Academy deepened over these past months, I am also deeply thankful for Liz's continued service. She brings not only the wisdom of someone who has been on the leadership and planning team for a while. She also brings the wisdom and experience of a graduate of the program. Liz, thank you for all you continue to do to help the Academy function to the best of its ability!

We have also welcomed and look forward to welcoming new instructors to the Academy. Jay Johnson has joined us as the instructor for the Theology and Ethics class. I can tell you that the students have already been deeply impacted by his teaching. We will also be welcoming Randall Warren later in this academic year. I am looking forward to learning and growing with both Jay and Randall over many years to come.



It isn't only our staff that has experienced transformation this year. The Iona Collaborative, the seminary that we are a part of through the Seminary of the Southwest, rolled out a new Discernment Weekend. Because we were ready to include a Discernment Weekend, because Val Fargo was a part of the planning team, and because the work that Val and Liz have accomplished in running the Iona material well, we were chosen to host this inaugural weekend. The weekend was a grand success, welcoming 14 people actively wondering as well as the COM chairs from both dioceses and our Bishop participating at various times throughout the weekend. The materials from that Discernment Weekend will be made available to all Iona Collaborative participating dioceses sometime this month. With that in mind, we have scheduled a second discernment weekend for December 9 – 11 to be held alongside an Academy weekend at the St. Francis Retreat Center in DeWitt. There is information available about this retreat on the Academy display table at the back of the hall. If you know someone within whom you see gifts for ordained leadership, or if you yourself have that inkling somewhere in the back of your minds, please take this advertisement and pray for those with whom you share the invitation.

This year we have welcomed the largest first year class that the Academy has experienced over its 9 years. Alongside the 1 third year student, we are learning with 15 first year students. It is such a joy and honor to walk alongside learning with and from these gifted students.

Alongside the Academy weekends, this year we are once again offering a Lay Preaching class. We have 7 students from across both dioceses who study together on Saturday, focusing on the Bible curriculum during the morning and afternoon sessions and Homiletics in the evening session. The Lay Preaching program offers the option of taking both Bible and Homiletics in the same year or Bible one year and Homiletics the next year. This year's enthusiastic students are taking both courses.

As we move forward with the Academy, it is our plan to regularly offer the discernment weekend alongside the August opening retreat. This will offer current students and potential students to interact during worship and meal times sharing their experiences and their wonderings.

I want to thank all of you for all your support and your ongoing prayers for the Academy for Vocational Leadership. Formation doesn't happen in a vacuum and your prayers, and your support are foundational to all that the Academy is able to accomplish. Together with God, we are forming well-rounded, deeply spiritual, creative leaders for the church.

Thank you!

Rev. Tracie Little, Rev. Val Fargo, and Rev. Liz Kinsey

## **ANNUAL MINISTRY REPORTS**

### **CAMP CHICKAGAMI**

*Respectfully Submitted by McKenzie Knill, Executive Director*

The hard and heavy work of the years 2020 and 2021 paved the way for the summer of 2022. This summer was beautiful and hard and messy and wonderful in every way. The Holy Spirit was blowing through the trees at Camp Chickagami and made way for learning experiences, holy listening, true and authentic relationship building and laughter. Lots of laughter.

In mid-May a group of alumni from the 60's-80's came together to wake Camp Chickagami up from a winter slumber and to prepare her for another season. While the alumni were at camp a giant hail storm came through and damaged 19 of our 22 buildings on property! Thanks be to God for incredible insurance - Camp Chickagami officially has 19 brand new roofs.

Following the alumni and the hail storm came another group of dedicated volunteers for our annual Memorial Day Work Weekend who scraped and scrubbed and cleaned and organized. The hard work of these early season volunteers allowed us to begin to welcome rental groups in the beginning of June and then our young adult staff arrived in time for us to prepare for Family Camps and local Day Camp programs.

Twenty young adults spent weeks at Camp Chickagami this summer learning and growing and re-awakening the parts of themselves and the program that has been missing at camp since the pandemic began. We finally were able to safely welcome overnight campers back to camp and everything fell back into place!

In 2022 we continued with our Traveling Day Camp programs from the year before and partnered with the Dioceses of Eastern and Western Michigan to take these programs to our four youth regions. We spent time in Davison, Grand Rapids, Richland and Petoskey.

About six years ago the process began to gain accreditation through the American Camp Association. We had our first visit five years ago and this summer was our second visit. This is an incredibly intense and challenging process and completely voluntary for our camp. It is worth every minute spent knowing that our camp is safe and up to current standards for the program.

After youth camping was over and before our adult retreat season began we welcomed Michigan State University's 4-H Great Lakes and Natural Resources Camp back after a three year long covid-hiatus. Following 4-H, an adapted Women's Retreat took place and our diocesan Young Adult Retreat brought almost 30 people to camp over Labor Day Weekend. In August we also hosted the Order of Naucratus, West Michigan for the first annual Naucratus Family Camp - we charter fished and prayed and shared in fellowship with one another. Towards the end of September, we hosted our first ever Contemplative Fiber Arts retreat which was a great success.

The rest of September and October welcomed rentals and finally concluded with a mighty crew of volunteers coming together once again to tuck our dear camp in for the winter.

We are hopeful and energized and looking forward to 2023 and many, many more years of serving God and one another on the shores of Lake Esau. One thing that is certain is that we cannot do this work without prayers, volunteers and financial support. I encourage you to pray about how you or your church might be able to give back to Camp Chickagami in the years to come.

- May 26-29 - Spring Work Weekend (all ages)
- June 16-19 - Days at the Lake (all ages)
- June 19-22 - Family Camp (all ages)
- June 23-25 - Naucratus Family Camp (all ages)
- June 26-29 - Family Camp (all ages)
- July 1-2 - Regional Day Camp: Central Region (Grand Rapids Area)
- July 5-6 - Regional Day Camp: Northern Region
- July 10-14 - Junior Camp (rising 3rd-5th grade)
- July 10-14 - Counselors-In-Training Camp (rising 10th-12th grade)
- July 16-21 - Intermediate Camp (rising 4th-7th grade)
- July 16-21 - Pioneer Trip Camp (rising 9th-12th grade)
- July 17-20 - Local Day Camp (rising 1st-5th grade)
- July 22-29 - Trip Camp (rising 9th-12th grade)
- July 23-24 - Regional Day Camp: Eastern Region (Saginaw Area)
- July 25-26 - Regional Day Camp: Central Region (Midland Area)
- July 27-28 - Regional Day Camp: Southern Region (Kalamazoo Area)
- July 30-Aug 4 - Middle Camp (rising 6th-8th grade)
- July 31-Aug 3 - Local Day Camp (rising 1st-5th grade)
- August 14-18 - Clergy Family Camp (all ages)
- August 18-20 - Spiritual Practices Retreat (Formerly Women's Retreat)
- September 2-4 - Young Adult Retreat (college - millennial-ish)
- September 22-24 - Fiber Arts Retreat (all ages)
- October 13-15 - Fall Work Weekend (all ages)

## **CANON TO THE ORDINARY**

*Respectfully Submitted by the Rev. Canon Dr. Tracie Little*

It has been a great joy and honor to begin serving as Canon to the Ordinary in the Diocese of Eastern Michigan. I began this role at the end of March and over these past months have been learning and living into these new responsibilities. My role is split between two general areas of responsibility: Canon to the Ordinary and Director of Coppage-Gordon which includes the Academy for Vocational Leadership.

Within the Canon to the Ordinary role, specific tasks accomplished include:

- Consulted with parishes in transition by meeting with vestries, search teams, and clergy preparing for transition at various times in the search process.
- Supplied in congregations on Sundays as requested and available.
- Attended clericus meetings in each of the four convocations as available.
- Attended Diocesan Council and Standing Committee meetings.

- Attended Joint Standing Committee meetings.
- Attended weekly meetings with the three canon missionaries in the Diocese of Western Michigan.
- Attended weekly staff meetings.
- Attended one staff retreat.
- Attended one leadership retreat.
- Collaborated with the Canon Anne Hallmark to facilitate Fresh Start gatherings.
- Collaborated with Canon Anne Hallmark and Barb Ilkka to plan and facilitate the Up North Summit.
- Worked with St. Bartholomew's, Mio as they discerned to close. Planned the liturgy to celebrate their life and secularize their building.
- Hosted two diocesan updates on Zoom.
- Hosted two diocesan pre-convention meetings on Zoom.

Within the Director of Coppage-Gordon, specific tasks accomplished include:

- Called the Rev. Curt Norman to serve as the facilitator for Lay Worship Leading including ongoing support.
- As Individuals successfully complete the Lay Worship Leader exam, ensure that the other requirements are met and collaborate with Angela Krueger to issue Worship Leader Licenses. Three trainings to be offered across both dioceses have been scheduled.
- Organized the first Discernment Weekend for those contemplating a call to ordained ministry. Fourteen individuals across both dioceses participated. This year we will offer a second Discernment Weekend and after that this will be a yearly offering.
- Accepted fifteen first-year students and welcomed one third-year student to this academic year at the Academy for Vocational Leadership.
- Scheduled all elements of Academy weekends ensuring that an appropriate and qualified instructor will mentor each class. This includes engaging returning instructors and inviting new instructors to participate offering ongoing support to all instructors.
- Organized and ensured appropriate instructors for a Lay Preaching class to be offered on the Saturdays of Academy weekends.
- Ensure that all students are engaged in practical training on a rotating basis.
- Ensure ongoing support of all students is available.

In all of the aspects of this role, I have been deeply moved by the resiliency and creativity as individuals and communities of faith become co-creators with God in living into baptismal vows and ensuring the mission of God continues and grows. I have been privileged to witness and listen to amazing stories of transformation and life. At the same time, I am also very conscious of the ongoing challenges we all face. As we move forward in discerning how God is calling us to deeply engage these challenges, it is my prayer and hope that together our creativity will be employed as we try on new ways of being church together. I look forward to this coming year as I continue to live into the responsibilities of this role as I continue to serve God and the church.

## **CHAPLAIN TO THE RETIRED CLERGY AND SPOUSES, AND SURVIVING SPOUSES (EM)**

*Respectfully Submitted by the Rev. Ann Grady, Chaplain*

While the worst of COVID-19 is past, Zoom remains the present and future way for Chaplains to the Retired Clergy to meet with one another.

The dioceses of Michigan are in Province V, and Provinces V, VI, and VII gather via Zoom approximately every other month. As of the writing of this report chaplains have met in January, March, July, August, and September.

The meetings include webinars by CPG staff and others with expertise on subjects important to retired clergy and spouses. The webinars allow us chaplains to pass on the information we learn to the retired clergy in our dioceses.

After a delay due to COVID-19, 137 Chaplains to the Retired Clergy gathered in person in St. Paul, MN May 3-6, 2022, for the National Chaplains Conference. I was among those 137 chaplains who studied, prayed, worshiped, and ate together. The excitement at being together was palpable.

The Chaplain to the Retired Clergy and Spouses, and Surviving Spouses is a program of The Church Pension Fund. The bishop in each diocese appoints the Chaplain to the Retired Clergy. Most dioceses have one chaplain while some larger dioceses have more than one. Lay spouses of clergy Chaplains to the Retired Clergy often also serve as chaplains.

The Rev. Laura Queen and Sean Scheller, of the Education and Wellness Department of the Church Pension Fund, work directly with the Chaplains to the Retired Clergy. Laura and Sean continue to stay in frequent, regular contact with the chaplains.

April 2022 saw the publication of the inaugural issue of *Echo Off the Bay*, a newsletter for retired clergy and spouses in the Diocese of Eastern Michigan. Currently, *Echo Off the Bay* is published every other month with subsequent issues in June, August, and October. I am planning a Christmas issue for December.

Each year at Christmas and Easter I send cards to all retired clergy and spouses, and surviving spouses whose residential and/or canonical diocese is Eastern Michigan. In 2021, that totaled almost 90.

Many of the retired clergy in the Diocese of Eastern Michigan serve churches in their retirement. That being said, they are important to the lives of the parishes they serve.

The role retired clergy play in our diocese is demonstrated by recent data.

Number of congregations in the diocese	41
Number of congregations with clergy-in-charge who are 17 age 72 or older (post mandatory retirement age)	
Number of congregations with clergy-in-charge who are 8 age 80 or older (subset of the above)	
Average age of all clergy in the diocese	75
Average age of ACTIVE clergy in the diocese	71
Average age of clergy in the Episcopal Church	60
Eastern Michigan's oldest active cleric	88
Eastern Michigan's youngest active cleric	45

On behalf of the clergy and people of the Diocese of Eastern Michigan, I offer heartfelt thanks to the retired clergy of this diocese as they continue to do the work God has called them to do.

## **COMMISSION ON MINISTRY (Eastern Michigan)**

*Respectfully Submitted by the Rev. Sue Colavincenzo, Chair*

The following is the Mission Statement of the Commission on Ministry: *To assist all individuals, along side the Office of the Bishop, in fulfilling their call to ministry.*

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

The means to accomplish our Mission:

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

The past several years COM has worked diligently to update the ordination process as it is written in the Ordination Manual and Checklist so we are in compliance with all churchwide and diocesan canons, and

to make the manual more “user friendly.” The final submission was made to and approved by the bishop in June, and can be accessed on the diocesan website.

The COM has been meeting regularly on Zoom. Our time has been spent discussing the discernment process, examining team ministry, and exploring ways to educate and empower lay persons in their call to ministry. We met with the COM of the Diocese of Northern Michigan to examine their discernment process and success with team ministry. We met with the Commission on Ministry of Western Michigan at the leadership conference in August and earlier this month.

The Rev. Joseph Kennedy was admitted as a Candidate for Holy Orders on August 24, 2022. He will be ordained a Transitional Deacon on Saturday at this convention. Beckett LeClaire was admitted as a postulant for ordination to the Diaconate on October 4, 2022.

COM has seven members appointed by a bishop; four lay persons and three clergy. Members of COM as of Oct. 28, 2022 are: the Rev. Sue Colavincenzo, Ms. Emily Klein, the Rev. Anna Leigh Kubbe, the Rev. Pam Lenartowicz, Ms. Ellen McVey, Ms. Doris Sutton, and Ms. Joyce Thewalt. Many thanks to The Rev. Curt Norman who served on COM this past year. His discernment and wisdom were invaluable. We would also like to thank Ms. Angela Krueger for her steadfast service and excellence in working with COM. We look forward to working closely with The Rev. Canon Dr. Tracie Little in the next year.



Members of the Commission on Ministry have served with integrity, love, patience, humor, and generosity of spirit. We serve as a team seeking to do God’s will. I thank them.

## **COPPAGE-GORDON SCHOOL FOR MINISTRY**

*Respectfully Submitted by the Rev. Canon Dr. Tracie Little, Canon to the Ordinary serving Eastern MI and Director of the Coppage-Gordon School for Ministry*

The Coppage-Gordon School for Ministry has been responsible for offering classes for lay people to engage in learning which supports and enhances the ability to live into Baptismal Vows. This year Coppage-Gordon invited the Rev. Curt Norman to serve in facilitating the training for Lay Worship Leaders. Currently, we have scheduled two basic Worship Leader classes, one in person and one online. In addition, we have scheduled one Advanced Lay Worship Leader training designed for those already licensed for continuing education. This year’s class will be for Lent and Holy Week preparations.

In addition to the already scheduled classes, we are putting together a Hymnal Workshop and a Copyright Workshop. Please watch for advertisements when these become available for registration.

## **REGISTRAR'S REPORT (Eastern Michigan)**

*Respectfully Submitted by Angela Krueger, Assistant to the Bishop*

This is a report of the actions taken by the Bishop and/or the Standing Committee from October 30, 2021, through October 28, 2022. All records in the Diocesan office are in good order and preserved in a seemly manner.

Actions taken were:

Ordinations to the Priesthood	1
Ordinations to Deacon	1
Baptisms	0
Confirmations	4
Receptions	16
New Clergy Received	0
Clergy Transferred Out	2
Clergy Renunciations/Depositions	0
Clergy Funerals	7
Deconsecrations of Buildings	2
Visitations	22
Celebrations of New Ministries	1
Retirements	4

## **SOCIAL SERVICE & MINISTRY NETWORK GRANTS**

*Respectfully Submitted by the Rev. Paul Brunell, Coordinator*

The Diocesan Social Services Mission Grants Team met on December 3 of last year to discuss 6 applications for grants for the 2021 fiscal year. After prayers and thoughtful discussion, the Team voted to recommend that the Diocesan Council award a total of \$94,000.00. On December 18, 2021 the Council voted to award the grants for 2022 as we had suggested.

G.R.A.C.E. Center, St. Francis', Grayling, received \$20, 000 to expand their licensed psychological counseling and prevention education services to the economically disadvantaged.

St. Andrew's Soup Kitchen, Flint, received \$20, 000 to serve neighbors in need with food and clean clothing as well as attending to their spiritual and emotional welfare.

Crossover Downtown Outreach Ministry, St. Paul's, Flint, received \$25,000 to help folks with emergency needs and expand their youth programs.



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

Grace Good News Garden, Grace Port Huron, received \$20,000 to establish and improve a community garden to provide fresh food to those that are in need of food.

St. Jude's, Fenton, received \$7, 500 for the Community Assistance Program which seeks to deepen relationships with their neighbors in meeting their urgent food needs and by education to help them grow towards self-sufficiency.

## **COLLABORATIVE MINISTRIES**

### **THE ACADEMY FOR VOCATIONAL LEADERSHIP**

*Respectfully Submitted by the Rev. Canon Dr. Tracie Little, Canon to the Ordinary serving Eastern MI and Director of the Coppage-Gordon School for Ministry*

The Academy has seen many changes in the past year. Last year, four students completed the year – one completing the second year, and three completing the third year. All three of the third-year students graduated and were ordained (vocational) deacons in the Diocese of Western Michigan! Congratulations to our graduates, the Revs. Trish Harris, Mark Kelley, and Jim Mitchell. We look forward to watching you grow into your new ministries!

As the year drew to a close and the Rev. Canon Dr. Tracie Little came on board as Director of Coppage-Gordon as a part of her role as Canon to the Ordinary, Val Fargo continued to turn over the running of the Academy to Tracie. We would like to publicly acknowledge the wonderful gift that Val continues to be to the Academy! Her deep wisdom and understanding of the Iona curriculum continues to shape and mold the Academy into its best self. We are blessed by Val's continuing service as she teaches Holy Scripture and a variety of other courses at the Academy, remaining an integral part of everything we do as she serves in retirement.

In July, the Academy welcomed the Rev. Nandra Perry from the Iona Collaborative to lead the first-ever Discernment Weekend. We managed to pull together the weekend in record time and were overjoyed to have 14 participants across both dioceses journeying with us through the weekend. It is our plan to hold a second Discernment Weekend this November 18-20 (place to be determined). Moving forward, we plan on holding Discernment Weekends each July.

Following the Discernment Weekend, the bishop and both Commissions on Ministry relaxed the requirement to be a postulant before entering the Academy for one year only. This year, the Academy has welcomed one third-year student and fifteen first-year students. This is also the first year that the Academy has welcomed a student who is not discerning Holy Orders ensuring that all three orders are represented within our community. At this point, the Diocese of Western Michigan is continuing its

discernment of the Academy as an acceptable formation tool for Priests. The Diocese of Eastern Michigan continues to send both Priests and Deacons at the Academy. Fourteen of our students are from Western Michigan and two are from Eastern Michigan. Running alongside the Academy weekends on the Saturdays of each weekend is the Lay Preaching class. This year we are excited to have seven students registered to take these classes!

The Academy has always been blessed by top-notch instructors whose passion for learning makes everything we are able to offer possible. This year is no exception! The Academy is pleased to be working with the Rev. Dr. Val Fargo, the Rev. Liz Kinsey, the Rev. Dr. Jay Johnson, the Rev. Susan Anslow Williams, the Rev. Dr. Dick Hamlin, and the Rev. Dr. Randall Warren. We will also be inviting clergy and lay people to join us in teaching a variety of classes throughout this year.

## **CHILDREN, YOUTH, AND YOUNG ADULT MINISTRY**

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

For the last couple of years, the department of Children, Youth and Young Adult formation of the Dioceses of Eastern and Western Michigan has been strategically growing and expanding. We welcomed Jeff Brown (Central Region), the Rev. Radha Kaminski (Northern Region), Beckett Leclair (Eastern Region), and the Rev. Joel Turmo (Southern Region) to our team. The Dioceses of Eastern and Western Michigan have been broken down into four youth regions to encompass the area that four regional youth missionaries serve. In all but one grouping, the youth regions include congregations and ministries from both dioceses!

Each regional youth missionary is charged with:

- Communicating and collaborating with leaders and families to increase and empower local efforts with youth within and beyond the existing community.
- Develop additional on-the-ground support for our local congregations in the area of youth ministry appropriately contextualized to the area in which they serve.
- Their specific duties are flexible and depend on the needs of the congregations in their region and may include resource sharing, congregational and/or regional events, volunteer recruitment, and more. Whether your community has a robust youth program or hasn't for years, these youth missionaries are here to support you.

A priority of the department of Children, Youth and Young Adult Formation in the Episcopal Dioceses of Eastern and Western Michigan is to be a resource for our congregations and all of the folks who work with and support the formation of young people within our dioceses.

One of the ways that we hope to be a resource is through offering access to [copyrighted curriculums with diocesan licenses available](#) at no cost to congregations as well as various [free collations of resources and curriculums](#).

Earlier this year, our team of five gathered together for an in-person “huddle” to dream and scheme about what the next year could look like. From that gathering came the dreams for retreats for folks who work with children and youth, Dismantling Racism centered Lenten retreats for high schoolers, local and regional events and resourcing and a lot more.

Some highlights of the year include: a group of middle and high school students and adults to support them went on a Progressive Mission Trip around the Southern part of the state and into Ohio; Illumizoo with the Central Youth Region to the John Ball Zoo, sledding with the Southern Youth Region at St. Timothy’s Richland with Bishop Singh and Episcopal Youth Camp, a children and youth program of the Diocese of Western Michigan, welcomed 91 campers, elementary through high school aged.

Beginning in 2021 Camp Chickagami, the camp facility and program in Eastern Michigan, began offering local traveling day camps to congregations around the state of Michigan. Continuing and expanding that in 2022, they focused their programs on the four youth regions of our dioceses and brought two-day long programs to Davison, Richland, Grand Rapids and Petoskey.

In September of 2022, the young adult community of Eastern and Western Michigan gathered at Camp Chickagami for our fourth Young Adult retreat (college-aged through millennial-ish). These participants included those already connected to a church, those who had been in the past but are no longer affiliated with a traditional congregation, and those that are just exploring their faith. The theme of this retreat reflected on themes of belonging and love. Almost 30 participants from both dioceses and beyond were in attendance.

It is a joy to serve God and our dioceses in this work.

## **HOLY HIKES GREAT LAKES**

*Respectfully Submitted by Beckett LeClaire, Director*

In 2022, Holy Hikes Eastern Michigan expanded its mission to encounter our Creator through Creation and walk the Way of Love together by transforming into a bi-diocesan ministry, Holy Hikes Great Lakes. We offered a total of seven programmed hikes in locations all over both dioceses. At each location, we gathered people together and walked one to three miles, hearing scripture, praying, and meditating along the way. This year also saw the inclusion of music and ecology education, including partnership with local environmental nonprofits.

We kicked off the season with a contemplative Holy Saturday walk at Portman Nature Preserve outside Paw Paw, MI on April 16th. We had 25 participants (and several canine companions) for our blustery three mile hike through land stewarded by the Southwest Michigan Land Conservancy. On May 28th, we observed the Feast of the Presentation of the Blessed Virgin Mary and learned about the ways that wetlands nurture our communities and the creatures that live there at the Shiawassee National Wildlife Refuge’s Green Point Environmental Learning Trail in Saginaw. 37 people joined us on the trail to walk 1.6 miles and we were blessed by the presence of two basecamp angels and snack donations from St. John’s

Midland. On June 25th we gathered at the Lumberman's Monument outside Oscoda to celebrate the Feast of the Nativity of John the Baptist. Eight people joined us to walk the one mile Forest Discovery Trail and discuss the way forests can be restored following extractive deforestation, and how this reflects God's ongoing restoration of the world. We were blessed by the presence of our basecamp angel, Chris Miley. On July 23rd, 17 people (and several canine companions) gathered at the Bowman Lake Loop outside Baldwin to observe the Feast of St. Mary Magdalene and enjoy cooling breezes off Bowman Lake amidst sweltering temperatures. We modified our route and ended up hiking a little over one mile. Many thanks to our basecamp angels from St. Mark's Newaygo, Pam Redinger and Helen Reid. Two weeks later on August 6th, we gathered for our Transfiguration hike at the Wolf Creek Trail in Mio. Six people joined us on trail while Kay Leclaire held down the fort at basecamp and greeted the many folks at the boat launch setting out to float down the Au Sable River. We modified our route and ended up walking 1.8 miles. On September 17th we gathered at the Timbers Recreation Area outside Traverse City to celebrate the Feast of St. Hildegard of Bingen by hiking the two mile Fern Lake Loop. Kay Leclaire played a mandolin adaptation of one of Hildegard's compositions and we read excerpts from her writings. Seventeen people walked the trail while our smallest participant of the year rode along on her father's back. Special thanks to Barb and Pat from St. Philips Beulah for snack donations and basecamp angel assistance. Finally, we wrapped up the season on October 1st in Port Huron, where we observed the Feast of St. Francis at the Blue Water Riverwalk. We were joined by Lydia Nichols, member of Grace, Port Huron and staff member of the Friends of the St. Clair River, who shared with us their knowledge of the restoration efforts on the Blue Water Riverwalk and taught us about the many native plants and animals we encountered along the way. Twenty-eight people (and several canine companions) joined us for this one-mile hike through an urban habitat that used to be one of the most ecologically devastated in the Great Lakes region. Special thanks to Mary Lou and Ines from Grace Port Huron, who served as our basecamp angels.

Overall, more than 100 people from all over Michigan joined us on trail in 2022, including many people who joined us for more than one hike. We were blessed by many basecamp angels whose efforts helped our day go well and who served as evangelists for our efforts while our community was in motion. This ministry would not exist without the support of local parishes, along with our wider bi-diocesan community. As always, I owe a debt of gratitude to Katie Forsyth for her partnership in this ministry, and to Kay Leclaire for their logistic support as schlepper-in-chief. The two of them do a great deal of vital behind-the-scenes work that helps our hikes go well, and I am profoundly grateful for their collaborative spirits.

Please save the date for our five 2023 hikes:

- April 22nd - Stepping Stone Falls, Flint
- June 17th - Camp Chickagami, Presque Isle
- August 26th - Newaygo Welcome Center, Newaygo
- September 23rd - Mill Pond Park, Mt. Pleasant
- October 14th - Woodland Park and Nature Center, Battle Creek

## **LITURGY TASK FORCE**

*Respectfully Submitted by the Rev. Pam Lenartowicz, Eastern Michigan, and the Rev. Canon C. Anne Hallmark, Western Michigan*

The Bi-Diocesan Liturgy Task Force really began to focus on its name and mission when the Rev. Pam Lenartowicz and the Rev. Canon Anne Hallmark agreed to work together in the late Fall of 2021 to craft a liturgy of welcome for our then newly-elected bishop provisional, the Rt. Rev. Prince G. Singh. Working with the Standing Committees of Eastern and Western Michigan and the clergy and staff of St. John's Episcopal Church-Midland in consultation with Bishop Singh, we developed a service of Welcoming and Evensong for Bishop Singh which was offered online in late February of this year. We also developed a Chrism Mass and Renewal of Vows for the Bi-Diocesan Clergy Retreat in mid-May, a service of Holy Eucharist for the Bi-Diocesan Leadership Retreat in mid-August, a service of Confirmation, Reception and Re-Affirmation to be used in Eastern Michigan in mid-October and in Western Michigan in mid-November, and an Ordination and Closing Eucharist for the 3rd Annual Bi-Diocesan Convention of Eastern and Western Michigan the end of this month of October.

Among the many talented and supportive individuals who worked to develop these services under the direction of Bishop Prince Singh, we include the Rev. Lew Crusoe (St. James, Cheboygan), Mr. David Hawley-Lowry (Grace, Holland), the clergy and staff of St. John's, Midland, Mr. Stephen Rumler (Grace, Holland), the Rev. David Vickers (St. Paul's, Greenville), the Rev. Dr. Randall Warren (St. Luke's, Kalamazoo), and Mrs. Theresa Williams (St. Mary's, Cadillac).

It has been a joy to serve our two dioceses in this way. We eagerly anticipate adding the exploration and recommendation of new, perhaps even experimental, liturgical resources for the dioceses in the coming year.

## **PROVINCE V EXECUTIVE BOARD**

*Respectfully Submitted by Maddie Madden, Representative from Eastern Michigan, and Joanie Smith, Representative from Western Michigan*

Dear friends in Christ,

It is our pleasure to serve as representatives of Eastern and Western Michigan on Province V Executive Board. We are excited to get to work furthering our connections throughout the Midwest. We believe that there's a lot that we can learn from one another in ministry through our shared resources. This will be a new position for both of us, and we will be learning as we go with help and leadership from the board. This annual report will help you to understand what Province V is and what we do. We are excited about this new journey, and will be sharing with you what we learn!

Province V is a network of 14 dioceses of the Episcopal Church. We are one of those 14 dioceses. Each diocese gives an apportionment to the Province to support ministries and networking opportunities. We

are the diocesan representatives to the Province V Executive Board. The purpose of the province is to “Connect, network, and support.” Please see below all of the many ways you can get involved!

**Big Provincial Gathering - April 2022** As many of you experienced, we had a great gathering in South Bend in April! Almost 200 people were able to experience the vibrancy of our Province at the Big Provincial Gathering and Synod. While our keynote speaker, The Rev. Gay Clark Jennings, was unable to attend in person, she sent along her speech and Canon Jane Cislucyis presented it to the gathering. The main business sessions and worship were live streamed and recorded. The Synod included the business of passing several resolutions and the provincial budget, and “commercials” from each of the various networks and affiliated organizations. There were several pre-event trainings that were offered. A variety of workshops were offered by the networks. Sponsors ensured that we were able to offer the program at a discounted price for everyone.

### **Upcoming Events**

2023 – there will be a variety of online webinars and events offered. Some networks are exploring the idea of gathering for special trainings or events. Watch the newsletter and website for information.

2024 – Big Provincial Gathering and Synod

### **Leadership**

[provincev.org/exboard.html](http://provincev.org/exboard.html)

The Province V Executive Board meets monthly via Zoom to share resources from our dioceses and hear about and help develop provincial events and programming.

### **Networks**

[provincev.org/networks.html](http://provincev.org/networks.html)

The networks continue to expand to serve leaders across the province. Networks are open to any person who would like to be connected to others working on similar ministries. If there is a network that you might find helpful, contact Heather Barta.

### **Leadership Coaching Project**

[provincev.org/lcp.html](http://provincev.org/lcp.html)

Coaches are available to work with you on your goals and challenges. All coaches are available to any person interested in working on ministerial or personal goals. All coaches will give a complimentary

“introductory” meeting so that you can get to know each other and ask questions about coaching with them. Rural Area Ministry Specialists are available at a reduced rate to leaders in rural areas.

### **Provincial Newsletter**

Sign up for the monthly newsletter at the bottom of the website: [www.provincev.org](http://www.provincev.org)

Please contact us for more information about the Province V Executive Board of at:

- Maddie.madden@iona.ssw.edu (989) 780-0142
- joan.hilles@gmail.com (718) 354-0437

We are looking forward to working with you and sharing in ways that we can network and connect!

*“If you have faith the size of a mustard seed, you will say to this mountain, ‘move from here to there,’ and it will move; and nothing will be impossible for you.”-Matt 17:20*

CITY	CONGREGATION NAME	PRESENT	CONVOCATION
Alma	St. John's	No	Saginaw Valley
Alpena	Trinity	Yes	Northern
Atlanta	St. Mark's	Yes	Northern
Bad Axe	St. Paul's	Yes	Saginaw Valley
Bay City	St. Alban's	Yes	Saginaw Valley
Bay City	Trinity	Yes	Saginaw Valley
Blue Water	Holy Family	Yes	Blue Water
Cheboygan	St. James'	Yes	Northern
Corunna	St. Paul's	Yes	Flint River Valley
Davison	St. Dunstan's	Yes	Flint River Valley
Dryden	St. John's	Yes	Flint River Valley
East Tawas	Christ Church	Yes	Northern
Fenton	St. Jude's	Yes	Flint River Valley
Flint	St. Andrew's	Yes	Flint River Valley
Flint	St. Paul's	Yes	Flint River Valley
Flushing	Trinity	Yes	Flint River Valley
Gaylord	St. Andrew's	Yes	Northern
Gladwin	St. Paul's	Yes	Saginaw Valley
Grand Blanc	St. Christopher's	Yes	Flint River Valley
Grayling	St. Francis	Yes	Northern
Harrisville	St. Andrew's-By-The-Lake	No	Northern
Harsens Island	St. Paul's	No	Blue Water
Higgins Lake	St. Elizabeth's	Yes	Northern
Hillman	Calvary	Yes	Northern
Indian River	Transfiguration	Yes	Northern
Lapeer	Grace	Yes	Flint River Valley
Lexington	Trinity	Yes	Blue Water
Long Rapids	Grace	No	Northern



Midland	Holy Family	Yes	Saginaw Valley
Mio	St. Bartolomew's	No	Northern
Midland	St. John's	Yes	Saginaw Valley
Oscoda	Hope St. John's Parish	Yes	Northern
Otter Lake	St. John's	Yes	Flint River Valley
Owosso	Christ Church	No	Flint River Valley
Port Huron	Grace	Yes	Blue Water
Rogers City	St. Luke's	Yes	Northern
Saginaw	St. John's	Yes	Saginaw Valley
Saginaw	St. Matthew's	Yes	Saginaw Valley
Saginaw	St. Paul's	Yes	Saginaw Valley
Sand Point	St. John's	Yes	Saginaw Valley
Sandusky	St. John's	No	Blue Water
Standish	Grace	No	Northern
West Branch	Trinity	Yes	Northern

## Diocese of Eastern Michigan

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2021

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Fucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Alma	St John Episcopal Church	17	15	2	15	14	0	0	0
Alpena	Trinity Episcopal Church	175	168	4	35	53	0	0	0
Atlanta	St Marks Episcopal Mission	55	55	0	17	18	0	0	0
Bad Axe	St Pauls Episcopal Church	49	32	0	16	23	0	1	0
Bay City	St Albans Episcopal Church	144	81	8	43	40	0	1	0
Bay City	Trinity Episcopal Church	194	116	4	37	40	0	1	0
Cheboygan	St James Church	97	92	0	27	25	0	0	0
Corunna	St Paul Episcopal Church	24	24	0	13	30	0	0	0
Davison	St Dunstons Episcopal Church	51	51	1	26	37	0	0	0
Dryden	St Johns Episcopal Church	37	37	0	17	28	0	1	0
East Tawas	Christ Church	72	46	0	17	37	0	0	0
Fenton	St Judes Church	263	134	0	43	34	0	1	0
Flint	St Andrews Episcopal Church	135	135	0	20	12	0	0	0
Flint	St Pauls Episcopal Church	349	0	22	34	39	0	0	0
Flushing	Trinity Episcopal Church	34	19	0	11	22	0	1	0
Gaylord	St Andrews Episcopal Church	70	57	10	19	37	0	1	0
Gladwin	St Pauls Church	136	136	0	23	49	0	1	0
Grand Blanc	St Christophers Episcopal Church	295	294	14	54	40	0	0	0
Grayling	St Francis Episcopal Church	80	38	3	17	37	0	0	0
Harrisville	St Andrews by the Lake	18	18	0	7	45	0	0	0
Harsens Island	St Paul Episcopal Church	72	72	0	20	22	0	0	0
Hillman	Calvary Episcopal Church	29	27	0	14	20	0	0	0
Indian River	Church of the Transfiguration	101	60	0	27	28	0	0	0
Lachine	Grace Episcopal Church	35	16	0	13	5	0	0	0
Lapeer	Grace Episcopal Church	81	81	0	33	40	0	0	0
Lexington	Trinity Episcopal Church	82	82	0	19	21	0	0	0
Midland	Church of the Holy Family	34	34	0	15	32	0	0	0
Midland	St Johns Church	203	203	95	58	58	0	2	0
Mio	St Bartholomews Episcopal Church	26	26	1	9	30	0	0	0
Oscoda	Hope-St Johns Parish	26	26	0	18	54	0	0	0
Otter Lake	St Johns Episcopal Church	85	85	4	26	34	0	0	0
Owosso	Christ Episcopal Church	40	28	0	16	34	0	0	0
Port Huron	Grace Episcopal Church	272	152	0	77	5	0	2	0
Rogers City	St Lukes Episcopal Church	25	0	4	11	25	0	0	0

## Diocese of Eastern Michigan

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2021

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Fucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Roscommon	St Elizabeths Episcopal Church	57	57	0	16	41	0	0	0
Saginaw	St Johns Episcopal Church	276	276	36	75	104	1	4	4
Saginaw	St Matthews Episcopal Church	49	49	2	24	37	0	1	0
Saginaw	St Pauls Episcopal Church	119	119	0	34	40	0	0	0
Saint Clair	Holy Family Episcopal Church of Blue Water	61	60	0	23	13	0	2	0
Sand Point	St Johns Episcopal Church	24	23	20	0	0	0	0	0
Sandusky	St Johns Church	21	15	1	10	25	0	0	0
Standish	Grace Episcopal Church	11	0	0	0	0	0	0	0
West Branch	Trinity Episcopal Church	47	47	0	15	40	4	0	0
Total		4,071	3,086	231	1,044	1,368	5	19	4

**DIOCESAN CONVENTION--OCTOBER 28-29, 2022  
CLERGY/DELEGATE REGISTRATION**

<i>Alma</i>	<i>St Johns Episcopal Church</i> <i>No Delegation</i>	<i>Alpena</i>	<i>Trinity Episcopal Church</i> <i>The Rev. Dan Maxwell</i>
<i>Atlanta</i>	<i>St Marks Episcopal Church</i> <i>Mr Tarry Deo</i> <i>Mrs Amy Soncrainte</i>	<i>Bad Axe</i>	<i>St Pauls Episcopal Church</i> <i>The Rev Thomas Manney</i> <i>Ms Rachel Kain</i> <i>Ms Carrie Krzeszewski</i> <i>Ms Kathie Periso</i> <i>Mrs Dorothy Shinault</i>
<i>Bay City</i>	<i>St Albans Episcopal Church</i> <i>The Rev Nancy Mayhew</i> <i>Mrs. Deb Blakely</i> <i>Ms Rose Duncan</i> <i>Ms Katie Hodge</i> <i>Ms Jan Martin</i>	<i>Bay City</i>	<i>Trinity Episcopal Church</i> <i>The Rev Sue Rich</i> <i>Mrs Michelle Hunsberger</i> <i>Ms Patricia Maxim</i>
<i>Blue Water</i>	<i>Holy Family Episcopal Church</i> <i>Ms Jacqueline Ebelt</i> <i>Ms Lorna MacDonald</i> <i>Ms Maggie Heaslip</i>	<i>Cheboygan</i>	<i>St James' Episcopal Church</i> <i>The Rev Lewis Crusoe</i> <i>Ms Rebecca Easter</i> <i>Ms Cynthia Gezon</i>
<i>Corunna</i>	<i>St Pauls Episcopal Church</i> <i>The Rev Russ Merrill</i> <i>Carol Amsterburg</i> <i>Ms Linda Ash</i> <i>Ms Margaret Loffelman</i>	<i>Davison</i>	<i>St Dunstons Episcopal Church</i> <i>The Rev Sue Colavincenzo</i> <i>The Rev Tom Smith</i> <i>Mr Al Dellaire</i> <i>Mr Lee Hartman</i> <i>Ms. Debbie Kekel</i> <i>Mrs. Marie Smith</i>
<i>Dryden</i>	<i>St Johns Episcopal Church</i> <i>The Rev Thomas Manney</i> <i>Ms Mary Cameron</i> <i>Ms Becky Foster</i> <i>Mr Neil Hargave</i> <i>Mr Russell Underwood</i>	<i>East Tawas</i>	<i>Christ Episcopal Church</i> <i>Ms Marie Hanoian</i> <i>Mr Peter Hanoian</i>

<b>Fenton</b>	<b>St Judes Episcopal Church</b>	<b>Flint</b>	<b>St Andrews Episcopal Church</b>
	<b>The Rev Deacon Judy Marinco</b>		<b>The Very Rev Jay Gantz</b>
	<b>Mrs Carol Pettipher</b>		<b>Ms Julie Edick</b>
	<b>Mr John Pettipher</b>		<b>Mr Randall Hall</b>
	<b>Mr Dave Rayner</b>		<b>Mr John Mullaly</b>
	<b>Ms Denise Rayner</b>		
<b>Flint</b>	<b>St Pauls Episcopal Church</b>	<b>Flushing</b>	<b>Trinity Episcopal Church</b>
	<b>The Rev Donald Davidson</b>		<b>The Rev Barb Cavin</b>
	<b>Ms Jelesia Geraghty</b>		<b>Mrs Shirley St John</b>
	<b>Mr Shane Geraghty</b>		
	<b>Mrs Ta'Mara Oertel</b>		
<b>Gaylord</b>	<b>St Andrews Episcopal Church</b>	<b>Gladwin</b>	<b>St Pauls Episcopal Church</b>
	<b>The Rev Pam Lenartowicz</b>		<b>The Rev J Thomas Downs</b>
	<b>Mr Josh Howell</b>		<b>Mrs Merrill Downs</b>
	<b>Mr Tom Lenartowicz</b>		<b>Mr Jarrett Randle</b>
	<b>Ms Jacqueline Skinner</b>		
<b>Grand Blanc</b>	<b>St Christophers Episcopal Church</b>	<b>Grayling</b>	<b>St Francis Episcopal Church</b>
	<b>The Rev Jerry Lasley</b>		<b>Mrs Carol Moggo</b>
	<b>Ms Jane Brewer</b>		<b>Ms Carol Todoroff</b>
	<b>Mr Rod Bytwerk</b>		<b>Mr Charles Todoroff</b>
	<b>Mrs Linda Rathburn</b>		<b>Mrs. Judy Woodland</b>
	<b>Mr Bill Thewalt</b>		
<b>Harrisville</b>	<b>St Andrews-By-The-Lake Episcopal Church</b>	<b>Harsens Island</b>	<b>St Pauls Episcopal Church</b>
	<b>No Delegation</b>		<b>No Delegation</b>
<b>Higgins Lake</b>	<b>St Elizabeths Episcopal Church</b>	<b>Hillman</b>	<b>Calvary Episcopal Church</b>
	<b>Mr Don DeWalt</b>		<b>Ms Linda Albright</b>
			<b>Mrs Karen Porter</b>
<b>Indian River</b>	<b>Transfiguration Episcopal Church</b>	<b>Lapeer</b>	<b>Grace Episcopal Church</b>
	<b>Mr David Skaggs</b>		<b>The Rev Sarah Parks</b>
	<b>Mrs Margo Skaggs</b>		<b>The Rev Larry Parks</b>
			<b>Ms Jennifer Baird</b>
			<b>Mr Larry Holen</b>
			<b>Ms June Holen</b>
			<b>Mr Robert Thomas</b>

<b>Lexington</b>	<b>Trinity Episcopal Church</b>		<b>Long Rapids</b>	<b>Grace Episcopal Church</b>
	Ms Marion Knuth			No Delegation
	Mr Paul Knuth			
	Mr Gordon MacDonald			
	Ms Virginia McNabb			
<b>Midland</b>	<b>Holy Family Episcopal Church</b>		<b>Midland</b>	<b>St Johns Episcopal Church</b>
	Mr Henry Mayer			The Rev James Harrison
	Ms Alicia Miller			Ms Rachel Blackhurst
	Ms Debbie Rothe			Mrs Ellen McVey
				Ms Robbyn Prange
				Ms Alicia Watt
<b>Mio</b>	<b>St Bartholomews Episcopal Church</b>		<b>Oscoda</b>	<b>Hope-St John's Episcopal Church</b>
	No Delegation - Closed			No Delegation
<b>Otter Lake</b>	<b>St Johns Episcopal Church</b>		<b>Owosso</b>	<b>Christ Episcopal Church</b>
	The Rev Deacon Harold Schneider			The Rev Paul Brunell
	The Rev Deacon Joanne St. Pierre			Ms Emily Johnson-Klein
	Mr Joe Norton			Mrs Carolyn Koenig
	Mr Frank Worvie			
	Ms Janet Worvie			
	Ms Gloria Timm			
<b>Port Huron</b>	<b>Grace Episcopal Church</b>		<b>Rogers City</b>	<b>St Lukes Episcopal Church</b>
	The Rev Linda Crane			Mrs Maggie Michaud
	Jeanette Ettin			
	Mr James Kemp			
	Ms Maureen Porada			
	Mrs Mary Gale McPharlin			
<b>Saginaw</b>	<b>St Johns Episcopal Church</b>		<b>Saginaw</b>	<b>St Matthews Episcopal Church</b>
	The Rev Curt Norman			The Rev Mary Jo Hudson
	The Rev Pam Renna			Mr Donald Taylor
	Ms Mary Baukus			
	Ms Kathy Coman			
	Mrs Barbara Ilkka			
	Mr Tom Kostrzewa			

<b>Sandusky</b>	<b>St Johns Episcopal Church</b>		<b>Standish</b>	<b>Grace Episcopal Church</b>
	No Delegation			No Delegation
<b>West Branch</b>	<b>Trinity Episcopal Church</b>			
	Mrs Jane Hutchins			
	<b>Youth Delegation</b>			
	Matthew Smith			
	Grace Gray			
	Austin Rayne			
	Marianna Gillesplie			
	Oliver Duthler			
	Adrienne Kelly			



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December 19, 2022

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

We have completed our audit of the financial statements of The Episcopal Diocese of Eastern Michigan (the Diocese) as of and for the year ended December 31, 2021, and have issued our report dated December 19, 2022. We are required to communicate certain matters to you in accordance with auditing standards generally accepted in the United States of America that are related to internal control and the audit. The appendices to this letter set forth those communications as follows:

I Auditors' Communication of Significant Matters with Those Charged with Governance

II Communication of Internal Control Matters Identified During the Audit

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

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

*Yeo & Yeo, P.C.*

Saginaw, Michigan



Appendix I  
Auditors' Communication of Significant Matters with Those Charged with Governance

Professional standards require that we provide you with information about our responsibilities under auditing standards generally accepted in the United States of America, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our engagement letter dated December 6, 2021. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

*Qualitative Aspects of Accounting Practices*

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Diocese are described in Note 1 of the financial statements. No new accounting policies were adopted, and the application of existing policies was not changed during the year. We noted no transactions entered into by the Diocese during the year where there is lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

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

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

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

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

A significant risk is an identified and assessed risk of material misstatement that, in the auditor's professional judgment, requires special audit consideration. Within our audit, we focused on the following areas below.

- Management override of controls
- Improper revenue recognition
- Improper classification of net assets

*Accounting Standards and Regulatory Updates*

- *Cybersecurity*  
Cybersecurity concerns are more prevalent than ever as organizations continue to face the risks of third parties compromising data security and breaching sensitive information. Cyber-attacks cost thousands of dollars and put a strain on IT resources while remediation efforts are underway.

Risk assessment is a first step in mitigating cybersecurity risks and improving your organization's overall cybersecurity posture. The National Institute of Standards and Technology published Framework for Improving Critical Infrastructure Cybersecurity, which "enables organizations, regardless of size, degree of cybersecurity risk, or cybersecurity sophistication, to apply the principles and best practices of risk management to improving the security and resilience of critical infrastructure." The framework is designed

to cover five areas including identification, protection, detection, responsiveness and recovery. The publication can be found at [www.nist.gov](http://www.nist.gov).

Insurance policies are also available to cover losses from breaches, including notifying individuals when data has been compromised, to costs of business interruption and content repair.

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

- *Leases*

There is a new Accounting Standards Update which will significantly change accounting for leases by both lessors and lessees. The new guidance requires the right of use model in accounting for all leases, with limited exceptions. As a result, lessees will be required to recognize assets and liabilities arising from operating leases. Lessees will recognize interest expense on the liability and amortization of the right-to-use asset in their results of operations. Capital lease accounting will also change due to changes in guidance related to options and contingent rentals. Rules may be simplified for leases with terms of twelve months or less, but will be applied to all existing leases upon adoption. The guidance could have implications, not only for the Organization's financial statements, but also for any applicable debt covenants. This standard will be applicable for the fiscal year ending December 31, 2022.

- *Contributed Nonfinancial Assets*

The financial Accounting Standards Board (FASB) issued an Accounting Standards Update (ASU) intended to improve transparency in the reporting of contributed nonfinancial assets, also known as gifts-in-kind, for nonprofit organizations. Examples of contributed nonfinancial assets include fixed assets such as land, buildings, and equipment; the use of fixed assets or utilities; materials and supplies, such as food, clothing, or pharmaceuticals; intangible assets; and recognized contributed services. The ASU requires nonprofit organizations to present contributed nonfinancial assets as a separate line item in the statement of activities, apart from contributions of cash or other financial assets. It also requires footnote disclosures related to the nonfinancial assets. This standard will be applicable for the fiscal year ending December 31, 2022.

*Difficulties Encountered in Performing the Audit*

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

*Corrected and Uncorrected Misstatements*

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements.

In addition, none of the misstatements detected as a result of audit procedures and corrected by management were material, either individually or in the aggregate, to the financial statements taken as a whole.

There were no known uncorrected misstatements that were more than trivial.

*Disagreements with Management*

For purposes of this letter, a disagreement with management is a disagreement on financial accounting, reporting or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

☒ YEO & YEO



*Management Representations*

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

*Management's Consultations with Other Independent Accountants*

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Diocese's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

*Other Audit Findings or Issues*

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

*Qualified Opinion*

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

In our opinion, except for the omission of the statement of functional expenses which results in an incomplete presentation as described in the Basis for Qualified Opinion section of our report, the financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of The Episcopal Diocese of Eastern Michigan as of December 31, 2021, and the results of its revenue, expenses, and changes in net assets for the year then ended in accordance with the cash basis of accounting as described in Note 1.

*Emphasis of Matters in Independent Auditors' Report*

Our report will include the following emphasis of matter paragraph:

**Basis of Accounting**

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

## Appendix II

### Communication of Internal Control Matters Identified During the Audit

In planning and performing our audit of the financial statements of The Episcopal Diocese of Eastern Michigan as of and for the year ended December 31, 2021, in accordance with auditing standards generally accepted in the United States of America, we considered The Episcopal Diocese of Eastern Michigan's internal control over financial reporting as a basis for designing our audit procedures for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control. Accordingly, we do not express an opinion on the effectiveness of the Diocese's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses and, therefore, material weaknesses may exist that were not identified. However, as discussed below, we identified a certain deficiency in internal control that we consider to be a significant deficiency.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency or combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. We did not identify any deficiencies in internal control that we consider to be material weaknesses.

A significant deficiency is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the following deficiency in the Episcopal Diocese of Eastern Michigan's internal control to be a significant deficiency:

#### **Credit Card Documentation**

As part our review of internal controls, we selected one credit card statement from fiscal year 2021 and requested supporting documentation for all transactions in order to verify that they were properly supported, approved and for a reasonable Diocese purpose. We noted that thirty-two out of the thirty-nine transactions lacked supporting documentation. We recommend that management reviews credit card statements monthly and require supporting documentation for each transaction. This will help to ensure that all charges on the credit card are being reviewed and that review is documented. In addition, this will help to ensure that all charges are for an appropriate Diocese purpose.

## COURTESY RESOLUTIONS

**Resolved** that this 28th Convention of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan express gratitude to The Rt. Rev. Prince Singh for his service and support to our dioceses during this past year.

**Resolved** that this 28th Convention of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan express gratitude to the Liturgy Task Force: The Rev. Pam Lenartowicz, The Rev. Canon Anne Hallmark, The Rev. Lewis Crusoe, and The Rev. Dr. Randall Warren for their coordination of worship for this convention, and for those assisting in the Eucharist: the Very Rev. Lewis D. Crusoe, Master of Ceremonies; the Right Rev. Prince G. Singh, Ordaining Bishop; The Venerable Linda Crane, Deacon of the Word; the Venerable Beth Drew, Deacon of the Table; The Rev. Dr. Randall R. Warren, Cantor; Dr. Elizabeth Jordan and The Rev. Canon C. Anne Hallmark, Lectors; Stephen Rumler, Music Director; Agol Anei, Erynn Ford, Paige Ravellette and Colette Reed, Acolytes; David Hawley-Lowry, Altar Guild; The Rev. B.J. Heyboer for baking the altar bread used in the Eucharist; the following being ordained: Joseph Kennedy, The Rev. Derek Quinn, and The Rev. Alicia Hager; and The Rev. Shadrack Owuor being received from the Anglican Church of Kenya.

**Resolved** that this 28th Convention of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan send greetings to Ira Leidel, wife of the late Rt. Rev. Edwin M. Leidel, Jr., first Bishop of the Diocese of Eastern Michigan; the Rt. Rev. S. Todd Ousley, second Bishop of the Diocese of Eastern Michigan, and his wife, Ann; the Rt. Rev. Wayne M. Houglund, Jr, ninth Bishop of the Diocese of Western Michigan (resigned) and Bishop Provisional of the Diocese of Eastern Michigan (resigned), and his wife Dana; the Rt. Rev. Robert R. Gepert, eighth Bishop of the Diocese of Western Michigan and his wife, Anne; and the Rt. Rev. Edward L. Lee, Jr., seventh Bishop of the Diocese of Western Michigan and his wife, Kathryn.

**Resolved** that this 28th Convention of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Bonnie A. Perry, 11th Bishop of the Diocese of Michigan; the Rt. Rev. Rayford Ray, Bishop of the Diocese of Northern Michigan; and the Rt. Rev. J. Moisés Quezada Moto, Obispo de la Iglesia Episcopal Dominicana.

**Resolved** that this 28th Conv The Most Rev. Dr. Justin Welby of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan send greetings to the Rev. Craig Alan Satterlee, Bishop of the Northwest Lower Michigan Synod of the ELCA; The Rev. Dr. Donald P. Kreiss, Bishop of the Southeast Michigan Synod of the ELCA, and The Rev. Katherine A. Finegan, Bishop of the Northern Great Lakes Synod of the ELCA.

**Resolved** that this 28th Convention of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan extend greetings to the Most Reverend Michael B. Curry, Presiding Bishop of the Episcopal Church.

**Resolved** that this 28th Convention of the Episcopal Diocese of Eastern Michigan and the 148th Convention of the Episcopal Diocese of Western Michigan send greetings to The Most Rev. Dr. Justin Welby, and prayers for his ministry and leadership with our Communion.

On behalf of the Resolutions Committees, we move the adoption of these courtesy resolutions.

## **Awards**

### **Swords into Plowshares Award**

This award was established in 2017 in the Diocese of Eastern Michigan. It recognizes those who are actively working to dismantle systems of oppression and violence, liking instead with justice and mercy towards God's Kingdom realized here on earth. Like the words for the prophet Isaiah, these leaders call us all into the work of "beating our swords into plowshares and our spears into pruning hooks..." "and to study war no more."

- **The Very Rev. William McClure**
- **Dr. Elizabeth Jordan**

### **Making all things New Award:**

This year we are establishing a new award recognizing leaders who invite us into a new approach, new vision, new possibilities. Seeking common ground as we build beloved community.

- **Gary Grinn**

### **William Gordon Service Award**

This award was first awarded in 1993. It recognizes leaders in the Diocese of Eastern Michigan who have exercised extraordinary service to the diocese and who, like Bishop Gordon, call us all into a spirit of innovation, collaboration, and the ministry of all the baptized.

- **The Very Rev. Judy Boli**
- **Rev. Brian Chace**
- **Janet Huff-Worvie**
- **Rev. Michael Spencer**

# **Constitution and Canons of The Diocese of Eastern Michigan**

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

**and**

**as amended by Annual Convention  
through  
October 28, A.D. 2022**

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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. 2 and 3 (*Of Regulations Respecting the Laity*) of the Canons of the General Convention) in the congregation which they represent. No person under ecclesiastical censure is eligible to be a lay delegate or alternate to the Convention.

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

Sec. 5. Sec. 5. The Ecclesiastical Authority shall appoint ten youth delegates and sufficient alternates upon recommendations from the Director of Children, Youth, and Young Adult Formation. Youth delegates must be communicants in good standing with a congregation in the Diocese and must be high school age. Youth delegates are lay delegates as defined in these canons and have voice and vote.

Sec. 6. The lay delegates of any congregation which has failed to file the annual report required by Title I, Canon 12, Sec. 2 on or before March 1 of any year shall lose their vote at the next Annual Convention and any intervening Special Conventions, except as determined by the Bishop with the consent of the Convention.

**CANON 2 Of a List of the Clergy**

Sec. 1. On or before the day of the meeting of the Diocesan Convention the Bishop, or if there be no Bishop, the President of the Standing Committee shall cause to be prepared a List of the Clergy, consisting of all bishops, priests and deacons, canonically and actually resident in the Diocese, annexing to the names of the deacons the name of the congregation, other community of faith, or non-parochial ministry to which the deacon is assigned as in Title III, Canon 7, Section 4 (*Of the Life and Work of Deacons*) of the Canons of the General Convention, and to the names of priests the name of the congregation, chaplaincy or other setting (non-parochial) to which the priest is appointed as in Title III, Canon 9, Section 3 (*Of the Life and Work of Priests*) of the Canons of the General Convention; but no

clergy while under ecclesiastical discipline shall have a place in such list. The list thus made shall be laid before the Convention immediately after it shall have been called to order. It shall also be appended to the Journal, and sent to the Secretary of the General Convention. For the purposes of interpreting the phrase "actually resident in the Diocese," those clergy whose respective congregations or other places of assignment or appointment noted above are located within the Diocese shall be deemed to be actually resident, the location of their domiciles notwithstanding; for all other clergy the location of their domicile shall so determine.

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

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

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

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

### **CANON 3 Of the Annual and Special Conventions**

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

Conventions shall be held in various locations throughout the Diocese.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



#### **CANON 4 Of the Secretary of the Convention**

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

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

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

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

#### **CANON 5 Of the Clerk of Nominations of the Convention**

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

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

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

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

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

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

## **CANON 6 Of Elections**

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

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

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

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

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

## **CANON 7 Of the Standing Committee**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **CANON 8 Of the Diocesan Council**

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

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

Sec. 3. The Diocesan Council shall have full powers over all property conveyed or transferred to it, in trust or otherwise, or held or received by it, for or in connection with the work and business of the Church

and the Diocese, or elsewhere, and to collect, pay out, and dispose of all income received or held by it for any such purpose aforesaid, subject, however, to the terms of the trust or trusts under which any such property or money may have been received by it.

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

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

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

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

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

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

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

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

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

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

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

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

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

(b) Elect a Treasurer of the Diocese and such other officers, as it deems necessary.

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

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

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

### **CANON 9 Of the Chancellor of the Diocese**

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

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

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

### **CANON 10 Of the Registrar**

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

Sec. 2. The Registrar shall be responsible for the safekeeping of all registers, documents, and papers belonging to the Diocese and not required to be kept by any other person or officer, shall cause to be collected and preserved such materials as can be obtained relative to the history of the Diocese and of particular congregations, and shall so arrange, catalogue, and classify all such books, documents, and papers as to make their contents accessible for reference and use by the members of the Diocese, under such regulation as may be prescribed by the Bishop and the Diocesan Council.

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

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

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

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

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

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

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

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

### **CANON 12 Of Parish Registers and Parochial Reports**

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

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

### **CANON 13 Of Business Methods in Church Affairs**

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

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

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

#### **CANON 14 Of Diocesan Finance**

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

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

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

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

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

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

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

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

### **CANON 15 Of The Church Pension Fund**

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

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

### **CANON 16 Of Deputies to the General Convention**

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

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

- (a) Should a Deputy not be willing or able to so attend, the Diocesan Council shall fill such vacancy by appointing a Deputy.
- (b) The Secretary of Convention shall convene the Deputies of General Convention, as soon as practically possible following their election, for the purpose of selecting a Deputation Chair. The Deputation Chair will be designated as Deputy L-1 or C-1, depending upon order, lay or clerical. The remaining members of the deputation will be designated based on number of votes received at the Annual Convention.
- (c) Any duly elected Deputy who, though qualified for election at the time of the election, shall become unqualified as provided by this Canon after that election, may be removed from the Deputies by the Diocesan Council for that cause only, acting with the advice and consent of the Bishop.

### **CANON 17 Of Deputies to the Provincial Synod**

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

### **CANON 18 Of Convocations and Missional Networks**



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

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

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

### **CANON 19 Of the Organization of New Congregations**

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

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

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

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

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

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

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

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

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

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

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

removed from the List of Recognized Organizing Fellowships by the Secretary of the Convention, upon direction of the Bishop.

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

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

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

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

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

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

(b) At the Convention at which Application for Admission is made, the proofs required in Sec. 1. (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 Episcopal Church.  
(b) A congregation, as a constituent part of The Episcopal Church, and the Episcopal Diocese of Eastern Michigan, will accede to, recognize and adopt the Constitution and Canons of the General Convention and of the Diocese of Eastern Michigan.

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

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

(e) A congregation will elect a Vestry of at least six (6), but not more than fifteen (15), members.

(f) A congregation will be incorporated according to the laws of the State of Michigan, and a copy of their current Articles and By-Laws will be filed with the Diocese of Eastern Michigan.

(g) A congregation will call and retain a Rector, or be placed in the charge of a Priest-in-Charge, Pastoral Leader, or commissioned Baptismal Ministry Team by the Bishop, in accordance with the Published Policies of the Diocese of Eastern Michigan.

(h) A congregation will have representation present at the Diocesan Conventions.

(i) The Vestry will approve an Annual Budget and present it at the Annual Meeting. The Vestry will complete a yearly audit, submit a Parochial Report, and demonstrate the ability to pay its bills.

(j) A congregation will contribute to the Diocese at least ten percent (10%) of its Total Operating Revenue, as outlined in Title I, Canon 14, Sec. 2.

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

## **CANON 21 Of Congregational Meetings**

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

(a) The incorporators and any persons sixteen (16) years of age or older who are baptized shall be entitled to vote at that meeting, provided that all those so voting first signify an intention of becoming attached to such congregation.

(b) Those entitled to vote shall

(1) choose a person to preside at the initial meeting and appoint a secretary and two persons to judge elections.

(2) elect Vestry members of the congregation by a majority of all votes cast. No person may be elected to the Vestry unless they are sixteen (16) years of age, baptized and a regular worshiper for six (6) months prior to the election .

(3) adopt a set of By-Laws to govern the management of the temporal affairs of the congregation. The By-Laws shall conform to the Constitution and Canons of this Diocese and of the General Convention and to the laws of the State of Michigan.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **CANON 22 Of the Vestry**

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

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

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

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

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

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

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

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

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

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

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

(a) The Vestry shall have authority

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

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

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

shall make annual reports to the Bishop and the Diocesan Council as to the status of said mortgage payments until said mortgage is fully paid.

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

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

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

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

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

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

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

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

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

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

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

Sec. 6. It is the duty of the vestry of each congregation to assure those Safe Church policies as adopted by the diocese are fully implemented.

### **CANON 23 Of the Renewal of Congregations**

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

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

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

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

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

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

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

### **CANON 24 Of the Closure of Congregations**

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

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

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

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

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

### **CANON 25 Of Chapels**

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

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

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

### **CANON 26 Of Clergy and Congregations Seeking Affiliation with This Diocese**

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

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

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



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

### **CANON 28 Of the Camp Chickagami Board**

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

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

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

Sec. 4. The Board shall have such powers and duties as may be assigned to it by the Diocesan Council. The Board may, subject to the Diocesan Council, adopt its own procedures and rules for the performance of its duties and functions, provided that it shall in all matters be governed by the Constitution and Canons of the General Convention and of the Diocese of Eastern Michigan, the actions of the Annual Convention of the Diocese of Eastern Michigan, and all pertinent policies of the Diocese of Eastern Michigan adopted by the Annual Convention, the Bishop, and/or the Diocesan Council.

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

## **TITLE II: WORSHIP**

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

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

## **TITLE III: MINISTRY**

### **CANON 1 Of the Ministry of All Baptized Persons**

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

## **CANON 2 Of the Commission on Ministry**

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

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

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

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

Sec. 3. Appointment:

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

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

## **CANON 3 Of the Election of a Bishop**

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

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

## **CANON 4 Of the Calling of Rectors**

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

## **CANON 5 Of the Reconciliation of Disagreements Affecting the Pastoral Relation**

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

## **CANON 6 Of the Dissolution of the Pastoral Relation**

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

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

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

## **CANON 7 Of Priests-in-Charge**

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

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

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

## **TITLE IV: ECCLESIASTICAL DISCIPLINE**

## **CANON 1 Of the Administration of Ecclesiastical Discipline**

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

## **CANON 2 Of the Discipline Structure**

### Sec. 1. Disciplinary Board

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

(b) The members of the Board shall be appointed by the Bishop with the advice and consent of the Diocesan Council. The ordained members of the Board must be canonically and geographically resident in this Diocese. The lay members of the Board shall be adult communicants in good standing, and geographically resident in this Diocese. Members shall be appointed for a three-year term, beginning on the first day of the year following their appointment. Membership on the Board shall meet the limitations set forth in Title IV, Canon 5, Section 3 (*Of Disciplinary Structures: Rules of operation*) of the Canons of the General Convention.

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

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

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

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

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

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

### Sec. 2. Personnel

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

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

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

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

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

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

### **CANON 3 Of Inter-diocesan Agreements**

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

## **TITLE V: CANONICAL LEGISLATION**

### **CANON 1 Of Additions and Amendments to the Canons**

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

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

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

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

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

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

**Adopted by the Primary Convention of the Diocese of Eastern Michigan, October 28-29, A.D. 1994, and as amended by Annual Convention of the Diocese of Eastern Michigan through October 28, A.D. 2022.**