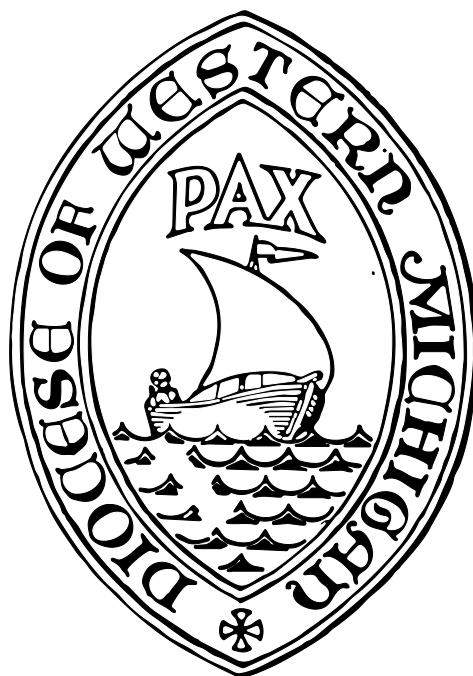


JOURNAL 2016

**One Hundred
and Forty-Second
Annual Convention**



**EPISCOPAL CHURCH
DIOCESE OF WESTERN MICHIGAN**

2016
JOURNAL OF PROCEEDINGS
of the
One Hundred and Forty Second Annual Convention
of the Diocese of Western Michigan of the Episcopal Church
which met in Battle Creek, Michigan
Friday & Saturday
November 4 and 5, 2016

**THE ASSOCIATION
OF THE DIOCESE OF WESTERN MICHIGAN**

The Association of the Diocese of Western Michigan is a corporation formed under the laws of the State of Michigan authorized by the civil and canon laws to receive and hold any property, real or personal, for the use and benefit of the diocese or of any parish affiliated with the diocese. Contributions to the Association are deductible from the income of individuals and corporations subject to Federal Income Taxes within the percentage limits established by the United States Internal Revenue Code. Such contributions are also deductible from the estates of individuals subject to the Federal Estate Tax, under current tax law.

Suggested Form of Bequest

I hereby give, devise and bequeath to the Association of the Diocese of Western Michigan, a Michigan nonprofit corporation, the sum of _____dollars.

PRAYER FOR THE DIOCESE OF WESTERN MICHIGAN

O God, by your grace you have called us in this Diocese to a goodly fellowship of faith. Bless our clergy, and all our people. Grant that your Word may be truly preached and truly heard, your Sacraments faithfully administered and faithfully received. By your Spirit, fashion our lives according to the example of your Son, and grant that we may show the power of your love to all among whom we live; through Jesus Christ our Lord. Amen

The Diocese of Western Michigan
Journal- 2016

2016 JOURNAL - DIOCESE OF WESTERN MICHIGAN

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THE DIOCESE OF WESTERN MICHIGAN

As of November 5, 2016

The Right Reverend Wayne M. Houglan, Jr., Bishop

DIOCESAN OFFICE:

Diocese of Western Michigan

535 S. Burdick, Suite 1

Kalamazoo, MI 49007

THE BISHOP.....The Right Reverend Wayne M. Houglan, Jr.

CANON TO THE ORDINARY The Rev. Canon William J. Spaid
.....Phone 269 381-2710, ext 11

BISHOP’S ADMINISTRATIVE ASSISTANTMs. Molly Ettwein
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.....Phone 269 381-2710 ext. 17

PASTORAL CARE AND COUNSELING..... Dr. Kenneth E. Reid
.....Phone 269 381-4442

DEACON FOR MISSION WITH THE DOMINICAN REPUBLIC The Rev. Beth Drew

DEACON FOR DOMESTIC MISSIONS The Rev. Cindy Nawrocki

CHANCELLOR..... Mr. William J. Fleener Jr.

CONVENTION TREASURERMr. Ivan Egnatuck

Committees/Commissions/Boards

<u>Standing Committee</u>		
Perrin, The Rev. Mary	President	2017
Ambrose, The Rev. Valerie (Val)	Member	2018
Schnaare, The Rev. Anne	Member	2018
Davidson, Ms. Anne	Member	2018
Fleener, Judy	Member	2019
Char, The Rev. Zachariah	Member	2019
Henry, Joyce	Member	2017
Stoffan, Eileen	Member	2017

Diocesan Council

The Right Rev. Whayne M. Hougland, Jr.

EASTERN DEANERY

Croal, Mr. David (Dave)	2017	Eastern
Evans, The Rev. Aaron	2018	Eastern
Pike, The Rev. David	2019	Eastern

Grand Valley Deanery

Mast, Mr. Ross	2017	Grand Valley
Nawrocki, The Rev. Cindy	2019	Grand Valley
Parish, The Rev. Nurya	2018	Grand Valley

Lakeshore Deanery

Ambrose, The Rev. Valerie	2018	Lakeshore
Smith, Ms. Joan (Joanie)	2017	Lakeshore
Stoffan, Mr. Phil	2019	Lakeshore

St. Joseph Deanery

Perrin, Mr. Tom	2018	St. Joseph
Stackhouse, Ms. Gerry	2017	St. Joseph
Stifler, The Rev. Linnea	2019	St. Joseph

Traverse Deanery

Baron, The Rev. Jodi	2017	Traverse
Hagan, Ms. Rosemary	2018	Traverse
Kelly, Ms. Barbara	2019	Traverse

Youth Delegate

Vacant

Ex-Officio

Fleener, Mr. William Jr (Bill)	Eastern
Mazure, Ms. Tammy Sue (Tammy)	EDWM

DISCIPLINARY BOARD

Spaid, The Rev. Canon William (Bill)	Intake Officer
Burke, Ms. Rosemary	Member
Coleman, The Rev. Brian	Member
Egnatuk, Mr. Ivan	Member
Whiting, The Rev. William	Member

COMMITTEE ON CANONS

Fleener, Jr., Mr. William	Chair
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RESOLUTIONS COMMITTEE

Nicholson, The Rev. Wayne	Chair
Whiting, The Rev. William	
York, The Rev. Sue	

NOMINATIONS COMMITTEE

Paulin, Mr. Michael	Chair
---------------------	-------

FORMATION

Callard, Ms. Genevieve	
------------------------	--

JUSTICE AND PEACE MINISTRIES

Bartlett, Ms. Martha, Jubilee Officer

THE COMMISSION ON MINISTRY

Cox, Ms. LeDare	2017
Fedewa, The Rev. Michael C. (Mike)	2018
Hirt, Mr. Michael	2018
Kuhn, The Rev. Darlene M.S.	2018
Ryan, The Rev. Michael J. (Chair)	2017
Schark, The Rev. Frederick (Rick)	2019
Simpson, Ms. Mary	2019
Thomas, Mr. Charles	2017

THE COMMITTEE ON FINANCE

Croal, Mr. David (Dave)	Member
Edwards, The Rev. Bonnie	Member
Egnatuk, Mr. Ivan	Member
Kyvig, Mr. Harold (Tom)	Member
Mazure, Ms. Tammy Sue (Tammy)	ex-officio member
Hougland, The Rt. Rev. Whayne Jr	ex-officio member

Clergy of the Diocese
In order of Canonical Residence

Name	EDWM CR Date	Received From
English, The Rev. John L.	1/15/1963	Eau Claire
Williams, The Rev. Glen P.	9/1/1963	Louisiana
Hills, The Rev. John B.	8/15/1965	Northern Indiana
Frandsen, The Rev. Charles F.	1/15/1967	Nebraska
Fleener Sr, The Rev. William J. (Bill)	7/1/1971	Chicago
Reishus, The Rev. John W.	1/11/1976	Chicago
Walton, The Rev. Robert H.	3/1/1976	Michigan
Emenheiser, The Rev. D. Edward (Ed)	6/1/1976	Quincy
White, The Rev. Warner C.	1/15/1977	Chicago
Homeyer, The Rev. Charles F.	4/1/1980	Missouri
VanValkenburgh, The Rev. William B.	3/1/1981	Newark
Hostetler, The Rev. Hugh S.	1/1/1982	Northern Indiana
Pike, The Rev. David R.	6/5/1982	Ordination
Kirkman, The Rev. John R.	1/4/1983	Restored
Sherfick, The Rev. Kenneth L.	8/23/1984	Indianapolis
Toeller-Novak, The Rev. Thomas L. (Tom)	11/19/1984	Roman Catholic
Clark, The Rev. Richard N.	4/10/1986	Arkansas
Meyers, The Rev. David C.	5/3/1986	Ordination
Nickerson, The Rev. Audra M.	5/3/1986	Ordination
Tillman, The Rev. Christine W.	5/3/1986	Ordination
Wolterstorff, The Rev. Claire K.	11/16/1986	Ordination
Stravers, The Rev. Richard L.	12/6/1986	Ordination
Dorrien, The Rev. Gary J.	8/3/1987	Albany
Hector, Jr., The Rev. J. Robert	9/1/1987	Milwaukee
Idema III, The Rev. Dr. Henry	9/1/1987	Chicago
Spaid, The Rev. Canon William J. (Bill)	10/19/1987	Maryland
Smith, The Rev. Robert A.	10/1/1988	Northern Michigan
Carter III, The Rev. Lander L.	8/29/1989	Central Florida
Murphy, The Rev. William M.	9/30/1989	Northern Indiana
Kountze, The Rev. Louise	1/1/1990	Chicago
Stoppel, The Rev. Dr. G. Corwin (Cory)	1/29/1990	Edmonton
McCabe III, The Rev. Charles P.	1/30/1990	West Virginia
Wilson, The Rev. Barbara A. T.	7/26/1990	Michigan
Draeger, Jr., The Rev. Walter R.	9/11/1990	Michigan
Neiman, The Rev. Judith A.	10/13/1990	Ordination
Nattermann, The Rev. Margaret (Peggy)	12/21/1990	Ordination
Inman, Jr., The Rev. John W.	2/23/1992	NW Pennsylvania
Smith, The Rev. Mary Bonnie (Bonnie)	4/5/1992	Ordination
Fedewa, The Rev. Michael C. (Mike)	9/23/1992	Western New York
Haughn, The Rev. Terry L.	10/1/1992	Michigan
Dancer, The Rev. Sr. Kathleen Ruth	2/19/1993	Central New York

Clergy of the Diocese

Brinkmoeller, The Rev. Leonard J.	1/12/1994	Northern Indiana
Brower, The Rev. Katherine M. (Kathy)	5/7/1994	Ordination
Adams, The Rev. Jennifer L. (Jen)	6/11/1994	Ordination
Schlotterbeck, The Venerable Marilou J.	8/6/1994	Ordination
Rutenbar, The Rev. LaRae J.	9/9/1994	Atlanta
David, The Rev. John S.	1/1/1995	Alaska
Harris, The Rev. Ladd K.	2/15/1995	Central New York
York, The Rev. Susan (Sue)	6/22/1996	Ordination
Mikaya, The Very Rev. Henry C.	6/27/1996	New York
McLaren, The Rev. Beth A.	7/1/1996	Connecticut
Carlson, The Rev. Geraldine B. (Betty)	7/7/1996	Ordination
Hoop, The Rev. Kimberly A. (Kim)	11/16/1996	Ordination
Spangenberg, The Rev. Carol A.	1/23/1997	Michigan
Smith, The Rev. William H.	4/5/1997	Kenya
Hotra, The Rev. Nancy L.	6/21/1997	Ordination
Fulton, The Rev. Nancy C.	9/27/1997	Ordination
Comer, The Rev. Harold L. (Skip)	3/5/1998	Northern Indiana
Bartlett, The Rev. Stephen I. (Steve)	10/1/1999	Michigan
Breakey, The Rev. Pamela J.	3/2/2000	Pittsburgh
Guback, The Rev. Dr. Thomas H.	5/27/2000	Ordination
Frens, The Rev. Mary J.	6/17/2000	Ordination
Wagner, The Rev. Barbara J.	12/13/2000	Eastern Michigan
Dukes, The Rev. Lynne	2/9/2001	Florida
McDonald, The Rev. Karen L.	4/4/2001	Ordination
Perrin, The Rev. Mary E.	4/22/2001	Ordination
Green, The Rev. Patricia A.	5/29/2001	Northern Michigan
Brown, The Rev. Gregory B. F. (Greg)	6/2/2001	Ordination
Burke, The Rev. Celine A.	10/15/2001	Iowa
Klein, The Rev. Everett H.	12/1/2001	Ordination
Fout, The Rev. Jason A.	1/3/2002	Chicago
Durren, The Rev. Paula E.	5/26/2002	Ordination
Meengs, The Rev. John R.	6/15/2002	Ordination
Ambrose, The Rev. Valerie T. (Val)	9/3/2003	Western Oregon
Nawrocki, The Rev. Cindy	9/20/2003	Ordination
Hunt, The Rev. Canon Meredith	1/26/2005	Michigan
Whiting, The Rev. William R.	5/17/2005	Massachusetts
Allard, The Rev. Bradley R. (Brad)	11/19/2005	Ordination
Kunce, The Rev. Floyd A.	12/17/2005	Ordination
Nicholson, The Rev. Wayne	9/26/2006	New York
Brower, The Rev. David	9/30/2006	Western New York
Anei, The Rev. Abraham	12/9/2006	Ordination
Char, The Rev. Zachariah	12/9/2006	Ordination
Schiesler, The Rev. Canon Dr. Robert A. (Bob)	5/17/2007	Iowa
Holmgren, The Rev. Stephen	11/24/2007	Louisiana
Sten, The Rev. Pam	1/3/2008	Chicago

Clergy of the Diocese

Crise, The Rev. Rebecca	3/1/2008	Northern Indiana
Croom, The Rev. James (Jim)	3/25/2008	California
Drew, The Rev. Beth	6/21/2008	Ordination
Novitsky, The Rev. Nicholas (Nick)	6/21/2008	Ordination
Bennett, The Rev. Dale	11/18/2008	Chicago
Potts, The Rev. Matthew	12/21/2008	Ordination
Coleman, The Rev. Brian R.	3/4/2009	Los Angeles
Scott, The Rev. Thomas C. H..	5/12/2009	Chicago
Lawlor, The Rev. Jay	8/30/2009	North Carolina
Evans, The Rev. Aaron	10/23/2009	Northern Indiana
Evans, The Rev. Rachael	10/23/2009	Northern Indiana
Cramer, The Rev. Dr. Jared	2/3/2010	Northwest Texas
Bell, The Rev. John Michael (Mike)	6/3/2010	Eastern Michigan
Ryan, The Rev. Michael J.	8/24/2010	Maine
Wernick, The Rev. Michael Alan (Mike)	10/5/2011	Southern Ohio
Parish, The Rev. Nurya Love	12/3/2011	Ordination
Warren, The Rev. Dr. Randall R.	2/8/2012	Chicago
Schnaare, The Rev. Anne Elizabeth	4/3/2012	Georgia
Kuhn, The Rev. Darlene M.S.	6/16/2012	Ordination
Turmo, The Rev. Joel L.	8/8/2012	Southwest Florida
Kelley, The Rev. Carlton F.	10/1/2012	Indianapolis
Stifler, The Rev. Linnea Ruth Peterson	12/22/2012	Ordination
Schark, The Rev. Frederick (Rick)	10/28/2013	Eastern Michigan
Hamp, The Rev. Dr. Gary D.	3/5/2014	Missouri
Shriver, The Rev. Domingo F. (Mick)	4/16/2014	New York
O'Dell, The Rev. Thomas Peyton (Tom)	10/14/2014	Nebraska
Baron, The Rev. Christian J.	12/20/2014	EDWM
Baron, The Rev. Jodi	12/20/2014	EDWM
Flentje, The Rev. Dr. Gregory Laurence (Greg)	1/14/2015	Springfield, IL
Finn, The Rev. Patrick Shawn (Pat)	2/2/2015	Southern Virginia
Heyboer, The Rev. B J	6/11/2016	Ordination
Stier E.C., Sister Diane	10/23/2016	Ordination

Clergy - Licensed to Officiate

Name	Status	Canonical Residence
Anderson, Pastor Christopher D.	LIC - ELCA	
Brisbane, The Rev. Paul	LIC	Colorado
Brook, The Rev. Dr. Robert C.	LIC	Michigan
Clapp, The Rev. Schuyler L. (Pete)	LIC	Eastern Michigan
Dickinson, The Rev. Hugh	LIC	Pennsylvania
Dressel, The Rev. Marilyn K.	LIC	Eastern Michigan
Ebb-Speese, Pastor Rebecca R.	LIC - ELCA	
Eichenlaub, The Rev. Patricia	LIC	Michigan
Emrich, The Rev. Richard	LIC	Central New York
Engle, The Rev. Mark	LIC	Northern Michigan
Forrest, The Rev. William G.	LIC	Dallas
Gervais, The Rev. Sidney J.	LIC	Texas
Glidden, The Very Rev. Charles	LIC	Fond du Lac
Hamlin, The Rev. W. Richard	LIC	Michigan
Heil, Pastor William	LIC - ELCA	
Hempstead, The Rev. James B.	LIC	Indianapolis
Hill, Pastor Rodney E.	LIC - ELCA	
Jenkins, The Rev. Mark	LIC	New Hampshire
Keller, Pastor David	LIC - ELCA	
Kircher, The Rev. Dr. Kathleen L.	LIC	Southwest Florida
Koehl, Pastor William (Ted)	LIC - ELCA	
Laycock, The Rev. John	LIC	Michigan
Lillvis, The Rev. David M.	LIC	Michigan
Louder, Pastor David	LIC - ELCA	
Martin, The Rev. Andrea B.	LIC	Washington (DC)
McGill, The Rev. William J.	LIC	Central Pennsylvania
McKenzie, Pastor Richard D.	LIC - ELCA	
McLean Jr, The Rev. James R.	LIC	Arkansas
Michnay, Pastor Kenneth	LIC - ELCA	
Morris, Pastor John	LIC - ELCA	
Morrison, The Rev. Sam	LIC	Fond du Lac
Nicholson, Pastor Bill	LIC - ELCA	
Pressentin, The Rev. Elsa	LIC	Eastern
Randall, The Rev. Corydon	LIC	Michigan
Rehagen, The Rev. Gerald	LIC	Eastern Michigan
Remenschneider, Pastor Dennis	LIC - ELCA	
Sauerzopf, The Rev. Richard C.	LIC	Michigan
Semon-Scott, The Rev. Deborah	LIC	Michigan
Slack, The Rev. James C. S. (Jim)	LIC	Dallas
Steen, The Rev. Jim	LIC	Chicago
Whitlock, The Rev. Robert A. (Robin)	LIC	Southwest Florida
Yakimow, Pastor Karen	LIC - ELCA	

Candidates for Holy Orders
Postulants for Priesthood
Postulants for Diaconate

CANDIDATES FOR HOLY ORDERS

None

POSTULANTS FOR PRIESTHOOD

Phares, Mr. Nicholas Issac (Nick)

Wood, Mr. Michael (Mike)

Homeyer, Mr. Peter

Pinzon, Mr. John

Kaminsky, Ms. Radhajyoti Deitenbeck (Radha)

Marx, The Rev. Lily

Day, Ms. Kellan

POSTULANTS TO THE DIACONATE

Berghuis O.P., Brother Michael Robert

Vinge, Ms. Patricia (Pat)

Gockerman, Ms. Jan

PARISHES IN UNION WITH CONVENTION

Albion	St. James
Allegan	Good Shepherd
Battle Creek	Resurrection
Battle Creek	St. Thomas
Belmont	Church of the Holy Spirit
Benton Harbor	St. Augustine
Beulah	St. Philip
Big Rapids	St. Andrew
Boyne City	Nativity
Cadillac	St. Mary
Charlotte	St. John
Charlevoix	Christ Church
Coldwater	St. Mark
Dowagiac	St. Paul
Elk Rapids	St. Paul
Fremont	St. John
Grand Haven	St. John
Grand Ledge	Trinity
Grand Rapids	Grace
Grand Rapids	St. Andrew
Grand Rapids	St. Mark
Grand Rapids	St. Philip
Grand Rapids	Sudanese Grace
Greenville	St. Paul
Harbert	Church of The Mediator
Hastings	Emmanuel
Holland	Grace
Ionia	St. John the Apostle
Kalamazoo	St. Luke
Kalamazoo	St. Martin
Kentwood	Church of the Holy Cross
Lansing	St. David
Ludington	Grace
Manistee	Holy Trinity
Marshall	Trinity
Montague	St. Peter
Mt. Pleasant	St. John
Muskegon	St. Gregory
Muskegon	St. Paul
Newaygo	St. Mark
Niles	Trinity
Northport	St. Christopher
Orangeville	St. Francis
"	
"	

Parishes In Union With Convention, continued

Paw Paw	St. Mark
Petoskey	Emmanuel
Plainwell	St. Stephen
Portage	St. Barnabas
Richland	St. Timothy
St. Joseph	St. Paul
Saugatuck	All Saints
South Haven	Epiphany
Sturgis	St. John
Three Rivers	Trinity
Traverse City	Grace
Wyoming	Holy Trinity

SEASONAL CHAPELS

Beaver Island	St. James
Harbor Springs	St. John
Leland	St. Peter
Onkama	St. Johns-by-the-Lake

RULES OF ORDER
142nd Convention of the Diocese of Western Michigan

I. ORGANIZATION

- A. The President having the Chair, the Convention shall be called to order.
- B. Each session of the Convention shall be opened with suitable devotions.
- C. The [lay delegation or entire delegation lay and clergy] of any parish that has not properly turned in their parochial report for the preceding year, prior to the beginning of a diocesan or special convention, shall not have the right to vote at that convention. Such a parish shall retain its right to seat and voice.
- D. The Secretary of the preceding Convention (or, in his/her absence, the secretary pro tempore to be elected via vote) shall call out the names of the Parishes and Missions in union with the Convention; and the lay delegates from each shall present their certificates of election, which shall be referred to a committee on Credentials, appointed by the President, consisting of one presbyter or deacon and one lay person. However, at the discretion of the Bishop, certificates of election may be required to be sent in prior to the Convention and be referred to the Committee on Credentials immediately preceding the opening session of the Convention, thereby eliminating the reading of the names of the Parishes and Missions.
- E. If provision has not been made for registration of clerical members before the opening session of the Convention, the Secretary shall call out the names of the clergy entitled to seats in the Convention and shall enter into the Journal the names of those who are present.
- F. The Committee on Credentials shall report.
- G. Quorum and right to vote from time to time shall be determined on the basis of clergy who have registered or answered present and lay delegates who have theretofore been seated by the Convention after the above reports.

II. GENERAL

- A. Nominations from the floor will not be accepted.
- B. When nominations are made for any office, the names shall be recorded in the order in which they were presented.
- C. Elections
 - 1. The Elections Committee Chair shall cause all names proposed for offices which are to be filled by balloting to be printed on a separate ballot for each office. Separate ballots shall be taken for each office and shall be the order of the day from such hour as the Convention shall fix.
 - 2. In all elections, a ballot shall be void unless the number of votes cast on the ballot is equal to the number of vacancies to be filled.
 - 3. In order for any person to be elected to any office, he/she must receive a vote on a majority of ballots cast.
 - 4. If all offices on a ballot have not been filled after two ballots, then the person who received the fewest number of votes on the second ballot will not appear on the third ballot. If balloting continues, the lowest vote getter will be removed from each successive ballot.

5. A person named on a ballot may remove his/her name from the ballot at any time during the balloting process.
- D. In case the Bishop shall withdraw from the sittings of the Convention, he shall appoint a Presbyter to preside during his absence.
- E. At any time before the final adjournment of the Convention, the President may, and if requested by any seven (7) members shall, call for the reading of the minutes of the sessions just completed; and after such reading the minutes shall be corrected, signed by the President and attested by the Secretary.
- F. All substantive resolutions shall be in the hands of the Resolutions Committee by at least forty-five (45) days prior to the Convention. Resolutions arising out of the Bishop's Address, submitted by the Chairperson of the Resolutions Committee, are excluded from this rule. A majority vote shall be required to permit consideration of later resolutions.
- G. No motion shall be considered as before the Convention until it is seconded and stated by the President.
- H. When a question is under debate, no motion shall be received, unless it is to lay on the table, to move the previous question, to postpone to a set time, to commit, to amend, to substitute, to postpone indefinitely, or to divide it, and motions of any of these purposes shall have precedence in the order therein named.
- I. A motion to amend by substitution shall be in order.
- J. A motion to amend, to substitute, or amend by substitution must be in written form and presented to the Chair when the motion is made.
- K. A motion to adjourn and a motion to lay on the table shall always be in order and shall be decided without debate. A motion to lay on the table shall require a two-thirds vote of the members present.
- L. A question being decided, it shall not be reconsidered at the same convention without the consent of two-thirds of the members present nor without a motion being made by one of the majority on the prior decision.
- M. Every member present, when a motion is put, shall vote thereon unless excused by the Convention.
- N. The Convention shall vote by presentation of colored cards, except when requested by any delegate and supported by five others, the ballot shall be written. On the requisition of any two members, the yeas and nays shall be called and entered in the Journal. (Concerning the vote by order, see Articles III, Section 8, of the Constitution of the Diocese.)
- O. All committees shall be appointed by the President unless otherwise ordered by the Convention, and when he may deem it advisable, he may appoint on a committee, to report to the next Convention, a person qualified to be a delegate who is not a member of the Convention.
- P. When a member desires to speak, he or she shall arise and stand at one of the designated places, using the microphone, address the President in an audible voice. If more than one member arises and stands at one of the designated places, the President shall determine the preference, alternating between those who wish to speak for and those who wish to speak against the issue on the floor, when feasible.
- Q. No member shall speak more than once on the same subject without leave of the

Convention, except that the person making a motion may speak twice on that motion.

- R. Debate on any principle motion and on subsidiary motions addressed to it shall be limited to a total of two minutes per person, unless the limit shall be changed by majority vote of the Convention.
- S. No member shall withdraw from the Convention without leave asked and voted.
- T. These rules of order may be suspended on a two-thirds vote of the members present.
- U. Robert's Rules of Order shall govern the proceedings of the Convention, except as otherwise provided herein above.



142nd Convention of the Episcopal Diocese of Western Michigan
McCamly Plaza, Battle Creek, November 4 & 5, 2016

“Getting in the Groove”

Bishop’s Address

The Rt. Rev. Whayne Hougland, Jr.

Good morning! Thank you for being here.

I’m very excited about this convention, very excited about our life together as a diocese, very excited about the certain hope which is ours as daughters and sons of God. We have very, very much for which to be thankful.

I want to start by thanking all the volunteers who have dedicated many hours to preparing for this event. Thank you to our diocesan staff for their continued service and support--please stand. I have to say a special thank you to Molly Ettwein, whose gentle patience and super human attention to detail is a tremendous gift to me and the entire diocese. I quite literally do not know where I would be without her.

Thank you to Dana, my beloved, for your continued support and care. The world is an ever more beautiful place because you are in it.

I continue to feel so very grateful to be your bishop. I wake most mornings thinking, “Wow, they actually pay me to do this.” I was asked by six year old Christopher from St. David’s, Lansing as I processed out of the service, “are you a wizard?” How cool is that!?

The Spirit of God is alive and well and moving amongst us, my friends. Many wonderful and exciting, hopeful and holy things are happening in Western Michigan.

Let us pray,

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

Okay, we have a lot of ground to cover, so let’s get started by looking back a moment. This is my third year as your bishop. I have been very intentionally seeking to focus us on developing, fostering and maintaining relationships with God and each other.

It’s all about relationships. Our very understanding of God as Trinity is of a community of persons, an intimate relationship from which love emanates.

There is something mysteriously holy and divine that occurs in and through mutual, loving relationships. We know this in our own lives as we experience the exquisite joy found among our family and friends.

Consider the pure grace we cannot earn and do not deserve realized when we freely give ourselves to God and one another. Surely, heaven is present here and now, when we gather together as one.

The theme of our first convention together was, “Changing the Game”, a call for us all to reorient ourselves toward God focusing on our relationship with God through prayer, study, worship, outward missional efforts by which might form a rule of life to shape our life and faith. (Slide #3)

In my second year, we began an intentional period of discernment asking ourselves what it is we believe God’s Spirit is calling us to do and be as Episcopalians in Western Michigan. At three regional Bishop Forum gatherings, we prayerfully filled scores of newsprint with ideas and dreams and callings which were carefully distilled by your diocesan council into values and priorities forming our emerging vision. (More on this in a minute.)

I outlined the elements of this emerging vision at last year’s convention whose theme was, “Starting a Movement.” Remember this Ted Talk video? (Starting a Movement)

The best way to start a movement, if you care, is to courageously follow and help others follow too. Perhaps Jesus is that shirtless dancing guy inviting us to join the dance. I'm happy to report that many, many of us are courageously joining the dance, the Jesus dance, if you will.

What we've been trying to do, these past three years, is set the circumstances by which the Holy Spirit might move among us creating new life. This is precisely what is happening.

New life, new ministries are popping up all around us as we actively seek to be the people we are created to be and it is wonderfully exciting. We are, as the theme of this year's convention suggests, "Getting in the Groove."

The Holy Spirit is doing its thing with us and among us. We are experimenting, trying new things, taking risks, stepping out in faith in new and creative ways.

We are starting to find the groove, find our footing as the Episcopal branch of the Jesus Movement and this is what I want to show you today. I want to show and tell you the story about how you/we are dancing to the beat of the Jesus Movement.

What is the Jesus Movement?

Let me show you. (Video #1 – PB – Michael Curry) Not bad, huh?

The Jesus Movement involves the reorientation of our lives around and toward Jesus and Jesus' way of love - a way of love which is seen in goodness, compassion, justice and forgiveness.

Did you hear how the PB described the gospel moment in our Eucharistic liturgy? The deacon, a servant who stands at the intersection of the church and the world, brings the gospel into the midst of the people.

We stand, something is happening, and reorient ourselves toward it. As the Gospel is read, the Spirit enters the room and we hear and are reminded about the way of Jesus, the way of love which is always loving, liberating and life-giving. This is the good news we are called to profess and live.

For me the Jesus Movement Bishop Curry describes is found in this text from the Gospel according to Luke.

*"The Spirit of the Lord is upon me,
because he has anointed me
to bring good news to the poor.
He has sent me to proclaim release to the captives*

*and recovery of sight to the blind,
to let the oppressed go free,
to proclaim the year of the Lord's favour.'*

Jesus uses these words from Isaiah 61 to announce his ministry. Right from the start of his ministry Jesus makes clear his purpose—which is to move outside polite and proper boundaries in order to reunite things that have been marginalized or excluded by society: the poor, the imprisoned, the blind, the downtrodden.

Jesus' ministry was not to gather the good into a private country club but to move out to those on the edge and on the bottom—to tell those on the margins the Good News: *That you are in fact not lost or last or least or losers, you are, in fact, now found, first and foremost in the Kingdom of God.*

This notion of Jubilee—a year of the Lord's favor—represents a hope that someday there might be a radical societal renewal for the purpose of restoring wholeness and equity among the people.

This kind of Jubilee represents the daring vision called for by God's people, US, as participants in the Jesus Movement.

We are called to restore all people to unity with God and with each other.

We are called to work for justice, freedom and peace,

We are called to proclaim the good news in word and deed.

For far too long, my friends, Christianity (The Church) has not preached this Good News. We have not always lived faithfully into the Gospel preferring to stay safely cloistered in our beautifully ornamented naves, caring more about our own survival than caring for those outside our thick brick walls.

We must reorient ourselves toward the Gospel of Jesus becoming the Jesus Movement by going to those on the margins; seek out those living on the edge; serving the least, searching for the lost, and helping losers win.

Amen!?

Right, and here's more good news, we are doing it, we are getting in the groove, the Jesus Movement groove. Let me show you: Here are the elements of our Emerging Diocesan Vision. (Slide)

Here is how we are engaging these:

1. Improved Communications
 - a. Zoom
 - b. Great Parish Swap - an experiment in experimenting.
 - c. Canticle Communications Consulting
2. Reaching out to Younger Generations (River, Sam, Ian)
 - a. Holy Spirit, Belmont
 - b. Diocesan Camping Program
 - c. *Manifest*
3. Raising up a deacon in every congregation as a catalyst for mission
 - a. EDWM Website
4. Food, Water, Shelter
 - a. St. Naucratus
 - b. St. James, Albion
 - c. Plainsong Farm
5. Asset Mapping
 - a. ELCA Spiritual Gifts Inventory – WWW.ELCA.org
 - b. ECW Ministry *Beyond the Stained Glass* Brochure

Thank You Karmel for your excellent work pulling this information together. Thanks to all who participated.

This work was led by our dear friend Car Camfield, ECW President extraordinaire who died in September after a difficult cancer battle. Thank you Char. You are loved and missed but we know you are now among All the Saints gathered round us

- c. Brochure Statistics
- d. Church wide program database

Okay, how about some super new cool stuff:

St. Mary's, Cadillac
Two Churches, One Faith, Kentwood
Iglesias de San Juan, El Corazon,
Grand Haven

Talk about Loving, Liberating and Life –giving.
Way to go guys!

St. Mary's received a \$35,000 UTO grant for their project and El Corazon received an Episcopal church grant for \$100,000.

See all the wonderful things you are doing!

This is what the Episcopal branch of Jesus Movement looks like Western Michigan! Pretty

dang awesome, I'd say and I am only showing you things that are relatively new.

There is more - so very much more. God be praised!

See, we are doing great things to show the Kingdom of God is near.

I am very happy the Rev. Eric Law is with us this year to introduce us to his work *Holy Currencies*. This is really helpful, hopeful stuff, which will show us we have more than we can ask or imagine in currencies we possess and are not even aware. He will show how we are awash in blessings and that our role as children of God is to be part of the recirculation of resources so all living things may share in God's great abundance. Thank you for being with us Eric.

Okay we are coming to the end but we have some serious things we need to discuss...

This dang election season. I mean just when you think things can't possibly get more frightening or bizarre – they do!

Please go and vote if you haven't already. This is an important civic duty taken for granted and we are reaping the results of pathetic apathetic attitude toward electing competent responsible leaders.

We must not neglect this great privilege. Too many have sacrificed too much for a right we take too lightly.

VOTE. Before you vote, pray. And then pray afterwards.

Do your homework. Think theologically using our great Anglican algorithm of Scripture, Tradition and REASON. USE Reason.

My biggest concern about this election season is how the public discourse around important issues has devolved into a cesspool of demonizing, degrading, dehumanizing attacks on whole classes and races of people.

I do not need to elaborate on the specifics and I'm not here to point fingers at specific individuals. I do, however want to caution us, my dear children of light, from succumbing and participating in the current prevailing dehumanizing warring rhetoric of this time.

What we are seeing playing out on our TV and computer screens all day, every day is sinful. It is SIN, the seeking out of our own will instead of the will of God, thus distorting our relationship with God, other people, and with all of creation.

I know, talking about SIN doesn't sound very Episcopal. It's a touchy subject that sounds judgmental. But, we are seeing how damaging selfish self-interest can be to the fragile fabric of society and how it stains the human soul.

As Christians baptized into the life, death, and resurrection of Jesus we took vows, made promises, entered into covenant with God and one another that we will seek and serve God in all persons loving our neighbor as ourself.

Our republican or democrat neighbor, black neighbor, our Gay neighbor, our Muslim neighbor, our American Indian neighbor, our physically challenged neighbor, At our baptism we promise to God and each other that we will love ALL our neighbors. All means All.

And we further promised we strive for justice and peace among ALL people and RESPECT the Dignity of every human being.

Respect the dignity of every human being:

Especially those who are systematically discriminated against and incarcerated at higher percentages and denied equal protection under the law simply because of the color of their skin.

We must examine our own racism and pray for forgiveness.

Especially women who daily experience contemptable treatment and are constantly objectified by marketers while being undervalued in the workplace, and who are condemned for simply wanting to protect and control their bodies.

We must examine our treatment of women and pray for forgiveness.

Especially LGBTQ persons who are mocked and threatened for being true to themselves, and violently attacked in their own homes and meeting places and are brutally demeaned simply because they love in ways different than the majority.

We must examine our treatment of LGBTQ persons and pray for forgiveness.

Respect the dignity of every human being:

Especially Water Protectors like the Standing Rock Sioux in North Dakota whom the Episcopal Church has committed to stand with against violent aggression in pursuit of corporate profit to supply our insatiable need for energy.

We must examine our use of energy, consider its cost to the environment and pray for forgiveness.

Especially those whom we fear and those who are perpetrators of gun violence. You will want to know that I am one of the 70+ Bishops Against Gun Violence who seek to overcome the UNholy trinity of poverty, racism and violence in society.

We must examine our relationships with one another and seriously consider how we will love all our neighbors as ourselves praying for forgiveness.

If there is any good news to be found in this trying election season it is the unveiling of deep seated fear which leads to blind hatred, discrimination, misogyny, sexism, and racism that separate us from God and one another.

As a people of faith we must name, acknowledge and repent of our sins.

We must show the fearful, frightened world how the power of love can and will and does overcome the divisions among us.

We are to proclaim the year of the Lord's favor, now, right now seeking to restore all people to unity with God and each other working for justice, freedom and peace.

Now, especially now, when our country is angry and divided and anxious.

God of all mercy, we confess that we have sinned against you, opposing your will in our lives. We have denied your goodness in each other, in ourselves, and in the world you have created. We repent of the evil that enslaves us, the evil we have done, and the evil done on our behalf. Forgive, restore, and strengthen us through our Savior Jesus Christ, that we may abide in your love and serve on your will. Amen.

Video of St. Thomas, Battle Creek.

Tomorrow we celebrate the Feast of All Saints in beautiful St. Thomas Church surrounded by all the saints, including those who have recently died due to gun violence. And in that powerful context and setting we will welcome new Episcopalians who have decided to join our unique, quirky Jesus movement dance.

How crazy, cool is that?

We will renew our baptismal covenant, our vows to God and each other among angels and archangels and all the company of heaven, a reminder that we are not alone, we are never ever alone.

It's all really quite wonderful and holy and so very very hopeful.

So, next steps, real quick...

Later in this convention, you will receive a report from the Taskforce on Restructure which will lay out a strategy for how we might move forward shifting our diocesan structure to better help us live into our vision.

Your Diocesan Council, Standing Committee and the Restructure Task Force will begin unpacking and studying this report in January 2017 with the goal of presenting an action plan to diocesan convention next year.

Then, after we start implementing a restructuring plan we should begin to take a hard look at our canons to consider how these might shift to further our missional efforts in the world.

And then, after that work is done we can take a little breather and then start the discernment process all over again to ensure we keep the Jesus Movement – moving

It's important that you know this is not a top down strategic plan or directive from on high. I'm not driving this thing – you are - or perhaps better said, the Holy Spirit is and you are responding.

All I'm trying to do is set the circumstances by which the Holy Spirit can do its thing with and among us. She is.

I'm simply inviting you to the dance, the Jesus Movement Dance and the great good news is you are getting up and out on the dance floor shakin' your groove thing. Hey, guess what, you dance real good. (real well, I know)

You are doing it Western Michigan.

My friends, my dear people, we have so much to be thankful for.

We are getting in the groove, y'all.

See all the wonderful new things you are doing.

See how God's vision for us is being lived out organically, naturally.

See how the Jesus Movement works.

We have everything we need and as Eric Law will show us, we have even more than we could ask or imagine.

So, let's keep dancing...And, who better to help us get up on our feet than the unheralded theologian and Pop icon – Justin Timberlake.

Drop it – JT!

We can't stop the feeling, Western Michigan, so just dance, dance, dance.

Changes in the Diocese since November 2015

Retirements

Pam Sten, Trinity, Niles, November 2015

Mary Frens, St. Mark's, Newaygo, June 2016

Deaths

Jack Van Hooser, May 2016

[Robert McDougall – licensed in EDWM, Diocese of Michigan, November 2015]

Resignations

Daniel Richards, Grace, Traverse City

Carlton Kelley, St. Paul's, Dowagiac

New Calls

BJ Heyboer, St. Mark's, Newaygo & St. John's, Fremont, July 2016

Jodi Baron, St. Philip's, Beulah, August 2016

Christian Baron, St. Philip's, Beulah, August 2016

Other Changes in the Diocese

Carlton Kelley, Interim Rector – Grace, Traverse City

Everett Klein, at Holy Trinity, Manistee

ELCA-Chris Anderson at St. Gregory's, Muskegon

ELCA-David Keller at St. John's, Charlotte

William Fleener Sr. completed his interim ministry at St. John's, Fremont

Deacon John Infante Pinzon, at St. John's, Grand Haven (Transitional Deacon)

Ordinations

BJ Heyboer, St. Andrew's, Grand Rapids, Transitional Deacon June 11, 2016

Sister Diane Stier, St. John's, Mt. Pleasant, Transitional Deacon, October 23, 2016

CLERGY REGISTERED AT THE 142ND CONVENTION

The Rt. Rev. Whane Hougland, Jr., Bishop

The Rev.	Jennifer	Adams	~	Holland – Grace
The Rev.	Brad	Allard	~	Wyoming – Holy Trinity
The Rev.	Christian	Baron	~	Beulah – St. Philip's
The Rev.	Jodi	Baron	~	Beulah – St. Philip's
The Rev.	Dale	Bennett	~	Battle Creek – St. Thomas
The Rev.	David	Brower	~	Greenville – St. Paul's
The Rev.	Gregory	Brown	~	Petoskey – Emmanuel
The Rev.	Brent	Carey	~	Grand Rapids – St. Mark's
The Rev.	Zachariah J.	Char	~	Grand Rapids – Grace Sudanese
The Rev.	Brian	Coleman	~	Battle Creek – St. Thomas
The Rev.	Jared	Cramer	~	Grand Haven – St. John's
The Rev.	Rebecca	Crise	~	Paw Paw – St. Mark's
The Rev.	James	Croon	~	Wyoming – Holy Trinity
The Rev.	Paula	Durren	~	Harbert – Mediator
The Rev.	The Rev Aaron	Evans	~	Sturgis – St. John's
The Rev.	Michael	Fedewa	~	Grand Rapids – St. Andrew's
The Rev.	Patrick	Finn	~	Muskegon – St. Paul's
The Rev.	Gary	Hamp	~	Big Rapids – St. Andrew's
The Rev.	Bobbie Jo	Heyboer	~	Fremont – St. John's
The Rev.	BJ	Heyboer	~	Newaygo – St. Mark's
The Rev.	Stephen	Holmgren	~	Grand Rapids – Grace
The Rev.	Kim	Hoop	~	Kentwood – Holy Cross
The Rev.	David	Keller	~	Charlotte – St. John's
The Rev.	Rev. Carlton	Kelley	~	Traverse City – Grace
The Rev.	Everett	Klein	~	Manistee – Holy Trinity
The Rev.	Darlene	Kuhn	~	Albion – St. James
The Rev.	Rev. David	Louder	~	Plainwell – St. Stephen's
The Rev.	Karen	McDonald	~	Paw Paw – St. Mark's

The Rev.	Rev. John	Meengs	~	Saugatuck – All Saints
The Rev.	David	Meyers	~	Montague – St. Peter's-by-the-Lake
The Rev.	Cynthia	Nawrocki	~	Grand Rapids – St. Andrew's
The Rev.	Wayne	Nicholson	~	Mount Pleasant – St. John's
The Rev.	The Rev. Thomas	O'Dell	~	Charlevoix – Christ Church
The Rev.	Nurya	Parish	~	Grand Rapids – St. Andrew's
The Rev.	Mary	Perrin	~	Kalamazoo – St. Martin of Tours
The Rev.	David	Pike	~	Lansing – St. David's
The Rev.	Dennis	Remenschneider	~	St. Joseph – St. Paul's
The Rev.	Michael	Ryan	~	South Haven – Epiphany
The Rev.	Frederick	Schark	~	Coldwater – St. Mark's
The Venerable	Marilou	Schlotterbeck	~	Beulah – St. Philip's
The Rev.	Anne	Schnaare	~	Marshall – Trinity
The Rev.	Domingo	Shriver	~	Ludington – Grace
The Rev.	Carol	Spangenberg	~	Lansing – St. David's
The Rev.	Pamela	Sten	~	Dowagiac – St. Paul's
The Rev.	Diane	Stier	~	Mount Pleasant – St. John's
The Rev.	Linnea	Stifler	~	Orangeville – St. Francis of Assisi
The Rev. Dr.	G. Corwin	Stoppel	~	Saugatuck – All Saints
The Rev.	Joel	Turmo	~	Richland – St. Timothy's
The Rev.	Randall	Warren	~	Kalamazoo – St. Luke's
The Rev.	Mike	Wernick	~	Kentwood – Holy Cross
The Rev.	Barbara	Wilson	~	Benton Harbor – St. Augustine's of Canterbury
The Rev. Canon	William	Spaid	~	Diocesan Center

LAY DELEGATES REGISTERED AT THE 142ND CONVENTION

Albion – St. James	Richard Porter, Diane Garrison
Allegan – Good Shepherd	Judy Buchanan, Kandi Gibson
Battle Creek - Resurrection	Mary Cherney, Joan Kohn
Battle Creek – St. Thomas	Peter Kobs, Lorraine Petter, Mark Dixon
Belmont – Holy Spirit	Donna Scott, Betty Patterson
Benton Harbor – St. Augustine's of Canterbury	Freeman Gilbert, Les Knickerbocker
Beulah – St. Philip's	Keri McCumber, Carol Codden
Big Rapids – St. Andrew's	Beth Hamelund
Boyne City – Nativity	Virginia McCord, Charles McCord
Cadillac – St. Mary's	Patrick Foster, Dawn Paulin
Charlevoix – Christ Church	Don Collier, Francis Flanders
Charlotte – St. John's	Celeste Bavin, Sharon Frambes
Coldwater – St. Mark's	Donald Hetrick, Patricia Hetrick
Dowagiac – St. Paul's	Mary Jo Appelt, Jennifer Frechette
Elk Rapids – St. Paul's	Marcia Endo, Diane Geddes
Fremont – St. John's	Philomena O'Neil, David Kemble
Grand Haven – St. John's	Debbie Wakerley, Will Dickinson, Sara Hasbrouck
Grand Ledge – Trinity	John Lanese, Lori Hudson
Grand Rapids – Grace	Peter Bourland, Ben Irwin, Tom Hunnewell
Grand Rapids – Grace Sudanese	Deng Jonkuch, James Aleu
Grand Rapids – St. Andrew's	Mary Simpson, Mike Betz, Donna Johnston, Scott Leuchtman
Grand Rapids – St. Mark's	Catherine Frerichs, Jennifer Julius, Pat Roy
Grand Rapids – St. Philip's	Pamela Chapman, Joyce Henry
Greenville – St. Paul's	Chris Ewell, Dare Cox
Harbert – Mediator	Jan Anderson, Marilee Roth
Hastings – Emmanuel	Susan Radant, Willo Fuhr
Holland – Grace	Mary Matrosic, Robbie Schorle, David Hawley-Lowry, Karen Bylsma
Ionia – St. John's	Sue Carter, Alvin Hawley
Kalamazoo – St. Luke's	Bill James, Ben Jamieson, Art McNabb
Kalamazoo – St. Martin of Tours	Tom Perrin, Laurie Atwater, Steve Barber
Kentwood – Holy Cross	Gwen Hendrickson
Lansing – St. David's	Carol Abbott, Maria Leiby
Ludington – Grace	Thom Hawley, David Hawley
Manistee – Holy Trinity	Susan Lund-Coyle, Jill Budzynski

LAY DELEGATES REGISTERED AT THE 142ND CONVENTION

Marshall – Trinity	Suzy Fritz
Montague – St. Peter's-by-the-Lake	Rona Howell, Dick Howell
Mount Pleasant – St. John's	Eric Vinciguerra, Jessica Vinciguerra
Muskegon – St. Gregory's	Lynne Gill, Linda Scheerer
Muskegon – St. Paul's	Gillian Edwards
Newaygo – St. Mark's	Aleta Wells, Iris Davidson
Niles – Trinity	Gayle Borst, Kathy Davies
Orangeville – St. Francis of Assisi	Colleen Vorwald, Blas Liceaga
Paw Paw – St. Mark's	Jean Kracker, Nancy Wheatley
Pentwater – St. James	Martha Bartlett, Jane Morrison
Petoskey – Emmanuel	Karel Howse, Joyce Riordan
Plainwell – St. Stephen's	Donna Gorton, Pauline Keiser
Richland – St. Timothy's	Ann Perra, LouAnn Laurence
Saugatuck – All Saints	Pam Los, Martha Hoexter
South Haven – Epiphany	Jim Wright, Janet MacKenzie
St. Joseph – St. Paul's	Harold Bragg, Marina Peter
Sturgis – St. John's	Konrad Holzworth, Mary Kay Kunce
Three Rivers – Trinity	MaryBeth Carlstrom, Yvonne Lowry
Traverse City – Grace	Elizabeth Blondia, Rosemary Hagan, Chuck Wolterink, Mary Pierce
Wyoming – Holy Trinity	Jennifer Luurtsema, Genia Brown

YOUTH DELEGATES REGISTERED AT THE 142ND CONVENTION

Mr. Lucas Hetrick
Ms. Raine Jackson
Ms. Daisy Martinez
Ms. Maggie Miron
Ms. Emily Pattok
Mr. Izaak Smith

Rt. Rev. Whayne M. Hougland, Jr.
Diocese of Western Michigan
2016 Record of Official Acts

1/5/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus Standing Committee	4/2/16	Visitation-St. Augustine's, Benton Harbor All Saints, Saugatuck
1/9/16	Confirmation Service – Eve of the Baptism of our Lord St. Luke's, Kalamazoo	4/5/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus Standing Committee
1/12/16	St. Joseph Deanery Clericus Eastern Deanery Clericus	4/9/16	Grand Rapids-Bishop's Town Hall
1/16/16	Diocesan Council	4/10/16	Visitation – Holy Spirit, Belmont
1/17/16	Visitation – St. David's, Lansing	4/12/16	St. Joseph Deanery Clericus Eastern Deanery Clericus
1/19/16	Traverse Deanery Clericus	4/16/16	Traverse City Bishop's Townhall
1/21/16	Winter Deans' Meeting	4/20/16	Spring Deans' Meeting
1/22/16	Bishop Whittemore Board Meeting	4/20-22/16	Spring Clergy Meeting
1/24/16	Dedications	4/23/16	ECW Annual Meeting
1/27-28/16	Province V House of Bishops	4/24/16	Visitation – Sudanese Grace Grand Rapids
1/31/16	Visitation – St. Mark's, Grand Rapids		
2/1-15/16	Visit to Durgapur, India	5/1/16	Visitation – Holy Cross, Kentwood
2/18/16	Finance Committee Meeting Apportionment Review Meeting	5/3/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus
2/20/16	Congregational Development Mtg Youth Retreat, St. Timothy's, Richland	5/6-7/16	Deacons Overnight Retreat, Three Rivers
2/21/16	Visitation – Good Shephard, Allegan	5/10/16	St. Joseph Deanery Clericus Eastern Deanery Clericus
2/24/16	Lenten Series Meeting, Trinity, Marshall	5/14/16	Confirmation Service Eve of the Pentecost, Christ Church, Charlevoix
2/27-28/16	Diocesan Council Retreat	5/15/16	Visitation-Christ Church, Charlevoix
		5/17/16	Traverse Deanery Clericus
		5/22/16	Visitation – St. John's, Charlotte
3/1/16	Standing Committee	5/25-26/16	Meeting of the 4 Michigan Bishops Conway, MI
3/5/16	Kalamazoo Bishop's Town Hall		
3/6/16	Visitation – Holy Trinity, Wyoming	6/2/16	Summer Deans' Meeting
3/8/16	St. Joseph Deanery Clericus Eastern Deanery Clericus	6/5/16	Visitation – St. Barnabas, Portage
3/9/16	Finance Committee Meeting	6/7/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus Standing Committee
3/10-16/16	House of Bishops – Camp Allen		
3/19/16	Diocesan Council	6/8-9/16	Province V House of Bishops
3/22/16	Chrism Mass and luncheon with Clergy	6/11/16	The Ordination of BJ Heyboer to Transi- tional Diaconate, St. Andrew's, GR
3/24/16	Maundy Thursday Service St. John's, Charlotte	6/12/16	Visitation to St. Stephen's, Plainwell
3/26/16	Confirmation Service- The Great Vigil of Easter Trinity, Marshall	6/14/16	St. Joseph Deanery Clericus Eastern Deanery Clericus
3/27/16	Easter Service St. James, Albion	6/16/16	EDWM Insurance Committee
		6/18/16	Diocesan Council
		6/21/16	Traverse Deanery Clericus
		6/23/16	EDWM Apportionment Review Committee
		6/24-25/16	The Consecration of the Bishop of Northern Indiana, Ft. Wayne, IN
		6/27-7/1/16	College for Bishops, Richmond, VA

7/5/16 Lakeshore Deanery Meeting
Grand Valley Deanery Meeting
7/10/16 Visitation – Trinity, Niles
7/17/16 Visitation – Grace, Ludington
7/22/16 Bishop Whittemore Foundation Mtg
7/22-24/16 EDWM Weekend Camp, Cranhill Ranch

No August Scheduled Meetings/Events

9/4/16 Visitation – St. James, Beaver Island
9/14-21/16 House of Bishops – Detroit, MI
9/24/16 Grand Valley & Lakeshore Deaneries
Pre-Convention Mtg.
9/25/16 Visitation – St. Gregory's, Muskegon
9/25/16 A Celebration Evensong for
The Rt. Rev. Todd Ousely, Eastern MI

10/1/16 Eastern & St. Joseph Deaneries
Pre-Convention Meeting
10/4/16 Lakeshore Deanery Clericus
Grand Valley Deanery Clericus
Standing Committee
10/8/16 Congregational Development Institute
10/9/16 Visitation – All Saints, Saugatuck
10/11/16 St. Joseph Deanery Clericus
Eastern Deanery Clericus
10/13/16 Deans' Fall Meeting
10/16/16 Visitation – Mediator, Harbert
10/18/16 Traverse Deanery Clericus
10/22/16 Diocesan Council
10/23/16 Visitation – St. John's, Mt. Pleasant
10/28/16 Bishop Whittemore Foundation Mtg.

11/1/16 Lakeshore Deanery Clericus
Grand Valley Deanery Clericus
Standing Committee
11/4-5/16 EDWM Diocesan Convention
Confirmation Svc
Observance of All Saints
St. Thomas, Battle Creek
11/6/16 Visitation to St. John's, Grand Haven
By special request
11/8/16 St. Joseph Deanery Clericus
Eastern Deanery Clericus
11/13/16 Visitation – St. Peter's by the Lake
Montague
11/15/16 Traverse Deanery Clericus
Interfaith Service, Petoskey, MI
11/20/16 Visitation - St. Mark's, Paw Paw
11/30/16 Keynote Speaker-Churchmen's Luncheon
Grand Rapids, MI
12/2-3/16 Michigan Bishops' Visit to Academy for
Vocational Leadership, Colombiere
Conference Center, Clarkston, MI
12/4/16 Visitation – Trinity, Marshall
12/6/16 Lakeshore Deanery Clericus
Grand Valley Deanery Clericus
Standing Committee
12/8/16 Celebration of New Ministry
Revs. Jodi & Christian Baron
St. Philip's, Beulah
12/10/16 St. Nicholas Day, Holland
12/11/16 Visitation – St. Paul's, Muskegon
12/13/16 St. Joseph Deanery Clericus
Eastern Deanery Clericus
12/17/16 The Ordination of BJ Heyboer
St. Mark's, Newaygo &
St. John's, Fremont
12/18/16 Visitation to St. Francis, Shelbyville
12/24/16 Christmas Eve Service at
St. Mark's, Grand Rapids

CONFIRMATIONS AND RECEPTIONS IN 2016

January 2016

Confirmed: 10

Received: 5

March 2016

Confirmed: 13

Received: 3

May 2016

Confirmed: 16

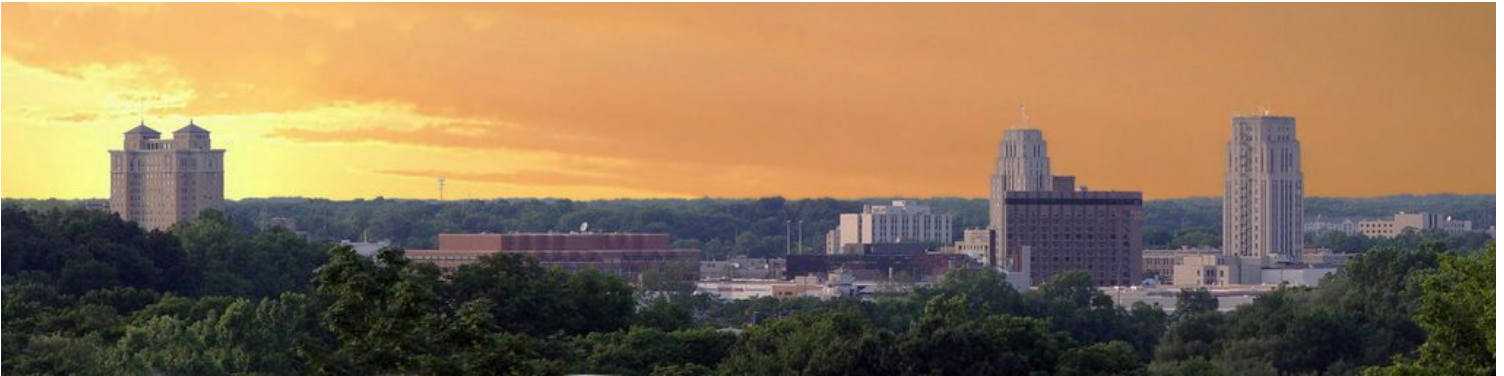
Received: 6

November 2016

Confirmed: 10



142nd EDWM Convention



The Episcopal Diocese of Western Michigan
McCamly Plaza Hotel Battle Creek, Michigan
November 4-5, 2016

Getting into the Groove

Welcome to the 142nd EDWM Convention!

My dear friends . . .



Welcome to the 142nd Convention of the Episcopal Diocese of Western Michigan where we are “Getting into the Groove of the Jesus Movement.” The Spirit is vividly moving in vibrant ways among us we seek to live into our emerging vision to:

1. Communicate better with God, each other and the world around us.
2. Reach out to younger generations.
3. Raise up a Deacon in every congregation as a catalyst for mission.
4. Support programs that address needs around food, water and shelter
5. Engage in a process of Asset Mapping.

New and exciting ministries are sprouting organically all over our diocese, demonstrating what the loving, liberating and life-giving Jesus Movement looks like. I can’t wait to show you all the

wonderful things we are doing to care for others and our environment. I am also very excited to welcome the Rev. Eric Law, Executive Director of the Kaleidoscope Institute, whose mission is to provide resources to equip church leaders to create sustainable church communities.

We will have another diocesan convention “dance party” on the top floor of the McCamly Plaza Hotel starting at 7:30 Friday evening, so come, “Get in the Groove,” with your diocesan brothers and sisters.

Our diocesan convention Eucharist with confirmation will be at St. Thomas’ Church, Battle Creek starting at 10:00 a.m. Hope everyone will be present to honor those being confirmed, received or reaffirming their faith.

We have much to celebrate and much more to look forward to as the episcopal branch of the Jesus Movement in Western Michigan.

May the peace and joy of God fill us and uplift us,

+ Whayne H. Hoesland, Jr.

+Whayne

Agenda

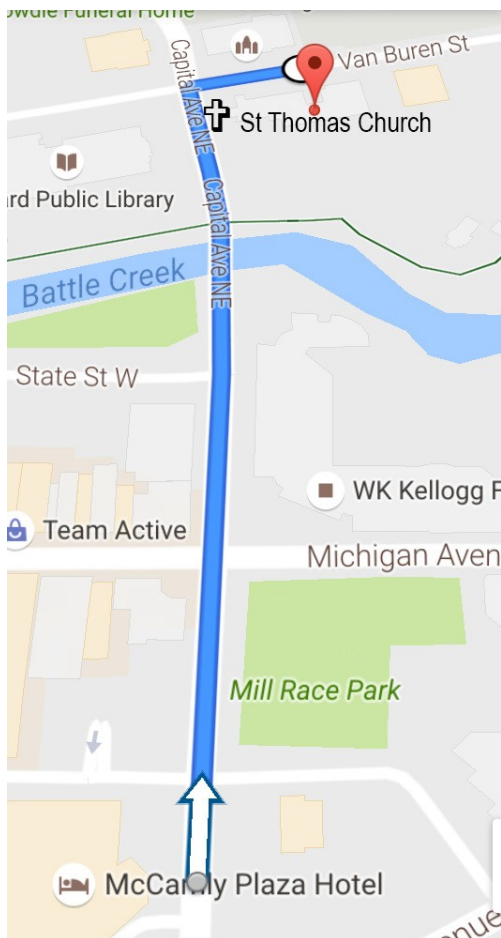
Please note: times are estimates only and subject to change.

Friday, November 4, 2016

- 8:00-10:00 a.m. Registration
- 9:15 a.m. New Delegate Orientation
- 10:00 a.m. Morning Prayer
Opening and Introductions
- 10:15 Business Session
- 11:10 Bishop's Address
- 12:15 Noontime Prayer
Lunch
- 1:30-2:15 p.m. Keynote Address (Part I)
The Rev. Eric H. Law, The Kaleidoscope Institute
- 2:30 p.m. Business Session
- 3:15 p.m. Presentation
- 4:00 p.m. Keynote Address (Part II)
The Rev. Eric H. Law
- 5:00 p.m. Adjourn
- 7:30 p.m. Party

Saturday, November 5, 2016

- 10:00 a.m. Convention Eucharist
with Confirmation, Reception and Reaffirmation
St. Thomas Episcopal Church, Battle Creek, MI
17 E. Van Buren (3 block walk)
- Noon Lunch, McCamly Plaza
- 1:00 p.m. Keynote Address (Part III), the Rev. Eric H. Law
- 2:00 p.m. Business Session
- 3:00 p.m. Bishop's Closing Prayer & Adjournment



About the Convention Eucharist

All Saints'-tide Convention Eucharist with Confirmation will be celebrated at St. Thomas Episcopal Church at 10:00 a.m. Saturday, November 5th.

Refreshments will be available in the parish hall *before* the service, beginning at 9:00 a.m.

Those who will be participating in the convention Eucharist should arrive at St. Thomas for rehearsal at 9:00 a.m.

Following the Eucharist, a plated lunch will be served at McCamly Plaza at 12 noon before reconvening diocesan convention at 1:00 p.m.

Please see a member of diocesan staff if you have questions.

Mass Shooting Memorial

St. Thomas Church will be open all day Friday and Saturday.

Following the February 20th tragedy in Kalamazoo, when a gunman randomly stalked victims in a shooting rampage leaving six dead and two critically injured, St. Thomas turned its sanctuary into a memorial for victims of mass shootings. Pages of photos and names of all the victims of mass shootings in the United States from January 1, 2016 to the present are displayed. With over 33,000 gun deaths per year, Americans are 10 times more likely to be killed by guns than people in other developed countries.



There were 372 mass shootings in the US in 2015, killing 475 people and wounding 1,870. A mass shooting is a single shooting incident that kills 4 or more people, not including the shooter. The church is open this convention weekend for visitors.

Who's Who

142nd Convention of the Diocese of Western Michigan

Chancellor & Credentials Chairperson	Bill Fleener, Jr., St. David's, Lansing
Constitution/Canons Chairperson	Bill Fleener, Jr., St. David's, Lansing
Convention Secretary	The Rev. Canon William J. Spaid, EDWM
Treasurer	Ivan Egnatuk, Trinity, Marshall
Assistant Treasurer	Dave Croal, St. Mark's, Coldwater
Parliamentarian	Bill Fleener, Jr., St. David's, Lansing
Dispatch of Business	Janet MacKenzie, Epiphany Church, South Haven
Nominations/Elections Chairperson	Mike Paulin, St. Mary's, Cadillac
Resolutions Chairperson	The Rev. Wayne Nicholson, St. John's, Mt. Pleasant
Convention Committee Chairperson	Joanie Smith, St. John's, Grand Haven
Exhibitor Chairperson	Anne Davidson, St. Mark's, Coldwater
Registration Chairperson	Jane Puvogel, St. Martin of Tours, Kalamazoo
Assistant to Registration Chair	Bill Hanson, St. Martin of Tours, Kalamazoo

Staff

The Rt. Rev. Whayne M. Hougland, Jr., Bishop
The Rev. Canon William Spaid, Canon to the Ordinary
Molly Ettwein, Bishop's Executive Assistant
Genevieve Callard, Assistant to the Bishop for Children, Youth, and Young Adult Ministries
Tammy Mazure, CPA, CGMA, Assistant to the Bishop for Finance and Benefit Administration
Catherine Rhodes, Finance Assistant
Kay Hanson, Volunteer Extraordinaire
Karmel Puzzuoli, Communications Assistant

Join us for the Convention Party



Bishop Houglund will host a convention party Friday, November 4th from 7:30-9:30 p.m. in the top floor of the McCamly Plaza Building.

There are amazing panoramic views of the City of Battle Creek and surrounding area.

A DJ will play the music and a cash bar (including juice, beer, wine and liquor) will be available, as well as snacks.

You will find tables and chairs for socializing. If you wish to get away from the music, an adjacent room offers a quieter place for conversation.

Stop in to say hello or stay for the whole party!

Recommended Restaurants

Battle Creek offers a number of dining options, some of which are within walking distance and some of which are a short drive (but well worth it).

Walking Distance

Griffin Grill & Pub
38 West Michigan Avenue
4 minute walk


Malia Mediterranean Bistro
34 West Michigan Avenue
4 minute walk

Clara's On the River
inside the old railroad depot
44 McCamly Street South
7 minute walk

Arcadia Brewing, Battle Creek
103 W. Michigan Avenue
7 minute walk



A Short Drive

 recommended!

Territorial Brewing Company
German Cuisine, *Episcopalian-owned*
256 Helmer Road North, Springfield
7 minute drive

Nina's Taqueria
248 Capital Avenue SW
2 minute drive

Taqueria San Francisco #2
595 W Columbia Ave
8 minute drive

Tony's Hong Kong
174 East Columbia Avenue
5 minute drive

Social Media and Sharing

We welcome your cell phone pictures. Please send them to news@edwm.org if you'd like to share!

The bishop invites and encourages you to employ social media to bring news of the 142nd EDWM Convention to your congregations at home, in real time. Episcopal Diocese of Western Michigan is on Facebook and Twitter.

The official Twitter hashtag of the Diocese of Western Michigan is #edwm. Bishop Houglund is @edwm9 and the diocese is @WMichEpiscopal.

Morning Prayer

All stand as they are able at the officiant's invitation.

The Invitatory and Psalter

Officiant Lord, open our lips.
Assembly And our mouth shall proclaim your praise.

Officiant and People

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

Officiant The mercy of the Lord is everlasting.
People: Come let us adore him.

Venite Psalm 95:1-7 *All say together.*

Come, let us sing to the Lord; *
let us shout for joy to the Rock of our salvation.
Let us come before his presence with thanksgiving *
and raise a loud shout to him with psalms.

For the Lord is a great God, *
and a great King above all gods.
In his hand are the caverns of the earth, *
and the heights of the hills are his also.
The sea is his, for he made it, *
and his hands have molded the dry land.

Come, let us bow down, and bend the knee, *
and kneel before the Lord our Maker.
For he is our God,
and we are the people of his pasture and the sheep of his hand. *
Oh, that today you would hearken to his voice!

The mercy of the Lord is everlasting: come let us adore him.

Psalm 69:1-23 *Salvum me fac*

1 Save me, O God, *
for the waters have risen up to my neck.

- 2 I am sinking in deep mire, *
and there is no firm ground for my feet.
- 3 I have come into deep waters, *
and the torrent washes over me.
- 4 I have grown weary with my crying;
my throat is inflamed; *
my eyes have failed from looking for my God.
- 5 Those who hate me without a cause are more than the hairs of my head;
my lying foes who would destroy me are mighty. *
Must I then give back what I never stole?
- 6 O God, you know my foolishness, *
and my faults are not hidden from you.
- 7 Let not those who hope in you be put to shame through me,
Lord GOD of hosts; *
let not those who seek you be disgraced because of me,
O God of Israel.
- 8 Surely, for your sake have I suffered reproach, *
and shame has covered my face.
- 9 I have become a stranger to my own kindred, *
an alien to my mother's children.
- 10 Zeal for your house has eaten me up; *
the scorn of those who scorn you has fallen upon me.
- 11 I humbled myself with fasting, *
but that was turned to my reproach.
- 12 I put on sack-cloth also, *
and became a byword among them.
- 13 Those who sit at the gate murmur against me, *
and the drunkards make songs about me.
- 14 But as for me, this is my prayer to you, *
at the time you have set, O LORD:
- 15 "In your great mercy, O God, *
answer me with your unfailing help.
- 16 Save me from the mire; do not let me sink; *
let me be rescued from those who hate me
and out of the deep waters.

- 17 Let not the torrent of waters wash over me,
neither let the deep swallow me up; *
do not let the Pit shut its mouth upon me.
- 18 Answer me, O LORD, for your love is kind; *
in your great compassion, turn to me.”
- 19 “Hide not your face from your servant; *
be swift and answer me, for I am in distress.
- 20 Draw near to me and redeem me; *
because of my enemies deliver me.
- 21 You know my reproach, my shame, and my dishonor; *
my adversaries are all in your sight.”
- 22 Reproach has broken my heart, and it cannot be healed; *
I looked for sympathy, but there was none,
for comforters, but I could find no one.
- 23 They gave me gall to eat, *
and when I was thirsty, they gave me vinegar to drink.

At the end of the Psalms, say together:

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

The reader introduces the lesson saying

A Reading from Luke 13:31-35

At that very hour some Pharisees came and said to him, “Get away from here, for Herod wants to kill you.” He said to them, “Go and tell that fox for me, ‘Listen, I am casting out demons and performing cures today and tomorrow, and on the third day I finish my work. Yet today, tomorrow, and the next day I must be on my way, because it is impossible for a prophet to be killed outside of Jerusalem.’ Jerusalem, Jerusalem, the city that kills the prophets and stones those who are sent to it! How often have I desired to gather your children together as a hen gathers her brood under her wings, and you were not willing! See, your house is left to you. And I tell you, you will not see me until the time comes when you say, ‘Blessed is the one who comes in the name of the Lord.’”

After the Lesson the Reader may say

Hear what the Spirit is saying to the Church.
People Thanks be to God.

The Third Song of Isaiah *Surge, illuminare*
Isaiah 60:1 3, 11a, 14c, 18 19

Arise, shine, for your light has come, *
and the glory of the Lord has dawned upon you.

For behold, darkness covers the land; *
deep gloom enshrouds the peoples.
But over you the Lord will rise, *
and his glory will appear upon you.
Nations will stream to your light, *
and kings to the brightness of your dawning.
Your gates will always be open; *
by day or night they will never be shut.
They will call you, The City of the Lord, *
The Zion of the Holy One of Israel.
Violence will no more be heard in your land, *
ruin or destruction within your borders.
You will call your walls, Salvation, *
and all your portals, Praise.
The sun will no more be your light by day; *
by night you will not need the brightness of the moon.
The Lord will be your everlasting light, *
and your God will be your glory.

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

The Apostles' Creed

Officiant and People together, all standing

I believe in God, the Father almighty, creator of heaven and earth.
I believe in Jesus Christ, his only Son, our Lord.
He was conceived by the power of the Holy Spirit
and born of the Virgin Mary.
He suffered under Pontius Pilate, was crucified, died, and was buried.
He descended to the dead. On the third day he rose again.
He ascended into heaven, and is seated at the right hand of the Father.
He will come again to judge the living and the dead.
I believe in the Holy Spirit, the holy catholic Church, the communion of saints,
the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.

The Prayers

The people stand as they are able

Officiant The Lord be with you.
People And also with you.
Officiant Let us pray.

Officiant and People

Our Father in heaven,
hallowed be your Name,
your kingdom come,
your will be done,

on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those
who sin against us.
Save us from the time of trial,
and deliver us from evil.
For the kingdom, the power,
and the glory are yours,
now and for ever. Amen.

Then follows the Suffrages:

V. Show us your mercy, O Lord;
R. And grant us your salvation.
V. Clothe your ministers with righteousness;
R. Let your people sing with joy.
V. Give peace, O Lord, in all the world;
R. For only in you can we live in safety.
V. Lord, keep this nation under your care;
R. And guide us in the way of justice and truth.
V. Let your way be known upon earth;
R. Your saving health among all nations.
V. Let not the needy, O Lord, be forgotten;
R. Nor the hope of the poor be taken away.
V. Create in us clean hearts, O God;
R. And sustain us with your Holy Spirit.

Collect of the Day

Almighty and merciful God, it is only by your gift that your faithful people offer you true and laudable service: Grant that we may run without stumbling to obtain your heavenly promises; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever. *Amen.*

A Collect for Fridays

Almighty God, whose most dear Son went not up to joy but first he suffered pain, and entered not into glory before he was crucified: Mercifully grant that we, walking in the way of the cross, may find it none other than the way of life and peace; through Jesus Christ your Son our Lord. *Amen.*

A Collect for Guidance

Heavenly Father, in you we live and move and have our being: We humbly pray you so to guide and govern us by your Holy Spirit, that in all the cares and occupations of our life we may not forget you, but may remember that we are ever walking in your sight; through Jesus Christ our Lord. *Amen*

Then, the Prayer for Mission is added:

Almighty and everlasting God, by whose Spirit the whole body of your faithful people is governed and sanctified: Receive our supplications and prayers which we offer before you for all members of your holy Church, that in

their vocation and ministry they may truly and devoutly serve you; through our Lord and Savior Jesus Christ. *Amen.*

The General Thanksgiving

Officiant and People:

Almighty God, Father of all mercies, we your unworthy servants give you humble thanks for all your goodness and loving kindness to us and to all whom you have made. We bless you for our creation, preservation, and all the blessings of this life; but above all for your immeasurable love in the redemption of the world by our Lord Jesus Christ; for the means of grace, and for the hope of glory.

And, we pray, give us such an awareness of your mercies, that with truly thankful hearts we may show forth your praise, not only with our lips, but in our lives, by giving up our selves to your service, and by walking before you in holiness and righteousness all our days; through Jesus Christ our Lord, to whom, with you and the Holy Spirit, be honor and glory throughout all ages. *Amen.*

A Prayer of St. Chrysostom

Almighty God, you have given us grace at this time with one accord to make our common supplication to you; and you have promised through your well beloved Son that when two or three are gathered together in his Name you will be in the midst of them: Fulfill now, O Lord, our desires and petitions as may be best for us; granting us in this world knowledge of your truth, and in the age to come life everlasting. *Amen.*

Officiant: Let us bless the Lord.

People: Thanks be to God.

The Officiant concludes with the grace

Glory to God whose power, working in us, can do infinitely more than we can ask or imagine: Glory to him from generation to generation in the Church, and in Christ Jesus for ever and ever. *Amen. Ephesians 3:20, 21*

Noonday Prayer

Officiant O God, make speed to save us.

People O Lord, make haste to help us.

Officiant and People

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

Psalm 121 *Levavi oculos*

1 I lift up my eyes to the hills; *
from where is my help to come?

2 My help comes from the LORD, *
the maker of heaven and earth.

3 He will not let your foot be moved *
and he who watches over you will not fall asleep.

4 Behold, he who keeps watch over Israel *
shall neither slumber nor sleep;

5 The LORD himself watches over you; *
the LORD is your shade at your right hand,

6 So that the sun shall not strike you by day, *
nor the moon by night.

7 The LORD shall preserve you from all evil; *
it is he who shall keep you safe.

8 The LORD shall watch over your going out and
your coming in, *
from this time forth for evermore.

At the end of the Psalm, all say:

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

Officiant: If anyone is in Christ he is a new creation; the old has passed away, behold the new has come.
All this is from God, who through Christ reconciled us to himself
and gave us the ministry of reconciliation. *2 Corinthians 5:17-18*
People: Thanks be to God.

The Officiant then begins the Prayers

Lord, have mercy.
Christ, have mercy.
Lord, have mercy.

Officiant and People:

Our Father, who art in heaven,
hallowed be thy Name
thy kingdom come,
thy will be done,
on earth as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those
who trespass against us,
And lead us not into temptation,
but deliver us from evil.

Officiant Lord, hear our prayer;
People And let our cry come to you.
Officiant Let us pray.
Heavenly Father, send your Holy Spirit into our hearts, to direct and rule us according to your
will, to comfort us in all our afflictions, to defend us from all error, and to lead us into all truth;
through Jesus Christ our Lord. *Amen.*

Free intercessions may be offered including thanks for the meal we are to receive.

We will observe a moment of silence for those remembered In Memoriam (pp. 38-39).

Grant, O Lord, that our fellowship may be the revelation of your presence, and turn our daily bread into bread of
Life; through Jesus Christ our Lord. *Amen.*

The service concludes as follows

Officiant Let us bless the Lord.
People Thanks be to God.

Nominations

for Standing Committee and General Convention

Standing Committee

The Standing Committee is the elected council of advice to the bishop on matters of congregational life and ministry, including church vitality, property issues and ordination. It also serves as the Ecclesiastical Authority in the absence of the bishop.

- One Lay 3-year term
- One Clergy 3-year term

Title 1, Section 6.01. Composition:

“...In 2015, and every third year thereafter, two members of the clergy and one adult communicant in good standing, shall be elected by the annual Convention for terms of three years as terms expire. No person in the ordination process may serve on the Standing Committee. Vacancies shall be filled at the next annual Convention by election for the remainder of the unexpired term, in addition to the positions elected as provided, above.”

Lay Nominees, Standing Committee

Judy Fleener

St. Paul's, Muskegon



I am a native of Chicago and the Episcopal Church has been my home since I was 8 years old. My husband and I met in a church choir. I have served the diocese in a number of ways in the past. I continue to serve as a camp Counselor for our

diocesan camps, involved with formation and Christian Education at camp. Teaching prayer practices to middle schoolers really excites me. I attend St. Paul's Muskegon, an easy walking distance from my condo. I love birds and reading.

Current Parish Committees, Offices

- Fellowship Committee
- Choir member
- Altar Guild
- Eucharistic minister

Current Diocesan / Provincial / National Church Committees, Offices

- Camp Counselor
- Province V representative Leadership Team from EDWM.

Previous Church Work (Diocesan, Parish, National)

- Deputy to General Convention
- Standing Committee
- Commission on Ministry
- Church School teacher
- Vestry Member

Bennett Jamieson

St. Luke's, Kalamazoo



Life-long member of St. Luke's growing up in the Richland area. Currently, I reside in Plainwell. I graduated from Richland High School then MSU with a degree in Accounting. Served 2 years in the US Army. I had a brief tenure in public accounting and then have been in family businesses since 1974. Currently I

own and operate a small machine shop/manufacturing business. I have served as board member and treasurer of two singles' support groups in Kalamazoo during the 1980's. Recently served 3 years on the

executive committee and was treasurer of ISAAC, the interfaith social justice organization in Kalamazoo County. I have participated in 9 medical mission trips to Honduras and served many years on St. Luke's Outreach Committee. I am also serving on a new inter-faith board aimed at space use for civic, non-profit, and interfaith outreach. My passions are outreach, interfaith activities, energy saving methods, recycling, sailing, and I enjoy fix-um up projects around the parish. Recently I attended the conflict management workshop hosted by St. John's Grand Haven.

Current Parish Committees, Offices

- Buildings & Grounds Committee; chair
- Social Justice Guild
- Outreach/ Missions

Clergy Nominees, Standing Committee

The Rev. Zachariah Char

Sudanese Grace Church, Grand Rapids



The Rev. Zachariah Char, one of Sudanese Lost Boys, was displaced from his home village of Duk Padiet at the age of six, during the devastation caused by the civil war that killed over 2 million Sudanese. He spent 13 years with other Sudanese youngsters at a refugee camp in

Northern Kenya. In 2000, the United States began a placement program for refugees, and Zachariah made his journey to Grand Rapids Michigan. Since relocating at the age of 19, Zachariah paid his way through college, while working at Amway washing dishes and working at the meat factory.

Zachariah got his Bachelor's degree in social work and Bible from Kuyper College, and now working in the refugee department at Bethany Christian Services.

Zachariah was among the seven founders of Sudanese Grace Episcopal Church in Grand Rapids Michigan on June 22, 2003. He was appointed by the Sudanese community to be ordained as priest on August 13, 2003.

Current Diocesan / Provincial / National Church Committees, Offices

- Diocesan and deanery representative

Previous Church Work (Diocesan, Parish, National)

- Vestry: 2 times
- Treasurer and Finance/Investment Committee: 14 years
- Adult forum planning
- Confirmation mentor
- Youth and Sunday school
- Memorial committee
- Long range planning
- Outreach committee, chair 3 years

The Rev. Thomas Scott

St. John's, Grand Haven

Picture not available

- Born, January 29, 1950, Pgh, PA
- Worked as contractor; researcher, writer, editor, U of Pgh
- Married 1978, two children
- Ordained June 11, 1981/December 12, 1981
- Educated University of Pgh, (BA) Michigan State University (MA), Episcopal Divinity School (MDIV), Drew University (DMIN) Thesis: Parish-based marriage mentoring program model

Current Parish Committees, Offices

Retired supply priest, now returning to diocesan service

Previous Church Work (Diocesan, Parish, National)

- Calvary Church, Pgh, PA, 1981-1985
- St. Andrew's Church, Lincoln Park, NJ 1985-1986
- St. Mark's Church, Evanston, IL, 1989-2008
- St. Paul's, Muskegon, MI, 2008-2012 (retired)
- Stewardship Commission, Diocese of Western Michigan
- President, Standing Committee, Diocese of Chicago
- Dean, Evanston Deanery, Diocese of Chicago
- Diocesan Council, Diocese of Newark
- Appalachian People's Service Organization/Ecclesiastical Court, Diocese of Pgh

The Rev. Dr. Randall Warren
St. Luke's, Kalamazoo



Randall Warren is currently the rector of St. Luke's, Kalamazoo. Ordained in the Diocese of Chicago, he has been a

priest for 27 years. During that time he has served as a vicar, a rector, a pastoral care instructor, a health care chaplain, a spiritual director, a diocesan staff member, and a congregational consultant. Randall graduated from Milligan College with a B.A. (English major, Philosophy minor) and then graduated with an M.Div. from Seabury-Western Theological Seminary. Randall completed a chaplain's residency at Christ Hospital, the Chicago south side level 1 regional trauma center. He has a D.Min. in Pastoral Counseling from the Graduate Theological Foundation in South Bend, IN. He was a contributor to *Enriching Our Worship 2* and has been published in *Open: The Journal of the Associated Parishes for Liturgy & Mission* and elsewhere.

Current Parish Committees, Offices

- Rector, St. Luke's

Current Diocesan / Provincial / National Church Committees, Offices

- Chaplain to Students in Diaconal Formation: EDWM

**Previous Church Work
(Diocesan, Parish, National)**

- Title IV Education Committee: TEC
- Deployment Officer: EDoC
- Canon for Pastoral Care: EDoC
- The Nathan Network of Church Misconduct Workers
- Freelance Consultant: Churches/Dioceses in UT, VA, WI
- Instructor, Diocese of Chicago School for Deacons



Celebrate St. Nicholas!

Join our diocesan family
for

St. Nicholas Day,

a celebration of the Feast of St. Nicholas
Saturday, December 10, 2016
10:00 a.m. to 3:00 p.m. Grace
Episcopal Church in Holland
555 Michigan Avenue



**Activities and games for all age groups
Worship and outreach project Snacks
and lunch**

Please bring a gift of books that we can hand out to early readers. This is a great opportunity to ring in the holiday season and celebrate Advent by remembering our Christian roots of charity and fellowship.

79th General Convention of the Episcopal Church

The General Convention is the governing body of The Episcopal Church that meets every three years. The next session of the General Convention will be July 5-13, 2018 in Austin, Texas.

- Four Clergy Deputies
- Four Clergy Alternates
- Four Lay Deputies
- Four Lay Alternates



Canon 5, Section 5.01. Election of Deputies and Alternates to General Convention

The annual Convention shall elect by ballot, not later than the next year preceding any General Convention, eight deputies to the General Convention, being four members of the clergy and four adult lay communicants in good standing together with an equal number of alternate deputies having like qualifications.

The four members of the clergy and four adult lay communicants in good standing first receiving a simple majority of the votes cast, shall be declared elected deputies. An election shall then be held for alternate deputies. The four members of the clergy and four adult lay communicants in good standing receiving the highest number of the votes cast, shall be declared elected alternate deputies. Alternate deputies are to be ranked in the order of their election.

Lay Nominees to General Convention

Pamela "Pam" Chapman

St. Philip's, Grand Rapids



I have been a member of St. Philip's, Grand Rapids for more than 40 Years. I have served on the Vestry, A Sunday School teacher, A member of ECW, Lay Eucharist Minister, delegate to Diocesan Convention. I have represented the diocese as delegate to Province V. a member

of the delegation to visit our Companion Diocese in Nigeria and Deputy to General Convention. I am mother (steward) of Sandra Michele.

Current Parish Committees, Offices

- Vestry Clerk
- Delegate Diocesan Convention
- ECW Vice President
- Lay Eucharist Minister

Current Diocesan / Provincial / National Church Committees, Offices

- General Convention Deputy
- ECW Social Justice Officer
- Presiding Bishop Search Committee (Province V)

Previous Church Work (Diocesan, Parish, National)

- Women's Task Force
- ECW President, Social Justice Officer
- Companion In Mission Chairperson
- Vestry Senior Warden, Junior Warden, Clerk
- Lay Eucharist Minister
- Lay Reader (Lector)
- Sunday School Teacher
- Joint Committee on Nominations
- Standing Commission on Health
- Standing Commission on National Concerns

Anne P. Davidson

St. Mark's, Coldwater



I am a "cradle" Episcopalian, raised in Wisconsin (the Diocese of Fond du Lac), with a few years spent in Utah and South Dakota, prior to coming to West Michigan in 1974. I have been an active member of St. Mark's-Coldwater and the Diocese since that time.

I was a visitor to General Convention in 2006 (Columbus), a Deputy in 2012 (Indianapolis), and on Canon

Barlowe's staff in 2015 (Salt Lake City). I am very interested in the work of General Convention and would be honored to represent our diocese and serve as a Deputy in 2018 (Austin, TX).

I am married (Neal), and we have two adult daughters and one grandson. I am an active iconographer (painter of icons). You may have seen me at our Diocesan Conventions, where I maintain a booth showing my icon work, and I also serve the diocese as Display Chairperson.

I would appreciate your vote.

Current Parish Committees, Offices

- Vestry
- Worship Committee - chair
- Verger
- Parish Life Committee

Current Diocesan / Provincial / National Church Committees, Offices

- Lay Member of Standing Committee

Previous Church Work (Diocesan, Parish, National)

- Transition Team for the last two Bishop transitions
- Diocesan Worship Committee
- Chair of the Consecration Committee for Bishop Hougland
- Diocesan Consulting Team

William "Bill" Fleener, Jr.



St. David's, Lansing

I am married and my wife Yvonne and I share our home with our children Eryn (17) and Trey (15), and Yvonne's sister Patricia who is an adult with disabilities, and several dogs and cats.

I am an attorney and work and teach at WMU Cooley Law School. I am also the Chancellor of the Diocese.

Current Parish Committees, Offices:

I have served on off and on for many years. Since I became chancellor I do not serve on vestry or other parish committees because of the possibility of a conflict of interest.

Current Diocesan / Provincial / National Church Committees, Offices

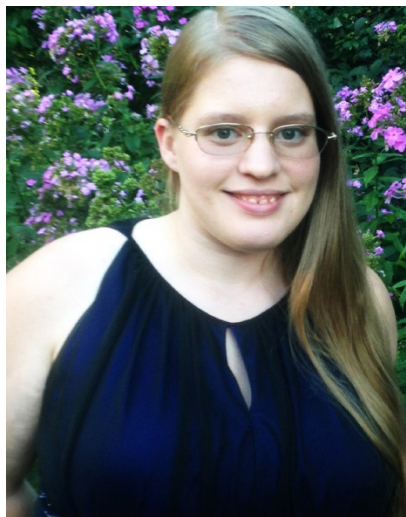
I am the Chancellor of the Diocese, have been a deputy to the last several General Conventions and served on several church-wide bodies. I am currently on the Disciplinary Board for Bishops, the task for the review of the process for electing the Presiding Bishop, and Joint Standing Committee for Program, Budget, and Finance.

Previous Church Work (Diocesan, Parish, National)

I have previously served on the Nominating committee for the Presiding Bishop, the Joint Standing Committee on Constitution and Canons, and several others.

Amanda Henes

St. Mark's, Grand Rapids



I am a lifelong Episcopalian who has been involved in ministry since first serving as an acolyte at age seven. I am very interested in the wider Episcopal Church. As a teen, I attended the national Episcopal Youth Event. I have attended the last two General Conventions with the Young

Adult Festival spending most of my time observing the House of Deputies and committee hearings. I recently graduated from Cornerstone University with degrees in Bible and Ministry. I currently serve as a Director of Youth and Children Ministries.

Previous Church Work (Diocesan, Parish, National)

At the parish level, I have served as an assistant youth group leader, youth acolyte coordinator, Sunday School teacher and ministry intern. I have also served on the Radical Welcome Committee and on the Christian Justice Committee. At the diocesan level, I have served as a camp counselor and as a Progressive Mission Trip leader.

Dr. Barbara J. Kelly
St. Philip's, Beulah



I am a 'cradle' Episcopalian, baptized and confirmed in the Diocese of Chicago. Since moving to the Diocese of Western Michigan in 2011, I have been very active in my home parish of St. Philip's, Beulah, seeking opportunities to use God's gifts and support the work of the church as a lector, adult faith formation leader, Lay

Eucharistic Minister, Chaplain to the Vestry, Chaplain to the Search Committee, contemplative group and retreat leader, Vestry member, Senior Warden, leader of several stewardship campaigns, and as an active member of various finance committees. I serve the Traverse Deanery as a Spiritual Director. My faith is developed through praying the Daily Office, contemplative prayer, lectio divina, and reading theology as a life-long learner. As a former higher education administrator who currently teaches, I have had proven experience as an effective leader and member of active working committees charged with living out institutional vision and mission. I hope to bring these experiences working with people, attending to process, and understanding systems to the work of the 79th General Convention of the Episcopal Church. I live in Empire, surrounded by the Sleeping Bear National Lakeshore, where I teach online for The Chicago School of Professional Psychology. I am active in my community as a volunteer at our local library.

Current Parish Committees, Offices

- Adult Formation co-leader
- Chaplain to Vestry and Search Committee
- Senior Warden (two terms)
- Lay Eucharistic Minister

Current Diocesan / Provincial / National Church Committees, Offices

- Spiritual Director/Traverse Deanery
- Delegate and Alternate to Diocesan Convention
- Nominated to Diocesan Council (Traverse Deanery Preconvention Mtg of 9/17/16)
- Nomination to General Convention unanimously supported by acclamation (Traverse Deanery Preconvention Mtg of 9/17/16)

**Previous Church Work
(Diocesan, Parish, National)**

- Contemplative Prayer Retreat Leader
- Leader of Advent and Lenten Quiet Days
- Endowment Committee: member
- Finance Committee: member
- Shalem Institute for Spiritual Formation: Leading Contemplative Prayer Groups and Retreats program graduate
- President and Secretary, Father Lovett Foundation
- Workshops/trainings to lay and clergy on issues of diversity and multicultural competence
- Workshops/trainings to lay and clergy on psychological and theological understandings of homosexuality

Thomas W. Perrin
St. Martin of Tours, Kalamazoo



A cradle Episcopalian, I am a retired 5th Grade Teacher, having taught for over 30 years in the Northview Public School System in suburban Grand Rapids. Born in Grand Rapids, I was raised as a member of St. Andrew's Church, Grand Rapids, where

I remained until 2004 when my wife, Mary, was called to be the Rector of St. Martin of Tours, Kalamazoo. I am now active in St. Martin's, Kalamazoo, where we have been for 12+ years. St. Martin's is an active and amazing place that does tremendous work in outreach and on social justice issues. I was an EDWM Deputy to General Convention in Salt Lake City in 2015.

Current Parish Committees, Offices

- Sunday School Teacher
- Lector
- Eucharistic Minister
- Chairperson of the India Ministry Team

Current Diocesan / Provincial / National Church Committees, Offices

- Chairperson, St. Joseph Deanery
- Member, Apportionment Review Committee
- Member and Past Chairperson, EDWM Stewardship Committee
- Member, EDWM Diocesan Council

Previous Church Work (Diocesan, Parish, National)

At St. Andrew's, I did just about everything a Lay person is called upon to do in a strong and vibrant parish. At St. Martin's, as a Clergy Spouse, my role has changed somewhat and, because I can no longer serve on vestry or finance-related committees, I am involved in more Diocesan work than previously. At both parishes I have been blessed to call home, my commitment to Stewardship and Education has remained strong. I have been to various TEC Stewardship training programs and visited numerous other parishes to assist with their Stewardship planning. My philosophy of Stewardship is based in gratitude to God for all God has given me and in my own spiritual response to the promises I have made through my Baptismal Covenant. I served on the EDWM Transition Team for two bishop's: Bishop Gepert and for Bishop Hougland (as co-chair).

Mary Wylie Simpson

St. Andrew's, Grand Rapids



I am a second generation Episcopalian who enjoys doing the work of the church at every level. My faith is strengthened by Bible study, group discussions, and involvement in many church activities. At this time in my life I would like to have some experiences at the national church level. My career as a Sleep Educator at

Metro Health Hospital in Wyoming, MI is engaging and keeps me being a life long learner. Spending time with family is the activity I look forward to the most. Whether it is in Traverse City with our daughters family (Meridith, Richard, and Elijah) or in Madrid, Spain with our daughter Abigail, or just time with my husband Chris it is time that is treasured.

Current Parish Committees, Offices

- Champion for Partnership for a Racism Free Community
- Health Ministry team member

Current Diocesan / Provincial / National Church Committees, Offices

- Commission on Ministry
- Diocesan Congregational Development Institute

- Diocesan Convention delegate
- Grand Valley Deanery Vice Chair

Previous Church Work (Diocesan, Parish, National)

Vestry, Senior Warden, Sunday School/Youth Group leader, Small group leader, President ECW (congregation) LEM, Cursillo, Convention delgate.

Clergy Nominees to General Convention

The Very Rev. Jared C. Cramer, SCP Rector, St. John's, Grand Haven



The Very Rev. Jared C. Cramer, SCP, was raised in the Churches of Christ, and worked in several ministry positions in that tradition before moving into the Episcopal Church while completing his Master of Divinity at the Graduate School of Theology of Abilene Christian University in Abilene, TX. Before

that, he received a Bachelor of Science in Biblical Studies, summa cum laude, from Rochester college with a minor in Biblical Languages. After entering the Episcopal Church, he received his Anglican training through the completion of a Master of Sacred Theology at the School of Theology of the University of the South in Sewanee, TN. He is nearing completion of a Doctor of Ministry degree, also at Sewanee's School of Theology. He served his first cure as a priest in the Lilly-endowed Foundations for Spiritual Leadership Program at Christ Church in Alexandria, VA. For the past six years he has been honored to serve the people of St. John's Episcopal Church in Grand Haven, MI, as their rector.

Fr. Cramer has written two books, *Safeguarded by Glory: Michael Ramsey's Ecclesiology and the Struggles of Contemporary Anglicanism* and *Scribere Orare Erat: To Write Was to Pray*, the story of his journey into the Episcopal Church, both available on Amazon.com. He resides in Grand Haven (which also happens to be his home town!) with his wife, Bethany, and their dog, Cappadocian. Bethany is a local therapist, running her own private practice. Cappadocian, focuses on keeping the backyard clear of squirrels. And, as of this convention, they are also the proud parents of a new baby girl, Lucille Elizabeth, who will be baptized by the bishop the Sunday after convention's close.

Current Parish Committees, Offices

- El Corazón Latino Ministry Initiative — Establishing Latino community at St. John's.
- Capital Campaign focused on Accessibility, Sustainability, and 21st Century Ministry
- "Future Families" Task Force using Appreciative In-

quiry & Best Practices to develop a new approach to children & youth ministry

- Cultivating "Healthy Congregations" model from the Lombard Mennonite Peace Center

Current Diocesan / Provincial / National Church Committees, Offices

- Dean, Lakeshore Deanery of the Diocese
- Convener of the Deans of the Diocese
- Delegate to Province V Synod (Current)

Previous Church Work (Diocesan, Parish, National)

- Member, Commission on Ministry (2012–2015)
- Chair, Commission on Ministry (2013–2015)
- Alternate to General Convention 2015
- Commissioner appointed by The Episcopal Church to the National Council of Churches Faith and Order Commission, later renamed the Convening Table on Matters of Faith and Order (2008–2014)

The Very Rev. Brian Coleman Rector, St. Thomas, Battle Creek



The Very Rev. Brian Coleman has been resident in the Diocese of Western Michigan for 8 years, since he became Rector of St. Thomas Church in Battle Creek. He moved to Michigan from England where he served as a parish priest in Sheffield from 2000 through 2008. He was ordained in the Diocese

of Los Angeles as deacon in 1998 and priest in 1999. Fr. Brian is married to Dr. John Moore, a professor of Psychology at Olivet College. They have been together for over 17 years. He attended the University of the South (Sewanee) as an undergraduate, received his B.A. in Philosophy from California State University, Fullerton and his M.Div. from Seabury-Western Theological Seminary. In addition to his church ministry, Fr. Brian is engaged in food equity and social justice efforts in Michigan, and is a member of Rotary International. His family (parents, twin brother, etc.) live in Austin, Texas.

Current Parish Committees, Offices

Father Brian Coleman is the rector of St. Thomas

where he has rejuvenated the parish's outreach ministries, which include the Community Summer Breakfast Program (feeding 10,000 meals this summer), the Pumpkin Patch, and Family Pub Nights. Under his leadership, Daily Offices of Morning and Evening Prayer have been offered daily in the chapel, monthly Choral Evensongs have been introduced, and most recently a lay preaching ministry has been developed. During the past three months he has been on a sabbatical funded through a grant from the Lily Endowment which included a series of parish-based renewal activities. He currently serves as a trustee of the Battle Creek Community Foundation, is a Paul Harris Fellow and member of Rotary International.

Current Diocesan / Provincial / National Church Committees, Offices

- Dean, Eastern Deanery (Diocese of Western Michigan)
- Episcopal Peace Fellowship, Gun Violence Task Force
- Diocesan Congregational Development Institute

Previous Work (Diocesan, Parish, National)

- Vice-chairman of Diocesan Council (2010-2015)
- Deputy to General Convention 2015
- President of Joint-religious Organizing Network for Action & Hope (JONAH)

The Rev. Paula Durren

Rector, Church of the Mediator



Mother Paula Durren received her Master's in Divinity from Seabury Western Theological Seminary in 2002. Mother Paula also has a Masters in Counseling from Indiana University and practiced as a counselor for

over 20 years. Her special interests lie in the fields of Celtic and Benedictine Spirituality. Mother Paula and her husband were 2008 recipients of the Virginia Theological Seminary Small Church Collegium, a project funded by the "Making Connections" Initiative of the Lily Endowment Foundation.

She began serving as the rector of Church of the

Mediator in Harbert, Michigan in 2002. Mother Paula loves serving in a small church, leading retreats and empowering individuals and groups to living into their baptismal covenant. She and her husband Michael live in New Buffalo. They are wonderfully gifted to have their two daughters, Jenna Francis and Sarah Paturalski and their families which include five delightful grandchildren, living within 30 minutes of them.

Current Diocesan / Provincial / National Church Committees, Offices

- Daughters of the King Diocesan Chaplain
- Co-Developer/Counselor for Leaders in Training at Episcopal Dioceses of Western Michigan Youth Camp

Previous Work (Diocesan, Parish, National)

- Small Church Task Force 2015
- Standing Committee 2011 - 2014
- Diocesan Liturgy Committee 2003 & 2004
- Safeguarding God's Children Revision Task Force 2003

Clergy nominees
to General Convention,
continued on p. 26

The Rev. Cindy Nawrocki

Deacon, St. Andrew's, Grand Rapids



I was ordained a deacon in September, 2003. I have served at St. Andrews Grand Rapids, St. Marks Grand Rapids and on diocesan staff. I retired from the State of Michigan in 2002. Following my ordination I worked for 11 years as a hospital chaplain at Bronson Hospital and then a year as a Hospice chaplain. My husband and

I have been married 32 years and have five children, 15 grandchildren and three great-grandchildren. I am a spiritual director, having trained at the Dominican Center at Marywood.

Current Parish Committees, Offices

Partners for a Racism-Free Community, discernment teams, parish board member of North End Community Ministries.

Current Diocesan / Provincial / National Church Committees, Offices

Diocesan Deacon for Domestic Missions and Jubilee Ministries, Reading Camp Network, Province V Peace and Justice Officer, Lower Peninsula Diversity Task Force, The Episcopal Church Executive Council Committee on Anti-Racism (vice-chair).

Previous Church Work

(Diocesan, Parish, National)

Vestry, outreach committee, Diocesan Task Force on Racism chair, General Convention Deputy.

The Rev. Nurya Love Parish



*Plainsong Farm
Affiliate priest, St.
Andrew's, Grand
Rapids*

The Rev. Nurya Love Parish serves as affiliate priest with St. Andrew's while starting up Plainsong Farm Ministry, a new ministry in the diocese providing

vegetables to the charitable food system and convening conversations and offering resources both locally and nationally at the intersection of Christian faith, sustainable agriculture, and charitable food. Plainsong Farm also partners with Forward Movement on "Grow Christians," a new group blog for Episcopalians practicing faith at home (especially with kids). Prior to this work she served St. Andrew's as associate priest for five years and Christian education director/seminary intern for two. She graduated from Harvard Divinity School in 1996 (M.Div.) and Seabury-Western Theological Seminary in 2011 (Certificate of Anglican Studies). She is married to a firefighter in the city of Grand Rapids and they have two children.

Current Parish Committees, Offices

- Youth Ministry Co-Leader, Grand Rapids Episcopal Youth (a partnership between St. Andrew's and St. Mark's)

Current Diocesan / Provincial / National Church Committees, Offices

- Chair, Grand Valley Deanery
- Diocesan Council Member, Episcopal Diocese of Western Michigan
- Member, Advisory Council for the Stewardship of Creation (national church interim body created by General Convention 2015)
- Member, Steering Committee, Cultivate: The Episcopal Food Movement (formerly the Episcopal Faith, Food & Farm Network).
- Member, Core Team, the Acts 8 Movement (proclaiming resurrection in the Episcopal Church)

Previous Church Work

(Diocesan, Parish, National)

- Alternate Clergy Deputy, General Convention 2015 (Although the diocese could not afford to send alternates to convention in 2015, Nurya raised funds to cover her expenses through the Episcopal Faith and Food Network and participated in convention as an alternate.)
- Visitor/Guest, General Convention 2012

The Rev. Anne Schnaare
Rector, Trinity Church, Marshall



I grew up in Wisconsin as an Episcopalian at St. Matthias, Waukesha. Church has always been an important part of my life, and I discovered a particular love of our Episcopal traditions when

I was a foreign exchange student in Germany. When I was homesick I would pray using the Book of Common Prayer, which helped me feel more connected with both my biological and my church family.

I went to college at the University of Wisconsin-Parkside, where I majored in Theatre and Music, and met my husband, Matthew. We were married in 2001 and soon after went on a short-term mission trip to Brazil. As Matthew and I processed our experiences overseas, he felt called to become a math teacher, and I felt a calling to the priesthood. We moved to Sewanee, Tennessee, where I earned my Master of Divinity and our daughter, Phoebe, was born.

I spent the first two years of ordained ministry as a curate at Calvary Episcopal Church in Americus, Georgia. It was a fabulous experience, but I was glad to return to the Midwest when I was called to serve Trinity, Marshall. Trinity and I have just celebrated our fifth anniversary, and God continues to surprise and delight us in our ministry together!

Current Parish Committees, Offices

- Pastoral Care Committee
- Finance Committee
- Vestry

Current Diocesan / Provincial / National Church Committees, Offices

- Standing Committee

**Previous Church Work
(Diocesan, Parish, National)**

- Commission on Ministry (Diocese of Western Michigan)
- Curate (Calvary Episcopal Church, Americus, GA)
- Committee for a New Day (School of Theology: Sewanee, TN)

- Vestry, Choir, Youth Group, Youth Mission Team, Convention Delegate (St. Michael's, Racine, WI)
- Brazil Mission Team Member (Ecumenical with Grace Baptist Church, Racine, WI)

The Rev. Canon William J. Spaid
*Canon to the Ordinary
Episcopal Diocese of Western Michigan*



Canon Spaid has been a member of the diocese since 1986. He served as rector of Saint Martin's, Kalamazoo until 2003 when he became Canon to the Ordinary. He has

served on the Commission on Ministry, Standing Committee, as a staff member at Diocesan Camp 1987-2002, and as a deputy to General Convention in 2012 and 2015.

Current Parish Committees, Offices

Along with responsibilities as the Bishop's canon, Bill is the transition officer of the diocese and leads the Diocesan Congregational Development Institute

Resolution

before the 142nd Diocesan Convention

On Increasing the Suggested Minimum Level of Compensation for Supply Clergy

submitted by the Rev. William Whiting

Resolution

This 2016 EDWM Diocesan Convention raises the clergy supply rate to \$175 for one liturgy and \$200 for two liturgies, in addition to mileage reimbursement.

Rationale

I spend anywhere from a minimum of seven hours up to a maximum of fifteen hours on a Sunday liturgy, which includes sermon preparation (up to six hours or more), driving to and from the parish (up to six hours round-trip to a northern parish), and always at least two and possibly up to three hours or more at any given parish on Sunday morning. \$125 for one liturgy, at the minimum time of seven hours, is \$17.85 per hour. At the maximum time of fifteen hours, that comes to \$8.33 per hour. There are now quite a few states where the minimum wage is \$15 per hour for completely unskilled and uneducated workers. Even \$17.85 per hour is not remotely fair to a priest who is highly intelligent, has probably spent seven years in post-secondary education, and most probably has many years of experience and wisdom to tap into.

I recognize that there are a number of small and struggling parishes for whom an increase in the supply rate might present some degree of burden, but if a parish cannot even afford a fair hourly wage for a sup-

ply priest, perhaps they need to rethink their options. We should also take note that some laypeople hold a (perhaps unexamined) attitude that clergy are meant to make big sacrifices, including big financial sacrifices. To those persons, I would point out that clergy are not asking to be paid the sorts of compensation that they could earn had they chosen to go into business, but do deserve a wage somewhat above, if not well above, what is now the minimum wage of \$15 in a number of states. Furthermore, I would point out that clergy have the same bills to pay that everyone else has. It might be in order to reflect on what spiritual leadership is worth to us. Is it worth more than burger-flipping or floor-mopping, important as those tasks might be?

Supply rates in nearby dioceses are as follows:

- Michigan: 1 liturgy: \$135 + \$25 each additional liturgy
- Eastern Michigan:
Retired Clergy: 1 liturgy: \$150; 2 liturgies: \$189
Active Clergy: 1 liturgy: \$127; 2 liturgies: 160
- Northern Indiana: 1 liturgy: \$125, \$50 each additional liturgy
- Chicago: 1 liturgy: \$175; 2 or more liturgies: \$200
- Oregon: 1 liturgy: \$200; 2 liturgies: \$250
- EDWM: 1 liturgy: \$125; 2 liturgies: \$150

Reports

to the 142nd Diocesan Convention

The Commission on Ministry (COM)

Tuesday, October 16, 2016

*The Commemoration of Hugh Latimer
and Nicholas Ridley, Bishops and Martyrs, 1555*

In the Diocese of Western Michigan, the Commission on Ministry oversees the discernment of people to Holy Orders and establishes guidelines and programs for formation for every order (lay, deacon, priest) of the church. It also guides people through the ordination process.

The Commission on Ministry (COM) is established by Title III, Canon 2 of the Constitution and Canons of the Episcopal Church. According to that canon, every diocese must have a committee or commission consisting of priests, deacons, and lay persons whose function is to assist the Bishop in three distinct areas:

- 1) In the implementation of Title III canons related to ministry.
- 2) In the determination of present and future opportunities and needs for the ministry of all baptized persons.
- 3) In the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment for readiness thereof.

During the past 12 months we have interviewed three people pursuing postulancy to Holy Orders; two for the priesthood and one for the diaconate. We have also interviewed two people for candidacy to ordination to the priesthood. This year's work load is typical

in that the largest portion of our time is spent with people who are discerning a call to ordained ministry. That said, we continue to offer support, provide resources to, and endeavor to guide all baptized christians in our diocese.

There is one area of our work that is particularly challenging and gratifying: the large number of aspirants who possess rich and diverse life experiences that qualify them for ordained ministry. The challenge is how to best recognize and celebrate their gifts, while seeking to follow the policies and canonical requirements for ordination.

Some examples of people seeking ordination to the priesthood include: a non- English speaking transitional deacon, a vowed member of a religious order, a vocational deacon and a Lutheran pastor!

To respond faithfully to the good things that God is working out through these people, we are seeking new ways to discern and prepare them for ordained ministry. All of this calls for closer and more regular communication with the Standing Committee and the Bishop. To begin, we are forming a joint-subcommittee with the Standing Committee to develop case-specific pathways to ordination in cases where significant requirements have been met in the course of the aspirants life and ministry. We look forward to reporting to the 143rd Diocesan Convention on the fruits of this collaborative endeavor.

Respectfully submitted on behalf of your sisters and brothers on the Commission.

The Commission on Ministry

Ms. Virginia LeDare Cox, St. John's, Mount Pleasant
Mr. James C. DeGoede, St. Paul's, Greenville
The Rev. Michael C. Fedewa, St. Andrew's, Grand Rapids
Mr. Michael Hirt, Holy Spirit, Belmont
The Rev. Darlene M.S. Kuhn, St. James, Albion
The Rev. Michael J. Ryan, Epiphany, South Haven
The Rev. Anne Elizabeth Schnaare, Trinity, Marshall
Ms. Mary Simpson, St. Andrew's, Grand Rapids
Mr. Charles Thomas, Trinity, Three Rivers

Grace and peace,



The Rev. Michael J. Ryan, Chair

The Deans of the Diocese of Western Michigan

This year has been a year of change, vision, and growth in our diocesan sense of calling. Each of the deans have felt that work and, in our own conversations, are tremendously supportive of the good work the Holy Spirit is doing among us. We continue active in our local work, hosting monthly Clergy Chapter meetings and also conducting "Dean's Visitations" in advance of the bishop's visit to parishes. In these visitations, we have gotten to know the details of many parishes in this diocese and send reports to the bishop that enable him to be prepared for his own visitation.

As deans, we also spent some time in early 2016 working on the question of how best to facilitate the welcoming of new clergy into our Diocese. This used to be done through a program from the Churchwide Office called "Fresh Start," but that program was eliminated and not replaced with anything. We began work on an eight meeting schedule of monthly classes, using the Fresh Start modules as a guide. This would enable regular gathering, but then taking January off for a midwinter break and three months off in the summer. Each class would have been hosted by a dean, one one class hosted by the Canon to the Ordinary. After going through work preparing this, we decided to put a hold on this process. At that time, there were only two new clergy in the diocese, both with over twenty years of experience in ordained ministry.

In April, we hosted our annual Spring Clergy Retreat, led this year by the Episcopal Church Foundation and focused on helping clergy in our diocese cultivate their preaching voice. It was one day longer than normal, but attendance was strong and feedback very

positive. Though in the future we will probably return to a two-day retreat length, we have learned this time together for learning, fellowship, and corporate worship is an important part of our life together as clergy of the diocese.

Our final meeting planned for this year will be in October, just before this year's Annual Convention. In our meetings throughout the year we have been involved in the ongoing process exploring questions of structure and mission in the diocese. All the deans express their gratitude for the work of the EDWM Structure team in helping us find a new and adaptive structure that will best enable the vision of our diocese. We have noted both strengths and weaknesses of the current system. In the reports from Dean Brian Coleman, who also serves as a member of the EDWM Structure team, we have also consistently affirmed the direction the team seems to be moving. We look forward to considering the fruits of their work with the rest of you at this year's Convention.

Once Convention concludes, the deans will get to work on putting into place in our own ministries the structure you have discerned for our diocese. If that entails the continuing of our work, we will immediately pick up planning for further clergy retreats and structuring a Diocesan Fresh Start for some of the new priests we have welcomed since earlier this year. If the Convention discerns a different structure for ministry, we look forward to serving Christ alongside you in whatever that structure may be.

*Respectfully Submitted,
The Very Rev. Jared C. Cramer, SCP
Dean of the Lakeshore Deanery & Convener of the
Deans of Western Michigan*

The Recovery Commission



Following the death of Mr. Tom Palermo of Baltimore who was killed in an accident involving the former bishop suffragan of Maryland, Heather Cook, the Church

has taken a new look at our policies and attitudes on alcohol and other addictive substances and behaviors. If you or someone you know has an interest and would like to be involved in this ministry of awareness and education, please contact:

Fr. Carlton Kelley, Interim
Grace Church, Traverse City
(231) 947-2330
rector@gracetc.org

The Episcopal Peace Fellowship

of Grace Episcopal Church, Traverse City, Michigan

The Episcopal Peace Fellowship of Grace Church is committed to contemplation and action with regards to issues of peace and justice. Each year we work to fulfill the pledge upon which our organization is founded:

"In loyalty to the teaching, and person of Jesus Christ, my conscience commits me to the way of redemptive love: to pray, study, and work for peace, and to renounce, as far as possible, participation in war, militarism, and all other forms of violence. In fellowship with others, I will work to discover and create alternatives to violence and to build a culture of peace. I urge the Episcopal Church in accordance with our baptismal vows 'to renounce the evil powers of this world which corrupt and destroy the creatures of God,' and to wage peace across all boundaries, calling upon people everywhere to repent, to forgive, and to love."

This year we hosted a book discussion for parish members on *The Powers That Be: A Theology for the New Millennium* by Walter Wink. We plan to host another book discussion in 2017 for our parish and other community organizations.

We continue to support Bread for the World with annual letter writing campaigns. We are supporting our parish in

the restoration of a peace pole that stands in front of our church. In addition, each March, we sponsor an interfaith peace service that brings together individuals of Jewish, Islamic, Buddhist, Christian, and Native American faiths for the purpose of honoring those who have been touched by war.

The EPF of Grace Church continues to work with other local peace groups in our community to carry out our pledge, and bring awareness of alternatives to violence to others in the community around us. We supported local community and civic groups in celebrating the International Day of Peace with the focus on how to create peace and nonviolence in our local communities. We co-sponsored with MidEast Just Peace and other organizations focused on peace the author, Jeff Halper, who discussed his new book *War Against the People: Israel, the Palestinians, and Global Pacification*.

We are committed to putting forth effort to grow our organization and collaborate with other peace organizations on projects that focus on peace and justice. Our chapter hopes that by publicizing our actions and accomplishments, we are able to encourage other churches in the Diocese to consider forming an EPF chapter.

Submitted by Mary Pierce and Betsy Davidson

Explore & Soar Reading Club

Holy Spirit Church, Belmont



Explore & Soar Reading Club has begun its 9th year of operating under the direction of The Loaves and Fishes Family Center at Holy Spirit. This important program provides instruction after school, four days a week, to

struggling readers in second and third grade.

The program is led by a certified teacher with years of classroom experience. She has an assistant who has been with the program for a number of years. These two paid positions account for a majority of the \$18,000 budget. Other expenses are materials and some snacks as well as a \$500 stipend for the program coordinator

Reading club follows a program template from the Youth Education for Tomorrow program out of Philadelphia. This program was found to be successful by HWM United Way, the program's first funding source. Components of the program are snack, learning games, writing activities, comprehension work and independent reading. During reading time, they have a selection of books that provide good practice and encourage

them to progress through the levels. Teachers and volunteers give the students individual attention at this time to check comprehension and assess progress.

Progress is measured with assessments before and after the students participate in the program as well as in January (mid-program). This gives good data to not only check the effectiveness of the program, but also to share with parents and teachers.

Reading club is fun!!! Every week has a theme. That theme helps the teachers plan special teacher read-alouds and activities. There might also be special snacks!

Many people, parishes, and organizations of the Episcopal Church have supported reading club. They have received funds or grants from the Bishop Whittemore foundation, Daughters of the King, ECW and have also been named a Jubilee Center.

Children who are capable and confident readers will experience success in school and in life. Explore & Soar Reading Club helps struggling readers achieve this goal. This mission of Holy Spirit is a blessing to all involved.

How can you support this program?

- Send a check made out to: Loaves and Fishes Family Center, 1200 Post Dr., Belmont, MI 49306
 - PayPal.me/ReadingClub
 - Smile.Amazon.com – Loaves and Fishes Family Center, Belmont
-

The Lower Peninsula Diversity Task Force

This group was tasked to become a Lower Peninsula Diversity Task Force (LPDTF), to serve the dual purpose of heading up any future efforts within each diocese as well as the future efforts of all three dioceses. These efforts will include but not be limited to the following:

1. Ministry Initiatives: looking for opportunities to serve in ways that promote peace, justice, and sustainability.
2. Networking: developing connections with people in other faith groups, non-profits, and area businesses who can become partners in ministry initiatives and advocacy work.
3. Advocacy: Identifying strategic ways of advocating for “the other” in our midst.
4. Ministry of Presence: being present at events that promote diversity and peaceful co-existence.
5. Training: planning diocesan anti-racism/diversity training events, as well as events for all 3 dioceses, possibly for the Province.
6. Communicating: developing methods of communication to disseminate information about all of the above to ministers within and across the dioceses and province.

Overview of the LPDTF Work Plan:

- Established as a result of a Constable Grant awarded in 2014 to explore areas of cooperation between our three dioceses in the areas of healing racism and promoting diversity.

- In Stage 2 of the grant, nine members, three from each diocese, were appointed to the LPDTF.
- The LPDTF was launched on September 25, 2014 by participation in “Understanding and Analyzing Systemic Racism”. A two day ERAC/CE sponsored workshop, facilitated by Crossroads Antiracism Training and Organizing, to explore an analysis of systemic racism and to begin to discern strategies for dismantling racism within organizational structures.
- The LPDTF has 12 met times since its inception. They developed and implemented the following action plan. *See table next page.*

LPDTF Recommendations:

Based on our collective discussions, presentations and trainings we recommend the following:

Recommendation #1: Production of and use of diversity/equity/inclusion videos & Website Toolkit

Recommendation #2: On-site training for certification of all leadership (diocese and parish)

Recommendation #3: Dedicated budget and cross diocese resources (TBD)

Recommendation #4: Strengthen the existing membership by appointing additional members with broader diverse representation to the task force:

- New Name: DEI (of God) – Diversity, Equity & Inclusion Task Force
- Implement sub-groups

Action(s) to Be Taken

The LPDTF asks the bishops of the Lower Peninsula dioceses to adopt the four recommendations and encourage the task force to go forward and execute recommendations. Thank you for your consideration.

Lower Peninsula Diversity Task Force Action Plan

Core Values	Long Term Goals	2014 – 2016 Initiatives & Outcomes Encouraged by LPDTF but may have been facilitated by individual dioceses.
Ministry Initiatives	Looking for opportunities to serve in ways that promote peace, justice, and sustainability.	<ul style="list-style-type: none"> • Eastern Michigan – Interactive Facilitated Conversations • Anti-racism Videos • Fish Out of Water Film Sessions
Networking	Developing connections with people in other faith groups, non-profits, and area businesses who can become partners in ministry initiatives and advocacy work.	<ul style="list-style-type: none"> • Eastern Michigan Interactive Facilitated Conversation • Conversations with other faith groups under Episcopal Peace Fellowship • Book Discussion: <ul style="list-style-type: none"> – “City Within A City” – “Practical Welcome” – “American’s Original Sin”
Advocacy	Identifying strategic ways of advocating for “the other” in our midst.	<ul style="list-style-type: none"> • One –on-one Conversations with individuals in parishes • Michigan visit with state rep
Ministry of Presence	Being present at events that promote diversity and peaceful co-existence.	<ul style="list-style-type: none"> • Charleston Prayer Services • Pulse Shooting Services • Speaker - Jim Wallis
Training	Planning diocesan anti- racism/diversity training events, as well as events for all 3 dioceses.	<ul style="list-style-type: none"> • Western Michigan Trainings - 6/18 & 10/15 • Eastern Michigan Trainings – 9/24 • Gun Violence Protests • Poverty Simulations • Feeding America
Communication	Developing methods of communication to disseminate information about each objective to ministers within and across the diocese and the province.	<ul style="list-style-type: none"> • Videos of inequality in schools etc. • Intersectionality • Map of diocese and where we are from

Lower Peninsula Diversity Task Force Members

Eastern Michigan

Jeledia Ford, St. Paul's, Flint
 Bob Lotz, Grace, Port Huron
 Rick Russell, Friend of Grace, Port Huron
 The Rev. Dan Scheid, St. Paul's, Flint

Michigan

Zachary Baker, St. Luke's Ferndale
 The Rev. Dr. Bill Hale, Canterbury-on-the-Lake, Waterford
 Juanita Woods, All Saints, Detroit

Western Michigan

Joyce Henry, St. Philip's, Grand Rapids
 The Rev. Cindy Nawrocki, St. Andrew's Grand Rapids Province V, Peace and Justice Officer, Executive Council, Committee on Anti-Racism
 The Rev. Sue York, St. Marks, Grand Rapids

Leadership Team

Canon Michael Spencer, Diocese of Eastern Michigan
 The Rev. Michelle Meech, Diocese of Michigan
 The Rev. Sue York, Diocese of Western Michigan

We recognize and benefit from the gifts and talents of the following individuals who served for extended periods of time:

Emery Dumas, Cathedral Church of St. Paul, Detroit
 Jackie Spann, Christ Church, Grosse Pointe,

From the Ecumenical and Interfaith Officer

The Rev. Mike Wernick

This year's reading, writing (for our diocese and for the Episcopal Diocese of Eastern Michigan) and attending several ecumenical and interfaith events culminated with the fifteenth annual LARC Conference (Lutherans, Anglicans, and Roman Catholics) which was held last month at the Augustine Center in Petoskey, MI.

These three denominations take turns hosting the conference, arranging the speaker, and planning the middle (longest) day of worship. It was the Lutheran's turn to host the conference this year, and our speaker was Dr. Kathryn Johnson, who is the Director of Ecumenical and Inter-Religious Relations for the Evangelical Lutheran Church in America (ELCA), a position she has held since September 2015. Kathryn graduated from St. Olaf College, and earned a Master of Arts at Cambridge University and a doctorate in religious studies from Yale University, and from 2007 to 2012 she served as Assistant General Secretary for Ecumenical Affairs at the Lutheran World Federation office in Geneva, Switzerland.

At its Churchwide Assembly in New Orleans this past summer, ELCA voting members – by a vote of 931 to 9 – overwhelmingly accepted the “Declaration on the Way,” a unique ecumenical document which includes a litany of 32 consensus statements (Statements of Agreement) wherein Catholics and Lutherans have said there are not church-dividing differences between them (on church, ministry and Eucharist); this marks

a path toward greater unity. Considering the centuries-long animosity between Lutherans and Catholics, this was a momentous and historic agreement. And though a more tentative section identifies some “remaining differences,” there are some suggested some ways forward.

Dr. Johnson led our discussions from the Declaration's accompanying study guide: *From Conflict to Communion: Lutheran-Catholic Common Commemoration of the Reformation in 2017*. And although she focused primarily on these two denominations, there are examples for Episcopalians and others too. On October 5 for example (during LARC), Archbishop Justin Welby and Pope Francis issued a Common Declaration which said, in part: “We are impatient for progress that we might be fully united in proclaiming, in word and deed, the saving and healing gospel of Christ to all people. For this reason we take great encouragement from the meeting during these days of so many Catholic and Anglican bishops who, on the basis of all that they have in common, and which generations of scholars have painstakingly unveiled, are eager to go forward in collaborative mission and witness to the “ends of the earth.”

There will almost certainly never be complete agreement between Christian denominations on all issues of Christology, orthodoxy, orthopraxy, church polity, and more, but we are learning (world over) that we must focus on what unites us and not on what divides us, and work together to bring God's Kingdom into a more substantive reality.

Communication from the Diocese

EDWM strives inform those interested in or involved with the diocese about upcoming events, forms, dates and deadlines through a number of online tools.

We send electronic newsletters, including our general newsletter *The Communicator*, to all leaders in the diocese as well as those who sign up on our website. We also use our software to serve as a proxy for deanery chairs informing delegates, alternates and interested persons of upcoming deanery meetings and agendas. Other things that are delivered to your inbox include the following:

- Letters, directives from the bishop.
- Communication from the convention secretary
- Announcements about upcoming youth, camp and formation events.
- Financial and insurance news.
- Clergy funeral announcements.
- Instructions and announcements to parishes, leaders and clergy about forms and deadlines, i.e. parochial report, elections report, lay ministry licensing, etc.

Some obstacles to receiving diocesan communications:

- Because of our use of a mass email service (Constant Contact) some gmail users will find diocesan emails placed in their *promotions* folder. Some users will find diocesan emails in their spam folders. Please check to ensure you are not missing anything.
- Some users unintentionally unsubscribe from our communication, which prohibits us from adding them back. A process to resubscribe through Constant Contact is required by the recipient.
- Some users will have difficulties with online forms and Paypal payment because their internet browsers will not allow them to open pop-up windows.
- Some parishes have not informed us of email changes, or changes in leadership, to ensure that information is being received.

Please contact Karmel Puzzuoli, Communications Assistant to the Bishop, if you have questions about receiving diocesan communications and forms at kpuzzuoli@edwm.org. Also see our website: edwm.org

EDWM Stewardship Committee

Bishop Hougland's charge to the EDWM Stewardship Committee is to assist parishes to grow into a greater appreciation of what stewardship means. The task is changing our understanding of stewardship from the short-term pledge drive intended to raise money, to a year-round lifestyle response to the innumerable blessings we receive from God. To be sure, fund-raising and budget concerns are still important, but it is only one of many parts of stewardship. Care for God's Creation in the form of our planet, Care for Others less fortunate, Inviting Others to Join Us (Evangelizing) and feeding the hungry are examples.

Two excellent resources are immediately available. The first is The Episcopal Network for Stewardship (TENS). There is an abundance of material available to download from that website by clicking on the TENS tab on the EDWM website. All parishes have access by entering the User name: living and the password: generously.

A second resource the Committee has discussed is a book, *Bounty* by Kristine Miller and Scott McKenzie, published by Abingdon Press in 2013. Below are some excerpts from their book that illustrate their message and the Committee's thinking:

Reconsider your stewardship message, moving it from financial to spiritual, from mundane to missional, from painful to inspirational.

Bounty envisions stewardship to be grounded in gratitude, revealed in prayer, lived in faith.

Invite God into the mix: stewardship is not about what we want people to give, but what God wants his people to give.

Invite God into the mix through Gratitude: the first task is to help people realize the many blessings they have received. Instead of distributing line item budgets and pledge cards, begin by distributing Gratitude cards. Ask, "How have you been blessed? What are the gifts in your life for which you are grateful to God?"

Demonstrate congregational gratitude. Instead of doing follow-up calls to people who didn't make a pledge, what about making gratitude calls to those who did?

Publish your list of those who made a pledge (not the amount).

Invite God into the mix through Prayer: Stewardship requires an invitation to a deeper life of prayer and openness to the Spirit of God. Ask, "God, what would you have me do?"

If gratitude reminds us of our blessings and their ultimate source, prayer is our willingness to allow those resources to be used by God. It's easy to believe that good fortune is of our own doing rather than a result of God's blessings.

Invite God into the mix through Faith: Bountiful, generous giving will occur only when pastors and leaders are willing to model what it means to live and give in faith.

On a monthly basis, ask individuals who have stepped out in faith to offer a testimony as to how it has changed their lives in little or big ways. Don't limit this witness to financial giving, but don't exclude financial giving, either.

Eliminate Secrecy Surrounding Money

By talking about money and speaking clearly about its control of our lives, we can begin to put things back into perspective. In society today, we often define success by what we own rather than by who we are. Jesus urged people to become less attached to their stuff and more attached to God.

Make Stewardship Year Round

Don't limit stewardship to the fall season. Some churches choose to focus on one particular area of stewardship per month. For example, January is environmental stewardship, February is stewardship of relationships, March is stewardship of the body, and so on.

Youth Ministries

What a year!



The youth ministries started off with a High School Lenten Retreat held during the second weekend of Lent at St. Timothy's, Richland. The Rev. Joel Turmo, Mr. Jeff Brown, and the Rev. Nurya Love

Parish took the lead, with help from around the diocese.

The Progressive Youth Mission Trip was the next event, occurring right after the summer holidays began. Again the Rev. Turmo and Mr. Brown headed this up with help from youth ministers around the diocese.

Both the Lenten Retreat and the Progressive Mission Trip were in their second annual years. Each saw time for youth to step out of the fast pace of everyday life to connect with God, each other, other parishes, and in the case of the mission trip, the communities the parishes serve. The Lenten Retreat, an opportunity for youth examine the meaning and practices of Lent, is already scheduled for next year. The Progressive Mission Trip will take a hiatus because the focus for 2017 will be the triennial Episcopal Youth Event (EYE).

Episcopal Youth Camp went through a revisioning process this year, beginning with a Ministry Review led by the Rev. Canon William Spaid. About 12 members of the camp leadership came together in a process similar to a mutual ministry review that Canon Spaid has led many times with parishes around the Diocese. Here is the synopsis from this activity:

- We're doing a great job, and even if we changed nothing, it would still be a life-giving, God-filled, amazing week of camp for many people in our Diocese

- We've defined that our overall focus is to develop a community that's Sacrificial, Restorative, and Spirit-filled
- We do a wonderful job creating such a community for the campers, but we can do much better with our staff
- We need to focus on training, mentoring, and handing off responsibility to others, so the community and program will continue to thrive and grow (even with the continual changes of leadership)

From that came a series of leadership training opportunities for the camp staff and a reworking of some of the job descriptions.

Particular attention was paid this year to recruiting the children and youth from Sudanese Grace, Grand Rapids. We had about 12 new campers from that parish. A big thank you to parishes, deaneries, and individuals who contributed for this specific ministry.

Here are the numbers:

Camp Numbers	Senior Camp	Middle Camp	Junior Camp
Campers	34	44	50
Youth Leaders		14	17
Staff Children		3	4
Staff	13	23	20
Total People	47	84	94

222 people were there for 6 days (5 of which we had a daily Eucharist), plus approximately 15 people served for a day. That makes 1125 communicants for the summer.

For 2017, we've revamped the website and will work on full electronic registration. For more information, visit EpiscopalYouthCamp.org

The next event is, of course, youth delegates to our diocesan convention.

And we will be ending the year with a High School Youth Retreat at Camp Tall Turf later this month.

The goals for these two events will be showing young people the breadth, width, and diversity of the larger church.

For more information on upcoming youth events, go to EDWMyouthEvents.blogspot.com.



Looking Ahead

2016

Camp Tall Turf High School Retreat
November 12-13, 2016 Walkerville, MI

St. Nicholas Day Celebration Saturday, December 10, 2016, 10 a.m. – 3 p.m.
Grace Church, Holland All ages welcome.

Open Enrollment for active clergy and lay employees for health insurance
November 7-23, 2016

2017

Confirmation Liturgy - Vigil of our Lord's Baptism
Saturday, January 7th
Church of the Mediator, Harbert

Bishop's Workshop – Grand Rapids
Saturday, February 11th St. Mark's

Bishop's Workshop – Kalamazoo
Saturday, March 4th – St. Luke's

Youth Lenten Retreat – March 4th

Bishop's Workshop – Traverse City
Saturday, April 1st – Grace Church

Confirmation Liturgy – The Great Vigil of Easter
Saturday, April 15th – St. Andrew's, Grand Rapids

Province V Episcopal Church Women Annual Meeting
April 28-30 – St. David's Church, Lansing

Clergy Planning for Tomorrow Conference
May 19-20, 2017
Ann Arbor, MI

Confirmation Liturgy – The Eve of Pentecost
Saturday, June 3rd St. Philip's, Beulah

Episcopal Youth Camp – Senior Cam
(high school age)
June 18-24 Cran-Hill Ranch

Mission Trip to the Dominican Republic
June 17-24, 2017

Episcopal Youth Event – Grades 9-12
July 10-14 – Edmond, Oklahoma

Weekend Camp – All ages & families
July 21-23 Cran-Hill Ranch

Episcopal Youth Camp – Middle School
August 6-12 Camp Newaygo

Episcopal Youth Camp – Elementary School
August 13-19 Camp Newaygo

AMEN Clergy Conference
Mackinac Island October
10-12

143rd EDWM Convention & Confirmation Liturgy
November 3-4, 2017
Radisson Plaza Hotel, Kalamazoo

In Memoriam

Remembering the faithful departed October 1, 2015 – September 30, 2016



St. James Church, Albion

Patricia Marie Gazette
Thomas Lloyd Kalenchick, Jr.
Shirley Bushong
Samuel Stanley Higginbottom
Martha Prescott
Frances Basha
Yale Vaughn
Dorothy Johnson

Church of the Good Shepherd, Allegan

Theodore "Ted" John Lange
Norman Bruce Richards
Margaret Ellen Hayes Sturgis
Merle Cornell

St. Thomas Church, Battle Creek

Gloria Coward Coyle
Helen E. Nichols
Corl Eugene Colles
Mary D. Holcomb
R. Gene Dobbertien

St. Augustine's of Canterbury, Benton Harbor

Diana Mance Harper
David Christian Hart

St. Andrew's Church, Big Rapids

Helen M. Rouman
Kevin Belcher
Edward Houk
Rebecca A. Ruis

St. John's Church, Grand Haven

Susan Lynne Switzer
George Nelson Hill

Frances Lamy Cox
Richard William Swain
Ruth Booth

St. Andrew's Church, Grand Rapids

Sally Louise Crame
Mary Ellen Kadwell
Roger Henry Meyer
Doris J. Mitchell
Frank Donald Cherava
Rith L. Pinder
Christina Maria Lovisa
Stanley Moleski
Michael Curtis Sanders
Christine Ingram
Joanne Witkowski
Tisha Elizabeth Smith

Grace Church, Holland

Robert Borgman
Gladys Woodward
Duane Falor
Gerald Sova
Joy Huttar
Morley Byxbe
David DeKraker
Walter "Jerry" Roper
Jackie VanDuren
Rex Stick, Jr.
Roy Morris Arkie
Pierson Howard
Nyhof David
Raffenaud Stuart
Sharp Kenneth
Helder
Marilyn VanderMolen
Millie Gallaway

Grace Church, Holland, continued ...

Heather Callahan Babcock
Donald Gough
Herbert Olney
Mary Deneff
Cecil Stick
Doris Honor

St. David's Church, Lansing

Junior Gentry
Dakota Gentry
Helen Curry Lee
G. Louise Williams
Glennis Muncie
Sean Robinson
Frances H. Homer
R. Edwin VanderMoere
Russell M. Vine
Raymond L. Albert
Mary Jo Nye
Dolores Jean Tuttle-Strong
Donald Hartwick

Grace Church, Ludington

George Christopher
Ashley Gannett
Phyllis Enyart
Charlotte Shaw

Trinity Church, Marshall

Marian Palmer
Evelyn McClay
John Carroll
Carl Davidson
Margaret Fitch
Marian Johnson

St. Gregory's Church, Muskegon

Dorothy Mosler Blanchard
Devyn Laurel Harris
Martha Ann Craigie
Donald F. Snyder Mark
Arthur Driza Michael T.
Zimmerman

St. Paul's Church, Muskegon

Richard Morgenstern
Nancy Morgenstern

Trinity Church, Niles

Janet Kennedy

St. James Church, Pentwater

Lillian Dorothy Hackey

Emmanuel Church, Petoskey

Nathaniel "Mike" W. Stroup
Reba "Constance" W. Finlayson

St. Timothy's Church, Richland

Robin Barlow
Patricia Rapp
June Hall
James Fish, Sr.

All Saints Church, Saugatuck

Patricia Pera
Richard Tress
Mark Elferdink
David Barton
Dorothy Kohl
Al Frazier

St. Francis of Assisi Church, Shelbyville

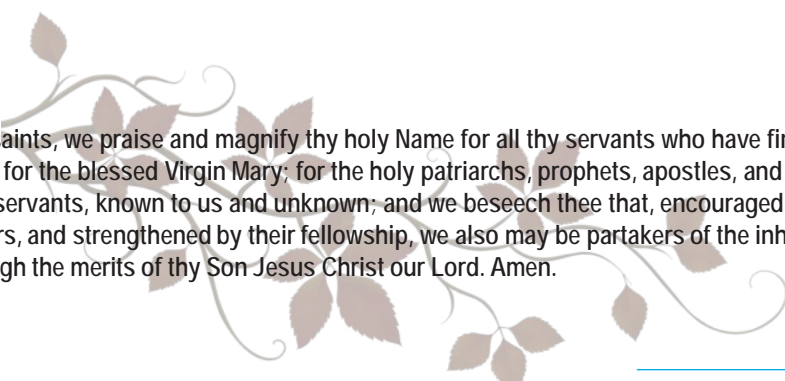
Pat Delaphiano
Robert Burgess

St. John's Church, Sturgis

Gene R. Adams
Phyllis V. Palmer
Sue Ann Adams
James A. Boyden
Peter T. Stutzman

Trinity Church, Three Rivers

John Aronson



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

For our nation



For Sound Government

O Lord our Governor, bless the leaders of our land, that we may be a people at peace among ourselves and a blessing to other nations of the earth.

Lord, keep this nation under your care.

To the President and members of the Cabinet, to Governors of States, Mayors of Cities, and to all in administrative authority, grant wisdom and grace in the exercise of their duties.

Give grace to your servants, O Lord.

To Senators and Representatives, and those who make our laws in States, Cities, and Towns, give courage, wisdom, and foresight to provide for the needs of all our people, and to fulfill our obligations in the community of nations.

Give grace to your servants, O Lord.

To the Judges and officers of our Courts give understanding and integrity, that human rights may be safeguarded and justice served.

Give grace to your servants, O Lord.

And finally, teach our people to rely on your strength and to accept their responsibilities to their fellow citizens, that they may elect trustworthy leaders and make wise decisions for the well-being of our society; that we may serve you faithfully in our generation and honor your holy Name.

For yours is the kingdom, O Lord, and you are exalted as head above all. Amen.

For An Election

Almighty God, to whom we must account for all our powers and privileges: Guide the people of the United States in the election of officials and representatives; that, by faithful administration and wise laws, the rights of all may be protected and our nation be enabled to fulfill your purposes; through Jesus Christ our Lord. *Amen.*



The Episcopal Diocese of Western Michigan
535 S. Burdick, Suite 1 Kalamazoo, MI 49007
ph. 269.381.2710 fax 269.381.7067 edwm.org

The Bishop opened convention at 10:00 a.m. Friday November 4, 2016 with Morning Prayer and then called the convention to Order at 10:16 a.m. Following the announcement of a quorum by Chancellor William Fleener, Jr., and a few brief announcements, the Bishop introduced people on the dais – the Rev. Canon William Spaid, Secretary; Ms Janet MacKenzie, Dispatch of Business; and Mr. William Fleener, Jr., Parliamentarian.

Diocesan staff were also introduced - Canon to the Ordinary & Convention Secretary– Bill Spaid; Bishop's Executive Assistant –Molly Ettwein (not attending); Bishop's Assistant for Children, Youth, and Young Adults- Gennie Callard; Bishop's Assistant for Finance and Benefit Administration– Tammy Mazure; Bishop's Assistant for Communication – Karmel Puzzuoli; Finance Assistant – Catherine Rhodes (not attending); Chancellor - Bill Fleener, Jr.; Pastoral Care and Counseling - Dr. Kenneth Reid (not attending); Treasurer - Ivan Egnatuk; and Dave Croal- Assistant Treasurer.

The Deans of the Diocese were also introduced: Brian Coleman, Eastern – St. Thomas, Battle Creek; Jared Cramer, Lakeshore – St. John's, Grand Haven; Rebecca Crise, St. Joseph – St. Mark's, Paw Paw; and Jim Croom, Grand Valley – Holy Trinity, Wyoming & Holy Spirit, Belmont.

Other introductions included Archdeacon – Marilou Schlotterbeck; Deacon for Millennium Development Goals and Dominican Republic Missions – Beth Drew; and Deacon for Domestic Mission & Jubilee Officer – Cindy Nawrocki.

The Rules of Order were adopted.

There was a motion, with second, to give seat and voice to Chancellor - Bill Fleener, Jr.; Standing Committee Laity who are not delegates, Diocesan Council Laity who are not delegates, clergy serving in congregations who are licensed but not canonically resident, Bishop's Staff, and Lutheran pastors serving Episcopal congregations. Included in the motion was giving seat, voice and vote to all youth delegates present. Motion carried.

The officers of convention were elected: Secretary, William Spaid, EDWM; Registrar, Jane Puvogel, St. Martin's, Kalamazoo; Chancellor, Bill Fleener, Jr., St. David's, Lansing; Treasurer, Ivan Egnatuk, Trinity, Marshall and Assistant Treasurer, David Croal, St. Mark's, Coldwater.

At 10:30 a.m. the Bishop introduced Mike Paulin, chair of nominations and elections, to lead the convention through the balloting and election process.

Elected to a three year term on the Standing Committee are the Rev. Zachariah Char and Ms Judy Fleener.

Elected in canonical order as clergy deputies to the General Convention of the Episcopal Church to be held in July 2018 in Austin, Texas are the Rev'ds. William Spaid, Brian Coleman, Anne Schnaare and Nurya Love Parish. Clergy alternates to the General Convention are The Rev'ds. Jared Cramer, Cindy Nawrocki and Paula Durren.

Elected in canonical order as lay deputies to the General Convention of the Episcopal Church to be held in July 2018 in Austin, Texas are William Fleener, Jr., St. David's, Lansing; Anne Davidson, St. Mark's, Coldwater; Thomas W. Perrin, St. Martin's, Kalamazoo; and Mary Wylie Simpson, St. Andrew's, Grand Rapids. Lay alternates to the General Convention are Pamela Chapman, St. Philip's, Grand Rapids; Barbara J. Kelly, St. Philip's, Beulah; and Amanda Henes, St. Mark's, Grand Rapids.

Balloting concluded at 10:50. Following the balloting the Bishop introduced new Clergy and changes in the Diocese since the last regular Convention in **November, 2015**

• ***Retirements***

Pam Sten, Trinity, Niles, November, 2015
Mary Frens, St. Mark's, Newaygo, June, 2016
William Whiting, Emmanuel, Hastings, June 2016
Paul Brisbane who **really** retired, Resurrection, Battle Creek, July 2016

• ***Ordinations***

BJ Heyboer, St. Andrew's, Grand Rapids, Transitional Deacon June 11, 2016
Sister Diane Stier, St. John's, Mt. Pleasant, Transitional Deacon, October 23, 2016

• ***Resignations***

Daniel Richards, Grace, Traverse City
Carlton Kelley, St. Paul's, Dowagiac
William Fleener Sr. who completed an interim at St. John's, Fremont

• ***New Calls***

BJ Heyboer, St. Mark's, Newaygo & St. John's, Fremont, July, 2016
Jodi Baron, St. Philip's, Beulah, August, 2016
Christian Baron, St. Philip's, Beulah, August, 2016

• ***Other Changes in the diocese***

Carlton Kelley, Interim Rector – Grace, Traverse City
Everett Klein, serving at Holy Trinity, Manistee
ELCA Pastor-Chris Anderson, priest-in-charge at St. Gregory's, Muskegon
ELCA Pastor-David Keller, priest-in-charge at St. John's, Charlotte
Deacon John Pinzon, at St. John's, Grand Haven (transitional deacon)

• ***Deaths***

Jack Van Hooser, May, 2016
[Robert McDougall-licensed in EDWM, Diocese of Michigan, November, 2015]

The Bishop introduced postulants and encouraged congregations to be generous in their support of our seminarians in a vulnerable time of their lives. Seminarians present at Convention were Nick Phares, Peter Homeyer, Radha Deitenbeck Kaminsky, and the Rev. Lily Marx.

At 10:55 convention took a brief recess to reconvene at 11:10 for the Bishop's Address

The Bishop's Address focused on the many outreach ministries of our various congregations. The transcript of his remarks will be published elsewhere in the journal. The Bishop concluded his remarks about noon. There were several brief housekeeping announcements and then the Bishop officiated at Noonday Prayer with a special observation for those listed *In Memoriam* in the convention program. Convention recessed for lunch about 12:15.

The Bishop reconvened convention at 1:15, and introduced the Rev. Eric Law, founder and executive director of the Kaleidoscope Institute, who was our keynote speaker. Fr. Law works to promote inclusive and sustainable churches and communities. He led the convention through several exercises focused on *Holy Currencies* including currencies of Time and Place, Gracious Leadership, Relationships, Truth, Wellness, and Money.

Following the first of Fr. Law's presentations, convention took a short break and reconvened at 2:30 and affirmed by acclamation the deanery elections to Diocesan Council:

Lakeshore: Phil Stoffan, Deanery Chair, St. Paul's, Muskegon

Lakeshore clergy representative: the Rev. Val Ambrose, Grace, Holland

Grand Valley clergy representative: the Rev. Cindy Nawrocki, St. Andrew's, Grand Rapids

Eastern clergy representative: the Rev. David Pike, St. David's, Lansing

St. Joseph clergy representative: the Rev. Linnea Stifler, St. Martin's, Kalamazoo and St Francis, Orangeville

Traverse: Barbara J Kelly, St. Philip's, Beulah

The Bishop introduced diocesan treasurer Ivan Egnatuk who moved the adoption of the proposed budget. There was a second and then Tammy Mazure, Assistant to the Bishop for Business and Finance, was introduced to talk about the formulation of the budget and to answer any questions.

During the budget discussion Tammy and Dave Croal spoke to the work of apportionment review committee, the congregational development fund and St. Michael's Fund. It was noted that not many applications have been received and people were encouraged to think of applying.

Tammy announced the Clergy Planning for Tomorrow May 19-20, 2017.

Fr. Michael Ryan asked a question about criteria for the grants. Tammy clarified that parishes need to be paying their full apportionment or the amount negotiated by the Apportionment Review Committee.

Seeing no one at the microphones, the Bishop called for adoption of the budget. The budget was approved by convention.

Point of Order:

The Rev. Michael Ryan chair COM – raised a question regarding the budget voting procedure and expressed concern for reimbursement of mileage which was clarified by the chancellor.

Question:

Michael Ryan asked whether the mileage rate for laity volunteers in the budget was withdrawn, and could it be put back in the budget. The chancellor ruled that convention would need to vote to approve reopening the budget.

The Rev. Michael Ryan moved to reopen the budget for discussion. The Rev. Jared Cramer supported the Motion. Following discussion and a vote the budget was reopened for discussion.

Michael Ryan then moved that we move \$2500 from \$10,000 excess on line 236 (and return it to line 125) to be used for mileage for laity on diocesan business. After further discussion the motion was approved.

The Bishop then asked for approval of the amended budget; there was a vote by voting cards, and the budget as amended was approved.

The Bishop invited the Rev. Jen Adams to present the report on the Restructure of the Diocese. Jen introduced members: Jill Budzinski, Stephen Holmgren, Brian Coleman, Freeman Gilbert, Bill Fleener, Jr. and Connie Remenschneider, consultant.

Jen highlighted the report (see Report to 142nd Diocesan Convention EDWM Structure Team) and opened the floor for questions and comments. Convention was given ten minutes for table discussions with written questions from the restructure team. The team requested that these forms be completed and turned in. Following the discussion the Rev. Brian Coleman expressed the team's thanks to Jen Adams for her work as chair. The Rev. Jared Cramer moved that convention accept and affirm the report. Following clarification from the Bishop that "accept" means the convention will receive the report, the motion was carried.

The Bishop declared a ten minute break, and following the break he welcomed the Rev. Eric Law for his second presentation. After the presentation a number of announcements were made and the Bishop recessed the convention until the third business session on Saturday afternoon.

The Convention Eucharist and Confirmation was held Saturday morning, November 5, at St. Thomas' Church in Battle Creek. After the liturgy and luncheon at McCamly Plaza, the Bishop called the convention to order at 1:15 p.m. with a thank you to the hotel staff for their excellent service. He also thanked Ms Joanie Smith for her hard work coordinating the details of convention.

A brief video highlighting the Pine Ridge Mission trip was shown.

The Bishop introduced the Rev. Wayne Nicholson, chair of the resolutions committee, to present resolutions and move their adoption.

The Resolutions Committee (the Revs. Sue York, William Whiting, and Wayne Nicholson) recommended a substitute resolution for the Resolution 1 in the Convention Booklet on Supply Clergy Compensation. The substitute reads:

Resolved that this 142nd convention of the Episcopal Diocese of Western Michigan ask the Canon to the Ordinary to appoint a committee to examine compensation to supply clergy and to recommend by June 1 of next year to Bishop and Diocesan Council the minimum standards of compensation to be considered at our next convention. Furthermore this committee shall consist of 2 active clergy, one retired clergy who has performed this ministry, and two lay people.

Convention approved the substitute resolution for debate. There was discussion and the substitute resolution was approved.

Wayne continued with the courtesy resolutions. These resolutions are appended to the end of the minutes.

The Bishop introduced the Rev. Eric Law for his third presentation.

Ms Joan Smith announced that the 143rd Diocesan Convention will be held November 3 and 4, 2017 at the Radisson Hotel in Kalamazoo, MI.

The Bishop thanked the following people for completing their terms of service on the Standing Committee: the Rev. Patrick Finn, Mr. Brian Tillman; the Diocesan Council: Mr. David Hawley-Lowry, the Revs. Bonnie Edwards, Joel Turmo, Michael Wernick, and Jodi Baron; and on the Commission on Ministry: Mr. James DeGoede and the Rev. Anne Schnaare.

The Bishop closed the convention with a prayer and the convention was adjourned at 3:01 p.m.

Respectfully submitted,

The Rev. Canon William Spaid
Secretary of Convention

Courtesy Resolutions 2016

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan offers its appreciation to the management and staff of McCamly Plaza for their hospitality; to Joan Smith, to the parish of St. Thomas and the Very Rev. Brian Coleman and Dr. Stephen White for today's inspired and uplifting Eucharistic celebration.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Robert R. Gepert, eighth Bishop of the Diocese of Western Michigan and his wife Anne Labat-Gepert.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Edward L. Lee, seventh Bishop of the Diocese of Western Michigan and his wife Kathryn.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to Mrs. Marjorie Bennison, wife of the late Rt. Rev. Charles E. Bennison, fifth Bishop of the Diocese of Western Michigan.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to The Rt. Rev. Todd Ousley, Bishop of the Diocese of Eastern Michigan; The Rt. Rev. Wendell N. Gibbs, Jr., Bishop of the Diocese of Michigan; The Rt. Rev. Rayford Ray, Bishop of the Diocese of Northern Michigan; and The Rt. Rev. Julio Cesar Holguin, Obispo de la Iglesia Episcopal Dominicana and Moisés Quezada Moto, Obispo Coadjutor .

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings and warm wishes to The Most Rev. Michael B. Curry, Presiding Bishop, and prayers for his ministry to, on behalf of, and among us.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to The Most Rev'd Dr Justin Welby, and prayers for his ministry to our diverse Communion.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan express its thanks to The Rev. Eric H.F. Law for reminding us that our relationship with God in Christ rests upon our relationships with all God's children. *All* God's children.

And finally, last but certainly not least, be it resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan extends our thanks to Jane Puvogel, Register of Convention, Musette el Mohammed, - former Dispatcher of Business and current convention registration coordinator, and to Bill and Kay Hanson - convention registration volunteers. For many years they have gracefully and cheerfully put in countless hours before and during Convention assisting the lost and the late, and welcoming those who actually do things on time.

Resolutions - EDWM 142

Submission Date

2016-08-04 13:47:33

Subject of this Resolution

Raising Supply Clergy Compensation Guidelines

**Originator: your name,
committee or group**

The Rev. William Whiting

Rationale:

It appears that most supply priests have many years experience and are very conscientious about their work. To write a sermon, drive to a parish, and preside at the liturgy(ies) takes at least 7 hours. To pay a priest \$125 plus mileage for presiding at one Holy Eucharist amounts to approximately \$17 per hour, which in some states is barely more than minimum wage. This issue is a matter of fair compensation for experience and work done.

**E-mail of Person Submitting
Resolution**

williamrwhiting@comcast.net

EPISCOPAL DIOCESE OF WESTERN MICHIGAN
FINANCIAL STATEMENTS AND INDEPENDENT AUDITORS' REPORT
For the Years Ended December 31, 2015 and 2014

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SEBER TANS, PLC

CONSULTANTS & CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITORS' REPORT

To the Executive Council
Episcopal Diocese of Western Michigan

We have audited the accompanying financial statements of the Episcopal Diocese of Western Michigan (a Michigan nonprofit organization) which comprise the statements financial position as of December 31, 2015 and 2014, and the related statements of activities, cash flows, and functional expenses for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Episcopal Diocese of Western Michigan as of December 31, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.



Seber Tans, PLC
Kalamazoo, Michigan

September 23, 2016

Episcopal Diocese of Western Michigan
Statements of Financial Position
December 31, 2015 and 2014

	2015		
	Unrestricted	Temporarily Restricted	Total
ASSETS			
Current Assets			
Cash and cash equivalents	\$ 56,787	\$ 141,309	\$ 198,096
Investments	3,066,571	207,076	3,273,647
Pledges receivable	49,130	-	49,130
Other receivables	9,598	-	9,598
Prepaid expenses	16,810	-	16,810
Total Current Assets	<u>3,198,896</u>	<u>348,385</u>	<u>3,547,281</u>
Noncurrent Assets			
Assets held for parish development	<u>640,000</u>	<u>-</u>	<u>640,000</u>
Net Property and Equipment	<u>45,789</u>	<u>-</u>	<u>45,789</u>
Total Assets	<u>\$ 3,884,685</u>	<u>\$ 348,385</u>	<u>\$ 4,233,070</u>
LIABILITIES AND NET ASSETS			
Current Liabilities			
Accounts payable	\$ 9,772	\$ -	\$ 9,772
Deferred revenue	1,980	-	1,980
Deposits held for others	69,551	-	69,551
Current maturities of long-term obligations	6,586	-	6,586
Total Current Liabilities	<u>87,889</u>	<u>-</u>	<u>87,889</u>
Long-term obligations, net of current maturities	<u>172,589</u>	<u>-</u>	<u>172,589</u>
Total Liabilities	<u>260,478</u>	<u>-</u>	<u>260,478</u>
Net Assets			
Unrestricted			
Designated for religious and and social welfare programs	368,751	-	368,751
Designated for youth and young adult ministries	248,387	-	248,387
Designated for parish development	413,646	-	413,646
Undesignated	2,593,423	-	2,593,423
Total Unrestricted	<u>3,624,207</u>	<u>-</u>	<u>3,624,207</u>
Temporarily Restricted	<u>-</u>	<u>348,385</u>	<u>348,385</u>
Total Net Assets	<u>3,624,207</u>	<u>348,385</u>	<u>3,972,592</u>
Total Liabilities and Net Assets	<u>\$ 3,884,685</u>	<u>\$ 348,385</u>	<u>\$ 4,233,070</u>

See Accompanying Notes to Financial Statements

2014		
Unrestricted	Temporarily Restricted	Total
\$ 117,922	\$ 147,857	\$ 265,779
3,209,617	218,368	3,427,985
38,864	-	38,864
780	-	780
9,960	-	9,960
<u>3,377,143</u>	<u>366,225</u>	<u>3,743,368</u>
 345,000	 -	 345,000
 54,250	 -	 54,250
<u>\$ 3,776,393</u>	<u>\$ 366,225</u>	<u>\$ 4,142,618</u>
 \$ 17,458	 -	 \$ 17,458
11,089	-	11,089
6,288	-	6,288
<u>34,835</u>	<u>-</u>	<u>34,835</u>
 105,055	 -	 105,055
 179,797	 -	 179,797
<u>319,687</u>	<u>-</u>	<u>319,687</u>
 411,493	 -	 411,493
274,799	-	274,799
429,745	-	429,745
2,340,669	-	2,340,669
<u>3,456,706</u>	<u>-</u>	<u>3,456,706</u>
 -	 366,225	 366,225
<u>3,456,706</u>	<u>366,225</u>	<u>3,822,931</u>
<u>\$ 3,776,393</u>	<u>\$ 366,225</u>	<u>\$ 4,142,618</u>

Episcopal Diocese of Western Michigan
Statements of Activities
For the Years Ended December 31, 2015 and 2014

	2015		
	Unrestricted	Temporarily Restricted	Total
Support and Revenue			
Contributions:			
Parish pledges	\$ 906,143	\$ -	\$ 906,143
Other	300,867	42,040	342,907
Fees	63,273	-	63,273
Local grants	29,504	-	29,504
Other	28,097	-	28,097
Investment income (loss)	(13,300)	(2,252)	(15,552)
Total Support and Revenue	<u>1,314,584</u>	<u>39,788</u>	<u>1,354,372</u>
Net Assets Released From			
Restrictions	<u>57,628</u>	<u>(57,628)</u>	<u>-</u>
Total Support, Revenue and Reclassifications	<u>1,372,212</u>	<u>(17,840)</u>	<u>1,354,372</u>
Expenses			
Program services			
Office of the Bishop	389,098	-	389,098
Commissions and Committees	19,588	-	19,588
Episcopal Church Pledge	184,347	-	184,347
Congregational Development	36,489	-	36,489
Children, Youth and Young Adult Ministries	190,655	-	190,655
Social Justice Ministries	65,377	-	65,377
Supporting services			
Management and general	319,157	-	319,157
Total Expenses	<u>1,204,711</u>	<u>-</u>	<u>1,204,711</u>
Increase (Decrease) in Net Assets	167,501	(17,840)	149,661
Net assets at beginning of year	<u>3,456,706</u>	<u>366,225</u>	<u>3,822,931</u>
Net Assets at End of Year	<u>\$ 3,624,207</u>	<u>\$ 348,385</u>	<u>\$ 3,972,592</u>

See Accompanying Notes to Financial Statements

2014		
Unrestricted	Temporarily Restricted	Total
\$ 864,988	\$ 25,444	\$ 890,432
60,249	-	60,249
36,808	43,728	80,536
21,894	-	21,894
1,376	-	1,376
165,563	9,277	174,840
<u>1,150,878</u>	<u>78,449</u>	<u>1,229,327</u>
 50,614	 (50,614)	 -
<u>1,201,492</u>	<u>27,835</u>	<u>1,229,327</u>
 391,134	 -	 391,134
17,885	-	17,885
170,889	-	170,889
931	-	931
194,612	-	194,612
66,568	-	66,568
291,634	-	291,634
<u>1,133,653</u>	<u>-</u>	<u>1,133,653</u>
 67,839	 27,835	 95,674
<u>3,388,867</u>	<u>338,390</u>	<u>3,727,257</u>
<u>\$ 3,456,706</u>	<u>\$ 366,225</u>	<u>\$ 3,822,931</u>

Episcopal Diocese of Western Michigan
Statements of Cash Flows
For the Years Ended December 31, 2015 and 2014

	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ 149,661	\$ 95,674
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	8,461	8,461
Non-cash Parish contribution	(295,000)	-
In-kind contributions of debt payments	(6,910)	(5,981)
Realized and unrealized (gain) loss on investments	15,552	(174,840)
Changes in:		
Receivables	(19,084)	(9,997)
Prepaid expenses	(6,850)	(3,700)
Accounts payable and accrued expenses	(7,686)	(14,716)
Deferred revenue	(9,109)	10,074
Net Cash Used in Operating Activities	<u>(170,965)</u>	<u>(95,025)</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of investment securities	(39,950)	(54,697)
Proceeds from sale of investment securities	178,736	96,043
Net Cash Provided by Investing Activities	<u>138,786</u>	<u>41,346</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Payment on long-term obligations	-	(121,936)
Decrease in deposits and long term obligations held for others	(35,504)	(3,269)
Net Cash Used in Financing Activities	<u>(35,504)</u>	<u>(125,205)</u>
Net Decrease in Cash and Cash Equivalents	(67,683)	(178,884)
Cash and cash equivalents at beginning of year	<u>265,779</u>	<u>444,663</u>
Cash and Cash Equivalents at End of Year	<u>\$ 198,096</u>	<u>\$ 265,779</u>

See Accompanying Notes to Financial Statements

**Episcopal Diocese of Western Michigan
Statement of Functional Expenses
For the Year Ended December 31, 2015**

	Program Services							Supporting Services	
	Office of the Bishop	Commissions and Committees	Episcopal Church Pledge	Congregational Development	Children, Youth and Young Adult Ministries	Social Justice Ministries	Management and general		Total
Compensation and related expenses									
Compensation	\$ 251,686	\$ -	\$ -	\$ -	\$ 50,020	\$ -	\$ 77,432	\$	\$ 379,138
Health insurance	29,429	-	-	-	10,170	-	3,761		43,360
Pension	41,751	-	-	-	4,547	-	5,797		52,095
Payroll taxes and workers compensation	-	-	-	-	3,719	-	9,801		13,520
	322,866	-	-	-	68,456	-	96,791		488,113
Communications	-	-	-	-	-	-	29,606		29,606
Contracted services	1,775	-	-	-	-	2,654	2,355		6,784
Donations and grants	12,981	-	184,347	-	-	62,638	-		259,966
Dues and fees	-	-	-	-	-	-	2,721		2,721
Property insurance	-	-	-	-	-	-	5,791		5,791
Office supplies	-	-	-	-	-	-	7,054		7,054
Postage and shipping	-	-	-	-	-	-	1,212		1,212
Professional fees	6,280	-	-	-	-	-	33,578		39,858
Rent	-	-	-	-	840	-	36,050		36,890
Repairs and maintenance, building	-	-	-	-	-	-	4,160		4,160
Repairs and maintenance, Resurrection Garden	-	-	-	-	-	-	1,200		1,200
Search/transition	-	-	-	-	-	-	-		-
Supplies	-	-	-	-	-	-	2,466		2,466
Training, committees and conferences	5,485	19,040	-	35,558	2,537	-	21,839		84,459
Telephone	-	-	-	-	-	-	10,432		10,432
Travel	28,870	-	-	-	612	-	3,304		32,786
Youth and young adult ministries	-	-	-	-	116,941	-	-		116,941
Depreciation	3,300	338	-	931	1,269	85	2,538		8,461
Other	7,541	210	-	-	-	-	52,272		60,023
Total	\$ 389,098	\$ 19,588	\$ 184,347	\$ 36,489	\$ 190,655	\$ 65,377	\$ 319,157	\$	\$ 1,204,711

See Accompanying Notes to Financial Statements

**Episcopal Diocese of Western Michigan
Statement of Functional Expenses
For the Year Ended December 31, 2014**

	Program Services						Supporting Services	
	Office of the Bishop	Commissions and Committees	Episcopal Church Pledge	Congregational Development	Children, Youth and Young Adult Ministries	Social Justice Ministries	Management and general	Total
Compensation and related expenses								
Compensation	\$ 246,367	\$ -	\$ -	\$ -	\$ 46,624	\$ -	\$ 69,296	\$ 362,287
Health insurance	38,769	-	-	-	10,206	-	7,588	56,563
Pension	40,957	-	-	-	3,881	-	5,801	50,639
Payroll taxes and workers compensation	-	-	-	-	3,432	-	9,415	12,847
	326,093	-	-	-	64,143	-	92,100	482,336
Communications	-	-	-	-	-	-	26,953	26,953
Contracted services	1,740	-	-	-	-	20,920	3,698	26,358
Donations and grants	14,760	-	170,889	-	-	45,563	-	231,212
Dues and fees	-	-	-	-	-	-	1,550	1,550
Property insurance	-	-	-	-	-	-	5,553	5,553
Office supplies	-	-	-	-	-	-	7,701	7,701
Postage and shipping	-	-	-	-	-	-	1,364	1,364
Professional fees	7,684	-	-	-	-	-	41,381	49,065
Rent	-	-	-	-	840	-	35,421	36,261
Repairs and maintenance, building	-	-	-	-	-	-	4,160	4,160
Repairs and maintenance, Resurrection	-	-	-	-	-	-	1,200	1,200
Search/transition	789	-	-	-	-	-	-	789
Supplies	-	-	-	-	-	-	7,141	7,141
Training, committees and conferences	4,544	16,892	-	-	2,852	-	28,237	52,525
Telephone	-	-	-	-	-	-	6,937	6,937
Travel	26,031	-	-	-	297	-	4,150	30,478
Youth and young adult ministries	-	-	-	-	125,211	-	-	125,211
Depreciation	3,300	338	-	931	1,269	85	2,538	8,461
Other	6,193	655	-	-	-	-	17,398	24,246
Total	\$ 391,134	\$ 17,885	\$ 170,889	\$ 931	\$ 194,612	\$ 66,568	\$ 291,634	\$ 1,133,653

See Accompanying Notes to Financial Statements

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies

Diocese Purpose

The Episcopal Diocese of Western Michigan (Diocese) was organized to assist member parishes in development and maintenance of the doctrine, discipline and worship of the Episcopal Church, through leadership and representation, and the marshaling of resources to carry out programs and activities at the local level and beyond. A summary of the significant accounting policies applied in the preparation of the accompanying financial statements follows.

Basis of Presentation

The financial statements of the Diocese have been prepared on the accrual basis of accounting. Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Diocese and changes therein are classified and reported as follows:

Unrestricted net assets are not subject to donor-imposed restrictions.

Temporarily restricted net assets are subject to donor-imposed restrictions that may or will be met, either by the actions of the Diocese and/or the passage of time. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the use of management's estimates. These estimates affect the amounts reported in the financial statements and the disclosures provided. Actual results may differ from management's estimates.

Cash and Cash Equivalents

The Diocese considers all certificates of deposit with a maturity of three months or less to be cash equivalents. Certificates of deposit with original maturities of greater than three months are considered investments. Cash and cash equivalents does not include cash held by investment managers that has been designated for investment.

Accounts Receivable

Accounts receivable represent parish pledges and are due and payable within one year. Accounts receivable are reviewed periodically to determine amounts which are potentially uncollectable. After reasonable attempts to collect a receivable have been unsuccessful, the amount is written off.

Financial Instruments

The Diocese's financial instruments consist of cash balances, marketable securities, accounts receivable, pledges receivable, accounts payable, and notes payable. The Diocese's estimates of fair value approximate their carrying amounts as of December 31, 2015 and 2014.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies (Continued)

Revenue Recognition

The Diocese records appropriations, grants, and earned revenues on an accrual basis. The Diocese records as revenue in the period received the following types of unconditional contributions at their fair value: cash, promises to give (pledges), certain contributed services and gifts of long-lived and other assets, including the gift of parish properties when a parish goes out of existence or can no longer support the property. Conditional contributions are recognized as revenue when the conditions on which they depend have been substantially met. Substantially all of the Diocese's appropriations and grants are considered to be contributions for purposes of applying revenue recognition policies. Contributions are recorded net of estimated uncollectible amounts.

Revenue received but not earned at the balance sheet date is reported as deferred revenue.

Public Support and Revenue

Grants and other contributions of cash and other assets are reported as temporarily restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Investments and Investment Income

The Diocese maintains investments, which it pools with monies from local parishes, and invests with a third-party investment manager. Investment transactions shown in the Statement of Cash Flows reflect gross sales and purchases made by the investment manager during the year.

Investments are stated at fair value pursuant to the requirements of the *Fair Value Measurements and Disclosures Topic* of the FASB Codification. Adjustments to the fair value of investments are recorded in earnings.

Gains and losses on disposition are accounted for on a specific identification basis. Net realized and unrealized gains and losses are included in the statement of activities.

Prepaid Expenses

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies (Continued)

Assets Held for Parish Development

The Diocese regularly helps local congregations establish or expand their parishes. At times, this process will cause the Diocese to own real property. Real property consists of Parish buildings and real estate. The Parish buildings are not being depreciated. They are evaluated for impairment whenever events or changes in circumstances indicate that the carrying value may not be recoverable. See Note G.

Property and Equipment

Property and equipment are recorded at cost when purchased or estimated fair value on the date donated. Property and equipment are assets with an initial cost or fair value of more than \$1,000 and an estimated useful life in excess one year. Depreciation is provided to relate the cost of depreciable assets to operations over their estimated service lives utilizing the straight-line method.

Volunteers

A number of volunteers, including the members of the Diocesan Council, have made significant contributions of time to the Diocese's policy-making, program and support functions. The value of this contributed time does not meet the criteria for recognition of contributed services contained in the *Not-for-Profit Revenue Recognition Topic* of the FASB codification, and accordingly, is not reflected in the accompanying financial statements.

Functional Expenses

The cost of providing the various programs and other activities has been summarized on a functional basis in the Statements of Functional Expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited based on management's analysis and estimates.

Description of Activities

Below is a summary of the program services administered by the Diocese.

Office of the Bishop - includes the activities of the Bishop, his support staff, Transition Ministries and the Canon to the Ordinary.

Commission and Committees - provides education and support for seminarians, postulants, and all clergy in the Diocese.

Episcopal Church Pledge - provides financial support for the mission and ministry of the Episcopal Church.

Congregational Development – supports the staff that provides support and growth opportunities to the congregations in the Diocese. It also provides financial support for new church starts.

Children, Youth & Young Adult Ministries - provides for youth camps, other youth and young adult programs, support for camp and youth programs held in the diocese.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies (Continued)

Social Justice Ministries – provides financial support to programs for Episcopal Relief and Development, millennium development goals, mission trips, health ministry and the elimination of racism.

Tax Status

The Diocese is exempt from federal income tax under Internal Revenue Code Section 501(c)(3).

NOTE B – Concentrations of Credit Risk

Financial instruments that potentially subject the Diocese to concentrations of credit risk consist of bank balances that at times exceed federally insured limits. At December 31, 2015 and 2014, there were no uninsured bank balances. Investments subject the Diocese to credit risk and market risk and are subject to changes in fair value resulting from market and economic factors.

NOTE C – Net Asset Restrictions

Temporarily restricted net assets are available for the following purposes:

	2015	2014
Deacon Outreach Project	\$ 500	\$ 500
Canon Discretionary Fund	1,068	450
Bishop's Discretionary Fund	1,719	2,990
Deacon's Discretionary Fund	3,769	2,970
Dominican Republic Building Fund	122,271	137,072
Max Phares Memorial	1,816	1,816
Domestic Mission Fund	6,574	8,281
Cursillo Fund	2,824	4,281
CDI Training	10,289	-
Jarvis Fund	1,332	1,351
Waddell Fund-Seminarian Support	164,173	174,864
Helen James Fund	3,861	3,861
Parish Church Residual	14,714	14,714
ECW - Mary Powers Fund	13,475	13,075
	<u>\$ 348,385</u>	<u>\$ 366,225</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE D – Investments

Investments are stated at fair value and consist of money market funds, certificates of deposit, corporate bonds and notes, and equity securities. Fair values and unrealized appreciation (depreciation) at December 31, 2015 and 2014 are summarized as follows:

	2015		
	Cost	Fair Value	Unrealized Appreciation (Depreciation)
Money market funds	\$ 331,759	\$ 331,759	\$ -
Certificate of deposit	406,115	407,236	1,121
Corporate bonds and notes	181,879	177,373	(4,506)
Equities	1,755,307	2,357,279	601,972
	<u>\$ 2,675,060</u>	<u>\$ 3,273,647</u>	<u>\$ 598,587</u>
	2014		
	Cost	Fair Value	Unrealized Appreciation
Money market funds	\$ 97,104	\$ 97,104	\$ -
Certificate of deposit	654,927	654,911	(16)
Corporate bonds and notes	255,326	253,313	(2,013)
Equities	1,539,624	2,422,657	883,033
	<u>\$ 2,546,981</u>	<u>\$ 3,427,985</u>	<u>\$ 881,004</u>

The following schedule summarizes the investment return and its classification in the statements of activities for the years ended December 31, 2015 and 2014:

	2015		
	Unrestricted	Temporarily Restricted	Total
Interest and dividends	\$ 41,035	\$ 1,514	\$ 42,549
Realized gain and unrealized appreciation (depreciation)	(54,335)	(3,766)	(58,101)
	<u>\$ (13,300)</u>	<u>\$ (2,252)</u>	<u>\$ (15,552)</u>
	2014		
	Unrestricted	Temporarily Restricted	Total
Interest and dividends	\$ 34,418	\$ 168	\$ 34,586
Realized gain and unrealized appreciation	131,145	9,109	140,254
	<u>\$ 165,563</u>	<u>\$ 9,277</u>	<u>\$ 174,840</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE D – Investments (Continued)

The Diocese invests in various investment securities. Investment securities are exposed to various risks such as interest rates, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect investment account balances and the amounts reported in the financial statements. Additionally, the Diocese is exposed to custodial risk. All investments are managed by one custodial investment advisory firm.

NOTE E – Fair Value Measurements

The *Fair Value Measurements and Disclosure Topic* of the FASB Codification establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Diocese has the ability to access.
- Level 2 Inputs to the valuation methodology include:
- quoted prices for similar assets or liabilities in active markets;
 - quoted prices for identical or similar assets or liabilities in inactive markets;
 - inputs other than quoted prices that are observable for the asset or liability;
 - inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement. The Diocese does not have any Level 3 assets.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

The Diocese's Level 1 marketable securities consist of certificates of deposit, money market accounts, and equity securities and are valued using a market approach based on quoted prices from transactions in active exchange markets.

The Diocese's Level 2 marketable securities consist of corporate bonds. The Diocese's Level 2 marketable securities values are determined using prices for recently traded financial instruments with similar underlying terms as well as directly or indirectly observable inputs, such as interest rates and yield curves that are observable at commonly quoted intervals.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE E – Fair Value Measurements (Continued)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2015:

	Total	Quoted Prices in Active Markets (Level 1)	Prices with Other Observable Inputs (Level 2)	Prices with Unobserv- able Inputs (Level 3)
Cash and cash equivalents	<u>\$ 198,096</u>	<u>\$ 198,096</u>	<u>\$ -</u>	<u>\$ -</u>
Investments (marketable securities):				
Certificates of deposits	407,236	407,236	-	-
Money market accounts	331,759	331,759	-	-
Equities	2,357,279	2,357,279	-	-
Corporate bonds	<u>177,373</u>	<u>-</u>	<u>177,373</u>	<u>-</u>
Total Investments	<u>3,273,647</u>	<u>3,096,274</u>	<u>177,373</u>	<u>-</u>
Totals	<u><u>\$ 3,471,743</u></u>	<u><u>\$ 3,294,370</u></u>	<u><u>\$ 177,373</u></u>	<u><u>\$ -</u></u>

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2014:

	Total	Quoted Prices in Active Markets (Level 1)	Prices with Other Observable Inputs (Level 2)	Prices with Unobserv- able Inputs (Level 3)
Cash and cash equivalents	<u>\$ 265,779</u>	<u>\$ 265,779</u>	<u>\$ -</u>	<u>\$ -</u>
Investments (marketable securities):				
Certificates of deposits	654,911	654,911	-	-
Money market accounts	97,104	97,104	-	-
Equities	2,422,657	2,422,657	-	-
Corporate bonds	<u>253,313</u>	<u>-</u>	<u>253,313</u>	<u>-</u>
Total Investments	<u>3,427,985</u>	<u>3,174,672</u>	<u>253,313</u>	<u>-</u>
Totals	<u><u>\$ 3,693,764</u></u>	<u><u>\$ 3,440,451</u></u>	<u><u>\$ 253,313</u></u>	<u><u>\$ -</u></u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE F – Property and Equipment

Property and equipment as of December 31, 2015 and 2014 consists of the following:

	2015	2014
Building	\$ 63,000	\$ 63,000
Office equipment	45,037	45,037
Vehicles	58,685	58,685
	166,722	166,722
Less accumulated depreciation	(127,933)	(119,472)
	38,789	47,250
Land	7,000	7,000
	<u>\$ 45,789</u>	<u>\$ 54,250</u>

NOTE G – Assets Held for Parish Development

Assets held for Parish Development consist of two Parish building and adjoining real estate: one Parish is located in Belmont, Michigan the other Parish is located in Muskegon, Michigan. The Diocese acquired the Belmont, Michigan Parish in 2005 and the Muskegon, Michigan Parish in 2015.

In July 2005, the Diocese purchased a property in Belmont, Michigan for \$460,000 with a down payment of \$20,000 donated by the local parish and a bank note payable. In 2013, the Diocese obtained an appraisal that indicated a fair value of \$345,000. The Diocese adjusted the recorded amount of the property to the appraised value and recorded a loss of \$115,000 in 2012. The Diocese will hold title to the Belmont, Michigan property until the Parish is financially stable and can take over the loan obligation. The parish is currently funding the payments on the associated bank note. The Parish's payments are recorded as contribution income in the Diocese financial statements. The Diocese did not receive any other income or pay any other expenses on the property in 2015 or 2014.

In June 2015, the Muskegon, Michigan Parish closed. At that time, the Diocese took possession of the property. An appraisal was obtained that indicated a fair value of \$295,000. The Diocese recorded the receipt of the property as other contribution income at the appraised value. The property is currently being leased on a short-term basis to an unaffiliated church. The lease requires the unaffiliated church to cover a portion of utilities and maintenance costs in addition to the rent. In 2015, the Diocese received approximately \$12,000 in rent and paid approximately \$14,000 in costs for the Parish property. The Diocese is currently evaluating the viability of a future Parish.

NOTE H – Long Term Debt

Long-term debt at December 31, 2015 and 2014 consists of the following:

	2015	2014
Note payable in monthly installments of \$1,288 including interest at 4.95%, maturing May 2018. Secured by real property in Belmont, Michigan.	\$179,175	\$186,085
Less current maturities	(6,586)	(6,288)
	<u>\$172,589</u>	<u>\$179,797</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE H – Long Term Debt (Continued)

Aggregate maturities of long-term debt for 2016 through 2018 are as follows:

<u>Year ending</u> <u>December 31,</u>	<u>Note</u> <u>Payable</u>
2016	\$ 6,586
2017	6,950
2018	165,639
	<u>\$179,175</u>

NOTE I – Post-Retirement Benefits

The Diocese is a participant in a defined benefit pension plan administered by the Church Pension Fund (an independent organization) that provides pension benefits to all ordained clergy of the Episcopal Church. The current assessment rate is 18% of total annual compensation, including stipend, housing, utilities and self-employment tax allowance. The Diocese total pension expense for this plan for the years ended December 31, 2015 and 2014 was \$42,000 and \$41,000, respectively.

The Diocese also is a participant in the Episcopal Church Lay Employees' Defined Contribution Retirement Plan available to lay employees who meet the age and years of service requirements. The Diocese is also a participant in the Episcopal Church Lay Employees' Defined Benefit Retirement Plan available to lay employees and is based on salary and years of service requirements. The Diocese pension expense for the lay plans for the years ended December 31, 2015 and 2014 was approximately \$12,000 and \$11,000, respectively.

Diocese contributions are less than 5% of total employer contributions for each plan. Additional information for the Episcopal Church retirement's plans is available from Episcopal Church.

NOTE J – Commitments

The Diocese conducts its operations in facilities leased under an agreement that extends through February 2019. The lease requires current monthly rentals of \$2,972, increasing by 2.5% annually, and the payment of all occupancy costs by the lessee. Rent expense and surcharges for the years ended December 31, 2015 and 2014 were approximately \$36,050, and \$35,420, respectively. The Diocese has a one-time termination option on February 29, 2016, exercisable with 180 days' notice to the lessor. Annual future lease payments as of December 31, 2015, are as follows:

2016	\$ 36,403
2017	37,314
2018	38,246
2019	<u>6,400</u>
	<u>\$ 118,363</u>

**Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014**

***NOTE K*—Subsequent Events**

Management has evaluated subsequent events through September 23, 2016, the date on which the financial statements were available to be issued.

Diocese of Western Michigan

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Albion	St James Church	67	66	0	43	47	0	0	0
Allegan	Church of the Good Shepherd	74	60	26	29	49	0	0	0
Battle Creek	Church of St Thomas	345	228	20	106	102	4	2	3
Battle Creek	Church of the Resurrection	29	29	2	18	34	0	0	1
Belmont	Church of the Holy Spirit	77	77	0	35	31	0	1	0
Benton Harbor	St Augustines Church	138	138	3	53	49	0	1	0
Beulah	St Philips Church	97	97	32	65	65	0	1	0
Big Rapids	St Andrews Church	51	51	3	29	51	0	1	2
Boyne City	Church of the Nativity	15	15	1	20	35	0	0	1
Cadillac	St Marys Church	51	31	0	18	79	0	0	2
Charlevoix	Christ Church	85	85	10	62	52	0	0	0
Charlotte	St Johns Episcopal Church	33	33	0	11	69	0	0	0
Coldwater	St Marks Church	266	186	20	87	58	1	1	0
Dowagiac	St Pauls Episcopal Church	55	55	0	29	75	0	0	0
Elk Rapids	St Pauls Episcopal Church	96	82	39	36	48	0	4	2
Fremont	St Johns Episcopal Church	37	28	6	22	0	0	0	0
Grand Haven	St Johns Episcopal Church	364	268	0	130	119	1	2	5
Grand Ledge	Trinity Church	105	55	0	49	98	0	0	0
Grand Rapids	Grace Church	467	153	34	140	98	0	6	1
Grand Rapids	Grace Sudanese Episcopal Church	146	79	1	65	26	0	12	0
Grand Rapids	St Andrews Church	503	412	3	171	155	0	6	7
Grand Rapids	St Marks Church	884	500	0	166	104	0	8	0
Grand Rapids	St Philips Church	80	80	0	36	52	0	0	0
Greenville	St Pauls Church	76	76	0	33	48	0	2	0
Harbert	Church of the Mediator	118	118	8	59	54	0	1	5
Hastings	Emmanuel Church	132	100	4	54	55	0	0	0
Holland	Grace Church	677	521	156	151	103	0	6	0
Ionia	St John the Apostle Episcopal Church	34	34	0	15	15	0	0	0
Kalamazoo	St Lukes Church	468	443	8	200	121	2	6	2
Kalamazoo	St Martin of Tours Episcopal Church	143	142	76	116	104	1	3	0
Kentwood	Church of the Holy Cross	126	126	3	63	71	0	3	0
Lansing	St Davids Church	241	232	5	104	112	2	3	0
Ludington	Grace Church	52	52	2	28	52	0	0	2
Manistee	Holy Trinity Episcopal Church	104	81	0	30	51	0	1	0

Diocese of Western Michigan

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Marshall	Trinity Episcopal Church	145	135	29	86	96	1	3	1
Montague	St Peters by the Lake Episcopal	111	111	0	52	41	0	0	0
Mt Pleasant	St Johns Church Episcopal	205	205	0	77	78	2	0	12
Muskegon	St Pauls Episcopal Church	180	180	1	63	106	0	2	0
Newaygo	St Marks Church	99	99	5	45	51	0	1	6
Niles	Trinity Episcopal Church	102	96	0	44	50	0	5	0
Northport	St Christophers Church	39	35	15	28	49	0	1	0
Norton Shores	St Gregorys Episcopal Church	105	89	10	48	103	0	0	0
Paw Paw	St Marks Episcopal Church	71	58	20	37	52	0	0	0
Pentwater	St James Church	42	36	5	23	47	0	2	0
Petoskey	Emmanuel Episcopal Church	345	318	27	125	98	0	2	0
Plainwell	St Stephens Episcopal Church	157	49	8	21	40	0	0	0
Portage	St Barnabas Episcopal Church	244	71	15	32	7	0	2	0
Richland	St Timothys Church	78	78	157	80	53	0	3	0
Saugatuck	All Saints Episcopal Church	287	287	21	114	102	0	4	0
Shelbyville	St Francis Episcopal Church	33	33	0	17	48	0	0	0
South Haven	Church of the Epiphany	80	80	10	41	52	1	0	0
St Joseph	St Pauls Episcopal Church	137	109	0	55	53	0	0	0
Sturgis	St John Episcopal Church	126	126	18	59	100	1	3	0
Three Rivers	Trinity Episcopal Church	88	85	2	26	50	0	3	0
Traverse City	Grace Episcopal Church	617	424	0	221	154	2	14	4
Wyoming	Holy Trinity Episcopal Church	148	148	0	71	51	1	0	0
Total		9,675	7,585	805	3,638	3,763	19	115	56

Diocese of Western Michigan
Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	R E V E N U E			E X P E N S E			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Albion	St James Church	70,289	74,869	94,473	65,158	6,040	4,999	69,199
Allegan	Church of the Good Shepherd	46,287	76,146	76,146	75,197	6,572	0	75,197
Battle Creek	Church of St Thomas	239,997	311,357	484,837	311,813	33,178	88,817	404,848
Battle Creek	Church of the Resurrection	36,342	37,464	39,789	37,979	4,406	8,999	46,753
Belmont	Church of the Holy Spirit	59,959	59,959	69,348	65,670	5,020	6,853	65,670
Benton Harbor	St Augustines Church	125,395	125,395	166,612	97,403	9,600	19,291	97,403
Beulah	St Philips Church	127,881	217,910	226,641	176,884	20,525	9,060	182,259
Big Rapids	St Andrews Church	83,820	83,820	85,020	90,405	7,004	2,400	92,805
Boyne City	Church of the Nativity	32,144	33,911	36,122	17,771	1,974	2,258	20,292
Cadillac	St Marys Church	53,677	53,798	100,730	46,485	4,851	43,330	87,315
Charlevoix	Christ Church	111,196	112,601	122,601	93,300	10,000	3,000	93,300
Charlotte	St Johns Episcopal Church	38,696	63,608	63,608	44,861	2,233	866	44,861
Coldwater	St Marks Church	132,439	185,535	304,136	281,437	11,976	11,859	294,554
Dowagiac	St Pauls Episcopal Church	65,541	132,443	154,672	92,887	9,881	72,307	165,194
Elk Rapids	St Pauls Episcopal Church	86,595	95,920	126,481	89,539	8,419	24,469	113,938
Fremont	St Johns Episcopal Church	29,957	41,716	46,507	42,066	3,728	2,011	43,419
Grand Haven	St Johns Episcopal Church	307,056	347,687	423,360	354,999	35,112	86,140	433,315
Grand Ledge	Trinity Church	67,886	69,886	69,886	67,068	7,347	8,242	72,065
Grand Rapids	Grace Church	235,795	460,879	463,800	581,735	60,455	83,829	666,918
Grand Rapids	Grace Sudanese Episcopal Church	800	26,122	32,322	50,538	2,994	1,500	50,538
Grand Rapids	St Andrews Church	422,313	423,313	542,582	418,607	43,406	121,965	561,752
Grand Rapids	St Marks Church	375,047	511,186	1,192,322	515,524	61,962	115,449	620,559
Grand Rapids	St Philips Church	77,282	77,282	81,055	70,664	6,300	13,561	85,241
Greenville	St Pauls Church	74,706	75,345	77,280	62,441	7,603	5,616	71,693
Harbert	Church of the Mediator	152,323	186,007	240,197	173,903	16,774	112,920	287,713
Hastings	Emmanuel Church	114,677	122,686	147,686	122,686	14,403	10,068	134,430
Holland	Grace Church	394,176	439,906	608,491	440,760	43,298	79,840	502,623
Ionia	St John the Apostle Episcopal Church	33,644	35,536	36,557	31,450	4,188	2,098	32,321
Kalamazoo	St Lukes Church	462,926	523,540	721,693	523,540	57,097	183,401	721,693

Diocese of Western Michigan
Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	R E V E N U E			E X P E N S E			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Kalamazoo	St Martin of Tours Episcopal Church	240,809	241,608	296,580	228,624	17,715	25,898	289,957
Kentwood	Church of the Holy Cross	94,367	113,367	129,316	127,375	11,686	16,239	152,434
Lansing	St Davids Church	203,289	252,449	502,852	242,260	23,701	118,385	359,669
Ludington	Grace Church	36,395	83,957	83,957	85,718	5,931	8,822	93,340
Manistee	Holy Trinity Episcopal Church	57,738	88,423	95,778	72,957	8,114	14,839	88,064
Marshall	Trinity Episcopal Church	197,869	215,557	235,142	230,282	18,133	29,210	268,788
Montague	St Peters by the Lake Episcopal	60,599	64,904	70,610	51,348	6,110	5,272	57,054
Mt Pleasant	St Johns Church Episcopal	179,873	192,706	279,139	191,603	20,944	32,451	237,488
Muskegon	St Pauls Episcopal Church	127,185	190,421	190,421	218,984	19,990	10,572	228,146
Newaygo	St Marks Church	79,507	98,858	150,031	97,198	7,277	28,928	128,191
Niles	Trinity Episcopal Church	66,283	133,979	140,173	140,348	8,752	4,216	145,064
Northport	St Christophers Church	38,825	38,825	53,336	44,973	5,212	7,303	44,973
Norton Shores	St Gregorys Episcopal Church	69,194	79,037	80,986	73,898	10,641	4,725	78,082
Paw Paw	St Marks Episcopal Church	89,953	94,045	101,865	90,233	9,173	3,817	93,313
Pentwater	St James Church	44,529	59,720	59,720	58,003	4,956	41,600	96,603
Petoskey	Emmanuel Episcopal Church	333,718	367,626	606,176	368,125	40,582	452,244	812,656
Plainwell	St Stephens Episcopal Church	30,673	30,776	32,261	32,144	2,692	5,013	37,975
Portage	St Barnabas Episcopal Church	81,844	105,361	111,189	115,507	3,044	204	118,085
Richland	St Timothys Church	187,960	194,941	208,559	204,668	18,750	2,965	207,931
Saugatuck	All Saints Episcopal Church	154,462	178,783	250,973	171,974	14,888	16,083	184,491
Shelbyville	St Francis Episcopal Church	21,365	21,365	35,386	29,069	2,180	13,210	42,279
South Haven	Church of the Epiphany	100,280	110,555	133,595	153,340	1,000	24,540	177,880
St Joseph	St Pauls Episcopal Church	115,562	116,467	181,382	132,137	11,862	34,226	169,694
Sturgis	St John Episcopal Church	136,827	232,240	287,041	222,701	19,097	128,530	353,790
Three Rivers	Trinity Episcopal Church	58,763	67,890	86,319	67,890	7,864	5,770	75,708
Traverse City	Grace Episcopal Church	512,548	553,157	639,293	561,817	66,350	66,739	620,962
Wyoming	Holy Trinity Episcopal Church	141,513	170,457	196,931	170,457	16,913	29,606	198,063
Total		7,520,776	9,103,301	12,073,965	9,226,403	889,903	2,256,555	11,498,548

2013 CONSTITUTION OF
THE DIOCESE OF WESTERN MICHIGAN

As adopted by the
139th Annual Convention at
Grand Rapids, Michigan, on
April 20, 2013

4/20/2013

2013 CONSTITUTION
OF
THE DIOCESE OF WESTERN MICHIGAN

PREAMBLE

Dedicated to the worship and service of Almighty God in the Anglican and Episcopal tradition, this Constitution is ordained and established for the Diocese of Western Michigan.

ARTICLE I

ACCESSION TO PROTESTANT EPISCOPAL CHURCH

This Diocese is a constituent of the Protestant Episcopal Church in the United States of America, otherwise known as The Episcopal Church (which name is hereby recognized as also designating The Church) and accedes to the doctrine, discipline, worship, constitution, canons and authority of The Episcopal Church, and recognizes the authority of the General Convention of The Episcopal Church.

ARTICLE II

TERRITORY IN DIOCESE

The Diocese of Western Michigan embraces substantially the western half of the Lower Peninsula, including thirty-three counties and the islands jurisdictionally attached to any thereof, and extends north from the south line of said state a distance of three hundred miles, more or less, to the Straits of Mackinac, and is bounded west by the west line of said state opposite the western tier of counties hereafter named, and is bounded on the east by the east line of the several counties of Branch, Calhoun, Eaton, Ionia, Montcalm, Isabella, Clare, Missaukee, Kalkaska, Antrim, Charlevoix, and Emmett, and includes all of the territory within said counties, and includes as well all of the territory within the counties of Berrien, Cass, St. Joseph, Van Buren, Kalamazoo, Allegan, Barry, Ottawa, Kent, Muskegon, Oceana, Newaygo, Mecosta, Mason, Lake, Osceola, Manistee, Wexford, Benzie, Grand Traverse and Leelanau.

ARTICLE III

ECCLESIASTICAL AUTHORITY

Section 1. ECCLESIASTICAL AUTHORITY

The Bishop Diocesan is the ecclesiastical authority of the Diocese, or in the absence of the Bishop Diocesan, the Bishop Coadjutor shall be the ecclesiastical authority of the Diocese, if there be one; or, if there is no Bishop Coadjutor, the Standing Committee shall be the ecclesiastical authority of the Diocese in the absence of a Bishop Diocesan or Bishop Coadjutor.

ARTICLE IV

CONVENTIONS

Section 1. AUTHORIZATION

An Annual Convention shall be, and special Conventions may be, called and held in this Diocese, as shall be provided by Canon.

Section 2. COMPOSITION OF CONVENTION

The Annual Convention shall be comprised of clerical and lay delegates as follows:

- (a) The Bishop;
- (b) Each member of the clergy canonically and actually resident and having pastoral charge, or engaged in work requiring the exercise of clerical duties;
- (c) Each member of the clergy canonically and actually resident in the Diocese but not exercising clerical duties solely by reason of age or sickness;
- (d) Each member of the clergy canonically resident in this Diocese but who is on active duty in the Chaplain's Corps of the Armed Forces of the United States of America;
- (e) Each abbot, prior or acting head of a monastic community who is canonically and actually resident in the Diocese;
- (f) Professed and ordained members of a monastic community canonically and actually resident in the Diocese and having pastoral charge of a parish in the Diocese;
- (g) Lay delegates shall be adult communicants in good standing chosen as prescribed by Canon. Each congregation in union with Convention shall be entitled to not more than four lay delegates nor less than one lay delegate as prescribed by Canon.

- (h) Youth delegates shall be adult communicants in good standing, between the ages of 16 and 21 years. Each Deanery shall select one (1) youth delegate and an additional five (5) youth delegates shall be selected as prescribed by Canon.
- (i) All people who want to participate in the life, worship and governance of this Church shall be encouraged regardless of race, color, ethnic origin, national origin, marital status, gender, sexual orientation, disabilities or age, except as otherwise specified by Canon. Every effort shall be made in every election or appointment process to include members of underrepresented groups.

Section 3. QUORUM

A majority of the clergy entitled to vote and a majority of the qualified lay delegates entitled to vote, duly assembled in Convention shall constitute a quorum. In the absence of a quorum, a majority of the voting members present may adjourn the Convention from time to time.

Section 4. OTHERS WHO MAY BE SEATED

The Convention may seat with voice, but without right to vote unless otherwise qualified, any person not listed in Article III, Section 2, above.

Section 5. OFFICERS OF CONVENTION

- (a) The Bishop shall be the presiding officer at any Convention. In the absence of the Bishop, the Bishop Coadjutor, if any, shall preside, or in the Bishop Coadjutor's absence the Suffragan Bishop, if any, shall preside. Otherwise, the Convention shall elect a president pro tempore from among its clerical members or a Bishop performing episcopal functions in the Diocese as provided by Canon.
- (b) The Convention shall elect annually by ballot members sufficient to fill any vacancy on the Standing Committee, whose eligibility and terms shall be delineated under the provisions of Title I, Canon 6, Section 6.01.
- (c) There shall be elected, or appointed, such other officers, committees, boards and trustees as shall be required by Canon, wherein their respective powers and duties shall be defined.

Section 6. LEGISLATION

The Convention shall have power to adopt such Canons and other legislation as it shall deem beneficial to this Diocese, and to amend or repeal the same, provided that such legislation shall be consistent with this Constitution and with the Constitution and Canons of the General Convention and not in conflict with any valid law established by civil authority.

Section 7. CONGREGATIONS

Provision shall be made by Canon for the organization of congregations and for their admission into union with the Diocese, and for their continuation therein or exclusion therefrom, or dissolution.

Section 8. VOTING

A simple majority vote shall be sufficient for the adoption of any motion, resolution or legislation, except as shall be otherwise required by Constitution or by Canon, or upon request of any seven members entitled to vote, the two orders shall vote separately, and concurrence of the requisite majority of each order shall be necessary for adoption.

ARTICLE V

ELECTION OF A BISHOP

The procedure for election of a Bishop shall be as provided by Canon, and the same procedure shall be applicable to election of a Bishop Coadjutor or a Suffragan Bishop. At any such election, a motion to go into committee of the whole shall be of highest privilege after the first ballot and shall be carried by one-third of the votes of each order.

ARTICLE VI

AMENDMENT OF CONSTITUTION

This Constitution or any part thereof may be amended in the following manner only: At least ninety days in advance of the annual Convention, the proposal to amend shall be submitted to the Bishop in writing, who shall give notice of the substance of the proposed amendment, not less than thirty days in advance of the Convention, to each member of the clergy entitled to seat and vote and to each congregation in union with the Diocese. The Bishop shall refer such proposal to an appropriate committee, which shall report to the Convention. After hearing the report of the committee, the amendment may be considered by the Convention and, if approved, or approved with change, then shall lie over until the next annual Convention. If the amendment is adopted at the second annual Convention by a majority of each order, the Constitution shall stand amended accordingly from and after the close of the day of final adjournment of the Convention at which such adoption occurs.

CANONS OF THE DIOCESE OF WESTERN MICHIGAN

As adopted by the 137th Diocesan Convention at Traverse City, Michigan, on April 9, 2011; and,

As amended by the 138th Diocesan Convention at Traverse City, Michigan, on April 20, 2012; and,

As amended by the 139th Diocesan Convention at Grand Rapids, Michigan on April 20, 2013.

Effective April 21, 2013.

CANONS
OF
THE DIOCESE OF WESTERN MICHIGAN

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CANONS
OF
THE DIOCESE OF WESTERN MICHIGAN

PREAMBLE

Diocesan Canons are an organizational, legal, and financial document, through which the Episcopal Diocese of Western Michigan is enabled to carry out its mission and vision. Our mission, rooted in the Anglican and Episcopal tradition, is to worship God, to follow Jesus Christ, to grow together in the Holy Spirit, and to serve the world. Our vision is to live our values and be healthy, mission-focused diverse parishes with innovative, collaborative engagement at all levels.

TITLE I

ORGANIZATION AND ADMINISTRATION

CANON 1 DEFINITIONS

Terms used in these Canons are defined, for purposes of this document, as follows:

- (a) “Bishop” refers to a Bishop Diocesan elected to that position as provided by the Constitution and Canons of this Diocese.
- (b) “Calendar Year” refers to a year beginning at the first moment of the day on January 1 and ending at the last moment of the day on the following December 31.
- (c) “Church” refers to The Episcopal Church as a constituent member of the Anglican Communion.
- (d) A “Communicant in Good Standing” shall include all persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church. An “Adult Communicant in Good Standing” in a Congregation is a communicant in good standing who is sixteen (16) years of age or older in that Congregation; and who, for the previous year, have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God. [As amended, April 21, 2012.]
- (e) The term “congregation” means a recognized body of worshipers in the Diocese.
- (f) “Diocesan Commission” refers to any and all institutions, councils, committees, commissions, task forces, ecclesiastical or other corporation, and any other group organized and performing a function for the Diocese, by whatever name or designation, as well as affiliated organizations and institutions.
- (g) “Diocese” refers to the Diocese of Western Michigan.
- (h) “Ecclesiastical Authority” refers to the Bishop Diocesan of the Diocese. During times when the Diocese is without a Bishop Diocesan, or the Bishop Diocesan is incapacitated or away, the Standing Committee is the Ecclesiastical Authority of the Diocese.

- (i) The “fiscal year” of the Diocese, and of its constituent Parishes, Missions, and organizations, is the calendar year.
- (j) A “New Congregation” is a congregational ministry of the Diocese or of a sponsoring Parish; in the charge of the Bishop, or at the Bishop’s discretion and pleasure, a presbyter.
- (k) A “Parish” is a self-governing and self-supporting congregation within the Diocese, permitted to incorporate or is incorporated under the laws of the State of Michigan, in the charge of a Rector, and authorized to send lay delegates with voice and vote to Convention. The Governing Body of a Parish is a Vestry.
- (l) A “Seasonal Chapel” is any Summer or Seasonal Chapel within the confines of the Diocese which shall be under the control and direction of the Bishop; who, in turn, shall order the liturgical norm for such chapels and be responsible for appointing members of the clergy to officiate and celebrate, as the Bishop sees fit and proper. The Bishop has the discretion for purposes of administration, to appoint a presbyter, resident in the Diocese, as Priest-in-Charge, to function and administer such a chapel. All assets and real properties of such chapels shall be vested in the Diocese as provided under Title I, Canon 2, Section 2.02, of these Canons.
- (m) The term “vote by orders” is a vote taken at a Convention or other occasion in which clerical and lay votes are counted and reported separately.
- (n) The “year” for terms of Diocesan office, shall begin at the close of the annual Convention, and extend to the close of the next annual Convention of the Diocese.
- (o) A person qualifies as a “youth delegate” if, in addition to being a member of a Parish and of this Church, that person is attending high school, or its equivalent.

CANON 2

THE ASSOCIATION OF THE DIOCESE

Section 2.01. STATUS

The Diocese of Western Michigan is a non-profit, non-stock ecclesiastical trustee corporation organized and existing under the laws of the State of Michigan, and is custodian for the collection, holding, investment and management of:

- (a) All property and permanent funds of the Diocese except such as are or may be held by the Bishop as discretionary funds.

(b) All property and funds which may be conveyed to and held by it in trust for specified congregations, societies, groups or committees.

(c) All property and funds conveyed to it in trust for the furtherance of any religious, educational or charitable purpose of this Church.

Section 2.02. TITLE OF PROPERTY

All conveyances shall be made to, and title to all property belonging to the Diocese shall vest in the Diocese, to be held for such purposes as its articles provide, or as the Convention may direct by Canon or resolution, or as may be provided in any will, trust instrument or valid order of a court of competent jurisdiction; provided that title to such property may be conveyed to and held by the Bishop Whittemore Foundation, a Michigan Ecclesiastical corporation organized and operated for the purpose of furthering the work of the Diocese, whenever and to the extent the Diocesan Council deems it necessary or expedient, and subject to such terms and conditions, if any, as the Diocesan Council sees fit to impose.

A Parish or other entity of the Diocese must obtain the approval of both the Bishop and the Standing Committee before acquiring or disposing of real property, whether by purchase, gift, bequest, or otherwise. Title to real property shall be held *in trust* for the Diocese of Western Michigan, except as otherwise directed by the Bishop and the Standing Committee.

Section 2.03. SECURITIES AND CONTRACTS

The Diocese shall have full authority to buy and sell investments, securities, notes, mortgages, and to enter into leases and other contracts upon the approval of the annual Convention or Diocesan Council.

Section 2.04. DIOCESAN FUNDS

The use of Diocesan funds shall be determined by the Diocesan Council.

Section 2.05. EXTENSION OF AGENCY SERVICE TO VESTRIES AND OTHERS

If any Vestry, society, guild, circle, or board of any congregation of this Diocese shall desire to avail itself of the services of the Diocese as an agency for the safekeeping and management of funds or securities, it may do so under such form of agency agreement as may be approved by the Diocesan Council. Application for such service shall be pursuant to resolution of the governing body of the applicant and shall have the written approval of the Rector.

CANON 3 THE CONVENTION

Section 3.01. ANNUAL CONVENTION

The date, time and place of annual Convention shall be appointed by the Ecclesiastical Authority.

Section 3.02. SPECIAL CONVENTIONS

The Ecclesiastical Authority shall have power to call special conventions and shall do so when requested in writing by any five members of the Standing Committee.

Section 3.03. NOTICE OF ANNUAL OR SPECIAL CONVENTION

Written notice of the date, time and place of holding any annual or special Convention shall be transmitted by the Secretary, either by mail or electronically, to every member of the clergy in the Diocese and to the wardens of every Parish or new congregation without a Rector or Vicar at least thirty days before the date of meeting.

Notice of an annual Convention shall be accompanied by a copy of the provisions of the Constitution and Canons relating to the election of lay delegates and alternates. A form of certificate of election of lay delegates and alternates shall be made available electronically, which is to be completed and signed (actually or electronically) by the Rector or warden and by the secretary of the Vestry or the secretary of the annual meeting at which they were elected, and transmitted to the Diocesan Secretary in accordance with the instructions therefor.

Notice of a special convention shall specify the purpose or purposes thereof.

Section 3.04. SELECTION OF DELEGATES

Each parish or new congregation shall be entitled to representation by lay delegation at Diocesan Convention. Representation at Diocesan Convention by lay delegates shall be based upon the average Sunday attendance as reported in the annual parochial report filed in the current year. The number of delegates shall be determined by the following:

<u>Average Sunday Attendance</u>	<u>Authorized Number of Delegates</u>
1-100	2 Delegates
101-150	3 Delegates
151+	4 Delegates

Lay delegates and alternates shall be chosen at a preceding annual meeting of the Parish or Mission in accordance with the Parish or new congregation By-Laws, unless there be a vacancy, in which case it shall be filled as prescribed by such By-Laws. At least one lay member of a Parish's delegation shall where possible be a member of the Vestry.

Youth Delegates at any Convention shall be selected as follows:

- (a) One youth delegate and one alternate from each of the five Deaneries shall be selected by each Deanery, at its first meeting following the preceding Diocesan Convention. The Deanery shall have the authority to fill any vacancies that occur in these two positions.

- (b) Five at-large Youth Delegates and five at-large alternates shall be appointed by the Bishop Diocesan with advice from relevant Diocesan committees. The Bishop Diocesan shall have the authority to fill any vacancies that may occur in these positions.

Section 3.05. FUNCTIONS OF CONVENTION

A convention, whether annual or special, except as limited by Constitution or Canon, has Power to:

- (a) Prescribe its own rules of procedure;
- (b) Amend the Constitution;
- (c) Enact, amend, or repeal Canons;
- (d) Elect a Bishop Diocesan, in case of vacancy;
- (e) Elect a Bishop Coadjutor or a Bishop Suffragan as provided by Constitution or Canon;
- (f) Elect officers and confirm appointments as provided by Constitution or Canon;
- (g) Appoint commissions, committees, agencies, ecclesiastical or other corporations, and boards, *ad hoc* or otherwise, as necessary for the business of the Convention, and to define their duties;
- (h) Admit a congregation into union with the Convention in the manner prescribed by Canon, and to terminate such union;
- (I) Adopt, order filed, or reject reports of officers and other instrumentalities;
- (j) Adopt budgets; and
- (k) Approve resolutions.

CANON 4

OFFICERS: ELECTED AND APPOINTED

Section 4.01. QUALIFICATIONS

To be eligible to serve as an officer of any Convention, member of the Standing Committee or Diocesan Council, deputy to the General Convention or Provincial Synod, any member of the clergy or lay person must be a communicant in good standing, except that a lay person may be elected who has not previously been elected a delegate to the annual Convention.

Diocesan officers (except for the Standing Committee and the Diocesan Council) provided for in this Canon may be nominated by the Ecclesiastical Authority and, if there be no other nominations, elected by acclamation by the Convention.

All people who want to participate in the life, worship and governance of this Church shall be encouraged regardless of race, color, ethnic origin, national origin, marital status, gender, sexual orientation, disabilities or age, except as otherwise specified by Canons. Every effort shall be made in every election or appointment process, to include members of underrepresented groups.

Section 4.02. PRESIDING OFFICER

The presiding officer shall be as provided in Article III, Section 5, of the Constitution. The presiding officer shall:

- (a) Control the order of business except as otherwise provided by rules prescribed by the Convention or by Canon,
- (b) Maintain order and decorum and accelerate the dispatch of business, and
- (c) Shall have no vote except in case of a tie.

Section 4.03. SECRETARY

The Secretary shall be elected by the annual Convention for a term of one year and shall have the duty to:

- (a) Attend to the giving of all notices of a Convention and shall perform all duties assigned by the presiding officer or by the Convention, or by Canon,
- (b) File and preserve all certificates of election of lay delegates and all written reports laid before the Convention;

- (c) Preserve in permanent form complete minutes of the proceedings of the Convention and all its records;
- (d) Deliver to the Bishop such documents of historical value as the Bishop may request;
- (e) Prepare, proofread and cause promptly to be printed, the Journal of the annual Convention, and shall transmit or disseminate a printed or electronic copy thereof throughout the Diocese at the direction of the Diocesan Council.

The Secretary may appoint an Assistant Secretary or secretaries with approval of the annual Convention.

Section 4.04. TREASURER

The Treasurer shall be elected by the annual Convention for a term of one year. Prior to engaging in the duties of office, the Treasurer shall give bond as required by Canon of the General Convention. Such bond shall be deposited with the Bishop.

The Treasurer or the Diocesan Financial Officer shall have the duty to:

- (a) Receive and safely preserve and account for all monies and other things of value which come into the Treasurer's possession or control, and to make disbursement therefrom when, as, and only to the extent, duly authorized;
- (b) Maintain in books belonging to the Diocese an accurate record in detail of all receipts and disbursements of money or other things of value and to maintain a separate complete account of each fund;
- (c) Obtain and keep on file proper receipts and vouchers evidencing all disbursements;
- (d) Present to the annual Convention, and deliver to the Diocesan Council upon request, a detailed report of the receipts and disbursements of each fund, and of the balance on hand;
- (e) Cause an audit satisfactory to the Diocesan Council to accompany the annual report;
- (f) Exercise diligence in the collection of all funds due and payable to the Diocese; and
- (g) Deliver promptly to a duly elected and qualified successor in office, all monies and other things of value which have come into the Treasurer's hands, or control and which have not been lawfully disbursed, together with all books, records, files, documents, receipts, vouchers, and correspondence pertaining to the office of Treasurer.

Section 4.05. ASSISTANT TREASURER

An Assistant Treasurer may be elected and shall give bond in the same manner as the Treasurer and shall assist the Treasurer as requested and perform the duties of Treasurer in case of absence or disability of the Treasurer.

Section 4.06. REGISTRAR

The Registrar shall be elected by the annual Convention for a term of one year and shall be the custodian of all diocesan documents and records not in the hands of the Bishop or required by Canon to be in the custody of some other officer.

Section 4.07. CHANCELLOR AND VICE CHANCELLORS

The Bishop shall appoint a Chancellor and may appoint such Vice-Chancellors as the Bishop deems necessary, all for a term of one year.

The Chancellor and Vice-Chancellors shall have the duty to, promptly, upon request from the Bishop prepare to the Bishop an opinion of the law or procedure relating to any question of law or legal procedure relating to the affairs of the Diocese, or any Parish.

The Vice-Chancellors shall assist the Chancellor and act under the Chancellor's supervision. In the absence or disability of the Chancellor, the Bishop may designate one of the Vice-Chancellors to act.

Section 4.08. HISTORIOGRAPHER

The Bishop may appoint without necessity for confirmation an Historiographer to serve at the pleasure of the Bishop. As the historian of the Diocese, the Historiographer shall prepare and file with the Registrar accurate records, or copies thereof of important Diocesan events.

Section 4.09. STANDING COMMITTEE

The annual Convention shall elect by ballot a Standing Committee consisting of four members of the clergy and four adult communicants in good standing for no more than two consecutive terms of three years each as provided in Title I, Canon 6.

Section 4.10. DIOCESAN COUNCIL

The annual Convention shall elect members of the Diocesan Council as required under the provisions of Title I, Canon 7.

Section 4.11. NOMINATING COMMITTEE

The Bishop shall appoint members of a Nominating Committee subject to confirmation by the Diocesan Council, to assist in nominating persons for appropriate offices, to be elected by the annual Convention, and to assist in the conduct and tally of elections and voting at a Convention. The term of office for members of the Nominating Committee shall be from the time of

appointment until the conclusion of the next subsequent annual Convention. No one who is a candidate for elective office shall serve on the Nominating Committee.

CANON 5
DEPUTIES TO GENERAL CONVENTION
AND PROVINCIAL SYNOD REPRESENTATIVES

Section 5.01. ELECTION OF DEPUTIES AND ALTERNATES TO GENERAL CONVENTION

The annual Convention shall elect by ballot, not later than the next year preceding any General Convention, eight deputies to the General Convention, being four members of the clergy and four adult lay communicants in good standing together with an equal number of alternate deputies having like qualifications.

The four members of the clergy and four adult lay communicants in good standing first receiving a simple majority of the votes cast, shall be declared elected deputies. An election shall then be held for alternate deputies. The four members of the clergy and four adult lay communicants in good standing receiving the highest number of the votes cast, shall be declared elected alternate deputies. Alternate deputies are to be ranked in the order of their election.

Section 5.02. PROVINCIAL SYNOD

Every three years the annual Convention shall elect by ballot one member of the clergy and two adult lay communicants in good standing to serve as Diocesan representatives on the Provincial Synod for a period of three years. At the same time one member of the clergy and two adult lay communicants in good standing shall be elected to serve as alternate Diocesan representatives on the Provincial Synod for a period of three years. One representative, either clerical or lay, must be a deputy to General Convention.

Section 5.03. DUTIES

It shall be the duty of the Deputies to the General Convention and Provincial Synod to notify the Bishop and the Secretary of the Diocesan Convention at least three weeks before the session of the General Convention or Provincial Synod, as the case may be, whether or not they will attend the same; and it shall be the duty of the Bishop and Secretary, in case any deputies decline to attend such session, to notify the alternate deputies consecutively as provided in Canon 5, Section 5.01, above, of the vacancies as they occur, and to see that they are filled accordingly by some alternate deputy. If any vacancy shall occur in the delegation from the Diocese during a session of the General Convention or of the Provincial Synod, the Bishop, with the concurrence of such deputies or representatives as may be present, may appoint to fill such vacancy any person possessing the qualifications necessary for a deputy or representative, with preference to alternates present.

CANON 6

THE STANDING COMMITTEE

Section 6.01. COMPOSITION

In 2013, and every third year thereafter, one member of the clergy and one confirmed adult communicant shall be elected by the annual Convention, for three-year terms. In 2014, and every third year thereafter, one member of the clergy and two confirmed adult communicants shall be elected by the annual Convention, for three-year terms. In 2015, and every third year thereafter, two members of the clergy and one adult communicant in good standing, shall be elected by the annual Convention for terms of three years as terms expire. No person in the ordination process may serve on the Standing Committee.

Vacancies shall be filled at the next annual Convention by election for the remainder of the unexpired term, in addition to the positions elected as provided, above. [As amended, April 20, 2013.]

Section 6.02. ORGANIZATION

The Standing Committee shall elect at its first meeting following the annual Diocesan Convention a member to be president, a member to be vice-president and a member to be secretary. A majority shall constitute a quorum.

Section 6.03. EXPENSES

All necessary expenses incurred by members of the Standing Committee in attending its sessions shall be paid by the Treasurer from the General Fund.

Section 6.04. POWERS

During the interval between annual Conventions, the Standing Committee, by and with the approval of the Bishop, shall have the power to fill by appointment, any vacancy in any elective or appointive office of the Diocese, except as otherwise provided by Canon. Such appointment will be for the unexpired portion of the term.

Section 6.05. DUTIES

The Standing Committee shall have the duty to:

- (a) Call a special Convention when there is no Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan.
- (b) Investigate and make a recommendation to the Bishop regarding any matter of difference arising between a member of the clergy and a congregation or Vestry, which

matter is first referred to the Standing Committee by the Ecclesiastical Authority. Such recommendation shall be binding upon the Bishop's approval.

- (c) Preserve in a book belonging to the Diocese, correct minutes of all proceedings of the Committee which shall be signed by the secretary and countersigned by the president. Such record shall be at all times subject to inspection by the Ecclesiastical Authority and a summary thereof shall be presented at the annual Convention next following.
- (d) Within 30 days following a meeting of the Standing Committee, a copy of the minutes of that meeting (whether or not yet approved as presented or corrected) shall be provided to each member of the Diocesan staff and to each member of the Diocesan Council. These minutes may be provided by electronic means.

Section 6.06. RECUSAL

The clergy or any member of a Parish involved in any matter pending before the Standing Committee shall recuse himself or herself from discussion and vote on that matter. In addition, no clergy or lay person who is connected to a Parish implementing a plan to restore congregational health or connected to a congregation undergoing a dissolution will be eligible for election/appointment to Standing Committee and if that designation occurs during a member's term their resignation would be required.

CANON 7 THE DIOCESAN COUNCIL

Section 7.01. COMPOSITION

The Diocesan Council shall be composed of the Bishop, a designated youth representative, the Chairperson of each Deanery Convocation, and two additional persons nominated by each Deanery and elected by annual Convention. The Bishop shall have the authority to appoint the designated youth representative on an annual basis or as vacancies arise. Each Deanery Delegation to Diocesan Council must include at least one lay person and at least one member of the clergy. The Chancellor and the Treasurer shall be *ex-officio* members of the Diocesan Council without vote.

Section 7.02. ELECTION

In the years in which a full term for Chairpersons of Deanery convocation begins, no other three- year term members will be elected to Council. In every other year, each convocation of the Deaneries shall nominate and the annual Convention shall elect one person, lay or clerical, to serve a three-year term on Diocesan Council. Members so elected to a three-year term shall not be eligible to succeed themselves more than once.

Vacancies between annual Conventions shall be filled for the remainder of the unexpired

term by election of the same Deanery convocation from which the member causing the vacancy was nominated. All persons elected to fill vacancies shall be confirmed by election at the next annual Convention.

Section 7.03. OFFICERS

The Bishop shall normally serve as presiding officer. The Council shall elect from its ranks annually a Vice President. A secretary, who need not be a member of the Diocesan Council, may be likewise elected.

Section 7.04. FUNCTION

The Diocesan Council shall function as the executive committee of the Diocese acting with the authority of and in the name of the Diocese between meetings of the annual Convention and in accordance with such direction and limits as may be set forth by the Diocese in its own articles of incorporation or by such resolutions or canons that may be passed by the Convention.

Section 7.05. DUTIES OF THE DIOCESAN COUNCIL

The Diocesan Council shall:

- (a) Meet on sufficient occasions during the year on call of the presiding officer to enable it to carry out its function and duties;
- (b) Have general supervisory oversight over the work of all commissions of the Diocese;
- (c) Develop strategy, policy and work in the name of the Diocese in conjunction with the Bishop and all other agencies of the Diocese;
- (d) Receive, control, and expend through the Treasurer, all monies of the General Fund, for purposes designated by the Budget adopted by Convention, and as permitted and required by Title I, Canon 9 of these Canons; and
- (e) Submit a written annual report of its work to the annual Convention.
- (f) The Diocesan Council shall maintain, or cause to be maintained, a system of retirement pensions for all lay employees of the Diocese, commensurate with the Canons and directives of the General Convention. All such programs shall be reviewed annually in light of changing economic conditions and needs of such employees. The Diocese also recognizes the right of lay employees to enter into individual or collective bargaining with the Diocese on any economic issue.
- (g) Within 30 days following a meeting of the Diocesan Council, a copy of the minutes of that meeting (whether or not yet approved as presented or corrected) shall be provided to each member of the Diocesan staff and to each member of the Standing Committee. These minutes may be provided by electronic means.

Section 7.06. COUNCIL MEETINGS TO BE OPEN AND PUBLIC

All meetings of the Council shall be held in open session, with time, date, and place being announced by appropriate means to the entire Diocese, and members thereof, clerical and lay, shall be invited and urged to attend such meetings. Executive sessions shall be permitted upon two-thirds vote of all Council members present and voting for the considerations of personnel matters. The ultimate resolution of such personnel matters shall be reported and ratified by vote in open meeting.

CANON 8 DEANERIES AND CONVOCATIONS

Section 8.01. COMPOSITION

The Diocese shall be divided into five Deaneries, the same to be determined by the Diocesan Council.

Section 8.02. PURPOSE AND POWERS

The Deanery provides a vehicle for Parishes and new congregations in proximity to each other to undertake projects and activities in furtherance of their respective missions and the mission and vision of the Diocese, which would be too difficult for one Parish or new congregation to undertake alone, or which would so drain the resources of one Parish or new congregation as to make the effort impracticable.

The Deanery Convocation shall be responsible for carrying out the following duties:

- (a) Promoting and aiding in the implementation of cooperative ministries among the congregations in the Deanery;
- (b) Identifying and communicating program and ministry ideas to the appropriate Diocesan Commission;
- (c) Aiding Diocesan commissions in the implementation of programs and ministries in the Deanery;
- (d) Raising funds as necessary to its activities;
- (e) Providing a forum for discussion of upcoming Diocesan Convention business and disseminating and responding to Diocesan communications relating to Convention concerns;
- (f) Proposing names as required for membership on Diocesan Commissions; and
- (g) Performing such other duties assigned by these Canons or the Constitution.

Section 8.03. MEMBERS

The membership of each Deanery Convocation shall consist of the canonically resident clergy in that Deanery, the lay delegates to annual Convention from each congregation contained within the Deanery and the youth delegates to the annual Convention from congregations contained within that Deanery. Each Deanery Convocation may determine additional Deanery membership as desired.

Section 8.04. MEETINGS

Each Deanery Convocation shall meet not less than three times each year and such additional times as may be deemed necessary by the Chairperson or at the request of not less than 8 members of the convocation.

Section 8.05. OFFICERS

Each Deanery Convocation shall elect the following officers:

- (a) A Chairperson to serve for a three-year term beginning immediately after the conclusion of the annual Convention commencing in 2012. The Chairperson may be lay or clerical, and shall be elected by secret ballot by the Deanery Convocation. In case of a vacancy, the Deanery Convocation shall fill the vacancy in the same manner for the remainder of the unexpired term. The Chairperson shall preside at meetings of the Deanery Convocation, and shall carry out such duties and communications as the Deanery Convocation or the Bishop may assign.
- (b) A Vice-Chairperson, who shall preside at convocation meetings in the absence of the Chairperson.
- (c) Either the Chairperson or Vice-Chairperson must be a member of the clergy.
- (d) A Secretary and a Treasurer, who each shall perform the customary duties of their respective offices.

Diocesan Council members from the Deanery shall be nominated by the Deanery Convocation, as provided by Canon 7, at a meeting held no more than 60 days, and no less than 30 days, prior to the annual Convention.

CANON 9 THE GENERAL FUND

Section 9.01. PURPOSE

The General Fund shall include all unrestricted funds of the Diocese and shall be used for the share of the Diocese in the General Church Program of The Episcopal Church as adopted by the

General Convention, support of Diocesan Parishes, new congregations and Commissions, the stipend and expenses of the Bishop and the salaries and expenses of the Diocese.

Section 9.02. SOURCES, RECEIPTS AND DISBURSEMENTS

The General Fund shall be derived from income from designated and unrestricted endowment and trust funds and from the apportionments of each congregation. All monies due or accruing to the Fund shall be paid to the Treasurer, who shall pay no monies therefrom which have not been provided for by the Budget adopted at the annual Convention, unless authorized to do so by the Diocesan Council, or by the Bishop for expenditures under \$1,000.

Section 9.03. PARISH APPORTIONMENT

The Program and Budget of the Diocese, including its obligation to The Episcopal Church, shall be funded by an annual apportionment of each Parish based on its Net Operating Income. This income shall be the total operating income as shown on the most current annual Parochial Report.

A Parish may use as its Net Operating Income for this formula the average of the last three Parochial Reports, or the most recent Parochial Report, whichever is the smaller amount.

A Parish may then deduct from this amount the actual dollar amount of apportionment funds paid to the Diocese in the preceding year. This is the figure upon which the new apportionment is to be based.

The apportionment formula is as follows:

- 10% of the first \$75,000 (\$1 - \$75,000)
- 12% of the second \$75,000 (\$75,001 - \$150,000)
- 14% of the third \$75,000 (\$150,001 - \$225,000)
- 16% of any amount above \$225,001

This apportionment shall be paid in twelve equal monthly payments.

The Diocesan office will inform each Parish of its apportionment in a timely manner. Each Parish will then have a maximum of 45 days to respond in writing. If a Parish believes itself to be unable to meet the apportionment it must indicate in writing why that is so. The Apportionment Review Committee will then contact the Rector/Senior Warden to meet with them and to connect them with those groups in the Diocese that are prepared to offer assistance.

If a Parish will not work in good faith with the Apportionment Review Committee and the supportive groups within the Diocese, with the goal of strengthening the Parish and meeting the apportionment goal, the Bishop and the Standing Committee will have the option of prescribing a course of action for the health of the Parish, pursuant to Title II, Canon 31.

Section 9.04. BUDGET

The Diocesan Council shall:

- (a) Be responsible for submitting to the annual Convention for approval, a balanced budget incorporating all the work and program of the Diocese. The proposed budget shall be distributed to all Convention delegates at least thirty (30) days prior to the annual Convention.
- (b) Advise the National Executive Council of the amount the Diocese intends to pay towards the National Church Program that year; and
- (c) Have the authority during the course of the year to modify the budget approved by the annual Convention in any manner it deems necessary to balance expenditures with anticipated resources.

Section 9.05. BUDGET PROCEDURE

- (a) Six months before the commencement of the next Diocesan Convention, the Diocesan Council will ask the chairs of each Diocesan commission to prepare a proposed budget for the following year and submit it to the Diocesan Council not later than four months before the commencement of the next Diocesan Convention.
- (b) A proposed budget will be prepared listing all proposed receipts and expenditures and shall be presented to the Diocesan Council not later than two months before the commencement of the next Diocesan Convention.
- (c) The Diocesan Council will review the report and initiate the process of balancing the proposed expenditures with the forecasted receipts. Not later than one month before the commencement of the next Diocesan Convention, the Diocesan Council will approve a proposed balanced budget for the following year. The proposed budget will be distributed to all Convention delegates at least thirty (30) days prior to the annual Convention.

CANON 10 THE COMMITTEE ON CONSTITUTION AND CANONS

Section 10.01.

The Bishop shall appoint a Committee on Constitution and Canons to consist of such number of persons, clergy or lay, as the Bishop shall deem necessary. The Chancellor or a Vice-Chancellor shall serve as chairperson of the Committee. The members of the Committee shall serve a term commencing upon appointment by the Bishop and running through the close of the next subsequent annual Convention or until their successors are appointed.

Section 10.02. DUTIES

The Committee on Constitution and Canons shall review proposed revisions to the Constitution and Canons of the Diocese referred to it by the Bishop. Such review shall be to determine the canonical propriety of said revision and the compatibility of the proposed revision with the Constitution and Canons of the General Convention, the Constitution and Canons of the Diocese and any other documents that may be relevant. The Committee shall report the results of such review to the Bishop, the Diocesan Council, and the annual Convention.

CANON 11 ELECTION OF A BISHOP

Section 11.01. ELECTION OF A BISHOP

The election of a Bishop Diocesan, or of a Bishop Coadjutor, or of a Bishop Suffragan, shall be made at a Convention, either annual or special, as described by these Canons. If such election occurs at an annual Convention it shall be required that notice of the Convention include notice of the intent to elect such a Bishop, and that such notice be distributed to Convention delegates not less than 60 days prior to the Convention. Notification of a special Convention called for the purpose of electing a Bishop Diocesan, a Bishop Coadjutor, or a Bishop Suffragan shall be distributed to Convention delegates not less than 60 days prior to the special Convention, and such notice shall state the purpose of the special Convention.

Section 11.02. PROCEDURE

The election of a Bishop Diocesan, or of a Bishop Coadjutor, or of a Bishop Suffragan shall be in the following manner:

- (a) Nominations shall only be made as follows to the Standing Committee no later than the date specified by the Standing Committee:
 - (1) By the Search Committee appointed as directed by the Standing Committee; and
 - (2) By petition, the form of which shall be determined by the Standing Committee, signed by no less than three (3) clergy members canonically resident in no less than two (2) Deaneries and by no less than three (3) lay members in good standing of at least two (2) Deaneries. The person nominated must indicate such person's willingness to be nominated and consent in writing to the normal background checks no later than the date specified by the Standing Committee.
- (b) All nominees whose nomination has been made as set forth in subsection (a) hereof shall be eligible for election and no nominations may be made from the floor of Convention.

- (c) The members of clergy and lay delegates to Convention shall vote by ballot and by orders. A concurrence of a majority of both orders shall be necessary for an election. If in either order less than 60 percent of all entitled to vote are present, two-thirds of the votes of those present in that order shall be necessary to determine the election. Absent non-stipendiary members of the clergy and absent retired members of the clergy shall not be counted in determining the majority of clergy.

Section 11.03. FAILURE TO ELECT

In case of failure to elect upon any ballot as herein provided, the Convention shall continue to ballot until an election occurs or the Convention adjourns.

CANON 12 THE BISHOP COADJUTOR

The Bishop Coadjutor, if any, shall be *ex-officio* a member of all Diocesan commissions of which the Bishop Diocesan is *ex-officio* a member. In the absence or disability of the Bishop Diocesan to act, the Bishop Coadjutor shall possess all the powers and perform all the duties of the Bishop Diocesan prescribed in these Canons.

CANON 13 COMMITTEES

The Bishop may establish committees whose duties, membership and duration shall be designated from time to time by the Bishop with the advice and consent of Diocesan Council.

CANON 14 COMMISSION ON MINISTRY

The Commission on Ministry shall be appointed by the Bishop. The Commission shall consist of nine members appointed for three year terms from members of the laity, deacons, and presbyters. The duties of the Commission will be to advise and assist the Bishop in the implementation of Title III of the Canons of the General Convention. No person in the ordination process may serve on the Commission on Ministry.

**CANONS 15 - 19
RESERVED**

TITLE II PARISHES

CANON 20 EQUALITY OF CONGREGATIONS

Section 20.01. EQUALITY OF CONGREGATIONS

All congregations, financially self-supporting or otherwise, shall be equal with respect to the Canons of the Diocese.

CANON 21 ESTABLISHMENT OF NEW CONGREGATIONS

Section 21.01. ESTABLISHMENT OF NEW CONGREGATIONS

- (a) On recommendation of the Bishop and Standing Committee, the Diocesan Council may establish a new congregation, subject, however, to the provisions of Section 21.04 of this Canon.
- (b) If the gathering place for worship of the proposed new congregation be within ten miles of the church of any Parish in union with the Convention, the Bishop and Diocesan Council shall consult with the Rector and Vestry of each such Parish church before establishing the new congregation.
- (c) An application for establishment of a new congregation shall be made in writing to the Bishop. which application shall begin with a letter addressed to the Bishop, in form substantially saying:

“We, the subscribers, baptized, adult persons, residents of the town of _____ in the State of Michigan, request, pursuant to Title II, Canon 21, Section 21.01 of the Canons of the Diocese of Western Michigan that a new congregation be established at _____, to be known as _____. We promise obedience to the Constitution and Canons of the General Convention of The Episcopal Church, the Constitution and Canons of the Diocese of Western Michigan, and to the Bishop Diocesan of the Diocese of Western Michigan.

The following items shall be attached to the application:

- (1) A description of the group (which may be identified by native language, ethnic group, geographic location, or other affinity) to be served by the proposed new congregation;
- (2) An explanation of the reasons why such group would be better served by the establishment of the proposed new congregation than by other existing parishes;
- (3) A description of the physical facilities to be used by the proposed new congregation;
- (4) A description of the arrangements proposed for taking charge of the spiritual affairs of the proposed new congregation;
- (5) A description of the relationship contemplated between the sponsoring Parish or Diocese and the proposed new congregation, including the arrangements for supervision of the financial affairs of the new congregation and any expectations for eventual self- sufficiency of the proposed new congregation; and,
- (6) An affirmation to the effect that the proposed new congregation will, if established, obey the Constitution and Canons of the General Convention of The Episcopal Church in the United States of America, the Constitution and Canons of the Diocese of Western Michigan, and the Bishop Diocesan of the Diocese of Western Michigan.

The application shall include any additional information the Bishop may require to determine the need, and the adequacy of the arrangements, for such proposed new congregation.

- (d) After establishment of a new congregation under this Canon, the Bishop shall appoint a presbyter to have charge of the spiritual affairs of the new congregation under direction of the Bishop. The presbyter's salary shall be fixed within the approved Diocesan guidelines for clergy compensation. A new congregation established under this Canon shall not place itself under the charge, temporary or permanent, of any person without the consent of the Bishop Diocesan.
- (e) The Bishop and presbyter shall appoint an advisory committee from the members of the new congregation to serve until the new congregation holds its first annual meeting.
- (f) A meeting of the new congregation shall be held annually during the month of January on such date as may be fixed by the by-laws. The first annual meeting will be set by the Bishop or by the presbyter in charge of the congregation. The first annual meeting shall adopt by- laws; and the first and each subsequent annual meeting shall be held for the

following purposes:

- (1) The election of wardens, secretary, treasurer and not more than six other persons having the qualifications of voters, to constitute the advisory committee;
 - (2) Consideration and action upon recommendations of the presbyter or advisory committee concerning secular business of the new congregation;
 - (3) Reception of reports;
 - (4) Consideration and action upon proposed amendments to the by-laws; and,
 - (5) If admitted into union with the convention, election of the authorized number of lay delegates to represent the new congregation at the convention, as determined according to Title I, Canon 3, Section 3.04 of these Canons, together with the same number of alternates. Delegates must have the same qualifications as prescribed for delegates from parishes. If not so elected, the advisory committee may appoint delegates and alternates to the convention.
- (g) Special meetings of the new congregation may be called by the presbyter or advisory committee for purposes to be stated in the notice of the meeting.
- (h) Notices of the annual and all special meetings shall be given in accordance with Title II, Canon 22, Sections 22.03 and 22.04 of these Canons.
- (I) Qualification of voters is the same as provided in Title II, Canon 22, Section 22.05, of these Canons.
- (j) The wardens, secretary and treasurer shall have such duties as conform as nearly as practicable to those of the corresponding officers of a Parish. The treasurer shall give bond under the circumstances and in the form required by the Canons of this Diocese and of the General Convention, satisfactory to the Bishop and Standing Committee.
- (k) New congregations shall be incorporated under the Michigan statutes permitting incorporation of Protestant Episcopal Churches when they show evidence of being financially self-sufficient for at least one year. Title to all personal property given to or purchased by or for new congregations established under this Canon, and to monies contributed for operating purposes, shall vest in the treasurer of the new congregation and his or her successors in office, in trust for the new congregation, subject to use by the presbyter in his or her canonical administration.

- (l) The Diocese of Western Michigan shall hold title to all real estate given to, or purchased by or for, a new congregation established under this Canon. Donations of real estate for the benefit of a new congregation shall not be accepted except by consent of the Bishop and the Standing Committee of the Diocese of Western Michigan, as provided by Title I, Canon 2, Section 2.02 of these Canons.
- (m) Title to endowments and invested funds given or bequeathed for the use or benefit of a new congregation established under this Canon shall be held by the Diocese of Western Michigan, which shall administer the same for the purposes directed in the instrument of gift or trust, unless some other Trustee shall be named in such instrument and shall accept the trust.
- (n) When a new congregation is replaced by an incorporated Parish, such Parish shall be deemed the lawful successor of the new congregation and all property held in trust for the new congregation shall be conveyed to such Parish, provided such conveyance is not inhibited by the provisions of the trust, and provided further, that the provisions of Title I, Canon 2, Section 2.02 of these Canons are complied with.
- (o) Before any church, Parish house or other buildings shall be built by such a new congregation, or structural alterations made to any existing building, satisfactory drawings thereof shall be submitted to and approved by the Bishop Diocesan and the Standing Committee of the Diocese of Western Michigan, in conformance with Title I, Canon 2, Section 2.02 of these Canons.

Section 21.02. SUPERVISION OF FINANCIAL AFFAIRS

The financial affairs of the new congregation shall be supervised by the Diocese.

Section 21.03. DISSOLUTION OF A NEW CONGREGATION

On recommendation of the Bishop, the Diocesan Council may close a new congregation after giving the officers of the new congregation a reasonable opportunity to be heard. In such case, the real estate and invested funds held by, or for, the Diocese of Western Michigan for the benefit of such new congregation shall be administered for the benefit of the evangelical work of the Diocese and may be leased, mortgaged, sold or otherwise disposed of, with the advice and consent of the Bishop and the Standing Committee, as provided by Title I, Canon 2, Section 2.03 of these Canons. All personal property and funds in the custody of the new congregation treasurer shall be turned over, in such case, to the Treasurer of the Diocese, to be used under the direction of the Bishop and Diocesan Council for the evangelical work of the Diocese.

Section 21.04. CHANGE FROM NEW CONGREGATION STATUS TO PARISH STATUS

- (a) To become a Parish, a new congregation must make an application to the Bishop, which application shall begin with a letter addressed to the Bishop, in form substantially saying:

“We, the subscribers, baptized, adult persons, members of the new congregation of _____, request that the status of the new congregation be changed to a Parish, to be known as _____. We continue to promise obedience to the Constitution and Canons of the General Convention of The Episcopal Church, the Constitution and Canons of the Diocese of Western Michigan, and to the Bishop Diocesan of the Diocese of Western Michigan.

The application shall provide the basis by which:

- (1) A need exists for the establishment of such a Parish;
- (2) A building has been acquired, or the use of a building provided.

The following items shall be attached to the application:

- (3) A copy of the congregation’s proposed, or existing, Articles of Incorporation;
 - (4) The congregation’s application for, or acceptance of, incorporation under the laws of the State of Michigan permitting incorporation as an Ecclesiastical corporation for Protestant Episcopal Churches;
 - (5) A copy of the congregation’s by-laws;
 - (6) Documentation establishing the congregation’s tax-exempt status;
 - (7) A copy of the previous year’s audited financial records of the congregation; and,
 - (8) Any additional information the Bishop may require.
- (b) If the location of the place of worship of the proposed Parish is within ten miles of the church of any existing congregation in union with this Diocese, the Bishop and the Diocesan Council shall obtain the consent from the Rector and Vestry of each such existing congregation before approving the change of status of the new congregation to a Parish.
- (c) The Bishop shall consult with the Diocesan Council and the Standing Committee regarding the merits of the application, and then shall submit a recommendation to Convention.

Section 21.05. APPROVAL BY CONVENTION

If, after the recommendation required by Title II, Canon 21.03 (c), above, the next annual Convention of the Diocese shall approve the same, the congregation shall thereby be admitted into union with the Diocese. If such recommendation shall not receive approval of the annual Convention of the Diocese, the annual Convention shall by resolution determine the disposition of the new congregation.

Section 21.06. CERTIFICATE OF UNION

Upon approval of the recommendation by the annual Convention, as provided by Title II, Canon 21, Section 21.04, above, the Bishop Diocesan shall issue a certificate of union. The Bishop's certificate that said union has been effected shall be retroactive to the close of the Convention which approved the recommendation, and shall be final and conclusive.

CANON 22 PARISH MEETINGS

Section 22.01. BY-LAWS

All by-laws adopted by any congregation shall be consistent with the Constitution and Canons of the General Convention and the Constitution and Canons of this Diocese.

Section 22.02. ANNUAL PARISH MEETING

A Parish meeting shall be held annually in each congregation within the month of January. Such annual meeting shall:

- (a) Elect qualified adult communicants in good standing to the Vestry;
- (b) Consider and act upon recommendations of the Vestry concerning secular business of the Parish;
- (c) Receive reports of the Rector, secretary, treasurer, and other officers of the Parish and of its organizations; and,
- (d) Consider and act upon proposed amendments, if any, to the articles of incorporation or by-laws of the Parish.

Section 22.03. NOTICE OF ANNUAL MEETING

Notice of the date, hour and place of holding each annual meeting shall be given at a regular service on each of the two Sundays next preceding such meeting, by the Rector, or in the Rector's absence by a warden; or notice may be given with like effect by such publishing, posting, mailing or electronic means as the Vestry may direct.

Section 22.04. SPECIAL PARISH MEETING

Special meetings of a congregation may be called by:

- (a) The Rector; or,
- (b) Written consent of two-thirds of the Vestry; or,
- (c) Written consents of a majority of the Vestry if the Rector approves; or,
- (d) Consent of a majority of the Vestry if there be no Rector.

Notice of a special meeting shall state the purpose or purposes thereof and may be given in the same manner as notice of an annual Parish meeting.

Section 22.05. QUALIFICATIONS OF VOTERS

At all Parish meetings, whether annual or special, the right to vote shall be limited to baptized persons:

- (a) not less than 16 years of age,
- (b) whose baptisms have been duly recorded in said Parish,
- (c) who for a period of not less than six months preceding have been regular worshiper in the Parish; and,
- (d) who for not less than six months preceding have been bona fide regular contributors to its support, according to the method used in the Parish. Physical disability or absence from the Parish during the preceding six months shall not disqualify an otherwise qualified voter.

Before any vote has been taken, the presiding officer shall state to the persons present the foregoing qualifications of voters. The Rector and the wardens shall be judges of the qualifications of voters. If a warden is absent, the presiding officer may appoint a member of the Vestry to act in place of the warden. The judges of an election shall not permit an unqualified person to vote. Proxy ballots shall not be accepted.

Section 22.06. ORDER OF BUSINESS

Unless otherwise provided by by-law or resolution, the presiding officer shall control the order of business. The presiding officer may appoint tellers and other assistants. The secretary shall preserve a list of the names of all persons who voted for Vestry members. The list shall be signed by the judges of election.

CANON 23

THE VESTRY: ITS OFFICERS, MEETINGS, AND DUTIES

Section 23.01. ORGANIZATION OF VESTRY

The Vestry of a Parish shall consist of not less than six nor more than fifteen lay members. Within these limits the number may be fixed by by-law. Members of the Vestry shall be adult communicants in good standing as defined by Title I, Canon 17, Sections 2 and 3 of the General Convention, and shall be qualified voters of the congregation. Vestry members may not be a Spouse, Parent, Sibling, or Child of or reside in the same household as the Rector or any other Vestry member. [As amended, April 21, 2012.]

The by-laws of a Parish shall provide for multi-year Vestry terms, arranged so that an equal number of members are elected each year. An election of Vestry members shall be preceded by nomination. No voter shall vote for more candidates than the total number of Vestry members to be elected. A majority of all votes cast shall be necessary to elect.

Immediately following the annual meeting (unless otherwise provided by by-law) the newly constituted Vestry shall meet and elect for a term of one year:

- (a) a senior warden,
- (b) a junior warden,
- (c) a secretary,
- (d) a treasurer, and
- (e) the authorized number of lay delegates to represent the Parish at the Convention, as determined according to Title I, Canon 3, Section 3.04, together with the same number of alternates.

The secretary and the treasurer shall be *ex-officio* the secretary and treasurer, respectively, of the Parish, unless otherwise provided by by-law.

Section 23.02. QUALIFICATIONS

The wardens shall be Vestry members. The secretary and treasurer shall be qualified voters of the congregation who may or may not be members of the Vestry. The delegates and alternates shall be qualified voters of the congregation.

Section 23.03. VESTRY MEETINGS

Unless otherwise provided by by-law, the Vestry shall meet as often as once in each month in ten months of the calendar year at such day, place and hour as shall be fixed by resolution or by-law. Notice of a stated meeting, although desirable, shall not be legally necessary. The Rector, when present, shall preside at all Vestry meetings but shall have no vote except in the case of a tie. In the Rector's absence from the meeting, one of the wardens, if present, shall preside. In the case of a vacant cure, the Senior Warden, if present, shall preside, and if the Senior Warden not be present, the Junior Warden shall preside.

A special meeting of the Vestry may be called by the Rector at any time, upon notice given in any practical manner to each Vestry member. The purpose of the special meeting shall be stated as a part of the notice. In a vacancy of the Rectorate, a special meeting may be called by either warden at any time upon notice given in any practical manner to each other Vestry member.

No notice of any meeting at which the Rector and all members of the Vestry are present shall be necessary. Any or all members may waive notice in writing either before or after the meeting has been held. All waivers of notice shall be kept on file by the secretary.

A majority of the members of the Vestry, not counting the Rector, when duly assembled, shall constitute a quorum. Less than a quorum may transact business if there be no objections, but any business so transacted is subject to ratification at the next regular meeting of the Vestry.

Section 23.04 DUTIES OF VESTRY

The Vestry shall have the duty to:

- (a) Be helpful to the Rector;
- (b) Prepare, approve and present a balanced budget to the Annual Meeting of the Parish;
- (c) Employ and fix the compensation of all employees of the Parish provided that no person shall be employed or retained except by and with the approval of the Rector;
- (d) Provide maintenance for the Rector and such compensation as shall be agreed upon for employees of the Parish;
- (e) Elect and call a Rector in conformance with Title III, Canon 9, Section 3(a) of the Canons of the General Convention, and under procedures adopted by the Bishop Diocesan, in consultation with the Standing Committee;
- (f) Have charge, care and management of all property and temporal affairs of the Parish;

- (g) Supervise collection, control, and disbursement of all monies held by or for the benefit of the Parish;
- (h) Keep all buildings, structures, and tangible property of the Parish adequately insured against loss;
- (I) Assure that all treasurers and custodians of funds (other than banking institutions) obtained, contributed, held, or accumulated for the benefit of the Parish, or of any of its activities, shall be adequately bonded;
- (j) Assure that all treasurers and custodians of funds maintain records sufficient to enable proper accounting and audits;
- (k) Deposit all trust funds, permanent funds and all securities, which come under their control, using the Parish name and tax identification number, with a national bank, a state bank, the Diocesan Council pursuant to Title I, Canon 2, Section 2.05, or some other custodian approved by the Finance Committee of the Diocese, under a suitable deposit arrangement requiring not less than two signatures upon all checks and orders for withdrawals;
- (l) Manage trust funds and income therefrom strictly in accordance with the lawful express requirements of the instruments creating the trust;
- (m) Sell and convey unneeded personal property of the Parish when deemed for the best interest of the Parish to do so;
- (n) Pursuant to a vote of the congregation, at a meeting duly called, sell and convey real estate of the Parish, when deemed for the best interest of the Parish to do so, but only pursuant to written consent of the Bishop and Standing Committee first obtained. Acting within the limitations upon debt contained in Title II, Canon 27, and in compliance with the requirements of that Canon, to do any of the following acts, namely to:
 - (1) Cause necessary repairs to be made upon the Parish property;
 - (2) purchase necessary furnishings and equipment;
 - (3) mortgage real estate when deemed for the best interest of the Parish to do so, but only pursuant to written consent of the Bishop and the Standing Committee first obtained; and

- (4) acquire appropriate real estate; and, on real estate held in fee simple by the Parish pursuant to consent of the congregation given at a Parish meeting duly called and held, take down and remove or alter existing buildings, and erect, construct, or reconstruct, a church building, chapel, Rectory, and/or Parish house. This subsection shall not be held to apply to alterations which do not involve major structural changes to the buildings in question.

The foregoing duties of the Vestry shall always be subject to the authority of the Rector to direct the spiritual activities of the congregation subject to the Bishop or other person acting as the Ecclesiastical Authority and to Canon Law and the Rector's right to possession, use and control of the property of the Parish as provided by the canons of the General Convention of The Episcopal Church.

Section 23.05. DUTIES OF OFFICERS OF VESTRY

- (a) **WARDENS.** In case the congregation be without a Rector, the wardens shall preside at meetings of the congregation and of the Vestry, shall provide public worship as circumstances shall permit, and shall perform the duties required by Title I, Canon 6 and Title III, Canon 9 of the Canons of the General Convention.
- (b) **SECRETARY.** The secretary shall keep correct minutes of all meetings of the Vestry and of the congregation and shall sign the same and deliver the same to his or her successor. The records of the congregation and the Vestry at all times shall be safely and permanently kept open to inspection by the Bishop, the Rector, and all qualified voters of the congregation. The secretary shall be the custodian of the bond of the treasurer. The secretary shall assure that proper timely notice is given of all meetings of the Vestry and of the congregation.
- (c) **TREASURER.** The treasurer shall follow the Episcopal Church *Manual of Business Methods in Church Affairs*. The treasurer shall report to the Vestry at each stated meeting thereof, and whenever requested, all receipts and disbursements and the condition of the all Parish cash and investment balances. The treasurer shall make a like report to the annual Parish meeting. The treasurer shall give bond for the faithful performance of his or her duties. The treasurer's records shall be and open to inspection by the Bishop and shall be kept at the Parish office and promptly delivered to the treasurer's successor in office.

CANON 24 REGISTERS AND PAROCHIAL REPORTS

Section 24.01. DUTIES

It shall be the duty of all Rectors, vicars, and other clergy of the Diocese to record in the appropriate register all the official acts listed in Title I, Canon 6, of the Canons of the General Convention. In the case of a vacant cure, the senior warden shall perform this duty, and if the senior warden should not be available, the junior warden shall perform this duty.

Section 24.02. REPORTS

A report of every congregation and of every bishop, presbyter, and deacon not officially attached to a congregation shall be prepared annually as required by and in the manner set forth by Title I, Canon 6, of the Canons of the General Convention.

CANON 25 FINANCIAL ASSISTANCE TO CONGREGATIONS

Section 25.01. ELIGIBILITY

Any congregation in union with the Diocese may make application for financial assistance from the Diocese. Such application shall be made through the Diocesan Council or such committee(s) as it may designate.

Section 25.02. PROCEDURE

The Diocesan Council shall establish and administer a process whereby congregations may apply for financial assistance from the Diocese. Such process shall be communicated to all congregations in the Diocese in an appropriate and timely manner and shall include, but is not limited to, the following:

- (a) Dates and deadlines for applications and/or steps within the application process.
- (b) Method of reporting from the applying congregation of:
 - (1) Conduct of a stewardship program for the support of the congregation and the Diocese;
 - (2) Activity and worship in the congregation in the preceding year; and,
 - (3) Expectations for the future of the congregation.
- (c) Method of accountability for use of assistance fund.

Section 25.03. FINAL APPROVAL

The final decision on all financial assistance grants shall be made by the Diocesan Council.

Section 25.04. FUNDING

Funds for financial aid to congregations within the Diocese shall be identified by the annual Convention as a part of the budget of the General Fund as described in Title I, Canon 9, Section 9.04, in a line item entitled, “Aid to Congregations.” In any given fiscal year, the total of all financial assistance granted by the Diocesan Council shall not exceed the total of the amount allocated for “Aid to Congregations.”

CANON 26 DISSOLUTION OF CONGREGATIONS

Section 26.01. DISSOLUTION

Whenever any congregation shall choose to dissolve or be determined by the Bishop and Diocesan Council to be virtually extinct, the Convention may exclude it from union with the Diocese, but without prejudice to subsequent application for readmission in the manner prescribed by Title II, Canon 21 for original admission.

In such case the real estate and invested funds that may be held by the Diocese or the Bishop Whittemore Foundation for the benefit of such congregation shall be administered for the benefit of the general missionary work of the Diocese and may be leased, mortgaged, sold or otherwise disposed of by the Bishop and the Diocesan Council pursuant to Title II, Canon 21, Section 21.03 of these Canons and pursuant to the requirements of the Canons of the General Convention. All personal property and funds in the custody of the treasurer of the congregation shall be turned over to the Treasurer, to be used under the direction of the Bishop and the Diocesan Council for the general missionary work of the Diocese.

Section 26.02. REORGANIZATION OF CONGREGATION AFTER DISSOLUTION

A dissolved congregation may be reorganized by the same procedure prescribed in these Canons. After reorganization has been completed, the reorganized congregation shall be entitled to the accrued investment funds derived from the predecessor congregation. The invested funds then continuing to be held by the Diocesan Council, and not in the meantime disposed of, shall be held for the benefit of such reorganized congregation, subject to such encumbrances as may have been created thereon in the meantime by action of the Diocesan Council or otherwise.

CANON 27 CONGREGATIONAL INDEBTEDNESS

Section 27.01. LIMITATIONS ON DEBT

No indebtedness shall be incurred by any congregation without the approval of both the Bishop and the Standing Committee, except:

- (a) Indebtedness for permanent improvements, replacement or additions to real estate or equipment, where the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such congregation during the three years then last preceding;
- (b) Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such congregation during the preceding fiscal year; and the payment of all such indebtedness shall be provided for in the budget of the next ensuing fiscal year with reasonable expectation of its payment out of the receipts of the next two years; or,
- (c) Indebtedness incurred to finance existing loans, provided the total amount thereof be not increased.

In computing receipts under subsections (a) and (b) hereof, income from endowments, devises and bequests available for general purposes may be included; but principal and income not available for payment of debts, and receipts earmarked for non-parochial purposes shall be excluded.

Section 27.02. PLAN OF PAYMENT REQUIRED

Where approval of proposed indebtedness is required, the application therefore shall be accompanied by a plan of payment, and such approval shall not be granted in any event unless such a plan is deemed feasible by the Bishop and the Standing Committee.

Section 27.03. EXISTING INDEBTEDNESS

This Canon shall not apply to the refinancing of existing indebtedness, provided the total existing indebtedness is not increased.

CANON 28 AUDITS and INSURANCE

Section 28.01. AUDITS

As soon as may be after the close of each fiscal year, the accounts of all officers handling funds, whether of the Diocese or its auxiliaries, or of congregations and their auxiliaries, shall be audited in accordance with the Episcopal Church *Manual of Business Methods in Church Affairs*.

Copies of audit reports shall be submitted to the Diocesan Treasurer for review by September 1 following the close of the fiscal year.

Section 28.02. INSURANCE

- (a) All buildings and tangible personal property, owned or held in trust by the Diocese or by any congregation, shall be insured under the Diocesan Insurance program; including but not limited to hazards to be insured against, amount and sufficiency of such insurance for each congregation, and insurance carrier or carriers, shall be as prescribed by the Diocesan Council. Each congregation insured under this program shall pay to the Treasurer its fair share of the cost of the total Insurance program, which fair share shall be determined by the Diocesan Council.
- (b) Each congregation shall provide health insurance through the denominational health plan for all eligible clergy and eligible lay employees.

CANON 29 MINIMUM COMPENSATION STANDARDS FOR CLERGY

Section 29.01. ESTABLISHMENT OF STANDARDS

There is hereby established a minimum standard of compensation for all members of the clergy exercising a full-time, parochial, stipendiary ministry in the Diocese of Western Michigan. Compensation is defined as stipend, housing/housing allowance, and utilities.

The establishment of a minimum compensation standard is not meant to prevent a congregation from providing additional forms of compensation.

Section 29.02. ADOPTION, SCALE

The Diocesan Council shall adopt an annual Clergy compensation minimum for the next ensuing fiscal year. For those who have been ordained more than one year, the minimum standard shall be increased by an amount, to be determined by the Diocesan Council, for each year of ordained ministry beyond the first year to a limit of ten years.

Section 29.03. FAILURE TO COMPENSATE

In any case where compensation provided is below the minimum standard the position will be regarded as less than a full-time position. The Bishop, or the Bishop's representative, shall assist in negotiating a mutually agreeable solution.

Section 29.04. OTHER BENEFITS

Consideration for adequate reimbursement shall also be given by vestries in the areas of:

- (a) Reimbursement of automobile expenses;
- (b) Continuing education; and
- (c) Other professional expenses.

**CANON 30
PASTORAL RELATIONSHIPS**

Section 30.01.

Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a Parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.

Section 30.02.

If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Section 30.03.

The provisions of Title III, Canon 9, Section 12 of the Canons of the General Convention apply to pastoral relations in this Diocese.

The Bishop and the Standing Committee will have the option of prescribing a course of action for the health of the Parish, pursuant to Title II, Canon 31.

**CANON 31
RESTORING CONGREGATIONAL HEALTH**

Section 31.01. PURPOSE

This Canon is intended to address the exceptional case of a Parish whose continued viability as a self-sustaining entity appears to be in jeopardy, such that a degree of Episcopal intervention or oversight is needed as a means of restoring the health of the congregation. It is not intended to derogate from the traditional right and responsibility of Parishes in the Episcopal

Church to govern themselves. In those cases where an inquiry is initiated, and where a plan to restore congregational health is implemented is declared, it shall be the duty and obligation of all parties to strive to accomplish the speedy end or substantial amelioration of the conditions that led to the inquiry or to the implementation of a plan to restore congregational health, and to restore the congregation to spiritual and temporal health.

Section 31.02. INITIATION OF INQUIRY

An inquiry by the Ecclesiastical Authority leading to the implementation of a plan to restore congregational health under this Canon may be initiated only in one of the following ways:

The Bishop, believing that one or more of the conditions in Section 4 may exist, may initiate such inquiry;

The Standing Committee by vote of two-thirds of its members, believing that one or more of the conditions in Section 4 may exist, may petition the Bishop to initiate such inquiry; or if the Standing Committee is the Ecclesiastical Authority, it may initiate such inquiry by unanimous vote;

The Rector, both Wardens, or a majority of the Vestry of such Parish, believing that one or more of the conditions in Section 31.04 may exist, may petition the Ecclesiastical Authority to initiate such inquiry.

Section 31.03. INQUIRY BY ECCLESIASTICAL AUTHORITY

Upon proper initiation as provided in Section 31.02, the Ecclesiastical Authority, either itself or through persons it may designate, shall conduct such inquiry into the condition of the Parish as it deems appropriate. Such inquiry shall include conversations with persons in the Parish, and may also include written or oral questions to the Parish or members thereof and examination of any books and records of the Parish. The Parish must cooperate in the inquiry by answering such questions fully, accurately, and promptly, and by making available the books and records of the Parish upon reasonable notice. If, after such inquiry, the Bishop finds that one or more of the conditions in Section 31.04 exist in the Parish, the Bishop may, with the concurrence of two-thirds of the Standing Committee, implement a plan to restore congregational health. If the Standing Committee is the Ecclesiastical Authority, it may make such implementation following inquiry, by unanimous vote.

Section 31.04. CONDITIONS IN THE PARISH

No plan for restoring congregational health may be made except upon a finding, following inquiry, that one or more of the following conditions exist in the Parish:

- (a) The failure of the Parish, for two years or more, to consist of at least twenty-five adult Communicants of the Church or, for two years or more, to be financially self-supporting.
- (b) The failure for at least two years to elect a Vestry or a Rector (where the Parish is without a Rector).
- (c) The failure to pay the minimum clergy compensation as required by Canon; or the failure to make timely payment of premium under the clergy pension system as required by Canon, or of premium for any other obligatory insurance for clergy.
- (d) The refusal or willful failure to arrange for representation of the Parish at an annual Convention of the Diocese.
- (e) The failure or neglect to make canonically-required reports, including the annual parochial report to the Bishop, the annual pledge to the Diocese, and Parish audit report; or to pay duly-assessed Diocesan apportionments or assessments. Voluntary giving shall not be considered a Diocesan apportionment or assessment.
- (f) Persistent and significant instability or decline in the financial or temporal condition of the Parish, as evidenced by, for example, substantial invasion of the principal portion of endowment or trust funds, to such a degree that, in the judgment of the Bishop and two-thirds of the Standing Committee, the long-term viability of the Parish as a self-supporting entity is in jeopardy.
- (g) Persistent failure or neglect to conform to the business methods in church affairs required by the Constitution and Canons of the General Convention of The Episcopal Church or of the Diocese, including those requirements relating to the bonding of treasurers or other custodians of funds, proper record keeping, proper maintenance of books of account, annual audit, and the maintenance of adequate insurance.
- (h) Persistent failure to provide for and fund health insurance through the denomination health plan for all eligible clergy and lay employees.
- (i) Persistent failure to keep all buildings, structures, tangible property of the Parish adequately insured against loss under the Diocesan insurance program or to pay any premiums coming due.

- (j) The purchase, use, or conveyance of property of the Parish, or the incurring of debt, other than in conformity with the Constitution and Canons of the General Convention of The Episcopal Church and of the Diocese, except where such non-conformity was inadvertent and resulted in no substantial prejudice to the property or temporal interests of the Parish.
- (k) The failure to cooperate in an inquiry under this Canon, or in connection with any other canonical inquiry by the Ecclesiastical Authority or its designee, including the failure or refusal to provide full and accurate information on the state of the Parish and its affairs.
- (l) The failure to implement in good faith any plan or arrangement agreed to by the Parish under this Canon.
- (m) Apart from the foregoing, any deliberate and manifest breach of obligation of the Parish, set out in the Constitution and Canons of the General Convention of The Episcopal Church or of the Diocese, but only if the following additional conditions are met:
 - (1) the Bishop shall have transmitted to the Parish a written warning summarizing the conduct or failure to act by the Parish which constitutes the deliberate and manifest breach under this section, indicating the reasons why such conduct or failure to act constitutes such breach, and explicitly directing the Parish to cease and desist from the conduct which constitutes the breach, or to act affirmatively as the canonical obligation requires; and
 - (2) within 30 days following transmittal of the warning and direction, the Parish shall have failed or refused to conform to the directive so provided, or shall have failed or refused to provide to the Bishop a written plan and agreement satisfactory to the Bishop to bring its conduct into prompt conformity with its canonical obligation.

Section 31.05. PERMITTED ACTIONS

If a plan for restoring congregational health is implemented in accordance with this Canon, the Bishop, with the concurrence of two-thirds of the Standing Committee, may require the application of one or more of the actions below, anything in the articles of incorporation or by-laws of such congregation to the contrary notwithstanding. The actions shall be considered independent actions with no requirement of exhaustion of certain actions before the application of others. If the Standing Committee is the Ecclesiastical Authority, it may require one or more of the following actions by unanimous vote.

- (a) A plan for the Parish to cure the conditions which led to the implementation of the plan for restoring congregational health, agreed to by the Parish within 90 days, and implemented thereafter in accordance with its terms.

- (b) Appointment by the Ecclesiastical Authority of five or more adult communicants temporarily to govern the affairs of the Parish as Warden and Vestry, notwithstanding any other canonical or other provision for such governance, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.
- (c) Designation of the Rector or the Parish Clergy-in-charge, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.
- (d) Conveyance of title of all real property of the Parish to the Diocese, which shall preserve and control such property in trust until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.
- (e) Such other measures as the Ecclesiastical Authority shall determine with the advice and consent of two-thirds of the Standing Committee (or as determined by the Standing Committee acting unanimously, if it be the Ecclesiastical Authority), until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.

CANONS 32 - 39 RESERVED

TITLE III

ORGANIZING FOR MINISTRY

CANON 40 ADMINISTRATIVE PLAN

Section 40.01. AUTHORITY

The Diocesan Council, which is representative of the five deaneries of the Diocese of Western Michigan, shall create such commissions, committees, and departments as shall be deemed appropriate to the mission and ministry of the Diocese. Each shall have a stated Mission, membership, and program and, when necessary, budget, which collectively shall be deemed the Administrative Plan for that year.

Section 40.02. ACCOUNTABILITY

Except for staff groups accountable directly to the Bishop, all such commissions, committees and departments shall be directly accountable to the Diocesan Council. The Diocesan Council shall provide supervision, interpretation, clarification, and direction to such groups as the Diocesan Council may deem necessary.

Section 40.03. COMMISSION REPORTS

Each commission shall report annually and in writing to the Diocesan Council and at other times the Council deems reports necessary. Copies of these reports shall also be sent to the Bishop as Presiding Officer. The Bishop and the Council shall submit in writing an annual report of their work to the annual Convention, including the annual report of the Treasurer.

Section 40.04. REPORT TO CONVENTION

The Diocesan Council shall report each year to the annual Convention on the Administrative Plan, providing the names, mission, membership, and budget for each commission, committee, and department which it has created to meet the mission and ministry needs of the Diocese.

Section 40.05. STAFF GROUPS

Staff groups are advisory committees appointed by the Bishop to assist diocesan staff persons who work directly under the supervision of the Bishop.

CANONS 41 - 49 RESERVED

TITLE IV
ECCLESIASTICAL DISCIPLINE

CANON 50
TITLE IV OF GENERAL CANONS

Section 50.01.

Those provisions of Title IV of the Canons of the General Convention of The Episcopal Church which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern. The Canons in this Title shall take effect on July 1, 2011. The terms of previously elected members of the Diocesan Review Committee and the Ecclesiastical Trial Court shall terminate on June 30, 2011, except with respect to cases in progress on that date.

CANON 51
DIOCESAN COOPERATION

Section 51.01. DIOCESAN COOPERATION

The Episcopal Dioceses of Michigan plan to cooperate in the disciplinary process of any matter in any of these Dioceses going to the Disciplinary Board. When any General Canon shall allow information to be given to a Bishop, the only Bishop to whom information about a charge may be given shall be the Bishop of the Diocese in which the Respondent is canonically resident. The venue of any proceedings shall be in the Diocese in which the Respondent is canonically resident. [As amended, April 21, 2012.]

CANON 52
DISCIPLINARY BOARD

Section 52.01. DISCIPLINARY BOARD

The Disciplinary Board shall consist of a minimum of four, two lay and two clergy, members from each Diocese cooperating in the empaneling of the Disciplinary Board. A member of the Standing Committee of any Diocese may not serve on the Disciplinary Board. [As amended, April 21, 2012.]

Section 52.02. DIOCESAN REPRESENTATION

Each of the Dioceses cooperating in the empaneling of the Disciplinary Board shall have two clergy and two lay members on the Disciplinary Board. In addition, each Diocese shall take turns electing one additional clergy member. [As amended, April 21, 2012.]

Section 52.03. SELECTION OF MEMBERS OF DISCIPLINARY BOARD

Members of the Disciplinary Board, sufficient to fill any upcoming vacancies, shall be selected by the Bishop in consultation with the Standing Committee and approved by the annual Convention of the Diocese.

Section 52.04. TERMS

The initial terms of the members of the Disciplinary Board shall begin on July 1, 2011. Each member of the Disciplinary Board shall serve a two-year term. Except for the initial terms, each term shall begin on January 1 following election. At the first meeting of the Disciplinary Board after July 1, 2011, the members shall draw lots to determine which two members (at least one clergy and one lay) will be serving until December 31, 2011; and, which two members (at least one clergy and one lay) will be serving until December 31, 2012. Thereafter, each Diocese shall elect replacements for members of that Diocese whose terms have ended.

Section 52.05. SUCCESSIVE TERMS

Members may serve no more than two successive terms, after which they must vacate the office for at least one year before being reelected. If a member is appointed to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced or until the next annual Diocesan Convention, whichever time is shorter. A member appointed to fill a vacancy, if otherwise qualified, will be eligible for election to complete the vacated term, and then eligible for reelection to a further full term. If the term of the vacated term would have concluded at the next annual Diocesan Convention, the member appointed to fill a vacancy, if otherwise qualified, will be eligible for election to two successive terms.

Section 52.06. CLERGY MEMBERS

The clergy members of the Disciplinary Board must be canonically and geographically resident within the Diocese, and remain so for the duration of their term of office.

Section 52.07. LAY MEMBERS

The lay members of the Disciplinary Board shall be adult communicants in good standing of a congregation within the Diocese, and remain so for the duration of their term in office.

Section 52.08. VACANCIES

Vacancies on the Disciplinary Board shall be filled as follows:

- (a) Upon the determination that a vacancy exists, the President of the Disciplinary Board shall notify the Bishop of the vacating member's Diocese of the fact of vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- (b) That Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
- (c) Persons appointed to fill vacancies on the Disciplinary Board shall meet the same eligibility requirements as apply to otherwise appointed Disciplinary Board members.
- (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Disciplinary Board member shall be until the next annual Diocesan Convention. With respect to a vacancy resulting from a challenge, the replacement Disciplinary Board member shall serve only for the proceedings for which the elected Disciplinary Board member is not serving as a result of the challenge.

Section 52.09. PRESIDENT

As soon as practicable after the First day of January of each year, but no longer than 60 days after the First day of January of that year, the Disciplinary Board will meet and elect from its membership a President, who may be a member of the clergy or lay person, and who shall serve for a term of one year (until the replacement is elected).

Section 52.10. CLERK

The Disciplinary Board shall appoint a Disciplinary Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may, but need not, be a member of the Disciplinary Board.

Section 52.11. PRESERVING IMPARTIALITY

In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion, and any testimonial or written evidence in support of the motion, if any, and determine whether the challenged Panel member should be disqualified from participating in that proceeding.

**CANON 53
INTAKE OFFICER**

Section 53.01. INTAKE OFFICER

One or more Intake Officers for the Diocese shall be appointed from time to time by the Bishop, according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of each Intake Officer throughout the Diocese.

**CANON 54
INVESTIGATOR**

Section 54.01. INVESTIGATOR

The Bishop shall appoint an Investigator in consultation with the President of the Disciplinary Board on an as-needed basis. The Investigator may, but need not be, a member of the Church.

**CANON 55
CHURCH ATTORNEY(S)**

Section 55.01. CHURCH ATTORNEY(S)

The Bishop, with the consent of the Standing Committee, shall appoint one or more attorneys to serve as Church Attorney(s). The Church Attorney shall be appointed no later than 30 days after the filing of a Charge with the Disciplinary Board. The person(s) so selected may, but need not, be members of the Church; but, must be a duly licensed attorney in the State of Michigan, and need not reside within the Diocese. The Church Attorney may be removed for cause by the Bishop with the advice and consent of the Standing Committee.

**CANON 56
ADVISORS**

Section 56.01. ADVISORS

In each proceeding under this Title, the Bishop shall appoint an Advisor for the complaining party and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include the Chancellor or any Vice-Chancellor of this Diocese or any person likely to be called as a witness in the proceeding. The role of the Advisor is found in General Canon IV.2 and is not meant to act necessarily as an attorney. The complaining party and the Respondent are each free to engage an attorney at their own expense.

CANON 57
COSTS AND EXPENSES
INCURRED BY THE CHURCH

Section 57.01. COSTS AND EXPENSES INCURRED BY THE CHURCH

The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Disciplinary Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese in which the Respondent is canonically resident, unless the alleged offense took place elsewhere and the respective Bishops agree on a different cost allocation. Other costs shall be the responsibility of the individual parties incurring them.

CANON 58
RECORDS

Section 58.01. RECORDS OF PROCEEDINGS

Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Disciplinary Board Clerk, if there be one; otherwise by the Diocesan office in which the Respondent is canonically resident.

Section 58.02. PERMANENT RECORDS

The Bishop shall make provision for the permanent storage of records of all proceedings for clergy canonically resident in this Diocese under this Title at the Diocese and the Archives of The Episcopal Church, as prescribed in Title IV of the General Canons. The records may, but need not, be stored in electronic formats.

CANON 59
INVOLVEMENT OF THE CHANCELLOR

Section 59.01. INVOLVEMENT OF THE CHANCELLOR

The Chancellor of the Diocese of Western Michigan shall be available to provide advice and counsel to the Disciplinary Board on matters of procedure or on any matter touching upon ecclesiastical or civil law, to the extent such involvement is not inconsistent with the responsibilities of the Chancellor under Title I, Canon 4, Section 4.07, or Title IV, Canon 6, Section 56.01, above. However, the Chancellor shall not express a view on or have any involvement in the merits of a particular case before the Board.

CANON 60
POLICIES OF THE DIOCESE

Section 60.01. POLICIES OF THE DIOCESE AND DISCIPLINE

The Convention of the Diocese may adopt policies that require periodic training or certification. The failure to abide by these policies and attend any required training or certification process shall subject a person or congregation to the sanctions and discipline as provided in these Canons and in the Constitution and Canons of the General Convention of The Episcopal Church.

CANONS 61 - 69 RESERVED

TITLE V

AMENDMENT, CONSTRUCTION, PARLIAMENTARY AUTHORITY

CANON 70 AMENDMENT OF CANONS

Section 70.01. AMENDMENT OF CANONS

Any proposal to amend any Canon of the Diocese shall be submitted in writing to the Bishop not less than ninety days in advance of the meeting of the Convention at which time the same is to be offered. The Bishop shall cause the proposed amendment to be published not less than thirty days in advance thereof, to each member of the clergy entitled to seat and vote at the Convention, the lay delegates to Convention, if known, and a warden of each Parish in union with the Diocese. Such a proposal may be referred to an appropriate person or committee prior to the Convention if the Bishop feels that expert analysis and comment would be useful and enlightening to the Convention. Any persons or Committee so appointed may be asked to report to the Convention. If such amendment shall then be approved by vote of the Convention in accordance with Article III, Section 8 of the Constitution, the amendment shall become effective as of the close of the day of final adjournment of the Convention.

CANON 70 CONSTRUCTION

Section 71.01. CONSTRUCTION

These Canons, and this Diocese and its organizations, are subject to the Constitution and Statutes of the United States of America, the Constitution and Statutes of the State of Michigan, and the Constitution and Canons of the General Convention of The Episcopal Church in the United States, as the same may, from time to time be amended or changed, and these Canons should be construed as being consistent therewith, anything herein to the contrary notwithstanding.

Section 71.02. CATCH LINE HEADINGS AND COMMENTS

The table of contents, index, cross-reference tables, catch line headings and comments, to the extent published with these Canons, are not part of the text of the Canons, and are not to be used in the construction of these Canons.

Section 71.03. SEVERABILITY OF PROVISIONS

Should any court of competent jurisdiction, whether civil or ecclesiastical, determine that any provision of these Canons is contrary to any governing law as identified in Title VII, Canon 70, Section 70.01, above, such provision shall be null, void and of no effect from such point forward;

but, such determination shall have no effect on any remaining Canon. Each Canon is severable from the remainder, and shall continue in force until repealed or amended.

CANON 72 PARLIAMENTARY AUTHORITY

Section 72.01. PARLIAMENTARY AUTHORITY

The current edition of Robert's Rules of Order shall be the parliamentary authority at all meetings of the Diocese and any of its Parishes and organizations, unless modified.

Section 72.02. SUSPENSION OR MODIFICATION OF RULES

At any meeting of the Diocese and any of its Parishes and organizations, a two-thirds majority of those present and entitled to vote, provided that a quorum has been determined to be present, may vote to suspend or modify the Rules of Order for that meeting only; and, provided that the suspension of the Rules shall not interfere with the ability of the meeting to adjourn.

CANON 73 PRESUMPTION AGAINST CONFLICT OF INTEREST

SECTION 73.01. PRESUMPTION AGAINST CONFLICT OF INTEREST

No contract of the Diocese, or of any Parish or constituent organization of the Diocese made with any member of the Diocese or of any Parish or constituent organization of the Diocese, or with a partnership or other group or association of which any such member shall be a member or with any corporation of which such member may be a member or director and no contract between this Diocesan corporation and any other corporation having common directors shall be invalid because of such facts alone.

CANON 74
REPRESENTATION OF POSITION OF DIOCESE

Section 74.01. REPRESENTATION OF POSITION OF DIOCESE

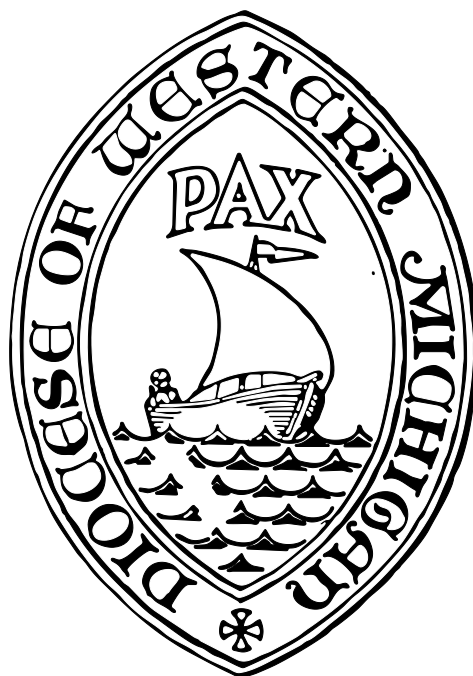
No public statement respecting a position on any issue attributed to the Diocese, any Parish in the Diocese, or any organization of the Diocese, may be made unless in full compliance with the Constitution and Canons of this Diocese, and the prior approval of the Bishop. The Bishop has the authority to issue blanket approvals, or to delegate this power by written authorization.

CANON 75
TRANSITIONAL PROVISIONS

Section 75.01. TRANSITIONAL PROVISIONS [Reserved]

JOURNAL 2016

**One Hundred
and Forty-Second
Annual Convention**



**EPISCOPAL CHURCH
DIOCESE OF WESTERN MICHIGAN**

2016
JOURNAL OF PROCEEDINGS
of the
One Hundred and Forty Second Annual Convention
of the Diocese of Western Michigan of the Episcopal Church
which met in Battle Creek, Michigan
Friday & Saturday
November 4 and 5, 2016

**THE ASSOCIATION
OF THE DIOCESE OF WESTERN MICHIGAN**

The Association of the Diocese of Western Michigan is a corporation formed under the laws of the State of Michigan authorized by the civil and canon laws to receive and hold any property, real or personal, for the use and benefit of the diocese or of any parish affiliated with the diocese. Contributions to the Association are deductible from the income of individuals and corporations subject to Federal Income Taxes within the percentage limits established by the United States Internal Revenue Code. Such contributions are also deductible from the estates of individuals subject to the Federal Estate Tax, under current tax law.

Suggested Form of Bequest

I hereby give, devise and bequeath to the Association of the Diocese of Western Michigan, a Michigan nonprofit corporation, the sum of _____dollars.

PRAYER FOR THE DIOCESE OF WESTERN MICHIGAN

O God, by your grace you have called us in this Diocese to a goodly fellowship of faith. Bless our clergy, and all our people. Grant that your Word may be truly preached and truly heard, your Sacraments faithfully administered and faithfully received. By your Spirit, fashion our lives according to the example of your Son, and grant that we may show the power of your love to all among whom we live; through Jesus Christ our Lord. Amen

The Diocese of Western Michigan
Journal- 2016

2016 JOURNAL - DIOCESE OF WESTERN MICHIGAN

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THE DIOCESE OF WESTERN MICHIGAN
As of November 5, 2016

The Right Reverend Wayne M. Houglund, Jr., Bishop

DIOCESAN OFFICE:

Diocese of Western Michigan
535 S. Burdick, Suite 1
Kalamazoo, MI 49007

THE BISHOP.....The Right Reverend Wayne M. Houglund, Jr.

CANON TO THE ORDINARY The Rev. Canon William J. Spaid
.....Phone 269 381-2710, ext 11

BISHOP’S ADMINISTRATIVE ASSISTANTMs. Molly Ettwein
.....Phone 269 381-2710, ext. 14

ASSISTANT TO THE BISHOP FOR FINANCE & BENEFIT ADMINISTRATION..... Ms. Tammy Mazure
.....Phone 269 381-2710, ext. 12

SECRETARY TO CONVENTION The Rev. Canon William J. Spaid
.....Phone 269 381-2710, ext 11

ASSISTANT TO THE BISHOP FOR CHILDREN, YOUTH AND YOUNG ADULT MINISTRIES.....
Ms. Gennie Callard
.....Phone 269 381-2710 ext. 13

ASSISTANT TO THE BISHOP FOR COMMUNICATIONSMs. Karmel Puzzuoli
.....Phone 269 381-2710 ext. 19

FINANCE ASSISTANT.....Ms. Cathy Rhodes
.....Phone 269 381-2710 ext. 17

PASTORAL CARE AND COUNSELING..... Dr. Kenneth E. Reid
.....Phone 269 381-4442

DEACON FOR MISSION WITH THE DOMINICAN REPUBLICThe Rev. Beth Drew

DEACON FOR DOMESTIC MISSIONSThe Rev. Cindy Nawrocki

CHANCELLOR..... Mr. William J. Fleener Jr.

CONVENTION TREASURERMr. Ivan Egnatuck

Committees/Commissions/Boards

<u>Standing Committee</u>		
Perrin, The Rev. Mary	President	2017
Ambrose, The Rev. Valerie (Val)	Member	2018
Schnaare, The Rev. Anne	Member	2018
Davidson, Ms. Anne	Member	2018
Fleener, Judy	Member	2019
Char, The Rev. Zachariah	Member	2019
Henry, Joyce	Member	2017
Stoffan, Eileen	Member	2017

Diocesan Council

The Right Rev. Whayne M. Hougland, Jr.

EASTERN DEANERY

Croal, Mr. David (Dave)	2017	Eastern
Evans, The Rev. Aaron	2018	Eastern
Pike, The Rev. David	2019	Eastern

Grand Valley Deanery

Mast, Mr. Ross	2017	Grand Valley
Nawrocki, The Rev. Cindy	2019	Grand Valley
Parish, The Rev. Nurya	2018	Grand Valley

Lakeshore Deanery

Ambrose, The Rev. Valerie	2018	Lakeshore
Smith, Ms. Joan (Joanie)	2017	Lakeshore
Stoffan, Mr. Phil	2019	Lakeshore

St. Joseph Deanery

Perrin, Mr. Tom	2018	St. Joseph
Stackhouse, Ms. Gerry	2017	St. Joseph
Stifler, The Rev. Linnea	2019	St. Joseph

Traverse Deanery

Baron, The Rev. Jodi	2017	Traverse
Hagan, Ms. Rosemary	2018	Traverse
Kelly, Ms. Barbara	2019	Traverse

Youth Delegate

Vacant

Ex-Officio

Fleener, Mr. William Jr (Bill)	Eastern
Mazure, Ms. Tammy Sue (Tammy)	EDWM

DISCIPLINARY BOARD

Spaid, The Rev. Canon William (Bill)	Intake Officer
Burke, Ms. Rosemary	Member
Coleman, The Rev. Brian	Member
Egnatuk, Mr. Ivan	Member
Whiting, The Rev. William	Member

COMMITTEE ON CANONS

Fleener, Jr., Mr. William	Chair
---------------------------	-------

RESOLUTIONS COMMITTEE

Nicholson, The Rev. Wayne	Chair
Whiting, The Rev. William	
York, The Rev. Sue	

NOMINATIONS COMMITTEE

Paulin, Mr. Michael	Chair
---------------------	-------

FORMATION

Callard, Ms. Genevieve	
------------------------	--

JUSTICE AND PEACE MINISTRIES

Bartlett, Ms. Martha, Jubilee Officer

THE COMMISSION ON MINISTRY

Cox, Ms. LeDare	2017
Fedewa, The Rev. Michael C. (Mike)	2018
Hirt, Mr. Michael	2018
Kuhn, The Rev. Darlene M.S.	2018
Ryan, The Rev. Michael J. (Chair)	2017
Schark, The Rev. Frederick (Rick)	2019
Simpson, Ms. Mary	2019
Thomas, Mr. Charles	2017

THE COMMITTEE ON FINANCE

Croal, Mr. David (Dave)	Member
Edwards, The Rev. Bonnie	Member
Egnatuk, Mr. Ivan	Member
Kyvig, Mr. Harold (Tom)	Member
Mazure, Ms. Tammy Sue (Tammy)	ex-officio member
Hougland, The Rt. Rev. Whayne Jr	ex-officio member

Clergy of the Diocese
In order of Canonical Residence

Name	EDWM CR Date	Received From
English, The Rev. John L.	1/15/1963	Eau Claire
Williams, The Rev. Glen P.	9/1/1963	Louisiana
Hills, The Rev. John B.	8/15/1965	Northern Indiana
Frandsen, The Rev. Charles F.	1/15/1967	Nebraska
Fleener Sr, The Rev. William J. (Bill)	7/1/1971	Chicago
Reishus, The Rev. John W.	1/11/1976	Chicago
Walton, The Rev. Robert H.	3/1/1976	Michigan
Emenheiser, The Rev. D. Edward (Ed)	6/1/1976	Quincy
White, The Rev. Warner C.	1/15/1977	Chicago
Homeyer, The Rev. Charles F.	4/1/1980	Missouri
VanValkenburgh, The Rev. William B.	3/1/1981	Newark
Hostetler, The Rev. Hugh S.	1/1/1982	Northern Indiana
Pike, The Rev. David R.	6/5/1982	Ordination
Kirkman, The Rev. John R.	1/4/1983	Restored
Sherfick, The Rev. Kenneth L.	8/23/1984	Indianapolis
Toeller-Novak, The Rev. Thomas L. (Tom)	11/19/1984	Roman Catholic
Clark, The Rev. Richard N.	4/10/1986	Arkansas
Meyers, The Rev. David C.	5/3/1986	Ordination
Nickerson, The Rev. Audra M.	5/3/1986	Ordination
Tillman, The Rev. Christine W.	5/3/1986	Ordination
Wolterstorff, The Rev. Claire K.	11/16/1986	Ordination
Stravers, The Rev. Richard L.	12/6/1986	Ordination
Dorrien, The Rev. Gary J.	8/3/1987	Albany
Hector, Jr., The Rev. J. Robert	9/1/1987	Milwaukee
Idema III, The Rev. Dr. Henry	9/1/1987	Chicago
Spaid, The Rev. Canon William J. (Bill)	10/19/1987	Maryland
Smith, The Rev. Robert A.	10/1/1988	Northern Michigan
Carter III, The Rev. Lander L.	8/29/1989	Central Florida
Murphy, The Rev. William M.	9/30/1989	Northern Indiana
Kountze, The Rev. Louise	1/1/1990	Chicago
Stoppel, The Rev. Dr. G. Corwin (Cory)	1/29/1990	Edmonton
McCabe III, The Rev. Charles P.	1/30/1990	West Virginia
Wilson, The Rev. Barbara A. T.	7/26/1990	Michigan
Draeger, Jr., The Rev. Walter R.	9/11/1990	Michigan
Neiman, The Rev. Judith A.	10/13/1990	Ordination
Nattermann, The Rev. Margaret (Peggy)	12/21/1990	Ordination
Inman, Jr., The Rev. John W.	2/23/1992	NW Pennsylvania
Smith, The Rev. Mary Bonnie (Bonnie)	4/5/1992	Ordination
Fedewa, The Rev. Michael C. (Mike)	9/23/1992	Western New York
Haughn, The Rev. Terry L.	10/1/1992	Michigan
Dancer, The Rev. Sr. Kathleen Ruth	2/19/1993	Central New York

Clergy of the Diocese

Brinkmoeller, The Rev. Leonard J.	1/12/1994	Northern Indiana
Brower, The Rev. Katherine M. (Kathy)	5/7/1994	Ordination
Adams, The Rev. Jennifer L. (Jen)	6/11/1994	Ordination
Schlotterbeck, The Venerable Marilou J.	8/6/1994	Ordination
Rutenbar, The Rev. LaRae J.	9/9/1994	Atlanta
David, The Rev. John S.	1/1/1995	Alaska
Harris, The Rev. Ladd K.	2/15/1995	Central New York
York, The Rev. Susan (Sue)	6/22/1996	Ordination
Mikaya, The Very Rev. Henry C.	6/27/1996	New York
McLaren, The Rev. Beth A.	7/1/1996	Connecticut
Carlson, The Rev. Geraldine B. (Betty)	7/7/1996	Ordination
Hoop, The Rev. Kimberly A. (Kim)	11/16/1996	Ordination
Spangenberg, The Rev. Carol A.	1/23/1997	Michigan
Smith, The Rev. William H.	4/5/1997	Kenya
Hotra, The Rev. Nancy L.	6/21/1997	Ordination
Fulton, The Rev. Nancy C.	9/27/1997	Ordination
Comer, The Rev. Harold L. (Skip)	3/5/1998	Northern Indiana
Bartlett, The Rev. Stephen I. (Steve)	10/1/1999	Michigan
Breakey, The Rev. Pamela J.	3/2/2000	Pittsburgh
Guback, The Rev. Dr. Thomas H.	5/27/2000	Ordination
Frens, The Rev. Mary J.	6/17/2000	Ordination
Wagner, The Rev. Barbara J.	12/13/2000	Eastern Michigan
Dukes, The Rev. Lynne	2/9/2001	Florida
McDonald, The Rev. Karen L.	4/4/2001	Ordination
Perrin, The Rev. Mary E.	4/22/2001	Ordination
Green, The Rev. Patricia A.	5/29/2001	Northern Michigan
Brown, The Rev. Gregory B. F. (Greg)	6/2/2001	Ordination
Burke, The Rev. Celine A.	10/15/2001	Iowa
Klein, The Rev. Everett H.	12/1/2001	Ordination
Fout, The Rev. Jason A.	1/3/2002	Chicago
Durren, The Rev. Paula E.	5/26/2002	Ordination
Meengs, The Rev. John R.	6/15/2002	Ordination
Ambrose, The Rev. Valerie T. (Val)	9/3/2003	Western Oregon
Nawrocki, The Rev. Cindy	9/20/2003	Ordination
Hunt, The Rev. Canon Meredith	1/26/2005	Michigan
Whiting, The Rev. William R.	5/17/2005	Massachusetts
Allard, The Rev. Bradley R. (Brad)	11/19/2005	Ordination
Kunce, The Rev. Floyd A.	12/17/2005	Ordination
Nicholson, The Rev. Wayne	9/26/2006	New York
Brower, The Rev. David	9/30/2006	Western New York
Anei, The Rev. Abraham	12/9/2006	Ordination
Char, The Rev. Zachariah	12/9/2006	Ordination
Schiesler, The Rev. Canon Dr. Robert A. (Bob)	5/17/2007	Iowa
Holmgren, The Rev. Stephen	11/24/2007	Louisiana
Sten, The Rev. Pam	1/3/2008	Chicago

Clergy of the Diocese

Crise, The Rev. Rebecca	3/1/2008	Northern Indiana
Croom, The Rev. James (Jim)	3/25/2008	California
Drew, The Rev. Beth	6/21/2008	Ordination
Novitsky, The Rev. Nicholas (Nick)	6/21/2008	Ordination
Bennett, The Rev. Dale	11/18/2008	Chicago
Potts, The Rev. Matthew	12/21/2008	Ordination
Coleman, The Rev. Brian R.	3/4/2009	Los Angeles
Scott, The Rev. Thomas C. H..	5/12/2009	Chicago
Lawlor, The Rev. Jay	8/30/2009	North Carolina
Evans, The Rev. Aaron	10/23/2009	Northern Indiana
Evans, The Rev. Rachael	10/23/2009	Northern Indiana
Cramer, The Rev. Dr. Jared	2/3/2010	Northwest Texas
Bell, The Rev. John Michael (Mike)	6/3/2010	Eastern Michigan
Ryan, The Rev. Michael J.	8/24/2010	Maine
Wernick, The Rev. Michael Alan (Mike)	10/5/2011	Southern Ohio
Parish, The Rev. Nurya Love	12/3/2011	Ordination
Warren, The Rev. Dr. Randall R.	2/8/2012	Chicago
Schnaare, The Rev. Anne Elizabeth	4/3/2012	Georgia
Kuhn, The Rev. Darlene M.S.	6/16/2012	Ordination
Turmo, The Rev. Joel L.	8/8/2012	Southwest Florida
Kelley, The Rev. Carlton F.	10/1/2012	Indianapolis
Stifler, The Rev. Linnea Ruth Peterson	12/22/2012	Ordination
Schark, The Rev. Frederick (Rick)	10/28/2013	Eastern Michigan
Hamp, The Rev. Dr. Gary D.	3/5/2014	Missouri
Shriver, The Rev. Domingo F. (Mick)	4/16/2014	New York
O'Dell, The Rev. Thomas Peyton (Tom)	10/14/2014	Nebraska
Baron, The Rev. Christian J.	12/20/2014	EDWM
Baron, The Rev. Jodi	12/20/2014	EDWM
Flentje, The Rev. Dr. Gregory Laurence (Greg)	1/14/2015	Springfield, IL
Finn, The Rev. Patrick Shawn (Pat)	2/2/2015	Southern Virginia
Heyboer, The Rev. B J	6/11/2016	Ordination
Stier E.C., Sister Diane	10/23/2016	Ordination

Clergy - Licensed to Officiate

Name	Status	Canonical Residence
Anderson, Pastor Christopher D.	LIC - ELCA	
Brisbane, The Rev. Paul	LIC	Colorado
Brook, The Rev. Dr. Robert C.	LIC	Michigan
Clapp, The Rev. Schuyler L. (Pete)	LIC	Eastern Michigan
Dickinson, The Rev. Hugh	LIC	Pennsylvania
Dressel, The Rev. Marilyn K.	LIC	Eastern Michigan
Ebb-Speese, Pastor Rebecca R.	LIC - ELCA	
Eichenlaub, The Rev. Patricia	LIC	Michigan
Emrich, The Rev. Richard	LIC	Central New York
Engle, The Rev. Mark	LIC	Northern Michigan
Forrest, The Rev. William G.	LIC	Dallas
Gervais, The Rev. Sidney J.	LIC	Texas
Glidden, The Very Rev. Charles	LIC	Fond du Lac
Hamlin, The Rev. W. Richard	LIC	Michigan
Heil, Pastor William	LIC - ELCA	
Hempstead, The Rev. James B.	LIC	Indianapolis
Hill, Pastor Rodney E.	LIC - ELCA	
Jenkins, The Rev. Mark	LIC	New Hampshire
Keller, Pastor David	LIC - ELCA	
Kircher, The Rev. Dr. Kathleen L.	LIC	Southwest Florida
Koehl, Pastor William (Ted)	LIC - ELCA	
Laycock, The Rev. John	LIC	Michigan
Lillis, The Rev. David M.	LIC	Michigan
Louder, Pastor David	LIC - ELCA	
Martin, The Rev. Andrea B.	LIC	Washington (DC)
McGill, The Rev. William J.	LIC	Central Pennsylvania
McKenzie, Pastor Richard D.	LIC - ELCA	
McLean Jr, The Rev. James R.	LIC	Arkansas
Michnay, Pastor Kenneth	LIC - ELCA	
Morris, Pastor John	LIC - ELCA	
Morrison, The Rev. Sam	LIC	Fond du Lac
Nicholson, Pastor Bill	LIC - ELCA	
Pressentin, The Rev. Elsa	LIC	Eastern
Randall, The Rev. Corydon	LIC	Michigan
Rehagen, The Rev. Gerald	LIC	Eastern Michigan
Remenschneider, Pastor Dennis	LIC - ELCA	
Sauerzopf, The Rev. Richard C.	LIC	Michigan
Semon-Scott, The Rev. Deborah	LIC	Michigan
Slack, The Rev. James C. S. (Jim)	LIC	Dallas
Steen, The Rev. Jim	LIC	Chicago
Whitlock, The Rev. Robert A. (Robin)	LIC	Southwest Florida
Yakimow, Pastor Karen	LIC - ELCA	

CANDIDATES FOR HOLY ORDERS

None

POSTULANTS FOR PRIESTHOOD

Phares, Mr. Nicholas Issac (Nick)

Wood, Mr. Michael (Mike)

Homeyer, Mr. Peter

Pinzon, Mr. John

Kaminsky, Ms. Radhajyoti Deitenbeck (Radha)

Marx, The Rev. Lily

Day, Ms. Kellan

POSTULANTS TO THE DIACONATE

Berghuis O.P., Brother Michael Robert

Vinge, Ms. Patricia (Pat)

Gockerman, Ms. Jan

PARISHES IN UNION WITH CONVENTION

Albion	St. James
Allegan	Good Shepherd
Battle Creek	Resurrection
Battle Creek	St. Thomas
Belmont	Church of the Holy Spirit
Benton Harbor	St. Augustine
Beulah	St. Philip
Big Rapids	St. Andrew
Boyne City	Nativity
Cadillac	St. Mary
Charlotte	St. John
Charlevoix	Christ Church
Coldwater	St. Mark
Dowagiac	St. Paul
Elk Rapids	St. Paul
Fremont	St. John
Grand Haven	St. John
Grand Ledge	Trinity
Grand Rapids	Grace
Grand Rapids	St. Andrew
Grand Rapids	St. Mark
Grand Rapids	St. Philip
Grand Rapids	Sudanese Grace
Greenville	St. Paul
Harbert	Church of The Mediator
Hastings	Emmanuel
Holland	Grace
Ionia	St. John the Apostle
Kalamazoo	St. Luke
Kalamazoo	St. Martin
Kentwood	Church of the Holy Cross
Lansing	St. David
Ludington	Grace
Manistee	Holy Trinity
Marshall	Trinity
Montague	St. Peter
Mt. Pleasant	St. John
Muskegon	St. Gregory
Muskegon	St. Paul
Newaygo	St. Mark
Niles	Trinity
Northport	St. Christopher
Orangeville	St. Francis
"	
"	

Parishes In Union With Convention, continued

Paw Paw	St. Mark
Petoskey	Emmanuel
Plainwell	St. Stephen
Portage	St. Barnabas
Richland	St. Timothy
St. Joseph	St. Paul
Saugatuck	All Saints
South Haven	Epiphany
Sturgis	St. John
Three Rivers	Trinity
Traverse City	Grace
Wyoming	Holy Trinity

SEASONAL CHAPELS

Beaver Island	St. James
Harbor Springs	St. John
Leland	St. Peter
Onkama	St. Johns-by-the-Lake

RULES OF ORDER
142nd Convention of the Diocese of Western Michigan

I. ORGANIZATION

- A. The President having the Chair, the Convention shall be called to order.
- B. Each session of the Convention shall be opened with suitable devotions.
- C. The [lay delegation or entire delegation lay and clergy] of any parish that has not properly turned in their parochial report for the preceding year, prior to the beginning of a diocesan or special convention, shall not have the right to vote at that convention. Such a parish shall retain its right to seat and voice.
- D. The Secretary of the preceding Convention (or, in his/her absence, the secretary pro tempore to be elected via vote) shall call out the names of the Parishes and Missions in union with the Convention; and the lay delegates from each shall present their certificates of election, which shall be referred to a committee on Credentials, appointed by the President, consisting of one presbyter or deacon and one lay person. However, at the discretion of the Bishop, certificates of election may be required to be sent in prior to the Convention and be referred to the Committee on Credentials immediately preceding the opening session of the Convention, thereby eliminating the reading of the names of the Parishes and Missions.
- E. If provision has not been made for registration of clerical members before the opening session of the Convention, the Secretary shall call out the names of the clergy entitled to seats in the Convention and shall enter into the Journal the names of those who are present.
- F. The Committee on Credentials shall report.
- G. Quorum and right to vote from time to time shall be determined on the basis of clergy who have registered or answered present and lay delegates who have theretofore been seated by the Convention after the above reports.

II. GENERAL

- A. Nominations from the floor will not be accepted.
- B. When nominations are made for any office, the names shall be recorded in the order in which they were presented.
- C. Elections
 - 1. The Elections Committee Chair shall cause all names proposed for offices which are to be filled by balloting to be printed on a separate ballot for each office. Separate ballots shall be taken for each office and shall be the order of the day from such hour as the Convention shall fix.
 - 2. In all elections, a ballot shall be void unless the number of votes cast on the ballot is equal to the number of vacancies to be filled.
 - 3. In order for any person to be elected to any office, he/she must receive a vote on a majority of ballots cast.
 - 4. If all offices on a ballot have not been filled after two ballots, then the person who received the fewest number of votes on the second ballot will not appear on the third ballot. If balloting continues, the lowest vote getter will be removed from each successive ballot.

5. A person named on a ballot may remove his/her name from the ballot at any time during the balloting process.
- D. In case the Bishop shall withdraw from the sittings of the Convention, he shall appoint a Presbyter to preside during his absence.
- E. At any time before the final adjournment of the Convention, the President may, and if requested by any seven (7) members shall, call for the reading of the minutes of the sessions just completed; and after such reading the minutes shall be corrected, signed by the President and attested by the Secretary.
- F. All substantive resolutions shall be in the hands of the Resolutions Committee by at least forty-five (45) days prior to the Convention. Resolutions arising out of the Bishop's Address, submitted by the Chairperson of the Resolutions Committee, are excluded from this rule. A majority vote shall be required to permit consideration of later resolutions.
- G. No motion shall be considered as before the Convention until it is seconded and stated by the President.
- H. When a question is under debate, no motion shall be received, unless it is to lay on the table, to move the previous question, to postpone to a set time, to commit, to amend, to substitute, to postpone indefinitely, or to divide it, and motions of any of these purposes shall have precedence in the order therein named.
- I. A motion to amend by substitution shall be in order.
- J. A motion to amend, to substitute, or amend by substitution must be in written form and presented to the Chair when the motion is made.
- K. A motion to adjourn and a motion to lay on the table shall always be in order and shall be decided without debate. A motion to lay on the table shall require a two-thirds vote of the members present.
- L. A question being decided, it shall not be reconsidered at the same convention without the consent of two-thirds of the members present nor without a motion being made by one of the majority on the prior decision.
- M. Every member present, when a motion is put, shall vote thereon unless excused by the Convention.
- N. The Convention shall vote by presentation of colored cards, except when requested by any delegate and supported by five others, the ballot shall be written. On the requisition of any two members, the yeas and nays shall be called and entered in the Journal. (Concerning the vote by order, see Articles III, Section 8, of the Constitution of the Diocese.)
- O. All committees shall be appointed by the President unless otherwise ordered by the Convention, and when he may deem it advisable, he may appoint on a committee, to report to the next Convention, a person qualified to be a delegate who is not a member of the Convention.
- P. When a member desires to speak, he or she shall arise and stand at one of the designated places, using the microphone, address the President in an audible voice. If more than one member arises and stands at one of the designated places, the President shall determine the preference, alternating between those who wish to speak for and those who wish to speak against the issue on the floor, when feasible.
- Q. No member shall speak more than once on the same subject without leave of the

Convention, except that the person making a motion may speak twice on that motion.

- R. Debate on any principle motion and on subsidiary motions addressed to it shall be limited to a total of two minutes per person, unless the limit shall be changed by majority vote of the Convention.
- S. No member shall withdraw from the Convention without leave asked and voted.
- T. These rules of order may be suspended on a two-thirds vote of the members present.
- U. Robert's Rules of Order shall govern the proceedings of the Convention, except as otherwise provided herein above.



142nd Convention of the Episcopal Diocese of Western Michigan
McCamly Plaza, Battle Creek, November 4 & 5, 2016

“Getting in the Groove”

Bishop’s Address

The Rt. Rev. Whayne Hougland, Jr.

Good morning! Thank you for being here.

I’m very excited about this convention, very excited about our life together as a diocese, very excited about the certain hope which is ours as daughters and sons of God. We have very, very much for which to be thankful.

I want to start by thanking all the volunteers who have dedicated many hours to preparing for this event. Thank you to our diocesan staff for their continued service and support--please stand. I have to say a special thank you to Molly Ettwein, whose gentle patience and super human attention to detail is a tremendous gift to me and the entire diocese. I quite literally do not know where I would be without her.

Thank you to Dana, my beloved, for your continued support and care. The world is an ever more beautiful place because you are in it.

I continue to feel so very grateful to be your bishop. I wake most mornings thinking, “Wow, they actually pay me to do this.” I was asked by six year old Christopher from St. David’s, Lansing as I processed out of the service, “are you a wizard?” How cool is that!?

The Spirit of God is alive and well and moving amongst us, my friends. Many wonderful and exciting, hopeful and holy things are happening in Western Michigan.

Let us pray,

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

Okay, we have a lot of ground to cover, so let’s get started by looking back a moment. This is my third year as your bishop. I have been very intentionally seeking to focus us on developing, fostering and maintaining relationships with God and each other.

It’s all about relationships. Our very understanding of God as Trinity is of a community of persons, an intimate relationship from which love emanates.

There is something mysteriously holy and divine that occurs in and through mutual, loving relationships. We know this in our own lives as we experience the exquisite joy found among our family and friends.

Consider the pure grace we cannot earn and do not deserve realized when we freely give ourselves to God and one another. Surely, heaven is present here and now, when we gather together as one.

The theme of our first convention together was, “Changing the Game”, a call for us all to reorient ourselves toward God focusing on our relationship with God through prayer, study, worship, outward missional efforts by which might form a rule of life to shape our life and faith. (Slide #3)

In my second year, we began an intentional period of discernment asking ourselves what it is we believe God’s Spirit is calling us to do and be as Episcopalians in Western Michigan. At three regional Bishop Forum gatherings, we prayerfully filled scores of newsprint with ideas and dreams and callings which were carefully distilled by your diocesan council into values and priorities forming our emerging vision. (More on this in a minute.)

I outlined the elements of this emerging vision at last year’s convention whose theme was, “Starting a Movement.” Remember this Ted Talk video? (Starting a Movement)

The best way to start a movement, if you care, is to courageously follow and help others follow too. Perhaps Jesus is that shirtless dancing guy inviting us to join the dance. I'm happy to report that many, many of us are courageously joining the dance, the Jesus dance, if you will.

What we've been trying to do, these past three years, is set the circumstances by which the Holy Spirit might move among us creating new life. This is precisely what is happening.

New life, new ministries are popping up all around us as we actively seek to be the people we are created to be and it is wonderfully exciting. We are, as the theme of this year's convention suggests, "Getting in the Groove."

The Holy Spirit is doing its thing with us and among us. We are experimenting, trying new things, taking risks, stepping out in faith in new and creative ways.

We are starting to find the groove, find our footing as the Episcopal branch of the Jesus Movement and this is what I want to show you today. I want to show and tell you the story about how you/we are dancing to the beat of the Jesus Movement.

What is the Jesus Movement?

Let me show you. (Video #1 – PB – Michael Curry) Not bad, huh?

The Jesus Movement involves the reorientation of our lives around and toward Jesus and Jesus' way of love - a way of love which is seen in goodness, compassion, justice and forgiveness.

Did you hear how the PB described the gospel moment in our Eucharistic liturgy? The deacon, a servant who stands at the intersection of the church and the world, brings the gospel into the midst of the people.

We stand, something is happening, and reorient ourselves toward it. As the Gospel is read, the Spirit enters the room and we hear and are reminded about the way of Jesus, the way of love which is always loving, liberating and life-giving. This is the good news we are called to profess and live.

For me the Jesus Movement Bishop Curry describes is found in this text from the Gospel according to Luke.

*"The Spirit of the Lord is upon me,
because he has anointed me
to bring good news to the poor.
He has sent me to proclaim release to the captives*

*and recovery of sight to the blind,
to let the oppressed go free,
to proclaim the year of the Lord's favour.'*

Jesus uses these words from Isaiah 61 to announce his ministry. Right from the start of his ministry Jesus makes clear his purpose—which is to move outside polite and proper boundaries in order to reunite things that have been marginalized or excluded by society: the poor, the imprisoned, the blind, the downtrodden.

Jesus' ministry was not to gather the good into a private country club but to move out to those on the edge and on the bottom—to tell those on the margins the Good News: *That you are in fact not lost or last or least or losers, you are, in fact, now found, first and foremost in the Kingdom of God.*

This notion of Jubilee—a year of the Lord's favor—represents a hope that someday there might be a radical societal renewal for the purpose of restoring wholeness and equity among the people.

This kind of Jubilee represents the daring vision called for by God's people, US, as participants in the Jesus Movement.

We are called to restore all people to unity with God and with each other.

We are called to work for justice, freedom and peace,

We are called to proclaim the good news in word and deed.

For far too long, my friends, Christianity (The Church) has not preached this Good News. We have not always lived faithfully into the Gospel preferring to stay safely cloistered in our beautifully ornamented naves, caring more about our own survival than caring for those outside our thick brick walls.

We must reorient ourselves toward the Gospel of Jesus becoming the Jesus Movement by going to those on the margins; seek out those living on the edge; serving the least, searching for the lost, and helping losers win.

Amen!?

Right, and here's more good news, we are doing it, we are getting in the groove, the Jesus Movement groove. Let me show you: Here are the elements of our Emerging Diocesan Vision. (Slide)

Here is how we are engaging these:

1. Improved Communications
 - a. Zoom
 - b. Great Parish Swap - an experiment in experimenting.
 - c. Canticle Communications Consulting
2. Reaching out to Younger Generations (River, Sam, Ian)
 - a. Holy Spirit, Belmont
 - b. Diocesan Camping Program
 - c. *Manifest*
3. Raising up a deacon in every congregation as a catalyst for mission
 - a. EDWM Website
4. Food, Water, Shelter
 - a. St. Naucratus
 - b. St. James, Albion
 - c. Plainsong Farm
5. Asset Mapping
 - a. ELCA Spiritual Gifts Inventory – WWW.ELCA.org
 - b. ECW Ministry *Beyond the Stained Glass* Brochure

Thank You Karmel for your excellent work pulling this information together. Thanks to all who participated.

This work was led by our dear friend Car Camfield, ECW President extraordinaire who died in September after a difficult cancer battle. Thank you Char. You are loved and missed but we know you are now among All the Saints gathered round us

- c. Brochure Statistics
- d. Church wide program database

Okay, how about some super new cool stuff:

St. Mary's, Cadillac
Two Churches, One Faith, Kentwood
Iglesias de San Juan, El Corazon,
Grand Haven

Talk about Loving, Liberating and Life –giving.
Way to go guys!

St. Mary's received a \$35,000 UTO grant for their project and El Corazon received an Episcopal church grant for \$100,000.

See all the wonderful things you are doing!

This is what the Episcopal branch of Jesus Movement looks like Western Michigan! Pretty

dang awesome, I'd say and I am only showing you things that are relatively new.

There is more - so very much more. God be praised!

See, we are doing great things to show the Kingdom of God is near.

I am very happy the Rev. Eric Law is with us this year to introduce us to his work *Holy Currencies*. This is really helpful, hopeful stuff, which will show us we have more than we can ask or imagine in currencies we possess and are not even aware. He will show how we are awash in blessings and that our role as children of God is to be part of the recirculation of resources so all living things may share in God's great abundance. Thank you for being with us Eric.

Okay we are coming to the end but we have some serious things we need to discuss...

This dang election season. I mean just when you think things can't possibly get more frightening or bizarre – they do!

Please go and vote if you haven't already. This is an important civic duty taken for granted and we are reaping the results of pathetic apathetic attitude toward electing competent responsible leaders.

We must not neglect this great privilege. Too many have sacrificed too much for a right we take too lightly.

VOTE. Before you vote, pray. And then pray afterwards.

Do your homework. Think theologically using our great Anglican algorithm of Scripture, Tradition and REASON. USE Reason.

My biggest concern about this election season is how the public discourse around important issues has devolved into a cesspool of demonizing, degrading, dehumanizing attacks on whole classes and races of people.

I do not need to elaborate on the specifics and I'm not here to point fingers at specific individuals. I do, however want to caution us, my dear children of light, from succumbing and participating in the current prevailing dehumanizing warring rhetoric of this time.

What we are seeing playing out on our TV and computer screens all day, every day is sinful. It is SIN, the seeking out of our own will instead of the will of God, thus distorting our relationship with God, other people, and with all of creation.

I know, talking about SIN doesn't sound very Episcopal. It's a touchy subject that sounds judgmental. But, we are seeing how damaging selfish self-interest can be to the fragile fabric of society and how it stains the human soul.

As Christians baptized into the life, death, and resurrection of Jesus we took vows, made promises, entered into covenant with God and one another that we will seek and serve God in all persons loving our neighbor as ourself.

Our republican or democrat neighbor, black neighbor, our Gay neighbor, our Muslim neighbor, our American Indian neighbor, our physically challenged neighbor, At our baptism we promise to God and each other that we will love ALL our neighbors. All means All.

And we further promised we strive for justice and peace among ALL people and RESPECT the Dignity of every human being.

Respect the dignity of every human being:

Especially those who are systematically discriminated against and incarcerated at higher percentages and denied equal protection under the law simply because of the color of their skin.

We must examine our own racism and pray for forgiveness.

Especially women who daily experience contemptable treatment and are constantly objectified by marketers while being undervalued in the workplace, and who are condemned for simply wanting to protect and control their bodies.

We must examine our treatment of women and pray for forgiveness.

Especially LGBTQ persons who are mocked and threatened for being true to themselves, and violently attacked in their own homes and meeting places and are brutally demeaned simply because they love in ways different than the majority.

We must examine our treatment of LGBTQ persons and pray for forgiveness.

Respect the dignity of every human being:

Especially Water Protectors like the Standing Rock Sioux in North Dakota whom the Episcopal Church has committed to stand with against violent aggression in pursuit of corporate profit to supply our insatiable need for energy.

We must examine our use of energy, consider its cost to the environment and pray for forgiveness.

Especially those whom we fear and those who are perpetrators of gun violence. You will want to know that I am one of the 70+ Bishops Against Gun Violence who seek to overcome the UNholy trinity of poverty, racism and violence in society.

We must examine our relationships with one another and seriously consider how we will love all our neighbors as ourselves praying for forgiveness.

If there is any good news to be found in this trying election season it is the unveiling of deep seated fear which leads to blind hatred, discrimination, misogyny, sexism, and racism that separate us from God and one another.

As a people of faith we must name, acknowledge and repent of our sins.

We must show the fearful, frightened world how the power of love can and will and does overcome the divisions among us.

We are to proclaim the year of the Lord's favor, now, right now seeking to restore all people to unity with God and each other working for justice, freedom and peace.

Now, especially now, when our country is angry and divided and anxious.

God of all mercy, we confess that we have sinned against you, opposing your will in our lives. We have denied your goodness in each other, in ourselves, and in the world you have created. We repent of the evil that enslaves us, the evil we have done, and the evil done on our behalf. Forgive, restore, and strengthen us through our Savior Jesus Christ, that we may abide in your love and serve on your will. Amen.

Video of St. Thomas, Battle Creek.

Tomorrow we celebrate the Feast of All Saints in beautiful St. Thomas Church surrounded by all the saints, including those who have recently died due to gun violence. And in that powerful context and setting we will welcome new Episcopalians who have decided to join our unique, quirky Jesus movement dance.

How crazy, cool is that?

We will renew our baptismal covenant, our vows to God and each other among angels and archangels and all the company of heaven, a reminder that we are not alone, we are never ever alone.

It's all really quite wonderful and holy and so very very hopeful.

So, next steps, real quick...

Later in this convention, you will receive a report from the Taskforce on Restructure which will lay out a strategy for how we might move forward shifting our diocesan structure to better help us live into our vision.

Your Diocesan Council, Standing Committee and the Restructure Task Force will begin unpacking and studying this report in January 2017 with the goal of presenting an action plan to diocesan convention next year.

Then, after we start implementing a restructuring plan we should begin to take a hard look at our canons to consider how these might shift to further our missional efforts in the world.

And then, after that work is done we can take a little breather and then start the discernment process all over again to ensure we keep the Jesus Movement – moving

It's important that you know this is not a top down strategic plan or directive from on high. I'm not driving this thing – you are - or perhaps better said, the Holy Spirit is and you are responding.

All I'm trying to do is set the circumstances by which the Holy Spirit can do its thing with and among us. She is.

I'm simply inviting you to the dance, the Jesus Movement Dance and the great good news is you are getting up and out on the dance floor shakin' your groove thing. Hey, guess what, you dance real good. (real well, I know)

You are doing it Western Michigan.

My friends, my dear people, we have so much to be thankful for.

We are getting in the groove, y'all.

See all the wonderful new things you are doing.

See how God's vision for us is being lived out organically, naturally.

See how the Jesus Movement works.

We have everything we need and as Eric Law will show us, we have even more than we could ask or imagine.

So, let's keep dancing...And, who better to help us get up on our feet than the unheralded theologian and Pop icon – Justin Timberlake.

Drop it – JT!

We can't stop the feeling, Western Michigan, so just dance, dance, dance.

Changes in the Diocese since November 2015

Retirements

Pam Sten, Trinity, Niles, November 2015

Mary Frens, St. Mark's, Newaygo, June 2016

Deaths

Jack Van Hooser, May 2016

[Robert McDougall – licensed in EDWM, Diocese of Michigan, November 2015]

Resignations

Daniel Richards, Grace, Traverse City

Carlton Kelley, St. Paul's, Dowagiac

New Calls

BJ Heyboer, St. Mark's, Newaygo & St. John's, Fremont, July 2016

Jodi Baron, St. Philip's, Beulah, August 2016

Christian Baron, St. Philip's, Beulah, August 2016

Other Changes in the Diocese

Carlton Kelley, Interim Rector – Grace, Traverse City

Everett Klein, at Holy Trinity, Manistee

ELCA-Chris Anderson at St. Gregory's, Muskegon

ELCA-David Keller at St. John's, Charlotte

William Fleener Sr. completed his interim ministry at St. John's, Fremont

Deacon John Infante Pinzon, at St. John's, Grand Haven (Transitional Deacon)

Ordinations

BJ Heyboer, St. Andrew's, Grand Rapids, Transitional Deacon June 11, 2016

Sister Diane Stier, St. John's, Mt. Pleasant, Transitional Deacon, October 23, 2016

CLERGY REGISTERED AT THE 142ND CONVENTION

The Rt. Rev. Whane Hougland, Jr., Bishop

The Rev.	Jennifer	Adams	~	Holland – Grace
The Rev.	Brad	Allard	~	Wyoming – Holy Trinity
The Rev.	Christian	Baron	~	Beulah – St. Philip's
The Rev.	Jodi	Baron	~	Beulah – St. Philip's
The Rev.	Dale	Bennett	~	Battle Creek – St. Thomas
The Rev.	David	Brower	~	Greenville – St. Paul's
The Rev.	Gregory	Brown	~	Petoskey – Emmanuel
The Rev.	Brent	Carey	~	Grand Rapids – St. Mark's
The Rev.	Zachariah J.	Char	~	Grand Rapids – Grace Sudanese
The Rev.	Brian	Coleman	~	Battle Creek – St. Thomas
The Rev.	Jared	Cramer	~	Grand Haven – St. John's
The Rev.	Rebecca	Crise	~	Paw Paw – St. Mark's
The Rev.	James	Croon	~	Wyoming – Holy Trinity
The Rev.	Paula	Durren	~	Harbert – Mediator
The Rev.	The Rev Aaron	Evans	~	Sturgis – St. John's
The Rev.	Michael	Fedewa	~	Grand Rapids – St. Andrew's
The Rev.	Patrick	Finn	~	Muskegon – St. Paul's
The Rev.	Gary	Hamp	~	Big Rapids – St. Andrew's
The Rev.	Bobbie Jo	Heyboer	~	Fremont – St. John's
The Rev.	BJ	Heyboer	~	Newaygo – St. Mark's
The Rev.	Stephen	Holmgren	~	Grand Rapids – Grace
The Rev.	Kim	Hoop	~	Kentwood – Holy Cross
The Rev.	David	Keller	~	Charlotte – St. John's
The Rev.	Rev. Carlton	Kelley	~	Traverse City – Grace
The Rev.	Everett	Klein	~	Manistee – Holy Trinity
The Rev.	Darlene	Kuhn	~	Albion – St. James
The Rev.	Rev. David	Louder	~	Plainwell – St. Stephen's
The Rev.	Karen	McDonald	~	Paw Paw – St. Mark's

The Rev.	Rev. John	Meengs	~	Saugatuck – All Saints
The Rev.	David	Meyers	~	Montague – St. Peter's-by-the-Lake
The Rev.	Cynthia	Nawrocki	~	Grand Rapids – St. Andrew's
The Rev.	Wayne	Nicholson	~	Mount Pleasant – St. John's
The Rev.	The Rev. Thomas	O'Dell	~	Charlevoix – Christ Church
The Rev.	Nurya	Parish	~	Grand Rapids – St. Andrew's
The Rev.	Mary	Perrin	~	Kalamazoo – St. Martin of Tours
The Rev.	David	Pike	~	Lansing – St. David's
The Rev.	Dennis	Remenschneider	~	St. Joseph – St. Paul's
The Rev.	Michael	Ryan	~	South Haven – Epiphany
The Rev.	Frederick	Schark	~	Coldwater – St. Mark's
The Venerable	Marilou	Schlotterbeck	~	Beulah – St. Philip's
The Rev.	Anne	Schnaare	~	Marshall – Trinity
The Rev.	Domingo	Shriver	~	Ludington – Grace
The Rev.	Carol	Spangenberg	~	Lansing – St. David's
The Rev.	Pamela	Sten	~	Dowagiac – St. Paul's
The Rev.	Diane	Stier	~	Mount Pleasant – St. John's
The Rev.	Linnea	Stifler	~	Orangeville – St. Francis of Assisi
The Rev. Dr.	G. Corwin	Stoppel	~	Saugatuck – All Saints
The Rev.	Joel	Turmo	~	Richland – St. Timothy's
The Rev.	Randall	Warren	~	Kalamazoo – St. Luke's
The Rev.	Mike	Wernick	~	Kentwood – Holy Cross
The Rev.	Barbara	Wilson	~	Benton Harbor – St. Augustine's of Canterbury
The Rev. Canon	William	Spaid	~	Diocesan Center

LAY DELEGATES REGISTERED AT THE 142ND CONVENTION

Albion – St. James	Richard Porter, Diane Garrison
Allegan – Good Shepherd	Judy Buchanan, Kandi Gibson
Battle Creek - Resurrection	Mary Cherney, Joan Kohn
Battle Creek – St. Thomas	Peter Kobs, Lorraine Petter, Mark Dixon
Belmont – Holy Spirit	Donna Scott, Betty Patterson
Benton Harbor – St. Augustine's of Canterbury	Freeman Gilbert, Les Knickerbocker
Beulah – St. Philip's	Keri McCumber, Carol Codden
Big Rapids – St. Andrew's	Beth Hamelund
Boyne City – Nativity	Virginia McCord, Charles McCord
Cadillac – St. Mary's	Patrick Foster, Dawn Paulin
Charlevoix – Christ Church	Don Collier, Francis Flanders
Charlotte – St. John's	Celeste Bavin, Sharon Frambes
Coldwater – St. Mark's	Donald Hetrick, Patricia Hetrick
Dowagiac – St. Paul's	Mary Jo Appelt, Jennifer Frechette
Elk Rapids – St. Paul's	Marcia Endo, Diane Geddes
Fremont – St. John's	Philomena O'Neil, David Kemble
Grand Haven – St. John's	Debbie Wakerley, Will Dickinson, Sara Hasbrouck
Grand Ledge – Trinity	John Lanese, Lori Hudson
Grand Rapids – Grace	Peter Bourland, Ben Irwin, Tom Hunnewell
Grand Rapids – Grace Sudanese	Deng Jonkuch, James Aleu
Grand Rapids – St. Andrew's	Mary Simpson, Mike Betz, Donna Johnston, Scott Leuchtman
Grand Rapids – St. Mark's	Catherine Frerichs, Jennifer Julius, Pat Roy
Grand Rapids – St. Philip's	Pamela Chapman, Joyce Henry
Greenville – St. Paul's	Chris Ewell, Dare Cox
Harbert – Mediator	Jan Anderson, Marilee Roth
Hastings – Emmanuel	Susan Radant, Willo Fuhr
Holland – Grace	Mary Matrosic, Robbie Schorle, David Hawley-Lowry, Karen Bylsma
Ionia – St. John's	Sue Carter, Alvin Hawley
Kalamazoo – St. Luke's	Bill James, Ben Jamieson, Art McNabb
Kalamazoo – St. Martin of Tours	Tom Perrin, Laurie Atwater, Steve Barber
Kentwood – Holy Cross	Gwen Hendrickson
Lansing – St. David's	Carol Abbott, Maria Leiby
Ludington – Grace	Thom Hawley, David Hawley
Manistee – Holy Trinity	Susan Lund-Coyle, Jill Budzynski

LAY DELEGATES REGISTERED AT THE 142ND CONVENTION

Marshall – Trinity	Suzy Fritz
Montague – St. Peter's-by-the-Lake	Rona Howell, Dick Howell
Mount Pleasant – St. John's	Eric Vinciguerra, Jessica Vinciguerra
Muskegon – St. Gregory's	Lynne Gill, Linda Scheerer
Muskegon – St. Paul's	Gillian Edwards
Newaygo – St. Mark's	Aleta Wells, Iris Davidson
Niles – Trinity	Gayle Borst, Kathy Davies
Orangeville – St. Francis of Assisi	Colleen Vorwald, Blas Liceaga
Paw Paw – St. Mark's	Jean Kracker, Nancy Wheatley
Pentwater – St. James	Martha Bartlett, Jane Morrison
Petoskey – Emmanuel	Karel Howse, Joyce Riordan
Plainwell – St. Stephen's	Donna Gorton, Pauline Keiser
Richland – St. Timothy's	Ann Perra, LouAnn Laurence
Saugatuck – All Saints	Pam Los, Martha Hoexter
South Haven – Epiphany	Jim Wright, Janet MacKenzie
St. Joseph – St. Paul's	Harold Bragg, Marina Peter
Sturgis – St. John's	Konrad Holzworth, Mary Kay Kunce
Three Rivers – Trinity	MaryBeth Carlstrom, Yvonne Lowry
Traverse City – Grace	Elizabeth Blondia, Rosemary Hagan, Chuck Wolterink, Mary Pierce
Wyoming – Holy Trinity	Jennifer Luurtsema, Genia Brown

YOUTH DELEGATES REGISTERED AT THE 142ND CONVENTION

Mr. Lucas Hetrick
Ms. Raine Jackson
Ms. Daisy Martinez
Ms. Maggie Miron
Ms. Emily Pattok
Mr. Izaak Smith

Rt. Rev. Whayne M. Hougland, Jr.
Diocese of Western Michigan
2016 Record of Official Acts

1/5/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus Standing Committee	4/2/16	Visitation-St. Augustine's, Benton Harbor All Saints, Saugatuck
1/9/16	Confirmation Service – Eve of the Baptism of our Lord St. Luke's, Kalamazoo	4/5/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus Standing Committee
1/12/16	St. Joseph Deanery Clericus Eastern Deanery Clericus	4/9/16	Grand Rapids-Bishop's Town Hall
1/16/16	Diocesan Council	4/10/16	Visitation – Holy Spirit, Belmont
1/17/16	Visitation – St. David's, Lansing	4/12/16	St. Joseph Deanery Clericus Eastern Deanery Clericus
1/19/16	Traverse Deanery Clericus	4/16/16	Traverse City Bishop's Townhall
1/21/16	Winter Deans' Meeting	4/20/16	Spring Deans' Meeting
1/22/16	Bishop Whittemore Board Meeting	4/20-22/16	Spring Clergy Meeting
1/24/16	Dedications	4/23/16	ECW Annual Meeting
1/27-28/16	Province V House of Bishops	4/24/16	Visitation – Sudanese Grace Grand Rapids
1/31/16	Visitation – St. Mark's, Grand Rapids		
2/1-15/16	Visit to Durgapur, India	5/1/16	Visitation – Holy Cross, Kentwood
2/18/16	Finance Committee Meeting Apportionment Review Meeting	5/3/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus
2/20/16	Congregational Development Mtg Youth Retreat, St. Timothy's, Richland	5/6-7/16	Deacons Overnight Retreat, Three Rivers
2/21/16	Visitation – Good Shephard, Allegan	5/10/16	St. Joseph Deanery Clericus Eastern Deanery Clericus
2/24/16	Lenten Series Meeting, Trinity, Marshall	5/14/16	Confirmation Service Eve of the Pentecost, Christ Church, Charlevoix
2/27-28/16	Diocesan Council Retreat	5/15/16	Visitation-Christ Church, Charlevoix
		5/17/16	Traverse Deanery Clericus
		5/22/16	Visitation – St. John's, Charlotte
3/1/16	Standing Committee	5/25-26/16	Meeting of the 4 Michigan Bishops Conway, MI
3/5/16	Kalamazoo Bishop's Town Hall		
3/6/16	Visitation – Holy Trinity, Wyoming	6/2/16	Summer Deans' Meeting
3/8/16	St. Joseph Deanery Clericus Eastern Deanery Clericus	6/5/16	Visitation – St. Barnabas, Portage
3/9/16	Finance Committee Meeting	6/7/16	Lakeshore Deanery Clericus Grand Valley Deanery Clericus Standing Committee
3/10-16/16	House of Bishops – Camp Allen		
3/19/16	Diocesan Council	6/8-9/16	Province V House of Bishops
3/22/16	Chrism Mass and luncheon with Clergy	6/11/16	The Ordination of BJ Heyboer to Transi- tional Diaconate, St. Andrew's, GR
3/24/16	Maundy Thursday Service St. John's, Charlotte	6/12/16	Visitation to St. Stephen's, Plainwell
3/26/16	Confirmation Service- The Great Vigil of Easter Trinity, Marshall	6/14/16	St. Joseph Deanery Clericus Eastern Deanery Clericus
3/27/16	Easter Service St. James, Albion	6/16/16	EDWM Insurance Committee
		6/18/16	Diocesan Council
		6/21/16	Traverse Deanery Clericus
		6/23/16	EDWM Apportionment Review Committee
		6/24-25/16	The Consecration of the Bishop of Northern Indiana, Ft. Wayne, IN
		6/27-7/1/16	College for Bishops, Richmond, VA

7/5/16 Lakeshore Deanery Meeting
Grand Valley Deanery Meeting
7/10/16 Visitation – Trinity, Niles
7/17/16 Visitation – Grace, Ludington
7/22/16 Bishop Whittemore Foundation Mtg
7/22-24/16 EDWM Weekend Camp, Cranhill Ranch

No August Scheduled Meetings/Events

9/4/16 Visitation – St. James, Beaver Island
9/14-21/16 House of Bishops – Detroit, MI
9/24/16 Grand Valley & Lakeshore Deaneries
Pre-Convention Mtg.
9/25/16 Visitation – St. Gregory's, Muskegon
9/25/16 A Celebration Evensong for
The Rt. Rev. Todd Ousely, Eastern MI

10/1/16 Eastern & St. Joseph Deaneries
Pre-Convention Meeting
10/4/16 Lakeshore Deanery Clericus
Grand Valley Deanery Clericus
Standing Committee
10/8/16 Congregational Development Institute
10/9/16 Visitation – All Saints, Saugatuck
10/11/16 St. Joseph Deanery Clericus
Eastern Deanery Clericus
10/13/16 Deans' Fall Meeting
10/16/16 Visitation – Mediator, Harbert
10/18/16 Traverse Deanery Clericus
10/22/16 Diocesan Council
10/23/16 Visitation – St. John's, Mt. Pleasant
10/28/16 Bishop Whittemore Foundation Mtg.

11/1/16 Lakeshore Deanery Clericus
Grand Valley Deanery Clericus
Standing Committee
11/4-5/16 EDWM Diocesan Convention
Confirmation Svc
Observance of All Saints
St. Thomas, Battle Creek
11/6/16 Visitation to St. John's, Grand Haven
By special request
11/8/16 St. Joseph Deanery Clericus
Eastern Deanery Clericus
11/13/16 Visitation – St. Peter's by the Lake
Montague
11/15/16 Traverse Deanery Clericus
Interfaith Service, Petoskey, MI
11/20/16 Visitation - St. Mark's, Paw Paw
11/30/16 Keynote Speaker-Churchmen's Luncheon
Grand Rapids, MI
12/2-3/16 Michigan Bishops' Visit to Academy for
Vocational Leadership, Colombiere
Conference Center, Clarkston, MI
12/4/16 Visitation – Trinity, Marshall
12/6/16 Lakeshore Deanery Clericus
Grand Valley Deanery Clericus
Standing Committee
12/8/16 Celebration of New Ministry
Revs. Jodi & Christian Baron
St. Philip's, Beulah
12/10/16 St. Nicholas Day, Holland
12/11/16 Visitation – St. Paul's, Muskegon
12/13/16 St. Joseph Deanery Clericus
Eastern Deanery Clericus
12/17/16 The Ordination of BJ Heyboer
St. Mark's, Newaygo &
St. John's, Fremont
12/18/16 Visitation to St. Francis, Shelbyville
12/24/16 Christmas Eve Service at
St. Mark's, Grand Rapids

CONFIRMATIONS AND RECEPTIONS IN 2016

January 2016

Confirmed: 10

Received: 5

March 2016

Confirmed: 13

Received: 3

May 2016

Confirmed: 16

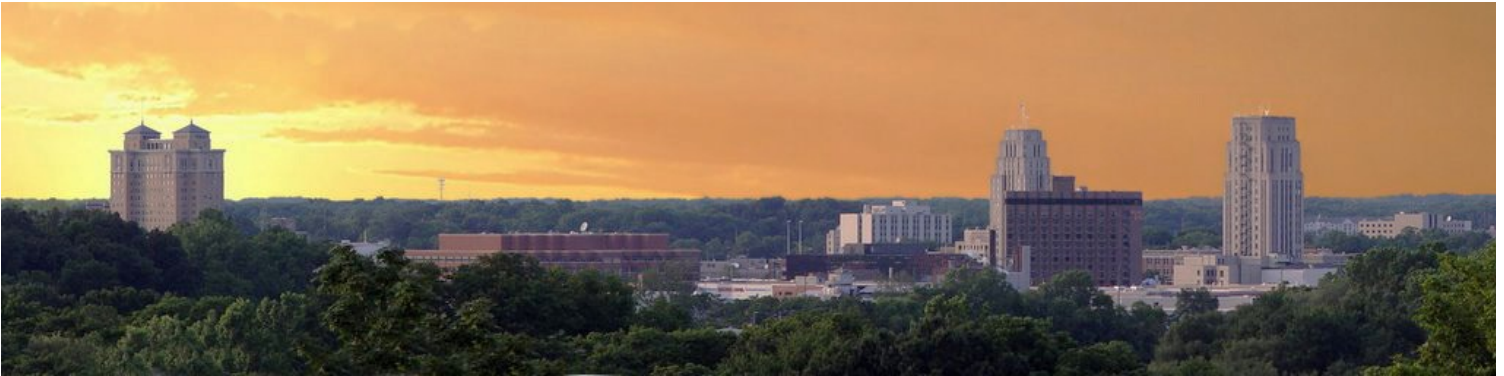
Received: 6

November 2016

Confirmed: 10



142nd EDWM Convention



The Episcopal Diocese of Western Michigan
McCamly Plaza Hotel Battle Creek, Michigan
November 4-5, 2016

Getting into the Groove

Welcome to the 142nd EDWM Convention!

My dear friends . . .



Welcome to the 142nd Convention of the Episcopal Diocese of Western Michigan where we are “Getting into the Groove of the Jesus Movement.” The Spirit is vividly moving in vibrant ways among us we seek to live into our emerging vision to:

1. Communicate better with God, each other and the world around us.
2. Reach out to younger generations.
3. Raise up a Deacon in every congregation as a catalyst for mission.
4. Support programs that address needs around food, water and shelter
5. Engage in a process of Asset Mapping.

New and exciting ministries are sprouting organically all over our diocese, demonstrating what the loving, liberating and life-giving Jesus Movement looks like. I can’t wait to show you all the

wonderful things we are doing to care for others and our environment. I am also very excited to welcome the Rev. Eric Law, Executive Director of the Kaleidoscope Institute, whose mission is to provide resources to equip church leaders to create sustainable church communities.

We will have another diocesan convention “dance party” on the top floor of the McCamly Plaza Hotel starting at 7:30 Friday evening, so come, “Get in the Groove,” with your diocesan brothers and sisters.

Our diocesan convention Eucharist with confirmation will be at St. Thomas’ Church, Battle Creek starting at 10:00 a.m. Hope everyone will be present to honor those being confirmed, received or reaffirming their faith.

We have much to celebrate and much more to look forward to as the episcopal branch of the Jesus Movement in Western Michigan.

May the peace and joy of God fill us and uplift us,

+ Whayne H. Hoesland, Jr.

+Whayne

Agenda

Please note: times are estimates only and subject to change.

Friday, November 4, 2016

- 8:00-10:00 a.m. Registration**
- 9:15 a.m. New Delegate Orientation**
- 10:00 a.m. Morning Prayer**
 - Opening and Introductions**
- 10:15 Business Session**
- 11:10 Bishop's Address**
- 12:15 Noontime Prayer**
 - Lunch**
- 1:30-2:15 p.m. Keynote Address (Part I)**
 - The Rev. Eric H. Law, The Kaleidoscope Institute**
- 2:30 p.m. Business Session**
- 3:15 p.m. Presentation**
- 4:00 p.m. Keynote Address (Part II)**
 - The Rev. Eric H. Law**
- 5:00 p.m. Adjourn**
- 7:30 p.m. Party**

Saturday, November 5, 2016

- 10:00 a.m. Convention Eucharist**
 - with Confirmation, Reception and Reaffirmation**
 - St. Thomas Episcopal Church, Battle Creek, MI**
 - 17 E. Van Buren (3 block walk)**
- Noon Lunch, McCamly Plaza**
- 1:00 p.m. Keynote Address (Part III), the Rev. Eric H. Law**
- 2:00 p.m. Business Session**
- 3:00 p.m. Bishop's Closing Prayer & Adjournment**



About the Convention Eucharist

All Saints'-tide Convention Eucharist with Confirmation will be celebrated at St. Thomas Episcopal Church at 10:00 a.m. Saturday, November 5th.

Refreshments will be available in the parish hall *before* the service, beginning at 9:00 a.m.

Those who will be participating in the convention Eucharist should arrive at St. Thomas for rehearsal at 9:00 a.m.

Following the Eucharist, a plated lunch will be served at McCamly Plaza at 12 noon before reconvening diocesan convention at 1:00 p.m.

Please see a member of diocesan staff if you have questions.

Mass Shooting Memorial

St. Thomas Church will be open all day Friday and Saturday.

Following the February 20th tragedy in Kalamazoo, when a gunman randomly stalked victims in a shooting rampage leaving six dead and two critically injured, St. Thomas turned its sanctuary into a memorial for victims of mass shootings. Pages of photos and names of all the victims of mass shootings in the United States from January 1, 2016 to the present are displayed. With over 33,000 gun deaths per year, Americans are 10 times more likely to be killed by guns than people in other developed countries.



There were 372 mass shootings in the US in 2015, killing 475 people and wounding 1,870. A mass shooting is a single shooting incident that kills 4 or more people, not including the shooter. The church is open this convention weekend for visitors.

Who's Who

142nd Convention of the Diocese of Western Michigan

Chancellor & Credentials Chairperson	Bill Fleener, Jr., St. David's, Lansing
Constitution/Canons Chairperson	Bill Fleener, Jr., St. David's, Lansing
Convention Secretary	The Rev. Canon William J. Spaid, EDWM
Treasurer	Ivan Egnatuk, Trinity, Marshall
Assistant Treasurer	Dave Croal, St. Mark's, Coldwater
Parliamentarian	Bill Fleener, Jr., St. David's, Lansing
Dispatch of Business	Janet MacKenzie, Epiphany Church, South Haven
Nominations/Elections Chairperson	Mike Paulin, St. Mary's, Cadillac
Resolutions Chairperson	The Rev. Wayne Nicholson, St. John's, Mt. Pleasant
Convention Committee Chairperson	Joanie Smith, St. John's, Grand Haven
Exhibitor Chairperson	Anne Davidson, St. Mark's, Coldwater
Registration Chairperson	Jane Puvogel, St. Martin of Tours, Kalamazoo
Assistant to Registration Chair	Bill Hanson, St. Martin of Tours, Kalamazoo

Staff

The Rt. Rev. Whayne M. Hougland, Jr., Bishop
The Rev. Canon William Spaid, Canon to the Ordinary
Molly Ettwein, Bishop's Executive Assistant
Genevieve Callard , Assistant to the Bishop for Children, Youth, and Young Adult Ministries
Tammy Mazure, CPA, CGMA, Assistant to the Bishop for Finance and Benefit Administration
Catherine Rhodes, Finance Assistant
Kay Hanson, Volunteer Extraordinaire
Karmel Puzzuoli, Communications Assistant

Join us for the Convention Party



Bishop Houglund will host a convention party Friday, November 4th from 7:30-9:30 p.m. in the top floor of the McCamly Plaza Building.

There are amazing panoramic views of the City of Battle Creek and surrounding area.

A DJ will play the music and a cash bar (including juice, beer, wine and liquor) will be available, as well as snacks.

You will find tables and chairs for socializing. If you wish to get away from the music, an adjacent room offers a quieter place for conversation.

Stop in to say hello or stay for the whole party!

Recommended Restaurants

Battle Creek offers a number of dining options, some of which are within walking distance and some of which are a short drive (but well worth it).

Walking Distance

Griffin Grill & Pub
38 West Michigan Avenue
4 minute walk


Malia Mediterranean Bistro
34 West Michigan Avenue
4 minute walk

Clara's On the River
inside the old railroad depot
44 McCamly Street South
7 minute walk

Arcadia Brewing, Battle Creek
103 W. Michigan Avenue
7 minute walk



A Short Drive

 recommended!

Territorial Brewing Company
German Cuisine, *Episcopalian-owned*
256 Helmer Road North, Springfield
7 minute drive

Nina's Taqueria
248 Capital Avenue SW
2 minute drive

Taqueria San Francisco #2
595 W Columbia Ave
8 minute drive

Tony's Hong Kong
174 East Columbia Avenue
5 minute drive

Social Media and Sharing

We welcome your cell phone pictures. Please send them to news@edwm.org if you'd like to share!

The bishop invites and encourages you to employ social media to bring news of the 142nd EDWM Convention to your congregations at home, in real time. Episcopal Diocese of Western Michigan is on Facebook and Twitter.

The official Twitter hashtag of the Diocese of Western Michigan is #edwm. Bishop Houglund is @edwm9 and the diocese is @WMichEpiscopal.

Morning Prayer

All stand as they are able at the officiant's invitation.

The Invitatory and Psalter

Officiant Lord, open our lips.
Assembly And our mouth shall proclaim your praise.

Officiant and People

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

Officiant The mercy of the Lord is everlasting.
People: Come let us adore him.

Venite Psalm 95:1-7 *All say together.*

Come, let us sing to the Lord; *
let us shout for joy to the Rock of our salvation.
Let us come before his presence with thanksgiving *
and raise a loud shout to him with psalms.

For the Lord is a great God, *
and a great King above all gods.
In his hand are the caverns of the earth, *
and the heights of the hills are his also.
The sea is his, for he made it, *
and his hands have molded the dry land.

Come, let us bow down, and bend the knee, *
and kneel before the Lord our Maker.
For he is our God,
and we are the people of his pasture and the sheep of his hand. *
Oh, that today you would hearken to his voice!

The mercy of the Lord is everlasting: come let us adore him.

Psalm 69:1-23 *Salvum me fac*

1 Save me, O God, *
for the waters have risen up to my neck.

- 2 I am sinking in deep mire, *
and there is no firm ground for my feet.
- 3 I have come into deep waters, *
and the torrent washes over me.
- 4 I have grown weary with my crying;
my throat is inflamed; *
my eyes have failed from looking for my God.
- 5 Those who hate me without a cause are more than the hairs of my head;
my lying foes who would destroy me are mighty. *
Must I then give back what I never stole?
- 6 O God, you know my foolishness, *
and my faults are not hidden from you.
- 7 Let not those who hope in you be put to shame through me,
Lord GOD of hosts; *
let not those who seek you be disgraced because of me,
O God of Israel.
- 8 Surely, for your sake have I suffered reproach, *
and shame has covered my face.
- 9 I have become a stranger to my own kindred, *
an alien to my mother's children.
- 10 Zeal for your house has eaten me up; *
the scorn of those who scorn you has fallen upon me.
- 11 I humbled myself with fasting, *
but that was turned to my reproach.
- 12 I put on sack-cloth also, *
and became a byword among them.
- 13 Those who sit at the gate murmur against me, *
and the drunkards make songs about me.
- 14 But as for me, this is my prayer to you, *
at the time you have set, O LORD:
- 15 "In your great mercy, O God, *
answer me with your unfailing help.
- 16 Save me from the mire; do not let me sink; *
let me be rescued from those who hate me
and out of the deep waters.

- 17 Let not the torrent of waters wash over me,
neither let the deep swallow me up; *
do not let the Pit shut its mouth upon me.
- 18 Answer me, O LORD, for your love is kind; *
in your great compassion, turn to me.”
- 19 “Hide not your face from your servant; *
be swift and answer me, for I am in distress.
- 20 Draw near to me and redeem me; *
because of my enemies deliver me.
- 21 You know my reproach, my shame, and my dishonor; *
my adversaries are all in your sight.”
- 22 Reproach has broken my heart, and it cannot be healed; *
I looked for sympathy, but there was none,
for comforters, but I could find no one.
- 23 They gave me gall to eat, *
and when I was thirsty, they gave me vinegar to drink.

At the end of the Psalms, say together:

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

The reader introduces the lesson saying

A Reading from Luke 13:31-35

At that very hour some Pharisees came and said to him, “Get away from here, for Herod wants to kill you.” He said to them, “Go and tell that fox for me, ‘Listen, I am casting out demons and performing cures today and tomorrow, and on the third day I finish my work. Yet today, tomorrow, and the next day I must be on my way, because it is impossible for a prophet to be killed outside of Jerusalem.’ Jerusalem, Jerusalem, the city that kills the prophets and stones those who are sent to it! How often have I desired to gather your children together as a hen gathers her brood under her wings, and you were not willing! See, your house is left to you. And I tell you, you will not see me until the time comes when you say, ‘Blessed is the one who comes in the name of the Lord.’”

After the Lesson the Reader may say

Hear what the Spirit is saying to the Church.
People Thanks be to God.

The Third Song of Isaiah *Surge, illuminare*
Isaiah 60:1 3, 11a, 14c, 18 19

Arise, shine, for your light has come, *
and the glory of the Lord has dawned upon you.

For behold, darkness covers the land; *
deep gloom enshrouds the peoples.
But over you the Lord will rise, *
and his glory will appear upon you.
Nations will stream to your light, *
and kings to the brightness of your dawning.
Your gates will always be open; *
by day or night they will never be shut.
They will call you, The City of the Lord, *
The Zion of the Holy One of Israel.
Violence will no more be heard in your land, *
ruin or destruction within your borders.
You will call your walls, Salvation, *
and all your portals, Praise.
The sun will no more be your light by day; *
by night you will not need the brightness of the moon.
The Lord will be your everlasting light, *
and your God will be your glory.

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

The Apostles' Creed

Officiant and People together, all standing

I believe in God, the Father almighty, creator of heaven and earth.
I believe in Jesus Christ, his only Son, our Lord.
He was conceived by the power of the Holy Spirit
and born of the Virgin Mary.
He suffered under Pontius Pilate, was crucified, died, and was buried.
He descended to the dead. On the third day he rose again.
He ascended into heaven, and is seated at the right hand of the Father.
He will come again to judge the living and the dead.
I believe in the Holy Spirit, the holy catholic Church, the communion of saints,
the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.

The Prayers

The people stand as they are able

<i>Officiant</i>	The Lord be with you.
<i>People</i>	And also with you.
<i>Officiant</i>	Let us pray.

Officiant and People

Our Father in heaven,
hallowed be your Name,
your kingdom come,
your will be done,

on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those
who sin against us.
Save us from the time of trial,
and deliver us from evil.
For the kingdom, the power,
and the glory are yours,
now and for ever. Amen.

Then follows the Suffrages:

V. Show us your mercy, O Lord;
R. And grant us your salvation.
V. Clothe your ministers with righteousness;
R. Let your people sing with joy.
V. Give peace, O Lord, in all the world;
R. For only in you can we live in safety.
V. Lord, keep this nation under your care;
R. And guide us in the way of justice and truth.
V. Let your way be known upon earth;
R. Your saving health among all nations.
V. Let not the needy, O Lord, be forgotten;
R. Nor the hope of the poor be taken away.
V. Create in us clean hearts, O God;
R. And sustain us with your Holy Spirit.

Collect of the Day

Almighty and merciful God, it is only by your gift that your faithful people offer you true and laudable service: Grant that we may run without stumbling to obtain your heavenly promises; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever. *Amen.*

A Collect for Fridays

Almighty God, whose most dear Son went not up to joy but first he suffered pain, and entered not into glory before he was crucified: Mercifully grant that we, walking in the way of the cross, may find it none other than the way of life and peace; through Jesus Christ your Son our Lord. *Amen.*

A Collect for Guidance

Heavenly Father, in you we live and move and have our being: We humbly pray you so to guide and govern us by your Holy Spirit, that in all the cares and occupations of our life we may not forget you, but may remember that we are ever walking in your sight; through Jesus Christ our Lord. *Amen*

Then, the Prayer for Mission is added:

Almighty and everlasting God, by whose Spirit the whole body of your faithful people is governed and sanctified: Receive our supplications and prayers which we offer before you for all members of your holy Church, that in

their vocation and ministry they may truly and devoutly serve you; through our Lord and Savior Jesus Christ. *Amen.*

The General Thanksgiving

Officiant and People:

Almighty God, Father of all mercies, we your unworthy servants give you humble thanks for all your goodness and loving kindness to us and to all whom you have made. We bless you for our creation, preservation, and all the blessings of this life; but above all for your immeasurable love in the redemption of the world by our Lord Jesus Christ; for the means of grace, and for the hope of glory.

And, we pray, give us such an awareness of your mercies, that with truly thankful hearts we may show forth your praise, not only with our lips, but in our lives, by giving up our selves to your service, and by walking before you in holiness and righteousness all our days; through Jesus Christ our Lord, to whom, with you and the Holy Spirit, be honor and glory throughout all ages. *Amen.*

A Prayer of St. Chrysostom

Almighty God, you have given us grace at this time with one accord to make our common supplication to you; and you have promised through your well beloved Son that when two or three are gathered together in his Name you will be in the midst of them: Fulfill now, O Lord, our desires and petitions as may be best for us; granting us in this world knowledge of your truth, and in the age to come life everlasting. *Amen.*

Officiant: Let us bless the Lord.

People: Thanks be to God.

The Officiant concludes with the grace

Glory to God whose power, working in us, can do infinitely more than we can ask or imagine: Glory to him from generation to generation in the Church, and in Christ Jesus for ever and ever. *Amen. Ephesians 3:20, 21*

Noonday Prayer

Officiant O God, make speed to save us.

People O Lord, make haste to help us.

Officiant and People

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

Psalm 121 *Levavi oculos*

1 I lift up my eyes to the hills; *
from where is my help to come?

2 My help comes from the LORD, *
the maker of heaven and earth.

3 He will not let your foot be moved *
and he who watches over you will not fall asleep.

4 Behold, he who keeps watch over Israel *
shall neither slumber nor sleep;

5 The LORD himself watches over you; *
the LORD is your shade at your right hand,

6 So that the sun shall not strike you by day, *
nor the moon by night.

7 The LORD shall preserve you from all evil; *
it is he who shall keep you safe.

8 The LORD shall watch over your going out and
your coming in, *
from this time forth for evermore.

At the end of the Psalm, all say:

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

Officiant: If anyone is in Christ he is a new creation; the old has passed away, behold the new has come.
All this is from God, who through Christ reconciled us to himself
and gave us the ministry of reconciliation. *2 Corinthians 5:17-18*
People: Thanks be to God.

The Officiant then begins the Prayers

Lord, have mercy.
Christ, have mercy.
Lord, have mercy.

Officiant and People:

Our Father, who art in heaven,
hallowed be thy Name
thy kingdom come,
thy will be done,
on earth as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those
who trespass against us,
And lead us not into temptation,
but deliver us from evil.

Officiant Lord, hear our prayer;
People And let our cry come to you.
Officiant Let us pray.
Heavenly Father, send your Holy Spirit into our hearts, to direct and rule us according to your
will, to comfort us in all our afflictions, to defend us from all error, and to lead us into all truth;
through Jesus Christ our Lord. *Amen.*

Free intercessions may be offered including thanks for the meal we are to receive.

We will observe a moment of silence for those remembered In Memoriam (pp. 38-39).

Grant, O Lord, that our fellowship may be the revelation of your presence, and turn our daily bread into bread of
Life; through Jesus Christ our Lord. *Amen.*

The service concludes as follows

Officiant Let us bless the Lord.
People Thanks be to God.

Nominations

for Standing Committee and General Convention

Standing Committee

The Standing Committee is the elected council of advice to the bishop on matters of congregational life and ministry, including church vitality, property issues and ordination. It also serves as the Ecclesiastical Authority in the absence of the bishop.

- One Lay 3-year term
- One Clergy 3-year term

Title 1, Section 6.01. Composition:

“...In 2015, and every third year thereafter, two members of the clergy and one adult communicant in good standing, shall be elected by the annual Convention for terms of three years as terms expire. No person in the ordination process may serve on the Standing Committee. Vacancies shall be filled at the next annual Convention by election for the remainder of the unexpired term, in addition to the positions elected as provided, above.”

Lay Nominees, Standing Committee

Judy Fleener

St. Paul's, Muskegon



I am a native of Chicago and the Episcopal Church has been my home since I was 8 years old. My husband and I met in a church choir. I have served the diocese in a number of ways in the past. I continue to serve as a camp Counselor for our

diocesan camps, involved with formation and Christian Education at camp. Teaching prayer practices to middle schoolers really excites me. I attend St. Paul's Muskegon, an easy walking distance from my condo. I love birds and reading.

Current Parish Committees, Offices

- Fellowship Committee
- Choir member
- Altar Guild
- Eucharistic minister

Current Diocesan / Provincial / National Church Committees, Offices

- Camp Counselor
- Province V representative Leadership Team from EDWM.

Previous Church Work (Diocesan, Parish, National)

- Deputy to General Convention
- Standing Committee
- Commission on Ministry
- Church School teacher
- Vestry Member

Bennett Jamieson

St. Luke's, Kalamazoo



Life-long member of St. Luke's growing up in the Richland area. Currently, I reside in Plainwell. I graduated from Richland High School then MSU with a degree in Accounting. Served 2 years in the US Army. I had a brief tenure in public accounting and then have been in family businesses since 1974. Currently I

own and operate a small machine shop/manufacturing business. I have served as board member and treasurer of two singles' support groups in Kalamazoo during the 1980's. Recently served 3 years on the

executive committee and was treasurer of ISAAC, the interfaith social justice organization in Kalamazoo County. I have participated in 9 medical mission trips to Honduras and served many years on St. Luke's Outreach Committee. I am also serving on a new inter-faith board aimed at space use for civic, non-profit, and interfaith outreach. My passions are outreach, interfaith activities, energy saving methods, recycling, sailing, and I enjoy fix-um up projects around the parish. Recently I attended the conflict management workshop hosted by St. John's Grand Haven.

Current Parish Committees, Offices

- Buildings & Grounds Committee; chair
- Social Justice Guild
- Outreach/ Missions

Clergy Nominees, Standing Committee

The Rev. Zachariah Char

Sudanese Grace Church, Grand Rapids



The Rev. Zachariah Char, one of Sudanese Lost Boys, was displaced from his home village of Duk Padiet at the age of six, during the devastation caused by the civil war that killed over 2 million Sudanese. He spent 13 years with other Sudanese youngsters at a refugee camp in

Northern Kenya. In 2000, the United States began a placement program for refugees, and Zachariah made his journey to Grand Rapids Michigan. Since relocating at the age of 19, Zachariah paid his way through college, while working at Amway washing dishes and working at the meat factory.

Zachariah got his Bachelor's degree in social work and Bible from Kuyper College, and now working in the refugee department at Bethany Christian Services.

Zachariah was among the seven founders of Sudanese Grace Episcopal Church in Grand Rapids Michigan on June 22, 2003. He was appointed by the Sudanese community to be ordained as priest on August 13, 2003.

Current Diocesan / Provincial / National Church Committees, Offices

- Diocesan and deanery representative

Previous Church Work (Diocesan, Parish, National)

- Vestry: 2 times
- Treasurer and Finance/Investment Committee: 14 years
- Adult forum planning
- Confirmation mentor
- Youth and Sunday school
- Memorial committee
- Long range planning
- Outreach committee, chair 3 years

The Rev. Thomas Scott

St. John's, Grand Haven

Picture not available

- Born, January 29, 1950, Pgh, PA
- Worked as contractor; researcher, writer, editor, U of Pgh
- Married 1978, two children
- Ordained June 11, 1981/December 12, 1981
- Educated University of Pgh, (BA) Michigan State University(MA), Episcopal Divinity School (MDIV), Drew University (DMIN) Thesis: Parish-based marriage mentoring program model

Current Parish Committees, Offices

Retired supply priest, now returning to diocesan service

Previous Church Work (Diocesan, Parish, National)

- Calvary Church, Pgh, PA, 1981-1985
- St. Andrew's Church, Lincoln Park, NJ 1985-1986
- St. Mark's Church, Evanston, IL, 1989-2008
- St. Paul's, Muskegon, MI, 2008-2012 (retired)
- Stewardship Commission, Diocese of Western Michigan
- President, Standing Committee, Diocese of Chicago
- Dean, Evanston Deanery, Diocese of Chicago
- Diocesan Council, Diocese of Newark
- Appalachian People's Service Organization/Ecclesiastical Court, Diocese of Pgh

The Rev. Dr. Randall Warren
St. Luke's, Kalamazoo



Randall Warren is currently the rector of St. Luke's, Kalamazoo. Ordained in the Diocese of Chicago, he has been a

priest for 27 years. During that time he has served as a vicar, a rector, a pastoral care instructor, a health care chaplain, a spiritual director, a diocesan staff member, and a congregational consultant. Randall graduated from Milligan College with a B.A. (English major, Philosophy minor) and then graduated with an M.Div. from Seabury-Western Theological Seminary. Randall completed a chaplain's residency at Christ Hospital, the Chicago south side level 1 regional trauma center. He has a D.Min. in Pastoral Counseling from the Graduate Theological Foundation in South Bend, IN. He was a contributor to *Enriching Our Worship 2* and has been published in *Open: The Journal of the Associated Parishes for Liturgy & Mission* and elsewhere.

Current Parish Committees, Offices

- Rector, St. Luke's

Current Diocesan / Provincial / National Church Committees, Offices

- Chaplain to Students in Diaconal Formation: EDWM

**Previous Church Work
(Diocesan, Parish, National)**

- Title IV Education Committee: TEC
- Deployment Officer: EDoC
- Canon for Pastoral Care: EDoC
- The Nathan Network of Church Misconduct Workers
- Freelance Consultant: Churches/Dioceses in UT, VA, WI
- Instructor, Diocese of Chicago School for Deacons



Celebrate St. Nicholas!

Join our diocesan family
for

St. Nicholas Day,

a celebration of the Feast of St. Nicholas
Saturday, December 10, 2016
10:00 a.m. to 3:00 p.m. Grace
Episcopal Church in Holland
555 Michigan Avenue



**Activities and games for all age groups
Worship and outreach project Snacks
and lunch**

Please bring a gift of books that we can hand out to early readers. This is a great opportunity to ring in the holiday season and celebrate Advent by remembering our Christian roots of charity and fellowship.

79th General Convention of the Episcopal Church

The General Convention is the governing body of The Episcopal Church that meets every three years. The next session of the General Convention will be July 5-13, 2018 in Austin, Texas.

- Four Clergy Deputies
- Four Clergy Alternates
- Four Lay Deputies
- Four Lay Alternates



Canon 5, Section 5.01. Election of Deputies and Alternates to General Convention

The annual Convention shall elect by ballot, not later than the next year preceding any General Convention, eight deputies to the General Convention, being four members of the clergy and four adult lay communicants in good standing together with an equal number of alternate deputies having like qualifications.

The four members of the clergy and four adult lay communicants in good standing first receiving a simple majority of the votes cast, shall be declared elected deputies. An election shall then be held for alternate deputies. The four members of the clergy and four adult lay communicants in good standing receiving the highest number of the votes cast, shall be declared elected alternate deputies. Alternate deputies are to be ranked in the order of their election.

Lay Nominees to General Convention

Pamela "Pam" Chapman

St. Philip's, Grand Rapids



I have been a member of St. Philip's, Grand Rapids for more than 40 Years. I have served on the Vestry, A Sunday School teacher, A member of ECW, Lay Eucharist Minister, delegate to Diocesan Convention. I have represented the diocese as delegate to Province V. a member

of the delegation to visit our Companion Diocese in Nigeria and Deputy to General Convention. I am mother (steward) of Sandra Michele.

Current Parish Committees, Offices

- Vestry Clerk
- Delegate Diocesan Convention
- ECW Vice President
- Lay Eucharist Minister

Current Diocesan / Provincial / National Church Committees, Offices

- General Convention Deputy
- ECW Social Justice Officer
- Presiding Bishop Search Committee (Province V)

Previous Church Work (Diocesan, Parish, National)

- Women's Task Force
- ECW President, Social Justice Officer
- Companion In Mission Chairperson
- Vestry Senior Warden, Junior Warden, Clerk
- Lay Eucharist Minister
- Lay Reader (Lector)
- Sunday School Teacher
- Joint Committee on Nominations
- Standing Commission on Health
- Standing Commission on National Concerns

Anne P. Davidson

St. Mark's, Coldwater



I am a "cradle" Episcopalian, raised in Wisconsin (the Diocese of Fond du Lac), with a few years spent in Utah and South Dakota, prior to coming to West Michigan in 1974. I have been an active member of St. Mark's-Coldwater and the Diocese since that time.

I was a visitor to General Convention in 2006 (Columbus), a Deputy in 2012 (Indianapolis), and on Canon

Barlowe's staff in 2015 (Salt Lake City). I am very interested in the work of General Convention and would be honored to represent our diocese and serve as a Deputy in 2018 (Austin, TX).

I am married (Neal), and we have two adult daughters and one grandson. I am an active iconographer (painter of icons). You may have seen me at our Diocesan Conventions, where I maintain a booth showing my icon work, and I also serve the diocese as Display Chairperson.

I would appreciate your vote.

Current Parish Committees, Offices

- Vestry
- Worship Committee - chair
- Verger
- Parish Life Committee

Current Diocesan / Provincial / National Church Committees, Offices

- Lay Member of Standing Committee

Previous Church Work (Diocesan, Parish, National)

- Transition Team for the last two Bishop transitions
- Diocesan Worship Committee
- Chair of the Consecration Committee for Bishop Hougland
- Diocesan Consulting Team

William "Bill" Fleener, Jr.



St. David's, Lansing

I am married and my wife Yvonne and I share our home with our children Eryn (17) and Trey (15), and Yvonne's sister Patricia who is an adult with disabilities, and several dogs and cats.

I am an attorney and work and teach at WMU Cooley Law School. I am also the Chancellor of the Diocese.

Current Parish Committees, Offices:

I have served on off and on for many years. Since I became chancellor I do not serve on vestry or other parish committees because of the possibility of a conflict of interest.

Current Diocesan / Provincial / National Church Committees, Offices

I am the Chancellor of the Diocese, have been a deputy to the last several General Conventions and served on several church-wide bodies. I am currently on the Disciplinary Board for Bishops, the task for the review of the process for electing the Presiding Bishop, and Joint Standing Committee for Program, Budget, and Finance.

Previous Church Work (Diocesan, Parish, National)

I have previously served on the Nominating committee for the Presiding Bishop, the Joint Standing Committee on Constitution and Canons, and several others.

Amanda Henes

St. Mark's, Grand Rapids



I am a lifelong Episcopalian who has been involved in ministry since first serving as an acolyte at age seven. I am very interested in the wider Episcopal Church. As a teen, I attended the national Episcopal Youth Event. I have attended the last two General Conventions with the Young

Adult Festival spending most of my time observing the House of Deputies and committee hearings. I recently graduated from Cornerstone University with degrees in Bible and Ministry. I currently serve as a Director of Youth and Children Ministries.

Previous Church Work (Diocesan, Parish, National)

At the parish level, I have served as an assistant youth group leader, youth acolyte coordinator, Sunday School teacher and ministry intern. I have also served on the Radical Welcome Committee and on the Christian Justice Committee. At the diocesan level, I have served as a camp counselor and as a Progressive Mission Trip leader.

Dr. Barbara J. Kelly
St. Philip's, Beulah



I am a 'cradle' Episcopalian, baptized and confirmed in the Diocese of Chicago. Since moving to the Diocese of Western Michigan in 2011, I have been very active in my home parish of St. Philip's, Beulah, seeking opportunities to use God's gifts and support the work of the church as a lector, adult faith formation leader, Lay

Eucharistic Minister, Chaplain to the Vestry, Chaplain to the Search Committee, contemplative group and retreat leader, Vestry member, Senior Warden, leader of several stewardship campaigns, and as an active member of various finance committees. I serve the Traverse Deanery as a Spiritual Director. My faith is developed through praying the Daily Office, contemplative prayer, lectio divina, and reading theology as a life-long learner. As a former higher education administrator who currently teaches, I have had proven experience as an effective leader and member of active working committees charged with living out institutional vision and mission. I hope to bring these experiences working with people, attending to process, and understanding systems to the work of the 79th General Convention of the Episcopal Church. I live in Empire, surrounded by the Sleeping Bear National Lakeshore, where I teach online for The Chicago School of Professional Psychology. I am active in my community as a volunteer at our local library.

Current Parish Committees, Offices

- Adult Formation co-leader
- Chaplain to Vestry and Search Committee
- Senior Warden (two terms)
- Lay Eucharistic Minister

Current Diocesan / Provincial / National Church Committees, Offices

- Spiritual Director/Traverse Deanery
- Delegate and Alternate to Diocesan Convention
- Nominated to Diocesan Council (Traverse Deanery Preconvention Mtg of 9/17/16)
- Nomination to General Convention unanimously supported by acclamation (Traverse Deanery Preconvention Mtg of 9/17/16)

**Previous Church Work
(Diocesan, Parish, National)**

- Contemplative Prayer Retreat Leader
- Leader of Advent and Lenten Quiet Days
- Endowment Committee: member
- Finance Committee: member
- Shalem Institute for Spiritual Formation: Leading Contemplative Prayer Groups and Retreats program graduate
- President and Secretary, Father Lovett Foundation
- Workshops/trainings to lay and clergy on issues of diversity and multicultural competence
- Workshops/trainings to lay and clergy on psychological and theological understandings of homosexuality

Thomas W. Perrin
St. Martin of Tours, Kalamazoo



A cradle Episcopalian, I am a retired 5th Grade Teacher, having taught for over 30 years in the Northview Public School System in suburban Grand Rapids. Born in Grand Rapids, I was raised as a member of St. Andrew's Church, Grand Rapids, where

I remained until 2004 when my wife, Mary, was called to be the Rector of St. Martin of Tours, Kalamazoo. I am now active in St. Martin's, Kalamazoo, where we have been for 12+ years. St. Martin's is an active and amazing place that does tremendous work in outreach and on social justice issues. I was an EDWM Deputy to General Convention in Salt Lake City in 2015.

Current Parish Committees, Offices

- Sunday School Teacher
- Lector
- Eucharistic Minister
- Chairperson of the India Ministry Team

Current Diocesan / Provincial / National Church Committees, Offices

- Chairperson, St. Joseph Deanery
- Member, Apportionment Review Committee
- Member and Past Chairperson, EDWM Stewardship Committee
- Member, EDWM Diocesan Council

Previous Church Work (Diocesan, Parish, National)

At St. Andrew's, I did just about everything a Lay person is called upon to do in a strong and vibrant parish. At St. Martin's, as a Clergy Spouse, my role has changed somewhat and, because I can no longer serve on vestry or finance-related committees, I am involved in more Diocesan work than previously. At both parishes I have been blessed to call home, my commitment to Stewardship and Education has remained strong. I have been to various TEC Stewardship training programs and visited numerous other parishes to assist with their Stewardship planning. My philosophy of Stewardship is based in gratitude to God for all God has given me and in my own spiritual response to the promises I have made through my Baptismal Covenant. I served on the EDWM Transition Team for two bishop's: Bishop Gepert and for Bishop Hougland (as co-chair).

Mary Wylie Simpson

St. Andrew's, Grand Rapids



I am a second generation Episcopalian who enjoys doing the work of the church at every level. My faith is strengthened by Bible study, group discussions, and involvement in many church activities. At this time in my life I would like to have some experiences at the national church level. My career as a Sleep Educator at

Metro Health Hospital in Wyoming, MI is engaging and keeps me being a life long learner. Spending time with family is the activity I look forward to the most. Whether it is in Traverse City with our daughters family (Meridith, Richard, and Elijah) or in Madrid, Spain with our daughter Abigail, or just time with my husband Chris it is time that is treasured.

Current Parish Committees, Offices

- Champion for Partnership for a Racism Free Community
- Health Ministry team member

Current Diocesan / Provincial / National Church Committees, Offices

- Commission on Ministry
- Diocesan Congregational Development Institute

- Diocesan Convention delegate
- Grand Valley Deanery Vice Chair

Previous Church Work (Diocesan, Parish, National)

Vestry, Senior Warden, Sunday School/Youth Group leader, Small group leader, President ECW (congregation) LEM, Cursillo, Convention delegate.

Clergy Nominees to General Convention

The Very Rev. Jared C. Cramer, SCP Rector, St. John's, Grand Haven



The Very Rev. Jared C. Cramer, SCP, was raised in the Churches of Christ, and worked in several ministry positions in that tradition before moving into the Episcopal Church while completing his Master of Divinity at the Graduate School of Theology of Abilene Christian University in Abilene, TX. Before

that, he received a Bachelor of Science in Biblical Studies, summa cum laude, from Rochester college with a minor in Biblical Languages. After entering the Episcopal Church, he received his Anglican training through the completion of a Master of Sacred Theology at the School of Theology of the University of the South in Sewanee, TN. He is nearing completion of a Doctor of Ministry degree, also at Sewanee's School of Theology. He served his first cure as a priest in the Lilly-endowed Foundations for Spiritual Leadership Program at Christ Church in Alexandria, VA. For the past six years he has been honored to serve the people of St. John's Episcopal Church in Grand Haven, MI, as their rector.

Fr. Cramer has written two books, *Safeguarded by Glory: Michael Ramsey's Ecclesiology and the Struggles of Contemporary Anglicanism* and *Scribere Orare Erat: To Write Was to Pray*, the story of his journey into the Episcopal Church, both available on Amazon.com. He resides in Grand Haven (which also happens to be his home town!) with his wife, Bethany, and their dog, Cappadocian. Bethany is a local therapist, running her own private practice. Cappadocian, focuses on keeping the backyard clear of squirrels. And, as of this convention, they are also the proud parents of a new baby girl, Lucille Elizabeth, who will be baptized by the bishop the Sunday after convention's close.

Current Parish Committees, Offices

- El Corazón Latino Ministry Initiative — Establishing Latino community at St. John's.
- Capital Campaign focused on Accessibility, Sustainability, and 21st Century Ministry
- "Future Families" Task Force using Appreciative In-

quiry & Best Practices to develop a new approach to children & youth ministry

- Cultivating "Healthy Congregations" model from the Lombard Mennonite Peace Center

Current Diocesan / Provincial / National Church Committees, Offices

- Dean, Lakeshore Deanery of the Diocese
- Convener of the Deans of the Diocese
- Delegate to Province V Synod (Current)

Previous Church Work (Diocesan, Parish, National)

- Member, Commission on Ministry (2012–2015)
- Chair, Commission on Ministry (2013–2015)
- Alternate to General Convention 2015
- Commissioner appointed by The Episcopal Church to the National Council of Churches Faith and Order Commission, later renamed the Convening Table on Matters of Faith and Order (2008–2014)

The Very Rev. Brian Coleman Rector, St. Thomas, Battle Creek



The Very Rev. Brian Coleman has been resident in the Diocese of Western Michigan for 8 years, since he became Rector of St. Thomas Church in Battle Creek. He moved to Michigan from England where he served as a parish priest in Sheffield from 2000 through 2008. He was ordained in the Diocese

of Los Angeles as deacon in 1998 and priest in 1999. Fr. Brian is married to Dr. John Moore, a professor of Psychology at Olivet College. They have been together for over 17 years. He attended the University of the South (Sewanee) as an undergraduate, received his B.A. in Philosophy from California State University, Fullerton and his M.Div. from Seabury-Western Theological Seminary. In addition to his church ministry, Fr. Brian is engaged in food equity and social justice efforts in Michigan, and is a member of Rotary International. His family (parents, twin brother, etc.) live in Austin, Texas.

Current Parish Committees, Offices

Father Brian Coleman is the rector of St. Thomas

where he has rejuvenated the parish's outreach ministries, which include the Community Summer Breakfast Program (feeding 10,000 meals this summer), the Pumpkin Patch, and Family Pub Nights. Under his leadership, Daily Offices of Morning and Evening Prayer have been offered daily in the chapel, monthly Choral Evensongs have been introduced, and most recently a lay preaching ministry has been developed. During the past three months he has been on a sabbatical funded through a grant from the Lily Endowment which included a series of parish-based renewal activities. He currently serves as a trustee of the Battle Creek Community Foundation, is a Paul Harris Fellow and member of Rotary International.

Current Diocesan / Provincial / National Church Committees, Offices

- Dean, Eastern Deanery (Diocese of Western Michigan)
- Episcopal Peace Fellowship, Gun Violence Task Force
- Diocesan Congregational Development Institute

Previous Work (Diocesan, Parish, National)

- Vice-chairman of Diocesan Council (2010-2015)
- Deputy to General Convention 2015
- President of Joint-religious Organizing Network for Action & Hope (JONAH)

The Rev. Paula Durren

Rector, Church of the Mediator



Mother Paula Durren received her Master's in Divinity from Seabury Western Theological Seminary in 2002. Mother Paula also has a Masters in Counseling from Indiana University and practiced as a counselor for

over 20 years. Her special interests lie in the fields of Celtic and Benedictine Spirituality. Mother Paula and her husband were 2008 recipients of the Virginia Theological Seminary Small Church Collegium, a project funded by the "Making Connections" Initiative of the Lily Endowment Foundation.

She began serving as the rector of Church of the

Mediator in Harbert, Michigan in 2002. Mother Paula loves serving in a small church, leading retreats and empowering individuals and groups to living into their baptismal covenant. She and her husband Michael live in New Buffalo. They are wonderfully gifted to have their two daughters, Jenna Francis and Sarah Paturalski and their families which include five delightful grandchildren, living within 30 minutes of them.

Current Diocesan / Provincial / National Church Committees, Offices

- Daughters of the King Diocesan Chaplain
- Co-Developer/Counselor for Leaders in Training at Episcopal Dioceses of Western Michigan Youth Camp

Previous Work (Diocesan, Parish, National)

- Small Church Task Force 2015
- Standing Committee 2011 - 2014
- Diocesan Liturgy Committee 2003 & 2004
- Safeguarding God's Children Revision Task Force 2003

Clergy nominees
to General Convention,
continued on p. 26

The Rev. Cindy Nawrocki

Deacon, St. Andrew's, Grand Rapids



I was ordained a deacon in September, 2003. I have served at St. Andrews Grand Rapids, St. Marks Grand Rapids and on diocesan staff. I retired from the State of Michigan in 2002. Following my ordination I worked for 11 years as a hospital chaplain at Bronson Hospital and then a year as a Hospice chaplain. My husband and

I have been married 32 years and have five children, 15 grandchildren and three great-grandchildren. I am a spiritual director, having trained at the Dominican Center at Marywood.

Current Parish Committees, Offices

Partners for a Racism-Free Community, discernment teams, parish board member of North End Community Ministries.

Current Diocesan / Provincial / National Church Committees, Offices

Diocesan Deacon for Domestic Missions and Jubilee Ministries, Reading Camp Network, Province V Peace and Justice Officer, Lower Peninsula Diversity Task Force, The Episcopal Church Executive Council Committee on Anti-Racism (vice-chair).

Previous Church Work

(Diocesan, Parish, National)

Vestry, outreach committee, Diocesan Task Force on Racism chair, General Convention Deputy.

The Rev. Nurya Love Parish



*Plainsong Farm
Affiliate priest, St.
Andrew's, Grand
Rapids*

The Rev. Nurya Love Parish serves as affiliate priest with St. Andrew's while starting up Plainsong Farm Ministry, a new ministry in the diocese providing

vegetables to the charitable food system and convening conversations and offering resources both locally and nationally at the intersection of Christian faith, sustainable agriculture, and charitable food. Plainsong Farm also partners with Forward Movement on "Grow Christians," a new group blog for Episcopalians practicing faith at home (especially with kids). Prior to this work she served St. Andrew's as associate priest for five years and Christian education director/seminary intern for two. She graduated from Harvard Divinity School in 1996 (M.Div.) and Seabury-Western Theological Seminary in 2011 (Certificate of Anglican Studies). She is married to a firefighter in the city of Grand Rapids and they have two children.

Current Parish Committees, Offices

- Youth Ministry Co-Leader, Grand Rapids Episcopal Youth (a partnership between St. Andrew's and St. Mark's)

Current Diocesan / Provincial / National Church Committees, Offices

- Chair, Grand Valley Deanery
- Diocesan Council Member, Episcopal Diocese of Western Michigan
- Member, Advisory Council for the Stewardship of Creation (national church interim body created by General Convention 2015)
- Member, Steering Committee, Cultivate: The Episcopal Food Movement (formerly the Episcopal Faith, Food & Farm Network).
- Member, Core Team, the Acts 8 Movement (proclaiming resurrection in the Episcopal Church)

Previous Church Work

(Diocesan, Parish, National)

- Alternate Clergy Deputy, General Convention 2015 (Although the diocese could not afford to send alternates to convention in 2015, Nurya raised funds to cover her expenses through the Episcopal Faith and Food Network and participated in convention as an alternate.)
- Visitor/Guest, General Convention 2012

The Rev. Anne Schnaare
Rector, Trinity Church, Marshall



I grew up in Wisconsin as an Episcopalian at St. Matthias, Waukesha. Church has always been an important part of my life, and I discovered a particular love of our Episcopal traditions when

I was a foreign exchange student in Germany. When I was homesick I would pray using the Book of Common Prayer, which helped me feel more connected with both my biological and my church family.

I went to college at the University of Wisconsin-Parkside, where I majored in Theatre and Music, and met my husband, Matthew. We were married in 2001 and soon after went on a short-term mission trip to Brazil. As Matthew and I processed our experiences overseas, he felt called to become a math teacher, and I felt a calling to the priesthood. We moved to Sewanee, Tennessee, where I earned my Master of Divinity and our daughter, Phoebe, was born.

I spent the first two years of ordained ministry as a curate at Calvary Episcopal Church in Americus, Georgia. It was a fabulous experience, but I was glad to return to the Midwest when I was called to serve Trinity, Marshall. Trinity and I have just celebrated our fifth anniversary, and God continues to surprise and delight us in our ministry together!

Current Parish Committees, Offices

- Pastoral Care Committee
- Finance Committee
- Vestry

Current Diocesan / Provincial / National Church Committees, Offices

- Standing Committee

**Previous Church Work
(Diocesan, Parish, National)**

- Commission on Ministry (Diocese of Western Michigan)
- Curate (Calvary Episcopal Church, Americus, GA)
- Committee for a New Day (School of Theology: Sewanee, TN)

- Vestry, Choir, Youth Group, Youth Mission Team, Convention Delegate (St. Michael's, Racine, WI)
- Brazil Mission Team Member (Ecumenical with Grace Baptist Church, Racine, WI)

The Rev. Canon William J. Spaid
*Canon to the Ordinary
Episcopal Diocese of Western Michigan*



Canon Spaid has been a member of the diocese since 1986. He served as rector of Saint Martin's, Kalamazoo until 2003 when he became Canon to the Ordinary. He has

served on the Commission on Ministry, Standing Committee, as a staff member at Diocesan Camp 1987-2002, and as a deputy to General Convention in 2012 and 2015.

Current Parish Committees, Offices

Along with responsibilities as the Bishop's canon, Bill is the transition officer of the diocese and leads the Diocesan Congregational Development Institute

Resolution

before the 142nd Diocesan Convention

On Increasing the Suggested Minimum Level of Compensation for Supply Clergy

submitted by the Rev. William Whiting

Resolution

This 2016 EDWM Diocesan Convention raises the clergy supply rate to \$175 for one liturgy and \$200 for two liturgies, in addition to mileage reimbursement.

Rationale

I spend anywhere from a minimum of seven hours up to a maximum of fifteen hours on a Sunday liturgy, which includes sermon preparation (up to six hours or more), driving to and from the parish (up to six hours round-trip to a northern parish), and always at least two and possibly up to three hours or more at any given parish on Sunday morning. \$125 for one liturgy, at the minimum time of seven hours, is \$17.85 per hour. At the maximum time of fifteen hours, that comes to \$8.33 per hour. There are now quite a few states where the minimum wage is \$15 per hour for completely unskilled and uneducated workers. Even \$17.85 per hour is not remotely fair to a priest who is highly intelligent, has probably spent seven years in post-secondary education, and most probably has many years of experience and wisdom to tap into.

I recognize that there are a number of small and struggling parishes for whom an increase in the supply rate might present some degree of burden, but if a parish cannot even afford a fair hourly wage for a sup-

ply priest, perhaps they need to rethink their options. We should also take note that some laypeople hold a (perhaps unexamined) attitude that clergy are meant to make big sacrifices, including big financial sacrifices. To those persons, I would point out that clergy are not asking to be paid the sorts of compensation that they could earn had they chosen to go into business, but do deserve a wage somewhat above, if not well above, what is now the minimum wage of \$15 in a number of states. Furthermore, I would point out that clergy have the same bills to pay that everyone else has. It might be in order to reflect on what spiritual leadership is worth to us. Is it worth more than burger-flipping or floor-mopping, important as those tasks might be?

Supply rates in nearby dioceses are as follows:

- Michigan: 1 liturgy: \$135 + \$25 each additional liturgy
- Eastern Michigan:
 - Retired Clergy: 1 liturgy: \$150; 2 liturgies: \$189
 - Active Clergy: 1 liturgy: \$127; 2 liturgies: 160
- Northern Indiana: 1 liturgy: \$125, \$50 each additional liturgy
- Chicago: 1 liturgy: \$175; 2 or more liturgies: \$200
- Oregon: 1 liturgy: \$200; 2 liturgies: \$250
- EDWM: 1 liturgy: \$125; 2 liturgies: \$150

Reports

to the 142nd Diocesan Convention

The Commission on Ministry (COM)

Tuesday, October 16, 2016

*The Commemoration of Hugh Latimer
and Nicholas Ridley, Bishops and Martyrs, 1555*

In the Diocese of Western Michigan, the Commission on Ministry oversees the discernment of people to Holy Orders and establishes guidelines and programs for formation for every order (lay, deacon, priest) of the church. It also guides people through the ordination process.

The Commission on Ministry (COM) is established by Title III, Canon 2 of the Constitution and Canons of the Episcopal Church. According to that canon, every diocese must have a committee or commission consisting of priests, deacons, and lay persons whose function is to assist the Bishop in three distinct areas:

- 1) In the implementation of Title III canons related to ministry.
- 2) In the determination of present and future opportunities and needs for the ministry of all baptized persons.
- 3) In the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment for readiness thereof.

During the past 12 months we have interviewed three people pursuing postulancy to Holy Orders; two for the priesthood and one for the diaconate. We have also interviewed two people for candidacy to ordination to the priesthood. This year's work load is typical

in that the largest portion of our time is spent with people who are discerning a call to ordained ministry. That said, we continue to offer support, provide resources to, and endeavor to guide all baptized christians in our diocese.

There is one area of our work that is particularly challenging and gratifying: the large number of aspirants who possess rich and diverse life experiences that qualify them for ordained ministry. The challenge is how to best recognize and celebrate their gifts, while seeking to follow the policies and canonical requirements for ordination.

Some examples of people seeking ordination to the priesthood include: a non- English speaking transitional deacon, a vowed member of a religious order, a vocational deacon and a Lutheran pastor!

To respond faithfully to the good things that God is working out through these people, we are seeking new ways to discern and prepare them for ordained ministry. All of this calls for closer and more regular communication with the Standing Committee and the Bishop. To begin, we are forming a joint-subcommittee with the Standing Committee to develop case-specific pathways to ordination in cases where significant requirements have been met in the course of the aspirants life and ministry. We look forward to reporting to the 143rd Diocesan Convention on the fruits of this collaborative endeavor.

Respectfully submitted on behalf of your sisters and brothers on the Commission.

The Commission on Ministry

Ms. Virginia LeDare Cox, St. John's, Mount Pleasant
Mr. James C. DeGoede, St. Paul's, Greenville
The Rev. Michael C. Fedewa, St. Andrew's, Grand Rapids
Mr. Michael Hirt, Holy Spirit, Belmont
The Rev. Darlene M.S. Kuhn, St. James, Albion
The Rev. Michael J. Ryan, Epiphany, South Haven
The Rev. Anne Elizabeth Schnaare, Trinity, Marshall
Ms. Mary Simpson, St. Andrew's, Grand Rapids
Mr. Charles Thomas, Trinity, Three Rivers

Grace and peace,



The Rev. Michael J. Ryan, Chair

The Deans of the Diocese of Western Michigan

This year has been a year of change, vision, and growth in our diocesan sense of calling. Each of the deans have felt that work and, in our own conversations, are tremendously supportive of the good work the Holy Spirit is doing among us. We continue active in our local work, hosting monthly Clergy Chapter meetings and also conducting "Dean's Visitations" in advance of the bishop's visit to parishes. In these visitations, we have gotten to know the details of many parishes in this diocese and send reports to the bishop that enable him to be prepared for his own visitation.

As deans, we also spent some time in early 2016 working on the question of how best to facilitate the welcoming of new clergy into our Diocese. This used to be done through a program from the Churchwide Office called "Fresh Start," but that program was eliminated and not replaced with anything. We began work on an eight meeting schedule of monthly classes, using the Fresh Start modules as a guide. This would enable regular gathering, but then taking January off for a midwinter break and three months off in the summer. Each class would have been hosted by a dean, one one class hosted by the Canon to the Ordinary. After going through work preparing this, we decided to put a hold on this process. At that time, there were only two new clergy in the diocese, both with over twenty years of experience in ordained ministry.

In April, we hosted our annual Spring Clergy Retreat, led this year by the Episcopal Church Foundation and focused on helping clergy in our diocese cultivate their preaching voice. It was one day longer than normal, but attendance was strong and feedback very

positive. Though in the future we will probably return to a two-day retreat length, we have learned this time together for learning, fellowship, and corporate worship is an important part of our life together as clergy of the diocese.

Our final meeting planned for this year will be in October, just before this year's Annual Convention. In our meetings throughout the year we have been involved in the ongoing process exploring questions of structure and mission in the diocese. All the deans express their gratitude for the work of the EDWM Structure team in helping us find a new and adaptive structure that will best enable the vision of our diocese. We have noted both strengths and weaknesses of the current system. In the reports from Dean Brian Coleman, who also serves as a member of the EDWM Structure team, we have also consistently affirmed the direction the team seems to be moving. We look forward to considering the fruits of their work with the rest of you at this year's Convention.

Once Convention concludes, the deans will get to work on putting into place in our own ministries the structure you have discerned for our diocese. If that entails the continuing of our work, we will immediately pick up planning for further clergy retreats and structuring a Diocesan Fresh Start for some of the new priests we have welcomed since earlier this year. If the Convention discerns a different structure for ministry, we look forward to serving Christ alongside you in whatever that structure may be.

*Respectfully Submitted,
The Very Rev. Jared C. Cramer, SCP
Dean of the Lakeshore Deanery & Convener of the
Deans of Western Michigan*

The Recovery Commission



Following the death of Mr. Tom Palermo of Baltimore who was killed in an accident involving the former bishop suffragan of Maryland, Heather Cook, the Church

has taken a new look at our policies and attitudes on alcohol and other addictive substances and behaviors. If you or someone you know has an interest and would like to be involved in this ministry of awareness and education, please contact:

Fr. Carlton Kelley, Interim
Grace Church, Traverse City
(231) 947-2330
rector@gracetc.org

The Episcopal Peace Fellowship

of Grace Episcopal Church, Traverse City, Michigan

The Episcopal Peace Fellowship of Grace Church is committed to contemplation and action with regards to issues of peace and justice. Each year we work to fulfill the pledge upon which our organization is founded:

"In loyalty to the teaching, and person of Jesus Christ, my conscience commits me to the way of redemptive love: to pray, study, and work for peace, and to renounce, as far as possible, participation in war, militarism, and all other forms of violence. In fellowship with others, I will work to discover and create alternatives to violence and to build a culture of peace. I urge the Episcopal Church in accordance with our baptismal vows 'to renounce the evil powers of this world which corrupt and destroy the creatures of God,' and to wage peace across all boundaries, calling upon people everywhere to repent, to forgive, and to love."

This year we hosted a book discussion for parish members on *The Powers That Be: A Theology for the New Millennium* by Walter Wink. We plan to host another book discussion in 2017 for our parish and other community organizations.

We continue to support Bread for the World with annual letter writing campaigns. We are supporting our parish in

the restoration of a peace pole that stands in front of our church. In addition, each March, we sponsor an interfaith peace service that brings together individuals of Jewish, Islamic, Buddhist, Christian, and Native American faiths for the purpose of honoring those who have been touched by war.

The EPF of Grace Church continues to work with other local peace groups in our community to carry out our pledge, and bring awareness of alternatives to violence to others in the community around us. We supported local community and civic groups in celebrating the International Day of Peace with the focus on how to create peace and nonviolence in our local communities. We co-sponsored with MidEast Just Peace and other organizations focused on peace the author, Jeff Halper, who discussed his new book *War Against the People: Israel, the Palestinians, and Global Pacification*.

We are committed to putting forth effort to grow our organization and collaborate with other peace organizations on projects that focus on peace and justice. Our chapter hopes that by publicizing our actions and accomplishments, we are able to encourage other churches in the Diocese to consider forming an EPF chapter.

Submitted by Mary Pierce and Betsy Davidson

Explore & Soar Reading Club

Holy Spirit Church, Belmont



Explore & Soar Reading Club has begun its 9th year of operating under the direction of The Loaves and Fishes Family Center at Holy Spirit. This important program provides instruction after school, four days a week, to

struggling readers in second and third grade.

The program is led by a certified teacher with years of classroom experience. She has an assistant who has been with the program for a number of years. These two paid positions account for a majority of the \$18,000 budget. Other expenses are materials and some snacks as well as a \$500 stipend for the program coordinator

Reading club follows a program template from the Youth Education for Tomorrow program out of Philadelphia. This program was found to be successful by HWM United Way, the program's first funding source. Components of the program are snack, learning games, writing activities, comprehension work and independent reading. During reading time, they have a selection of books that provide good practice and encourage

them to progress through the levels. Teachers and volunteers give the students individual attention at this time to check comprehension and assess progress.

Progress is measured with assessments before and after the students participate in the program as well as in January (mid-program). This gives good data to not only check the effectiveness of the program, but also to share with parents and teachers.

Reading club is fun!!! Every week has a theme. That theme helps the teachers plan special teacher read-alouds and activities. There might also be special snacks!

Many people, parishes, and organizations of the Episcopal Church have supported reading club. They have received funds or grants from the Bishop Whittemore foundation, Daughters of the King, ECW and have also been named a Jubilee Center.

Children who are capable and confident readers will experience success in school and in life. Explore & Soar Reading Club helps struggling readers achieve this goal. This mission of Holy Spirit is a blessing to all involved.

How can you support this program?

- Send a check made out to: Loaves and Fishes Family Center, 1200 Post Dr., Belmont, MI 49306
- PayPal.me/ReadingClub
- Smile.Amazon.com – Loaves and Fishes Family Center, Belmont

The Lower Peninsula Diversity Task Force

This group was tasked to become a Lower Peninsula Diversity Task Force (LPDTF), to serve the dual purpose of heading up any future efforts within each diocese as well as the future efforts of all three dioceses. These efforts will include but not be limited to the following:

1. Ministry Initiatives: looking for opportunities to serve in ways that promote peace, justice, and sustainability.
2. Networking: developing connections with people in other faith groups, non-profits, and area businesses who can become partners in ministry initiatives and advocacy work.
3. Advocacy: Identifying strategic ways of advocating for “the other” in our midst.
4. Ministry of Presence: being present at events that promote diversity and peaceful co-existence.
5. Training: planning diocesan anti-racism/diversity training events, as well as events for all 3 dioceses, possibly for the Province.
6. Communicating: developing methods of communication to disseminate information about all of the above to ministers within and across the dioceses and province.

Overview of the LPDTF Work Plan:

- Established as a result of a Constable Grant awarded in 2014 to explore areas of cooperation between our three dioceses in the areas of healing racism and promoting diversity.

- In Stage 2 of the grant, nine members, three from each diocese, were appointed to the LPDTF.
- The LPDTF was launched on September 25, 2014 by participation in “Understanding and Analyzing Systemic Racism”. A two day ERAC/CE sponsored workshop, facilitated by Crossroads Antiracism Training and Organizing, to explore an analysis of systemic racism and to begin to discern strategies for dismantling racism within organizational structures.
- The LPDTF has 12 met times since its inception. They developed and implemented the following action plan. *See table next page.*

LPDTF Recommendations:

Based on our collective discussions, presentations and trainings we recommend the following:

Recommendation #1: Production of and use of diversity/equity/inclusion videos & Website Toolkit

Recommendation #2: On-site training for certification of all leadership (diocese and parish)

Recommendation #3: Dedicated budget and cross diocese resources (TBD)

Recommendation #4: Strengthen the existing membership by appointing additional members with broader diverse representation to the task force:

- New Name: DEI (of God) – Diversity, Equity & Inclusion Task Force
- Implement sub-groups

Action(s) to Be Taken

The LPDTF asks the bishops of the Lower Peninsula dioceses to adopt the four recommendations and encourage the task force to go forward and execute recommendations. Thank you for your consideration.

Lower Peninsula Diversity Task Force Action Plan

Core Values	Long Term Goals	2014 – 2016 Initiatives & Outcomes Encouraged by LPDTF but may have been facilitated by individual dioceses.
Ministry Initiatives	Looking for opportunities to serve in ways that promote peace, justice, and sustainability.	<ul style="list-style-type: none"> • Eastern Michigan – Interactive Facilitated Conversations • Anti-racism Videos • Fish Out of Water Film Sessions
Networking	Developing connections with people in other faith groups, non-profits, and area businesses who can become partners in ministry initiatives and advocacy work.	<ul style="list-style-type: none"> • Eastern Michigan Interactive Facilitated Conversation • Conversations with other faith groups under Episcopal Peace Fellowship • Book Discussion: <ul style="list-style-type: none"> – “City Within A City” – “Practical Welcome” – “American’s Original Sin”
Advocacy	Identifying strategic ways of advocating for “the other” in our midst.	<ul style="list-style-type: none"> • One –on-one Conversations with individuals in parishes • Michigan visit with state rep
Ministry of Presence	Being present at events that promote diversity and peaceful co-existence.	<ul style="list-style-type: none"> • Charleston Prayer Services • Pulse Shooting Services • Speaker - Jim Wallis
Training	Planning diocesan anti- racism/diversity training events, as well as events for all 3 dioceses.	<ul style="list-style-type: none"> • Western Michigan Trainings - 6/18 & 10/15 • Eastern Michigan Trainings – 9/24 • Gun Violence Protests • Poverty Simulations • Feeding America
Communication	Developing methods of communication to disseminate information about each objective to ministers within and across the diocese and the province.	<ul style="list-style-type: none"> • Videos of inequality in schools etc. • Intersectionality • Map of diocese and where we are from

Lower Peninsula Diversity Task Force Members

Eastern Michigan

Jeledia Ford, St. Paul's, Flint
 Bob Lotz, Grace, Port Huron
 Rick Russell, Friend of Grace, Port Huron
 The Rev. Dan Scheid, St. Paul's, Flint

Michigan

Zachary Baker, St. Luke's Ferndale
 The Rev. Dr. Bill Hale, Canterbury-on-the-Lake, Waterford
 Juanita Woods, All Saints, Detroit

Western Michigan

Joyce Henry, St. Philip's, Grand Rapids
 The Rev. Cindy Nawrocki, St. Andrew's Grand Rapids Province V, Peace and Justice Officer, Executive Council, Committee on Anti-Racism
 The Rev. Sue York, St. Marks, Grand Rapids

Leadership Team

Canon Michael Spencer, Diocese of Eastern Michigan
 The Rev. Michelle Meech, Diocese of Michigan
 The Rev. Sue York, Diocese of Western Michigan

We recognize and benefit from the gifts and talents of the following individuals who served for extended periods of time:

Emery Dumas, Cathedral Church of St. Paul, Detroit
 Jackie Spann, Christ Church, Grosse Pointe,

From the Ecumenical and Interfaith Officer

The Rev. Mike Wernick

This year's reading, writing (for our diocese and for the Episcopal Diocese of Eastern Michigan) and attending several ecumenical and interfaith events culminated with the fifteenth annual LARC Conference (Lutherans, Anglicans, and Roman Catholics) which was held last month at the Augustine Center in Petoskey, MI.

These three denominations take turns hosting the conference, arranging the speaker, and planning the middle (longest) day of worship. It was the Lutheran's turn to host the conference this year, and our speaker was Dr. Kathryn Johnson, who is the Director of Ecumenical and Inter-Religious Relations for the Evangelical Lutheran Church in America (ELCA), a position she has held since September 2015. Kathryn graduated from St. Olaf College, and earned a Master of Arts at Cambridge University and a doctorate in religious studies from Yale University, and from 2007 to 2012 she served as Assistant General Secretary for Ecumenical Affairs at the Lutheran World Federation office in Geneva, Switzerland.

At its Churchwide Assembly in New Orleans this past summer, ELCA voting members – by a vote of 931 to 9 – overwhelmingly accepted the “Declaration on the Way,” a unique ecumenical document which includes a litany of 32 consensus statements (Statements of Agreement) wherein Catholics and Lutherans have said there are not church-dividing differences between them (on church, ministry and Eucharist); this marks

a path toward greater unity. Considering the centuries-long animosity between Lutherans and Catholics, this was a momentous and historic agreement. And though a more tentative section identifies some “remaining differences,” there are some suggested some ways forward.

Dr. Johnson led our discussions from the Declaration's accompanying study guide: *From Conflict to Communion: Lutheran-Catholic Common Commemoration of the Reformation in 2017*. And although she focused primarily on these two denominations, there are examples for Episcopalians and others too. On October 5 for example (during LARC), Archbishop Justin Welby and Pope Francis issued a Common Declaration which said, in part: “We are impatient for progress that we might be fully united in proclaiming, in word and deed, the saving and healing gospel of Christ to all people. For this reason we take great encouragement from the meeting during these days of so many Catholic and Anglican bishops who, on the basis of all that they have in common, and which generations of scholars have painstakingly unveiled, are eager to go forward in collaborative mission and witness to the “ends of the earth.”

There will almost certainly never be complete agreement between Christian denominations on all issues of Christology, orthodoxy, orthopraxy, church polity, and more, but we are learning (world over) that we must focus on what unites us and not on what divides us, and work together to bring God's Kingdom into a more substantive reality.

Communication from the Diocese

EDWM strives inform those interested in or involved with the diocese about upcoming events, forms, dates and deadlines through a number of online tools.

We send electronic newsletters, including our general newsletter *The Communicator*, to all leaders in the diocese as well as those who sign up on our website. We also use our software to serve as a proxy for deanery chairs informing delegates, alternates and interested persons of upcoming deanery meetings and agendas. Other things that are delivered to your inbox include the following:

- Letters, directives from the bishop.
- Communication from the convention secretary
- Announcements about upcoming youth, camp and formation events.
- Financial and insurance news.
- Clergy funeral announcements.
- Instructions and announcements to parishes, leaders and clergy about forms and deadlines, i.e. parochial report, elections report, lay ministry licensing, etc.

Some obstacles to receiving diocesan communications:

- Because of our use of a mass email service (Constant Contact) some gmail users will find diocesan emails placed in their *promotions* folder. Some users will find diocesan emails in their spam folders. Please check to ensure you are not missing anything.
- Some users unintentionally unsubscribe from our communication, which prohibits us from adding them back. A process to resubscribe through Constant Contact is required by the recipient.
- Some users will have difficulties with online forms and Paypal payment because their internet browsers will not allow them to open pop-up windows.
- Some parishes have not informed us of email changes, or changes in leadership, to ensure that information is being received.

Please contact Karmel Puzzuoli, Communications Assistant to the Bishop, if you have questions about receiving diocesan communications and forms at kpuzzuoli@edwm.org. Also see our website: edwm.org

EDWM Stewardship Committee

Bishop Hougland's charge to the EDWM Stewardship Committee is to assist parishes to grow into a greater appreciation of what stewardship means. The task is changing our understanding of stewardship from the short-term pledge drive intended to raise money, to a year-round lifestyle response to the innumerable blessings we receive from God. To be sure, fund-raising and budget concerns are still important, but it is only one of many parts of stewardship. Care for God's Creation in the form of our planet, Care for Others less fortunate, Inviting Others to Join Us (Evangelizing) and feeding the hungry are examples.

Two excellent resources are immediately available. The first is The Episcopal Network for Stewardship (TENS). There is an abundance of material available to download from that website by clicking on the TENS tab on the EDWM website. All parishes have access by entering the User name: living and the password: generously.

A second resource the Committee has discussed is a book, *Bounty* by Kristine Miller and Scott McKenzie, published by Abingdon Press in 2013. Below are some excerpts from their book that illustrate their message and the Committee's thinking:

Reconsider your stewardship message, moving it from financial to spiritual, from mundane to missional, from painful to inspirational.

Bounty envisions stewardship to be grounded in gratitude, revealed in prayer, lived in faith.

Invite God into the mix: stewardship is not about what we want people to give, but what God wants his people to give.

Invite God into the mix through Gratitude: the first task is to help people realize the many blessings they have received. Instead of distributing line item budgets and pledge cards, begin by distributing Gratitude cards. Ask, "How have you been blessed? What are the gifts in your life for which you are grateful to God?"

Demonstrate congregational gratitude. Instead of doing follow-up calls to people who didn't make a pledge, what about making gratitude calls to those who did?

Publish your list of those who made a pledge (not the amount).

Invite God into the mix through Prayer: Stewardship requires an invitation to a deeper life of prayer and openness to the Spirit of God. Ask, "God, what would you have me do?"

If gratitude reminds us of our blessings and their ultimate source, prayer is our willingness to allow those resources to be used by God. It's easy to believe that good fortune is of our own doing rather than a result of God's blessings.

Invite God into the mix through Faith: Bountiful, generous giving will occur only when pastors and leaders are willing to model what it means to live and give in faith.

On a monthly basis, ask individuals who have stepped out in faith to offer a testimony as to how it has changed their lives in little or big ways. Don't limit this witness to financial giving, but don't exclude financial giving, either.

Eliminate Secrecy Surrounding Money

By talking about money and speaking clearly about its control of our lives, we can begin to put things back into perspective. In society today, we often define success by what we own rather than by who we are. Jesus urged people to become less attached to their stuff and more attached to God.

Make Stewardship Year Round

Don't limit stewardship to the fall season. Some churches choose to focus on one particular area of stewardship per month. For example, January is environmental stewardship, February is stewardship of relationships, March is stewardship of the body, and so on.

Youth Ministries

What a year!



The youth ministries started off with a High School Lenten Retreat held during the second weekend of Lent at St. Timothy's, Richland. The Rev. Joel Turmo, Mr. Jeff Brown, and the Rev. Nurya Love

Parish took the lead, with help from around the diocese.

The Progressive Youth Mission Trip was the next event, occurring right after the summer holidays began. Again the Rev. Turmo and Mr. Brown headed this up with help from youth ministers around the diocese.

Both the Lenten Retreat and the Progressive Mission Trip were in their second annual years. Each saw time for youth to step out of the fast pace of everyday life to connect with God, each other, other parishes, and in the case of the mission trip, the communities the parishes serve. The Lenten Retreat, an opportunity for youth examine the meaning and practices of Lent, is already scheduled for next year. The Progressive Mission Trip will take a hiatus because the focus for 2017 will be the triennial Episcopal Youth Event (EYE).

Episcopal Youth Camp went through a revisioning process this year, beginning with a Ministry Review led by the Rev. Canon William Spaid. About 12 members of the camp leadership came together in a process similar to a mutual ministry review that Canon Spaid has led many times with parishes around the Diocese. Here is the synopsis from this activity:

- We're doing a great job, and even if we changed nothing, it would still be a life-giving, God-filled, amazing week of camp for many people in our Diocese



- We've defined that our overall focus is to develop a community that's Sacrificial, Restorative, and Spirit-filled
- We do a wonderful job creating such a community for the campers, but we can do much better with our staff
- We need to focus on training, mentoring, and handing off responsibility to others, so the community and program will continue to thrive and grow (even with the continual changes of leadership)

From that came a series of leadership training opportunities for the camp staff and a reworking of some of the job descriptions.

Particular attention was paid this year to recruiting the children and youth from Sudanese Grace, Grand Rapids. We had about 12 new campers from that parish. A big thank you to parishes, deaneries, and individuals who contributed for this specific ministry.

Here are the numbers:

Camp Numbers	Senior Camp	Middle Camp	Junior Camp
Campers	34	44	50
Youth Leaders		14	17
Staff Children		3	4
Staff	13	23	20
Total People	47	84	94

222 people were there for 6 days (5 of which we had a daily Eucharist), plus approximately 15 people served for a day. That makes 1125 communicants for the summer.

For 2017, we've revamped the website and will work on full electronic registration. For more information, visit EpiscopalYouthCamp.org

The next event is, of course, youth delegates to our diocesan convention.

And we will be ending the year with a High School Youth Retreat at Camp Tall Turf later this month.

The goals for these two events will be showing young people the breadth, width, and diversity of the larger church.

For more information on upcoming youth events, go to EDWMyouthEvents.blogspot.com.

Looking Ahead

2016

Camp Tall Turf High School Retreat
November 12-13, 2016 Walkerville, MI

St. Nicholas Day Celebration Saturday, December 10, 2016, 10 a.m. – 3 p.m.
Grace Church, Holland All ages welcome.

Open Enrollment for active clergy and lay employees for health insurance
November 7-23, 2016

2017

Confirmation Liturgy - Vigil of our Lord's Baptism
Saturday, January 7th
Church of the Mediator, Harbert

Bishop's Workshop – Grand Rapids
Saturday, February 11th St. Mark's

Bishop's Workshop – Kalamazoo
Saturday, March 4th – St. Luke's

Youth Lenten Retreat – March 4th

Bishop's Workshop – Traverse City
Saturday, April 1st – Grace Church

Confirmation Liturgy – The Great Vigil of Easter
Saturday, April 15th – St. Andrew's, Grand Rapids

Province V Episcopal Church Women Annual Meeting
April 28-30 – St. David's Church, Lansing

Clergy Planning for Tomorrow Conference
May 19-20, 2017
Ann Arbor, MI

Confirmation Liturgy – The Eve of Pentecost
Saturday, June 3rd St. Philip's, Beulah

Episcopal Youth Camp – Senior Cam
(high school age)
June 18-24 Cran-Hill Ranch

Mission Trip to the Dominican Republic
June 17-24, 2017

Episcopal Youth Event – Grades 9-12
July 10-14 – Edmond, Oklahoma

Weekend Camp – All ages & families
July 21-23 Cran-Hill Ranch

Episcopal Youth Camp – Middle School
August 6-12 Camp Newaygo

Episcopal Youth Camp – Elementary School
August 13-19 Camp Newaygo

AMEN Clergy Conference
Mackinac Island October
10-12

143rd EDWM Convention & Confirmation Liturgy
November 3-4, 2017
Radisson Plaza Hotel, Kalamazoo

In Memoriam

Remembering the faithful departed October 1, 2015 – September 30, 2016



St. James Church, Albion

Patricia Marie Gazette
Thomas Lloyd Kalenchick, Jr.
Shirley Bushong
Samuel Stanley Higginbottom
Martha Prescott
Frances Basha
Yale Vaughn
Dorothy Johnson

Church of the Good Shepherd, Allegan

Theodore "Ted" John Lange
Norman Bruce Richards
Margaret Ellen Hayes Sturgis
Merle Cornell

St. Thomas Church, Battle Creek

Gloria Coward Coyle
Helen E. Nichols
Corl Eugene Colles
Mary D. Holcomb
R. Gene Dobbertien

St. Augustine's of Canterbury, Benton Harbor

Diana Mance Harper
David Christian Hart

St. Andrew's Church, Big Rapids

Helen M. Rouman
Kevin Belcher
Edward Houk
Rebecca A. Ruis

St. John's Church, Grand Haven

Susan Lynne Switzer
George Nelson Hill

Frances Lamy Cox
Richard William Swain
Ruth Booth

St. Andrew's Church, Grand Rapids

Sally Louise Crame
Mary Ellen Kadwell
Roger Henry Meyer
Doris J. Mitchell
Frank Donald Cherava
Rith L. Pinder
Christina Maria Lovisa
Stanley Moleski
Michael Curtis Sanders
Christine Ingram
Joanne Witkowski
Tisha Elizabeth Smith

Grace Church, Holland

Robert Borgman
Gladys Woodward
Duane Falor
Gerald Sova
Joy Huttar
Morley Byxbe
David DeKraker
Walter "Jerry" Roper
Jackie VanDuren
Rex Stick, Jr.
Roy Morris Arkie
Pierson Howard
Nyhof David
Raffenaud Stuart
Sharp Kenneth
Helder
Marilyn VanderMolen
Millie Gallaway

Grace Church, Holland, continued ...

Heather Callahan Babcock
Donald Gough
Herbert Olney
Mary Deneff
Cecil Stick
Doris Honor

St. David's Church, Lansing

Junior Gentry
Dakota Gentry
Helen Curry Lee
G. Louise Williams
Glennis Muncie
Sean Robinson
Frances H. Homer
R. Edwin VanderMoere
Russell M. Vine
Raymond L. Albert
Mary Jo Nye
Dolores Jean Tuttle-Strong
Donald Hartwick

Grace Church, Ludington

George Christopher
Ashley Gannett
Phyllis Enyart
Charlotte Shaw

Trinity Church, Marshall

Marian Palmer
Evelyn McClay
John Carroll
Carl Davidson
Margaret Fitch
Marian Johnson

St. Gregory's Church, Muskegon

Dorothy Mosler Blanchard
Devyn Laurel Harris
Martha Ann Craigie
Donald F. Snyder Mark
Arthur Driza Michael T.
Zimmerman

St. Paul's Church, Muskegon

Richard Morgenstern
Nancy Morgenstern

Trinity Church, Niles

Janet Kennedy

St. James Church, Pentwater

Lillian Dorothy Hackey

Emmanuel Church, Petoskey

Nathaniel "Mike" W. Stroup
Reba "Constance" W. Finlayson

St. Timothy's Church, Richland

Robin Barlow
Patricia Rapp
June Hall
James Fish, Sr.

All Saints Church, Saugatuck

Patricia Pera
Richard Tress
Mark Elferdink
David Barton
Dorothy Kohl
Al Frazier

St. Francis of Assisi Church, Shelbyville

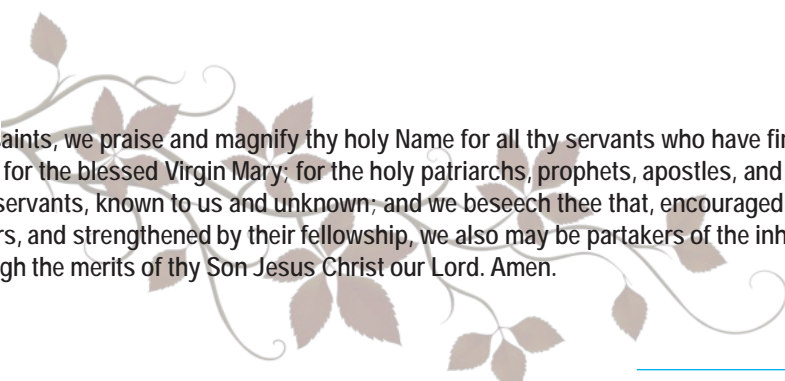
Pat Delaphiano
Robert Burgess

St. John's Church, Sturgis

Gene R. Adams
Phyllis V. Palmer
Sue Ann Adams
James A. Boyden
Peter T. Stutzman

Trinity Church, Three Rivers

John Aronson



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

For our nation



For Sound Government

O Lord our Governor, bless the leaders of our land, that we may be a people at peace among ourselves and a blessing to other nations of the earth.

Lord, keep this nation under your care.

To the President and members of the Cabinet, to Governors of States, Mayors of Cities, and to all in administrative authority, grant wisdom and grace in the exercise of their duties.

Give grace to your servants, O Lord.

To Senators and Representatives, and those who make our laws in States, Cities, and Towns, give courage, wisdom, and foresight to provide for the needs of all our people, and to fulfill our obligations in the community of nations.

Give grace to your servants, O Lord.

To the Judges and officers of our Courts give understanding and integrity, that human rights may be safeguarded and justice served.

Give grace to your servants, O Lord.

And finally, teach our people to rely on your strength and to accept their responsibilities to their fellow citizens, that they may elect trustworthy leaders and make wise decisions for the well-being of our society; that we may serve you faithfully in our generation and honor your holy Name.

For yours is the kingdom, O Lord, and you are exalted as head above all. Amen.

For An Election

Almighty God, to whom we must account for all our powers and privileges: Guide the people of the United States in the election of officials and representatives; that, by faithful administration and wise laws, the rights of all may be protected and our nation be enabled to fulfill your purposes; through Jesus Christ our Lord. *Amen.*



The Episcopal Diocese of Western Michigan
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ph. 269.381.2710 fax 269.381.7067 edwm.org

Diocese of Western Michigan
142nd Diocesan Convention 2016 Minutes

The Bishop opened convention at 10:00 a.m. Friday November 4, 2016 with Morning Prayer and then called the convention to Order at 10:16 a.m. Following the announcement of a quorum by Chancellor William Fleener, Jr., and a few brief announcements, the Bishop introduced people on the dais – the Rev. Canon William Spaid, Secretary; Ms Janet MacKenzie, Dispatch of Business; and Mr. William Fleener, Jr., Parliamentarian.

Diocesan staff were also introduced - Canon to the Ordinary & Convention Secretary– Bill Spaid; Bishop's Executive Assistant –Molly Ettwein (not attending); Bishop's Assistant for Children, Youth, and Young Adults- Gennie Callard; Bishop's Assistant for Finance and Benefit Administration– Tammy Mazure; Bishop's Assistant for Communication – Karmel Puzzuoli; Finance Assistant – Catherine Rhodes (not attending); Chancellor - Bill Fleener, Jr.; Pastoral Care and Counseling - Dr. Kenneth Reid (not attending); Treasurer - Ivan Egnatuk; and Dave Croal- Assistant Treasurer.

The Deans of the Diocese were also introduced: Brian Coleman, Eastern – St. Thomas, Battle Creek; Jared Cramer, Lakeshore – St. John's, Grand Haven; Rebecca Crise, St. Joseph – St. Mark's, Paw Paw; and Jim Croom, Grand Valley – Holy Trinity, Wyoming & Holy Spirit, Belmont.

Other introductions included Archdeacon – Marilou Schlotterbeck; Deacon for Millennium Development Goals and Dominican Republic Missions – Beth Drew; and Deacon for Domestic Mission & Jubilee Officer – Cindy Nawrocki.

The Rules of Order were adopted.

There was a motion, with second, to give seat and voice to Chancellor - Bill Fleener, Jr.; Standing Committee Laity who are not delegates, Diocesan Council Laity who are not delegates, clergy serving in congregations who are licensed but not canonically resident, Bishop's Staff, and Lutheran pastors serving Episcopal congregations. Included in the motion was giving seat, voice and vote to all youth delegates present. Motion carried.

The officers of convention were elected: Secretary, William Spaid, EDWM; Registrar, Jane Puvogel, St. Martin's, Kalamazoo; Chancellor, Bill Fleener, Jr., St. David's, Lansing; Treasurer, Ivan Egnatuk, Trinity, Marshall and Assistant Treasurer, David Croal, St. Mark's, Coldwater.

At 10:30 a.m. the Bishop introduced Mike Paulin, chair of nominations and elections, to lead the convention through the balloting and election process.

Elected to a three year term on the Standing Committee are the Rev. Zachariah Char and Ms Judy Fleener.

Elected in canonical order as clergy deputies to the General Convention of the Episcopal Church to be held in July 2018 in Austin, Texas are the Rev'ds. William Spaid, Brian Coleman, Anne Schnaare and Nurya Love Parish. Clergy alternates to the General Convention are The Rev'ds. Jared Cramer, Cindy Nawrocki and Paula Durren.

Elected in canonical order as lay deputies to the General Convention of the Episcopal Church to be held in July 2018 in Austin, Texas are William Fleener, Jr., St. David's, Lansing; Anne Davidson, St. Mark's, Coldwater; Thomas W. Perrin, St. Martin's, Kalamazoo; and Mary Wylie Simpson, St. Andrew's, Grand Rapids. Lay alternates to the General Convention are Pamela Chapman, St. Philip's, Grand Rapids; Barbara J. Kelly, St. Philip's, Beulah; and Amanda Henes, St. Mark's, Grand Rapids.

Balloting concluded at 10:50. Following the balloting the Bishop introduced new Clergy and changes in the Diocese since the last regular Convention in **November, 2015**

• ***Retirements***

Pam Sten, Trinity, Niles, November, 2015
Mary Frens, St. Mark's, Newaygo, June, 2016
William Whiting, Emmanuel, Hastings, June 2016
Paul Brisbane who **really** retired, Resurrection, Battle Creek, July 2016

• ***Ordinations***

BJ Heyboer, St. Andrew's, Grand Rapids, Transitional Deacon June 11, 2016
Sister Diane Stier, St. John's, Mt. Pleasant, Transitional Deacon, October 23, 2016

• ***Resignations***

Daniel Richards, Grace, Traverse City
Carlton Kelley, St. Paul's, Dowagiac
William Fleener Sr. who completed an interim at St. John's, Fremont

• ***New Calls***

BJ Heyboer, St. Mark's, Newaygo & St. John's, Fremont, July, 2016
Jodi Baron, St. Philip's, Beulah, August, 2016
Christian Baron, St. Philip's, Beulah, August, 2016

• ***Other Changes in the diocese***

Carlton Kelley, Interim Rector – Grace, Traverse City
Everett Klein, serving at Holy Trinity, Manistee
ELCA Pastor-Chris Anderson, priest-in-charge at St. Gregory's, Muskegon
ELCA Pastor-David Keller, priest-in-charge at St. John's, Charlotte
Deacon John Pinzon, at St. John's, Grand Haven (transitional deacon)

• ***Deaths***

Jack Van Hooser, May, 2016
[Robert McDougall-licensed in EDWM, Diocese of Michigan, November, 2015]

The Bishop introduced postulants and encouraged congregations to be generous in their support of our seminarians in a vulnerable time of their lives. Seminarians present at Convention were Nick Phares, Peter Homeyer, Radha Deitenbeck Kaminsky, and the Rev. Lily Marx.

At 10:55 convention took a brief recess to reconvene at 11:10 for the Bishop's Address

The Bishop's Address focused on the many outreach ministries of our various congregations. The transcript of his remarks will be published elsewhere in the journal. The Bishop concluded his remarks about noon. There were several brief housekeeping announcements and then the Bishop officiated at Noonday Prayer with a special observation for those listed *In Memoriam* in the convention program. Convention recessed for lunch about 12:15.

The Bishop reconvened convention at 1:15, and introduced the Rev. Eric Law, founder and executive director of the Kaleidoscope Institute, who was our keynote speaker. Fr. Law works to promote inclusive and sustainable churches and communities. He led the convention through several exercises focused on *Holy Currencies* including currencies of Time and Place, Gracious Leadership, Relationships, Truth, Wellness, and Money.

Following the first of Fr. Law's presentations, convention took a short break and reconvened at 2:30 and affirmed by acclamation the deanery elections to Diocesan Council:

Lakeshore: Phil Stoffan, Deanery Chair, St. Paul's, Muskegon

Lakeshore clergy representative: the Rev. Val Ambrose, Grace, Holland

Grand Valley clergy representative: the Rev. Cindy Nawrocki, St. Andrew's, Grand Rapids

Eastern clergy representative: the Rev. David Pike, St. David's, Lansing

St. Joseph clergy representative: the Rev. Linnea Stifler, St. Martin's, Kalamazoo and St Francis, Orangeville

Traverse: Barbara J Kelly, St. Philip's, Beulah

The Bishop introduced diocesan treasurer Ivan Egnatuk who moved the adoption of the proposed budget. There was a second and then Tammy Mazure, Assistant to the Bishop for Business and Finance, was introduced to talk about the formulation of the budget and to answer any questions.

During the budget discussion Tammy and Dave Croal spoke to the work of apportionment review committee, the congregational development fund and St. Michael's Fund. It was noted that not many applications have been received and people were encouraged to think of applying.

Tammy announced the Clergy Planning for Tomorrow May 19-20, 2017.

Fr. Michael Ryan asked a question about criteria for the grants. Tammy clarified that parishes need to be paying their full apportionment or the amount negotiated by the Apportionment Review Committee.

Seeing no one at the microphones, the Bishop called for adoption of the budget. The budget was approved by convention.

Point of Order:

The Rev. Michael Ryan chair COM – raised a question regarding the budget voting procedure and expressed concern for reimbursement of mileage which was clarified by the chancellor.

Question:

Michael Ryan asked whether the mileage rate for laity volunteers in the budget was withdrawn, and could it be put back in the budget. The chancellor ruled that convention would need to vote to approve reopening the budget.

The Rev. Michael Ryan moved to reopen the budget for discussion. The Rev. Jared Cramer supported the Motion. Following discussion and a vote the budget was reopened for discussion.

Michael Ryan then moved that we move \$2500 from \$10,000 excess on line 236 (and return it to line 125) to be used for mileage for laity on diocesan business. After further discussion the motion was approved.

The Bishop then asked for approval of the amended budget; there was a vote by voting cards, and the budget as amended was approved.

The Bishop invited the Rev. Jen Adams to present the report on the Restructure of the Diocese. Jen introduced members: Jill Budzinski, Stephen Holmgren, Brian Coleman, Freeman Gilbert, Bill Fleener, Jr. and Connie Remenschneider, consultant.

Jen highlighted the report (see Report to 142nd Diocesan Convention EDWM Structure Team) and opened the floor for questions and comments. Convention was given ten minutes for table discussions with written questions from the restructure team. The team requested that these forms be completed and turned in. Following the discussion the Rev. Brian Coleman expressed the team's thanks to Jen Adams for her work as chair. The Rev. Jared Cramer moved that convention accept and affirm the report. Following clarification from the Bishop that "accept" means the convention will receive the report, the motion was carried.

The Bishop declared a ten minute break, and following the break he welcomed the Rev. Eric Law for his second presentation. After the presentation a number of announcements were made and the Bishop recessed the convention until the third business session on Saturday afternoon.

The Convention Eucharist and Confirmation was held Saturday morning, November 5, at St. Thomas' Church in Battle Creek. After the liturgy and luncheon at McCamly Plaza, the Bishop called the convention to order at 1:15 p.m. with a thank you to the hotel staff for their excellent service. He also thanked Ms Joanie Smith for her hard work coordinating the details of convention.

A brief video highlighting the Pine Ridge Mission trip was shown.

The Bishop introduced the Rev. Wayne Nicholson, chair of the resolutions committee, to present resolutions and move their adoption.

The Resolutions Committee (the Revs. Sue York, William Whiting, and Wayne Nicholson) recommended a substitute resolution for the Resolution 1 in the Convention Booklet on Supply Clergy Compensation. The substitute reads:

Resolved that this 142nd convention of the Episcopal Diocese of Western Michigan ask the Canon to the Ordinary to appoint a committee to examine compensation to supply clergy and to recommend by June 1 of next year to Bishop and Diocesan Council the minimum standards of compensation to be considered at our next convention. Furthermore this committee shall consist of 2 active clergy, one retired clergy who has performed this ministry, and two lay people.

Convention approved the substitute resolution for debate. There was discussion and the substitute resolution was approved.

Wayne continued with the courtesy resolutions. These resolutions are appended to the end of the minutes.

The Bishop introduced the Rev. Eric Law for his third presentation.

Ms Joan Smith announced that the 143rd Diocesan Convention will be held November 3 and 4, 2017 at the Radisson Hotel in Kalamazoo, MI.

The Bishop thanked the following people for completing their terms of service on the Standing Committee: the Rev. Patrick Finn, Mr. Brian Tillman; the Diocesan Council: Mr. David Hawley-Lowry, the Revs. Bonnie Edwards, Joel Turmo, Michael Wernick, and Jodi Baron; and on the Commission on Ministry: Mr. James DeGoede and the Rev. Anne Schnaare.

The Bishop closed the convention with a prayer and the convention was adjourned at 3:01 p.m.

Respectfully submitted,

The Rev. Canon William Spaid
Secretary of Convention

Courtesy Resolutions 2016

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan offers its appreciation to the management and staff of McCamly Plaza for their hospitality; to Joan Smith, to the parish of St. Thomas and the Very Rev. Brian Coleman and Dr. Stephen White for today's inspired and uplifting Eucharistic celebration.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Robert R. Gepert, eighth Bishop of the Diocese of Western Michigan and his wife Anne Labat-Gepert.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to the Rt. Rev. Edward L. Lee, seventh Bishop of the Diocese of Western Michigan and his wife Kathryn.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to Mrs. Marjorie Bennison, wife of the late Rt. Rev. Charles E. Bennison, fifth Bishop of the Diocese of Western Michigan.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to The Rt. Rev. Todd Ousley, Bishop of the Diocese of Eastern Michigan; The Rt. Rev. Wendell N. Gibbs, Jr., Bishop of the Diocese of Michigan; The Rt. Rev. Rayford Ray, Bishop of the Diocese of Northern Michigan; and The Rt. Rev. Julio Cesar Holguin, Obispo de la Iglesia Episcopal Dominicana and Moisés Quezada Moto, Obispo Coadjutor .

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings and warm wishes to The Most Rev. Michael B. Curry, Presiding Bishop, and prayers for his ministry to, on behalf of, and among us.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan send greetings to The Most Rev'd Dr Justin Welby, and prayers for his ministry to our diverse Communion.

Resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan express its thanks to The Rev. Eric H.F. Law for reminding us that our relationship with God in Christ rests upon our relationships with all God's children. *All* God's children.

And finally, last but certainly not least, be it resolved that this 142nd Convention of the Episcopal Diocese of Western Michigan extends our thanks to Jane Puvogel, Register of Convention, Musette el Mohammed, - former Dispatcher of Business and current convention registration coordinator, and to Bill and Kay Hanson - convention registration volunteers. For many years they have gracefully and cheerfully put in countless hours before and during Convention assisting the lost and the late, and welcoming those who actually do things on time.

Resolutions - EDWM 142

Submission Date	2016-08-04 13:47:33
Subject of this Resolution	Raising Supply Clergy Compensation Guidelines
Originator: your name, committee or group	The Rev. William Whiting
Rationale:	It appears that most supply priests have many years experience and are very conscientious about their work. To write a sermon, drive to a parish, and preside at the liturgy(ies) takes at least 7 hours. To pay a priest \$125 plus mileage for presiding at one Holy Eucharist amounts to approximately \$17 per hour, which in some states is barely more than minimum wage. This issue is a matter of fair compensation for experience and work done.
E-mail of Person Submitting Resolution	williamrwhiting@comcast.net

EPISCOPAL DIOCESE OF WESTERN MICHIGAN
FINANCIAL STATEMENTS AND INDEPENDENT AUDITORS' REPORT
For the Years Ended December 31, 2015 and 2014

TABLE OF CONTENTS

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SEBER TANS, PLC

CONSULTANTS & CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITORS' REPORT

To the Executive Council
Episcopal Diocese of Western Michigan

We have audited the accompanying financial statements of the Episcopal Diocese of Western Michigan (a Michigan nonprofit organization) which comprise the statements financial position as of December 31, 2015 and 2014, and the related statements of activities, cash flows, and functional expenses for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Episcopal Diocese of Western Michigan as of December 31, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.



Seber Tans, PLC
Kalamazoo, Michigan

September 23, 2016

Episcopal Diocese of Western Michigan
Statements of Financial Position
December 31, 2015 and 2014

	2015		
	Unrestricted	Temporarily Restricted	Total
ASSETS			
Current Assets			
Cash and cash equivalents	\$ 56,787	\$ 141,309	\$ 198,096
Investments	3,066,571	207,076	3,273,647
Pledges receivable	49,130	-	49,130
Other receivables	9,598	-	9,598
Prepaid expenses	16,810	-	16,810
Total Current Assets	<u>3,198,896</u>	<u>348,385</u>	<u>3,547,281</u>
Noncurrent Assets			
Assets held for parish development	<u>640,000</u>	<u>-</u>	<u>640,000</u>
Net Property and Equipment	<u>45,789</u>	<u>-</u>	<u>45,789</u>
Total Assets	<u>\$ 3,884,685</u>	<u>\$ 348,385</u>	<u>\$ 4,233,070</u>
LIABILITIES AND NET ASSETS			
Current Liabilities			
Accounts payable	\$ 9,772	\$ -	\$ 9,772
Deferred revenue	1,980	-	1,980
Deposits held for others	69,551	-	69,551
Current maturities of long-term obligations	6,586	-	6,586
Total Current Liabilities	<u>87,889</u>	<u>-</u>	<u>87,889</u>
Long-term obligations, net of current maturities	<u>172,589</u>	<u>-</u>	<u>172,589</u>
Total Liabilities	<u>260,478</u>	<u>-</u>	<u>260,478</u>
Net Assets			
Unrestricted			
Designated for religious and and social welfare programs	368,751	-	368,751
Designated for youth and young adult ministries	248,387	-	248,387
Designated for parish development	413,646	-	413,646
Undesignated	2,593,423	-	2,593,423
Total Unrestricted	<u>3,624,207</u>	<u>-</u>	<u>3,624,207</u>
Temporarily Restricted	<u>-</u>	<u>348,385</u>	<u>348,385</u>
Total Net Assets	<u>3,624,207</u>	<u>348,385</u>	<u>3,972,592</u>
Total Liabilities and Net Assets	<u>\$ 3,884,685</u>	<u>\$ 348,385</u>	<u>\$ 4,233,070</u>

See Accompanying Notes to Financial Statements

2014		
Unrestricted	Temporarily Restricted	Total
\$ 117,922	\$ 147,857	\$ 265,779
3,209,617	218,368	3,427,985
38,864	-	38,864
780	-	780
9,960	-	9,960
<u>3,377,143</u>	<u>366,225</u>	<u>3,743,368</u>
 345,000	 -	 345,000
 54,250	 -	 54,250
<u>\$ 3,776,393</u>	<u>\$ 366,225</u>	<u>\$ 4,142,618</u>
 \$ 17,458	 -	 \$ 17,458
11,089	-	11,089
6,288	-	6,288
<u>34,835</u>	<u>-</u>	<u>34,835</u>
105,055	-	105,055
 179,797	 -	 179,797
<u>319,687</u>	<u>-</u>	<u>319,687</u>
 411,493	 -	 411,493
274,799	-	274,799
429,745	-	429,745
2,340,669	-	2,340,669
<u>3,456,706</u>	<u>-</u>	<u>3,456,706</u>
 -	 366,225	 366,225
<u>3,456,706</u>	<u>366,225</u>	<u>3,822,931</u>
<u>\$ 3,776,393</u>	<u>\$ 366,225</u>	<u>\$ 4,142,618</u>

Episcopal Diocese of Western Michigan
Statements of Activities
For the Years Ended December 31, 2015 and 2014

	2015		
	Unrestricted	Temporarily Restricted	Total
Support and Revenue			
Contributions:			
Parish pledges	\$ 906,143	\$ -	\$ 906,143
Other	300,867	42,040	342,907
Fees	63,273	-	63,273
Local grants	29,504	-	29,504
Other	28,097	-	28,097
Investment income (loss)	(13,300)	(2,252)	(15,552)
Total Support and Revenue	<u>1,314,584</u>	<u>39,788</u>	<u>1,354,372</u>
Net Assets Released From			
Restrictions	<u>57,628</u>	<u>(57,628)</u>	<u>-</u>
Total Support, Revenue and Reclassifications	<u>1,372,212</u>	<u>(17,840)</u>	<u>1,354,372</u>
Expenses			
Program services			
Office of the Bishop	389,098	-	389,098
Commissions and Committees	19,588	-	19,588
Episcopal Church Pledge	184,347	-	184,347
Congregational Development	36,489	-	36,489
Children, Youth and Young Adult Ministries	190,655	-	190,655
Social Justice Ministries	65,377	-	65,377
Supporting services			
Management and general	319,157	-	319,157
Total Expenses	<u>1,204,711</u>	<u>-</u>	<u>1,204,711</u>
Increase (Decrease) in Net Assets	167,501	(17,840)	149,661
Net assets at beginning of year	<u>3,456,706</u>	<u>366,225</u>	<u>3,822,931</u>
Net Assets at End of Year	<u>\$ 3,624,207</u>	<u>\$ 348,385</u>	<u>\$ 3,972,592</u>

2014		
Unrestricted	Temporarily Restricted	Total
\$ 864,988	\$ 25,444	\$ 890,432
60,249	-	60,249
36,808	43,728	80,536
21,894	-	21,894
1,376	-	1,376
165,563	9,277	174,840
<u>1,150,878</u>	<u>78,449</u>	<u>1,229,327</u>
 50,614	 (50,614)	 -
<u>1,201,492</u>	<u>27,835</u>	<u>1,229,327</u>
 391,134	 -	 391,134
17,885	-	17,885
170,889	-	170,889
931	-	931
194,612	-	194,612
66,568	-	66,568
291,634	-	291,634
<u>1,133,653</u>	<u>-</u>	<u>1,133,653</u>
 67,839	 27,835	 95,674
<u>3,388,867</u>	<u>338,390</u>	<u>3,727,257</u>
<u>\$ 3,456,706</u>	<u>\$ 366,225</u>	<u>\$ 3,822,931</u>

Episcopal Diocese of Western Michigan
Statements of Cash Flows
For the Years Ended December 31, 2015 and 2014

	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ 149,661	\$ 95,674
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	8,461	8,461
Non-cash Parish contribution	(295,000)	-
In-kind contributions of debt payments	(6,910)	(5,981)
Realized and unrealized (gain) loss on investments	15,552	(174,840)
Changes in:		
Receivables	(19,084)	(9,997)
Prepaid expenses	(6,850)	(3,700)
Accounts payable and accrued expenses	(7,686)	(14,716)
Deferred revenue	(9,109)	10,074
Net Cash Used in Operating Activities	<u>(170,965)</u>	<u>(95,025)</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of investment securities	(39,950)	(54,697)
Proceeds from sale of investment securities	178,736	96,043
Net Cash Provided by Investing Activities	<u>138,786</u>	<u>41,346</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Payment on long-term obligations	-	(121,936)
Decrease in deposits and long term obligations held for others	(35,504)	(3,269)
Net Cash Used in Financing Activities	<u>(35,504)</u>	<u>(125,205)</u>
Net Decrease in Cash and Cash Equivalents	(67,683)	(178,884)
Cash and cash equivalents at beginning of year	<u>265,779</u>	<u>444,663</u>
Cash and Cash Equivalents at End of Year	<u>\$ 198,096</u>	<u>\$ 265,779</u>

See Accompanying Notes to Financial Statements

**Episcopal Diocese of Western Michigan
Statement of Functional Expenses
For the Year Ended December 31, 2015**

	Program Services						Supporting Services	
	Office of the Bishop	Commissions and Committees	Episcopal Church Pledge	Congregational Development	Children, Youth and Young Adult Ministries	Social Justice Ministries	Management and general	Total
Compensation and related expenses								
Compensation	\$ 251,686	\$ -	\$ -	\$ -	\$ 50,020	\$ -	\$ 77,432	\$ 379,138
Health insurance	29,429	-	-	-	10,170	-	3,761	43,360
Pension	41,751	-	-	-	4,547	-	5,797	52,095
Payroll taxes and workers compensation	-	-	-	-	3,719	-	9,801	13,520
	322,866	-	-	-	68,456	-	96,791	488,113
Communications	-	-	-	-	-	-	29,606	29,606
Contracted services	1,775	-	-	-	-	2,654	2,355	6,784
Donations and grants	12,981	-	184,347	-	-	62,638	-	259,966
Dues and fees	-	-	-	-	-	-	2,721	2,721
Property insurance	-	-	-	-	-	-	5,791	5,791
Office supplies	-	-	-	-	-	-	7,054	7,054
Postage and shipping	-	-	-	-	-	-	1,212	1,212
Professional fees	6,280	-	-	-	-	-	33,578	39,858
Rent	-	-	-	-	840	-	36,050	36,890
Repairs and maintenance, building	-	-	-	-	-	-	4,160	4,160
Repairs and maintenance, Resurrection Garden	-	-	-	-	-	-	1,200	1,200
Search/transition	-	-	-	-	-	-	-	-
Supplies	-	-	-	-	-	-	2,466	2,466
Training, committees and conferences	5,485	19,040	-	35,558	2,537	-	21,839	84,459
Telephone	-	-	-	-	-	-	10,432	10,432
Travel	28,870	-	-	-	612	-	3,304	32,786
Youth and young adult ministries	-	-	-	-	116,941	-	-	116,941
Depreciation	3,300	338	-	931	1,269	85	2,538	8,461
Other	7,541	210	-	-	-	-	52,272	60,023
Total	\$ 389,098	\$ 19,588	\$ 184,347	\$ 36,489	\$ 190,655	\$ 65,377	\$ 319,157	\$ 1,204,711

See Accompanying Notes to Financial Statements

**Episcopal Diocese of Western Michigan
Statement of Functional Expenses
For the Year Ended December 31, 2014**

	Program Services						Supporting Services	
	Office of the Bishop	Commissions and Committees	Episcopal Church Pledge	Congregational Development	Children, Youth and Young Adult Ministries	Social Justice Ministries		
Compensation and related expenses								
Compensation	\$ 246,367	\$ -	\$ -	\$ -	\$ 46,624	\$ -	\$ 69,296	\$ 362,287
Health insurance	38,769	-	-	-	10,206	-	7,588	56,563
Pension	40,957	-	-	-	3,881	-	5,801	50,639
Payroll taxes and workers compensation	-	-	-	-	3,432	-	9,415	12,847
	326,093	-	-	-	64,143	-	92,100	482,336
Communications	-	-	-	-	-	-	26,953	26,953
Contracted services	1,740	-	-	-	-	20,920	3,698	26,358
Donations and grants	14,760	-	170,889	-	-	45,563	-	231,212
Dues and fees	-	-	-	-	-	-	1,550	1,550
Property insurance	-	-	-	-	-	-	5,553	5,553
Office supplies	-	-	-	-	-	-	7,701	7,701
Postage and shipping	-	-	-	-	-	-	1,364	1,364
Professional fees	7,684	-	-	-	-	-	41,381	49,065
Rent	-	-	-	-	840	-	35,421	36,261
Repairs and maintenance, building	-	-	-	-	-	-	4,160	4,160
Repairs and maintenance, Resurrection	-	-	-	-	-	-	1,200	1,200
Search/transition	789	-	-	-	-	-	-	789
Supplies	-	-	-	-	-	-	7,141	7,141
Training, committees and conferences	4,544	16,892	-	-	2,852	-	28,237	52,525
Telephone	-	-	-	-	-	-	6,937	6,937
Travel	26,031	-	-	-	297	-	4,150	30,478
Youth and young adult ministries	-	-	-	-	125,211	-	-	125,211
Depreciation	3,300	338	-	931	1,269	85	2,538	8,461
Other	6,193	655	-	-	-	-	17,398	24,246
Total	\$ 391,134	\$ 17,885	\$ 170,889	\$ 931	\$ 194,612	\$ 66,568	\$ 291,634	\$ 1,133,653

See Accompanying Notes to Financial Statements

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies

Diocese Purpose

The Episcopal Diocese of Western Michigan (Diocese) was organized to assist member parishes in development and maintenance of the doctrine, discipline and worship of the Episcopal Church, through leadership and representation, and the marshaling of resources to carry out programs and activities at the local level and beyond. A summary of the significant accounting policies applied in the preparation of the accompanying financial statements follows.

Basis of Presentation

The financial statements of the Diocese have been prepared on the accrual basis of accounting. Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Diocese and changes therein are classified and reported as follows:

Unrestricted net assets are not subject to donor-imposed restrictions.

Temporarily restricted net assets are subject to donor-imposed restrictions that may or will be met, either by the actions of the Diocese and/or the passage of time. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the use of management's estimates. These estimates affect the amounts reported in the financial statements and the disclosures provided. Actual results may differ from management's estimates.

Cash and Cash Equivalents

The Diocese considers all certificates of deposit with a maturity of three months or less to be cash equivalents. Certificates of deposit with original maturities of greater than three months are considered investments. Cash and cash equivalents does not include cash held by investment managers that has been designated for investment.

Accounts Receivable

Accounts receivable represent parish pledges and are due and payable within one year. Accounts receivable are reviewed periodically to determine amounts which are potentially uncollectable. After reasonable attempts to collect a receivable have been unsuccessful, the amount is written off.

Financial Instruments

The Diocese's financial instruments consist of cash balances, marketable securities, accounts receivable, pledges receivable, accounts payable, and notes payable. The Diocese's estimates of fair value approximate their carrying amounts as of December 31, 2015 and 2014.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies (Continued)

Revenue Recognition

The Diocese records appropriations, grants, and earned revenues on an accrual basis. The Diocese records as revenue in the period received the following types of unconditional contributions at their fair value: cash, promises to give (pledges), certain contributed services and gifts of long-lived and other assets, including the gift of parish properties when a parish goes out of existence or can no longer support the property. Conditional contributions are recognized as revenue when the conditions on which they depend have been substantially met. Substantially all of the Diocese's appropriations and grants are considered to be contributions for purposes of applying revenue recognition policies. Contributions are recorded net of estimated uncollectible amounts.

Revenue received but not earned at the balance sheet date is reported as deferred revenue.

Public Support and Revenue

Grants and other contributions of cash and other assets are reported as temporarily restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Investments and Investment Income

The Diocese maintains investments, which it pools with monies from local parishes, and invests with a third-party investment manager. Investment transactions shown in the Statement of Cash Flows reflect gross sales and purchases made by the investment manager during the year.

Investments are stated at fair value pursuant to the requirements of the *Fair Value Measurements and Disclosures Topic* of the FASB Codification. Adjustments to the fair value of investments are recorded in earnings.

Gains and losses on disposition are accounted for on a specific identification basis. Net realized and unrealized gains and losses are included in the statement of activities.

Prepaid Expenses

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid items.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies (Continued)

Assets Held for Parish Development

The Diocese regularly helps local congregations establish or expand their parishes. At times, this process will cause the Diocese to own real property. Real property consists of Parish buildings and real estate. The Parish buildings are not being depreciated. They are evaluated for impairment whenever events or changes in circumstances indicate that the carrying value may not be recoverable. See Note G.

Property and Equipment

Property and equipment are recorded at cost when purchased or estimated fair value on the date donated. Property and equipment are assets with an initial cost or fair value of more than \$1,000 and an estimated useful life in excess one year. Depreciation is provided to relate the cost of depreciable assets to operations over their estimated service lives utilizing the straight-line method.

Volunteers

A number of volunteers, including the members of the Diocesan Council, have made significant contributions of time to the Diocese's policy-making, program and support functions. The value of this contributed time does not meet the criteria for recognition of contributed services contained in the *Not-for-Profit Revenue Recognition Topic* of the FASB codification, and accordingly, is not reflected in the accompanying financial statements.

Functional Expenses

The cost of providing the various programs and other activities has been summarized on a functional basis in the Statements of Functional Expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited based on management's analysis and estimates.

Description of Activities

Below is a summary of the program services administered by the Diocese.

Office of the Bishop - includes the activities of the Bishop, his support staff, Transition Ministries and the Canon to the Ordinary.

Commission and Committees - provides education and support for seminarians, postulants, and all clergy in the Diocese.

Episcopal Church Pledge - provides financial support for the mission and ministry of the Episcopal Church.

Congregational Development – supports the staff that provides support and growth opportunities to the congregations in the Diocese. It also provides financial support for new church starts.

Children, Youth & Young Adult Ministries - provides for youth camps, other youth and young adult programs, support for camp and youth programs held in the diocese.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE A – Summary of Significant Accounting Policies (Continued)

Social Justice Ministries – provides financial support to programs for Episcopal Relief and Development, millennium development goals, mission trips, health ministry and the elimination of racism.

Tax Status

The Diocese is exempt from federal income tax under Internal Revenue Code Section 501(c)(3).

NOTE B – Concentrations of Credit Risk

Financial instruments that potentially subject the Diocese to concentrations of credit risk consist of bank balances that at times exceed federally insured limits. At December 31, 2015 and 2014, there were no uninsured bank balances. Investments subject the Diocese to credit risk and market risk and are subject to changes in fair value resulting from market and economic factors.

NOTE C – Net Asset Restrictions

Temporarily restricted net assets are available for the following purposes:

	2015	2014
Deacon Outreach Project	\$ 500	\$ 500
Canon Discretionary Fund	1,068	450
Bishop's Discretionary Fund	1,719	2,990
Deacon's Discretionary Fund	3,769	2,970
Dominican Republic Building Fund	122,271	137,072
Max Phares Memorial	1,816	1,816
Domestic Mission Fund	6,574	8,281
Cursillo Fund	2,824	4,281
CDI Training	10,289	-
Jarvis Fund	1,332	1,351
Waddell Fund-Seminarian Support	164,173	174,864
Helen James Fund	3,861	3,861
Parish Church Residual	14,714	14,714
ECW - Mary Powers Fund	13,475	13,075
	<u>\$ 348,385</u>	<u>\$ 366,225</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE D – Investments

Investments are stated at fair value and consist of money market funds, certificates of deposit, corporate bonds and notes, and equity securities. Fair values and unrealized appreciation (depreciation) at December 31, 2015 and 2014 are summarized as follows:

	2015		
	Cost	Fair Value	Unrealized Appreciation (Depreciation)
Money market funds	\$ 331,759	\$ 331,759	\$ -
Certificate of deposit	406,115	407,236	1,121
Corporate bonds and notes	181,879	177,373	(4,506)
Equities	1,755,307	2,357,279	601,972
	<u>\$ 2,675,060</u>	<u>\$ 3,273,647</u>	<u>\$ 598,587</u>
	2014		
	Cost	Fair Value	Unrealized Appreciation
Money market funds	\$ 97,104	\$ 97,104	\$ -
Certificate of deposit	654,927	654,911	(16)
Corporate bonds and notes	255,326	253,313	(2,013)
Equities	1,539,624	2,422,657	883,033
	<u>\$ 2,546,981</u>	<u>\$ 3,427,985</u>	<u>\$ 881,004</u>

The following schedule summarizes the investment return and its classification in the statements of activities for the years ended December 31, 2015 and 2014:

	2015		
	Unrestricted	Temporarily Restricted	Total
Interest and dividends	\$ 41,035	\$ 1,514	\$ 42,549
Realized gain and unrealized appreciation (depreciation)	(54,335)	(3,766)	(58,101)
	<u>\$ (13,300)</u>	<u>\$ (2,252)</u>	<u>\$ (15,552)</u>
	2014		
	Unrestricted	Temporarily Restricted	Total
Interest and dividends	\$ 34,418	\$ 168	\$ 34,586
Realized gain and unrealized appreciation	131,145	9,109	140,254
	<u>\$ 165,563</u>	<u>\$ 9,277</u>	<u>\$ 174,840</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE D – Investments (Continued)

The Diocese invests in various investment securities. Investment securities are exposed to various risks such as interest rates, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect investment account balances and the amounts reported in the financial statements. Additionally, the Diocese is exposed to custodial risk. All investments are managed by one custodial investment advisory firm.

NOTE E – Fair Value Measurements

The *Fair Value Measurements and Disclosure Topic* of the FASB Codification establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Diocese has the ability to access.
- Level 2 Inputs to the valuation methodology include:
- quoted prices for similar assets or liabilities in active markets;
 - quoted prices for identical or similar assets or liabilities in inactive markets;
 - inputs other than quoted prices that are observable for the asset or liability;
 - inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement. The Diocese does not have any Level 3 assets.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

The Diocese's Level 1 marketable securities consist of certificates of deposit, money market accounts, and equity securities and are valued using a market approach based on quoted prices from transactions in active exchange markets.

The Diocese's Level 2 marketable securities consist of corporate bonds. The Diocese's Level 2 marketable securities values are determined using prices for recently traded financial instruments with similar underlying terms as well as directly or indirectly observable inputs, such as interest rates and yield curves that are observable at commonly quoted intervals.

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE E – Fair Value Measurements (Continued)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2015:

	Total	Quoted Prices in Active Markets (Level 1)	Prices with Other Observable Inputs (Level 2)	Prices with Unobserv- able Inputs (Level 3)
Cash and cash equivalents	<u>\$ 198,096</u>	<u>\$ 198,096</u>	<u>\$ -</u>	<u>\$ -</u>
Investments (marketable securities):				
Certificates of deposits	407,236	407,236	-	-
Money market accounts	331,759	331,759	-	-
Equities	2,357,279	2,357,279	-	-
Corporate bonds	<u>177,373</u>	<u>-</u>	<u>177,373</u>	<u>-</u>
Total Investments	<u>3,273,647</u>	<u>3,096,274</u>	<u>177,373</u>	<u>-</u>
Totals	<u>\$ 3,471,743</u>	<u>\$ 3,294,370</u>	<u>\$ 177,373</u>	<u>\$ -</u>

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2014:

	Total	Quoted Prices in Active Markets (Level 1)	Prices with Other Observable Inputs (Level 2)	Prices with Unobserv- able Inputs (Level 3)
Cash and cash equivalents	<u>\$ 265,779</u>	<u>\$ 265,779</u>	<u>\$ -</u>	<u>\$ -</u>
Investments (marketable securities):				
Certificates of deposits	654,911	654,911	-	-
Money market accounts	97,104	97,104	-	-
Equities	2,422,657	2,422,657	-	-
Corporate bonds	<u>253,313</u>	<u>-</u>	<u>253,313</u>	<u>-</u>
Total Investments	<u>3,427,985</u>	<u>3,174,672</u>	<u>253,313</u>	<u>-</u>
Totals	<u>\$ 3,693,764</u>	<u>\$ 3,440,451</u>	<u>\$ 253,313</u>	<u>\$ -</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE F – Property and Equipment

Property and equipment as of December 31, 2015 and 2014 consists of the following:

	2015	2014
Building	\$ 63,000	\$ 63,000
Office equipment	45,037	45,037
Vehicles	58,685	58,685
	166,722	166,722
Less accumulated depreciation	(127,933)	(119,472)
	38,789	47,250
Land	7,000	7,000
	<u>\$ 45,789</u>	<u>\$ 54,250</u>

NOTE G – Assets Held for Parish Development

Assets held for Parish Development consist of two Parish building and adjoining real estate: one Parish is located in Belmont, Michigan the other Parish is located in Muskegon, Michigan. The Diocese acquired the Belmont, Michigan Parish in 2005 and the Muskegon, Michigan Parish in 2015.

In July 2005, the Diocese purchased a property in Belmont, Michigan for \$460,000 with a down payment of \$20,000 donated by the local parish and a bank note payable. In 2013, the Diocese obtained an appraisal that indicated a fair value of \$345,000. The Diocese adjusted the recorded amount of the property to the appraised value and recorded a loss of \$115,000 in 2012. The Diocese will hold title to the Belmont, Michigan property until the Parish is financially stable and can take over the loan obligation. The parish is currently funding the payments on the associated bank note. The Parish's payments are recorded as contribution income in the Diocese financial statements. The Diocese did not receive any other income or pay any other expenses on the property in 2015 or 2014.

In June 2015, the Muskegon, Michigan Parish closed. At that time, the Diocese took possession of the property. An appraisal was obtained that indicated a fair value of \$295,000. The Diocese recorded the receipt of the property as other contribution income at the appraised value. The property is currently being leased on a short-term basis to an unaffiliated church. The lease requires the unaffiliated church to cover a portion of utilities and maintenance costs in addition to the rent. In 2015, the Diocese received approximately \$12,000 in rent and paid approximately \$14,000 in costs for the Parish property. The Diocese is currently evaluating the viability of a future Parish.

NOTE H – Long Term Debt

Long-term debt at December 31, 2015 and 2014 consists of the following:

	2015	2014
Note payable in monthly installments of \$1,288 including interest at 4.95%, maturing May 2018. Secured by real property in Belmont, Michigan.	\$179,175	\$186,085
Less current maturities	(6,586)	(6,288)
	<u>\$172,589</u>	<u>\$179,797</u>

Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014

NOTE H – Long Term Debt (Continued)

Aggregate maturities of long-term debt for 2016 through 2018 are as follows:

<u>Year ending</u> <u>December 31,</u>	<u>Note</u> <u>Payable</u>
2016	\$ 6,586
2017	6,950
2018	165,639
	<u>\$179,175</u>

NOTE I – Post-Retirement Benefits

The Diocese is a participant in a defined benefit pension plan administered by the Church Pension Fund (an independent organization) that provides pension benefits to all ordained clergy of the Episcopal Church. The current assessment rate is 18% of total annual compensation, including stipend, housing, utilities and self-employment tax allowance. The Diocese total pension expense for this plan for the years ended December 31, 2015 and 2014 was \$42,000 and \$41,000, respectively.

The Diocese also is a participant in the Episcopal Church Lay Employees' Defined Contribution Retirement Plan available to lay employees who meet the age and years of service requirements. The Diocese is also a participant in the Episcopal Church Lay Employees' Defined Benefit Retirement Plan available to lay employees and is based on salary and years of service requirements. The Diocese pension expense for the lay plans for the years ended December 31, 2015 and 2014 was approximately \$12,000 and \$11,000, respectively.

Diocese contributions are less than 5% of total employer contributions for each plan. Additional information for the Episcopal Church retirement's plans is available from Episcopal Church.

NOTE J – Commitments

The Diocese conducts its operations in facilities leased under an agreement that extends through February 2019. The lease requires current monthly rentals of \$2,972, increasing by 2.5% annually, and the payment of all occupancy costs by the lessee. Rent expense and surcharges for the years ended December 31, 2015 and 2014 were approximately \$36,050, and \$35,420, respectively. The Diocese has a one-time termination option on February 29, 2016, exercisable with 180 days' notice to the lessor. Annual future lease payments as of December 31, 2015, are as follows:

2016	\$ 36,403
2017	37,314
2018	38,246
2019	<u>6,400</u>
	<u>\$ 118,363</u>

**Episcopal Diocese of Western Michigan
Notes to Financial Statements
For the Years Ended December 31, 2015 and 2014**

***NOTE K*—Subsequent Events**

Management has evaluated subsequent events through September 23, 2016, the date on which the financial statements were available to be issued.

Diocese of Western Michigan

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Albion	St James Church	67	66	0	43	47	0	0	0
Allegan	Church of the Good Shepherd	74	60	26	29	49	0	0	0
Battle Creek	Church of St Thomas	345	228	20	106	102	4	2	3
Battle Creek	Church of the Resurrection	29	29	2	18	34	0	0	1
Belmont	Church of the Holy Spirit	77	77	0	35	31	0	1	0
Benton Harbor	St Augustines Church	138	138	3	53	49	0	1	0
Beulah	St Philips Church	97	97	32	65	65	0	1	0
Big Rapids	St Andrews Church	51	51	3	29	51	0	1	2
Boyne City	Church of the Nativity	15	15	1	20	35	0	0	1
Cadillac	St Marys Church	51	31	0	18	79	0	0	2
Charlevoix	Christ Church	85	85	10	62	52	0	0	0
Charlotte	St Johns Episcopal Church	33	33	0	11	69	0	0	0
Coldwater	St Marks Church	266	186	20	87	58	1	1	0
Dowagiac	St Pauls Episcopal Church	55	55	0	29	75	0	0	0
Elk Rapids	St Pauls Episcopal Church	96	82	39	36	48	0	4	2
Fremont	St Johns Episcopal Church	37	28	6	22	0	0	0	0
Grand Haven	St Johns Episcopal Church	364	268	0	130	119	1	2	5
Grand Ledge	Trinity Church	105	55	0	49	98	0	0	0
Grand Rapids	Grace Church	467	153	34	140	98	0	6	1
Grand Rapids	Grace Sudanese Episcopal Church	146	79	1	65	26	0	12	0
Grand Rapids	St Andrews Church	503	412	3	171	155	0	6	7
Grand Rapids	St Marks Church	884	500	0	166	104	0	8	0
Grand Rapids	St Philips Church	80	80	0	36	52	0	0	0
Greenville	St Pauls Church	76	76	0	33	48	0	2	0
Harbert	Church of the Mediator	118	118	8	59	54	0	1	5
Hastings	Emmanuel Church	132	100	4	54	55	0	0	0
Holland	Grace Church	677	521	156	151	103	0	6	0
Ionia	St John the Apostle Episcopal Church	34	34	0	15	15	0	0	0
Kalamazoo	St Lukes Church	468	443	8	200	121	2	6	2
Kalamazoo	St Martin of Tours Episcopal Church	143	142	76	116	104	1	3	0
Kentwood	Church of the Holy Cross	126	126	3	63	71	0	3	0
Lansing	St Davids Church	241	232	5	104	112	2	3	0
Ludington	Grace Church	52	52	2	28	52	0	0	2
Manistee	Holy Trinity Episcopal Church	104	81	0	30	51	0	1	0

Diocese of Western Michigan

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Marshall	Trinity Episcopal Church	145	135	29	86	96	1	3	1
Montague	St Peters by the Lake Episcopal	111	111	0	52	41	0	0	0
Mt Pleasant	St Johns Church Episcopal	205	205	0	77	78	2	0	12
Muskegon	St Pauls Episcopal Church	180	180	1	63	106	0	2	0
Newaygo	St Marks Church	99	99	5	45	51	0	1	6
Niles	Trinity Episcopal Church	102	96	0	44	50	0	5	0
Northport	St Christophers Church	39	35	15	28	49	0	1	0
Norton Shores	St Gregorys Episcopal Church	105	89	10	48	103	0	0	0
Paw Paw	St Marks Episcopal Church	71	58	20	37	52	0	0	0
Pentwater	St James Church	42	36	5	23	47	0	2	0
Petoskey	Emmanuel Episcopal Church	345	318	27	125	98	0	2	0
Plainwell	St Stephens Episcopal Church	157	49	8	21	40	0	0	0
Portage	St Barnabas Episcopal Church	244	71	15	32	7	0	2	0
Richland	St Timothy's Church	78	78	157	80	53	0	3	0
Saugatuck	All Saints Episcopal Church	287	287	21	114	102	0	4	0
Shelbyville	St Francis Episcopal Church	33	33	0	17	48	0	0	0
South Haven	Church of the Epiphany	80	80	10	41	52	1	0	0
St Joseph	St Pauls Episcopal Church	137	109	0	55	53	0	0	0
Sturgis	St John Episcopal Church	126	126	18	59	100	1	3	0
Three Rivers	Trinity Episcopal Church	88	85	2	26	50	0	3	0
Traverse City	Grace Episcopal Church	617	424	0	221	154	2	14	4
Wyoming	Holy Trinity Episcopal Church	148	148	0	71	51	1	0	0
Total		9,675	7,585	805	3,638	3,763	19	115	56

Diocese of Western Michigan

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

REVENUE			EXPENSE					
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Albion	St James Church	70,289	74,869	94,473	65,158	6,040	4,999	69,199
Allegan	Church of the Good Shepherd	46,287	76,146	76,146	75,197	6,572	0	75,197
Battle Creek	Church of St Thomas	239,997	311,357	484,837	311,813	33,178	88,817	404,848
Battle Creek	Church of the Resurrection	36,342	37,464	39,789	37,979	4,406	8,999	46,753
Belmont	Church of the Holy Spirit	59,959	59,959	69,348	65,670	5,020	6,853	65,670
Benton Harbor	St Augustines Church	125,395	125,395	166,612	97,403	9,600	19,291	97,403
Beulah	St Philips Church	127,881	217,910	226,641	176,884	20,525	9,060	182,259
Big Rapids	St Andrews Church	83,820	83,820	85,020	90,405	7,004	2,400	92,805
Boyne City	Church of the Nativity	32,144	33,911	36,122	17,771	1,974	2,258	20,292
Cadillac	St Marys Church	53,677	53,798	100,730	46,485	4,851	43,330	87,315
Charlevoix	Christ Church	111,196	112,601	122,601	93,300	10,000	3,000	93,300
Charlotte	St Johns Episcopal Church	38,696	63,608	63,608	44,861	2,233	866	44,861
Coldwater	St Marks Church	132,439	185,535	304,136	281,437	11,976	11,859	294,554
Dowagiac	St Pauls Episcopal Church	65,541	132,443	154,672	92,887	9,881	72,307	165,194
Elk Rapids	St Pauls Episcopal Church	86,595	95,920	126,481	89,539	8,419	24,469	113,938
Fremont	St Johns Episcopal Church	29,957	41,716	46,507	42,066	3,728	2,011	43,419
Grand Haven	St Johns Episcopal Church	307,056	347,687	423,360	354,999	35,112	86,140	433,315
Grand Ledge	Trinity Church	67,886	69,886	69,886	67,068	7,347	8,242	72,065
Grand Rapids	Grace Church	235,795	460,879	463,800	581,735	60,455	83,829	666,918
Grand Rapids	Grace Sudanese Episcopal Church	800	26,122	32,322	50,538	2,994	1,500	50,538
Grand Rapids	St Andrews Church	422,313	423,313	542,582	418,607	43,406	121,965	561,752
Grand Rapids	St Marks Church	375,047	511,186	1,192,322	515,524	61,962	115,449	620,559
Grand Rapids	St Philips Church	77,282	77,282	81,055	70,664	6,300	13,561	85,241
Greenville	St Pauls Church	74,706	75,345	77,280	62,441	7,603	5,616	71,693
Harbert	Church of the Mediator	152,323	186,007	240,197	173,903	16,774	112,920	287,713
Hastings	Emmanuel Church	114,677	122,686	147,686	122,686	14,403	10,068	134,430
Holland	Grace Church	394,176	439,906	608,491	440,760	43,298	79,840	502,623
Ionia	St John the Apostle Episcopal Church	33,644	35,536	36,557	31,450	4,188	2,098	32,321
Kalamazoo	St Lukes Church	462,926	523,540	721,693	523,540	57,097	183,401	721,693

Diocese of Western Michigan

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

REVENUE			EXPENSE					
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Kalamazoo	St Martin of Tours Episcopal Church	240,809	241,608	296,580	228,624	17,715	25,898	289,957
Kentwood	Church of the Holy Cross	94,367	113,367	129,316	127,375	11,686	16,239	152,434
Lansing	St Davids Church	203,289	252,449	502,852	242,260	23,701	118,385	359,669
Ludington	Grace Church	36,395	83,957	83,957	85,718	5,931	8,822	93,340
Manistee	Holy Trinity Episcopal Church	57,738	88,423	95,778	72,957	8,114	14,839	88,064
Marshall	Trinity Episcopal Church	197,869	215,557	235,142	230,282	18,133	29,210	268,788
Montague	St Peters by the Lake Episcopal	60,599	64,904	70,610	51,348	6,110	5,272	57,054
Mt Pleasant	St Johns Church Episcopal	179,873	192,706	279,139	191,603	20,944	32,451	237,488
Muskegon	St Pauls Episcopal Church	127,185	190,421	190,421	218,984	19,990	10,572	228,146
Newaygo	St Marks Church	79,507	98,858	150,031	97,198	7,277	28,928	128,191
Niles	Trinity Episcopal Church	66,283	133,979	140,173	140,348	8,752	4,216	145,064
Northport	St Christophers Church	38,825	38,825	53,336	44,973	5,212	7,303	44,973
Norton Shores	St Gregorys Episcopal Church	69,194	79,037	80,986	73,898	10,641	4,725	78,082
Paw Paw	St Marks Episcopal Church	89,953	94,045	101,865	90,233	9,173	3,817	93,313
Pentwater	St James Church	44,529	59,720	59,720	58,003	4,956	41,600	96,603
Petoskey	Emmanuel Episcopal Church	333,718	367,626	606,176	368,125	40,582	452,244	812,656
Plainwell	St Stephens Episcopal Church	30,673	30,776	32,261	32,144	2,692	5,013	37,975
Portage	St Barnabas Episcopal Church	81,844	105,361	111,189	115,507	3,044	204	118,085
Richland	St Timothys Church	187,960	194,941	208,559	204,668	18,750	2,965	207,931
Saugatuck	All Saints Episcopal Church	154,462	178,783	250,973	171,974	14,888	16,083	184,491
Shelbyville	St Francis Episcopal Church	21,365	21,365	35,386	29,069	2,180	13,210	42,279
South Haven	Church of the Epiphany	100,280	110,555	133,595	153,340	1,000	24,540	177,880
St Joseph	St Pauls Episcopal Church	115,562	116,467	181,382	132,137	11,862	34,226	169,694
Sturgis	St John Episcopal Church	136,827	232,240	287,041	222,701	19,097	128,530	353,790
Three Rivers	Trinity Episcopal Church	58,763	67,890	86,319	67,890	7,864	5,770	75,708
Traverse City	Grace Episcopal Church	512,548	553,157	639,293	561,817	66,350	66,739	620,962
Wyoming	Holy Trinity Episcopal Church	141,513	170,457	196,931	170,457	16,913	29,606	198,063
Total		7,520,776	9,103,301	12,073,965	9,226,403	889,903	2,256,555	11,498,548

2013 CONSTITUTION OF THE DIOCESE OF WESTERN MICHIGAN

As adopted by the
139th Annual Convention at
Grand Rapids, Michigan, on
April 20, 2013

4/20/2013

2013 CONSTITUTION
OF
THE DIOCESE OF WESTERN MICHIGAN

PREAMBLE

Dedicated to the worship and service of Almighty God in the Anglican and Episcopal tradition, this Constitution is ordained and established for the Diocese of Western Michigan.

ARTICLE I

ACCESSION TO PROTESTANT EPISCOPAL CHURCH

This Diocese is a constituent of the Protestant Episcopal Church in the United States of America, otherwise known as The Episcopal Church (which name is hereby recognized as also designating The Church) and accedes to the doctrine, discipline, worship, constitution, canons and authority of The Episcopal Church, and recognizes the authority of the General Convention of The Episcopal Church.

ARTICLE II

TERRITORY IN DIOCESE

The Diocese of Western Michigan embraces substantially the western half of the Lower Peninsula, including thirty-three counties and the islands jurisdictionally attached to any thereof, and extends north from the south line of said state a distance of three hundred miles, more or less, to the Straits of Mackinac, and is bounded west by the west line of said state opposite the western tier of counties hereafter named, and is bounded on the east by the east line of the several counties of Branch, Calhoun, Eaton, Ionia, Montcalm, Isabella, Clare, Missaukee, Kalkaska, Antrim, Charlevoix, and Emmett, and includes all of the territory within said counties, and includes as well all of the territory within the counties of Berrien, Cass, St. Joseph, Van Buren, Kalamazoo, Allegan, Barry, Ottawa, Kent, Muskegon, Oceana, Newaygo, Mecosta, Mason, Lake, Osceola, Manistee, Wexford, Benzie, Grand Traverse and Leelanau.

ARTICLE III

ECCLESIASTICAL AUTHORITY

Section 1. ECCLESIASTICAL AUTHORITY

The Bishop Diocesan is the ecclesiastical authority of the Diocese, or in the absence of the Bishop Diocesan, the Bishop Coadjutor shall be the ecclesiastical authority of the Diocese, if there be one; or, if there is no Bishop Coadjutor, the Standing Committee shall be the ecclesiastical authority of the Diocese in the absence of a Bishop Diocesan or Bishop Coadjutor.

ARTICLE IV

CONVENTIONS

Section 1. AUTHORIZATION

An Annual Convention shall be, and special Conventions may be, called and held in this Diocese, as shall be provided by Canon.

Section 2. COMPOSITION OF CONVENTION

The Annual Convention shall be comprised of clerical and lay delegates as follows:

- (a) The Bishop;
- (b) Each member of the clergy canonically and actually resident and having pastoral charge, or engaged in work requiring the exercise of clerical duties;
- (c) Each member of the clergy canonically and actually resident in the Diocese but not exercising clerical duties solely by reason of age or sickness;
- (d) Each member of the clergy canonically resident in this Diocese but who is on active duty in the Chaplain's Corps of the Armed Forces of the United States of America;
- (e) Each abbot, prior or acting head of a monastic community who is canonically and actually resident in the Diocese;
- (f) Professed and ordained members of a monastic community canonically and actually resident in the Diocese and having pastoral charge of a parish in the Diocese;
- (g) Lay delegates shall be adult communicants in good standing chosen as prescribed by Canon. Each congregation in union with Convention shall be entitled to not more than four lay delegates nor less than one lay delegate as prescribed by Canon.

- (h) Youth delegates shall be adult communicants in good standing, between the ages of 16 and 21 years. Each Deanery shall select one (1) youth delegate and an additional five (5) youth delegates shall be selected as prescribed by Canon.
- (i) All people who want to participate in the life, worship and governance of this Church shall be encouraged regardless of race, color, ethnic origin, national origin, marital status, gender, sexual orientation, disabilities or age, except as otherwise specified by Canon. Every effort shall be made in every election or appointment process to include members of underrepresented groups.

Section 3. QUORUM

A majority of the clergy entitled to vote and a majority of the qualified lay delegates entitled to vote, duly assembled in Convention shall constitute a quorum. In the absence of a quorum, a majority of the voting members present may adjourn the Convention from time to time.

Section 4. OTHERS WHO MAY BE SEATED

The Convention may seat with voice, but without right to vote unless otherwise qualified, any person not listed in Article III, Section 2, above.

Section 5. OFFICERS OF CONVENTION

- (a) The Bishop shall be the presiding officer at any Convention. In the absence of the Bishop, the Bishop Coadjutor, if any, shall preside, or in the Bishop Coadjutor's absence the Suffragan Bishop, if any, shall preside. Otherwise, the Convention shall elect a president pro tempore from among its clerical members or a Bishop performing episcopal functions in the Diocese as provided by Canon.
- (b) The Convention shall elect annually by ballot members sufficient to fill any vacancy on the Standing Committee, whose eligibility and terms shall be delineated under the provisions of Title I, Canon 6, Section 6.01.
- (c) There shall be elected, or appointed, such other officers, committees, boards and trustees as shall be required by Canon, wherein their respective powers and duties shall be defined.

Section 6. LEGISLATION

The Convention shall have power to adopt such Canons and other legislation as it shall deem beneficial to this Diocese, and to amend or repeal the same, provided that such legislation shall be consistent with this Constitution and with the Constitution and Canons of the General Convention and not in conflict with any valid law established by civil authority.

Section 7. CONGREGATIONS

Provision shall be made by Canon for the organization of congregations and for their admission into union with the Diocese, and for their continuation therein or exclusion therefrom, or dissolution.

Section 8. VOTING

A simple majority vote shall be sufficient for the adoption of any motion, resolution or legislation, except as shall be otherwise required by Constitution or by Canon, or upon request of any seven members entitled to vote, the two orders shall vote separately, and concurrence of the requisite majority of each order shall be necessary for adoption.

ARTICLE V

ELECTION OF A BISHOP

The procedure for election of a Bishop shall be as provided by Canon, and the same procedure shall be applicable to election of a Bishop Coadjutor or a Suffragan Bishop. At any such election, a motion to go into committee of the whole shall be of highest privilege after the first ballot and shall be carried by one-third of the votes of each order.

ARTICLE VI

AMENDMENT OF CONSTITUTION

This Constitution or any part thereof may be amended in the following manner only: At least ninety days in advance of the annual Convention, the proposal to amend shall be submitted to the Bishop in writing, who shall give notice of the substance of the proposed amendment, not less than thirty days in advance of the Convention, to each member of the clergy entitled to seat and vote and to each congregation in union with the Diocese. The Bishop shall refer such proposal to an appropriate committee, which shall report to the Convention. After hearing the report of the committee, the amendment may be considered by the Convention and, if approved, or approved with change, then shall lie over until the next annual Convention. If the amendment is adopted at the second annual Convention by a majority of each order, the Constitution shall stand amended accordingly from and after the close of the day of final adjournment of the Convention at which such adoption occurs.

CANONS OF THE DIOCESE OF WESTERN MICHIGAN

As adopted by the 137th Diocesan Convention at Traverse City, Michigan, on April 9, 2011; and,

As amended by the 138th Diocesan Convention at Traverse City, Michigan, on April 20, 2012; and,

As amended by the 139th Diocesan Convention at Grand Rapids, Michigan on April 20, 2013.

Effective April 21, 2013.

CANONS
OF
THE DIOCESE OF WESTERN MICHIGAN

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CANONS
OF
THE DIOCESE OF WESTERN MICHIGAN

PREAMBLE

Diocesan Canons are an organizational, legal, and financial document, through which the Episcopal Diocese of Western Michigan is enabled to carry out its mission and vision. Our mission, rooted in the Anglican and Episcopal tradition, is to worship God, to follow Jesus Christ, to grow together in the Holy Spirit, and to serve the world. Our vision is to live our values and be healthy, mission-focused diverse parishes with innovative, collaborative engagement at all levels.

TITLE I

ORGANIZATION AND ADMINISTRATION

CANON 1 DEFINITIONS

Terms used in these Canons are defined, for purposes of this document, as follows:

- (a) “Bishop” refers to a Bishop Diocesan elected to that position as provided by the Constitution and Canons of this Diocese.
- (b) “Calendar Year” refers to a year beginning at the first moment of the day on January 1 and ending at the last moment of the day on the following December 31.
- (c) “Church” refers to The Episcopal Church as a constituent member of the Anglican Communion.
- (d) A “Communicant in Good Standing” shall include all persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church. An “Adult Communicant in Good Standing” in a Congregation is a communicant in good standing who is sixteen (16) years of age or older in that Congregation; and who, for the previous year, have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God. [As amended, April 21, 2012.]
- (e) The term “congregation” means a recognized body of worshipers in the Diocese.
- (f) “Diocesan Commission” refers to any and all institutions, councils, committees, commissions, task forces, ecclesiastical or other corporation, and any other group organized and performing a function for the Diocese, by whatever name or designation, as well as affiliated organizations and institutions.
- (g) “Diocese” refers to the Diocese of Western Michigan.
- (h) “Ecclesiastical Authority” refers to the Bishop Diocesan of the Diocese. During times when the Diocese is without a Bishop Diocesan, or the Bishop Diocesan is incapacitated or away, the Standing Committee is the Ecclesiastical Authority of the Diocese.

- (i) The “fiscal year” of the Diocese, and of its constituent Parishes, Missions, and organizations, is the calendar year.
- (j) A “New Congregation” is a congregational ministry of the Diocese or of a sponsoring Parish; in the charge of the Bishop, or at the Bishop’s discretion and pleasure, a presbyter.
- (k) A “Parish” is a self-governing and self-supporting congregation within the Diocese, permitted to incorporate or is incorporated under the laws of the State of Michigan, in the charge of a Rector, and authorized to send lay delegates with voice and vote to Convention. The Governing Body of a Parish is a Vestry.
- (l) A “Seasonal Chapel” is any Summer or Seasonal Chapel within the confines of the Diocese which shall be under the control and direction of the Bishop; who, in turn, shall order the liturgical norm for such chapels and be responsible for appointing members of the clergy to officiate and celebrate, as the Bishop sees fit and proper. The Bishop has the discretion for purposes of administration, to appoint a presbyter, resident in the Diocese, as Priest-in-Charge, to function and administer such a chapel. All assets and real properties of such chapels shall be vested in the Diocese as provided under Title I, Canon 2, Section 2.02, of these Canons.
- (m) The term “vote by orders” is a vote taken at a Convention or other occasion in which clerical and lay votes are counted and reported separately.
- (n) The “year” for terms of Diocesan office, shall begin at the close of the annual Convention, and extend to the close of the next annual Convention of the Diocese.
- (o) A person qualifies as a “youth delegate” if, in addition to being a member of a Parish and of this Church, that person is attending high school, or its equivalent.

CANON 2

THE ASSOCIATION OF THE DIOCESE

Section 2.01. STATUS

The Diocese of Western Michigan is a non-profit, non-stock ecclesiastical trustee corporation organized and existing under the laws of the State of Michigan, and is custodian for the collection, holding, investment and management of:

- (a) All property and permanent funds of the Diocese except such as are or may be held by the Bishop as discretionary funds.

(b) All property and funds which may be conveyed to and held by it in trust for specified congregations, societies, groups or committees.

(c) All property and funds conveyed to it in trust for the furtherance of any religious, educational or charitable purpose of this Church.

Section 2.02. TITLE OF PROPERTY

All conveyances shall be made to, and title to all property belonging to the Diocese shall vest in the Diocese, to be held for such purposes as its articles provide, or as the Convention may direct by Canon or resolution, or as may be provided in any will, trust instrument or valid order of a court of competent jurisdiction; provided that title to such property may be conveyed to and held by the Bishop Whittemore Foundation, a Michigan Ecclesiastical corporation organized and operated for the purpose of furthering the work of the Diocese, whenever and to the extent the Diocesan Council deems it necessary or expedient, and subject to such terms and conditions, if any, as the Diocesan Council sees fit to impose.

A Parish or other entity of the Diocese must obtain the approval of both the Bishop and the Standing Committee before acquiring or disposing of real property, whether by purchase, gift, bequest, or otherwise. Title to real property shall be held *in trust* for the Diocese of Western Michigan, except as otherwise directed by the Bishop and the Standing Committee.

Section 2.03. SECURITIES AND CONTRACTS

The Diocese shall have full authority to buy and sell investments, securities, notes, mortgages, and to enter into leases and other contracts upon the approval of the annual Convention or Diocesan Council.

Section 2.04. DIOCESAN FUNDS

The use of Diocesan funds shall be determined by the Diocesan Council.

Section 2.05. EXTENSION OF AGENCY SERVICE TO VESTRIES AND OTHERS

If any Vestry, society, guild, circle, or board of any congregation of this Diocese shall desire to avail itself of the services of the Diocese as an agency for the safekeeping and management of funds or securities, it may do so under such form of agency agreement as may be approved by the Diocesan Council. Application for such service shall be pursuant to resolution of the governing body of the applicant and shall have the written approval of the Rector.

CANON 3 THE CONVENTION

Section 3.01. ANNUAL CONVENTION

The date, time and place of annual Convention shall be appointed by the Ecclesiastical Authority.

Section 3.02. SPECIAL CONVENTIONS

The Ecclesiastical Authority shall have power to call special conventions and shall do so when requested in writing by any five members of the Standing Committee.

Section 3.03. NOTICE OF ANNUAL OR SPECIAL CONVENTION

Written notice of the date, time and place of holding any annual or special Convention shall be transmitted by the Secretary, either by mail or electronically, to every member of the clergy in the Diocese and to the wardens of every Parish or new congregation without a Rector or Vicar at least thirty days before the date of meeting.

Notice of an annual Convention shall be accompanied by a copy of the provisions of the Constitution and Canons relating to the election of lay delegates and alternates. A form of certificate of election of lay delegates and alternates shall be made available electronically, which is to be completed and signed (actually or electronically) by the Rector or warden and by the secretary of the Vestry or the secretary of the annual meeting at which they were elected, and transmitted to the Diocesan Secretary in accordance with the instructions therefor.

Notice of a special convention shall specify the purpose or purposes thereof.

Section 3.04. SELECTION OF DELEGATES

Each parish or new congregation shall be entitled to representation by lay delegation at Diocesan Convention. Representation at Diocesan Convention by lay delegates shall be based upon the average Sunday attendance as reported in the annual parochial report filed in the current year. The number of delegates shall be determined by the following:

<u>Average Sunday Attendance</u>	<u>Authorized Number of Delegates</u>
1-100	2 Delegates
101-150	3 Delegates
151+	4 Delegates

Lay delegates and alternates shall be chosen at a preceding annual meeting of the Parish or Mission in accordance with the Parish or new congregation By-Laws, unless there be a vacancy, in which case it shall be filled as prescribed by such By-Laws. At least one lay member of a Parish's delegation shall where possible be a member of the Vestry.

Youth Delegates at any Convention shall be selected as follows:

- (a) One youth delegate and one alternate from each of the five Deaneries shall be selected by each Deanery, at its first meeting following the preceding Diocesan Convention. The Deanery shall have the authority to fill any vacancies that occur in these two positions.

- (b) Five at-large Youth Delegates and five at-large alternates shall be appointed by the Bishop Diocesan with advice from relevant Diocesan committees. The Bishop Diocesan shall have the authority to fill any vacancies that may occur in these positions.

Section 3.05. FUNCTIONS OF CONVENTION

A convention, whether annual or special, except as limited by Constitution or Canon, has Power to:

- (a) Prescribe its own rules of procedure;
- (b) Amend the Constitution;
- (c) Enact, amend, or repeal Canons;
- (d) Elect a Bishop Diocesan, in case of vacancy;
- (e) Elect a Bishop Coadjutor or a Bishop Suffragan as provided by Constitution or Canon;
- (f) Elect officers and confirm appointments as provided by Constitution or Canon;
- (g) Appoint commissions, committees, agencies, ecclesiastical or other corporations, and boards, *ad hoc* or otherwise, as necessary for the business of the Convention, and to define their duties;
- (h) Admit a congregation into union with the Convention in the manner prescribed by Canon, and to terminate such union;
- (I) Adopt, order filed, or reject reports of officers and other instrumentalities;
- (j) Adopt budgets; and
- (k) Approve resolutions.

CANON 4

OFFICERS: ELECTED AND APPOINTED

Section 4.01. QUALIFICATIONS

To be eligible to serve as an officer of any Convention, member of the Standing Committee or Diocesan Council, deputy to the General Convention or Provincial Synod, any member of the clergy or lay person must be a communicant in good standing, except that a lay person may be elected who has not previously been elected a delegate to the annual Convention.

Diocesan officers (except for the Standing Committee and the Diocesan Council) provided for in this Canon may be nominated by the Ecclesiastical Authority and, if there be no other nominations, elected by acclamation by the Convention.

All people who want to participate in the life, worship and governance of this Church shall be encouraged regardless of race, color, ethnic origin, national origin, marital status, gender, sexual orientation, disabilities or age, except as otherwise specified by Canons. Every effort shall be made in every election or appointment process, to include members of underrepresented groups.

Section 4.02. PRESIDING OFFICER

The presiding officer shall be as provided in Article III, Section 5, of the Constitution. The presiding officer shall:

- (a) Control the order of business except as otherwise provided by rules prescribed by the Convention or by Canon,
- (b) Maintain order and decorum and accelerate the dispatch of business, and
- (c) Shall have no vote except in case of a tie.

Section 4.03. SECRETARY

The Secretary shall be elected by the annual Convention for a term of one year and shall have the duty to:

- (a) Attend to the giving of all notices of a Convention and shall perform all duties assigned by the presiding officer or by the Convention, or by Canon,
- (b) File and preserve all certificates of election of lay delegates and all written reports laid before the Convention;

- (c) Preserve in permanent form complete minutes of the proceedings of the Convention and all its records;
- (d) Deliver to the Bishop such documents of historical value as the Bishop may request;
- (e) Prepare, proofread and cause promptly to be printed, the Journal of the annual Convention, and shall transmit or disseminate a printed or electronic copy thereof throughout the Diocese at the direction of the Diocesan Council.

The Secretary may appoint an Assistant Secretary or secretaries with approval of the annual Convention.

Section 4.04. TREASURER

The Treasurer shall be elected by the annual Convention for a term of one year. Prior to engaging in the duties of office, the Treasurer shall give bond as required by Canon of the General Convention. Such bond shall be deposited with the Bishop.

The Treasurer or the Diocesan Financial Officer shall have the duty to:

- (a) Receive and safely preserve and account for all monies and other things of value which come into the Treasurer's possession or control, and to make disbursement therefrom when, as, and only to the extent, duly authorized;
- (b) Maintain in books belonging to the Diocese an accurate record in detail of all receipts and disbursements of money or other things of value and to maintain a separate complete account of each fund;
- (c) Obtain and keep on file proper receipts and vouchers evidencing all disbursements;
- (d) Present to the annual Convention, and deliver to the Diocesan Council upon request, a detailed report of the receipts and disbursements of each fund, and of the balance on hand;
- (e) Cause an audit satisfactory to the Diocesan Council to accompany the annual report;
- (f) Exercise diligence in the collection of all funds due and payable to the Diocese; and
- (g) Deliver promptly to a duly elected and qualified successor in office, all monies and other things of value which have come into the Treasurer's hands, or control and which have not been lawfully disbursed, together with all books, records, files, documents, receipts, vouchers, and correspondence pertaining to the office of Treasurer.

Section 4.05. ASSISTANT TREASURER

An Assistant Treasurer may be elected and shall give bond in the same manner as the Treasurer and shall assist the Treasurer as requested and perform the duties of Treasurer in case of absence or disability of the Treasurer.

Section 4.06. REGISTRAR

The Registrar shall be elected by the annual Convention for a term of one year and shall be the custodian of all diocesan documents and records not in the hands of the Bishop or required by Canon to be in the custody of some other officer.

Section 4.07. CHANCELLOR AND VICE CHANCELLORS

The Bishop shall appoint a Chancellor and may appoint such Vice-Chancellors as the Bishop deems necessary, all for a term of one year.

The Chancellor and Vice-Chancellors shall have the duty to, promptly, upon request from the Bishop prepare to the Bishop an opinion of the law or procedure relating to any question of law or legal procedure relating to the affairs of the Diocese, or any Parish.

The Vice-Chancellors shall assist the Chancellor and act under the Chancellor's supervision. In the absence or disability of the Chancellor, the Bishop may designate one of the Vice-Chancellors to act.

Section 4.08. HISTORIOGRAPHER

The Bishop may appoint without necessity for confirmation an Historiographer to serve at the pleasure of the Bishop. As the historian of the Diocese, the Historiographer shall prepare and file with the Registrar accurate records, or copies thereof of important Diocesan events.

Section 4.09. STANDING COMMITTEE

The annual Convention shall elect by ballot a Standing Committee consisting of four members of the clergy and four adult communicants in good standing for no more than two consecutive terms of three years each as provided in Title I, Canon 6.

Section 4.10. DIOCESAN COUNCIL

The annual Convention shall elect members of the Diocesan Council as required under the provisions of Title I, Canon 7.

Section 4.11. NOMINATING COMMITTEE

The Bishop shall appoint members of a Nominating Committee subject to confirmation by the Diocesan Council, to assist in nominating persons for appropriate offices, to be elected by the annual Convention, and to assist in the conduct and tally of elections and voting at a Convention. The term of office for members of the Nominating Committee shall be from the time of

appointment until the conclusion of the next subsequent annual Convention. No one who is a candidate for elective office shall serve on the Nominating Committee.

CANON 5

DEPUTIES TO GENERAL CONVENTION AND PROVINCIAL SYNOD REPRESENTATIVES

Section 5.01. ELECTION OF DEPUTIES AND ALTERNATES TO GENERAL CONVENTION

The annual Convention shall elect by ballot, not later than the next year preceding any General Convention, eight deputies to the General Convention, being four members of the clergy and four adult lay communicants in good standing together with an equal number of alternate deputies having like qualifications.

The four members of the clergy and four adult lay communicants in good standing first receiving a simple majority of the votes cast, shall be declared elected deputies. An election shall then be held for alternate deputies. The four members of the clergy and four adult lay communicants in good standing receiving the highest number of the votes cast, shall be declared elected alternate deputies. Alternate deputies are to be ranked in the order of their election.

Section 5.02. PROVINCIAL SYNOD

Every three years the annual Convention shall elect by ballot one member of the clergy and two adult lay communicants in good standing to serve as Diocesan representatives on the Provincial Synod for a period of three years. At the same time one member of the clergy and two adult lay communicants in good standing shall be elected to serve as alternate Diocesan representatives on the Provincial Synod for a period of three years. One representative, either clerical or lay, must be a deputy to General Convention.

Section 5.03. DUTIES

It shall be the duty of the Deputies to the General Convention and Provincial Synod to notify the Bishop and the Secretary of the Diocesan Convention at least three weeks before the session of the General Convention or Provincial Synod, as the case may be, whether or not they will attend the same; and it shall be the duty of the Bishop and Secretary, in case any deputies decline to attend such session, to notify the alternate deputies consecutively as provided in Canon 5, Section 5.01, above, of the vacancies as they occur, and to see that they are filled accordingly by some alternate deputy. If any vacancy shall occur in the delegation from the Diocese during a session of the General Convention or of the Provincial Synod, the Bishop, with the concurrence of such deputies or representatives as may be present, may appoint to fill such vacancy any person possessing the qualifications necessary for a deputy or representative, with preference to alternates present.

CANON 6

THE STANDING COMMITTEE

Section 6.01. COMPOSITION

In 2013, and every third year thereafter, one member of the clergy and one confirmed adult communicant shall be elected by the annual Convention, for three-year terms. In 2014, and every third year thereafter, one member of the clergy and two confirmed adult communicants shall be elected by the annual Convention, for three-year terms. In 2015, and every third year thereafter, two members of the clergy and one adult communicant in good standing, shall be elected by the annual Convention for terms of three years as terms expire. No person in the ordination process may serve on the Standing Committee.

Vacancies shall be filled at the next annual Convention by election for the remainder of the unexpired term, in addition to the positions elected as provided, above. [As amended, April 20, 2013.]

Section 6.02. ORGANIZATION

The Standing Committee shall elect at its first meeting following the annual Diocesan Convention a member to be president, a member to be vice-president and a member to be secretary. A majority shall constitute a quorum.

Section 6.03. EXPENSES

All necessary expenses incurred by members of the Standing Committee in attending its sessions shall be paid by the Treasurer from the General Fund.

Section 6.04. POWERS

During the interval between annual Conventions, the Standing Committee, by and with the approval of the Bishop, shall have the power to fill by appointment, any vacancy in any elective or appointive office of the Diocese, except as otherwise provided by Canon. Such appointment will be for the unexpired portion of the term.

Section 6.05. DUTIES

The Standing Committee shall have the duty to:

- (a) Call a special Convention when there is no Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan.
- (b) Investigate and make a recommendation to the Bishop regarding any matter of difference arising between a member of the clergy and a congregation or Vestry, which

matter is first referred to the Standing Committee by the Ecclesiastical Authority. Such recommendation shall be binding upon the Bishop's approval.

- (c) Preserve in a book belonging to the Diocese, correct minutes of all proceedings of the Committee which shall be signed by the secretary and countersigned by the president. Such record shall be at all times subject to inspection by the Ecclesiastical Authority and a summary thereof shall be presented at the annual Convention next following.
- (d) Within 30 days following a meeting of the Standing Committee, a copy of the minutes of that meeting (whether or not yet approved as presented or corrected) shall be provided to each member of the Diocesan staff and to each member of the Diocesan Council. These minutes may be provided by electronic means.

Section 6.06. RECUSAL

The clergy or any member of a Parish involved in any matter pending before the Standing Committee shall recuse himself or herself from discussion and vote on that matter. In addition, no clergy or lay person who is connected to a Parish implementing a plan to restore congregational health or connected to a congregation undergoing a dissolution will be eligible for election/appointment to Standing Committee and if that designation occurs during a member's term their resignation would be required.

CANON 7 THE DIOCESAN COUNCIL

Section 7.01. COMPOSITION

The Diocesan Council shall be composed of the Bishop, a designated youth representative, the Chairperson of each Deanery Convocation, and two additional persons nominated by each Deanery and elected by annual Convention. The Bishop shall have the authority to appoint the designated youth representative on an annual basis or as vacancies arise. Each Deanery Delegation to Diocesan Council must include at least one lay person and at least one member of the clergy. The Chancellor and the Treasurer shall be *ex-officio* members of the Diocesan Council without vote.

Section 7.02. ELECTION

In the years in which a full term for Chairpersons of Deanery convocation begins, no other three- year term members will be elected to Council. In every other year, each convocation of the Deaneries shall nominate and the annual Convention shall elect one person, lay or clerical, to serve a three-year term on Diocesan Council. Members so elected to a three-year term shall not be eligible to succeed themselves more than once.

Vacancies between annual Conventions shall be filled for the remainder of the unexpired

term by election of the same Deanery convocation from which the member causing the vacancy was nominated. All persons elected to fill vacancies shall be confirmed by election at the next annual Convention.

Section 7.03. OFFICERS

The Bishop shall normally serve as presiding officer. The Council shall elect from its ranks annually a Vice President. A secretary, who need not be a member of the Diocesan Council, may be likewise elected.

Section 7.04. FUNCTION

The Diocesan Council shall function as the executive committee of the Diocese acting with the authority of and in the name of the Diocese between meetings of the annual Convention and in accordance with such direction and limits as may be set forth by the Diocese in its own articles of incorporation or by such resolutions or canons that may be passed by the Convention.

Section 7.05. DUTIES OF THE DIOCESAN COUNCIL

The Diocesan Council shall:

- (a) Meet on sufficient occasions during the year on call of the presiding officer to enable it to carry out its function and duties;
- (b) Have general supervisory oversight over the work of all commissions of the Diocese;
- (c) Develop strategy, policy and work in the name of the Diocese in conjunction with the Bishop and all other agencies of the Diocese;
- (d) Receive, control, and expend through the Treasurer, all monies of the General Fund, for purposes designated by the Budget adopted by Convention, and as permitted and required by Title I, Canon 9 of these Canons; and
- (e) Submit a written annual report of its work to the annual Convention.
- (f) The Diocesan Council shall maintain, or cause to be maintained, a system of retirement pensions for all lay employees of the Diocese, commensurate with the Canons and directives of the General Convention. All such programs shall be reviewed annually in light of changing economic conditions and needs of such employees. The Diocese also recognizes the right of lay employees to enter into individual or collective bargaining with the Diocese on any economic issue.
- (g) Within 30 days following a meeting of the Diocesan Council, a copy of the minutes of that meeting (whether or not yet approved as presented or corrected) shall be provided to each member of the Diocesan staff and to each member of the Standing Committee. These minutes may be provided by electronic means.

Section 7.06. COUNCIL MEETINGS TO BE OPEN AND PUBLIC

All meetings of the Council shall be held in open session, with time, date, and place being announced by appropriate means to the entire Diocese, and members thereof, clerical and lay, shall be invited and urged to attend such meetings. Executive sessions shall be permitted upon two-thirds vote of all Council members present and voting for the considerations of personnel matters. The ultimate resolution of such personnel matters shall be reported and ratified by vote in open meeting.

CANON 8 DEANERIES AND CONVOCATIONS

Section 8.01. COMPOSITION

The Diocese shall be divided into five Deaneries, the same to be determined by the Diocesan Council.

Section 8.02. PURPOSE AND POWERS

The Deanery provides a vehicle for Parishes and new congregations in proximity to each other to undertake projects and activities in furtherance of their respective missions and the mission and vision of the Diocese, which would be too difficult for one Parish or new congregation to undertake alone, or which would so drain the resources of one Parish or new congregation as to make the effort impracticable.

The Deanery Convocation shall be responsible for carrying out the following duties:

- (a) Promoting and aiding in the implementation of cooperative ministries among the congregations in the Deanery;
- (b) Identifying and communicating program and ministry ideas to the appropriate Diocesan Commission;
- (c) Aiding Diocesan commissions in the implementation of programs and ministries in the Deanery;
- (d) Raising funds as necessary to its activities;
- (e) Providing a forum for discussion of upcoming Diocesan Convention business and disseminating and responding to Diocesan communications relating to Convention concerns;
- (f) Proposing names as required for membership on Diocesan Commissions; and
- (g) Performing such other duties assigned by these Canons or the Constitution.

Section 8.03. MEMBERS

The membership of each Deanery Convocation shall consist of the canonically resident clergy in that Deanery, the lay delegates to annual Convention from each congregation contained within the Deanery and the youth delegates to the annual Convention from congregations contained within that Deanery. Each Deanery Convocation may determine additional Deanery membership as desired.

Section 8.04. MEETINGS

Each Deanery Convocation shall meet not less than three times each year and such additional times as may be deemed necessary by the Chairperson or at the request of not less than 8 members of the convocation.

Section 8.05. OFFICERS

Each Deanery Convocation shall elect the following officers:

- (a) A Chairperson to serve for a three-year term beginning immediately after the conclusion of the annual Convention commencing in 2012. The Chairperson may be lay or clerical, and shall be elected by secret ballot by the Deanery Convocation. In case of a vacancy, the Deanery Convocation shall fill the vacancy in the same manner for the remainder of the unexpired term. The Chairperson shall preside at meetings of the Deanery Convocation, and shall carry out such duties and communications as the Deanery Convocation or the Bishop may assign.
- (b) A Vice-Chairperson, who shall preside at convocation meetings in the absence of the Chairperson.
- (c) Either the Chairperson or Vice-Chairperson must be a member of the clergy.
- (d) A Secretary and a Treasurer, who each shall perform the customary duties of their respective offices.

Diocesan Council members from the Deanery shall be nominated by the Deanery Convocation, as provided by Canon 7, at a meeting held no more than 60 days, and no less than 30 days, prior to the annual Convention.

CANON 9 THE GENERAL FUND

Section 9.01. PURPOSE

The General Fund shall include all unrestricted funds of the Diocese and shall be used for the share of the Diocese in the General Church Program of The Episcopal Church as adopted by the

General Convention, support of Diocesan Parishes, new congregations and Commissions, the stipend and expenses of the Bishop and the salaries and expenses of the Diocese.

Section 9.02. SOURCES, RECEIPTS AND DISBURSEMENTS

The General Fund shall be derived from income from designated and unrestricted endowment and trust funds and from the apportionments of each congregation. All monies due or accruing to the Fund shall be paid to the Treasurer, who shall pay no monies therefrom which have not been provided for by the Budget adopted at the annual Convention, unless authorized to do so by the Diocesan Council, or by the Bishop for expenditures under \$1,000.

Section 9.03. PARISH APPORTIONMENT

The Program and Budget of the Diocese, including its obligation to The Episcopal Church, shall be funded by an annual apportionment of each Parish based on its Net Operating Income. This income shall be the total operating income as shown on the most current annual Parochial Report.

A Parish may use as its Net Operating Income for this formula the average of the last three Parochial Reports, or the most recent Parochial Report, whichever is the smaller amount.

A Parish may then deduct from this amount the actual dollar amount of apportionment funds paid to the Diocese in the preceding year. This is the figure upon which the new apportionment is to be based.

The apportionment formula is as follows:

- 10% of the first \$75,000 (\$1 - \$75,000)
- 12% of the second \$75,000 (\$75,001 - \$150,000)
- 14% of the third \$75,000 (\$150,001 - \$225,000)
- 16% of any amount above \$225,001

This apportionment shall be paid in twelve equal monthly payments.

The Diocesan office will inform each Parish of its apportionment in a timely manner. Each Parish will then have a maximum of 45 days to respond in writing. If a Parish believes itself to be unable to meet the apportionment it must indicate in writing why that is so. The Apportionment Review Committee will then contact the Rector/Senior Warden to meet with them and to connect them with those groups in the Diocese that are prepared to offer assistance.

If a Parish will not work in good faith with the Apportionment Review Committee and the supportive groups within the Diocese, with the goal of strengthening the Parish and meeting the apportionment goal, the Bishop and the Standing Committee will have the option of prescribing a course of action for the health of the Parish, pursuant to Title II, Canon 31.

Section 9.04. BUDGET

The Diocesan Council shall:

- (a) Be responsible for submitting to the annual Convention for approval, a balanced budget incorporating all the work and program of the Diocese. The proposed budget shall be distributed to all Convention delegates at least thirty (30) days prior to the annual Convention.
- (b) Advise the National Executive Council of the amount the Diocese intends to pay towards the National Church Program that year; and
- (c) Have the authority during the course of the year to modify the budget approved by the annual Convention in any manner it deems necessary to balance expenditures with anticipated resources.

Section 9.05. BUDGET PROCEDURE

- (a) Six months before the commencement of the next Diocesan Convention, the Diocesan Council will ask the chairs of each Diocesan commission to prepare a proposed budget for the following year and submit it to the Diocesan Council not later than four months before the commencement of the next Diocesan Convention.
- (b) A proposed budget will be prepared listing all proposed receipts and expenditures and shall be presented to the Diocesan Council not later than two months before the commencement of the next Diocesan Convention.
- (c) The Diocesan Council will review the report and initiate the process of balancing the proposed expenditures with the forecasted receipts. Not later than one month before the commencement of the next Diocesan Convention, the Diocesan Council will approve a proposed balanced budget for the following year. The proposed budget will be distributed to all Convention delegates at least thirty (30) days prior to the annual Convention.

CANON 10 THE COMMITTEE ON CONSTITUTION AND CANONS

Section 10.01.

The Bishop shall appoint a Committee on Constitution and Canons to consist of such number of persons, clergy or lay, as the Bishop shall deem necessary. The Chancellor or a Vice-Chancellor shall serve as chairperson of the Committee. The members of the Committee shall serve a term commencing upon appointment by the Bishop and running through the close of the next subsequent annual Convention or until their successors are appointed.

Section 10.02. DUTIES

The Committee on Constitution and Canons shall review proposed revisions to the Constitution and Canons of the Diocese referred to it by the Bishop. Such review shall be to determine the canonical propriety of said revision and the compatibility of the proposed revision with the Constitution and Canons of the General Convention, the Constitution and Canons of the Diocese and any other documents that may be relevant. The Committee shall report the results of such review to the Bishop, the Diocesan Council, and the annual Convention.

CANON 11 ELECTION OF A BISHOP

Section 11.01. ELECTION OF A BISHOP

The election of a Bishop Diocesan, or of a Bishop Coadjutor, or of a Bishop Suffragan, shall be made at a Convention, either annual or special, as described by these Canons. If such election occurs at an annual Convention it shall be required that notice of the Convention include notice of the intent to elect such a Bishop, and that such notice be distributed to Convention delegates not less than 60 days prior to the Convention. Notification of a special Convention called for the purpose of electing a Bishop Diocesan, a Bishop Coadjutor, or a Bishop Suffragan shall be distributed to Convention delegates not less than 60 days prior to the special Convention, and such notice shall state the purpose of the special Convention.

Section 11.02. PROCEDURE

The election of a Bishop Diocesan, or of a Bishop Coadjutor, or of a Bishop Suffragan shall be in the following manner:

- (a) Nominations shall only be made as follows to the Standing Committee no later than the date specified by the Standing Committee:
 - (1) By the Search Committee appointed as directed by the Standing Committee; and
 - (2) By petition, the form of which shall be determined by the Standing Committee, signed by no less than three (3) clergy members canonically resident in no less than two (2) Deaneries and by no less than three (3) lay members in good standing of at least two (2) Deaneries. The person nominated must indicate such person's willingness to be nominated and consent in writing to the normal background checks no later than the date specified by the Standing Committee.
- (b) All nominees whose nomination has been made as set forth in subsection (a) hereof shall be eligible for election and no nominations may be made from the floor of Convention.

- (c) The members of clergy and lay delegates to Convention shall vote by ballot and by orders. A concurrence of a majority of both orders shall be necessary for an election. If in either order less than 60 percent of all entitled to vote are present, two-thirds of the votes of those present in that order shall be necessary to determine the election. Absent non-stipendiary members of the clergy and absent retired members of the clergy shall not be counted in determining the majority of clergy.

Section 11.03. FAILURE TO ELECT

In case of failure to elect upon any ballot as herein provided, the Convention shall continue to ballot until an election occurs or the Convention adjourns.

CANON 12 THE BISHOP COADJUTOR

The Bishop Coadjutor, if any, shall be *ex-officio* a member of all Diocesan commissions of which the Bishop Diocesan is *ex-officio* a member. In the absence or disability of the Bishop Diocesan to act, the Bishop Coadjutor shall possess all the powers and perform all the duties of the Bishop Diocesan prescribed in these Canons.

CANON 13 COMMITTEES

The Bishop may establish committees whose duties, membership and duration shall be designated from time to time by the Bishop with the advice and consent of Diocesan Council.

CANON 14 COMMISSION ON MINISTRY

The Commission on Ministry shall be appointed by the Bishop. The Commission shall consist of nine members appointed for three year terms from members of the laity, deacons, and presbyters. The duties of the Commission will be to advise and assist the Bishop in the implementation of Title III of the Canons of the General Convention. No person in the ordination process may serve on the Commission on Ministry.

**CANONS 15 - 19
RESERVED**

TITLE II PARISHES

CANON 20 EQUALITY OF CONGREGATIONS

Section 20.01. EQUALITY OF CONGREGATIONS

All congregations, financially self-supporting or otherwise, shall be equal with respect to the Canons of the Diocese.

CANON 21 ESTABLISHMENT OF NEW CONGREGATIONS

Section 21.01. ESTABLISHMENT OF NEW CONGREGATIONS

- (a) On recommendation of the Bishop and Standing Committee, the Diocesan Council may establish a new congregation, subject, however, to the provisions of Section 21.04 of this Canon.
- (b) If the gathering place for worship of the proposed new congregation be within ten miles of the church of any Parish in union with the Convention, the Bishop and Diocesan Council shall consult with the Rector and Vestry of each such Parish church before establishing the new congregation.
- (c) An application for establishment of a new congregation shall be made in writing to the Bishop. which application shall begin with a letter addressed to the Bishop, in form substantially saying:

“We, the subscribers, baptized, adult persons, residents of the town of _____ in the State of Michigan, request, pursuant to Title II, Canon 21, Section 21.01 of the Canons of the Diocese of Western Michigan that a new congregation be established at _____, to be known as _____ . We promise obedience to the Constitution and Canons of the General Convention of The Episcopal Church, the Constitution and Canons of the Diocese of Western Michigan, and to the Bishop Diocesan of the Diocese of Western Michigan.

The following items shall be attached to the application:

- (1) A description of the group (which may be identified by native language, ethnic group, geographic location, or other affinity) to be served by the proposed new congregation;
- (2) An explanation of the reasons why such group would be better served by the establishment of the proposed new congregation than by other existing parishes;
- (3) A description of the physical facilities to be used by the proposed new congregation;
- (4) A description of the arrangements proposed for taking charge of the spiritual affairs of the proposed new congregation;
- (5) A description of the relationship contemplated between the sponsoring Parish or Diocese and the proposed new congregation, including the arrangements for supervision of the financial affairs of the new congregation and any expectations for eventual self- sufficiency of the proposed new congregation; and,
- (6) An affirmation to the effect that the proposed new congregation will, if established, obey the Constitution and Canons of the General Convention of The Episcopal Church in the United States of America, the Constitution and Canons of the Diocese of Western Michigan, and the Bishop Diocesan of the Diocese of Western Michigan.

The application shall include any additional information the Bishop may require to determine the need, and the adequacy of the arrangements, for such proposed new congregation.

- (d) After establishment of a new congregation under this Canon, the Bishop shall appoint a presbyter to have charge of the spiritual affairs of the new congregation under direction of the Bishop. The presbyter's salary shall be fixed within the approved Diocesan guidelines for clergy compensation. A new congregation established under this Canon shall not place itself under the charge, temporary or permanent, of any person without the consent of the Bishop Diocesan.
- (e) The Bishop and presbyter shall appoint an advisory committee from the members of the new congregation to serve until the new congregation holds its first annual meeting.
- (f) A meeting of the new congregation shall be held annually during the month of January on such date as may be fixed by the by-laws. The first annual meeting will be set by the Bishop or by the presbyter in charge of the congregation. The first annual meeting shall adopt by- laws; and the first and each subsequent annual meeting shall be held for the

following purposes:

- (1) The election of wardens, secretary, treasurer and not more than six other persons having the qualifications of voters, to constitute the advisory committee;
 - (2) Consideration and action upon recommendations of the presbyter or advisory committee concerning secular business of the new congregation;
 - (3) Reception of reports;
 - (4) Consideration and action upon proposed amendments to the by-laws; and,
 - (5) If admitted into union with the convention, election of the authorized number of lay delegates to represent the new congregation at the convention, as determined according to Title I, Canon 3, Section 3.04 of these Canons, together with the same number of alternates. Delegates must have the same qualifications as prescribed for delegates from parishes. If not so elected, the advisory committee may appoint delegates and alternates to the convention.
- (g) Special meetings of the new congregation may be called by the presbyter or advisory committee for purposes to be stated in the notice of the meeting.
- (h) Notices of the annual and all special meetings shall be given in accordance with Title II, Canon 22, Sections 22.03 and 22.04 of these Canons.
- (I) Qualification of voters is the same as provided in Title II, Canon 22, Section 22.05, of these Canons.
- (j) The wardens, secretary and treasurer shall have such duties as conform as nearly as practicable to those of the corresponding officers of a Parish. The treasurer shall give bond under the circumstances and in the form required by the Canons of this Diocese and of the General Convention, satisfactory to the Bishop and Standing Committee.
- (k) New congregations shall be incorporated under the Michigan statutes permitting incorporation of Protestant Episcopal Churches when they show evidence of being financially self-sufficient for at least one year. Title to all personal property given to or purchased by or for new congregations established under this Canon, and to monies contributed for operating purposes, shall vest in the treasurer of the new congregation and his or her successors in office, in trust for the new congregation, subject to use by the presbyter in his or her canonical administration.

- (l) The Diocese of Western Michigan shall hold title to all real estate given to, or purchased by or for, a new congregation established under this Canon. Donations of real estate for the benefit of a new congregation shall not be accepted except by consent of the Bishop and the Standing Committee of the Diocese of Western Michigan, as provided by Title I, Canon 2, Section 2.02 of these Canons.
- (m) Title to endowments and invested funds given or bequeathed for the use or benefit of a new congregation established under this Canon shall be held by the Diocese of Western Michigan, which shall administer the same for the purposes directed in the instrument of gift or trust, unless some other Trustee shall be named in such instrument and shall accept the trust.
- (n) When a new congregation is replaced by an incorporated Parish, such Parish shall be deemed the lawful successor of the new congregation and all property held in trust for the new congregation shall be conveyed to such Parish, provided such conveyance is not inhibited by the provisions of the trust, and provided further, that the provisions of Title I, Canon 2, Section 2.02 of these Canons are complied with.
- (o) Before any church, Parish house or other buildings shall be built by such a new congregation, or structural alterations made to any existing building, satisfactory drawings thereof shall be submitted to and approved by the Bishop Diocesan and the Standing Committee of the Diocese of Western Michigan, in conformance with Title I, Canon 2, Section 2.02 of these Canons.

Section 21.02. SUPERVISION OF FINANCIAL AFFAIRS

The financial affairs of the new congregation shall be supervised by the Diocese.

Section 21.03. DISSOLUTION OF A NEW CONGREGATION

On recommendation of the Bishop, the Diocesan Council may close a new congregation after giving the officers of the new congregation a reasonable opportunity to be heard. In such case, the real estate and invested funds held by, or for, the Diocese of Western Michigan for the benefit of such new congregation shall be administered for the benefit of the evangelical work of the Diocese and may be leased, mortgaged, sold or otherwise disposed of, with the advice and consent of the Bishop and the Standing Committee, as provided by Title I, Canon 2, Section 2.03 of these Canons. All personal property and funds in the custody of the new congregation treasurer shall be turned over, in such case, to the Treasurer of the Diocese, to be used under the direction of the Bishop and Diocesan Council for the evangelical work of the Diocese.

Section 21.04. CHANGE FROM NEW CONGREGATION STATUS TO PARISH STATUS

- (a) To become a Parish, a new congregation must make an application to the Bishop, which application shall begin with a letter addressed to the Bishop, in form substantially saying:

“We, the subscribers, baptized, adult persons, members of the new congregation of _____, request that the status of the new congregation be changed to a Parish, to be known as _____. We continue to promise obedience to the Constitution and Canons of the General Convention of The Episcopal Church, the Constitution and Canons of the Diocese of Western Michigan, and to the Bishop Diocesan of the Diocese of Western Michigan.

The application shall provide the basis by which:

- (1) A need exists for the establishment of such a Parish;
- (2) A building has been acquired, or the use of a building provided.

The following items shall be attached to the application:

- (3) A copy of the congregation’s proposed, or existing, Articles of Incorporation;
 - (4) The congregation’s application for, or acceptance of, incorporation under the laws of the State of Michigan permitting incorporation as an Ecclesiastical corporation for Protestant Episcopal Churches;
 - (5) A copy of the congregation’s by-laws;
 - (6) Documentation establishing the congregation’s tax-exempt status;
 - (7) A copy of the previous year’s audited financial records of the congregation; and,
 - (8) Any additional information the Bishop may require.
- (b) If the location of the place of worship of the proposed Parish is within ten miles of the church of any existing congregation in union with this Diocese, the Bishop and the Diocesan Council shall obtain the consent from the Rector and Vestry of each such existing congregation before approving the change of status of the new congregation to a Parish.
- (c) The Bishop shall consult with the Diocesan Council and the Standing Committee regarding the merits of the application, and then shall submit a recommendation to Convention.

Section 21.05. APPROVAL BY CONVENTION

If, after the recommendation required by Title II, Canon 21.03 (c), above, the next annual Convention of the Diocese shall approve the same, the congregation shall thereby be admitted into union with the Diocese. If such recommendation shall not receive approval of the annual Convention of the Diocese, the annual Convention shall by resolution determine the disposition of the new congregation.

Section 21.06. CERTIFICATE OF UNION

Upon approval of the recommendation by the annual Convention, as provided by Title II, Canon 21, Section 21.04, above, the Bishop Diocesan shall issue a certificate of union. The Bishop's certificate that said union has been effected shall be retroactive to the close of the Convention which approved the recommendation, and shall be final and conclusive.

CANON 22 PARISH MEETINGS

Section 22.01. BY-LAWS

All by-laws adopted by any congregation shall be consistent with the Constitution and Canons of the General Convention and the Constitution and Canons of this Diocese.

Section 22.02. ANNUAL PARISH MEETING

A Parish meeting shall be held annually in each congregation within the month of January. Such annual meeting shall:

- (a) Elect qualified adult communicants in good standing to the Vestry;
- (b) Consider and act upon recommendations of the Vestry concerning secular business of the Parish;
- (c) Receive reports of the Rector, secretary, treasurer, and other officers of the Parish and of its organizations; and,
- (d) Consider and act upon proposed amendments, if any, to the articles of incorporation or by-laws of the Parish.

Section 22.03. NOTICE OF ANNUAL MEETING

Notice of the date, hour and place of holding each annual meeting shall be given at a regular service on each of the two Sundays next preceding such meeting, by the Rector, or in the Rector's absence by a warden; or notice may be given with like effect by such publishing, posting, mailing or electronic means as the Vestry may direct.

Section 22.04. SPECIAL PARISH MEETING

Special meetings of a congregation may be called by:

- (a) The Rector; or,
- (b) Written consent of two-thirds of the Vestry; or,
- (c) Written consents of a majority of the Vestry if the Rector approves; or,
- (d) Consent of a majority of the Vestry if there be no Rector.

Notice of a special meeting shall state the purpose or purposes thereof and may be given in the same manner as notice of an annual Parish meeting.

Section 22.05. QUALIFICATIONS OF VOTERS

At all Parish meetings, whether annual or special, the right to vote shall be limited to baptized persons:

- (a) not less than 16 years of age,
- (b) whose baptisms have been duly recorded in said Parish,
- (c) who for a period of not less than six months preceding have been regular worshiper in the Parish; and,
- (d) who for not less than six months preceding have been bona fide regular contributors to its support, according to the method used in the Parish. Physical disability or absence from the Parish during the preceding six months shall not disqualify an otherwise qualified voter.

Before any vote has been taken, the presiding officer shall state to the persons present the foregoing qualifications of voters. The Rector and the wardens shall be judges of the qualifications of voters. If a warden is absent, the presiding officer may appoint a member of the Vestry to act in place of the warden. The judges of an election shall not permit an unqualified person to vote. Proxy ballots shall not be accepted.

Section 22.06. ORDER OF BUSINESS

Unless otherwise provided by by-law or resolution, the presiding officer shall control the order of business. The presiding officer may appoint tellers and other assistants. The secretary shall preserve a list of the names of all persons who voted for Vestry members. The list shall be signed by the judges of election.

CANON 23

THE VESTRY: ITS OFFICERS, MEETINGS, AND DUTIES

Section 23.01. ORGANIZATION OF VESTRY

The Vestry of a Parish shall consist of not less than six nor more than fifteen lay members. Within these limits the number may be fixed by by-law. Members of the Vestry shall be adult communicants in good standing as defined by Title I, Canon 17, Sections 2 and 3 of the General Convention, and shall be qualified voters of the congregation. Vestry members may not be a Spouse, Parent, Sibling, or Child of or reside in the same household as the Rector or any other Vestry member. [As amended, April 21, 2012.]

The by-laws of a Parish shall provide for multi-year Vestry terms, arranged so that an equal number of members are elected each year. An election of Vestry members shall be preceded by nomination. No voter shall vote for more candidates than the total number of Vestry members to be elected. A majority of all votes cast shall be necessary to elect.

Immediately following the annual meeting (unless otherwise provided by by-law) the newly constituted Vestry shall meet and elect for a term of one year:

- (a) a senior warden,
- (b) a junior warden,
- (c) a secretary,
- (d) a treasurer, and
- (e) the authorized number of lay delegates to represent the Parish at the Convention, as determined according to Title I, Canon 3, Section 3.04, together with the same number of alternates.

The secretary and the treasurer shall be *ex-officio* the secretary and treasurer, respectively, of the Parish, unless otherwise provided by by-law.

Section 23.02. QUALIFICATIONS

The wardens shall be Vestry members. The secretary and treasurer shall be qualified voters of the congregation who may or may not be members of the Vestry. The delegates and alternates shall be qualified voters of the congregation.

Section 23.03. VESTRY MEETINGS

Unless otherwise provided by by-law, the Vestry shall meet as often as once in each month in ten months of the calendar year at such day, place and hour as shall be fixed by resolution or by-law. Notice of a stated meeting, although desirable, shall not be legally necessary. The Rector, when present, shall preside at all Vestry meetings but shall have no vote except in the case of a tie. In the Rector's absence from the meeting, one of the wardens, if present, shall preside. In the case of a vacant cure, the Senior Warden, if present, shall preside, and if the Senior Warden not be present, the Junior Warden shall preside.

A special meeting of the Vestry may be called by the Rector at any time, upon notice given in any practical manner to each Vestry member. The purpose of the special meeting shall be stated as a part of the notice. In a vacancy of the Rectorate, a special meeting may be called by either warden at any time upon notice given in any practical manner to each other Vestry member.

No notice of any meeting at which the Rector and all members of the Vestry are present shall be necessary. Any or all members may waive notice in writing either before or after the meeting has been held. All waivers of notice shall be kept on file by the secretary.

A majority of the members of the Vestry, not counting the Rector, when duly assembled, shall constitute a quorum. Less than a quorum may transact business if there be no objections, but any business so transacted is subject to ratification at the next regular meeting of the Vestry.

Section 23.04 DUTIES OF VESTRY

The Vestry shall have the duty to:

- (a) Be helpful to the Rector;
- (b) Prepare, approve and present a balanced budget to the Annual Meeting of the Parish;
- (c) Employ and fix the compensation of all employees of the Parish provided that no person shall be employed or retained except by and with the approval of the Rector;
- (d) Provide maintenance for the Rector and such compensation as shall be agreed upon for employees of the Parish;
- (e) Elect and call a Rector in conformance with Title III, Canon 9, Section 3(a) of the Canons of the General Convention, and under procedures adopted by the Bishop Diocesan, in consultation with the Standing Committee;
- (f) Have charge, care and management of all property and temporal affairs of the Parish;

- (g) Supervise collection, control, and disbursement of all monies held by or for the benefit of the Parish;
- (h) Keep all buildings, structures, and tangible property of the Parish adequately insured against loss;
- (I) Assure that all treasurers and custodians of funds (other than banking institutions) obtained, contributed, held, or accumulated for the benefit of the Parish, or of any of its activities, shall be adequately bonded;
- (j) Assure that all treasurers and custodians of funds maintain records sufficient to enable proper accounting and audits;
- (k) Deposit all trust funds, permanent funds and all securities, which come under their control, using the Parish name and tax identification number, with a national bank, a state bank, the Diocesan Council pursuant to Title I, Canon 2, Section 2.05, or some other custodian approved by the Finance Committee of the Diocese, under a suitable deposit arrangement requiring not less than two signatures upon all checks and orders for withdrawals;
- (l) Manage trust funds and income therefrom strictly in accordance with the lawful express requirements of the instruments creating the trust;
- (m) Sell and convey unneeded personal property of the Parish when deemed for the best interest of the Parish to do so;
- (n) Pursuant to a vote of the congregation, at a meeting duly called, sell and convey real estate of the Parish, when deemed for the best interest of the Parish to do so, but only pursuant to written consent of the Bishop and Standing Committee first obtained. Acting within the limitations upon debt contained in Title II, Canon 27, and in compliance with the requirements of that Canon, to do any of the following acts, namely to:
 - (1) Cause necessary repairs to be made upon the Parish property;
 - (2) purchase necessary furnishings and equipment;
 - (3) mortgage real estate when deemed for the best interest of the Parish to do so, but only pursuant to written consent of the Bishop and the Standing Committee first obtained; and

- (4) acquire appropriate real estate; and, on real estate held in fee simple by the Parish pursuant to consent of the congregation given at a Parish meeting duly called and held, take down and remove or alter existing buildings, and erect, construct, or reconstruct, a church building, chapel, Rectory, and/or Parish house. This subsection shall not be held to apply to alterations which do not involve major structural changes to the buildings in question.

The foregoing duties of the Vestry shall always be subject to the authority of the Rector to direct the spiritual activities of the congregation subject to the Bishop or other person acting as the Ecclesiastical Authority and to Canon Law and the Rector's right to possession, use and control of the property of the Parish as provided by the canons of the General Convention of The Episcopal Church.

Section 23.05. DUTIES OF OFFICERS OF VESTRY

- (a) **WARDENS.** In case the congregation be without a Rector, the wardens shall preside at meetings of the congregation and of the Vestry, shall provide public worship as circumstances shall permit, and shall perform the duties required by Title I, Canon 6 and Title III, Canon 9 of the Canons of the General Convention.
- (b) **SECRETARY.** The secretary shall keep correct minutes of all meetings of the Vestry and of the congregation and shall sign the same and deliver the same to his or her successor. The records of the congregation and the Vestry at all times shall be safely and permanently kept open to inspection by the Bishop, the Rector, and all qualified voters of the congregation. The secretary shall be the custodian of the bond of the treasurer. The secretary shall assure that proper timely notice is given of all meetings of the Vestry and of the congregation.
- (c) **TREASURER.** The treasurer shall follow the Episcopal Church *Manual of Business Methods in Church Affairs*. The treasurer shall report to the Vestry at each stated meeting thereof, and whenever requested, all receipts and disbursements and the condition of the all Parish cash and investment balances. The treasurer shall make a like report to the annual Parish meeting. The treasurer shall give bond for the faithful performance of his or her duties. The treasurer's records shall be and open to inspection by the Bishop and shall be kept at the Parish office and promptly delivered to the treasurer's successor in office.

CANON 24 REGISTERS AND PAROCHIAL REPORTS

Section 24.01. DUTIES

It shall be the duty of all Rectors, vicars, and other clergy of the Diocese to record in the appropriate register all the official acts listed in Title I, Canon 6, of the Canons of the General Convention. In the case of a vacant cure, the senior warden shall perform this duty, and if the senior warden should not be available, the junior warden shall perform this duty.

Section 24.02. REPORTS

A report of every congregation and of every bishop, presbyter, and deacon not officially attached to a congregation shall be prepared annually as required by and in the manner set forth by Title I, Canon 6, of the Canons of the General Convention.

CANON 25 FINANCIAL ASSISTANCE TO CONGREGATIONS

Section 25.01. ELIGIBILITY

Any congregation in union with the Diocese may make application for financial assistance from the Diocese. Such application shall be made through the Diocesan Council or such committee(s) as it may designate.

Section 25.02. PROCEDURE

The Diocesan Council shall establish and administer a process whereby congregations may apply for financial assistance from the Diocese. Such process shall be communicated to all congregations in the Diocese in an appropriate and timely manner and shall include, but is not limited to, the following:

- (a) Dates and deadlines for applications and/or steps within the application process.
- (b) Method of reporting from the applying congregation of:
 - (1) Conduct of a stewardship program for the support of the congregation and the Diocese;
 - (2) Activity and worship in the congregation in the preceding year; and,
 - (3) Expectations for the future of the congregation.
- (c) Method of accountability for use of assistance fund.

Section 25.03. FINAL APPROVAL

The final decision on all financial assistance grants shall be made by the Diocesan Council.

Section 25.04. FUNDING

Funds for financial aid to congregations within the Diocese shall be identified by the annual Convention as a part of the budget of the General Fund as described in Title I, Canon 9, Section 9.04, in a line item entitled, “Aid to Congregations.” In any given fiscal year, the total of all financial assistance granted by the Diocesan Council shall not exceed the total of the amount allocated for “Aid to Congregations.”

CANON 26 DISSOLUTION OF CONGREGATIONS

Section 26.01. DISSOLUTION

Whenever any congregation shall choose to dissolve or be determined by the Bishop and Diocesan Council to be virtually extinct, the Convention may exclude it from union with the Diocese, but without prejudice to subsequent application for readmission in the manner prescribed by Title II, Canon 21 for original admission.

In such case the real estate and invested funds that may be held by the Diocese or the Bishop Whittemore Foundation for the benefit of such congregation shall be administered for the benefit of the general missionary work of the Diocese and may be leased, mortgaged, sold or otherwise disposed of by the Bishop and the Diocesan Council pursuant to Title II, Canon 21, Section 21.03 of these Canons and pursuant to the requirements of the Canons of the General Convention. All personal property and funds in the custody of the treasurer of the congregation shall be turned over to the Treasurer, to be used under the direction of the Bishop and the Diocesan Council for the general missionary work of the Diocese.

Section 26.02. REORGANIZATION OF CONGREGATION AFTER DISSOLUTION

A dissolved congregation may be reorganized by the same procedure prescribed in these Canons. After reorganization has been completed, the reorganized congregation shall be entitled to the accrued investment funds derived from the predecessor congregation. The invested funds then continuing to be held by the Diocesan Council, and not in the meantime disposed of, shall be held for the benefit of such reorganized congregation, subject to such encumbrances as may have been created thereon in the meantime by action of the Diocesan Council or otherwise.

CANON 27 CONGREGATIONAL INDEBTEDNESS

Section 27.01. LIMITATIONS ON DEBT

No indebtedness shall be incurred by any congregation without the approval of both the Bishop and the Standing Committee, except:

- (a) Indebtedness for permanent improvements, replacement or additions to real estate or equipment, where the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such congregation during the three years then last preceding;
- (b) Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such congregation during the preceding fiscal year; and the payment of all such indebtedness shall be provided for in the budget of the next ensuing fiscal year with reasonable expectation of its payment out of the receipts of the next two years; or,
- (c) Indebtedness incurred to finance existing loans, provided the total amount thereof be not increased.

In computing receipts under subsections (a) and (b) hereof, income from endowments, devises and bequests available for general purposes may be included; but principal and income not available for payment of debts, and receipts earmarked for non-parochial purposes shall be excluded.

Section 27.02. PLAN OF PAYMENT REQUIRED

Where approval of proposed indebtedness is required, the application therefore shall be accompanied by a plan of payment, and such approval shall not be granted in any event unless such a plan is deemed feasible by the Bishop and the Standing Committee.

Section 27.03. EXISTING INDEBTEDNESS

This Canon shall not apply to the refinancing of existing indebtedness, provided the total existing indebtedness is not increased.

CANON 28 AUDITS and INSURANCE

Section 28.01. AUDITS

As soon as may be after the close of each fiscal year, the accounts of all officers handling funds, whether of the Diocese or its auxiliaries, or of congregations and their auxiliaries, shall be audited in accordance with the Episcopal Church *Manual of Business Methods in Church Affairs*.

Copies of audit reports shall be submitted to the Diocesan Treasurer for review by September 1 following the close of the fiscal year.

Section 28.02. INSURANCE

- (a) All buildings and tangible personal property, owned or held in trust by the Diocese or by any congregation, shall be insured under the Diocesan Insurance program; including but not limited to hazards to be insured against, amount and sufficiency of such insurance for each congregation, and insurance carrier or carriers, shall be as prescribed by the Diocesan Council. Each congregation insured under this program shall pay to the Treasurer its fair share of the cost of the total Insurance program, which fair share shall be determined by the Diocesan Council.
- (b) Each congregation shall provide health insurance through the denominational health plan for all eligible clergy and eligible lay employees.

CANON 29 MINIMUM COMPENSATION STANDARDS FOR CLERGY

Section 29.01. ESTABLISHMENT OF STANDARDS

There is hereby established a minimum standard of compensation for all members of the clergy exercising a full-time, parochial, stipendiary ministry in the Diocese of Western Michigan. Compensation is defined as stipend, housing/housing allowance, and utilities.

The establishment of a minimum compensation standard is not meant to prevent a congregation from providing additional forms of compensation.

Section 29.02. ADOPTION, SCALE

The Diocesan Council shall adopt an annual Clergy compensation minimum for the next ensuing fiscal year. For those who have been ordained more than one year, the minimum standard shall be increased by an amount, to be determined by the Diocesan Council, for each year of ordained ministry beyond the first year to a limit of ten years.

Section 29.03. FAILURE TO COMPENSATE

In any case where compensation provided is below the minimum standard the position will be regarded as less than a full-time position. The Bishop, or the Bishop's representative, shall assist in negotiating a mutually agreeable solution.

Section 29.04. OTHER BENEFITS

Consideration for adequate reimbursement shall also be given by vestries in the areas of:

- (a) Reimbursement of automobile expenses;
- (b) Continuing education; and
- (c) Other professional expenses.

CANON 30 PASTORAL RELATIONSHIPS

Section 30.01.

Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a Parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.

Section 30.02.

If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Section 30.03.

The provisions of Title III, Canon 9, Section 12 of the Canons of the General Convention apply to pastoral relations in this Diocese.

The Bishop and the Standing Committee will have the option of prescribing a course of action for the health of the Parish, pursuant to Title II, Canon 31.

CANON 31 RESTORING CONGREGATIONAL HEALTH

Section 31.01. PURPOSE

This Canon is intended to address the exceptional case of a Parish whose continued viability as a self-sustaining entity appears to be in jeopardy, such that a degree of Episcopal intervention or oversight is needed as a means of restoring the health of the congregation. It is not intended to derogate from the traditional right and responsibility of Parishes in the Episcopal

Church to govern themselves. In those cases where an inquiry is initiated, and where a plan to restore congregational health is implemented is declared, it shall be the duty and obligation of all parties to strive to accomplish the speedy end or substantial amelioration of the conditions that led to the inquiry or to the implementation of a plan to restore congregational health, and to restore the congregation to spiritual and temporal health.

Section 31.02. INITIATION OF INQUIRY

An inquiry by the Ecclesiastical Authority leading to the implementation of a plan to restore congregational health under this Canon may be initiated only in one of the following ways:

The Bishop, believing that one or more of the conditions in Section 4 may exist, may initiate such inquiry;

The Standing Committee by vote of two-thirds of its members, believing that one or more of the conditions in Section 4 may exist, may petition the Bishop to initiate such inquiry; or if the Standing Committee is the Ecclesiastical Authority, it may initiate such inquiry by unanimous vote;

The Rector, both Wardens, or a majority of the Vestry of such Parish, believing that one or more of the conditions in Section 31.04 may exist, may petition the Ecclesiastical Authority to initiate such inquiry.

Section 31.03. INQUIRY BY ECCLESIASTICAL AUTHORITY

Upon proper initiation as provided in Section 31.02, the Ecclesiastical Authority, either itself or through persons it may designate, shall conduct such inquiry into the condition of the Parish as it deems appropriate. Such inquiry shall include conversations with persons in the Parish, and may also include written or oral questions to the Parish or members thereof and examination of any books and records of the Parish. The Parish must cooperate in the inquiry by answering such questions fully, accurately, and promptly, and by making available the books and records of the Parish upon reasonable notice. If, after such inquiry, the Bishop finds that one or more of the conditions in Section 31.04 exist in the Parish, the Bishop may, with the concurrence of two-thirds of the Standing Committee, implement a plan to restore congregational health. If the Standing Committee is the Ecclesiastical Authority, it may make such implementation following inquiry, by unanimous vote.

Section 31.04. CONDITIONS IN THE PARISH

No plan for restoring congregational health may be made except upon a finding, following inquiry, that one or more of the following conditions exist in the Parish:

- (a) The failure of the Parish, for two years or more, to consist of at least twenty-five adult Communicants of the Church or, for two years or more, to be financially self-supporting.
- (b) The failure for at least two years to elect a Vestry or a Rector (where the Parish is without a Rector).
- (c) The failure to pay the minimum clergy compensation as required by Canon; or the failure to make timely payment of premium under the clergy pension system as required by Canon, or of premium for any other obligatory insurance for clergy.
- (d) The refusal or willful failure to arrange for representation of the Parish at an annual Convention of the Diocese.
- (e) The failure or neglect to make canonically-required reports, including the annual parochial report to the Bishop, the annual pledge to the Diocese, and Parish audit report; or to pay duly-assessed Diocesan apportionments or assessments. Voluntary giving shall not be considered a Diocesan apportionment or assessment.
- (f) Persistent and significant instability or decline in the financial or temporal condition of the Parish, as evidenced by, for example, substantial invasion of the principal portion of endowment or trust funds, to such a degree that, in the judgment of the Bishop and two-thirds of the Standing Committee, the long-term viability of the Parish as a self-supporting entity is in jeopardy.
- (g) Persistent failure or neglect to conform to the business methods in church affairs required by the Constitution and Canons of the General Convention of The Episcopal Church or of the Diocese, including those requirements relating to the bonding of treasurers or other custodians of funds, proper record keeping, proper maintenance of books of account, annual audit, and the maintenance of adequate insurance.
- (h) Persistent failure to provide for and fund health insurance through the denomination health plan for all eligible clergy and lay employees.
- (i) Persistent failure to keep all buildings, structures, tangible property of the Parish adequately insured against loss under the Diocesan insurance program or to pay any premiums coming due.

- (j) The purchase, use, or conveyance of property of the Parish, or the incurring of debt, other than in conformity with the Constitution and Canons of the General Convention of The Episcopal Church and of the Diocese, except where such non-conformity was inadvertent and resulted in no substantial prejudice to the property or temporal interests of the Parish.
- (k) The failure to cooperate in an inquiry under this Canon, or in connection with any other canonical inquiry by the Ecclesiastical Authority or its designee, including the failure or refusal to provide full and accurate information on the state of the Parish and its affairs.
- (l) The failure to implement in good faith any plan or arrangement agreed to by the Parish under this Canon.
- (m) Apart from the foregoing, any deliberate and manifest breach of obligation of the Parish, set out in the Constitution and Canons of the General Convention of The Episcopal Church or of the Diocese, but only if the following additional conditions are met:
 - (1) the Bishop shall have transmitted to the Parish a written warning summarizing the conduct or failure to act by the Parish which constitutes the deliberate and manifest breach under this section, indicating the reasons why such conduct or failure to act constitutes such breach, and explicitly directing the Parish to cease and desist from the conduct which constitutes the breach, or to act affirmatively as the canonical obligation requires; and
 - (2) within 30 days following transmittal of the warning and direction, the Parish shall have failed or refused to conform to the directive so provided, or shall have failed or refused to provide to the Bishop a written plan and agreement satisfactory to the Bishop to bring its conduct into prompt conformity with its canonical obligation.

Section 31.05. PERMITTED ACTIONS

If a plan for restoring congregational health is implemented in accordance with this Canon, the Bishop, with the concurrence of two-thirds of the Standing Committee, may require the application of one or more of the actions below, anything in the articles of incorporation or by-laws of such congregation to the contrary notwithstanding. The actions shall be considered independent actions with no requirement of exhaustion of certain actions before the application of others. If the Standing Committee is the Ecclesiastical Authority, it may require one or more of the following actions by unanimous vote.

- (a) A plan for the Parish to cure the conditions which led to the implementation of the plan for restoring congregational health, agreed to by the Parish within 90 days, and implemented thereafter in accordance with its terms.

- (b) Appointment by the Ecclesiastical Authority of five or more adult communicants temporarily to govern the affairs of the Parish as Warden and Vestry, notwithstanding any other canonical or other provision for such governance, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.
- (c) Designation of the Rector or the Parish Clergy-in-charge, until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.
- (d) Conveyance of title of all real property of the Parish to the Diocese, which shall preserve and control such property in trust until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.
- (e) Such other measures as the Ecclesiastical Authority shall determine with the advice and consent of two-thirds of the Standing Committee (or as determined by the Standing Committee acting unanimously, if it be the Ecclesiastical Authority), until the Ecclesiastical Authority declares the end or sufficient amelioration of such conditions, or applies further measures under the Canons.

CANONS 32 - 39 RESERVED

TITLE III

ORGANIZING FOR MINISTRY

CANON 40 ADMINISTRATIVE PLAN

Section 40.01. AUTHORITY

The Diocesan Council, which is representative of the five deaneries of the Diocese of Western Michigan, shall create such commissions, committees, and departments as shall be deemed appropriate to the mission and ministry of the Diocese. Each shall have a stated Mission, membership, and program and, when necessary, budget, which collectively shall be deemed the Administrative Plan for that year.

Section 40.02. ACCOUNTABILITY

Except for staff groups accountable directly to the Bishop, all such commissions, committees and departments shall be directly accountable to the Diocesan Council. The Diocesan Council shall provide supervision, interpretation, clarification, and direction to such groups as the Diocesan Council may deem necessary.

Section 40.03. COMMISSION REPORTS

Each commission shall report annually and in writing to the Diocesan Council and at other times the Council deems reports necessary. Copies of these reports shall also be sent to the Bishop as Presiding Officer. The Bishop and the Council shall submit in writing an annual report of their work to the annual Convention, including the annual report of the Treasurer.

Section 40.04. REPORT TO CONVENTION

The Diocesan Council shall report each year to the annual Convention on the Administrative Plan, providing the names, mission, membership, and budget for each commission, committee, and department which it has created to meet the mission and ministry needs of the Diocese.

Section 40.05. STAFF GROUPS

Staff groups are advisory committees appointed by the Bishop to assist diocesan staff persons who work directly under the supervision of the Bishop.

CANONS 41 - 49 RESERVED

TITLE IV
ECCLESIASTICAL DISCIPLINE

CANON 50
TITLE IV OF GENERAL CANONS

Section 50.01.

Those provisions of Title IV of the Canons of the General Convention of The Episcopal Church which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern. The Canons in this Title shall take effect on July 1, 2011. The terms of previously elected members of the Diocesan Review Committee and the Ecclesiastical Trial Court shall terminate on June 30, 2011, except with respect to cases in progress on that date.

CANON 51
DIOCESAN COOPERATION

Section 51.01. DIOCESAN COOPERATION

The Episcopal Dioceses of Michigan plan to cooperate in the disciplinary process of any matter in any of these Dioceses going to the Disciplinary Board. When any General Canon shall allow information to be given to a Bishop, the only Bishop to whom information about a charge may be given shall be the Bishop of the Diocese in which the Respondent is canonically resident. The venue of any proceedings shall be in the Diocese in which the Respondent is canonically resident. [As amended, April 21, 2012.]

CANON 52
DISCIPLINARY BOARD

Section 52.01. DISCIPLINARY BOARD

The Disciplinary Board shall consist of a minimum of four, two lay and two clergy, members from each Diocese cooperating in the empaneling of the Disciplinary Board. A member of the Standing Committee of any Diocese may not serve on the Disciplinary Board. [As amended, April 21, 2012.]

Section 52.02. DIOCESAN REPRESENTATION

Each of the Dioceses cooperating in the empaneling of the Disciplinary Board shall have two clergy and two lay members on the Disciplinary Board. In addition, each Diocese shall take turns electing one additional clergy member. [As amended, April 21, 2012.]

Section 52.03. SELECTION OF MEMBERS OF DISCIPLINARY BOARD

Members of the Disciplinary Board, sufficient to fill any upcoming vacancies, shall be selected by the Bishop in consultation with the Standing Committee and approved by the annual Convention of the Diocese.

Section 52.04. TERMS

The initial terms of the members of the Disciplinary Board shall begin on July 1, 2011. Each member of the Disciplinary Board shall serve a two-year term. Except for the initial terms, each term shall begin on January 1 following election. At the first meeting of the Disciplinary Board after July 1, 2011, the members shall draw lots to determine which two members (at least one clergy and one lay) will be serving until December 31, 2011; and, which two members (at least one clergy and one lay) will be serving until December 31, 2012. Thereafter, each Diocese shall elect replacements for members of that Diocese whose terms have ended.

Section 52.05. SUCCESSIVE TERMS

Members may serve no more than two successive terms, after which they must vacate the office for at least one year before being reelected. If a member is appointed to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced or until the next annual Diocesan Convention, whichever time is shorter. A member appointed to fill a vacancy, if otherwise qualified, will be eligible for election to complete the vacated term, and then eligible for reelection to a further full term. If the term of the vacated term would have concluded at the next annual Diocesan Convention, the member appointed to fill a vacancy, if otherwise qualified, will be eligible for election to two successive terms.

Section 52.06. CLERGY MEMBERS

The clergy members of the Disciplinary Board must be canonically and geographically resident within the Diocese, and remain so for the duration of their term of office.

Section 52.07. LAY MEMBERS

The lay members of the Disciplinary Board shall be adult communicants in good standing of a congregation within the Diocese, and remain so for the duration of their term in office.

Section 52.08. VACANCIES

Vacancies on the Disciplinary Board shall be filled as follows:

- (a) Upon the determination that a vacancy exists, the President of the Disciplinary Board shall notify the Bishop of the vacating member's Diocese of the fact of vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- (b) That Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
- (c) Persons appointed to fill vacancies on the Disciplinary Board shall meet the same eligibility requirements as apply to otherwise appointed Disciplinary Board members.
- (d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Disciplinary Board member shall be until the next annual Diocesan Convention. With respect to a vacancy resulting from a challenge, the replacement Disciplinary Board member shall serve only for the proceedings for which the elected Disciplinary Board member is not serving as a result of the challenge.

Section 52.09. PRESIDENT

As soon as practicable after the First day of January of each year, but no longer than 60 days after the First day of January of that year, the Disciplinary Board will meet and elect from its membership a President, who may be a member of the clergy or lay person, and who shall serve for a term of one year (until the replacement is elected).

Section 52.10. CLERK

The Disciplinary Board shall appoint a Disciplinary Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may, but need not, be a member of the Disciplinary Board.

Section 52.11. PRESERVING IMPARTIALITY

In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion, and any testimonial or written evidence in support of the motion, if any, and determine whether the challenged Panel member should be disqualified from participating in that proceeding.

CANON 53
INTAKE OFFICER

Section 53.01. INTAKE OFFICER

One or more Intake Officers for the Diocese shall be appointed from time to time by the Bishop, according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of each Intake Officer throughout the Diocese.

CANON 54
INVESTIGATOR

Section 54.01. INVESTIGATOR

The Bishop shall appoint an Investigator in consultation with the President of the Disciplinary Board on an as-needed basis. The Investigator may, but need not be, a member of the Church.

CANON 55
CHURCH ATTORNEY(S)

Section 55.01. CHURCH ATTORNEY(S)

The Bishop, with the consent of the Standing Committee, shall appoint one or more attorneys to serve as Church Attorney(s). The Church Attorney shall be appointed no later than 30 days after the filing of a Charge with the Disciplinary Board. The person(s) so selected may, but need not, be members of the Church; but, must be a duly licensed attorney in the State of Michigan, and need not reside within the Diocese. The Church Attorney may be removed for cause by the Bishop with the advice and consent of the Standing Committee.

CANON 56
ADVISORS

Section 56.01. ADVISORS

In each proceeding under this Title, the Bishop shall appoint an Advisor for the complaining party and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include the Chancellor or any Vice-Chancellor of this Diocese or any person likely to be called as a witness in the proceeding. The role of the Advisor is found in General Canon IV.2 and is not meant to act necessarily as an attorney. The complaining party and the Respondent are each free to engage an attorney at their own expense.

CANON 57
COSTS AND EXPENSES
INCURRED BY THE CHURCH

Section 57.01. COSTS AND EXPENSES INCURRED BY THE CHURCH

The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Disciplinary Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese in which the Respondent is canonically resident, unless the alleged offense took place elsewhere and the respective Bishops agree on a different cost allocation. Other costs shall be the responsibility of the individual parties incurring them.

CANON 58
RECORDS

Section 58.01. RECORDS OF PROCEEDINGS

Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Disciplinary Board Clerk, if there be one; otherwise by the Diocesan office in which the Respondent is canonically resident.

Section 58.02. PERMANENT RECORDS

The Bishop shall make provision for the permanent storage of records of all proceedings for clergy canonically resident in this Diocese under this Title at the Diocese and the Archives of The Episcopal Church, as prescribed in Title IV of the General Canons. The records may, but need not, be stored in electronic formats.

CANON 59
INVOLVEMENT OF THE CHANCELLOR

Section 59.01. INVOLVEMENT OF THE CHANCELLOR

The Chancellor of the Diocese of Western Michigan shall be available to provide advice and counsel to the Disciplinary Board on matters of procedure or on any matter touching upon ecclesiastical or civil law, to the extent such involvement is not inconsistent with the responsibilities of the Chancellor under Title I, Canon 4, Section 4.07, or Title IV, Canon 6, Section 56.01, above. However, the Chancellor shall not express a view on or have any involvement in the merits of a particular case before the Board.

CANON 60
POLICIES OF THE DIOCESE

Section 60.01. POLICIES OF THE DIOCESE AND DISCIPLINE

The Convention of the Diocese may adopt policies that require periodic training or certification. The failure to abide by these policies and attend any required training or certification process shall subject a person or congregation to the sanctions and discipline as provided in these Canons and in the Constitution and Canons of the General Convention of The Episcopal Church.

CANONS 61 - 69 RESERVED

TITLE V

AMENDMENT, CONSTRUCTION, PARLIAMENTARY AUTHORITY

CANON 70 AMENDMENT OF CANONS

Section 70.01. AMENDMENT OF CANONS

Any proposal to amend any Canon of the Diocese shall be submitted in writing to the Bishop not less than ninety days in advance of the meeting of the Convention at which time the same is to be offered. The Bishop shall cause the proposed amendment to be published not less than thirty days in advance thereof, to each member of the clergy entitled to seat and vote at the Convention, the lay delegates to Convention, if known, and a warden of each Parish in union with the Diocese. Such a proposal may be referred to an appropriate person or committee prior to the Convention if the Bishop feels that expert analysis and comment would be useful and enlightening to the Convention. Any persons or Committee so appointed may be asked to report to the Convention. If such amendment shall then be approved by vote of the Convention in accordance with Article III, Section 8 of the Constitution, the amendment shall become effective as of the close of the day of final adjournment of the Convention.

CANON 70 CONSTRUCTION

Section 71.01. CONSTRUCTION

These Canons, and this Diocese and its organizations, are subject to the Constitution and Statutes of the United States of America, the Constitution and Statutes of the State of Michigan, and the Constitution and Canons of the General Convention of The Episcopal Church in the United States, as the same may, from time to time be amended or changed, and these Canons should be construed as being consistent therewith, anything herein to the contrary notwithstanding.

Section 71.02. CATCH LINE HEADINGS AND COMMENTS

The table of contents, index, cross-reference tables, catch line headings and comments, to the extent published with these Canons, are not part of the text of the Canons, and are not to be used in the construction of these Canons.

Section 71.03. SEVERABILITY OF PROVISIONS

Should any court of competent jurisdiction, whether civil or ecclesiastical, determine that any provision of these Canons is contrary to any governing law as identified in Title VII, Canon 70, Section 70.01, above, such provision shall be null, void and of no effect from such point forward;

but, such determination shall have no effect on any remaining Canon. Each Canon is severable from the remainder, and shall continue in force until repealed or amended.

CANON 72 PARLIAMENTARY AUTHORITY

Section 72.01. PARLIAMENTARY AUTHORITY

The current edition of Robert's Rules of Order shall be the parliamentary authority at all meetings of the Diocese and any of its Parishes and organizations, unless modified.

Section 72.02. SUSPENSION OR MODIFICATION OF RULES

At any meeting of the Diocese and any of its Parishes and organizations, a two-thirds majority of those present and entitled to vote, provided that a quorum has been determined to be present, may vote to suspend or modify the Rules of Order for that meeting only; and, provided that the suspension of the Rules shall not interfere with the ability of the meeting to adjourn.

CANON 73 PRESUMPTION AGAINST CONFLICT OF INTEREST

SECTION 73.01. PRESUMPTION AGAINST CONFLICT OF INTEREST

No contract of the Diocese, or of any Parish or constituent organization of the Diocese made with any member of the Diocese or of any Parish or constituent organization of the Diocese, or with a partnership or other group or association of which any such member shall be a member or with any corporation of which such member may be a member or director and no contract between this Diocesan corporation and any other corporation having common directors shall be invalid because of such facts alone.

CANON 74
REPRESENTATION OF POSITION OF DIOCESE

Section 74.01. REPRESENTATION OF POSITION OF DIOCESE

No public statement respecting a position on any issue attributed to the Diocese, any Parish in the Diocese, or any organization of the Diocese, may be made unless in full compliance with the Constitution and Canons of this Diocese, and the prior approval of the Bishop. The Bishop has the authority to issue blanket approvals, or to delegate this power by written authorization.

CANON 75
TRANSITIONAL PROVISIONS

Section 75.01. TRANSITIONAL PROVISIONS [Reserved]