



The 190th Convention of the Diocese of Michigan
October 18-19, 2024
Novi, Michigan





EPISCOPAL DIOCESE OF MICHIGAN
BUSINESS SESSION OF THE 190TH ANNUAL CONVENTION
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CONVENTION SCHEDULE

(Always subject to adjustment)

FRIDAY, OCTOBER 18, 2024

12:00 p.m. Registration Opens - Main Lobby / Exhibit Area

Volunteers meet in the Jade room

PRE-CONVENTION WORKSHOPS (PLATINUM BALLROOM)

1:00 - 4:45 p.m.

- | | |
|------------------|--|
| 1:00 - 1:30 p.m. | Civil Rights Pilgrimage with the Rev. Veronica Dunbar (Sister Vee) |
| 1:45 - 2:30 p.m. | Parliamentary Procedure with the Rt. Rev. Dr. Bonnie A. Perry |
| 2:45 - 3:30 p.m. | Mission Budget Hearing with Canon Mark Miliotto |
| 3:45 - 4:45 p.m. | A Path to Reparations the Rt. Rev. Eugene Sutton, Retired Bishop of Maryland |

5:00 P.M. FIRST BUSINESS SESSION (MAIN BALLROOM)

Orders of Business May Include

Opening Prayer
Organization and Call to Order of Convention
Resolution 190-1 (2nd Reading)
Presentation of Late Filed Resolutions (if necessary)
Introduction of Clergy new to our Diocese
Installation of Dean(s)
Introduction of Candidates for Office
Special Orders of Business
Introduction of the Diocesan Staff
Announcements
Evening Prayer

6:15 p.m. - Main Lobby / Exhibit Area

Pre-Banquet Social

6:45 p.m. - Main Ballroom

Dinner Served

7:45 p.m. - Main Ballroom

Episcopal Trivia - Everyone is invited



SATURDAY, OCTOBER 19, 2024

7:30 - 9:30 a.m., Main Lobby / Exhibit Area

Continental Breakfast Items Available

8:00 a.m., Amethyst Room

Committee on Reference and Committee on Constitution and Canons Hearings

8:30 a.m., Main Ballroom

Choir Rehearsal

8:45 a.m. - Close of Convention, Emerald Room

Childcare

9:30 A.M. - CONVENTION EUCHARIST (MAIN BALLROOM)

11:15 A.M. - SECOND BUSINESS SESSION (MAIN BALLROOM)

Order of Business May Include

Bishop's Address

Announcement of Election Results (Second ballot if necessary)

Special Orders of Business

Announcements

12:30 - 1:45 P.M. - LUNCH BREAK (MAIN LOBBY / EXHIBIT AREA)

Investment Committee Lunch (Bring your lunch to the Coral room)

COM & Standing Committee Lunch with people in the Ordination Process (Bring your lunch to the Amethyst room)

1:45 P.M. - THIRD BUSINESS SESSION (MAIN BALLROOM)

Order of Business May Include

Report of the Committee on Constitutions and Canons

Report of the Committee on Reference

Presentation of the 2025 Proposed Budget

Committee on Reference Resolutions of Courtesy

Call to the 191st Convention of the Episcopal Diocese of Michigan

Slideshow and Adjournment



**DISPATCH OF BUSINESS & SPECIAL RULES OF ORDER
190th CONVENTION OF THE
EPISCOPAL DIOCESE OF MICHIGAN**

OPENING BUSINESS SESSION FRIDAY, OCTOBER 18, 2024 AT 5:00 P.M.

- I. Opening Prayer
- II. Welcome & Roll Call of Deaneries
- III. Election of the Secretary and Assistant Secretary of Convention
- IV. Appointment of Parliamentarian of Convention
- V. Report of the Committee on Dispatch of Business
- VI. The President will declare the Convention organized and ready to do business
- VII. Report of the Committee on Constitution and Canons:
Resolution 190-1: Second Reading
- VIII. Presentation of late filed resolutions
- IX. Reports of All Boards, Agencies Commissions and Committees Required to Report
- X. Special Orders of Business
- XI. Introduction of Candidates for Office
- XII. Opening of the Polls
- XIII. Evening Prayer

SECOND BUSINESS SESSION SATURDAY, OCTOBER 19, 2024 11:15 A.M.

- I. Bishop's Address
- II. Special Orders of Business
- III. Report of the Secretary on Elections

THIRD BUSINESS SESSION SATURDAY, OCTOBER 19, 2024 1:45 P.M.

- I. Opening Prayer
- II. Report of the Committee on Constitution and Canons
- III. Report of the Committee on Reference
- IV. Presentation of the 2025 Proposed Budget
- V. Resolutions of Courtesy
- VI. Call to the 191st Annual Convention
- VII. Closing Prayer and Blessing
- VIII. Adjournment

SPECIAL RULES OF ORDER

1. Each business session of the Convention will be opened with prayer.
2. All resolutions to be considered by the Convention must be submitted in accordance with Canon 1.1.4.1.
3. All reports, which have been printed and distributed to members of the Convention prior to the convening of the body and not requiring Convention action, shall be presented by title only.
4. On the request of any five members of the Convention, a vote by orders shall be taken and entered in the Minutes.

5. The rules of debate shall be as follows:
 - a. The originator or representative of a committee originator of a resolution and the first person to speak in opposition to it shall be granted a maximum of three (3) minutes debate.
 - b. Subsequent speakers, both pro and con, shall be granted a maximum of one and a half (1.5) minutes per speech during debate.
 - c. Delegates speaking in favor of a resolution and those speaking in opposition to it shall be heard alternately. The total time granted to debate and to amend a resolution shall not exceed fifteen (15) minutes.
 - d. During the first fifteen (15) minutes of debate, no motion to move the previous question, postpone, or otherwise limit debate (except on debate relating to amendments) shall be in order unless no one is seeking recognition for debate purposes. Said motions may be in order immediately following the close of the initial fifteen (15) minutes of debate.
6. No member of the Convention shall speak twice on the same subject until all others desiring to speak shall have had the opportunity to speak one time.
7. Except as provided by canons, all elections shall be by majority vote. If there is not an election to all offices on the first ballot, a second ballot shall be taken with regard to any office still to be elected, and the number of candidates placed on the second ballot shall be reduced to no more than twice the number of candidates to be elected to each unfilled office.
8. The rules contained in the current edition of "*Roberts Rules of Order-Newly Revised*" shall govern the Convention in all cases to which they are applicable, and in which they are not inconsistent with the Constitution and Canons of The General Convention, or of the diocese, or the General Rules of Order of this Convention.
9. The President may recognize Points of Personal Privilege only during the time designated for announcements by the Secretary at the end of the last business session.
10. These rules shall not be suspended or amended except by a vote of two-thirds



RESOLUTIONS

PROPOSED AMENDMENTS TO THE CONSTITUTION AND CANONS OF THE EPISCOPAL DIOCESE OF MICHIGAN

This document serves as notice of the proposed amendments to be considered by the clergy and lay delegates to the 190th Convention of the Diocese of Michigan

RESOLUTION 190-1: VOTING MEMBERS OF CONVENTION

(second reading)

Proposed Amendment to the Constitution of the Diocese of Michigan Regarding Voting Members of Convention (Second Reading)

1 Existing Article

2 (a) The members (“Members”) of Convention with voice and vote shall be (i) the
3 Bishop, (ii) all other bishops, and other members of the clergy canonically and actually
4 resident within the Diocese (iii) any cleric of a church with whom the Episcopal Church
5 is in Full Communion and who is serving a call in a congregation of this Diocese, and
6 (iv) three lay delegates from each congregation, in union with Convention. The Canons
7 shall provide for method of admitting congregations into union with Convention of this
8 Diocese and for election of lay delegates. The lay delegates serving as Members at the
9 most recently adjourned Annual Convention shall serve as delegates to any special
10 Convention convened prior to an Annual Convention unless replaced by action of the
11 governing body of a congregation which the lay delegates serve.

12

13 Proposed Change: (Additions in bold/underline/red; deletions in ~~strikeout~~)

14 (a) The members (“Members”) of Convention with voice and vote shall be (i) the
15 Bishop, (ii) all other bishops, and other members of the clergy canonically and actually
16 resident within the Diocese, (iii) any cleric of a church with whom The Episcopal Church
17 is in Full Communion and who is serving a call in a congregation of this Diocese, ~~and~~
18 (iv) three lay delegates from each congregation in union with Convention, ~~and~~ **(v) one**
19 **youth delegate (attending grades 9 - 12) from each deanery**. The Canons shall provide
20 for method of admitting congregations into union with Convention of this Diocese and
21 for election of lay delegates ~~and youth delegates~~. The lay delegates ~~and youth delegates~~
22 serving as Members at the most recently adjourned Annual Convention shall serve as
23 delegates to any special Convention convened prior to an Annual Convention unless
24 replaced by action of the governing body of the congregation which the lay delegates
25 serve, ~~or the deanery which the youth delegate represents~~.

26

27

28 *Rationale: To provide youth who are active in our diocesan congregations the opportunity for voice,*
29 *vote and representation at diocesan convention. This is the second reading of this constitutional*
30 *change.*

RESOLUTION 190-2: PROVIDE ELECTION OF YOUTH DELEGATES

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PROPOSED CHANGES TO THE CANONS OF THE DIOCESE OF MICHIGAN

Proposed Change to the Canons Providing for the Election of Youth Delegates

Add the Following as Canon 1.1.1.3:

1.1.1.3 Youth Delegates. Each Deanery shall select a youth delegate who is attending school in grades 9-12. The method of selection may be determined by each Deanery at the time of selection. Those selected shall serve as Members of Convention with voice and vote. The Dean of each Deanery shall notify the Secretary of Convention in writing of the name of the person selected as soon as possible after selection, but not less than 14 days before the start of the Convention.

Rationale: This addition to the canons is proposed to indicate how Youth Delegates attending convention will be selected. Because youth programs in the diocese evolve over time, we have sought to leave this process flexible and to be implemented at the Deanery level, in accordance with the proposed Constitutional change above.

RESOLUTION 190-3: ELECTION OF BISHOPS

54 Proposed Change to the Canons Regarding Election of Bishops

55 Existing Canon

56 1.3.2 For Election of a Bishop. The election of a Bishop, a Bishop Coadjutor or
57 Bishop Suffragan of this Diocese shall be at an Annual Convention or at a special
58 Convention called for that purpose, following a call by the Ecclesiastical Authority for
59 such an election.
60

61 1.3.2.1 Appointment and Term of Nominating Committee. Within thirty (30)
62 days after the Ecclesiastical Authority calls for the election of a Bishop, Bishop
63 Coadjutor or Bishop Suffragan, the Standing Committee shall appoint a committee
64 to be known as “The Committee for the Nomination of a Bishop” (in this Canon
65 1.3.2, referred to as the “Committee”) consisting of eight (8) to fourteen (14)
66 persons, of equal numbers of members of the clergy and laypersons eligible to be
67 Members of Convention, who are broadly representative of the Diocese.
68

69 1.3.2.1.1 Convocation. The Standing Committee shall notify the Secretary of
70 Convention of the identity of the Committee members. The Secretary shall
71 convene the first meeting of the Committee, and the Committee shall elect its
72 presiding officer and secretary at the first meeting.
73

74 1.3.2.1.2 Vacancies. The Standing Committee may at any time fill any
75 vacancies in membership of the Committee, maintaining the equal number of
76 clergy and lay members.
77

78 1.3.2.1.3 Term. The Committee shall continue until the earlier of (i) close of
79 the Convention at which the Bishop, Bishop Coadjutor or Bishop Suffragan
80 shall have been elected or (ii) until the Committee shall have been discharged by
81 action of the Convention or (iii) withdrawal of the call for election by the
82 Ecclesiastical Authority.
83

84 1.3.2.2 Duties and Role of the Committee. The Committee shall call for, receive
85 and may itself propose for its consideration names of persons who may lawfully be
86 elected to the Episcopal office to be filled, and shall establish the time within which
87 such suggested names must be filed with the Committee. If any member of the
88 Committee is proposed for consideration as a nominee for the Episcopal office, that
89 member shall either withdraw from consideration or resign from the Committee.

90 The Committee shall inform itself about the persons proposed for consideration
91 with due diligence, including background investigations sufficient to satisfy
92 reasonable inquiry about each person’s character and fitness for the office; and shall
93 approve any person whose name it submits as nominee based on such review. Any
94 person who is to be considered for nomination shall consent in writing to such
95 background investigation as the Committee shall deem appropriate as a condition
96 for consideration.

97
98 1.3.2.2.1 Budget. The Committee, with the concurrence of Diocesan Council,
99 shall establish a budget for its official duties, which shall be funded by the
100 Diocese.

101
102 1.3.2.3 Nominations and Publication of Report of Nominations. After due
103 consideration if the Committee for the Nomination of a Bishop deems at least two
104 (2) of the persons considered to be qualified for the Episcopal office, it shall select
105 not fewer than two (2) or more than five (5) of such persons, each of whom has
106 consented to be nominated, as nominees for such office. The Committee shall
107 prepare a written report to the Standing Committee, giving the names of the
108 nominees, together with a brief biographical sketch of each. After approval of the
109 names, the Standing Committee shall publicize the names of the nominees and
110 describe and open the process for nominations by petition. If any nominee
111 withdraws from consideration prior to the Convention, the Committee for the
112 Nomination of a Bishop, with approval of the Standing Committee, may substitute
113 the name of another person previously considered by the Committee and deemed
114 qualified and who has consented to be nominated; and such a substitution shall
115 constitute nomination of that person.

116
117 1.3.2.4 Nominations by Petition. Following the dissemination of the names of
118 the nominees by the Standing Committee, nominations may be made by petition,
119 which must be presented to the President of the Standing Committee at least
120 seventy (70) days before the date set for the Convention. Such nominations must be
121 signed by at least eight (8) lay delegates and/or clergy (electors) of the Convention
122 and accompanied by a letter of assent from the person so nominated.

- 123
124 (a) Background and other checks as performed on the
125 Committee Nominees shall be ordered for each of the persons
126 nominated by petition.
127 (b) The Standing Committee shall publicize, not less than
128 thirty-five (35) days before the date set for the Convention, the
129 names of the lawful candidates nominated by petition.

130 (c) The entire list of persons nominated, whether by the
131 Committee for the Nomination of a Bishop or by petition, shall be
132 printed and mailed by the Secretary of Convention to each of the
133 lay delegates and clergy of the Convention not later than thirty (30)
134 days before the date set for the Convention.

135 (d) The Standing Committee shall ensure that there are
136 appropriate opportunities for all persons nominated, whether by
137 Committee or by petition, and the Members of Convention to
138 become mutually acquainted.

139
140 1.3.2.5 Action on Nominees at Convention. The entire list of persons
141 nominated, whether by the Committee or by petition, shall be considered at a
142 Convention held not less than sixty (60) days or more than ninety (90) days
143 following the publication of the names of nominees by the Standing Committee, on
144 a date set by the Ecclesiastical Authority. Following the seating of Members of
145 Convention and establishment of the rules of Convention, the entire list of persons
146 nominated, whether by the Committee or by petition, shall be presented and
147 constitute a nomination of each of the nominees.

148
149 1.3.2.6 Election. Election of Bishop, Bishop Coadjutor or Bishop Suffragan
150 shall be made in the following manner: The clergy and layperson Members of
151 Convention shall vote separately, by orders. A majority of votes of each order on the
152 same ballot shall be necessary to elect.

153
154 At least 45 days prior to the election of a Bishop, Bishop Coadjutor or Bishop
155 Suffragan, the Ecclesiastical Authority shall appoint an Elections Commission. The
156 Elections Commission shall be responsible for the process for the election and the
157 tabulation and reporting of the results of elections. The Elections Commission shall
158 consist of three members of the clergy and two laypersons. The parliamentarian will
159 serve as an ex-officio, non-voting member of the committee. After the ballots have
160 been counted and the election completed, the Elections Commission shall prepare a
161 written certificate to be signed by a majority of the Commission, indicating the
162 number of ballots cast, the number disqualified, and the results of the election. The
163 name of the person elected shall be announced by the Secretary of Convention, and
164 entered in the minutes of the Convention.

169 Proposed Change (Additions in bold/underline/red; deletions in ~~strikeout~~)

170 1.3.2 For Election of a Bishop. The election of a Bishop Diocesan, a Bishop
171 Coadjutor or Bishop Suffragan of this Diocese shall be at an Annual Convention or at
172 a special Convention called for that purpose, following a call by the Ecclesiastical
173 Authority for such an election. The Standing Committee, which is in charge of
174 establishing the process for the nomination and election of a Bishop, will consult with
175 the Episcopal Church regarding current best practices and processes for episcopal
176 elections.

177
178 1.3.2.1 Appointment and Term of a Search and Nominating Committee. ~~Within~~
179 ~~thirty (30) days~~ After the Ecclesiastical Authority calls for the election of a Bishop
180 Diocesan, Bishop Coadjutor or Bishop Suffragan, with consideration given to input
181 from the Episcopal Church on best practices and processes for episcopal elections,
182 the Standing Committee shall create a timeline for the process of searching for,
183 nominating, and electing a bishop. The Standing Committee shall appoint ~~a~~
184 ~~committee to be known as “The Committee for the a Search and~~ Nomination of a
185 Bishop” Committee (in this Canon 1.3.2, referred to as the “Committee”)
186 consisting of eight (8) to fourteen (14) persons, of equal numbers of members of the
187 clergy and laypersons eligible to be Members of Convention, who are broadly
188 representative of the Diocese. The Standing Committee will publish the names of
189 the Committee members as early as is practical after the Committee is created. The
190 President of the Standing Committee will convene the first meeting of the Search
191 and Nominating Committee, at which meeting the Committee will elect a presiding
192 officer and clerk.

193
194 1.3.2.1.1 ~~Convocation~~ Appointment of a Transition Committee. The Standing
195 Committee ~~shall notify the Secretary of Convention of the identity of the~~
196 ~~Committee members. The Secretary shall convene the first meeting of the~~ may
197 also create a Transition Committee, consisting of eight (8) to fourteen (14)
198 persons, of equal number of clergy and ~~the Committee shall elect its presiding~~
199 ~~officer and secretary at the first meeting.~~ laypersons eligible to be Members of
200 Convention, who are broadly representative of the Diocese.

201
202 1.3.2.1.2 Vacancies. The Standing Committee may at any time fill any
203 vacancies in membership of the Search and Nomination Committee and
204 Transition Committee, maintaining the equal number of clergy and lay
205 members.

206
207 1.3.2.1.3 Term of the Search and Nominating Committee. The Search and
208 Nominating Committee shall continue until the earlier of (i) close of the
209 Convention at which the Bishop Diocesan, Bishop Coadjutor or Bishop

210 Suffragan shall have been elected or (ii) until the Committee shall have been
211 discharged by action of the Convention or (iii) withdrawal of the call for election
212 by the Ecclesiastical Authority.

213
214 1.3.2.1.4 Term of the Transition Committee. The Transition Committee shall
215 continue until the earlier of (i) consecration and installation of the Bishop or
216 any events the Transition Committee has organized related to these events,
217 subsequent to their completion or (ii) withdrawal of the call for election by the
218 Ecclesiastical Authority.

219
220 1.3.2.2 Duties and Role of the Committees. The Search and Nomination
221 Committee shall call for, receive and may itself propose for its consideration names
222 of persons who may lawfully be elected to the Episcopal office to be filled, and shall
223 establish the time within which such suggested names must be filed with the
224 Committee. If any member of the Committee is proposed for consideration as a
225 nominee for the Episcopal office, that member shall either withdraw from
226 consideration or resign from the Committee. The Committee shall inform itself
227 about the persons proposed for consideration with due diligence, including
228 background investigations sufficient to satisfy reasonable inquiry about each
229 person's character and fitness for the office; and shall approve any person whose
230 name it submits as nominee based on such review. Any person who is to be
231 considered for nomination shall consent in writing to such background
232 investigation as the Committee shall deem appropriate as a condition for
233 consideration.

234
235 The Transition Committee shall plan, coordinate, and carry out primary events
236 during the transition, including the walk-about, which present the nominees to the
237 Diocese, and the consecration and seating of the bishop-elect.

238
239
240 1.3.2.2.1 Budget. The Standing Committee, with the concurrence of Diocesan
241 Council, shall establish a budget for ~~its~~ the official duties of the Search and
242 Nomination Committee and Transition Committee, which shall be funded by
243 the Diocese.

244
245 1.3.2.3 Nominations and Publication of Report of Nominations. After due
246 consideration, if the ~~Committee for the Search and~~ Nomination Committee of a
247 ~~Bishop~~ deems at least ~~two (2)~~ three (3) of the persons considered to be qualified for
248 the Episcopal office, it shall select not fewer than ~~two (2)~~ three (3) or more than five
249 (5) of such persons, each of whom has consented to be nominated, as nominees for
250 such office. The Committee shall prepare a written report to the Standing

251 Committee, giving the names of the nominees, together with a brief biographical
252 sketch of each. After approval of the names, the Standing Committee shall publicize
253 the names of the nominees and describe and open the process for nominations by
254 petition. If any nominee withdraws from consideration prior to the Convention, the
255 ~~Committee for the Search and~~ Nomination of a Bishop Committee, with approval
256 of the Standing Committee, may substitute the name of another person previously
257 considered by the Committee and deemed qualified and who has consented to be
258 nominated; and such a substitution shall constitute nomination of that person.
259

260 1.3.2.4 Nominations by Petition. Following the dissemination of the names of
261 the nominees by the Standing Committee, nominations may be made by petition,
262 ~~which must be presented to the President of according to the process established by~~
263 the Standing Committee ~~at least seventy (70) days before the date set for the~~
264 Convention. Such nominations must be signed by at least sixteen (16) nominators,
265 eight (8) ~~lay delegates and/or~~ clergy nominators (electors) of the Convention who
266 are canonically resident in the Diocese of Michigan, and 8 lay persons who are
267 communicants in good standing in the Diocese of Michigan. The 16 nominators
268 must represent at least six (6) different congregations. There must be two
269 nominators, one clergy and one lay person, from a majority of deaneries in the
270 Diocese of Michigan. The signed petition must be and accompanied by a letter of
271 assent from the person so nominated.
272

273 (a) Background and other checks as performed on the Committee
274 Nominees shall be ordered for each of the persons nominated by
275 petition.

276 ~~(b) The Standing Committee has the authority to disqualify a~~
277 ~~person nominated by petition (e) for failure to satisfactorily pass~~
278 ~~the background and other checks. If disqualified by the Standing~~
279 ~~Committee, such individual will no longer be considered a~~
280 ~~person nominated by petition and will not be included in any~~
281 ~~published list of persons nominated.~~

282 (b) ~~After the close of the petition process, and after the background~~
283 ~~and other checks have been completed and any determinations~~
284 ~~of disqualification made, The Standing Committee shall~~
285 ~~publicize and make available to , not less than thirty-five (35) days~~
286 ~~before the date set for the Convention, the names of the lawful~~
287 ~~candidates nominated by petition.~~

288 (c) ~~The entire list of persons nominated, whether by the~~
289 ~~Committee for the Nomination of a Bishop or by petition, shall be~~
290 ~~printed and mailed by the Secretary of Convention to~~ each of the lay
291 delegates and clergy of the Convention ~~not later than thirty (30) days~~

292 ~~before the date set for the Convention (d), the entire list of persons~~
293 ~~nominated, whether by the Search and Nomination Committee or~~
294 ~~by petition.~~

295 (c) The Standing Committee shall ensure that there are
296 appropriate opportunities for all persons nominated, whether by
297 Committee or by petition, and the Members of Convention to
298 become mutually acquainted.
299

300 1.3.2.5 Action on Nominees at Convention. The entire list of persons
301 nominated, whether by the Committee or by petition, shall be considered at a
302 Convention held ~~not less than sixty (60) days or more than ninety (90) days~~
303 ~~following the publication of the names of nominees by the Standing Committee,~~ on
304 a date set by the Ecclesiastical Authority. Following the seating of Members of
305 Convention and establishment of the rules of Convention, the entire list of persons
306 nominated, whether by the Committee or by petition, shall be presented and
307 constitute a nomination of each of the nominees.
308

309 1.3.2.6 Election. Election of Bishop Diocesan, Bishop Coadjutor or Bishop
310 Suffragan shall be made in the following manner: The clergy and layperson
311 Members of Convention shall vote separately, by orders. A majority of votes of each
312 order on the same ballot shall be necessary to elect.
313

314 ~~At least 45 days p~~Prior to the election of a Bishop Diocesan, Bishop Coadjutor or
315 Bishop Suffragan, the Ecclesiastical Authority shall appoint an Elections
316 Commission. The Elections Commission shall be responsible for the process for the
317 election and the tabulation and reporting of the results of elections. The Elections
318 Commission shall consist of three members of the clergy and two laypersons. The
319 parliamentarian will serve as an ex-officio, non-voting member of the committee.
320 After the ballots have been counted and the election completed, the Elections
321 Commission shall prepare a written certificate to be signed by a majority of the
322 Commission, indicating the number of ballots cast, the number disqualified, and
323 the results of the election. The name of the person elected shall be announced by
324 the Secretary of Convention, and entered in the minutes of the Convention.
325

326 *Rationale: The Standing Committee provided significant feedback after the last Bishop election that*
327 *the current canons are rigid in their required timing and are more complicated than current best*
328 *practices for Bishop elections. The proposed changes are meant to simplify the timing and process,*
329 *maintaining our current level of lay and clergy involvement, clearly define the rolls of the Search and*
330 *Nominating Committee and the Transition Committee, and further refine the process for nominating*
331 *candidates by petition.*



The 190th Convention of the
Episcopal Diocese of Michigan
October 18-19, 2024

PRELIMINARY REPORT OF THE COMMITTEE ON REFERENCE—2024

The final report delivered to the Convention may differ from this preliminary report pending late-filed resolutions and the hearing to be held the morning of October 19, 2024.

**RESOLUTION 190-4: NOMINAL HONORARIUM FOR
NONSTIPENDIARY DEACONS AND PRIESTS**

Proposed Resolution

Nominal Honorarium for Nonstipendiary Deacons and Priests

Proposed by: The Ven. Timothy Spannaus, Archdeacon

RESOLVED, That the 190th Convention of the Diocese of Michigan declares it to be the policy of this diocese that all active deacons and non-stipendiary priests shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

RESOLVED, That this Convention requests that all congregations or organizations in the Diocese of Michigan served by nonstipendiary deacons or priests pay such clergy a nominal honorarium of at least twenty-five dollars (\$25) per month during fiscal year 2022 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

RESOLVED, That beginning in fiscal year 2025, every congregation or organization served by a nonstipendiary deacon or priest, excepting those listed as retired in the parochial report, shall pay such deacon a nominal honorarium of at least twenty-five dollars (\$25) per month and make the corresponding contribution to the Church Pension Fund of eighteen

23 percent (18%).

24

25 **EXPLANATION:** Resolution A135 Compensation for Non-stipendiary
26 Clergy encourages “each diocese to consider paying all active currently
27 non-stipendiary clergy of any order under the age of 72, canonically
28 resident in and serving in the Episcopal Church, and with a current
29 letter of agreement with the congregation or entity they serve, a
30 minimum of \$25 per month, and pay assessments on their behalf to the
31 Church Pension Fund (CPF) to enable access to applicable benefits from
32 the Fund, beginning January 1, 2025.

33

34 Deacons and non-stipendiary priests in the Episcopal Diocese of
35 Michigan serve in their congregational and diocesan positions as deacons
36 without remuneration. The Church Pension Fund provides resources for
37 clergy and lay employees of churches in the Episcopal Church. One of
38 the resources is CREDO, a wellness resource, that helps both active and
39 retired clergy pension plan participants by presenting a holistic approach
40 to wellness for mind, body, spirit, and heart. Participants examine and
41 evaluate their health and wellness from the spiritual, vocational, physical
42 and emotional health and financial points of view. The Church Pension
43 Fund also provides pension and retirement savings plans, health benefits,
44 and educational services. At recent conferences, representatives of the

45 Church Pension Fund have stated that if deacons were paid a nominal
46 amount, the deacons would be eligible for these benefits. This proposed
47 amendment asks that congregations make such a nominal payment of
48 \$25 a month to deacons, as well as a payment of 18% (\$4.50) to the
49 Church Pension Fund to enable them to participate in the programs and
50 benefits available through the Church Pension Fund.

51

52 The resolution is not in any way intended to suggest that the proposed
53 payments adequately compensate deacons for the work they do. The
54 whole point is to give deacons access to Church Pension Fund resources.

55

56

57

RESOLUTION 190-5: CLIMATE JUSTICE, CLIMATE ACTION

58 **Proposed Resolution: Climate Justice, Climate Action**

59

60 Proposed by Climate Change Task Force, co-chairs Ruth Boeder and
61 Tom Ferguson

62

63 Environmental justice is a critical part of our Christian faith. Our faith
64 in the incarnate God, our membership in beloved community, and our
65 responsibility as caretakers of God’s creation all call us to act,

66

67 **RESOLVED**, that the 190th convention of the Episcopal Diocese of
68 Michigan calls for

69 - the Bishop’s Staff

70 - the Diocesan Council

71 - the Standing Committee

72 - the Trustees

73 - and all the bodies and worshipping communities within this diocese

74

75 to prioritize environmental action, especially action to reverse climate
76 change, in everything we do, within our church bodies, in our
77 community, and in the broader political arena,

78

79 **RESOLVED**, that the 190th convention of the Episcopal Diocese of

80 Michigan calls for the Bishop to create an ongoing Climate Justice Action
81 Commission (CJAC) to promote and coordinate action across and beyond
82 the diocese to promote environmental justice,

83

84 **RESOLVED**, that the CJAC shall seek ways for the Episcopal Diocese of
85 Michigan to appropriately respond to the Creation Care resolutions
86 passed at the 81st General Convention of the Episcopal Church,

87

88 **RESOLVED**, that the 190th convention of the Episcopal Diocese of
89 Michigan calls for the CJAC to liaise with the Bishop's Staff, the
90 Diocesan Council, the Standing Committee, and the Trustees to prepare
91 a report to the 191st convention of EDOMI about how each entity is
92 taking action for environmental justice and to reverse the impacts of
93 climate change and periodically to conventions after that,

94

95 **RESOLVED**, that the 190th convention of the Episcopal Diocese of
96 Michigan encourages each deanery, in its annual report to the diocesan
97 convention, to report on what actions congregations in that deanery have
98 taken to address climate change,

99

100 **RESOLVED**, that each worshipping community in the Episcopal Diocese
101 of Michigan shall set a climate action goal for themselves, with a target

102 completion date of the 200th Diocesan Convention, and

103

104 **RESOLVED**, that the Diocese shall allow and encourage the use of the

105 Advocacy Grant and other Diocesan grant funds to support the

106 achievement of these goals, as and when the goals align with the criteria

107 for various grants

108

109



**The 190th Convention of the
Episcopal Diocese of Michigan
October 18-19, 2024**



PROPOSED 2025 OPERATING BUDGET

- 2025 Operating Budget Summary by Category
- 2025 Operating Budget Summary by Program
- 2025 Operating Budget Account-Level Detail
- 2025 Diocesan Staff Salaries
- 2025 Operating Budget Graphs
- 2025 Operating Budget Narrative
- Resolution to Adopt 2025 Operating Budget and 2026 Apportionment Formula

Episcopal Diocese of Michigan
2025 Proposed Operating Budget
Approved by Diocesan Council September 21, 2024
General Ledger Category Summary

	2023 Actual	2024 Budget	2025 Proposed Budget	Bud to Bud Change	Comment
Operating Revenues					
Apportionment Pledges	1,580,192	1,610,000	1,696,000	86,000	5.3% 74% of congreg now at full apport
Dividends & Interest	592,466	614,787	638,157	23,370	3.8% invest bal up 9.2% - div rate 4.15%
Perpetual Trust Distrib	232,500	232,500	232,500	0	0.0%
Other Income	6,145	3,000	4,000	1,000	33.3% credit card rebate income
Total Operating Revenues	2,411,304	2,460,287	2,570,657	110,370	4.5%
Operating Expenses					
Salaries and Benefits	1,274,908	1,345,959	1,405,766	59,807	4.4% 3% COLA, 9.5% medical
Professional Fees	160,914	118,240	114,940	(3,300)	-2.8% Move to Conf, Mtgs, & Events
Buildings and Grounds	181,855	187,200	194,700	7,500	4.0% Bldg maintenance and prop/liab insur
Office Expenses	51,954	47,800	46,400	(1,400)	-2.9% Move to Equipment
Communications Prog Exp	8,456	12,000	9,000	(3,000)	-25.0% Move conv printing to Conf,Mtgs,Event
Conf, Mtgs, & Events	220,397	191,693	221,393	29,700	15.5% \$16k conv, \$6k hospitality, \$8k transfer
Cost Sharing/Reg Fees	(115,832)	(101,460)	(98,460)	3,000	-3.0% \$10k for CCD less \$7k new conv regis
Denominational Support	348,168	353,322	356,330	3,008	0.9% Full assessment with TEC and Prov V
Travel & Related Business	51,287	70,350	73,850	3,500	5.0% Restore previous years cuts
Grants and Other Outreach	207,444	215,242	225,379	10,137	4.7% formula-driven from 2023 oper inc
Equipment	20,366	19,941	21,359	1,418	7.1% Transfer from Off Exp for new technol
Total Operating Expenses	2,409,917	2,460,287	2,570,657	110,370	4.5%
Net Op Surplus/<Deficit>	1,386	0	0	0	
Non-Operating and Restricted Revenues					
Contributions	396,415				
Interest & Dividend Income	439,613				
Investment Gains/<Losses>	2,835,064				
Property Income	54,550				
Other Income	2,400				
Total Non-Op & Restr Revenues	3,728,042				
Non-Operating and Restricted Expenses					
Salaries and Benefits	153,209				
Program Expenses	146,071				
Buildings & Grounds	52,897				
Depreciation	37,838				
Grants and Other Outreach	77,413				
Total Non-Op & Restr Expenses	467,427				
Net Non-Op Surplus/<Deficit>	3,260,615				
Overall Surplus/<Deficit>	3,262,001				

Episcopal Diocese of Michigan
2025 Proposed Operating Budget
Approved by Diocesan Council September 21, 2024
Program-Level Summary

	2023	2024	2025	Bud to	
	Actual	Budget	Proposed Budget	Bud Change	Comment
Operating Revenues					
Diocese General	2,411,304	2,460,287	2,570,657	110,370	4.5% Apport up 5%, dividends up 4%
Total Operating Revenues	2,411,304	2,460,287	2,570,657	110,370	4.5%
Operating Expenses					
Episcopate					
Episcopate - General	391,619	390,980	418,738	27,758	7.1% COLA, medical, hospitality, travel
Canonical - Diocese	39,202	34,000	34,000	0	0.0%
Diocesan Convention	90,791	62,300	71,300	9,000	14.4% Catch budget up to actual conv exp
Churchwide Mission Supp	355,892	373,922	376,930	3,008	0.8% Keep full assess to TEC & Prov V
Total Episcopate	877,504	861,202	900,968	39,766	4.6%
Congregational Vitality					
Campus Ministry	120,000	120,000	130,000	10,000	8.3% Additional support to chaplaincies
Congregation Development	213,388	237,061	244,371	7,310	3.1% COLA and medical increase
College for Congreg Devel	0	0	10,000	10,000	0.0% Bringing 1st \$10k into operating bud
Ministry with Young People	128,953	144,188	148,738	4,550	3.2% COLA and medical increase
Total Congregational Vitality	462,342	501,249	533,109	31,860	6.4%
Public Witness					
Spirituality and Race	99,305	105,896	109,590	3,694	3.5% COLA and medical increase
Communications	120,753	116,473	119,969	3,496	3.0% COLA and medical increase
Sustainable Develop Goals	14,330	16,742	16,879	137	0.8% Formula-driven - 0.7% of 2023 inc
Advocacy Ministries	18,008	22,000	22,000	0	0.0%
Social Ministry Programs	53,500	53,500	53,500	0	0.0%
Total Public Witness	305,896	314,611	321,938	7,327	2.3%
Finance and Admin Infrastructure					
Administration	242,906	251,353	262,238	10,885	4.3% COLA and medical increase
Finance	281,160	289,772	301,686	11,914	4.1% COLA and medical increase
Office General	240,109	242,100	250,718	8,618	3.6% Bldg maint, prop/liability insurance
Total Fin and Adm Infrastruct	764,175	783,225	814,642	31,417	
Operating Expenses	2,409,917	2,460,287	2,570,657	110,370	
Net Op Surplus/<Deficit>	1,386	0	0	0	
Non-Operating/Restricted Net Activity					
Congregational Vitality	239,386				
Church Plants	42,745				
Endowment Activity	2,138,256				
Administrative Support	-17,205				
Public Witness	200,000				
Property	657,825				
Total Ministry	-393				
Total Non-Operating/Restricted N	3,260,615				
Overall Surplus/<Deficit>	3,262,001				

Episcopal Diocese of Michigan
2025 Proposed Operating Budget
Approved by Diocesan Council September 21, 2024
General Ledger Detail

	2023	2024	2025	Bud to	
	Actual	Budget	Proposed	Bud	
			Budget	Change	
Operating Revenues					
Apportionment Pledges					
41100 Apportionment Current Yr	1,575,009	1,600,000	1,686,000	86,000	5.4%
41200 Apportionment Prior Yr	5,183	10,000	10,000	0	0.0%
	1,580,192	1,610,000	1,696,000	86,000	5.3%
Dividends & Interest					
42000 Dividends	74,749	77,559	80,504	2,945	3.8%
42100 Extended Ministries	416,421	433,716	451,812	18,096	4.2%
42300 Endowment Fund	59,098	61,319	63,648	2,329	3.8%
42400 Interest Income	42,198	42,193	42,193	0	0.0%
	592,466	614,787	638,157	23,370	3.8%
Contributions					
42200 Tannahill Fund	232,500	232,500	232,500	0	0.0%
43000 Contributions Unrestricted	1,374	1,000	1,000	0	0.0%
	233,874	233,500	233,500	0	0.0%
Other Income					
46600 Other Income	4,771	2,000	3,000	1,000	50.0%
49910 Release from Designated	0	0	0	0	0.0%
	4,771	2,000	3,000	1,000	50.0%
Total Operating Revenues	2,411,304	2,460,287	2,570,657	110,370	4.5%
Operating Expenses					
Salaries and Benefits					
70100 Salaries	881,414	883,280	911,784	28,504	3.2%
70101 Staff Exp Shared by Others	(33,233)	(33,730)	(35,075)	(1,345)	4.0%
70200 SECA Reimbursement	0	28,386	29,237	851	3.0%
71310 Payroll Taxes-FICA	37,507	38,673	39,761	1,088	2.8%
71410 Medical Insurance	247,803	271,787	294,639	22,852	8.4%
71420 Life Insurance	5,767	5,886	5,886	0	0.0%
71430 Disability Insurance	5,526	5,848	6,045	197	3.4%
71440 Worker's Compensation	1,710	2,000	1,700	(300)	-15.0%
71510 Clergy Pension	69,238	71,901	74,058	2,157	3.0%
71520 Lay Pension	41,763	46,099	47,662	1,563	3.4%
71530 Retiree Medical	6,313	10,779	15,019	4,240	39.3%
71600 Sabbatical Provision	11,099	15,050	15,050	0	0.0%
	1,274,908	1,345,959	1,405,766	59,807	4.4%

Episcopal Diocese of Michigan
2025 Proposed Operating Budget
Approved by Diocesan Council September 21, 2024
General Ledger Detail

	2023	2024	2025		
	Actual	Budget	Proposed Budget	Bud to Bud	
				Change	
Professional Fees					
72240 Ecclesiastical Discipline	1,041	2,400	2,400	0	0.0%
72250 Background Checks	502	0	0	0	0.0%
72290 Outside Services	82,754	49,190	45,890	(3,300)	-6.7%
72310 Legal	8,571	15,000	15,000	0	0.0%
72360 Audit	14,370	14,400	14,400	0	0.0%
72380 Payroll Processing	7,620	3,750	3,750	0	0.0%
72385 IT Support	20,182	21,000	21,000	0	0.0%
72500 Honoraria	25,874	12,500	12,500	0	0.0%
	160,914	118,240	114,940	(3,300)	-2.8%
Buildings and Grounds					
73200 Diocesan Center Maint	162,800	167,800	174,300	6,500	3.9%
73400 Property/Liability Insurance	19,055	19,400	20,400	1,000	5.2%
	181,855	187,200	194,700	7,500	4.0%
Office Expenses					
74100 Telephone	8,670	8,000	8,000	0	0.0%
74200 Cell Phone	7,505	6,700	6,700	0	0.0%
74400 Internet Services	4,777	3,600	3,600	0	0.0%
74500 Postage & Delivery	5,681	7,000	5,500	(1,500)	-21.4%
74600 Net Copy Exp/<Reimb>	3,275	3,000	3,000	0	0.0%
75100 Reference Materials/Subs	4,878	6,200	6,200	0	0.0%
76400 Licenses/Copyright	870	250	250	0	0.0%
77100 Office Supplies	10,083	10,000	10,000	0	0.0%
77200 Bank Charges	1,169	1,200	1,200	0	0.0%
77205 PayPal Fees	4,222	700	950	250	35.7%
77400 Worship Supplies	824	1,150	1,000	(150)	-13.0%
	51,954	47,800	46,400	(1,400)	-2.9%
Communications and P.R.					
74700 Electronic Marketing	721	500	500	0	0.0%
74800 Promotional Marketing	3,305	4,400	4,400	0	0.0%
74900 Outside Printing/Copying	4,430	7,100	4,100	(3,000)	-42.3%
	8,456	12,000	9,000	(3,000)	-25.0%
Conferences, Meetings, & Events					
75200 Membership	6,188	4,800	4,800	0	0.0%
75300 Conference & Seminars	7,108	10,300	10,300	0	0.0%
75360 Training	3,216	2,600	2,600	0	0.0%
75500 Hall/Equip Rental	57,676	45,275	66,475	21,200	46.8%

Episcopal Diocese of Michigan
2025 Proposed Operating Budget
Approved by Diocesan Council September 21, 2024
General Ledger Detail

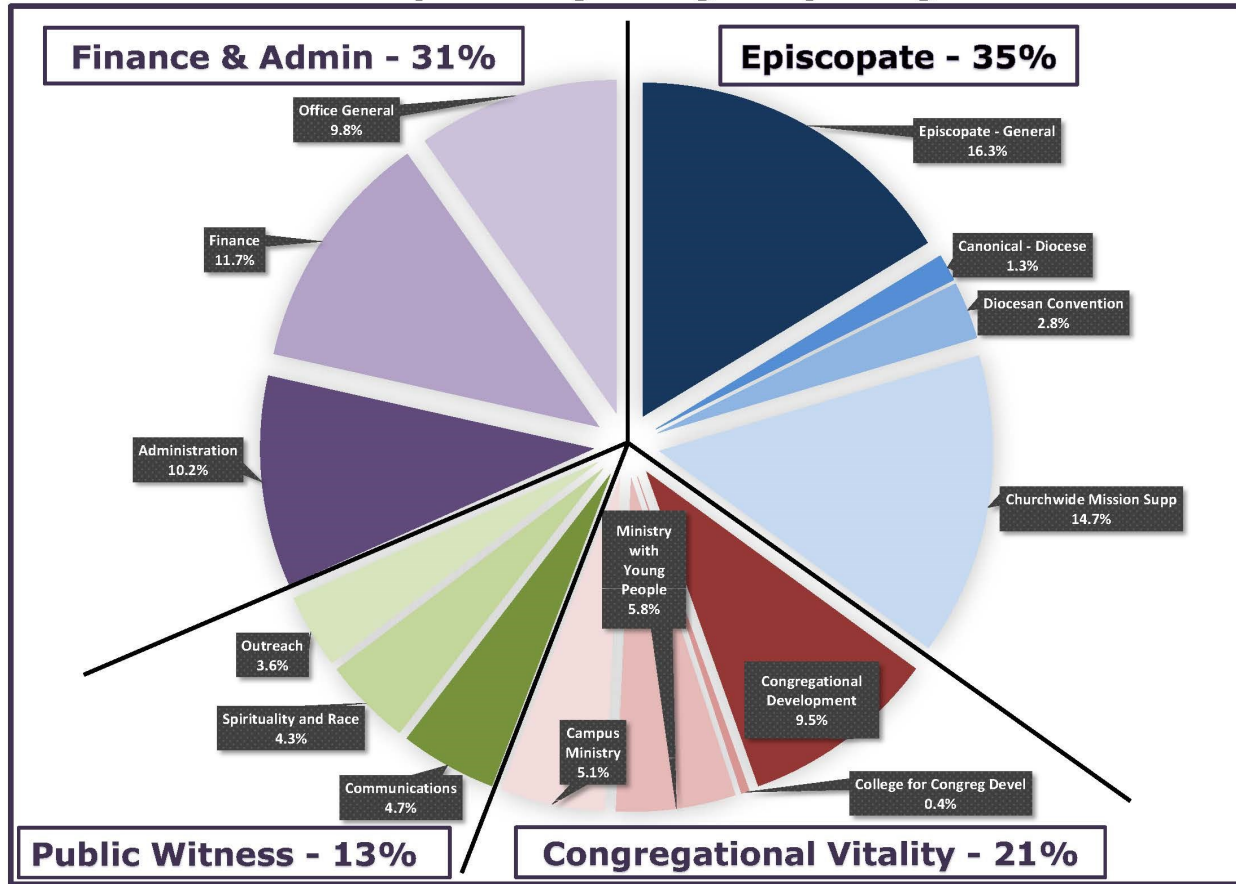
	2023	2024	2025 Proposed Budget	Bud to Bud Change	
	<u>Actual</u>	<u>Budget</u>			
75600 Hosting	8,270	4,350	6,850	2,500	57.5%
75700 Other Meeting Costs	131,523	123,868	129,368	5,500	4.4%
75800 Staff Meetings	6,416	500	1,000	500	100.0%
	220,397	191,693	221,393	29,700	15.5%
75900 Event/Meeting Offset	(115,832)	(101,460)	(98,460)	3,000	-3.0%
Denominational Support					
76100 TEC Assessment	323,694	328,747	331,696	2,949	0.9%
76200 Provincial Assessment	6,474	6,575	6,634	59	0.9%
76500 Episcopal Election Accrual	18,000	18,000	18,000	0	0.0%
	348,168	353,322	356,330	3,008	0.9%
Travel & Related Business					
78100 Mileage Reimbursements	9,801	11,000	11,000	0	0.0%
78150 Fuel for Car	2,199	1,200	2,200	1,000	83.3%
78200 Vehicle Expense	1,268	3,000	3,000	0	0.0%
78500 Staff Travel & Lodging	28,407	42,350	44,850	2,500	5.9%
78600 Travel Meals	2,553	5,800	5,800	0	0.0%
95100 Depreciation Car	7,058	7,000	7,000	0	0.0%
	51,287	70,350	73,850	3,500	5.0%
Grants and Partnerships					
75400 Discretionary Fund	1,606	3,000	3,000	0	0.0%
79500 Chaplaincy Support	120,000	120,000	130,000	10,000	8.3%
79600 Grants					
SDGs	14,330	16,742	16,879	137	0.8%
Advocacy Ministries	18,008	22,000	22,000	0	0.0%
Social Ministry Programs	53,500	53,500	53,500	0	0.0%
	207,444	215,242	225,379	10,137	4.7%
Equipment					
81200 Equipment Rental	9,402	9,000	9,000	0	0.0%
81300 Equip Maint & Supplies	0	800	800	0	0.0%
81400 Computer Maint & Software	10,964	10,141	11,559	1,418	14.0%
	20,366	19,941	21,359	1,418	7.1%
Total Operating Expenses	2,409,917	2,460,287	2,570,657	110,370	4.5%
Net Operating Surplus/<Deficit>	1,386	0	0	0	0.0%

**Episcopal Diocese of Michigan
190th Annual Convention
October 18-19, 2024
Proposed Diocesan Staff Salaries for 2025**

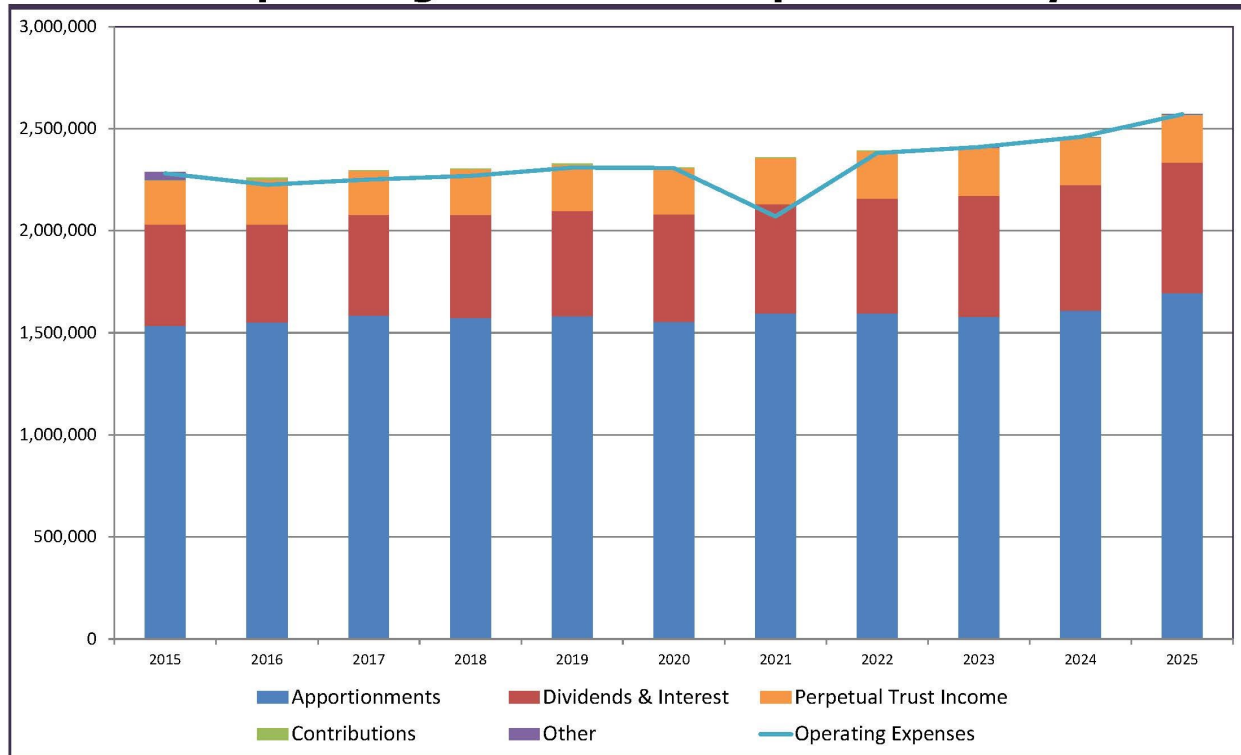
This information is provided in accordance with Resolution 4, adopted
at the 164th annual convention of the Diocese of Michigan on
February 27-28, 1998 in Lansing, Michigan

			<u>2025 Budget</u>
Dennis Boyd	Director of Communications	Salary	63,036
Kara Chapman	Diocesan Accountant	Salary	70,294
The Rev. Sister Veronica Dunbar	Missioner for Spirituality and Race	Salary	63,784
The Rev. Sister Veronica Dunbar	Missioner for Spirituality and Race	SECA Reimbursement	4,879
The Rev. Canon Ellen Ekevag	Canon for Congregational Development and Transitions	Salary	95,678
The Rev. Canon Ellen Ekevag	Canon for Congregational Development and Transitions	SECA Reimbursement	7,319
Susan Mason	Executive Assistant to the Bishop	Salary	61,019
Canon Mark Miliotto	Canon for Finance & Chief Financial Officer	Salary	95,678
The Rt. Rev. Dr. Bonnie Perry	Diocesan Bishop	Salary	165,645
The Rt. Rev. Dr. Bonnie Perry	Diocesan Bishop	SECA Reimbursement	12,672
Carmen Piggens	Missioner for Ministry with Young People	Salary	65,557
Crystal Ramirez	Director of Administration	Salary	76,484
The Rev. Susie Shaefer	Associate for Transitions and Local Formation (3/4 time)	Salary	57,093
The Rev. Susie Shaefer	Associate for Transitions and Local Formation (3/4 time)	SECA Reimbursement	4,367
open position	Canon to the Ordinary & Chief Operating Officer	Salary	<u>97,516</u>
Total Salaries & SECA Reimbursement Budget			<u>941,021</u>

2025 Operating Budget by Program



Operating Income and Expense History



2025 Proposed Operating Budget Narrative As of September 21, 2024

Apportionment Pledge Revenue – As of the time of this writing, most of the 2025 apportionment pledges from our congregations have been received and, of the ones not yet received, we have a good sense of where they will come in. So, we are estimating that the 2025 apportionment pledges will be up \$88,000 (5.4%) over the original pledges from 2024. After factoring in our typical 1.75% allowance for shortfall, we are proposing an \$86,000 increase in the Apportionment Revenue budget for 2025.

Dividends & Interest Revenue – Earlier this month the Trustees of the Diocese approved a flat dividend rate for 2025 of 4.15% of the trailing twenty quarter average. The net result for the diocesan operating budget based on our \$17.1M endowment balance is a 4% or \$23,000 increase in the dividend from 2024 to 2025.

Salaries and Benefits Expense – We are proposing a 3% Cost of Living Adjustment for the bishop's staff, which adds \$32,000 to the budget. Overall inflation across the country was most recently announced at 2.5%, while our regional inflation came in a little higher at 3.5%, so we feel that 3% is a fair offer. Healthcare premiums for 2025 are up a staggering 9.5%, which results in a \$23,000 increase in our budget. Lastly, we need to boost our retiree benefits by about \$4,000. The total proposed increase to the Salaries and Benefits budget is \$60,000.

Professional Fees – This category of expense includes a proposed \$1,500 boost to hospitality (catering) for diocesan events, as well as a \$4,800 transfer of budget from Professional Fees to Conferences/Meetings/Events. The net impact to Professional Fees is a drop of \$3,300.

Buildings and Grounds Expense – For the last several years, we have been working at getting our share of the support of maintaining the Diocesan Center/Cathedral Building up to our fair share after being underfunded for many years. Last year we increased our share by \$5,000. This year, with property insurance up over 18%, healthcare for Cathedral Chapter staff up 9.5%, and many other costs up significantly, we are proposing a \$6,500 increase for 2025. Additionally, we need to boost our own Property/Liability Insurance by \$1,000 to keep pace with rising insurance costs. The total increase in this category is \$7,500.

Office and Communications Program Expenses – As we continue to move to more digital forms of communication over the last few years, we have been able to reduce our expenses for printing, in-house copying, mailing, and outside copying/printing. Last year we trimmed these areas by \$4,000. We are expecting a \$1,500 reduction this year in Postage Expense and propose moving most of that budget to Equipment/Software to cover the cost of new technology. Likewise, Outside Copying/Printing (rolls up in Communications and P.R. category) related to Diocesan Convention is expected to fall by about \$3,000, and we propose moving that budget to Conference/Meeting/Events.

Conferences, Meetings, and Events – Since the last pre-pandemic convention in 2019, the cost of having Diocesan Convention at the Suburban Showplace has gone up \$30,000 (40%) but the budget has not kept pace. The Bishop’s Staff has found a way to reduce convention expenses by \$12,000 for 2024 and beyond. And to make up for the rest of the shortfall in the budget, we are proposing two things: 1) Increase the convention expense budget by \$16,000 and 2) Begin charging a small registration fee of \$30 for delegates and \$10 for visitors, which should generate about \$7,000 in additional cost sharing support. The net impact is a \$9,000 increase to the convention budget. The Diocesan Convention impact in this category of expenses includes the \$16,000 of new money noted in previous line plus \$6,000 transferred in from other categories of expenses. Additionally, \$3,000 was added to the Bishop’s Staff events and hospitality budgets. And, finally, \$4,800 was transferred into this category from Professional Fees, as noted above.

Cost Sharing/Reg Fees – This line item in the budget includes all registration fees and cost sharing received for the whole variety of events and meetings hosted by the diocese. The biggest proposed change here is a \$10,000 reduction in the cost sharing (outside funding) for the College for Congregational Development (“CCD”). Effectively this means that we are bringing \$10,000 of the cost of hosting CCD into the Operating Budget. Additionally, as noted in the previous paragraph, we are adding a registration fee for Diocesan Convention that should generate about \$7,000 in cash to help offset the cost of convention.

Denominational Support Expense – In order to continue pledging to The Episcopal Church and Province V at the full assessment level, a \$3,000 bump up in the budget is required. We recommend staying at the full assessment level in both cases.

Travel & Related Business – Over the last two years we have been reducing the Staff Travel budget as we have been living into the reality of the post-pandemic world. However, during 2024 as travel has picked up again, we discovered that we had cut the travel budget too far. We propose adding \$5,000 back to the budget to meet the current needs. Additionally, \$1,500 of Diocesan Convention Lodging budget was moved to Meetings Expense (see above). The net impact to Travel is a \$3,500 increase in the budget.

Grants and Other Outreach Expense – The SDG (Sustainable Development Goals) line item in this category is a formula-based budget – 0.7% of the previous year’s operating income. So, this line item needs to increase by \$137 to keep pace. In recognition of the fact that the line item in the diocesan budget that supports the campus ministries of U of M and MSU has not increased in many years, we propose increasing the Campus Ministry budget by \$10,000 - \$5,000 to each campus.

Equipment – It is proposed that \$1,400 in new budget money be allocated to Equipment/Software to fund some of the new technology being used to support our growing digital demands.



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RESOLUTION TO ADOPT THE 2025 OPERATING BUDGET

DATE: October 19, 2024

TO: Clergy and Lay Delegates of the 190th Convention
of the Episcopal Diocese of Michigan

The Diocesan Council offers the following Resolutions:

RESOLVED, that the 2025 Operating Expense Budget of the Episcopal Diocese of Michigan be in the amount of \$2,570,657 and be it further

RESOLVED, that the Diocesan Council shall have the authority to adjust the adopted budget in keeping with income assured from expected operating income, and be it further

RESOLVED, that the formula for calculating the apportionment for congregational support of the 2026 diocesan operating budget will be based on 10% of the three-year average of each congregation's normal operating income as reported in the Parochial Report in the years 2022, 2023, and 2024.



REPORT ON THE 81ST GENERAL CONVENTION



JUNE 23-28, 2024
LOUISVILLE, KENTUCKY

35 BIG DEVELOPMENTS

IN THE EPISCOPAL CHURCH

COMING FROM THE 81ST GENERAL CONVENTION

EVERY THREE YEARS, bishops, clerics, and lay people from 109 dioceses and 22 nations and territories gather to express their resolve on topics that direct and define our church. Here are the 20 biggest developments coming from this summer's 81st General Convention held in Louisville, Kentucky.

TO FIND A RESOLUTION, search the number (e.g. "A101") at: vbinder.net/resolutions

TO FIND LITURGIES and RESOURCES, open: episcopalcommonprayer.org

TO FIND AN ENS ARTICLE, search: episcopalnewsservice.org

I. LITURGY

1. Broadly defining the Book of Common Prayer: "The Book of Common Prayer is understood to be those liturgical forms and other texts authorized by the General Convention in accordance with this article and the Canons of this Church" — **A072**
<https://episcopalnewsservice.org/2024/06/27/81st-general-convention-adopts-constitutional-change-defining-book-of-common-prayer/>
2. Prayer Book:
 - A114** — Approving two inclusive-language Eucharistic Prayer C's
 - A113** — Requesting Rite I Eucharistic Prayers in Rite II language
 - A115** — Providing alternate readings for Good Friday that are sensitive to antisemitism
 - A116** — A First Reading to create "Marriage 1" in BCP and add "Marriage 2" with the previously-authorized gender-neutral marriage rite
 - A160** — A First Reading to revise the BCP Catechism on marriage to say "two people"
 - A109** — Commending and expanding liturgical resources recognizing the end of slavery
 - A111** — Developing resources for online/in-person hybrid worship
 - A125** — Considering "fast days" for inclusion in "Lesser Feasts and Fasts"
3. Adding new Commemorations including The Philadelphia Eleven, Consecration of Bishop Barbara Harris, Simeon Bacchus the Ethiopian Eunuch, and St. George — **C023, A121**
4. Approving the expanded RCL daily lectionary, which follows and expands on the Sunday RCL "Track One" readings — **A112**
5. Developing a digital collection of alternative language hymn texts in cases of hymns that have colonialist, racist, white supremacist, imperialistic, or nationalistic language — **A130**
6. Developing trial use Baptismal Covenant language that is broader than the five promises we currently have, especially including Creation Care — **B001**
7. Adopting a prayer remembering Indigenous children forced into boarding schools — **C032**

O God of Persistent Grace, you called the Philadelphia Eleven to the priesthood and granted them courage and boldness to respond, thereby opening the eyes of your church to the giftedness and equality of all: grant us so to hear, trust, and follow your Holy Spirit wherever she may lead, that the gifts of all your people may flourish throughout the earth, through Christ our Savior. Amen.

II. ELECTIONS

8. Re-electing Julia Ayala Harris as President of the House of Deputies on the first ballot after a public airing of grievances by the VPHOD who ran against her

<https://episcopalnewsservice.org/2024/06/25/breaking-house-of-deputies-president-julia-ayala-harris-re-elected-on-first-ballot/>

9. Electing Bishop Sean Rowe as Presiding Bishop; he wants to do things differently - "everyone wants a revolution but no one wants to do the dishes"

<https://episcopalnewsservice.org/2024/06/26/breaking-sean-rowe-elected-28th-presiding-bishop-will-begin-nine-year-term-nov-1/>

<https://episcopalnewsservice.org/2024/06/28/presiding-bishop-elect-calls-the-church-to-think-differently-about-how-it-should-work-for-the-sake-of-sharing-the-gospel/>

III. THE WIDER WORLD

10. Affirming the goal of full communion with United Methodist Church — **A049**

11. Rejecting most Israel/Palestine resolutions, rejecting the words "genocide" and "apartheid"

<https://episcopalnewsservice.org/2024/06/27/deputies-send-apartheid-resolution-back-to-bishops-adopt-bishops-version-of-ceasefire-resolution/>

<https://episcopalnewsservice.org/2024/06/28/bishops-deputies-pass-compromise-resolution-backing-palestinian-state-no-mention-of-apartheid/>

12. Repudiating the pro-slavery views of a previous President of the House of Deputies and removing the commemoration of William Porcher Dubose, an unrepentant and lifelong white supremacist — **D074, A117**

13. Establishing a Task Force to research and make recommendations on Reparations, including the creation of a Reparation Fund — **A015**

14. Commending safe gun storage; urging the United States Congress to ban, except for military and law enforcement agencies, the possession of all military-style assault weapons, bump stocks, and high-capacity magazines; and declaring gun violence a National Health Crisis — **B004, D011, D014**

15. Resolutions on Responsible Investing/Divesting

A028 — Supporting freedom to consider ethical issues in investing

A029 — Divesting from, and calling on all institutional investors to divest from Fossil Fuels

A030 — Creating and administering a "no buy list" for companies that manufacture weapons that would cause mass injury to civilians, also weapons that are chemical, nuclear, fragmentation, incendiary, blinding lasers, antipersonnel, cluster, or lethally autonomous.

A163 — Affirming the consideration of Ethical Issues in investing

D076 — Supporting reparative investment vehicles

IV. REUNIONS

16. Granting the Episcopal Church in Navajoland to become a Missionary Diocese — **C009**

17. Reunifying Eu Claire, Fond du Lac, and Milwaukee into the Diocese of Wisconsin — **D051**

18. Ratifying the Agreement of Union between the Dioceses of Eastern Michigan and Western Michigan, approving the juncture, and creating the diocese "of the Great Lakes" — **C025**

V. RACIAL RECONCILIATION

19. Increasing recruitment, hiring, appointment, retention, and representation of People of Color in church positions — **A027**
20. Urging all seminaries and schools of theology to incorporate dismantling racism and achieving racial justice and healing education into their curricula — **A034**
21. Appointing a Task Force to create Model Policies for Dismantling Racism, Racial Reconciliation, and Healing — **A035**
22. Dedicating \$500,000 to support new bi-cultural and multi-cultural ministries — **A046**
23. Creating a Task Force on “Countering the Colonial Mindset”, defined as: “the living legacy of colonialism in the 21st century exemplified by the supremacy of Western/European mindsets, modes of thinking, cultural and economic systems, and bodies in former colonial states and their partners” — **A080**

VI. “PRACTICAL GUIDANCE”

24. Offering practical guidance for inter-religious relations — **A038**
25. Offering practical guidance for Episcopal-Jewish relations — **A039**
26. Offering practical guidance for Christian-Muslim relations — **A040**

VII. TITLE IV REFORM (DISCIPLINARY CANONS)

27. Requiring every diocese to have at least one intake officer who is not directly employed or otherwise compensated by the diocese in which the matter is pending — **A053**
28. Adding a “restorative covenant” as one possible result of conciliation — **A052**
29. Requiring vacancies on churchwide disciplinary boards to be filled within 60 days — **D053**
30. Studying how to respond when lay officers may have committed misconduct — **A147**
31. Considering 26 resolutions regarding Title IV — **A025, A026, A052, A053, A054, A055, A056, A057, A058, A104, A105, A106, A107, A139, A140, A141, A142, A143, B010, D015, D015, D025, D040, D052, D053, D064**

VIII. STRUCTURE, ADMINISTRATION, AND MISSION

32. Approving a budget of \$143M for TEC — **A164** — <https://budget.episcopalchurch.org>
33. Diocesan assessment kept same at 15% (proposal to 10%) — **C004, C008, C019, C033**
34. Approving \$1,692,000 for planting and supporting new ministries “*that are especially committed to mission and evangelism engaging under-represented groups, including youth and young adults, disabled persons, members of LGBTQIA communities, BIPOC communities, poor and working-class people, people with high-school diploma or less, and/or people with little or no church background or involvement*” — **A045**
35. Urging the Church Pension Group to revise the pricing of the Denominational Health Plan to consider both the ability of the community to pay and the prevailing cost of comparable coverage in the area; while also ensuring that Navajoland, North Dakota and South Dakota can provide coverage for their employees — **A101**

TO FIND A COMPLETE SUMMARY OF ACTIONS, OPEN:
<https://extranet.generalconvention.org/staff/files/download/32551>



CANDIDATES FOR OFFICE

BALLOTING INSTRUCTIONS

The 190th Convention of the
Episcopal Diocese of Michigan

October 18-19, 2024

Novi, Michigan



To: Voting Clergy & Lay Delegates to the 190th Annual Diocesan Convention
From: The Rev. Dr. W. Richard Hamlin, Secretary of Convention
Date: September 30, 2024
Subject: Balloting Instructions

We look forward to seeing you, in person, at the 190th Convention of the Diocese of Michigan!

On the following pages are the slate of candidates for office, and biographical information submitted by each candidate.

When you arrive at the registration area at the Suburban Collection Diamond Center, please complete a registration card and present it to a convention staff member. Cards will be available throughout the registration area. You will receive your name badge and OFFICIAL BALLOT at that time. Members of the Election Commission will be on hand to answer your questions and give whatever assistance is needed.

Please mark your ballot with black pen or #2 pencil, (extras will be available) then proceed to the electronic vote counting machine. Members of the Election Commission or polling assistant will verify your voting status and assist you in “feeding your ballot into the machine.” If there is a queue at the voting machine, you may leave your ballot with a member of the Election commission who will insert your ballot at a later time.

The polls will be open the following hours:

5:45 p.m.* - 6:30 p.m., Friday, October 18
8:30 a.m. - 11:00 a.m., Saturday, October 19

It will be wonderful to be able to greet everyone in person, and to once again using this simplified process for the elective portion of our convention.

**Time is approximate. Polls will open immediately following opening session.*



SLATE OF CANDIDATES FOR OFFICE
DIOCESE OF MICHIGAN FOR THE 190TH ANNUAL CONVENTION

Cathedral Chapter (1 lay, 1 clergy to be elected)

Lay: Curtis Norrod, St. Luke's, Ferndale
Daniel Pawa, Christ Episcopal, Dearborn
Felicity Thompson St. David's, Southfield

Clergy: The Rev. Donna Lockhart, All Saints', Pontiac
The Rev. Taylor Vines, St. Luke's, Ypsilanti

Commission on Ministry (1 lay, 1 clergy to be elected)

Lay: Gail Blum, St. Michaels and All Angels', Cambridge Junction

Clergy: The Rev. Halim Shukair, Christ Episcopal, Dearborn

Disciplinary Board (2 lay, 2 clergy to be elected)

Lay: Julia Belian, St. Luke's, Ferndale
Sandra Curtis, St. John's, Royal Oak
John Weslowski, All Saints', East Lansing

Clergy: The Rev. George (Chip) Dischinger, Trinity, Belleville
The Rev. Christine Fentress-Gannon, St. John's, Plymouth
The Rev. Judith Schellhammer, St. Andrew's, Livonia

Standing Committee (1 lay, 1 clergy to be elected)

Lay: Dale Scrace, St. Michael's, Grosse Pointe

Clergy: The Rev. Anne Clarke, St. Clare of Assisi, Ann Arbor
The Rev. Julia Huttar Bailey, Trinity in the Woods, Ann Arbor
The Rev. Carol Mader, Retired

Trustees of the Diocese (3 lay, 1 clergy to be elected)

Lay: Paul Abdullah, Christ Church, Detroit
Michael Haberlein, St. Luke's, Ferndale

Clergy: The Rev. Bob Alltop, Nativity, Bloomfield Township
The Rev. Drew Van Culin, Christ Church, Grosse Pointe

The **Cathedral Chapter** - consists of eighteen people representing the Bishop, the Diocesan Convention, and the Vestry of the Cathedral Church of St. Paul, Detroit. They have the responsibility to oversee those activities at the Diocesan-Cathedral Center which are not those of a parish church. This includes property matters, tenant relationships, activities not intended for parochial purposes, and supporting the activities of the Diocese. It is the agency which operates the common space of the Diocesan-Cathedral Center at 4800 Woodward Avenue in Detroit. **The term of office is 3 years.** The Chapter meets quarterly at the Cathedral. *See Canon 2.5.3.*

**CATHEDRAL CHAPTER
LAY CANDIDATE**

Curtis Norrod
St. Luke's Episcopal Church, Ferndale



Special Interest or Experience: Thirty years of experience in community development, property management, financial planning, and resourcing.

Sixteen-year member of St. Luke's Ferndale, serving as treasurer for the past six years, two terms on vestry, and one term as senior warden. Interest in community development, improvement, and social/business activities to advance community awareness and interest while fostering diversity and inclusion.

CATHEDRAL CHAPTER
LAY CANDIDATE



Daniel Pawa
Christ Episcopal Church, Dearborn

Present Service: (*Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.*) Anti-racism education and training aim to address and dismantle systemic racism by increasing awareness, understanding, and skills related to racial equity. This involves:

1. **Awareness:** Educating individuals about the history and impact of racism, including how systemic and institutional racism manifests in various aspects of society.
2. **Self-Reflection:** Encouraging personal introspection about one's biases and privileges.
3. **Skill Development:** Teaching practical strategies for addressing and challenging racism in personal, professional, and community settings.
4. **Action:** Providing tools and frameworks to advocate for racial justice and create inclusive environments.

Overall, the goal is to foster a more equitable society by empowering individuals to recognize, confront, and prevent racism in all its forms.

Previous Service: (*Congregation, Deanery, Diocese*)

The Episcopal Church of the Good Shepherd, Diocese of Liberia, West Africa.

Service in Community:

Educational Programs: Opportunities for learning and personal development, including after-school programs, adult education, literacy classes, and vocational training.

Youth Services: Programs focused on the development and support of young people, such as mentoring, extracurricular activities, and youth shelters.

Community Development: Initiatives aimed at improving local infrastructure and fostering community engagement, such as neighborhood revitalization projects, public art programs, and community events.

Cultural and Recreational Services: Programs that promote cultural enrichment and leisure, such as public libraries, community centers, and recreational activities.

Other Qualifications:

Qualifications and Experience Overview:

1. **Advanced Education:**
 - **Three Master's Degrees in Information Technology:** Demonstrates extensive academic training and expertise in various aspects of IT, such as system design, software engineering, data management, and emerging technologies.
2. **Professional Experience:**
 - **Cybersecurity Analyst at Comerica (Eight Years):**
 - **Role:** Led and managed cybersecurity initiatives to protect organizational data and systems.

Daniel Pawa (continued)

- Responsibilities: Developed and implemented security protocols, monitored network traffic, conducted risk assessments, and responded to security incidents.
 - Achievements: Successfully defended against cyber threats, enhanced the company's security posture, and contributed to strategic planning for future security measures.
3. Additional Skills and Expertise:
 - Cybersecurity: Deep understanding of threat landscapes, security best practices, and incident response.
 - Information Technology: Comprehensive knowledge of IT infrastructure, software development, and system integration.
 - Analytical Skills: Proven ability to analyze complex problems, identify solutions, and implement effective measures.
 - Project Management: Experience in leading projects, managing resources, and delivering results within specified timelines.
 4. Certifications and Training (If applicable):
 - Relevant Certifications: SANS Institute Certificate in Networking and Vulnerability Assessment, and Qualys Certificate in Policy Compliance and Vulnerability Assessment.
 - Ongoing Professional Development: Commitment to staying updated with the latest trends and technologies in cybersecurity and IT.
 5. Additional Contributions:
 - Mentorship and Leadership: Experience in mentoring junior team members, leading cross-functional teams, and contributing to organizational knowledge sharing.
 - Community Involvement: Participation in professional organizations or community events related to IT and cybersecurity.

What gifts, talents and experience do you bring to this office?

1. Advanced Technical Expertise:
 - Three Master's Degrees in Information Technology: My academic background equips me with a deep understanding of IT and its applications. This knowledge can support the diocese in improving its digital infrastructure, enhancing cybersecurity, and implementing new technologies for better communication and outreach.
2. Cybersecurity Experience:
 - Eight Years as a Cybersecurity Analyst at Comerica: My professional experience safeguarding digital assets is invaluable. I can help the diocese protect sensitive information, such as donor data and church records, from cyber threats and offer guidance on best practices for digital security and data privacy.
3. Leadership and Problem-Solving Skills:

Project Management and Analytical Abilities: My experience managing complex projects and solving intricate problems can be applied to various diocesan

Daniel Pawa (continued)

initiatives. Whether it's leading technology upgrades, coordinating events, or developing new programs, my skills will help ensure effective planning and execution.

4. Community Engagement:

- Experience in Mentorship and Team Collaboration: My background in mentoring and leading teams can support the development of diocesan staff and volunteers. I can offer training sessions, foster collaboration, and help build a robust and supportive community within the diocese.

5. Commitment to Service:

- Passion for Technology in Service of Others: My drive to use technology to benefit communities aligns with the diocese's service and outreach mission. I can assist in creating and maintaining platforms for online worship, virtual meetings, and digital community building, ensuring that the diocese remains connected and accessible.

6. Innovative Thinking:

- Adapting Technology for Ministry: With my background, I can introduce innovative technological solutions to enhance the diocese's ministry efforts. This could involve developing online resources, improving communication channels, and leveraging technology to effectively engage with the broader community.

7. Ethical and Strategic Insight:

- Understanding of Security and Compliance: My knowledge of regulatory compliance and ethical considerations in cybersecurity can help the diocese navigate the complexities of data management and digital ethics.

During your term in office, what do you think should be your primary focus?

As I consider my primary focus during my term in office with the Episcopal Diocese of Michigan, it's important to align my goals with the immediate needs of the diocese and its long-term vision. Based on your background in information technology and cybersecurity, here are some potential primary focus areas:

1. Enhancing Cybersecurity and Data Protection

- Objective: Ensure that the diocese's digital assets and sensitive information are secure from cyber threats.
- Actions: Implement robust cybersecurity measures, conduct regular security assessments, and train staff and volunteers on best practices for data protection and online safety.

2. Modernizing Digital Infrastructure

- Objective: Upgrade and optimize the diocese's technological systems to improve efficiency and connectivity.
- Actions: Evaluate and enhance IT infrastructure, implement modern communication tools, and ensure that digital platforms (e.g., websites, social media) are user-friendly and up-to-date.

3. Facilitating Virtual Engagement and Ministry

- Objective: Expand the diocese's reach and accessibility through digital channels.

Daniel Pawa (continued)

- Actions: Develop and support online worship services, virtual meetings, and digital community engagement initiatives. Ensure that these tools are inclusive and accessible to all members.
4. Supporting Staff and Volunteer Training
 - Objective: Equip staff and volunteers with the skills to use technology effectively.
 - Actions: Organize training sessions on cybersecurity, digital tools, and best practices for technology use in ministry and administration.
 5. Fostering Community and Outreach
 - Objective: Strengthen the diocese's connections with its members and the broader community.
 - Actions: Utilize technology to enhance outreach programs, manage community engagement efforts, and support initiatives that address local and global needs.
 6. Promoting Ethical and Strategic Use of Technology
 - Objective: Ensure that technology is used in ways that align with the ethical and strategic goals of the diocese.
 - Actions: Develop policies and guidelines for the responsible use of technology and provide oversight to ensure that these standards are adhered to.
 7. Driving Innovation and Continuous Improvement
 - Objective: Keep the diocese at the forefront of technological and organizational advancements.
 - Actions: Stay informed about emerging technologies and trends and assess how they can be integrated into the diocese's operations to enhance its mission and effectiveness.

**CATHEDRAL CHAPTER
LAY CANDIDATE**

**Felicity Thompson
St. David's Episcopal Church, Southfield**



This is an interesting time in the life of our diocese and the life of our cathedral. I would b My service activities started with the Michigan State Medical Society Alliance (MSMSA), as a delegate to meetings and eventually State President. Locally we went into schools, shelters and faith communities to discuss and find solutions to battle the culture of bullying and its relationship to suicide . We also spread education on eating nutritious food which leads to good health. I subsequently spent time rallying the faithful as a member of the Nominations and Membership Committees.

Working in the fast paced and complex environment of a primary care medical office had me liaising routinely with the general public and multiple federal, state, local regulatory agencies and other public and private third parties.

Ten years as Practice Manager led me to feel deeply moved to focus primarily on a long neglected issue faced by our communities and families literally on a daily basis. This issue is the marginalization of those among us that suffer from a wide range of mental and behavioral ailments including anxiety, depression, schizophrenia, personality disorders, autism, and a propensity to the devastating outcome of suicide.

This holy work has moved to the Village Clinic which is located at the Church of the Messiah. It is a mission of the church. These experiences have led to my formal discernment to the priesthood in our diocese. I have worshiped with my family at St. Andrews in Ann Arbor for over thirty years. I am currently at Bexley Seabury in my second year of seminary working to complete an MDiv I worship and I worship and serve at St. David's in Southfield. I am active with the Dismantling Racism Network in Province V, among other things.

CATHEDRAL CHAPTER
CLERGY CANDIDATE



The Rev. Donna Lockhart
All Saints', Pontiac

Present Service: (Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)

Currently I am the Transitional Priest in Charge, serving All Saints', Pontiac during their interim period. My anti-racism training includes completion of the Anglian Social Justice 2-year program where I also participated as a small-group co-facilitator. I have participated in Sacred Ground as a participant and co-facilitator and completed the Diocese of New Jersey six-week anti-racism program. Along with being a chaplain, I am also certified as a movement chaplain through Daring Compassion Movement Chaplaincy, which is a twelve-week program focused on the practice of movement chaplaincy, providing spiritual, emotional, and relational support to people and communities engaged in social justice movements.

Previous Service: (Congregation, Deanery, Diocese)

Directly after my ordination in June 2022, I had the opportunity to work with the lovely people at St Patrick's, Madison Heights. I was then called to serve at Trinity Episcopal Church, Easton, PA, in the Diocese of Bethlehem. I deeply value all that I learned from both of these congregations.

Service in Community:

All Saints' is very active in its service to the community and has many active ministries including but not limited to an after school tutoring program called Bound Together, a weekly community breakfast, an amazing resale shop called the Old Rectory Resale Shop, and now in its second year, The Pontiac Community Mental Health Fair. All Saints' is also participating in the St. David's Gun Disposal Program by hosting one of six gun disposal events taking place in EDOMI.

Other Qualifications:

I bring with me a faith that has grown throughout the years through my lifelong service to God and the church. My faith is truly my greatest gift and has instilled in me that we never walk alone and truly, all things are possible with God. Beyond seminary, I am also a graduate of the College for Congregational Development where I gained countless skills surrounding organizational and congregational development that I utilize every day in my ministry. I also bring my business acumen from my years spent in Corporate America as a sales and marketing manager and trainer. Lastly, I am also a graduate of Gamaliel Leadership Training which taught me about myself, what my strengths are, how to live into my challenges, and how to connect with my community.

The Rev. Donna Lockhart (continued)

What gifts, talents and experience do you bring to this office?

During formal formation I was afforded the opportunity to work in several excellent faith communities that taught me about leadership, service to the community, and Episcopal church polity. Part of this time was spent at Church of the Messiah during the first year of COVID. This experience taught me how to be in a space where, for the first time in my life, I was the minority. I learned about humility on a level I didn't know existed because the ordained and lay leaders of this church taught me how much I didn't know. As they were teaching me how to be an effective leader in the church, Pastor Barry, Pastor Wally, and the lay leadership helped me to see how blind I was to the truth about the system of whiteness that has ruled this country since its inception, and that was laid bare for all to see during COVID, and my part in it. I gratefully carry these lessons with me everywhere I go and though I know I have much more to learn, my experience at Church of the Messiah has taught me that I am able to learn, even hard truths, and carry these truths forward as long as I remain grounded in the humility of knowing how much I don't know and remain open to the lessons being shared.

During your term in office, what do you think should be your primary focus?

My primary focus will be on making connections inside and outside of the cathedral community and EDOMI that will help support and sustain the work of our diocese. Also, given that I have never served on a diocesan committee before, my focus will also be to listen and learn as I begin partaking in the council of the church through committee participation.

CATHEDRAL CHAPTER
CLERGY CANDIDATE

The Rev. Taylor Vines
St. Luke's, Ypsilanti



Present Service: *(Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)* I am excited to begin my second year as Rector of St. Luke's Episcopal Church in Ypsilanti. As a seminarian, I received Anti-Racism training both from the Diocese of North Carolina and the School of Theology at the University of the South (Sewanee).

Previous Service: *(Congregation, Deanery, Diocese)*

I served as a member of the LGBTQ+ Ministry Committee for the Diocese of Mississippi, and in that role, I recruited speakers for our annual spiritual renewal retreat and managed our social media. After moving to North Carolina for graduate school, I served as the co-chair of my sponsoring parish's Outreach Committee. During my time in that position, I organized several successful fundraisers and increased the parish's engagement in food-security and migrant ministries.

Service in Community:

Over the past year, I have worked with the Shelter Association of Washtenaw County to host the winter nighttime warming center in Ypsilanti. As we prepare for the upcoming winter season, I organized with other downtown clergy to guarantee that clients will have a warm place to sleep at one of our churches every night of the week. In my work with other clergy in downtown Ypsilanti, I have spearheaded several joint worship services that have built a greater sense of community and collaboration.

Other Qualifications: After graduating from Sewanee, I served as a hospital chaplain resident. Although the residency did not focus on administration or program development, my experience in the hospital taught me important lessons in conflict resolution and non-anxious communication that greatly inform my ministry today.

What gifts, talents and experience do you bring to this office?

I served on the board of the state's only LGBTQ+ community center with a physical building. As a board member, I learned a great deal about property management, developing programming, and building strong community relationships.

During your term in office, what do you think should be your primary focus?

My primary focus as a member of the Cathedral Chapter would be to build and foster relationships. As I am still new to the Diocese, I would love to offer my experience in community building, program development, and long-term planning to the Diocesan-Cathedral Center in order to learn more about the Cathedral Church of St. Paul, the Diocese of Michigan, and the City of Detroit.

The **Commission on Ministry** - assists the Bishop in development and affirmation of the ministry of all baptized persons. Among the duties of the Commission is the design and oversight of the ongoing process for recruitment, discernment, formation for ministry and assessment of readiness for it. It is to support and nurture persons accepted as postulants through ordination. This body has broad responsibilities for lifting up the opportunities for ministry of the word in this Diocese and the world. The Commission consists of the Bishop and 20 other members - 10 clergy who are entitled to vote at convention and 10 laypersons each of whom must be confirmed adult communicants in good standing of a congregation entitled to vote at convention. One-half are elected by members of convention, and the other half are appointed by the Bishop. One member of clergy and one layperson will be elected. **The term of office is 5 years.** The Commission meets monthly except in July and August at the Diocesan/ Cathedral Center. See, *Canon 2.3.4.*

COMMISSION ON MINISTRY LAY CANDIDATE

Gail Blum
St. Michael and All Angels, Cambridge Junction



Present Service: *(Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)*

St. Michael's and All Angels is a Shared Ministry Congregation. I am a member of the Ministry Support Team tasked with monthly preaching, assisting with various aspects of worship, teaching, spiritual discernment and encouragement, and other tasks as needed. All service is on a volunteer basis.

I have completed the diocesan Anti-Racism training as well as additional reading. Historically, during the first 14 years of my life my family attended an integrated Mennonite church in South Bend Indiana. Only later did I understand the significance of shared worship, communion, and foot washing in that context during the 1960's and 1970's.

My husband and I recently completed the 2 year College of Congregational Development and will helping bring aspects of that training back to the congregation to discern future ministry goals.

Previous Service: *(Congregation, Deanery, Diocese)*

I am quite new to the Episcopal Church. My husband and I began attending St. Michael's immediately prior to the pandemic and learned to know and love the people of St. Michael's through Zoom worship. We were confirmed as members 6/18/23.

Gail Blum (continued)

Service in Community:

Some years ago I served as a volunteer with the domestic violence shelter in our community. More recently my time is directed toward assisting family members with special needs related to chronic health needs and neurodivergent needs. I meet with friends weekly for spiritual support and prayer.

Other Qualifications:

I graduated with a Master of Divinity degree from Associated Mennonite Biblical Seminaries (now Anabaptist Mennonite Biblical Seminary), Elkhart IN.

I was previously ordained for chaplaincy in the Mennonite Church and served as a hospice chaplain for 20 years.

What gifts, talents and experience do you bring to this office?

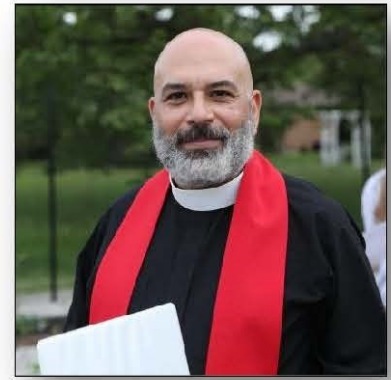
Listening, synthesizing, and discernment skills. Education and training experience.

During your term in office, what do you think should be your primary focus?

My primary focus needs to be directed toward learning the structures and processes of the Episcopal Church. However, my background in the Mennonite Church has prepared me for the equipping ministry of all believers.

COMMISSION ON MINISTRY
CLERGY CANDIDATE

The Rev. Halim Shukair
Christ Episcopal Church, Dearborn



Present Service: *(Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)*

Priest-In-Charge Christ Episcopal Church Dearborn; Priest-In-Charge; Mother of the Savior Church Dearborn; Member of the Diocesan Council; Member of the Loans & Grants Committee;

Anti-Racism training

Sacred Ground Christ Episcopal Church Dearborn, 2021

Intercultural Leadership Workshop, Virginia Theological Seminary, June 2022

Previous Service: *(Congregation, Deanery, Diocese)*

Seminarian, at Immanuel Church-on-the-Hill, Alexandria, Virginia

Service in Community:

Board member Intercultural Community Center in Dearborn, Dearborn, MI

Board member Interfaith Round Table of Washtenaw County.

Board member All Together Ministry

Other Qualifications:

I hold a Master's in Divinity from Virginia Theological Seminary in Alexandria, VA, and I am currently pursuing a Doctorate in Ministry Development. (VTS) Before entering seminary, I worked at the American University of Beirut as a Grants and Contracts Officer.

What gifts, talents and experience do you bring to this office?

As an Episcopal priest serving two congregations, one English-speaking and one Arabic-speaking, I bring a unique perspective to the Commission on Ministry. My experience as a church planter for the first Arabic worshipping community in the Episcopal Church has deepened my understanding of intercultural ministry and the challenges and rewards of bridging diverse communities. I believe I have the gift of guiding and accompanying postulants and candidates through the ordination process, particularly in navigating the spiritual and emotional journey they undertake. This journey involves opening their hearts and souls to a committee, sharing the profound workings of God in their lives. My role is to help them feel supported and understood throughout this sacred process.

During your term in office, what do you think should be your primary focus?

During my term in office, my primary focus will be to listen for God's presence in the lives of individuals and discern how that presence shapes our decisions. Additionally, I am committed to advocating for a diocesan culture that truly embodies the Jesus Movement. This includes shaping discernment processes across all our congregations to raise up leaders, guided by the Holy Spirit, who will 'equip the saints for the work of ministry' (Ephesians 4:12).

The **Disciplinary Board** - has replaced the Ecclesiastical Court and the Diocesan Review Committee under the provisions of the new Title IV Canons of The Episcopal Church which became effective July 1, 2011. The term of office is 2 years. The Disciplinary Board exists to help in cases where clergy have been presented with charges under the Ecclesiastical Canons - Title IV of the Episcopal Church. In the event of a charge of clergy misconduct, members of Disciplinary Board must meet to review the matter. The board meets at least once a year soon after Diocesan Convention to elect a President of the Board and to be trained about their role. If the Disciplinary Board is called upon to consider a disciplinary matter, extended meetings are a possibility. In most years the board will not meet more often than the one time to elect the president. Obviously, if the board gets called into action, the work will be intense. The dioceses of Michigan, Eastern Michigan and Western Michigan have a joint Disciplinary Board.

DISCIPLINARY BOARD
LAY CANDIDATE

Julia Belian
St. Lukes, Ferndale



Present Service: *(Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)*

- Lay reader
- Chalice bearer
- Acolyte training
-

I attended a previous Anti-Racism Training session with the diocese (but cannot recall which year). In addition, I helped develop the current first-year Orientation at Detroit Mercy Law School, where we use *The Color Of Law* as an assigned text to start teaching law students about various levels of racism and using an anti-racist lens in our work.

Previous Service: *(Congregation, Deanery, Diocese)*

- Vestry
- Diocesan Board of Trustees
- Investment Committee of Diocesan BOT

Other Qualifications:

M.Div. (Yale) 1993
J.D. (Emory) 1996

Julia Belian (continued)

What gifts, talents and experience do you bring to this office?

I have chaired the Petitions Committee at Detroit Mercy Law for several years and also have served as Chair of the Executive Rank & Tenure Committee as well as on the Honor Council (among other committees). These three committees, in particular, depend on a highly developed ability to read the applicable rules very carefully and walk the middle way between overly strict readings, overly lenient readings, and projection of past practices into one's reading.

During your term in office, what do you think should be your primary focus? Learning the applicable rules and developing expertise in applying those in a consistent manner to the kinds of evidence brought to the Committee.

DISCIPLINARY BOARD
LAY CANDIDATE

Sandra Curtis
St. John's Episcopal Church, Royal Oak



Present Service: Congregation: lay support group for recently ordained priest, lector, lay eucharistic minister, lay eucharistic visitor, co-chair of greeting/support card ministry, healing ministry, enrollment in Sacred Ground, a study on Race and Faith.

Previous Service: Congregation: discernment committee for a person seeking priesthood, rector search committee, vestry, liturgy committee, support team for a newly called rector and her wife.

Community Service: For the past 13 years I have been a volunteer for A Case for Smiles, a charitable organization whose volunteers sew and donate happy, bright, whimsical pillowcases to seriously ill children in local hospitals.

Talents, Gifts, and Experiences: I have a deep love for the church and have been a member of St. John's for 40+ years. I want the church as a whole to be the same source of love and inspiration and comfort for all its members as it has been for me. There is no place in it for clergy who intentionally inflict pain. I worked for decades as a financial advisor, a field where there are many, many regulations. I learned and came to believe that all rules are there for a reason and that breaking even apparently unimportant ones can lead to big problems. On the disciplinary committee my respect for the value of rules would lead to my desire to seek justice for all those involved in an investigation, But I believe that as a kind and loving person, I would approach my role with an attitude influenced by care and understanding.

Years ago, our vestry called as rector a priest who happened to be gay. Some parishioners were totally welcoming to this highly gifted woman. But there were others in the church and community who greeted her appointment with extreme hostility. I was part of the group that sought to work with people of markedly different feelings to bring consensus and peace to our church family. I believe that this experience would be helpful in any investigation.

My primary focus as the Disciplinary Board would be to be a part of the investigation of any infraction assigned to the investigation team.

I have not been on any committee that required any anti-race training. But as an African-American woman living my life in the United States, I have had a good amount of on-the-job training in recognizing racism and working to combat it.

DISCIPLINARY BOARD
LAY CANDIDATE

John Weslowski
All Saints' Episcopal Church, East Lansing



Special Interest or Experience: legal, theological, and pastoral education and experience.

DISCIPLINARY BOARD
CLERGY CANDIDATE

The Rev. Geroge (Chip) Dischinger
Trinity, Belleville



Anti-racism training gained earning MDiv from Hood Theological Seminary, the AME Zion Church seminary.

Discussion and coursework, as well as relational experiences, from classes on religion and society, evangelism, taught by Bishop Darryl Starnes, and pastoral care have a lasting impact on my understanding of my life and true connection with communities outside my own. Sermon preparation and delivery discussions and critiques at Hood Seminary shapes my understanding of others' struggle against racism and my own inherent racism.

Previous Service: Priest Companion, St. Aiden's, Ann Arbor, June-August 2022 Supply Priest, several EDOMI churches

Understanding infractions in canon law requires deep listening and understanding. This focus on deep listening and understanding, which I employ faithfully in my parish ministry, will be used by me in disciplinary review of possible Title IV action, as per Ecclesiastical Discipline of the Episcopal Church.

My primary focus will be to uphold and maintain the accuracy, integrity and fairness of this process in the Episcopal Diocese of Michigan.

**DISCIPLINARY BOARD
CLERGY CANDIDATE**

**The Rev. Christine Fentress-Gannon
St. John's, Plymouth**



Present Service: *(Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)*

I have served as the rector of St. John's, Plymouth, since September 2023 and as the Dean of the Trinity Deanery since the last Diocesan Convention. Currently, I am part of the group working on the resources for Responding Faithfully to the Election.

I am trained as a facilitator in the “Dismantling Racism” curriculum, which was developed by the Absalom Jones Center for Racial Healing, and I was part of a Sacred Ground series during the pandemic.

Previous Service: *(Congregation, Deanery, Diocese)*

Previously, I had served at St. James, Birmingham, beginning as their Director of Youth and Young Adult Ministries in 2010. I entered the ordination process while on staff and was ordained to the diaconate in December 2019 and the priesthood in November 2020. During my ministry there, I worked closely with the Diocesan Youth Missioner on local, regional, and national youth events.

Service in Community:

I currently serve as one of the trustees of the Girls' Friendly Trust in the Diocese. During my tenure at St. James, I served on the board and chaired Birmingham Youth Assistance, which was a partnership of the Oakland County Circuit Court – Family Division; the City of Birmingham; the Villages of Beverly Hills, Bingham Farms and Franklin; Birmingham Public School; and community volunteers. I have also served as a crisis line volunteer for an LGBTQIA+ youth organization.

Other Qualifications:

In what seems like another life, thirty-plus years ago, I served as a Police Officer for New York City, walking beats in Times Square and Chinatown.

What gifts, talents and experience do you bring to this office?

My combined work experience – secular and sacred, attention to detail, and ability to see the bigger picture would benefit this office.

During your term in office, what do you think should be your primary focus?

My primary focus should be ensuring that the committee's work and response consist of accountability, justice, reconciliation, restoration, and pastoral responses for all parties.

DISCIPLINARY BOARD
CLERGY CANDIDATE

The Rev. Judith Schellhammer
St. Andrew's Episcopal Church, Livonia



Present Service: (*Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.*)

- Long-term Supply Priest at St Andrew's, Livonia, beginning August 11, 2024
- Diocesan Council, member
- Assisting secretary for Council
- Anti-Racism Training, 2009, and participant in all the "Waters of Reconciliation" workshops
- Anglicanism and Social Justice course from Episcopal Divinity School, 2021 – 2023

Previous Service: (*Congregation, Deanery, Diocese*)

- Priest Associate, Cathedral Church of St Paul, Detroit – July 2023 – August 2024
 - Priest, member of Ministry Support Team, St Michael and All Angels, Cambridge Junction, 2016 – July 31, 2023
 - Dean, William Lyster Deanery, 2022 - 2023
 - Diocesan Council – chair, Resolution Review Committee, 8 years
 - Author, Nuts and Bolts Blog for EDOMI, November 2013 – January 2020
 - Council Representative for Diversity and Inclusion Workshop with VISIONS, Inc., July, 2017
 - Disciplinary Board, chair of Conference Panel, 2020 - 2021
 - Deputy to Provincial Synod - 2015, 2018, 2022
 - Deputy to General Convention - 2015, 2018, 2022, 2024
 - Committee on Reference – chair, 2 years
 - Whitaker Institute – co-facilitator of Exploring Your Spiritual Journey, 5 years

Service in Community:

- Leadership Design Team, The Church at Crossroads, 2023 - Present
- Beloved Community Partner Advisors, The Church at Crossroads, 2023 - present
- Volunteer, St Peter's Free Health Clinic, 2002 – 2023
- Volunteer, King's Kupboard Food Pantry, 2021 – 2023
- Volunteer Chaplain, Country Living Assisted Living Home, 2022 – 2023

In the past, I organized and served at the monthly Free Community Supper at St Peter's Episcopal Church providing a meal for our friends and neighbors in Hillsdale for ten years. I have also served on the board of directors for our local women's shelter, Domestic Harmony and served as a mentor in the Jonesville school system's Buddy Reading Program

The Rev. Judith Schellhammer (continued)

Other Qualifications:

Having served on the Disciplinary Board in the past and serving of the Conference Panel during a case, I bring some experience of the working of the Board and appreciate the need for this resource in the Diocese.

What gifts, talents and experience do you bring to this office?

My work/ministry as the Residence Director for a college dorm provided the opportunity to work with a variety of staff and students on campus as I endeavored to build community with my resident assistants and the students with whom I lived. This focus on teamwork has helped me to grow in my listening skills and attention to details. I also believe that it provided an opportunity for me to grow in empathy and understanding - both qualities needed in the work of the Disciplinary Board.

During your term in office, what do you think should be your primary focus?

Of course, we all hope that there is not the need for the Disciplinary Board to meet, but should the need arise, my primary focus will be to prayerfully listen and discern all the aspects of the situation, recognizing that every party is a beloved child of God and worthy of love and respect. My goal will be to participate as fully and responsibly as possible.

The **Standing Committee** serves as a council of advice to the Bishop; it examines persons in progress for ordination, and must consent to ordination; and it approves all property transfers and encumbrances of Diocesan property, including parish property. The Standing Committee consists of 8 members, 4 members of the clergy entitled to vote at convention and 4 laypersons who are confirmed adult communicants in good standing of a congregation entitled to vote at convention. Its responsibilities are determined principally by the Canons of General Convention. Two members, one member of the clergy and one layperson, are elected at each Annual Convention. The term of office is 4 years. The Committee meets monthly except July and August, at the Diocesan/Cathedral Center. See, *Canon 2.3.3.*

STANDING COMMITTEE
LAY CANDIDATE

Dale Scrace
St. Michael's, Grosse Pointe



Information regarding Diocese Council

1. 50 + year member of St Michael's, Grosse Pointe Woods. Prior to that St. Columba, Detroit
2. Presently Chairperson on Property Committee and member of Finance Committee.
3. Served three terms on Vestry as Jr and Sr Warden twice each.
Served two terms as a Trustee of the Diocese
4. My response to the Anti-Racism question is one that is centered on 30 years in public service as Mayor of the City of Grosse Pointe for 16 years and 12 years prior as Councilman. In those roles, I was in continual contact with the general public and always practiced in an open and inclusive manner regarding gender and race. I served on the SEMCOG Executive Committee for several terms and on several Michigan Municipal League committees. All of these roles and duties continued to give me a broad and diverse on-the-job training. In summary, I have had no formal education or training in this area but rather have spent my life being totally anti-racial and respectful of all people.
5. My service in the Community was answered above but again I've spent 28 years as an elected official in the City of Grosse Pointe. I also served for 12 years on an eight-city municipal waste authority. I'm a member of the City of Grosse Pointe Foundation which raises funds for projects within the community. I am also a Past Commodore of the Grosse Pointe Boat Club.

Dale Scrace (continued)

6. I would bring to the committee my professional work in the general contracting and real estate development field. I was a Registered Architect and Licensed General Contractor in my career. I also bring many years of leadership experience at St. Michael's serving in many roles.

7. If I am elected to serve as a member of the Standing Committee, I believe I can be of assistance in working collaboratively with the Bishop, her staff and other members supporting our parishes to do God's work in their communities. I would look forward to learning as I "get my feet wet."

STANDING COMMITTEE
CLERGY CANDIDATE

The Rev. Anne Clarke
St. Clare of Assisi, Ann Arbor



Present Service: (Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)

I have been the rector of St. Clare’s for two and a half years, and have mostly focused on managing a good transition in the parish during that time. I have participated in the College for Congregational Development and End Gun Violence Michigan actions, helped to organize the screening and panel for the Philadelphia 11 screening, and was on the worship planning team for last year’s diocesan convention. Along with my congregation’s leaders, I help to lead ongoing anti-racism and Land Acknowledgment work in our congregation, such as speakers, book studies, and advocacy work. I also completed the Tell Me the Truth About Racism training cohort, an anti-racism program for children based on Godly Play, and have continued to participate in the development of their program and leadership community.

Previous Service: (Congregation , Deanery, Diocese)

I served as the Lifelong Christian Formation Coordinator for the Episcopal Diocese of Northern California from 2015-2018, and then as Assistant Rector at Grace Episcopal Church in St. Helena, California, from 2018 to 2021. I served on the board of a campus ministry/young adult service program, on the board of a camp and conference center, and as a General Convention deputy. Working at the Office of the Bishop afforded me the chance to participate in the governance of the diocese in a number of ways as a staff member: presenting to the Board of Trustees, participating in governance meetings, planning convention, and improving and leading the election process at diocesan convention.

I was a member of the diocesan Commission for Intercultural Ministry for six years, during which I helped to lead a redesign of our anti-racism curriculum and the beginnings of the process of a diocesan racial justice audit. I also started and led an annual pilgrimage and community for youth and young adults focused on racial reconciliation, and led three Sacred Ground circles. I was a College for Congregational Development trainer and consultant for congregations, mostly in the area of faith formation.

Service in Community: Right now, my service to the community mostly happens through my work at St. Clare’s, and being a parent to a young child, participating in the community through his school and activities.

The Rev. Anne Clarke (continued)

What gifts, talents and experience do you bring to this office? I've sought out a lot of learning related to facilitation and group process (Sam Kaner's Community at Work, Kaleidoscope Institute, Asset Based Community Development) and I care deeply about being a part of a church community that seeks to govern itself in democratic, transparent, and truth-telling ways.

During your term in office, what do you think should be your primary focus? I have truly enjoyed becoming a part of the Diocese of Michigan, and hope to continue to learn about this community while bringing the perspective of a relative newcomer to the ongoing work of being a council of advice to the bishop, to discerning with candidates for ordination, and the work of the larger church that Standing Committees take part in. I am a particularly enthusiastic supporter of CCD, diocesan support for faith formation for all ages, thoughtful processes for those in the ordination process, and work of all kinds that seeks to counter oppression.

STANDING COMMITTEE
CLERGY CANDIDATE

The Rev. Julia Huttar Bailey
Trinity in the Woods, Farmington Hills



Present Service: I serve as Rector of Trinity in the Woods, Farmington Hills. I have been with this wonderful congregation since 2014.

Anti-Racism Training: I have participated in many programs over many years. Most recently, I helped to lead a Sacred Ground Circle (with two other congregations), and participated in a series at our church led by Sister Vee. A visit to the Legacy Museum in Montgomery, Alabama was incredibly moving and enlightening. I believe Anti-Racism training needs to be an ongoing endeavor.

Previous Service: I have been in the diocese since 1983, serving as a lay professional for decades before entering the ordination process. I have served as Dean of the Trinity Deanery (2017-2023), Chair of the Transitions Committee for our new bishop, and Priest-in-Charge of St. Michael and All Angels, Lincoln Park. Before ordination, I was Music Director at St. Clare's, Ann Arbor (1983-2007) and, way back in the day, served on our Diocesan Liturgy and Music Commission. In the larger church, I served on the Standing Commission on Liturgy and Music (2003-2009; chair 2006-2009), and worked with the office of Children's Ministries in the 1990s. I have also served as Deputy to General Convention from this Diocese: Lay Deputy (2009) and Clergy Deputy (2015).

Other Qualifications: Years of experience in Lay Ministry as well as Ordained Ministry.

What gifts, talents and experience do you bring to this office? I am a life-long Episcopalian who began working in the church (directing the children's choir) while I was in high school, and I have never stopped. From that age I was involved on the diocesan level (serving as President of the Youth Commission of the Diocese of Western Michigan!). My connection with the larger church began when I was a part of the Episcopal Youth Presence at the 1979 General Convention in Denver. A deep love and wide knowledge of the church would be an asset in this work, and my experience of extensive lay ministry as well as ordained ministry may be useful as I help others discern their callings. In my role as Priest, I have mentored three seminarians, two of whom have been ordained, and one who is still in the process.

During your term in office, what do you think should be your primary focus? When I first realized that, to be faithful, I really needed to pay attention to possibility that I might be called into ordained ministry, I was terrified. I only was brave enough to be open to the idea because I knew that it wasn't up to me. I would have plenty of help discerning, (and there was always a chance that I could go on doing the job I already knew how to do - though that's not how it worked out!) I know how vulnerable it is to offer yourself up, and I also know how much the church needs new people to be willing to be brave enough to be open to new possibilities. I look forward to helping people find the best ways to minister in this wonderful Church.

STANDING COMMITTEE
CLERGY CANDIDATE

The Rev. Carol Mader
Retired



Present Service: (Congregation, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.)

Anti-Racism Education and Training: All Diocesan training events; Graduate work in Racism and Prejudice; Currently enrolled in Becoming Beloved Community: Understanding Systemic Racism; Facilitator of Sacred Ground for two years.

Previous Service: (Congregation, Deanery, Diocese)

Rector/Priest-in-Charge, St. James, Dexter for 14 years (Previous congregations – St. Augustine of Canterbury, Mason; St. Matthew’s, Indianapolis; All Saints, Seymour, IN; St. Paul’s, Indianapolis); Two terms on Standing Committee (one year as President, 2 years as Secretary); Dean of Huron Valley Deanery for two years; College of Congregational Development (two years); GOE’s Reader of seminarian general ordination exams; Education of Ministry mentor;

Service in Community:

Academic Advisor, Lansing Community College, Lansing, MI.
Lecturer in World Religions and in Hebrew Scriptures and New Testament at Lansing Community College.

Other Qualifications:

What gifts, talents and experience do you bring to this office?

Practice of 37 years of ordained ministry in family-, pastoral-, program-, and endowed/resourced-sized parishes. Excellent pastoral care and systems experience and training, including post-graduate work (e.g. Congregational Development [Certificate], and Personality Theory and Religion [M.A.]).

Gifts and talents include critical thinking, imaginative thinking, relationship building, and a sense of humor and play.

During your term in office, what do you think should be your primary focus?

Our responsibilities as a Standing Committee are outlined in the Constitution and Canons of The Episcopal Church and in our diocesan canons. I believe our primary focus is building and growing strong relationships with the Bishop (as the “Council of Advice,” our congregations and their leaders and ministries, and our ordained clergy.

The **Trustees of the Diocese** - receive transfers of property to the Diocese for express purposes, and may receive funds from recognized congregations and other funds of the Diocese for investment purposes, invest such funds as directed or in their discretion as trustees they may determine; and to collect and receive all income from the funds, and pay out the net income for the purposes of the Diocese as established by Diocesan Council in the case of diocesan funds or pursuant and subject to the terms of the trust or trusts or other direction under which property or money has been received by it. The Trustees shall be composed of the Bishop and 15 other members, 3 clergy entitled to vote at convention and 12 laypersons who are communicants in good standing of a congregation admitted as a Voting Congregation. 4 members, one member of the clergy and 3 laypersons, are elected at each Annual Convention, so that their terms are staggered. The term of office is 4 years. The Trustees meet quarterly at the Diocesan/Cathedral Center. See, *Canon 2.3.5*.

**TRUSTEES OF THE DIOCESE
LAY CANDIDATE**

Paul Abdullah
Christ Church, Detroit



Present Service: (*Parish, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.*)

Treasurer, Christ Church Detroit
Vestry, Christ Church Detroit

Welcome Committee Chair, Christ Church Detroit

In my previous career as higher education faculty, I engaged extensively in anti-racism work including receiving formal training, devoting significant time to these issues in the courses I taught, and publishing on issues of race relevant to my discipline (historical musicology).

Previous Service: (*Congregation, Deanery, Diocese*)

Christ Church Detroit: Lay Eucharistic Minister, volunteer choir member, conductor, and pianist.

Service in Community:

I am a member of the DEI council at my employer, a large, publicly traded Real Estate Investment Trust. In my time in higher education, I served on numerous boards at the departmental, college, university, regional, and national level where I consistently worked to advance institutional equity.

Other Qualifications:

I think that my non-finance background (educator and humanities scholar) gives me additional insight into the impact and stakes of financial decision making. I am comfortable reading financial statements and enjoy working on finance/investing issues.

Paul Abdullah (continued)

In what ways do you feel the investment policies of the Trustees should reflect the goals of the Diocese?

Our financial resources are a gift from God. We should pursue ethical investing that helps build the kingdom of God not just in our diocese, but wherever our money is put to work.

What would influence you most in making decisions about the investment and distribution of funds from diocesan trusts?

I believe our responsibility to build the kingdom of God and do justice is an integral part of fiscal responsibility and is not in opposition to it. We should always make sure that our financial decisions are advancing our mission, not just our institution.

TRUSTEES OF THE DIOCESE
LAY CANDIDATE

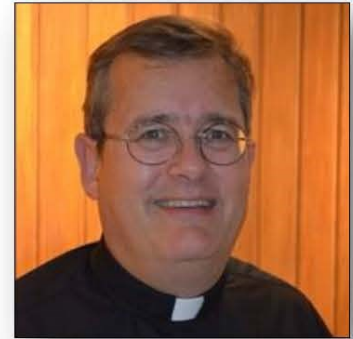
Michael Haberlein
St. Luke's, Ferndale



Member of St. Luke's Ferndale since 2008 - 16 years
Two 3-year Terms on Vestry
Two one-year terms as Senior Warden
Chairman of the 2019-2023 Capital Campaign
Chairman of the 2023 Centennial Celebration
Lay Eucharistic Minister - on-going
Lay Reader - on-going
Chairman of the restoration of the church kitchen after flood of 2014
Coordinator of Hospitality for Special Events, Weddings and Funerals - on-going
Member of the Altar/Flower Guild - on-going
Member of Selection Committee for New Director of Music -2023
Memorial Garden Caretaker, Member of the Grounds Committee - on-going
Hospitality/Reception Committee for the Consecration of of Bishop Bonnie Perry - 2020

TRUSTEES OF THE DIOCESE
CLERGY CANDIDATE

The Rev. Bob Alltop
Nativity, Bloomfield Twp.



Present Service: (*Parish, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.*)

I am currently the Vicar at Nativity Episcopal Church, completing my tenure on the Standing Committee, and serving as chair for the Committee on Constitutions and Canons. In regard to our diocese’s commitment to anti-racism education and training, I have attended dioceses sponsored book studies, done additional study of racism and its systemic nature through work on reparation initiatives, and completed annual anti-racism trainings as part of my economic consulting work with a global accounting firm.

Previous Service: (*Congregation, Deanery, Diocese*)

I have previously served at the Cathedral Church of St. Paul, as well as Dean of the Detroit Deanery prior to my moving to Nativity in Bloomfield.

Service in Community:

I have worked on ministries to the community through both the Cathedral Church of St. Paul and Nativity. Service has included organizing meals, hosting a St. David’s gun disposal ministry at Nativity, support of Lighthouse, Church at Crossroads, End Gun Violence Michigan, and volunteering at Forgotten Harvest.

Other Qualifications:

I have spent 30 years working in economic consulting, assisted with economic aspects of financial audits, valued financial investments for multinationals, and earned an M.B.A. in finance.

In what ways do you feel the investment policies of the Trustees should reflect the goals of the Diocese?

In my view, the goals and Investment policies of the diocese must be closely aligned. Our resources are meant to be used in support of the ministries and mission God has called us to. Thus, our investment policies are to reflect our sense of calling for both the short and long term.

What would influence you most in making decisions about the investment and distribution of funds from diocesan trusts?

I would be most influenced by how investment decisions align with the near-term and anticipated future objectives of the diocese. Understanding how we are called to live into our mission as the Episcopal Diocese of Michigan is essential to assessing how well our advisors’ investment strategies align with our goals and risk profile.

TRUSTEES OF THE DIOCESE
CLERGY CANDIDATE

The Rev. Andrew (Drew) Van Culin
Christ Church, Grosse Pointe



Present Service: (Parish, Deanery, Diocese, etc. – Pursuant to Canon I.8.5, you must include a brief summary of your Anti-Racism education and training.) As a *kanaka ‘aina / kanaka maoli* (Native Hawaiian) my work and experience in anti-racism education and training began as young bi-racial indigenous boy learning to navigate a complex, non-indigenous culture and world. This education and training included intentional seminary formation at the Episcopal Divinity School which undertook a groundbreaking and foundational, whole community, anti-racism education. Additionally, in my middler year, I was fortunate to participate in the newly established *Racial Minority Exposure Program (RMEP)* developed by the The Episcopal Church to encourage the assignment of people of color to mission and other service to the Church. I was equally fortunate to receive a grant from the Seminary Consultation for Mission enabling me to develop and serve as a Volunteer for Mission (through the Episcopal Church Overseas missions office) in partnership with the Maori community of Aotearoa exploring the heritage and integration of Maori community with the Anglican Church, especially as it would relate to my ministry as a Native Hawaiian. Over the course of a one-year immersive mission assignment through The Episcopal Church and The Anglican Church in Aotearoa, I for invited to live, learn and work within the Maori community of the Anglican Church in Aotearoa; focusing primarily on the integration of Maori culture, values, and beliefs with the Anglican Church and tradition.

Following my ordination, I was called home to serve within the multi-racial communities of Waimea, Kealahakua, and Kapaa (Hawaii) integrating personal experience and formal education in a multi-racial (Native Hawaiian, Filipino, Chinese, Japanese, and Caucasian) community. During this period I was also served on the diocesan leadership team and delegation for Native Hawaiian youth at the national 2000 Native Youth Event held in Bemidji, MN.

Over the years, I have also participated in several diocesan sponsored Anti-Racism programs as well as continued personal development on matters of race, faith, and social practices and policies that will expand my awareness of the complexities of race and society today, and our responsibility as Christians within it.

Previous Service: (Congregation, Deanery, Diocese)

1999 – 2001 Hawai‘i Youth Ministry, Hawai‘i (island of), Priest and Youth Minister.
2001 – 2002 Chaplain, Memorial Hospital, Colorado Springs, CO
2001 – 2005 Priest-in-Charge & Rector, St. David of the Hills, Woodland Park, CO
2005 – 2009 Associate for Christian Education, The Church of Bethesda-by-the-Sea, Palm Beach, FL
2009 – 2013 Sub-Dean and Canon, Saint John’s Cathedral, Denver, CO
2013 – present Rector, Christ Church Grosse Pointe, Grosse Pointe Farms, MI

The Rev. Andrew (Drew) Van Culin (continued)

Service in Community:

- Board Chaplain, Grosse Pointe War Memorial (2018 - present)
- Commission on Ministry, Diocese of Michigan (2018 - 2022)
- Annual Conference Planning Committee, Consortium of Endowed Episcopal Parishes (ca 2008 - 2010)
- Board of Examining Chaplains (for Theology), Diocese of Southeast Florida (2007 - 2009)
- Executive Board, Diocese of Southeast Florida (2006 - 2009)
- Board Member, Habitat for Humanity, Teller County, Colorado (2002 - 2005)

Beyond commissions and boards, however, my primarily service within our community is rooted in my personal and parochial commitments joining hands with parishioners and community members. Today, this work is in partnership with Crossroads of Michigan, Rebuilding Together (Southeast Michigan), and the Carstens Literacy Initiative.

Other Qualifications:

- Special Finance Task Force (Chair), Bethesda-by-the-Sea: developed presented report explaining financial shortfall and multi-year path to financial sustainability.
- Budget and Finance Committee - Bethesda-by-the-Sea; Saint John's Cathedral, Christ Church Grosse Pointe
- Investment Committee - Saint John's Cathedral, Christ Church Grosse Pointe

In what ways do you feel the investment policies of the Trustees should reflect the goals of the Diocese?

I believe that the Investment Policies of the diocese should accomplish two critical tasks. As a financial asset of and for the ministry of the diocese, the policies must promote *maximum sustainable revenue* to the diocese for this generation and the next. As an expression of our mission and ministry, the investment policies ought also reflect our missional priorities locally and beyond. Investments that provide sound financial security and growth while making socially positive impacts locally, nationally, and globally should be a primary target of our investment policies and portfolio.

What would influence you most in making decisions about the investment and distribution of funds from diocesan trusts?

As stated above - I would advocate for policies that promote maximum sustainable revenue while making socially positive impacts locally, nationally, and globally.



Episcopal Diocese of Michigan

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