

ECMN+

BUSINESS BOOKLET

Convention 2023



REvive
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Love is repairing the breach

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Agenda

DRAFT as of October 10, 2023

FRIDAY, NOVEMBER 10

- 8am Registration Opens
Breakfast will be provided.
- 9:30am Optional Morning Prayer
- 10am Opening of Convention
- 10:30am Bishop's Address
- 11:30am Lunch Break*
- 12:30pm Business Meeting
All lay and clergy delegates will need wireless-enabled devices in order to participate in online voting during the business portion of convention.
- 3pm Eucharist
Presiding Bishop Michael Curry preaches
- 4:30pm Break*
- 6pm Dinner and time with the Most Reverend Michael Curry
During this sit-down dinner, we'll celebrate stories of joy from around the diocese and share in a time of fellowship.
- 8pm Close of Convention

SATURDAY, NOVEMBER 11

REVIVE | RESTORE: LOVE IS REPAIRING THE BREACH

- 8:30am Sanctuary Opens
Light breakfast items will be provided.
- 9am Worship
Presiding Bishop Michael Curry preaches
- 11am Conversations in Small Groups

FAQs

Parking

Saint Andrew has a huge parking lot. You will not struggle to find parking! We do recommend carpooling to and from your hotel.

Convention Location

Saint Andrew Lutheran Church has two campuses. We'll be at 13600 Technology Drive, Eden Prairie.

Friday Hotel Check-In

If you have reserved a room, there will be time between Eucharist and dinner to check into your hotel.

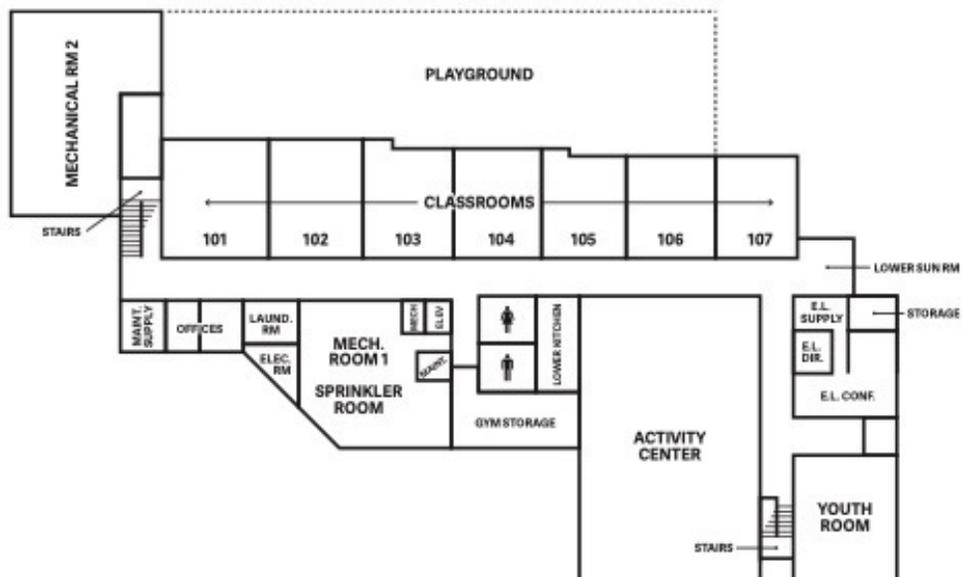
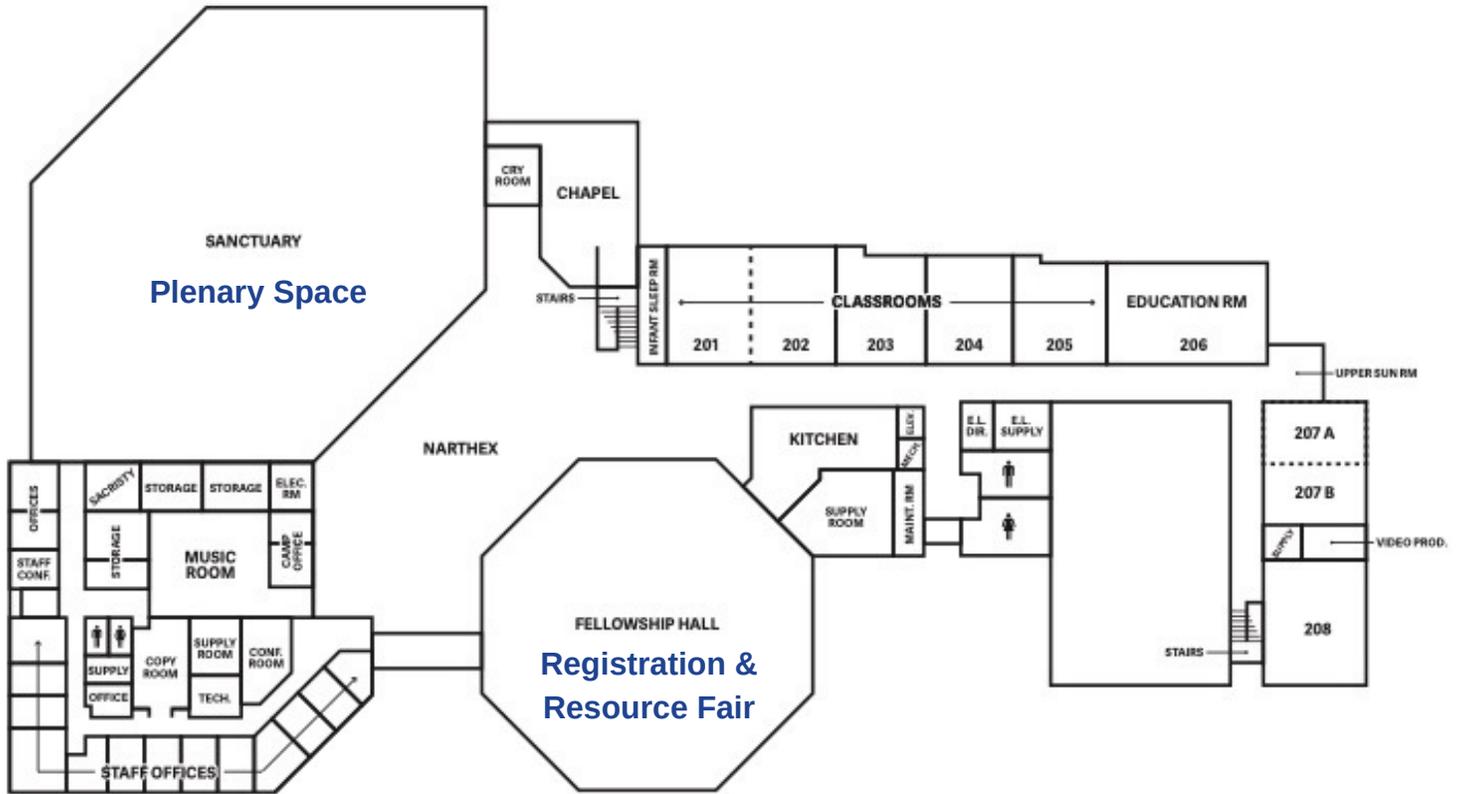
Registration

Registration will be from 8-10am on Friday morning in the Saint Andrew Fellowship Hall, to the right of the main entrance.

Voting

Voting will take place this year using the virtual tool VPoll, which we have used for the last several Conventions. All delegates must bring a wireless device—a smartphone, laptop, or tablet—in order to vote. If you do not have a device, please check with your faith community to see if someone can lend you one for Convention.

When you arrive at Registration, you will receive voting instructions and your unique login credentials. We will also practice voting at the beginning of the business meeting. Assistance will be available for those who need it.



Standing Rules of Order

At the opening of each annual meeting of the ECMN Convention (herein referred to as Convention), Standing Rules of Order are presented for adoption by the Convention. The following Rules of Order, revised in September 2018, are presented for adoption at this Convention.

1. The Chair may require that only accredited Delegates are seated within the Delegate area.

2. Any attendee granted a Voice who desires to address the Convention must do so from one of the microphones provided on the Convention floor. The Chair shall rule out of order anyone who attempts to address the Convention from other than a microphone provided for that purpose. When recognized by the Chair, the speaker will identify himself or herself by name, faith community, and city. Unless determined otherwise by the convention, speeches or presentations from the floor are limited to two minutes each, subject to the Chair's sole discretion to allow for additional time.

3. When a question is under consideration, no motion shall be received unless the purpose of the motion is to:

- a. lay it upon the table,
- b. postpone it to a certain time,
- c. postpone it indefinitely,
- d. commit it,
- e. amend it, or
- f. divide it.

Motions for any of these purposes shall have precedence in the order named. The motion to lay upon the table, and to adjourn, shall always be in order and shall be put without debate.

4. No motion shall be debated, or shall be considered as being before the Convention, unless seconded and, if required, presented in writing. When anything other than a routine motion is made by a Delegate, in the interest of clarity, a written copy of the motion is to be handed to the Secretary of Convention for the record.

5. Any of the following who are not already elected Delegates to the annual meeting of the Convention or otherwise provided with a seat at the same shall be admitted to the sittings of the Convention:

Standing Rules of Order

- a. all Clergy of the Protestant Episcopal Church, and of the Church in full communion with the same;
- b. Candidates for Holy Orders in the Episcopal Church in Minnesota;
- c. members of the Council;
- d. lay members of the Standing Committee;
- e. lay members of the Trustees; and
- f. President and Vice President (or Senior Warden and Junior Warden, as the case may be) of the Vestry or Bishop's Committee of a Church in which the Convention is held.

Upon admission of these persons to the sittings of the Convention, their names shall be entered on the register of those attending.

6. Voting by orders shall be done in accordance with Chapter 7-B of the Constitution as amended and adopted by the 1998 Convention.

7. The matters to come before the Convention shall include only those items indicated on the Agenda, as adopted at the opening of the Convention.

8. When procedure is not otherwise covered by the Constitution, Canons, or Standing Rules of Order, then Robert's Rules of Order Newly Revised (12th Edition) shall control.

9. In addition to any nominations for elected office contained in the Convention Booklet distributed prior to Convention, nominations may be made from the floor of Convention for any election that will take place at the Convention. Nominations from the floor follow the following procedure:

- a. Prior to any election, the Chair shall open the floor for additional nominations;
- b. Nominations may be made by any person in attendance who has been granted a Voice at Convention, and must be made from one of the provided microphones;
- c. Nominations do not require a second, but the person nominated must consent to serve if elected;
- d. Persons are allowed to nominate themselves should they wish to do so.

10. In all elections for which balloting is the determined method of selection, all nominees shall be listed on the first ballot. Any and all subsequent ballots shall contain no more than twice as many names for consideration as there are vacancies remaining to be filled, with nominees who received the least number of votes on the preceding ballot being removed from consideration until only the proper number of nominees remain. The only exception to this rule shall be that when the last nominee eligible to remain on the ballot was tied on the preceding ballot with one or more other nominees, all those tied for the last position on the ballot shall be listed on the ballot.

Standing Rules of Order

11. In the event that Convention is electing persons to any Office for terms of differing lengths, Delegates shall vote for the exact number of vacancies (of any length). The candidate receiving the most votes shall be elected to the longest term, the candidate receiving the second-most votes shall be elected to the second-longest term, and continuing in such manner until all vacancies have been filled. In the event of a tie, term lengths will be determined by drawing lots. Notwithstanding the provisions of this Rule, no candidate who does not receive at least one vote (or a higher number prescribed by Constitution, Canon, Standing Rule of Order, or will of Convention) shall be deemed elected to any post.

12. When General Convention Deputies and Alternates are elected at the same annual meeting of the Convention, election of Deputies and Alternates will occur on a single ballot. The ballot will list all persons nominated in each order. The four candidates in each order receiving the most votes shall be elected as Deputies.

The four candidates in each order receiving the most votes other than those elected as Deputies shall be elected as Alternates. Notwithstanding the provisions of this Rule, no candidate who does not receive at least one vote (or a higher number prescribed by Constitution, Canon, Standing Rule of Order, or will of Convention) shall be deemed elected as a Deputy or Alternate.

13. None of the election procedures described in these Standing Rules of Order shall apply to the election of a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan. Such elections shall be conducted according to rules prescribed and adopted for that purpose.

14. Computer-assisted balloting may occur at the discretion of the Chair.

15. Resolutions that have not been submitted to the Secretary of Convention and the Committee on Constitution, Canons, and Resolutions for consideration may not be introduced at Convention. However, the Chair may, at his or her discretion, make an exception and entertain any resolution of the nature described above and recommend its introduction at Convention. If such recommendation is approved by a majority vote of the Convention, the resolution shall be received and considered by Convention.

16. Any of the following related to the annual Budget shall be out of order and shall not be considered or voted on by the Convention:

Standing Rules of Order

- a. any motion to adopt a proposed budget that is not a balanced budget;
- b. any motion to adopt a proposed budget that does not provide for the Episcopal Church in Minnesota to fulfill its full obligation of support to the Episcopal Church; and/or
- c. any motion to amend the proposed budget in any manner that results in budgeted expenses in excess of anticipated income in the ensuing fiscal year from the apportionment of Parishes and Missions and/or from other sources of Episcopal Church in Minnesota income.

A consent calendar is a body of actions that are routinely administrative in nature, canonically required of the bishop each year, and are not viewed as controversial. As such, the following is presented by The Rt. Rev. Craig Loya for approval by Convention. At the time of consideration, the appropriate action is for someone to move to approve the appointments on the calendar on a courtesy basis. The calendar can then be approved by the Convention, or a member of the Convention may request to have any item taken up separately for whatever reason.

Consent Calendar

CANONICAL ELECTIONS, APPOINTMENTS, AND CONFIRMATIONS

Secretary of Convention (Canon 209.1)

Ms. Karen Olson

Treasurer (Canon 309.1)

Mr. David Holmberg

Chancellors (Canon 306.1)

Chancellor – Mr. Doug Franzen

Vice Chancellors – Ms. Rebecca Bernhard, Mr. Christopher Bowman,
Mr. Robert Butterboldt

Disciplinary Board (Canon 405(d))

For a three-year term ending at 2026 Convention

Mr. George Thompson, Ms. Augusta Paye, the Rev. Kate Bradtmiller,
the Rev. May Thao, Ms. Erika Campbell

For a two-year vacancy term ending at 2025 Convention

The Rev. Cindy Hillger

Commission on Ministry

(Canon 113.5.a) *Chair, for a first two-year term, ending 2024*

The Rev. Margaret Thor

(Canon 113.4.b) *Bishop Appointments*

For three-year terms, ending 2026

Ms. Judy Stack, the Rev. Bill Butcher

For two-year vacancy term, ending 2025

The Rev. Chris Boehm Carlson

Council

(Canon 219.2) *Vice-Chair*

The Rev. Jennifer McNally

Nominations Report

As of October 10, 2023

STANDING COMMITTEE

(elect 2 clergy and 2 lay for three-year terms)

Lay:

Thomas Boe – Ss. Luke & James, Minneapolis

Tony Nwonye – St. Andrew's, Minneapolis

Clergy:

Paul Ehling – Calvary, Rochester

Denise Stahura – Nativity, Burnsville

Marilla Whitney – St. Martin's, Fairmont

COMMISSION ON MINISTRY

(elect 1 clergy and 1 lay for three-year terms)

Lay:

Megan Emery – Trinity, Excelsior

Clergy:

Kate Maxwell – St. John in the Wilderness, White Bear Lake

TRUSTEES

(elect 3, clergy or lay, for three-year terms)

Benji Koshy – Ascension, Stillwater

Chas McKhann – St. Stephen's, Edina

Susan Moss – Misión Santo Niño Jesús, St. Paul

PROVINCE VI COUNCIL REPRESENTATION

(elect 1 clergy and 1 lay for three-year terms)

Lay:

Minnie Steele – St. Mark's Cathedral, Minneapolis

Clergy:

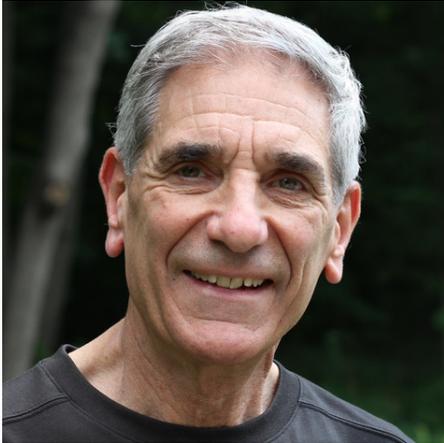
Rick Swenson – St. Paul's, Duluth

Learn more at episcopalmn.org/about-us/governing-structure

Candidate Information

As of October 10, 2023

STANDING COMMITTEE (lay)



Thomas Boe

Ss. Luke & James, Minneapolis

Leadership Experiences

- Chemistry teacher
- Head of Apple Education Training Consortium
- Vestry member, Warden, Transition Leader, Stewardship Chair, many congregations
- ECMN Council

The term “formative leadership” (from the world of K-12 educational research) holds that teachers (or anyone) needs to be both teacher and learner to be high-functioning. This implies strong collaboration with peers and across lines of hierarchy.

In the 1970's, I was one of three chemistry teachers working together simultaneously in a large lab. We hardly ever lectured, but we collaborated constantly with each other and worked as co-learners with our students. Through MECC in the 1980's I headed the Apple Education Training Consortium, Apple's outreach to their highest profile educational customers and thought leaders. You can't lecture in a three-day workshop with those folks, but it's a wonderful way for everyone involved to learn together. That kind of collaboration has also worked for me as a vestry member, warden, transition leader, and stewardship chair in congregations ranging from a small mission in California to metropolitan and suburban faith communities here. It's been valuable as a representative to ECMN Council, too, especially in working on the MMS team and the Covid Relief program. We dug into a lot of data, but we learned a lot and functioned best by simply talking with each other and with the statewide faith communities we served.

I've been an educator for almost 50 years and an Episcopalian through marriage, just over 50 years. As a scientist, I tend to be analytical and data-oriented. As a teacher, I understand that people construct their own understandings mostly by observing, messing around, and talking with people. As a former Catholic, I've become a true Episcopalian, with more questions than answers. And I love that.

Candidate Information

As of October 10, 2023



Tony Nwonye

St. Andrew's, Minneapolis

Leadership Experiences

- Standing Committee, ECMN
- Joint Property Committee, ECMN, 2020-
- Board member, Omiwa Foundation 2022-,
- President Ukwu-Nzu Development Union
- Board Member, Circle of the Beloved, 2021-
- Vestry & Senior Warden, St. Andrew's, 2 terms

I am a lifelong Episcopalian married to my lovey wife, Cecilia, for 43 years, who was Catholic, but now Episcopalian. We are blessed with a son, two daughters, and six grandchildren (4 boys and 2 girls). I am a self employed small business owner at Eko Executive Car Service LLC. We both strongly believe that as Christians, we are saved to help save others by being the loving voice, face, hands, and feet of Christ as we work with our bishop, priests, and other fellow believers, as they lead us in serving both our saved and not yet saved brothers and sisters throughout the world. As the saying goes, "Bringing the love of Christ to the world and the world back to Christ." With support of my dear wife, Cecilia, I am deeply honored and humbled by the privilege of being asked to seek re-election to the position of a standing committee member. With God's help, without any reservation, if reelected I will be delighted to serve with other elected Standing Committee members.

Candidate Information

As of October 10, 2023

STANDING COMMITTEE (clergy)



Paul Ehling

Calvary, Rochester

Leadership Experiences

- Principal, Assistant Principal, 22 years
- Commission on Ministry, 2 years
- Supply preacher, Christ Church, Old Frontenac

I believe we are called to serve and to give back to others what we have been given. I remember during my ordination process my interview with the Standing Committee. It meant a lot to me—people I did not know, helping me on the incredible journey towards being ordained as a priest. The help was in the questions that were asked and my thinking and answering of the questions. I want to give back to others and help them on their journey.

Candidate Information

As of October 10, 2023

STANDING COMMITTEE (clergy)



Denise Stahura

Nativity, Burnsville

Leadership Experiences

- Assisting Priest and Priest-in-Charge (Summer Temporary), Nativity Episcopal Church
- Senior Director, Strategic Planning and Outreach, Community Action
- Director of Marketing, Greater Twin Cities United Way
- Treasurer and Senior Warden, St. Clement's Episcopal Church
- M.B.A. Northwestern University, Kellogg Graduate School of Management

I am a second career priest, serving as Assisting Priest at Nativity Episcopal Church in Burnsville. This last summer I had the pleasure of serving as temporary Priest-in-Charge as well.

What I miss from my first career is working with finance, financial assets, and spreadsheets. Nerd alert! I enjoy straddling the worlds of words and numbers. Previously, I worked for U.S. Bank and Pillsbury, as well as for two large nonprofits (United Way and Community Action). My M.B.A. from Kellogg Graduate School of Management at Northwestern University is in finance and marketing.

As the church changes, it's important to me that we continue to manage our resources well while looking for opportunities to innovate. What we use them for is likely to change as we build the church-to-come. Being a priest who likes numbers and data means I look at these opportunities with both an eye to spiritual use and an eye to intelligent management.

Personally, I enjoy gardening, theater, and singing. I care about environmental action and justice & reconciliation. And I live in St. Paul in a 100-year-old house with my husband, Mark, and two cats, Max and Miss Vivvy.

Candidate Information

As of October 10, 2023

STANDING COMMITTEE (clergy)



Marilla Whitney

St. Martin's, Fairmont

Leadership Experiences

- Clergy wife
- Education for Ministry mentor
- Parish priest

When I was ordained, the bishop said, "Take your place in the councils of the church." Therefore I hope you will elect me to the Standing Committee. What would I bring to the task?

1. 22 years as a lay leader/clergy wife and 35 years as a priest (always involved in clericus and with clergy families) have augmented my own experience of the joys and sorrows of clergy leadership. I believe this will be valuable in evaluating candidates for ordination and consecration.
2. I have worshiped and served in 29 churches and 10 dioceses, with bishops too numerous to count, always working both within congregations and in larger bodies, in a variety of roles from EFM mentor to camp cook. I believe these organizational experiences will assist in evaluating the various institutional issues that come up for consideration and vote.
3. Most importantly my love of the Lord and devotion to God's service and people have given me both a profound gratitude for the long traditions of the church and also the gift of creative imagination as a tool for ministry which helps me adapt those old treasures to use in the living church of today

Candidate Information

As of October 10, 2023

COMMISSION ON MINISTRY (lay)



Megan Emery

Trinity, Excelsior

Leadership Experiences

- Active educator in both adult and children's formation
- Member of Selection Committee for Priest in Charge position at Trinity
- Extensive management and leadership experience in my career as an Art Conservator;
- Co-leader of altar guild at Trinity (Sacristans)

My name is Megan Emery and I am an active member of Trinity Episcopal Church in Excelsior, MN. I am a life-long Episcopalian and was raised in Northwestern MN, attending

St. Luke's, Detroit Lakes. As a young adult I moved around the country for graduate school and work, allowing the opportunity to attend numerous Episcopal Churches in different dioceses. Professionally, I am the Chief Conservator & Senior Objects conservator at the Midwest Art Conservation Center. I am also a single mom of a very active and busy 12 year old! I feel called to serve on the Commission of Ministry because of my deep commitment to lay ministry and navigating a changing church landscape. I have witnessed the challenges of small rural Minnesota churches first hand and am passionate about finding creative ways in which to sustain these faith communities.

Candidate Information

As of October 10, 2023

COMMISSION ON MINISTRY (clergy)



Kate Maxwell

St. John in the Wilderness, White Bear Lake

Leadership Experiences

- Member Commission on Ministry (present)
- Ministry Discernment Team member
- ECMN Community of Hope Leadership Team (present)
- Education for Ministry Mentor (1995-2023) and Diocesan Coordinator (2020-present)

My ministry as a lay person spans more than 30 years in Minnesota, mostly as a member of St. John the Baptist Church in Minneapolis and I've been privileged to walk with people as a spiritual director for 45 years. I was ordained to the priesthood in 2021 and currently serve as Associate at St John in the Wilderness in White Bear Lake. My call to serve on the COM is an extension of my call to empower and support folks in their own lives of ministry, whatever form that may take. I am interested in serving on the COM to help with the process of discernment for ministry and the development of paths for deepened lay ministry training and support.

Candidate Information

As of October 10, 2023

TRUSTEES



Benji Koshy

Ascension, Stillwater

Leadership Experiences

- Trustee, ECMN
- Transition Committee Member, ECMN
- Executive Director, Twin Cities Hatch

As a current trustee, I have learned much about how the diocese functions as one church in many places. I would like to continue the work I've begun in this role and deepen my relationship with faith communities throughout Minnesota. ECMN has had a large impact on my life and serving in this capacity is one way for me to give back. Working on the Joint Property Committee has allowed me to use my professional background as a realtor to give insight on projects and partnerships for different communities. I find the work meaningful and worthwhile, and I would be honored to continue serving as a trustee for another term.



Chas McKhann

St. Stephen's, Edina

Leadership Experiences

- Vestry, St. Stephens Church
- Treasurer, St. Stephens Church
- President & Chief Executive Officer, Apollo Endosurgery
- Chief Commercial Officer, Torax Medical
- Chief Commercial Officer, Intersect ENT

I have had the privilege of serving on the Vestry of St. Stephens and subsequently as Treasurer for five years, during which time we were able to strengthen the financial foundation of the parish and weather the challenges of the COVID epidemic. I receive a great deal of fulfillment in applying my talents in areas such as financial management, budgeting, and investments to support the church in achieving our mission and would welcome the opportunity to hold a similar role within ECMN.

Candidate Information

As of October 10, 2023

TRUSTEES



Susan Moss

Misión Santo Niño Jesús, St. Paul

Leadership Experiences

- Rector, St. James on the Parkway
- Metro Area Canon Missioner
- President, Standing Committee
- Sr. Ethics Instructor Breck School
- Chair, ECMN Bishop's Committee

I am called to a second 3 year term on the ECMN Trustees. Currently, I serve as the vice chair (the Bishop is chair). As fiduciaries, the Trustees are listening and learning how, when and where to adapt our canonical role to the changing ecology of our diocese while aligning with current mission priorities. How can we effectively support a faith community's dreams and challenges in matters of property? Building partnerships and relationships of mutual trust with congregations, regional deans and the other elected bodies is of prime importance to us. I am ready and eager to continue this ministry among you.

Candidate Information

As of October 10, 2023

PROVINCE VI COUNCIL REPRESENTATION (lay)



Minnie Steele

St. Mark's Cathedral, Minneapolis

Leadership Experiences

- Vestry & HS Church School Teacher, St. Philips
- Council, St. Mark's
- Council, COM, Standing Committee, ECMN
- GC79, 80, 81 Deputy
- Co-Chair Indigenous Caucus

I am a former Council member of Province VI, Member of Minnesota Committee on Indian Work/ MCIW. Have long advocated for Justice of Indigenous and all marginalized people. I firmly believe in the TRUTH; I have advocated, demonstrated, written and verbalized the harm that has been caused by the theft of land and humans, the great harm that the Colonization of the world has caused to mankind. I will continue to seek Justice and Truth until I take my last breath. I was born in Louisiana, came to Minnesota as an adolescent, received most of my education in Minnesota, fully understand what is not nice about both regions and what is unique and good. I believe if we as followers of Jesus continue to Speak Truth, Pray and Love one another we can bring forth a better church, country and world.

Candidate Information

As of October 10, 2023

PROVINCE VI COUNCIL REPRESENTATION (clergy)



Rick Swenson

St. Paul's, Duluth

Leadership Experiences

- Standing Committee, President, Diocese of Nebraska
- ECMN Alternate and Deputy to General Convention (2018, 2021, 2024)
- Council (NE Mission Area), ECMN
- ECMN Representative to Province VI Council
- Dean, Northern Mission Areas, ECMN

Having served as a Priest in both the Diocese of Nebraska (2004 - 2014) and ECMN (2014 - present) and having lived in and served as occasional supply priest in the Diocese of Iowa, western Iowa, I have lived and ministered in three of the eight Diocese comprising Province VI of the Episcopal Church and have established many wonderful relationships in each of these dioceses. For the past four years, I have served as the appointed Representative from ECMN to the Council of Province VI, during which Province VI has been in the process of significant reorganization and revitalization. I have been very much involved in that process and would like the opportunity to continue to serve on the Provincial Council to continue this work. Although each diocese in Province VI is unique, they also share many similarities, not the least of which are significant indigenous populations and ministries, and a commitment to the vitality of their small but vibrant rural congregations. Provinces in the Episcopal Church serve a significant role in facilitating inter-diocesan ministries and communications, and the process of reorganization and rehabilitation undertaken by Province VI is and will continue to be an integral part of our ministry as a diocese.

2023 Financial Statement of Mission

Narrative

Introduction

In the first year of this Episcopate, Bishop Loya introduced to the diocese the four priorities that have shaped and continue to shape our life together: Discipleship, Faithful Innovation, Justice, and Congregational Vitality. Living out these priorities asks that we believe, really believe, in Jesus; to recommit to one another as one body; to be patient; and to be willing to submit to death, as Jesus did, knowing it to be the path to true life. And, if we're going to truly step into being the people and church that God is calling us to be, it's going to require that we play in the dirt and experiment with new ways of being.

Throughout the three years of this Episcopate, we have done just that. The budgets you have seen have reflected our collective commitment to conducting experiments that help us live into the church God is nurturing into being.

In these last three years of planting seeds to find out what springs forth, we have learned a lot. And we are now, as a diocese, responsible for a promising young garden. You will notice that this budget reflects a change in the nature of our work: having conducted experiments, having planted seeds, this budget is intended to provide the diocese with the tending it needs to bear fruit.

We imagine that the next three to five years of our work together is about allowing certain experiments to take deep root, to flourish, and to bear fruit. Like gardeners, we—the diocesan staff, the elected bodies, diocesan committees, and each Minnesota Episcopalian—still have work to do. In this springtime, we are called to observe, to tend, to water, to weed. This budget reflects our shared work as gardeners of the new church God is growing amongst us.

As a reminder, this diocesan budget is built by the Bishop, ECMN Missioners, the ECMN Treasurer, the Joint Finance and Audit Committee, and Council. These bodies work collaboratively to build a document that reflects the work we are called to do, and aligns us with the vision of where God is calling us.

The State of the Finances

The 2024 budget is balanced and healthy, and represents, in Council's view, an accurate assessment of the work that needs to be done in the coming year, and the resources that it will take to do it.

2023 Financial Statement of Mission

Narrative

Convention votes on the budget proposed for the year 2024. That being said, you see before you a triennial budget - one that projects forward those costs for the subsequent two years in order to prove sustainability over time.

One note about the projected budgets for 2025 and 2026. Starting in 2025, we will move our draw from invested funds from the 5.8% that Council and the Trustees approved for the 2022 budget back to the recommended 5%. With that decrease in revenue, we will need to shift our expenditures.

There are two important changes that will be implemented in order to rectify this deficit before the 2025 budget is proposed. First, ECMN has received a substantial financial gift which will be moved to the Pooled Investment Fund, thereby increasing the revenue realized from the endowed and invested funds. Second, with the shift in the School for Formation that was made in January of 2023, we will be able to spend less as we are able to leverage more partnerships. 2024 will be the year that we gain the information needed in order to build the right budget line items to support the work that is currently being built.

In this current 3 year projection we show a balanced budget through the expenditure of cash reserves. We are committed to ensuring that, when the time comes to propose the 2025 budget, we will have balanced the budget not through cash reserves, but through the above proposed changes.

The Numbers

What follows is a technical explanation of how the budget is structured, the rationale behind each budget category, and stories and examples of how this work has unfolded during the past year.

Triennial Roll-up

This is a high level look at the revenue and expenses of the organization. Included in this is an overview of last year's numbers, a projection for 2024, and a look ahead at the budget categories over the next two years. Triennial budget forecasting helps us to imagine how each budget area can be sustainable, even as we acknowledge that budgets can, should, and will change year to year.

In the Triennial Roll-up, you can see the aggregate expenses for each budget category. In the Operations Detail, you can find the breakdown of those expenses into the personnel and program costs.

2023 Financial Statement of Mission Narrative

Revenue

There are three main sources of revenue for ECMN:

Mission and Ministry Support (MMS)

The funds that each faith community dedicates to supporting the diocese. Currently, the rates set by the Joint Finance and Audit Committee and approved by Convention for each faith community are either 13% or 11%.

Endowed and Invested Funds

ECMN has been blessed with a healthy endowment, managed by the Trustees, in the Pooled Investment Fund. Each year, we pull from the earnings on those funds to support the work of the Diocese. We are in the third year of drawing slightly above the recommended 5% from our pooled and invested dollars, with the approval of both the Trustees and Council. This year we are drawing less than we did last year, in order to ensure that we can move that draw back to 5% next year.

Program Revenue

Funds collected (usually as registration fees) to off-set the cost of programs and events.

Expense

The expenses are broken up into six budget categories. These categories communicate the way our money is spent to support ECMN in achieving its vision and expressing its values.

Investment in Formation and Discipleship:

Transformative encounters with Jesus.

None of what we're doing truly matters unless we actually believe, and act upon the belief, that God is real and that God shows up and acts in the midst of our broken, beautiful lives. If we believe that, then the most important thing we can do is to tune our lives and our communities to better listen and look for where God is already at work and is asking us to join that work, through prayer, scriptural study, and other daily practices that help us encounter the risen Jesus in our lives and in the lives of our neighbors.

2023 Financial Statement of Mission

Narrative

In January, the Bishop announced a shift in the focus of the School for Formation, which had been devoted to locally forming individuals called to ordained ministry. The diocese will take advantage of new resources that now exist to form ordained leaders, and will instead allocate those dollars and staff hours to crafting a formation ecosystem to help support every Minnesota Episcopalian and every faith community in the diocese to follow Jesus as a whole way of life.

This fall, the Bishop and the Canon for Vitality and Innovation have invited every faith community in the diocese to join in reading the Gospel of Luke together in small groups, to deepen our capacity to engage scripture as a core of our life together.

We have always been aware that the four priorities represent not four distinct categories, but four interwoven expressions of a faithful Christian life. While the faithful innovation process rightly lives in the “faithful innovation” bucket of the budget, that work also represents a profound investment in discipleship. The 17 faith communities that are walking through or have walked through that process have learned spiritual practices, have shared those practices with their communities, and have borne the fruit of more intentional and robust discipleship practices.

The Minister for Children and Youth creates, runs, and manages diocesan children and youth offerings, including the Episcopal Youth Event, the Diocesan Youth Event, Pre-YE (a diocesan retreat event for middle school youth, B4 (an online, diocesan-wide confirmation course) and summer camps, acts as a convener and support for children’s and youth ministers throughout the diocese, and serves as the diocesan administrator of Safe Church.

Investment in Justice:

Building community with the poor and marginalized.

In July of 2023, ECMN hired a Missioner for Multicultural Ministries. This position was built based on feedback from multicultural and culturally specific faith community leaders, and through the leadership of Council. Funds were transitioned from the Missioner for Community Engagement position, so no new funds were needed for the creation of this position. The core work of this position is to deepen the connection between congregations whose dominant culture is not European-American, one another, and the Bishop’s office, and to support the vitality and growth of those congregations.

2023 Financial Statement of Mission

Narrative

The Racial Justice and Healing Commission, a diverse group of lay and ordained leaders from across the state, came into being in response to the murder of George Floyd and the cry for justice that began in the belly of our diocese. They have been working to craft a meaningful, Christ-grounded response to their charge, and in September hosted a retreat for the whole diocese to teach about racial justice healing as a foundation of discipleship.

Work with native congregations, led by the Canon for the Department of Indian Work, has begun to rebuild and regather the leaders from these congregations to discern and dream about what God is calling them to next.

Investment in Vitality and Innovation:

A culture of experimentation.

Sharing life together deeply.

Within this budget category sits the work of creating, nurturing, and sustaining vital communities, providing concrete resources and support for congregational vitality, working with congregations during times of discernment and transition, and creating mechanisms for faith communities to share the stories of what God is doing in our lives.

The work of the **Canon for Ministry**, the **Archdeacons**, the **Ministry Companions**, and the **Northern Regional Dean** and **Southern Regional Dean** have vastly strengthened connections between individual faith communities and the Bishop's office, as well as between faith communities. These roles have provided pivotal support for faith communities and individuals in times of transition or crisis, fostered connection and relationship between individuals and communities, and are helping to deepen the root system of ECMN. The **Canon for Ministry** continues to tend communities in transition as they discern who they are and how they are called to live together in the next chapter of their lives. There are now 13 trained **Ministry Companions**, most of whom have been deployed to support congregations in a variety of ways. The **Regional Deans** have built relationships with faith communities in those regions and are helping to develop a network between the faith communities of those regions, to ensure that leaders in those communities feel supported and connected. The ministry of the **Archdeacons** has been pivotal in supporting deacons across the state in their vital and unique work, and in encouraging the discernment of new deacons.

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Narrative

The **Canon for Vitality and Innovation** continues to till the soil of the diocese, inviting participating faith communities to deepen the roots of their spiritual practices, strengthen their lay leadership and their connections to one another, and nurturing the tender and imaginative new life that springs forth from those experiments. To date, 17 faith communities, represented by teams of three to eight lay leaders, have walked through the process, representing all corners of the state. [You can find a report with more learnings here.](#)

The **Missioner for Communications** continues to weave connections between Minnesota Episcopalians by sharing vital information, and by nurturing and sharing stories of transformative encounters with Jesus, relationships with the poor and marginalized, and new experiments in sharing life together deeply.

Funds in this area have been set aside to support new Christian communities. These funds are currently going to support several communities across the state. In the years to come, this budget category will evolve to reflect the support of developing new Christian communities.

Investment in Infrastructure and Management

Investment in our infrastructure and management makes up the largest portion of our budget, as these line items are the backbone that allow ECMN to function.

The **Missioner for Systems and Data** (formerly Missioner for Networking) has been refining our practices to ensure that ECMN's data is comprehensive and organized to foster connection across the body, and in order to ensure that we can rely on accurate data as we plan for future work. This position now also includes supporting the Trustees and working with the Standing Committee and Trustees to walk with navigating property transaction processes.

The **Property Manager** position marks a shift away from a full time missioner for administration role. This position is now part-time, and is primarily devoted to managing 1101 West Broadway, which is owned by the Trustees and serves as the office for the Bishop and Missioners. The building continues to be a vital asset that is used by ECMN faith communities, as well as by organizations, initiatives, and community groups in North Minneapolis and beyond. The property manager also provides support to the administration of the office.

2023 Financial Statement of Mission

Narrative

The **Missioner for Finance** provides financial support and oversight for ECMN's finances, from day to day transactions to advising on large-scale investment strategies. The Missioner for Finance works closely with the Trustees and with individual faith communities navigating financial complexities of all kinds. ECMN acts as the fiscal sponsor for new faith communities, of which there are currently three. This role assists these new communities in creating bookkeeping systems, and helps alleviate other financial record-keeping challenges.

In addition to the work of the Missioners included in this budget category, you'll also see office expenditures for 1101, along with budget line items for some of the major events that undergird our diocesan life.

Investment in the Episcopate

While the financial statement of mission as a whole is a reflection of the work of the Episcopate, this budget category directly expresses the work of **the Bishop** in articulating and implementing ECMN's vision.

The work of **the Bishop** is to be present, pastoral, and prophetic: present in faith communities across the diocese through visitations and events, pastoral to clergy and lay leaders providing ministry in their local contexts and to the system at large as each Minnesota Episcopalian seeks to follow Jesus more faithfully, and prophetic, continuing to speak into being the vision for who we are called to be.

While the Bishop's role is to help us discern, articulate, and pursue a vision that aligns with how the Spirit is moving among us, the **Canon for Operations and Chief of Staff** plays the critical role of translating that vision into a workable plan of action. While this position falls in this budget category, the work of the Canon for Operations is to ensure that all areas of the organization have the resources and support to flourish. This work focuses on strategically implementing the vision of the diocese and helping to shape, organize, and monitor the work as it moves forward, with a particular focus on governance and administration.

The **Executive Assistant to the Bishop** makes the work of the Bishop possible, and increases his ability to be present and available in the diocese. The complexity of demands on the Bishop's schedule and responsibilities cannot be overstated, and the Executive Assistant's ability to navigate those complexities and hold these responsibilities with care and compassion is essential.

2023 Financial Statement of Mission

Narrative

Investment in the Episcopal Church

It's important that we name this line item separately as it signifies our connectedness. We as ECMN are one body in 93 places across the state. Similarly, we are connected to the wider Episcopal Church and, through the Episcopal Church, to the global Anglican Communion. We offer the gifts that we have been given, and are, in turn, nourished, led, and connected to the wider body. Our ministry support payment is one expression of that connectedness.

Conclusion

In this dynamic moment of change, as we root ourselves in Jesus, and seek to bravely follow where the Holy Spirit calls us, we see the budget as both a tool for change and an accountability measure. We cannot and will not stand still, but neither will we be reckless or careless as we are changed and transformed, and seek to change and transform this institution that we have inherited. May God continue to guide us and surprise us as we walk this way together.

Episcopal Church in Minnesota
DRAFT Triennial Financial Statement of Mission Budget Roll Up - Current and Projected

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---------------------------------------------------|---------------------|------------------|------------------|------------------|------------------|------------------|
| | Audited Actual | Unaudited Actual | Approved | Projected | Projected | Projected |
| Operations Monetary Resources Provided | | | | | | |
| Mission and Ministry Support (MMS) Revenue | \$ 1,983,870 | 1,897,315 | 1,913,939 | 1,913,000 | 1,913,000 | 1,913,000 |
| Distributions from Endowed and Invested Funds | 811,718 | 979,308 | 988,511 | 1,003,081 | 889,637 | 889,637 |
| Program Revenue | 29,751 | 85,469 | 104,000 | 79,000 | 79,000 | 79,000 |
| Other Revenue | 232,569 | 232,714 | 228,564 | 228,564 | 377,988 | 412,447 |
| Total Operations Monetary Resources | \$ 3,057,908 | 3,194,806 | 3,235,014 | 3,223,645 | 3,259,625 | 3,294,084 |
| Operations Resource Utilization | | | | | | |
| Investment in Formation and Discipleship | 404,696 | 377,586 | 421,670 | 396,439 | 401,637 | 407,495 |
| Investment in Justice | 595,659 | 561,808 | 636,260 | 639,304 | 642,773 | 646,728 |
| Investment in Vitality and Innovation | 281,060 | 375,827 | 536,184 | 549,943 | 556,117 | 563,056 |
| Investment in Infrastructure and Management | 633,732 | 676,167 | 688,339 | 675,287 | 685,669 | 690,955 |
| Investment in Episcopate | 480,916 | 531,366 | 564,987 | 574,872 | 585,628 | 598,050 |
| Investment in the Episcopal Church | 391,815 | 393,873 | 387,574 | 387,800 | 387,800 | 387,800 |
| Total Operations Resources Used | 2,787,878 | 2,916,629 | 3,235,014 | 3,223,645 | 3,259,625 | 3,294,084 |
| OPERATIONS EXCESS (DEFICIT) OF RESOURCES | \$ 270,030 | 278,177 | (0) | 0 | 0 | 0 |
| Summary of Operations Resource Utilization | | | | | | |
| Total Personnel Costs | 1,487,506 | 1,418,887 | 1,624,207 | 1,642,944 | 1,674,524 | 1,708,982 |
| Total Direct Expense | 1,300,372 | 1,497,742 | 1,610,806 | 1,580,702 | 1,585,102 | 1,585,102 |
| Total Investment in ECMN | 2,787,878 | 2,916,629 | 3,235,014 | 3,223,645 | 3,259,625 | 3,294,084 |

| | MONETARY RESOURCES PROVIDED | | | | | | NOTES |
|------------------------------------------------------------|-----------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2021 Audited | 2022 Approved | 2022 Unaudited | 2023 Approved | 2024 Projected | 2025 Projected | |
| TOTAL MMS REVENUE | 1,983,870.40 | 1,896,767.00 | 1,897,314.97 | 1,913,938.97 | 1,913,000.00 | 1,913,000.00 | 1,913,000.00 |
| DISTRIBUTIONS FROM ENDOWED AND INVESTED FUNDS | 811,718.07 | 975,538.22 | 979,307.58 | 988,510.65 | 1,013,081.37 | 889,636.96 | 889,636.98 |
| Other Program Revenue | | | | | | | |
| School for Formation Revenue | 18,650.57 | 30,000.00 | 38,718.92 | 30,000.00 | 5,000.00 | 5,000.00 | 5,000.00 |
| Convention Revenue | 9,000.00 | 40,000.00 | 35,900.00 | 40,000.00 | 40,000.00 | 40,000.00 | 40,000.00 |
| Ceryl Retreat Revenue | 2,100.00 | 24,000.00 | 10,850.00 | 24,000.00 | 24,000.00 | 24,000.00 | 24,000.00 |
| Other Clergy Formation and Retreat Revenue | - | 10,000.00 | - | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 |
| Total Program Revenue | 29,750.57 | 104,000.00 | 85,468.92 | 104,000.00 | 79,000.00 | 79,000.00 | 79,000.00 |
| Trustee Paid Management Fees | 228,564.00 | 228,564.00 | 228,267.00 | 228,564.00 | 228,564.00 | 228,564.00 | 228,564.00 |
| Other Operating Revenue | 4,004.84 | - | 4,447.39 | - | - | 159,424.47 | 193,883.02 |
| Adjustments | 232,568.84 | 228,564.00 | 232,714.39 | 228,564.00 | 228,564.00 | 387,988.47 | 422,447.02 |
| Total Other Operating Revenue | 232,568.84 | 228,564.00 | 232,714.39 | 228,564.00 | 228,564.00 | 387,988.47 | 422,447.02 |
| TOTAL MONETARY RESOURCES | 3,057,907.88 | 3,204,869.22 | 3,194,805.86 | 3,235,013.62 | 3,233,645.37 | 3,269,625.45 | 3,304,084.00 |
| RESOURCE UTILIZATION | | | | | | | |
| INVESTMENT IN FORMATION AND DISCIPLESHIP | | | | | | | |
| Dean of Formation | | | | | | | |
| Dean of Formation Salary | 81,515.56 | 82,018.36 | 77,208.46 | 85,868.54 | 86,727.23 | 87,594.50 | 88,470.44 |
| Dean of Formation SECA | 6,212.18 | 6,274.40 | 5,941.79 | 6,588.94 | 6,594.63 | 6,700.98 | 6,767.59 |
| Dean of Formation Pension | 15,735.78 | 15,892.70 | 18,037.76 | 16,638.75 | 18,805.13 | 18,973.19 | 17,142.92 |
| Dean of Formation Health Insurance | 31,710.00 | 33,612.80 | 27,953.29 | 35,317.08 | 37,593.96 | 39,849.80 | 42,539.07 |
| Dean of Formation Travel and Business Related Expenses | 3,083.47 | 6,000.00 | 9,188.72 | 6,000.00 | 6,000.00 | 6,000.00 | 6,000.00 |
| Dean of Formation Continuing Education | 1,846.50 | 1,500.00 | 1,200.00 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 |
| Minister for Children and Youth | | | | | | | |
| Minister for Children and Youth Salary | 60,919.49 | 77,272.58 | 54,480.15 | 71,710.00 | 72,427.10 | 73,151.37 | 73,882.88 |
| Minister for Children and Youth PFT Taxes | 3,561.53 | 5,911.35 | 2,765.82 | 5,485.82 | 5,540.67 | 5,596.08 | 5,652.04 |
| Minister for Children and Youth Pension | 4,502.19 | 6,954.53 | 3,539.18 | 6,453.90 | 6,518.44 | 6,583.62 | 6,649.46 |
| Minister for Children and Youth Insurance Benefits | 33,085.20 | 35,335.10 | 3,510.75 | 7,074.86 | 7,074.86 | 7,489.36 | 8,024.31 |
| Minister for Children and Youth Business Expenses | 4,573.86 | 10,000.00 | 3,380.12 | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 |
| Minister for Children and Youth Continuing Ed | 1,649.43 | 1,500.00 | 225.00 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 |
| Part Time Program Administrator | | | | | | | |
| Program Administrator Salary | - | 20,823.72 | 61,580.44 | 48,480.00 | 48,064.80 | 49,454.45 | 49,048.09 |
| Program Administrator FICA | - | - | - | 3,708.72 | 3,745.81 | 3,783.27 | 3,821.10 |
| Program Administrator Pension | - | - | - | 4,363.20 | 4,408.83 | 4,450.90 | 4,495.41 |
| Missional Support for Administration | | | | | | | |
| Total Missioner and Administrator Costs | 45,124.76 | 25,476.56 | 269,011.48 | 310,669.82 | 315,439.47 | 320,637.30 | 326,494.61 |
| Formation and Discipleship Program Costs | | | | | | | |
| School for Formation Curriculum | 56,650.57 | 70,000.00 | 77,298.61 | 79,000.00 | 40,000.00 | 40,000.00 | 40,000.00 |
| Education for Ministry | - | 2,500.00 | 3,550.00 | 2,500.00 | 2,500.00 | 2,500.00 | 2,500.00 |
| Program Development | 225.00 | 5,000.00 | - | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 |
| Holy Orders | 16,985.27 | 12,500.00 | 18,930.37 | 12,500.00 | 12,500.00 | 12,500.00 | 12,500.00 |
| Children, Youth and Camp, Leadership & Scholarship Expense | 14,504.44 | 20,000.00 | 8,796.00 | 21,000.00 | 21,000.00 | 21,000.00 | 21,000.00 |
| Total Formation and Discipleship Program Costs | 90,775.28 | 110,000.00 | 108,574.98 | 111,000.00 | 81,000.00 | 81,000.00 | 81,000.00 |
| TOTAL INVESTMENT IN FORMATION AND DISCIPLESHIP | 404,685.63 | 438,371.71 | 377,586.46 | 421,669.82 | 386,439.47 | 401,637.30 | 407,494.61 |

| | 2021 Audited | 2022 Approved | 2022 Unaudited | 2023 Approved | 2024 Projected | 2025 Projected | 2026 Projected | NOTES |
|----------------------------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------------------------------------------------|
| INVESTMENT IN JUSTICE AND MULTICULTURAL MINISTRIES | | | | | | | | |
| Missioner for Community Engagement (Justice and Multicultural Ministries) | | | | | | | | |
| Missioner for Community Engagement Salary | 79,125.93 | 80,410.16 | 48,151.22 | 80,410.16 | 81,214.26 | 82,026.40 | 82,846.67 | Title and portfolio to change, hiring in process |
| Missioner for Community Engagement PR Taxes | 5,649.32 | 6,151.38 | 3,614.31 | 6,151.38 | 6,212.89 | 6,275.02 | 6,337.77 | Title and portfolio to change, hiring in process |
| Missioner for Community Engagement Pension | 7,105.16 | 7,236.91 | 1,653.51 | 7,309.91 | 7,309.26 | 7,382.38 | 7,456.20 | Title and portfolio to change, hiring in process |
| Missioner for Community Engagement Insurance Benefits | 12,035.16 | 13,022.10 | 12,489.18 | 13,632.66 | 14,314.29 | 15,173.15 | 16,235.27 | Title and portfolio to change, hiring in process |
| Missioner for Community Engagement Travel and Business Rel | 3,454.03 | 10,000.00 | 325.88 | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | Title and portfolio to change, hiring in process |
| Missioner for Community Engagement Continuing Education | - | 750.00 | 300.00 | 750.00 | 750.00 | 750.00 | 750.00 | Title and portfolio to change, hiring in process |
| Total Missioner Costs | 107,669.60 | 117,570.55 | 66,538.10 | 118,181.11 | 119,800.73 | 121,606.95 | 123,625.91 | |
| Racial Justice and Healing Formation Support | 15,000.00 | 15,000.00 | 15,054.99 | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | |
| Ministry Support to Multicultural Faith Communities | | | | | | | | |
| EI Santo Niño Faith Community Partnership | 15,000.00 | 25,000.00 | 24,999.96 | 25,000.00 | 25,000.00 | 25,000.00 | 25,000.00 | St. Mark's Cathedral |
| New Latino Church Plant | - | - | - | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | |
| Multicultural Ministries Support | - | - | - | 15,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | |
| Sant Nicholas Latino Ministry Partnership | 22,500.00 | 15,000.00 | 15,000.00 | 5,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | |
| Total Community Engagement Costs | 160,169.60 | 172,570.55 | 121,593.05 | 193,181.11 | 199,800.73 | 201,606.95 | 203,625.91 | |
| Part Time Canon for the Department of Indian Work (DIW) | | | | | | | | |
| Canon for Indian Work Half Time Salary | 40,538.10 | 41,009.17 | 41,009.02 | 41,419.26 | 41,833.45 | 42,251.79 | 42,674.30 | 1% COLA |
| Canon for Indian Work SECA | 3,106.22 | 3,137.20 | 3,137.16 | 3,168.57 | 3,200.26 | 3,232.26 | 3,264.58 | |
| Canon for Indian Work Pension | 7,987.89 | 7,946.35 | 7,946.35 | 8,025.81 | 8,109.07 | 8,187.13 | 8,269.00 | |
| Canon for Indian Work Insurance Benefits | 16,257.66 | 17,233.48 | 16,947.58 | 17,964.88 | 18,863.12 | 19,904.91 | 21,394.56 | |
| Canon for Indian Work Continuing Education | - | 1,500.00 | 250.00 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | |
| Canon for Indian Work Travel and Business | 1,319.18 | 5,000.00 | 4,925.04 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | |
| Total Canon Costs | 69,489.35 | 75,826.20 | 74,215.15 | 77,078.53 | 78,592.90 | 80,166.09 | 82,102.44 | |
| Ministry Support to DIW Faith Communities | | | | | | | | |
| All Saints' Indian Mission Faith Community Partnership | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | |
| Bishop Whipple Faith Community Partnership | 46,500.00 | 46,500.00 | 46,500.00 | 46,500.00 | 46,500.00 | 46,500.00 | 46,500.00 | |
| Church of the Messiah Faith Community Partnership | 30,500.04 | 30,500.00 | 30,500.04 | 30,500.00 | 30,500.00 | 30,500.00 | 30,500.00 | |
| Leech Lake Faith Community Partnership | 94,000.08 | 94,000.00 | 94,000.08 | 94,000.00 | 94,000.00 | 94,000.00 | 94,000.00 | St. Peter's & St. John's |
| White Earth Faith Community Partnership | 110,000.04 | 110,000.00 | 110,000.04 | 110,000.00 | 110,000.00 | 110,000.00 | 110,000.00 | St. Philip's, Beck Memorial, St. Columbe's and Sam Memorial |
| Red Lake Faith Community Partnership | 5,000.04 | 5,000.00 | 5,000.04 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | |
| Reddy Faith Community Partnership | 5,000.04 | 5,000.00 | 5,000.04 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | |
| Total DIW Costs | 435,489.59 | 441,826.20 | 440,215.39 | 443,078.53 | 444,592.90 | 446,166.09 | 448,102.44 | |
| TOTAL INVESTMENT IN JUSTICE AND MULTICULTURAL MIN | 595,659.19 | 614,396.75 | 561,808.44 | 636,259.53 | 644,303.63 | 647,773.04 | 651,728.35 | |
| INVESTMENT IN VITALITY AND INNOVATION | | | | | | | | |
| Canon for Congregational Vitality and Innovation | | | | | | | | |
| Canon for Congregational Vitality and Innovation Salary | - | 90,000.00 | 84,807.73 | 90,900.00 | 91,809.00 | 92,727.09 | 93,654.36 | 1% COLA |
| Canon for Congregational Vitality and Innovation SECA | - | 6,885.00 | 6,487.84 | 6,993.95 | 7,023.39 | 7,093.62 | 7,164.56 | |
| Canon for Congregational Vitality and Innovation Pension | - | 17,439.30 | 14,850.02 | 17,613.66 | 17,789.83 | 17,967.73 | 18,147.41 | |
| Canon for Congregational Vitality and Innovation Health Insuran | - | 35,629.36 | 5,203.51 | 10,000.00 | 10,000.00 | 10,600.00 | 11,342.00 | |
| Canon for Congregational Vitality and Innovation Travel and Bu | 2,569.13 | 10,000.00 | 5,594.60 | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | |
| Canon for Congregational Vitality and Innovation Continuing Ed | - | 1,500.00 | 2,696.53 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | |

| | 2021 Audited | 2022 Approved | 2022 Unaudited | 2023 Approved | 2024 Projected | 2025 Projected | 2026 Projected | NOTES |
|-----------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------|
| Canon for Ministry | | | | | | | | |
| Canon for Ministry Salary | 94,001.85 | 94,581.63 | 94,582.28 | 95,527.45 | 98,482.72 | 97,447.55 | 98,422.03 | 1% COLA |
| Canon for Ministry PR Taxes | 7,163.78 | 7,235.49 | 7,235.54 | 7,307.85 | 7,380.93 | 7,454.74 | 7,529.29 | |
| Canon for Ministry Pension | 8,428.04 | 8,512.35 | 8,512.42 | 8,597.47 | 8,683.45 | 8,770.28 | 8,857.98 | |
| Canon for Ministry Insurance Benefits | 23,271.12 | 23,171.82 | 24,533.32 | 26,005.87 | 27,239.71 | 28,874.08 | 30,895.28 | |
| Canon for Ministry Travel and Business Related Expenses | 2,429.23 | 10,000.00 | 4,240.72 | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | |
| Canon for Ministry Continuing Education | - | 1,500.00 | 3,223.29 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | |
| Missioner for Communications | | | | | | | | |
| Missioner for Communications Salary | 67,385.21 | 66,650.00 | 66,650.00 | 66,306.50 | 66,868.57 | 67,639.26 | 68,315.65 | 1% COLA |
| Missioner for Communications PR Taxes | 5,154.97 | 5,022.23 | 5,022.16 | 5,072.45 | 5,123.17 | 5,174.40 | 5,226.15 | |
| Missioner for Communications Pension | 6,810.34 | 5,908.50 | 5,908.54 | 5,967.59 | 6,027.26 | 6,087.53 | 6,148.41 | |
| Missioner for Communications Insurance Benefits | 20,331.92 | 10,796.10 | 18,409.87 | 13,632.86 | 14,448.74 | 15,313.54 | 16,385.49 | |
| Missioner for Communications Travel & Business Related Expenses | 1,420.96 | 5,000.00 | 3,978.89 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 | |
| Missioner for Communications Continuing Education | 170.06 | 1,500.00 | 275.85 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | |
| Total Canon and Missioner Costs | 239,136.63 | 402,331.78 | 381,212.91 | 383,385.38 | 388,475.76 | 394,649.84 | 401,588.60 | |
| Vital Networks and Supports | | | | | | | | |
| Achdaseons | - | - | - | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | |
| Regional Deans | - | - | - | 50,000.00 | 58,669.25 | 58,669.25 | 58,669.25 | |
| Ministry Companions | - | 10,000.00 | 825.00 | 45,000.00 | 45,000.00 | 45,000.00 | 45,000.00 | |
| Ministry Development | 41,923.84 | 27,006.04 | 13,789.43 | 2,798.39 | 2,798.39 | 2,798.39 | 2,798.39 | |
| Events and Networks | - | - | - | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | |
| Total Vital Networks and Supports | 41,923.84 | 37,006.04 | 14,674.43 | 122,798.39 | 131,467.64 | 131,467.64 | 131,467.64 | |
| Supporting New Expressions of Church | | | | | | | | |
| Faithful Innovation | - | - | - | 30,000.00 | 25,000.00 | 25,000.00 | 25,000.00 | New Line |
| TOTAL INVESTMENT IN VITALITY AND INNOVATION | 281,060.47 | 439,337.82 | 376,827.34 | 536,183.77 | 554,943.40 | 561,117.48 | 568,056.24 | |
| INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT | | | | | | | | |
| Missioner for Networking | | | | | | | | |
| Missioner for Networking | 76,597.60 | 77,272.58 | 68,857.10 | 70,000.00 | 70,700.00 | 71,407.00 | 72,121.07 | 1% COLA |
| Missioner for Networking PR Taxes | 5,852.86 | 5,911.35 | 5,088.36 | 5,355.00 | 5,408.55 | 5,462.64 | 5,517.26 | |
| Missioner for Networking Pension | 6,885.70 | 6,954.53 | 6,197.12 | 6,300.00 | 6,363.00 | 6,426.63 | 6,490.90 | |
| Missioner for Networking Insurance Benefits | 5,293.82 | 8,770.44 | 22,529.97 | 24,095.11 | 24,651.36 | 25,919.19 | 25,919.19 | |
| Missioner for Networking Travel and Business Related Expense | 372.65 | 5,000.00 | 836.40 | 2,500.00 | 2,500.00 | 2,500.00 | 2,500.00 | |
| Missioner for Networking Continuing Education | - | 1,500.00 | - | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | |
| Missioner for Finance | | | | | | | | |
| Missioner for Finance Salary | 81,515.96 | 82,018.36 | 83,903.10 | 82,838.54 | 90,807.63 | 91,715.70 | 92,632.86 | 1% COLA |
| Missioner for Finance PR Taxes | 5,250.72 | 6,274.40 | 5,948.00 | 6,337.15 | 6,946.78 | 7,016.25 | 7,086.41 | |
| Missioner for Finance Pension | 7,308.60 | 7,381.65 | 7,502.81 | 7,485.47 | 8,172.69 | 8,254.41 | 8,336.96 | |
| Missioner for Finance Health Insurance | 33,085.32 | 35,335.10 | 34,517.68 | 34,745.78 | 38,510.27 | 40,820.88 | 43,678.34 | |
| Missioner for Finance Travel and Business Related Expenses | 906.95 | 3,250.00 | 2,978.58 | 3,250.00 | 3,250.00 | 3,250.00 | 3,250.00 | |
| Missioner for Finance Continuing Education | - | 900.00 | - | 1,500.00 | 1,500.00 | 900.00 | 900.00 | |
| Missional Support for Finance | 21,351.89 | 18,808.61 | - | 19,000.00 | 1,500.00 | - | - | |

| | 2021 | 2022 | 2022 | 2023 | 2024 | 2025 | 2026 |
|--------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | Audited | Approved | Unaudited | Approved | Projected | Projected | Projected |
| Part-time Office and Property Manager | | | | | | | |
| Office and Property Manager Salary | 65,900.00 | 66,306.50 | 41,717.53 | 44,116.80 | 44,557.97 | 45,003.55 | 45,453.58 |
| Office and Property Manager PR Taxes | 5,022.16 | 5,072.45 | 3,191.35 | 3,374.94 | 3,408.68 | 3,442.77 | 3,477.20 |
| Office and Property Manager Pension | 5,919.30 | 5,967.59 | 3,754.54 | 3,970.51 | 4,010.22 | 4,050.32 | 4,090.82 |
| Office and Property Manager Travel and Business Related Expr | 381.84 | 3,000.00 | 288.55 | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 |
| Office and Property Manager Continuing Education | - | - | - | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 |
| Missioner for Administration Health Insurance | 13,003.32 | 14,128.74 | 6,401.69 | - | - | - | - |
| Total Missioner Costs | 334,538.29 | 353,852.30 | 293,722.78 | 320,839.30 | 316,787.14 | 322,169.34 | 327,454.60 |
| Diocesan Events | | | | | | | |
| Clergy Retreat Expense | 2,679.46 | 45,000.00 | 21,130.44 | 45,000.00 | 45,000.00 | 45,000.00 | 45,000.00 |
| Other Clergy Formation and Retreats | 621.40 | 10,000.00 | 650.00 | 10,000.00 | 5,000.00 | 10,000.00 | 10,000.00 |
| Deacon Event Expense | 3,541.68 | 5,000.00 | - | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 |
| ECNM Convention Expense | 21,359.59 | 65,000.00 | 87,428.25 | 65,000.00 | 65,000.00 | 65,000.00 | 65,000.00 |
| Ordination | 4,978.69 | 6,000.00 | 4,352.97 | 6,000.00 | 6,000.00 | 6,000.00 | 6,000.00 |
| Meetings of the Elected Bodies | 432.16 | 10,000.00 | 718.38 | - | - | - | - |
| Lay Leadership Day | - | 2,500.00 | 100.99 | - | - | - | - |
| Mission Area | 34.79 | 6,000.00 | 272.49 | - | - | - | - |
| Total Infrastructure Program Costs | 33,647.77 | 149,500.00 | 114,653.52 | 131,000.00 | 126,000.00 | 131,000.00 | 131,000.00 |
| Management Costs | | | | | | | |
| IT - Data Infrastructure System | 64,843.20 | 20,000.00 | 31,091.75 | 20,000.00 | 20,000.00 | 20,000.00 | 20,000.00 |
| IT - Noncapitalized Office Equipment | 2,205.46 | 5,000.00 | 5,961.01 | 5,000.00 | 5,000.00 | 5,000.00 | 5,000.00 |
| IT - Telephone & Online Service Expenses | 19,804.65 | 22,000.00 | 28,363.58 | 25,000.00 | 21,000.00 | 21,000.00 | 21,000.00 |
| IT - Contract Support | 303.75 | 15,000.00 | - | - | - | - | - |
| IT - Equipment Maintenance & Copier Interest | 4,942.53 | 8,000.00 | 6,662.29 | 8,000.00 | 8,000.00 | 8,000.00 | 8,000.00 |
| IT - Depreciation Expenses | 28,667.33 | 19,000.00 | 26,419.43 | 19,000.00 | 19,000.00 | 19,000.00 | 19,000.00 |
| Finance - Supplies and Software | 9,977.24 | 11,000.00 | 11,437.40 | 11,000.00 | 11,000.00 | 11,000.00 | 11,000.00 |
| Finance - Audit Expense | 20,000.00 | 20,000.00 | 22,000.00 | 20,000.00 | 20,000.00 | 20,000.00 | 20,000.00 |
| Finance - Bank Fees | 2,222.64 | 2,000.00 | 992.61 | 2,000.00 | 2,000.00 | 2,000.00 | 2,000.00 |
| Office - General Use Expenses | 9,208.81 | 25,000.00 | 25,082.78 | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 |
| Office - Postage & Printing Expenses | 3,118.62 | 6,000.00 | 4,364.70 | 6,000.00 | 6,000.00 | 6,000.00 | 6,000.00 |
| Office - Lease Expense | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 | 75,000.00 |
| Contracted Communication Support Services | 120.00 | 3,000.00 | 4,407.00 | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 |
| Subscribed Services (formerly Web Based Communications) | 12,846.45 | 7,000.00 | 13,047.02 | 13,000.00 | 13,000.00 | 13,000.00 | 13,000.00 |
| Liability & DO Insurance Expense | 9,685.75 | 11,000.00 | 4,086.38 | 11,000.00 | 11,000.00 | 11,000.00 | 11,000.00 |
| Workers Comp Insurance Expense | 2,500.00 | 2,500.00 | 8,649.75 | 2,500.00 | 2,500.00 | 2,500.00 | 2,500.00 |
| Legal Business Expense | 2,719.42 | 1,000.00 | 225.00 | 1,000.00 | 1,000.00 | 1,000.00 | 1,000.00 |
| Total Management Costs | 285,545.85 | 252,500.00 | 287,790.70 | 236,500.00 | 232,500.00 | 232,500.00 | 232,500.00 |
| TOTAL INVESTMENT IN INFRASTRUCTURE AND MANAGEM | 633,731.91 | 755,852.30 | 676,167.00 | 688,339.30 | 676,287.14 | 685,669.34 | 690,954.60 |

NOTES

1% COLA

| | INVESTMENT IN THE EPISCOPATE | | INVESTMENT IN THE EPISCOPAL CHURCH | | EXCESS (DEFICIT) OF RESOURCES | | NOTES |
|----------------------------------------------------------------------------|------------------------------|---------------------|------------------------------------|---------------------|-------------------------------|---------------------|---------------------|
| | 2021 Audited | 2022 Approved | 2022 Unaudited | 2023 Approved | 2024 Projected | 2025 Projected | |
| The Episcopate | | | | | | | |
| Bishop Salary | 146,744.26 | 148,211.72 | 148,211.72 | 149,603.84 | 151,190.78 | 152,702.66 | 154,220.71 |
| Bishop SECA | 11,348.32 | 11,338.20 | 11,338.20 | 11,451.58 | 11,566.09 | 11,681.76 | 11,798.57 |
| Bishop Pension | 28,435.39 | 28,718.99 | 28,719.10 | 29,008.17 | 29,296.24 | 29,589.20 | 29,886.09 |
| Bishop Health Insurance | 32,590.04 | 34,466.96 | 33,895.22 | 35,929.76 | 37,850.48 | 40,121.51 | 42,930.01 |
| Episcopate Travel and Business Related Expenses | 20,048.63 | 70,000.00 | 38,868.65 | 50,000.00 | 50,000.00 | 50,000.00 | 50,000.00 |
| Continuing Education Expense | - | 1,500.00 | 160.00 | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 |
| Automobile Depreciation Expense | 9,354.00 | 7,000.00 | 9,354.00 | 7,000.00 | 7,000.00 | 7,000.00 | 7,000.00 |
| Automobile Insurance Expense | 1,866.00 | 1,433.90 | 1,948.00 | 1,433.90 | 1,433.90 | 1,433.90 | 1,433.90 |
| Missioner for Bishop | | | | | | | |
| Missioner for Bishop Salary | 66,458.81 | 68,306.50 | 89,899.16 | 70,700.00 | 71,407.00 | 72,121.07 | 72,842.28 |
| Missioner for Bishop PR Taxes | 4,796.48 | 5,072.45 | 5,087.16 | 5,408.55 | 5,462.64 | 5,517.26 | 5,572.43 |
| Missioner for Bishop Pension | 5,619.29 | 5,967.59 | 6,300.04 | 6,363.00 | 6,426.63 | 6,490.90 | 6,555.81 |
| Missioner for Bishop Health Insurance | 32,165.36 | 34,480.71 | 33,820.27 | 35,929.76 | 38,127.44 | 40,415.08 | 43,244.14 |
| Missioner for the Bishop Travel and Business Related Expenses: | 893.30 | 3,000.00 | 2,195.30 | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 |
| Missioner for the Bishop Continuing Education | - | - | - | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 |
| Canon for Operations & Chief of Staff | | | | | | | |
| Canon for Operations & Chief of Staff Salary | 83,261.64 | 88,880.00 | 93,352.44 | 95,950.00 | 98,808.50 | 97,878.60 | 98,857.38 |
| Canon for Operations & Chief of Staff PR Taxes | 6,369.44 | 6,798.32 | 7,138.93 | 7,340.18 | 7,413.58 | 7,487.71 | 7,562.59 |
| Canon for Operations & Chief of Staff Pension | 5,545.71 | 7,596.20 | 8,401.64 | 8,633.50 | 8,721.86 | 8,809.07 | 8,897.16 |
| Canon for Operations & Chief of Staff Health Insurance | 22,874.40 | 35,335.10 | 29,150.80 | 36,644.88 | 38,566.60 | 40,879.53 | 43,741.10 |
| Canon for Operations & Chief of Staff Travel and Business Related Expenses | 1,844.83 | 10,000.00 | 3,529.75 | 6,000.00 | 6,000.00 | 6,000.00 | 6,000.00 |
| Canon for Operations & Chief of Staff Continuing Education | - | - | - | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 |
| TOTAL INVESTMENT IN THE EPISCOPATE | 480,915.90 | 566,510.64 | 531,366.38 | 564,987.11 | 574,871.72 | 585,628.28 | 598,050.19 |
| INVESTMENT IN THE EPISCOPAL CHURCH | | | | | | | |
| Episcopal Church Support: | 346,414.80 | 345,000.00 | 348,473.04 | 348,274.00 | 348,500.00 | 348,500.00 | 348,500.00 |
| General Convention Fund | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 | 15,000.00 |
| Lambeth Conference Fund | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 | 3,000.00 |
| Provincial Support | 12,099.96 | 12,100.00 | 12,099.96 | 6,000.00 | 6,000.00 | 6,000.00 | 6,000.00 |
| MIN Council of Churches Support | 15,300.00 | 15,300.00 | 15,300.00 | 15,300.00 | 15,300.00 | 15,300.00 | 15,300.00 |
| TOTAL INVESTMENT IN THE EPISCOPAL CHURCH | 391,814.76 | 390,400.00 | 393,873.00 | 387,574.00 | 387,800.00 | 387,800.00 | 387,800.00 |
| TOTAL RESOURCES USED | 2,787,877.86 | 3,204,869.22 | 2,916,628.62 | 3,235,013.62 | 3,233,645.37 | 3,269,625.45 | 3,304,083.99 |
| EXCESS (DEFICIT) OF RESOURCES | 270,030.02 | 0.00 | 278,177.25 | (0.00) | 0.00 | 0.00 | 0.00 |

Based on Diocesan Report Reserve

1% COLA

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Report to Delegates from Constitution, Canons, & Resolution Committee Regarding Proposed Amendments to the Canons of the Episcopal Church in Minnesota

For ECMN Convention 2023

The Constitution, Canons & Resolution Committee (“CCR Committee”) is organized under ECMN Canon 213, and is tasked with reviewing, recommending, and drafting proposed amendments and new provisions to the ECMN Constitution and Canons, as well as reviewing resolutions that have been submitted to the Secretary for consideration at least ninety (90) days prior to Convention in accordance with ECMN Canon 214.2.

No resolutions were received by the canonical deadline in advance of the 2023 Convention.

CCR Committee was presented with proposed amendments to four Canons (909.2, 910.1, 910.2, and 910.3), which are summarized in the Business Booklet for Convention. In addition to these amendments, the CCR Committee has approved three non-substantive alterations to the Canons, pursuant to its authority under Canon 909.1 (quoted below). These non-substantive edits are presented in the table below, with edits highlighted:

| Canon | Previous Language | Amended Language |
|-------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 901.6A: The Episcopal Church in Minnesota and/or ECMN | “The Episcopal Church in Minnesota” and the abbreviation ECMN are used in these canons interchangeably. Both designations refer to the organization formerly known as “The Episcopal Diocese of Minnesota” and now known legally in the State of Minnesota as The Episcopal Church in Minnesota, and organized and governed under these Canons. | “The Episcopal Church in Minnesota” and the abbreviation “ECMN” are used in these canons interchangeably. Both designations refer to the organization formerly known as “The Episcopal Diocese of Minnesota” and now known legally in the State of Minnesota as The Episcopal Church in Minnesota, and organized and governed under these Canons. |
| 909.1: Non-Substantive Changes | The Constitution, Canons, and Resolutions Committee may from time-to-time make non-substantive changes to the canons regarding format, numbering, ordering, pagination, spelling, inclusive language, and grammar. | The Constitution, Canons, and Resolutions Committee may from time-to-time make non-substantive changes to the Canons regarding format, numbering, ordering, pagination, spelling, inclusive language, and grammar. |
| 911.2: Repeal of Prior Canons | All former Canons of the Episcopal Church in Minnesota, not included in these Canons, are hereby repealed, but the validity of any previous action taken in accordance with them is not be affected . | All former Canons of the Episcopal Church in Minnesota, not included in these Canons, are hereby repealed, but the validity of any previous action taken in accordance with them is not affected . |

Respectfully Submitted,
Christopher W. Bowman, Chair, CCR Committee

On behalf of the members of the CCR Committee:

Doug Franzen, *ex officio*
Rev. Mark Kelm, *ex officio*
Canon Karen Olson, *ex officio*
Canon Kelsey Schuster, ECMN
Rev. Jennifer McNally, Council

Laura Bathke, Commission on Ministry
Rev. Margaret Thor, Commission on Ministry
Sue Grove, Standing Committee
Rev. Devon Anderson, Trustees
Heather Worthington, Trustees

Proposed Edits to ECMN Canons
Recommended to Convention 2023 by CCR Committee

EXECUTIVE SUMMARY:

- **Canon 909.2:** Striking everything after “followed throughout the Canons,” and changing the comma after “Canons” to a period. As a practical matter, this Canon has not been followed for quite some time and is a bit anachronistic given advancements in word-processing systems. The proposed amended language allows for increased flexibility, while preserving the spirit of the Canon.
- **Canon 910.1:** Shortening time frame for distribution of Canonical Amendments requiring majority vote from 60 to 30 days, to make it consistent with other reports to delegates.
- **Canon 910.2:** The separation of former Canon 910.2(a) into Canon 910.2(a) and (b) is not intended to be a substantive change, but rather made to improve readability of the Canons. The final sentence of revised Canon 910.2(a) is meant to establish a procedure to allow for a delegate to call for a “veto override” vote. It is unnecessary to provide for a “veto override” provision in proposed new Canon 910.2(b), as the vote already requires the 2/3 majority in each order provided for in Canon 910.2(a).
- **Canon 910.3:** Providing that amendments become effecting upon their adoption, unless otherwise specified by their terms.

REDLINE EDITS

Canon 909.2: Arrangement of Canons. In order to preserve the orderly arrangement of additions or alterations to these Canons, such new matter must conform to the designation and numbering system followed throughout the Canons, ~~except that additional material must be placed and numbered as follows:~~

~~a.—A new Canon which should logically be inserted between two existing Canons must bear the Arabic number of the Canon it follows with the added designation “A”; e.g., a new Canon between Canon 111 and Canon 112 must be “Canon 111A”.~~

~~b.—A new section of a Canon which should logically be inserted between the material in an existing Canon “(1)” and Canon “(2)” must be designated Canon “(1)A”, and thereafter any material subsequently added which should be logically inserted after said added matter in Canon “(1)A” and before Canon “(2)” must be designated Canon “(1)B”, and so on.~~

Canon 910.1: Time for Consideration. Every proposal to amend these Canons must be served upon delegates at least ~~sixty~~ thirty (30) days before the Convention at which the amendment will be considered.

Canon 910.2: Voting, and Approval by Bishop. An amendment must be approved during the same Convention by a majority vote in each order, voting separately, and also agreed-to by the Bishop.

~~a. If notice has not been given consistent with Canon 910.1, or if the Bishop does not agree with the amendment, ~~an~~the amendment nevertheless is effective if two-thirds of each order, voting separately, vote in favor the amendment during any ballot on the question. Any delegate to the Convention may call for a vote under this Canon 910.2(a), such request requiring a second.~~

~~a.b. A proposed canonical amendment that is not provided to the delegates by the deadline established by Canon 910.1 is nonetheless effective if approved by a two-thirds vote of each order, voting separately.~~

Canon 910.3: Effective Date of Amendments. All ~~Canons and~~ amendments to Canons take effect immediately upon their adoption unless by their terms they are effective on another date.