


ECMN 
Convention 2021
BUSINESS BOOKLET

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Because we have not yet formally announced whether this year’s Convention will be in person or online, this Business Booklet contains only what is canonically required to be delivered to delegates 30 days before Convention. Further details about how we will meet and vote will be released along with our decision about Convention. Thank you for your patience!

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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:
 - 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.

Standing Rules of Order

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 (11th 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.

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.

Standing Rules of Order

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:

- 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.

Standing Committee Report on the Bishop Search Process

Introduction

In her famed novel, *The Black Prince*, Iris Murdoch wrote, “However, one must ask not just is it amusing, is it exciting, but *is it a work of art?*” In many ways, our 2018-2020 bishop search and transition process was a work of art. In an interview with our evaluation team, bishop search consultant Ann Hallisey said, “I have been consulting bishop searches for decades. And of all the searches I’ve done, Minnesota’s was the best process, *ever*. It’s because of your leadership,” she explained, “They were just terrific. Your leaders have deep and abiding relationships with each other, and that made all the difference. It’s what made everything flow.”

If there’s one take-away from our evaluation findings, it’s this: **“we did good!”**

Not only did we call as our bishop a loving, energized, compassionate disciple of Jesus Christ in Craig Loya, but we took great care in each step leading up to that call: from establishing our timeline to hiring our consultant, from developing a budget to appointing search and transition committee members, from collaborating on the profile to screening and putting forth candidates, from organizing a vibrant electing convention to pinch-hitting a consecration during a pandemic. The list goes on and on. In all, we considered each other. We contributed our collective time, gifts, and resources toward the building up of Christ’s church. We called a bishop who will lead us, and walk alongside us, as we together boldly live into what God is calling us to do and be.

As well as art, a bishop search and transition process is also a ministry. In ministry, how we go about our work is as important as the end result. As we searched for our next bishop, how we treated each other, how we used the opportunity to build our relationships and strengthen our bonds of affection, and what we learned about ourselves, God, and each other was as important as who we ultimately called. Because we consider a bishop search and transition process as both art and ministry, the Standing Committee felt it important to evaluate the many aspects of that corporate experience in the hopes that what we learned would inform our ministry of calling a bishop the next time around, leading us both to strengthened relationships and deeper faith.

The Evaluation Process

The intended goal of our evaluation process was to discern themes and recommendations from information gleaned from surveying and interviewing as many people as possible – starting with the Search and Transition Committee chairs, then the members of those committees, the President of the Standing Committee, the Standing Committee and other elected bodies, the ECMN staff, the ECMN household at large, and finally bishop candidates (semi-finalists, petition candidates, and finalists).

We began our process in early Spring 2021. Over the next several months, the following interviews were conducted:

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- President of the Standing Committee, the Rev. Debbie Brown
- Chair, Search Committee, the Rev. Susan Moss
- Chair, Transition Committee, the Rev. Beth Royalty
- Search Consultant, Ms. Ann Hallisey
- ECMN Treasurer, Mr. Tom Schafer
- ECMN Canon Kelsey Schuster
- Three bishop semi-finalists
- Three petition candidates
- Two bishop semi-finalists/finalists

ECMN Treasurer Tom Schafer walked us through the search and transition budget, line by line and graciously answered all our questions. The budget is included as an attachment to this report.

In late August/early September 2021, we sent detailed surveys to all members of the Search Committee and Transition Committee.

The next step was to read through the written summaries of interviews and data gleaned from the two surveys. Common themes emerged, and from those themes recommendations to ECMN were developed.

Unfortunately, our bandwidth had its limits, and we were not able to interview or survey everyone. For a comprehensive evaluation to be complete it must include feedback from: officers and members of Diocesan Council and Trustees (particularly members who served on these bodies during all or part of the bishop search and transition processes), ECMN staff, and the clergy and laity of ECMN (see "Recommendations").

The evaluation team presented a first draft to the bishop and Standing Committee on Saturday, September 18, 2021 for edits, changes, and feedback. The final version was submitted to the bishop's office on Friday, October 1, 2021 for inclusion in diocesan convention materials.

We would like to thank the diocesan leaders and candidates who were so gracious in sharing their feedback. A special thank you to Laura Bathke who conducted one of the primary interviews. And our profound gratitude goes to Sally Johnson, ever generous with her time and expertise, who provided significant guidance in our exploration of canonical questions.

Respectfully submitted by the Bishop Search and Transition Evaluation Team
(Devon Anderson, Amelia Arthur, Sue Grove) on behalf of the ECMN Standing Committee:

The Rev. Devon Anderson, President
The Rev. Amelia Arthur
Ms. Laura Bathke, Vice-President
Ms. Sue Grove, Secretary
The Rev. Siri Hustad
Ms. Julia New-Landrum

Mr. Tony Nwonye
The Rev. Blair Pogue
Ms. Alexis Roy
The Rev. Ramona Scarpace, Chaplain
Mr. Rich Simons
The Rev. Letha Wilson-Barnard

Standing Committee Report on the Bishop Search Process

Themes

God is Good!

Again, the vast majority of comments about all aspects of the search and transition experience were very positive. The remaining themes are suggestions of things to pay attention to next time around. But please remember, suggestions for improvement pale in comparison to the accolades, praise, and gratitude expressed for a job well done, and a process led with integrity, sincerity, and tenacity.

Institutional Memory/Documents

At the start of the process, shortly after the bishop announced his resignation and called for the election of the next bishop, the Standing Committee searched for documents and guidance from previous search and transition processes. These documents were elusive and difficult to procure. Diocesan leaders who had led previous processes had moved, were unavailable, or unreachable. Bits and pieces of information were eventually obtained, but in many instances well after the time they were needed. The Standing Committee would have benefitted greatly from notes, files, evaluations, budgets, timelines, and “lessons learned” from previous searches.

Confusion around Roles and Responsibilities

Throughout the process, there were several instances of confusion and disagreement about the roles and responsibilities of the incumbent bishop, ECMN staff, diocesan chancellor, and Elected Bodies (specifically between Standing Committee and Diocesan Council). Throughout the Episcopal Church, it is normative that the Standing Committee is in charge of the search and transition processes, from “tip to tail.” While this is the norm throughout the Episcopal Church, there is neither a national nor an ECMN canon that codifies this practice.

Many dioceses within the Episcopal Church have a canon that parses out an entire bishop search, election, and transition process, and designates clear roles and responsibilities. The ECMN Constitution and Canons are silent on the role of Diocesan Council or the Standing Committee or any other person or elected body in the process of nominating or electing a bishop. The lack of a canon and direction on roles and responsibilities led to significant confusion and in a few instances, conflict. These issues remain unresolved.

Also, attempting perhaps to make up for a lack of canonical clarity, several documents were felt to be too long, complicated, and over-instructive, including the charges to the Search and Transition Committees, and the Rules of Order both for the search process and for the electing convention.

Chaplains

The Standing Committee appointed two chaplains: one for the Search Committee, and one for the Transition Committee. Feedback was glowing about their capacity to keep the teams focused and grounded in their ministry. The Transition Committee funded spiritual directors/chaplains for ECMN staff who were utilized, needed, and appreciated. It was felt as a “real gift.”

Standing Committee Report on the Bishop Search Process

Committee Relationship-Building

The capacity of both the Search and Transition Committee was entirely dependent upon the strength of relationships. For the Transition Team, as one member put it, “It was challenging [initially] to have a team that had never met one another or worked together. It took time to bond and create relationships which is normal but was difficult to do that in a virtual meeting way.” Having a longer lead time for both Search and Transition Committees was a frequent suggestion. Having time to build relationships, get acquainted, discern gifts and energies would strengthen every team’s capacity.

On another note, many people suggested the next Standing Committee appoint the chairs of the Search and Transition Committees first, and then allow the chairs to participate with the Standing Committee in committee member selection. It was suggested by several people that the next round retain the “Chair” position for each committee, and again refrain from a “Co-Chair” model. Chairs should have expansive, deep and abiding, pre-existing relationships across the diocese. Chairs with relational capacity and history greatly contributes to quality and efficacy of their leadership.

Calendar

The Standing Committee did not have any control, initially, over the calendar. The incumbent bishop announced his resignation to the Standing Committee days after diocesan convention and presented a conflated 8-month search and transition schedule. While the schedule was extended through negotiation, ultimately the timing of most of major events of the process were problematic. For example, the “walk-about” occurred in the dead of winter with challenging– and somewhat prohibitive –weather conditions for travel. The petition process fell in the middle of Thanksgiving and Christmas holidays. The hope is that the next time around, calendar planning can be a collaborative process, starting with the announcement of the resignation through the bishop consecration and seating.

Other challenges, reported in several interviews, included a lack of communication and responsiveness from the Episcopal Church’s Office of Pastoral Development (which oversees bishop search, election, and transition processes throughout the Episcopal Church) in determining key dates for several parts of the process, including the bishop election and consecration. Our search and transition consultant proved very helpful in eventually securing the information needed to complete our calendar.

Candidate Expectations

Both in the search and the petition candidate process, issues arose when a candidate reached out beyond the Search Committee directly to people in ECMN both personally and through social media. A learning is that the next Search Committee, with the assistance and support of the Standing Committee, should provide documentation at the very start of the process to candidates that lay out clear expectations and guidelines at all stages of the process about:

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- 1) contact with people in ECMN outside the Search Committee,
- 2) confidentiality,
- 3) social media,
- 4) advocacy and “campaigning,” etc.

Examples exist from other dioceses (most recently the Diocese of Idaho) in which candidates are asked to read and sign a document which lays out expectations. Another idea is for the Standing, Search, and Transition Committees to also review and sign a similar document regarding candidate privacy, confidentiality, social media expectations, etc.

Candidate Feedback

Through our interviews, candidates reported:

- a deep appreciation for both the Search and Transition Committees – specifically for the quality and clarity of communications, and for the shepherding and pastoral care offered along the way.
- gratitude for the diversity reflected in the Search Committee membership (racial, age, gender, culture, geography);
- a well-organized, comprehensive, and thoughtful semi-finalist retreat; and, at the same time, the need for more (any) “introvert” time for candidates to re-charge and relax;
- a virtually “seamless” process;
- wanting a bit more resources for, and engagement with, candidate spouses (what would be expected of them?); wishing that the offer would have been made to single candidates that they could bring a support person/friend instead of them having to ask;
- gratitude for live streaming capacity during “walk-about” and the profound hospitality of host congregations and communities;
- wish that all of the forums had been live streamed;
- that the questions asked and interviews conducted helped candidates with their own discernment process;
- being “continually affirmed and updated;”
- wanting pastoral follow-up or contact after they left the process.

Petition Process

Many people interviewed and surveyed mentioned stumbling blocks with the petition process (after the slate is announced by the Standing Committee, candidates may be added to the slate by petitioning). The common theme emerged that this process needs to be reimagined the next time around. One petition candidate reported feeling like a “hassle.” There was a “you’re getting in the way” vibe that the candidate experienced as “disheartening.” Another challenge was, again, the calendar with the bulk of the petition process occurring in Advent, between Thanksgiving and Christmas. Committees felt rushed and because of time constraints, petition candidates did not enjoy the same depth of discernment as the other candidates (which may be the nature of the beast). Others wondered: “if a candidate is released from the process during the search process, can he/she put their name in as a petition candidate?” and “do we need a petition process at all?”

Standing Committee Report on the Bishop Search Process

Bishop Salary and Compensation Package

The Evaluation Team sifted through substantial comments and multiple narratives about the bishop salary and compensation package: its development, its transparency, its presentation to the candidates at the semi-finalist retreat, final negotiations, and budget adjustments. Some areas to pay attention to next time around include deciding ahead of time and communicating clearly:

- what, in the bishop salary and compensation package, is negotiable and what is not (taking into account the practice in the wider church);
- if there is a salary range presented, what are the determinants for finalizing a set salary within that range for the bishop elect;

Finally, the semi-finalist retreat is a good opportunity to walk candidates through the salary and compensation package line-by-line, answer questions, and reiterate what is negotiable and what is not negotiable.

Recommendations

Document Repository

Most importantly, we recommend the creation of a repository to be housed on-line at the ECMN offices to preserve this report and budget, leader documents, survey results, evaluation interview summaries, and additional feedback to be offered to the Standing Committee at the onset of the next bishop search and transition process.

Canon Exploration

We recommend that the bishop appoint a team of 2-4 people (by February 1, 2022) to: 1) examine bishop search and transition-related canons in dioceses around TEC, 2) explore the many canonical options that would provide clarity to ECMN on the occasion of future bishop search and transition processes, and 3) make canonical recommendations (possibly in the form of a resolution) to the 2022 diocesan convention.

We recommend that the team examine options around the petition process and also explore the incumbent bishop's roles and responsibilities. In ECMN polity, the bishop is the President of Diocesan Council with oversight pertaining to search and transition budget plus the development of a bishop salary and compensation package, among a host of other responsibilities. And yet, the incumbent bishop is asked not to participate in the bishop search and transition process. These contradictory roles were problematic and should be explored.

Additional Feedback

It had been the intention of this Standing Committee, as part of this evaluation project, to survey Diocesan Council, the Trustees, ECMN staff, and also invite the feedback of the wider ECMN household. We recommend that the next Standing Committee, following the November 2021 diocesan convention, complete this process either by survey or by invitation to send in feedback to a designated e-mail. We recommend that this feedback be gathered and housed in the document repository at the ECMN offices.

Standing Committee Report on the Bishop Search Process

Bishop Search Account

According to our ECMN Treasurer (and attached budget), we have about \$100,000 balance in the budget allocated toward the bishop search, transition, election, and consecration budget. Much of the cost savings came from the pared down consecration. We recommend that the \$100,000 be used to seed a bishop search account. Because the triennium budget has been compiled, we recommend that after three years, ECMN begins making annual contributions to the bishop search account.

There exists differing opinion about whether or not \$300,000 is too much to spend on a bishop search, election, transition, and consecration process, when funds could be better used, for example, for congregational vitality and development. If a fund is established, allowing ECMN to save for a future bishop search, it might be necessary to set an agreed-upon funding goal first, and then add to the fund each year at a rate that would allow us to reach our goal in the next 7-10 years.

We request that if this recommendation is enacted, that it be reported to ECMN either through diocesan communications or at the 2022 diocesan convention.

Bishop Search & Transition Budget

ECMN

V10fromMThor

BISHOP SEARCH ACTIVITY

12/31/20

UNDER (OVER)

CODE	DESCRIPTION	ACTUAL	BUDGET	VARIANCE
4900	SEARCH -TO BE RECLASSED	8,989.33	-	(8,989.33)
4901	SEARCH -CONSULTANT	11,840.85	22,080.00	10,239.15
4902	SEARCH -CLERICAL SUPPORT & MATERIALS	777.19	2,000.00	1,222.81
4903	SEARCH -ORGANIZATION & ADMINISTRATION	9,398.43	22,500.00	13,101.57
4904	SEARCH COMMITTEE	7,093.59	15,800.00	8,706.41
4905	SEARCH -CANDIDATE VISITS/WALKABOUTS	24,380.06	45,000.00	20,619.94
4906	SEARCH -BACKGROUND CHECKS	3,763.16	6,000.00	2,236.84
4907	SEARCH -MISCELLANEOUS		-	-
	SEARCH -TOTAL	66,242.61	113,380.00	47,137.39
4908	TRANSITION -CONSULTANT	3,570.87	15,330.00	11,759.13
4909	TRANSITION -CLERICAL SUPPORT & MATERIALS	144.10	1,516.00	1,371.90
4910	TRANSITION COMMITTEE	3,477.42	5,800.00	2,322.58
4911	TRANSITION -ORGANIZATIONAL & ADMINISTRATION	1,741.36	7,000.00	5,258.64
4912	TRANSITION -ELECTING CONVENTION	11,163.53	18,500.00	7,336.47
4913	TRANSITION -CONSECRATION	17,553.61	58,500.00	40,946.39
4914	TRANSITION - BISHOP PRIOR	45.36	15,000.00	14,954.64
4915	TRANSITION - ROADSHOW	42,447.29	15,000.00	(27,447.29)
4916	TRANSITION - BISHOP X COMP, HOUSING, MOVE	50,591.23	57,000.00	6,408.77
	TRANSITION -TOTAL	130,734.77	193,646.00	62,911.23
	SEARCH AND TRANSITION TOTAL	196,977.38	307,026.00	110,048.62

2021 Consent Calendar

As of October 6, 2021

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 W. 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.

Canonical Elections, Appointments and Confirmations

Secretary of Convention (Canon 209.1)

Ms. Karen Olson

Treasurer (Canon 309.1)

Mr. Tom Schaefer

Chancellors (Canon 306.1)

Chancellor – Mr. Doug Franzen

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

Mr. Robert Butterboldt, Mr. Robert Straughn, Ms. Laura McKnight

Disciplinary Board (Canon 405(d))

For a three-year term ending at 2024 Convention

Ms. Kathy Smith, The Rev. Cindy Peterson-Wlosinski, Ms. Erin Weber-Johnson,
The Ven. Chip Whitacre

For a one-year vacancy term ending at 2023 Convention

Ms Augusta Paye

Commission on Ministry

(Canon 113.5.a) *Chair*

The Rev. Anna Doherty

Nominations Report

as of October 6, 2021

Standing Committee

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

Lay:

John Gappa – Messiah, St. Paul

Suzanne Sherman – Spirit of the Wilderness, Grand Marais

Mark Stahura – St. Clement's, St. Paul

Craig Warren – St. David's, Minnetonka

Clergy:

Christine Fair Beebe – Episcopal Church in Minnesota

Brenda Hoffman – Ascension, Stillwater

Tim Kingsley – St. Mark's Cathedral Minneapolis

Commission on Ministry

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

Lay:

Laura Bathke – St. Matthew's, St. Paul

Clergy:

Peter Stebinger – St. John the Baptist, Minneapolis

Trustees

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

Aquilla Roberts-Ford – St. Andrew's, Minneapolis

Beth Royalty – Calvary, Rochester

Jonathan Strand – St. Stephen's, Edina

Daniel Wood – St. Mark's Cathedral, Minneapolis

Candidate Information

Those running for Standing Committee (Lay)



John Gappa

Messiah Episcopal Church, St. Paul

Leadership Experiences

- Senior Warden, Messiah, St. Paul
- Vestry member, Messiah, St. Paul
- Treasurer, St. Andrew's, Miami
- Treasurer, St. Paul-on-the-Hill, St. Paul

My current work is focused on bringing joy and hope to marginalized communities in the global south and fostering environmental justice in Minnesota. After a professional career as a corporate executive and Chief Financial Officer, I was led to my current encore career in nonprofit leadership. I currently serve as Interim CEO of Alight (f/k/a American Refugee Committee), an international humanitarian relief organization with operations in 19 countries. I also serve as board chair for an environmental advocacy organization and as board chair for an organization which serves marginalized youth and refugees in the Middle East.

I am a follower of our Lord Jesus Christ and a (mostly) lifelong Episcopalian. I feel called to Standing Committee to serve the Jesus Movement, Episcopal branch, Minnesota chapter to bring Christ's love to all Minnesotans. As we emerge into the post-COVID world, I desire to help find the green shoots of new growth in our parishes and help them grow with God's abundance. I believe Bishop Loya's call to discipleship, faithful innovation, justice and vitality provides a strong framework to bring God's kingdom to Minnesota. Minnesota communities are changing but our need for Jesus' word and healing power is constant. By approaching our challenges with Jesus' love and fresh expressions, I believe we can reinvigorate the role the Episcopal Church plays in individual lives. I also believe that Anglican comprehensiveness provides a framework for Episcopal Christians to bring Scripture's lifesaving word and the power of the liturgy to those in our communities who are starved for Christ's love. As a member of a diverse parish with a strong contingent of Anglican Christians from the global south, I have seen how new immigrant members of our community expand the richness of our worship and parish life.

Candidate Information

Those running for Standing Committee (Lay)



Suzanne Sherman

Spirit of the Wilderness Episcopal Church, Grand Marais

Leadership Experiences

- Vestry member & Junior Warden, Trinity, Excelsior
- Leadership Team, Lake Area Choir School
- Lay member of lay leadership team that birthed Spirit of the Wilderness

I worked with at-risk youth at the Carver Scott Educational Center for many years. I am now a trained spiritual director and an End of Life Doula, and an active volunteer in the Grand Marais community—screener at the hospital, State Patrol chaplain, Care Partner worker with elders. I believe we are at a crucial time in the life of the church—individual parishes and the church as a whole. Having had experience of churches of different ‘stripes,’ but especially because of my experience growing a church organically, I’m passionate about the four-fold vision and want to be a part of helping to move into the next phases of our life together. I’m also passionate about those who are on the edge, who might long for a community to find meaning. My life partner is Mary Ellen Ashcroft. I am a mother of 3 wonderful adult children, and combined, we have 12 grandchildren.



Mark Stahura

St. Clement’s, St. Paul

Leadership Experiences

- Junior & Senior Warden, St. Clement’s
- Member of the Chapter of St. Mark’s Cathedral
- Director of Music, St. Clement’s
- Strategic & Operational Manager at my day jobs

My call toward the Standing Committee is a central call for me to help the church see new possibilities while continuing to claim our history of practice, service, and witness to the world. I approach everything with a pastoral eye, but also with a keen drive for clarity and strategic intention. Strength and understanding (or, you could say, structure and heart) in a flexible relationship provides everyone with a grounded framework out of which creativity can emerge to serve the people we encounter, or who encounter us. We are here to nourish the world, but this must be, as the well-worn phrase says, solid at the core and soft at the edges. My background as a parishioner, committee chair, Warden, and now staff member gives me a breadth of perspective about both leadership and community that is vital to the Standing Committee's work.

Candidate Information

Those running for Standing Committee (Lay)



Craig Warren

St. David's Episcopal Church, Minnetonka

Leadership Experiences

I have over 25 years of leadership experience in the public, private, and nonprofit sectors. Those roles most formative and relevant to my potential service on the Standing Committee are: Chief Administrative Officer at the Washburn Center for Children; Chief Operating Officer at Greater Twin Cities United Way; commissioned officer in the United States Army; and member of the Hennepin Healthcare System Board of Directors.

I'm a cradle Episcopalian (born and raised on the east coast) who also identifies as a cisgender, heterosexual, African-American man. My wife, daughter, and I have lived in Minnesota since 2010. I'm a member of St. David's Episcopal Church in Minnetonka where I've served as an acolyte, reader, and member of the radical hospitality team. Professionally, I'm responsible for finance, human resources, and equity, diversity, & inclusion functions for a nonprofit organization that provides transformative mental health care to children and adolescents in the Twin Cities. My professional journey also includes other nonprofit leadership roles, corporate leadership roles, management consulting, and military service. I hold a BA in political science and anthropology and an MA in public policy. I'm candid, curious, strategic, pragmatic, and deeply committed to inclusion. I feel called to serve on the Standing Committee because it represents an opportunity to serve Christ while leveraging my nonprofit governance experience and furthering my spiritual formation.

Candidate Information

Those running for Standing Committee (Clergy)



The Rev. Chris Fair Beebe

The Episcopal Church in Minnesota

Leadership Experiences

- Attended Kaleidoscope Institute training for diverse, sustainable communities in the Diocese of Los Angeles;
- Completed the College for Congregational Development in the Diocese of Olympia;
- Served as Co-Chair of Congregational Vitality Ministry in the Diocese of Western North Carolina;
- Served on diocesan councils in Arkansas, Western North Carolina, and the Episcopal Church in Minnesota
- Served on the Bishop X Transition Committee in ECMN, acting as chair of the Road Trip subcommittee.

I'm a transplanted Southerner, mother, grandmother, widow, and recently retired priest who loves the church and its mission to serve Christ in the world and isn't quite ready to stop serving where God calls me. My focus as a priest has been to encourage the faith communities where I've served to rediscover their gifts and opportunities for ministry in a rapidly changing culture. As the COVID pandemic calls us to modify our traditional practices of faith and works, our need to be innovative and creatively relevant in the lives of those we seek to serve is more critical than ever. My experience in the church as both a layperson and priest, my longstanding hope for every faith community to be vibrant and vital, and training I've received in leadership development programs throughout my ministry all qualify me to work collaboratively with our Bishop and others through our current challenges to pursue our vision for ECMN in the years to come. It would be my honor and privilege to serve as a member of ECMN's Standing Committee.

Candidate Information

Those running for Standing Committee (Clergy)



The Rev. Brenda Hoffman

Ascension Episcopal Church, Stillwater

Leadership Experiences

- Holy Trinity Episcopal Church-Elk River, 1983-2010: Vestry, (2 terms) Jr. Warden, Christian Formation k-12, adult, Confirmation
- Elected to Princeton District #477 School Board, 2004-10 (2 terms), Secretary, Treasurer, Vice chair
- Princeton Rotary Club, 1994 – 2010: various leadership roles, President, 2008-09
- ECMN Commission for the Diaconate, 2018- present
- St. Croix Valley Chaplaincy Board, Executive Committee, 2018-21

My family that introduced me to God in early childhood shaped who I would become. My core values are reflected in my education, career and faith community choices. A degree in community health from the University of Kentucky led to work in volunteer health agencies, federal grant programs, hospital clinics in urban and rural settings. From Kentucky, I moved to Texas for work and graduate school, eventually marrying and moving to Minnesota. Raised as a Southern Baptist, I also gravitated to my spiritual home in the Episcopal Church. These odysseys taught me to organize and empower others to contribute to a better world in meaningful ways. I retired in 2009 after 23 years as director of a rural non-profit that I had formed to procure needed health services. I was ordained as a Deacon in 2013. If elected, I believe I can draw from my experience in board work and governance, lessons learned from rural and urban parishes across three states, offer the perspective of the Diaconate, promote the Beloved Community to the benefit of ECMN. Married to John forty-two years, we have three children, a granddaughter, and a cat. (actually the cat has us)

Candidate Information

Those running for Standing Committee (Clergy)



The Rev. Tim Kingsley
St. Mark's Cathedral, Minneapolis

Leadership Experiences

- Board Member Restorative Justice Community Action (RJCA)
- Director/Board Member – Minnesota Crisis Intervention Team (MNCIT)
- Corporate Executive Leadership
- Cathedral Leadership
- Fraternal Organizations

I am a "Cradle Episcopalian" by way of St. Patrick's in Bloomington, St. David's Minnetonka and the St. Mark's Cathedral. I was ordained the priesthood June 27th, 2018, and I currently serve at St. Mark's Cathedral as their Canon Pastor/Chief of Staff. Prior to full time work in the church, I was an executive leader with crisis management, safety and security organizations; providing consultative services and protection services to commercial clients & nonprofit companies/institutions. My professional experience in risk management and commercial real-estate as well as in the Episcopal Church has provided me with a solid foundation, of critical thinking skills and a discerning heart. I believe my experiences in both vocations, as provided me with a broad array of gifts and experiences well suited for the Standing Committee. As a potential member of the ECMN Standing Committee, I am a collaborative team member grounded in building relationships, fiscal responsibility and leadership. I believe in the ministries of the Episcopal Church in Minnesota. I am thankful for the nomination by The Rev. Devon Anderson and honored to be considered to serve as a member of Standing Committee.

Candidate Information

Those running for Commission on Ministry (lay)



Laura Bathke

St. Matthew's, St. Paul

Leadership Experiences

- In the 1980's Cursillo
- Vestry
- Sheltering Arms Board - 6 years
- Verger
- Standing Committee

I feel that I am being called to go beyond my Parish in serving the Episcopal Church in Minnesota. I strongly believe that the ECMN is on the way to a strong future and I would like to be a part of that. I am excited about the partnerships between the different components of ECMN. As a lifelong member of the Episcopal Church mainly in parishes within Minnesota I have seen many changes that have been done well and others that have been done poorly. The most exciting changes I have been a part of have been out of the box. I see in the future we need to be an "Agile" organization doing things out of the ordinary. I would like to help ECMN move positively into a church going out to the people and using our resources in the best way possible. I have served in leadership positions in suburban, small town and city parishes in multiple capacities. I served 6 years on the board of the Sheltering Arms. I am finishing up 5 years on the Standing committee 3 years as the Vice President managing the ordination responsibilities for the Committee. I am an alternate Deputy to the General Convention for ECMN. I have strong analytical skills to sort through sticky issues, and often the resolutions are out of the box - not what you would expect.

Candidate Information

Those running for Commission on Ministry (clergy)



The Rev. Peter Stebinger

St. John the Baptist, Minneapolis

Leadership Experiences

- Rector, Christ Church, Bethany, CT, 1980-2011
- Chaplain, National Disaster Medical System, 2006-present
- Interim Priest -in-charge, Messiah Episcopal Church, St. Paul, MN, 2019-2020
- Summer Supply Priest-in-charge, Rosebud Episcopal Mission, Rosebud Reservation, SD, 2000-2012
- Lay Preaching Instructor and Curriculum Developer, NE Regional Mission Area, Litchfield, CT, 2016-2017

I arrived in ECMN in 2018 from Connecticut, a retired priest expecting to spend much time with my grandchildren in St. Paul. I had served as a small parish priest and hospital chaplain for over 35 years. Along the way, I had supervised a number of seminary interns, including women and POC, served many summers as supply on the Rosebud Indian Reservation in South Dakota and had been a strong advocate of lay preaching in congregations. In 2019, I was asked to serve as the interim priest-in-charge at Messiah Episcopal Church in St. Paul. There, I met a number of Karen members who were considering how God might be calling them to more formal ministry. And I realized that my experience in smaller communities, including indigenous ones, might be an asset to the Commission on Ministry in ECMN. Then, several of my colleagues in ECMN approached me about serving on the COM. I realized I was feeling a call to be a part of the conversation about how we can best serve all sorts of communities in our changing church at the diocesan level. I hope to so serve if the community of ECMN agrees. Thank you.

Candidate Information

Those running for Trustees



Aquilla Roberts-Ford

St. Andrew's Episcopal Church, Minneapolis

Leadership Experiences

- IT specialist
- Youth Committee Leader
- Vestry Secretary
- Church Administrator

My name is Aquilla Roberts-Ford. My faith journey began at St. Thomas Episcopal Church in Monrovia, Liberia as a young child. When I migrated to the United States, I started attending St. Mark's Episcopal Church in Minneapolis. In the early 90's I started attending and became a member of St. Andrew's Episcopal Church. It is where I got married 17 years ago to my husband, Stanley S. Ford. We are blessed with a beautiful and vibrant 5yr old daughter name Bendu. God has blessed me with a passion for technology and youth development. My professional career is in Information Technology with emphasis on applications. My other passion which fills my heart and soul with joy, is working with the youth. I have been blessed to use both of my passions at St. Andrew's. I love learning new things. If given the opportunity to be a Trustee of the ECMN, I will work hard to fulfill the obligations and I know that I will be able to bring a lot to the group. I look forward to this great opportunity.



The Rev. Beth Royalty

Calvary Episcopal Church, Rochester

Leadership Experiences

- Member of Trustees, 2019 – 2021
- Chair of Bishop Transition Committee, 2019-2020
- Member of Faithful Innovation Team for ECMN, 2021

I have been the Rector of Calvary, Rochester for almost 5 years. I have served as Trustee for the past 3 years and am seeking a second term. It has been a privilege and a learning experience to be a Trustee. I would like to serve a second term to continue my work on the Real Estate subcommittee and to be a part of the continued growth and new ideas and systems in the Trustees under the leadership of Bishop Loya as his compelling vision becomes real in all areas of the ECMN. I care deeply about our faith communities of all sizes and descriptions, and have been blessed to work with several of them in thinking through real estate improvements and changes, as well as working with an amazing group of people in the body of Trustees as we govern the investments and real estate of the Diocese. I would be honored to serve a second term as a Trustee of the Episcopal Church in Minnesota.

Candidate Information

Those running for Trustees



Jonathan Strand

St. Stephen's, Edina

Leadership Experiences

- Discernment Committee Chair, 2011-12 (Katherine Lemons)
- Property Committee Chair, St. Stephen's, 2017-19
- AIA MN Conference Programs Committee Chair, 2015-17

The open yet grounded framework for faith offered by the Episcopal Church is something extraordinary. My exposure to it started in my college years, studying art and architecture in the UK and in the small village churches that surrounded my college in western NY. I was drawn to the calm, intellectually curious, and gospel-informed lives and the infrastructure of language, liturgy, and community that made this possible.

Since then, the Episcopal Church has been an enduring home where I met and married my wife of 22 years and where I am regularly renewed, returning to life and work with hope and a deep sense of purpose. It sustains my determination to do my part to face the social, environmental, and financial challenges of our time.

Some of the most formative experiences in my life have come from working with great leaders and teams who have shown me the level of care and wisdom that is possible in prayerful, deliberate, yet dynamic work together. It would be an honor to serve as a trustee of ECMN and an exciting opportunity to bring my church leadership experience and perspective as an architect to this broader context.

Candidate Information

Those running for Trustees



Daniel Wood

St. Mark's Cathedral, Minneapolis

Leadership Experiences

- Junior Warden, St. Mark's Cathedral
- Clerk, St. Mark's Cathedral
- Senior Youth Leader, St. Mark's Cathedral

I have been an active and life long Episcopalian since birth. I have a passion for youth, diversity and inclusion in the Episcopal Church. The ECMN has been my home since moving to the MidWest and I want to preserve and enhance it with my experience and passion. We are a changing community that is reaching out to People of Color (POC) and I feel that I can be a champion in that effort. Also, the youth of the ECMN is very important. As a Trustee I feel that I can represent the youth and encourage them to be more involved and carry on the values and faith of the ECMN. My faith is who I am and I thank my parents, grandparents and family for guiding me. ECMN is changing and growing in a beautiful way and I am excited for the journey. As a former military officer my faith has guided me in every decision I have made and focused on any task assigned to me. God Bless & Love
Daniel J Wood

Financial Statement of Mission

Introduction

What you see reflected in this year's Financial Statement of Mission (FSM), in this narrative and in the numbers that follow, is financial health, a renewed sense of vision, momentum and purpose, and a burgeoning cohesion between who we want to become and the ways we're using our resources to get there. We're building momentum towards the work ahead, strengthening the connective tissue of our system, getting better every day at faithfully listening for and recognizing the movement of the Spirit in our midst, and becoming bolder as we experiment with new ways of being faithful to God's call to each of us in the Episcopal Church in Minnesota.

As the Rev. Jackie Bernacchi, a priest here in ECMN once put it, "a diocesan financial statement of mission should be theological, moral, and communal".

We call this document the Financial Statement of Mission because it's a reminder to all of us that this document should be pointing us toward who God is calling us to be at this moment. It is the financial accounting of the ways we have followed and intend to follow Jesus as a diocesan body.

The financial statement of mission, this diocesan budget, is built by the Bishop, ECMN Missioners, 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.

This document holds in tension the need for forethought, planning, and fiscal responsibility with the need for innovation, experimentation, risk-taking, and flexibility.

One thing that you won't see reflected in the budget categories and line items of the FSM is ECMN's coordinated response to the COVID-19 pandemic. The pandemic impacted all of us. Figuring out how to lead with integrity and consistency, at the diocesan level, during a bishop transition, was a challenge.

During the pandemic, we hosted more than 75 weekly zoom gatherings, walking through changing protocols and best practices for COVID-19 and engaging in relationship-building and formation. ECMN granted over \$75,000 from the diocesan budget for adaptation grants, designed to support faith communities in adapting their ministries to the demands of the pandemic. We launched a Building Use Task Force composed of experts who helped vet ECMN's diocesan-wide regathering protocols and worked directly with faith communities as they sought to re-open their buildings for ministry and worship.

It's important to acknowledge the profound impact the pandemic had on all of us, and to offer ourselves and each other grace and tenderness for all that was done and for all that was left undone during this time. As we emerge from the pandemic, our work of living into the four priorities is just beginning.

Financial Statement of Mission

The State of the Finances

ECMN is in a state of financial health. With the guidance of the Financial Task Force, composed of the head of the Trustees, Council, and the ECMN Treasurer, and the Joint Finance and Audit Committee (JFAC), ECMN has been able to be both financially flexible and conservative. These groups helped the Bishop and Missioners navigate the speedbumps, adapt to the unexpected, and plan for the future. They also helped us better support faith communities.

Changes for the 2022 FSM

This year's Financial Statement of Mission looks quite different than it has in years past. This budget has been constructed with a few things in mind:

- **Naming our Values and Vision:** the FSM has been recrafted so that the investments we're making in values-aligned work are more clear. We are seeking to live into the four priorities of Discipleship, Justice, Innovation, and Vitality in all that we do, and the new structure of the FSM allows us to better show the ways in which the work of the missioners and the focus of our programs aligns with the four priorities.
- **Readability:** the FSM has been restructured to make it easier to see how our dollars are being spent and the ways that our expenses are investments in our values and vision. Each budget category, which aligns either with one of the four priorities or with the canonical requirements of the Episcopate, includes first the title and compensation of the missioners supporting that category, and then the program expenses that represent investment into that category.

While it looks quite different, the budget line-items actually remain the same, with one exception:

Increase in Draw from Endowed and Invested Funds: with the approval of both the Trustees and Council, we will be drawing an extra .8% on ECMN's endowed and invested funds for the next three years. Currently the benchmark performance of these funds has averaged well over 6% over the last 24 quarters, which is above what we have proposed drawing each year. This increased draw will fund the new Canon for Vitality and Innovation position.

With over 20 million dollars in endowed and invested funds, ECMN is healthy and stable enough to accommodate a risk like this in the short term. This position is an investment in innovation, in nurturing our faith communities, and in faithfully following where God is leading ECMN in the years to come, while we maintain our commitment to a balanced budget, responsible financial stewardship, and maintaining stability in our organizational functioning.

These next three years will act as a runway for ECMN as organizational development and change take place over time. Currently, we need both to continue with all the organizational functions that are in place, while also creating space for innovation and the emergence of what's next for us as an organization.

Financial Statement of Mission

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 this 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 2022, 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.

Revenue

There are three main sources of revenue for ECMN:

Mission and Ministry Support (MMS)

These are 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. In 2021, the Trustees officially changed their investment policies to focus the entire pooled investment portfolio towards investments that generate a measurable, positive social and/or environmental impact alongside a financial return, also called ESG investing.

Program Revenue

Funds collected (usually as registration fees) to off-set the cost of programs and events. Overall revenue has been stable this past year. ECMN is lucky to be in an incredibly healthy financial position.

Expense

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

The Stories Behind the Budget Categories

Each budget category represents countless stories of relationships built, of experiments tried, networks and programs built, of conversations of conflict and support, of countless hours on the road, online, and in faith communities.

Financial Statement of Mission

It would be impossible to tell all those stories in this document, but what follows are a few examples that can help us envision what these categories look like in practice.

Even in the most usual circumstances, organizational transformation takes time. With the events of the past two years, including the disruptions caused by a global pandemic, a global uprising for racial justice that began in the heart of Minnesota, tumult in our federal government, and an episcopal transition, ECMN finds itself in a whole new reality, learning to listen again for God's call for us. All of the work outlined below is emerging, and will surely transform over time.

Investment in Formation and Discipleship:

daily practices that help us follow Jesus as a whole way of life

We fostered discipleship at the diocesan level through initiatives like the Big Lenten Prayer Tent and the weekly Leading Beyond the Blizzard gatherings. Both focused on rooting participants in discipleship practices, offering us new, live-giving ways of connecting with God and with each other.

The most important work of fostering strong disciples occurs at the faith community level. Supporting this work looks like the School for Formation nurturing lay and ordained leaders as they learn and refine ministry skills, practice innovating in a safe and supportive environment, and deepen their commitment to lifelong learning. The Missioner for Formation oversees this work by ensuring that course offerings are relevant, innovative, and high-quality; bringing together a cohort of engaged, passionate, and connected leaders to learn from and support one another not only during their formation experiences but throughout their life of ministry, as they serve in diverse faith communities across ECMN.

This work also looks like the vibrant and life-giving community that develops among young people in ECMN during the numerous retreats, camps, trips, and leadership opportunities available to all ECMN youth. These programs are developed, administered, and led by the Missioner for Children, Youth, Camp, and Young Adults.

These missionaries are also on the road, preaching, getting to know faith communities across the state, and supporting the development of new formation programming for all ages.

In addition to the work of the Missioners, you'll also see line items in this budget category that support the day to day operations of the School for Formation, the Holy Orders process for those in formation for ordained ministry, and ECMN youth events. These budget allocations are partially offset by revenue streams like tuition and donations, which you'll see recorded at the top of the document.

Financial Statement of Mission

This year's Achievements and Innovations

The School for Formation

- Offered 29 different courses for lay and ordained members of all ECMN congregations.
- Created two new courses, including a distributed approach to Clinical Pastoral Education in order to ensure access to that learning during the pandemic.
- Shifted in-person course meetings, workshops, and cohort gatherings to zoom, offering greater accessibility across Minnesota.
- Worked with the Commission on Ministry and the Bishop to shift aspects of the Holy Orders timeline, conducted an Equity Audit of the School for Formation's benchmarks for Holy Orders, and begin a revision of our approach to formation for the diaconate
- Moved from a tuition-based model to a free-will offering model for all courses. The amount raised in donations exceeded what would have been generated through registration fees. To learn more, listen to Susan Daughtry tell the story here: vimeo.com/536521026

Children, Youth, Camp and Young Adults

- Offered ECMN's first-ever Minnesota Road Trip, developed by the Youth Commission, visiting youth and 15 faith communities throughout the state, building relationships and having fun!
- Developed a four part zoom summit for caregivers of youth and young adults to provide mutual support during COVID.
- Raised \$30,000 to support the Brian N. Prior Youth Scholarship Fund, allowing youth from across ECMN to access youth programming regardless of economic status.
- Engaged over 100 youth and young adults through TEC and Camp Agape offerings via zoom offerings, at State Park gatherings, and on our second youth canoe trip.
- Piloted a customizable support and training program for 5 faith communities in transition for their children's and youth ministries staff and volunteers.
- Coordinated a half day mini-retreat for 20 children and youth ministers.
- Offered 2 COVID-safe camping experiences for children and caregivers.

Investment in Justice:

joining the Spirit in becoming the beloved community

As ECMN's justice work emerges, you can expect to see more line items in this budget category. Currently, ECMN is spending down grant dollars received from The Episcopal Church to support the creation of a Racial Justice and Healing Formation resource, among other justice projects.

The Missioner for Community Engagement has become pivotal in providing support for the emerging justice and community organizing work recommended through the Discernment Committee process, which includes building a new racial justice and healing curriculum for ECMN and supporting the new Latino Ministries Task Force, which is coordinating ECMN's Latino congregations to experiment and support ministry needs.

Financial Statement of Mission

The Missioner for the Department of Indian Work and Multicultural Ministries connects and supports the Native congregations of ECMN, building relationships, providing resources, celebrating their successes, and accompanying those faith communities in their discernment to what God is calling them to next. The item labeled 'grants to DIW faith communities' expresses ECMN's commitment to supporting the future and vision for Native ministry in these contexts, and is also a form of reparation for past harm. This is a years-long commitment that is both stable and consistent in this FSM.

The item labeled 'grants to multicultural faith communities' is one expression of ECMN's commitment to ensure that our multicultural ministries have the support they need to thrive.

This Year's Achievements and Innovations

- Responded with spiritual support, mutual aid, and educational resources in the wake of the murder of George Floyd and the subsequent unrest, the trial and sentencing of Derek Chauvin, and the ongoing and escalating resistance to the Enbridge Line 3 Pipeline. Distributed Episcopal Church grant funds to directly support Twin Cities Stand Together, a local nonprofit, and Transfiguration Minneapolis, an ECMN church plant, two organizations providing on-the-ground support to neighbors and organizers. Contracted with Heidi Kim and Dr. Catherine Meeks to facilitate ECMN's internal racial justice formation.
- Launched task force to develop a racial justice and healing formation resource.
- Launched a formation series as part of the BISHOPx Forum to foster deeper engagement across ECMN with the four priorities, including our call to racial justice and healing.

Investment in Vitality and Innovation:

joining the Spirit in new ways to proclaim and live out the gospel nurturing vital faith communities of every kind, in every place.

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 telling the stories of what God is doing in our lives.

The work of the Canon for Vitality and Innovation will be pivotal and significant as we seek to live more fully into these priorities. This work will involve weekly visitations, companionship for communities in transition or for leadership development, and support for innovation within our existing congregations and in new expressions of church that are emerging and will emerge in the years to come.

The Canon for Ministry has been working with faith communities across the diocese as they navigate transitions in clergy leadership and ministry models, experience challenging moments in their congregational life, and faithfully discern who God is calling them to be. This work looks like a lot of phone calls, time on the road, and many, many vestry meetings. This work acts as connective tissue for our body.

Financial Statement of Mission

The Missioner for Communications will also continue to play an important role in the work of innovation and vitality. We've learned through discernment committee conversations that storytelling--vulnerably sharing our experiences of the Spirit at work in our lives and communities--is at the heart of all our efforts to connect more deeply to one another, and to live more deeply and authentically into who God is calling us to become. Centering communications in this category emphasizes that our communications platforms act as the nervous system for this Body, transmitting not just the information necessary to our functioning, but the vital stories that bring us into deeper relationship with one another and invite collective creativity and innovation.

In addition to the Missioners' positions, you'll also see in this budget category an item labeled 'ministry companions'. This is a burgeoning initiative born out of the recommendations of the discernment committees, in which we will cultivate and train a cadre of lay and clergy leaders to provide short-term support for faith communities in periods of transition and discernment. These ministry companions will offer pastoral care and an experienced perspective.

This Year's Achievements and Innovations

- A renewed focus on storytelling at events and in communications, to center the movement of the Spirit in our lives, to build and deepen relationships, and to inspire creativity and understanding across the body of ECMN.
- Built and launched a new ECMN website that centers and showcases stories from across the diocese.
- Walked alongside 10 faith communities in various stages of clergy leadership transition.
- Provided support for vestries through numerous mutual ministry reviews, retreats, and leadership development opportunities.
- A cohort of leaders in ECMN trained in Faithful Innovation through a program of Luther Seminary.

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 work of the Missioner for Networking this year has been identifying, preparing, and onboarding a new database, and implementing and refining practices to ensure that ECMN's data is fulsome and organized to foster connection across the body. This work has also looked like increasing ECMN's ability to create data-informed strategy as we plan for future work.

The Missioner for Administration has been critical in managing the 1101 W Broadway building. Taking over full management has been a huge cost savings, and has further allowed the building to be used by ECMN faith communities, as well as by organizations, initiatives, and community groups. This work also looks like managing the logistics of diocesan events, administering health benefits, supporting the Trustees, and supporting faith communities navigating property transaction processes, alongside the Standing Committee and Trustees.

Financial Statement of Mission

The Missioner for Finance provides financial support and oversight for ECMN's finances, encompassing everything from day to day transactions to weighing in on large-scale investment strategies. The Missioner for Finance likewise works closely with both the Trustees and 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. The Missioner for Finance 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.

This Year's Achievements and Innovations

- Supported faith communities to receive Payment Protection Program dollars.
- Worked with Council, Missioner for Finance helped build a new process to provide relief to faith communities struggling to pay their MMS.
- Built and launched a new ECMN database, which in time will function as the memory center of our Body, connecting different groups and providing user-friendly means of connecting and managing groups across distance, bolstering healthy relationships. Something about groups, networking and undergirding our priority/desire to be in relationship and learn from each other.
- Hosted ECMN Convention online.
- Hosted Parochial Report Office Hours to support faith communities as they navigated a more complex and robust parochial report.

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, it is the work of the Canon for Operations plays the critical role of making that vision happen. While this new 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.

Financial Statement of Mission

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

This Year's Achievements and Innovations

- The Bishop visited over 50 faith communities.
- 13 faith communities welcomed the Bishop on a weeknight or Saturday for confirmations and receptions of over 100 people that had been delayed due to the pandemic.
- Appointed 3 Archdeacons to provide leadership and support for the work of the diaconate across the state.
- Met with clergy online twice a month for support and information sharing, and launched a weekly communication from the Bishop to all clergy.
- Launched a discernment committee process that included 42 leaders, broken up into five committees focused on crafting recommendations to help ECMN live into the four priorities in this next season.
- Launched the first ever Bishop Road Show, including seven stops over four days to meet clergy from across the state.
- Ordained 20 individuals in 14 separate services to the diaconate and priesthood
- Confirmed more than one hundred individuals
- Launched a new, annual, weeklong Bishop's residency in a non-metro mission area, beginning this August with the Northwest mission area.

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

We find ourselves in a time of transformation, of great potential and great change. Much has changed already, and we know that each year we will be called by God to follow in ways that we can neither anticipate nor expect in this moment. Most of all, what this moment calls us to is faithfulness: faithfulness to listen for the call of God, even when God calls us to something we've never done before and can't say for sure will be successful, and faithfulness to responsibly steward the resources we have been so graciously given.

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

	2021 Projected	2022 Projected	2023 Projected	2024 Projected
Operations Monetary Resources Provided				
Mission and Ministry Support (MMS) Revenue	\$ 1,784,483	1,896,767	1,896,767	1,896,767
Distributions from Endowed and Invested Funds	768,080	975,538	977,160	1,004,732
Program Revenue	104,000	104,000	104,000	104,000
Other Revenue	228,564	228,564	228,564	228,564
Total Operations Monetary Resources	\$ 2,885,127	3,204,869	3,206,491	3,234,063

Operations Resource Utilization				
Investment in Formation and Discipleship	444,562	446,830	428,084	433,667
Investment in Justice	602,462	613,468	616,430	619,483
Investment in Vitality and Innovation	276,505	422,332	427,665	433,145
Investment in Infrastructure and Management	831,719	810,729	815,272	820,987
Investment in Episcopate	384,879	566,511	574,039	581,781
Investment in the Episcopal Church	345,000	345,000	345,000	345,000
Total Operations Resources Used	2,885,127	3,204,869	3,206,491	3,234,063

OPERATIONS EXCESS (DEFICIT) OF RESOURCES	\$ -	0	(0)	(0)
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Summary of Operations Resource Utilization				
Total Personnel Costs	1,516,230	1,843,534	1,861,970	1,880,590
Total Direct Expense	1,368,897	1,361,335	1,344,521	1,353,474
Total Investment in ECMN	2,885,127	3,204,869	3,206,491	3,234,063

ECMN - Operations Detail
2022 DRAFT Financial Statement of Mission

	2020 Actual Audited	2021 Approved	2022 Projected	2023 Projected	2024 Projected
MONETARY RESOURCES PROVIDED					
TOTAL MMS REVENUE	1,987,510.64	1,784,483.00	1,896,767.00	1,896,767.00	1,896,767.00
DISTRIBUTIONS FROM ENDOWED AND INVESTED FUNDS	762,203.00	768,079.51	975,538.22	977,159.67	1,004,732.38
Other Program Revenue					
School for Formation Revenue	27,455.03	30,000.00	30,000.00	30,000.00	30,000.00
Convention Revenue	850.00	40,000.00	40,000.00	40,000.00	40,000.00
Clergy Conference Revenue	-	24,000.00	24,000.00	24,000.00	24,000.00
Clergy Retreat Revenue	238.15	10,000.00	10,000.00	10,000.00	10,000.00
TOTAL PROGRAM REVENUE	28,543.18	104,000.00	104,000.00	104,000.00	104,000.00
Trustee Paid Management Fees	228,564.00	228,564.00	228,564.00	228,564.00	228,564.00
Other Operating Revenue	6,861.82	-	-	-	-
TOTAL OTHER REVENUE	235,425.82	228,564.00	228,564.00	228,564.00	228,564.00
TOTAL MONETARY RESOURCES	3,013,682.64	2,885,126.51	3,204,869.22	3,206,490.67	3,234,063.38
RESOURCE UTILIZATION					
INVESTMENT IN FORMATION AND DISCIPLESHIP					
Missioner for Formation					
Missioner for Formation Salary	81,330.12	81,206.30	82,018.36	82,838.54	83,666.93
Missioner for Formation SECA	6,387.39	6,212.28	6,274.40	6,337.15	6,400.52
Missioner for Formation Pension	15,566.74	15,735.34	15,892.70	16,051.62	16,212.14
Missioner for Formation Health Insurance	30,162.00	31,513.48	33,612.60	35,293.23	37,057.89
Missioner for Formation Travel and Business Related Expenses	400.00	3,900.00	6,000.00	6,000.00	6,000.00
Missioner for Formation Continuing Education	2,712.78	900.00	1,500.00	1,500.00	1,500.00
Missioner Children, Youth and Camp					
Missioner for Children, Youth and Camp Salary	76,624.26	76,507.50	77,272.58	78,045.30	78,825.75
Missioner for Children, Youth and Camp PR Taxes	6,017.76	5,852.82	5,911.35	5,970.47	6,030.17
Missioner for Children, Youth and Camp Pension	7,825.77	6,885.68	6,954.53	7,024.08	7,094.32
Missioner for Children, Youth and Camp Insurance Benefits	30,756.22	32,207.33	35,335.10	37,101.86	38,956.95
Missioner for Children, Youth and Camp Continuing Ed	2,029.85	500.00	1,500.00	1,500.00	1,500.00
Missioner for Children, Youth and Camp Business Expenses	8,616.96	6,500.00	10,000.00	10,000.00	10,000.00
Missional Support for Formation and Discipleship	39,143.11	33,645.00	20,623.72	20,623.72	20,623.72
Total Missioner and Missional Support Costs	307,572.96	301,565.73	302,895.34	308,285.96	313,868.39

ECMN - Operations Detail
2022 DRAFT Financial Statement of Mission

	2020		2021		2022		2023		2024	
	Actual Audited	Approved	Projected	Projected	Projected	Projected	Projected	Projected		
Formation and Discipleship Program Costs										
School for Formation Curriculum	67,796.32	70,000.00	70,000.00	70,000.00	70,000.00	70,000.00	70,000.00	70,000.00		
Education for Ministry	5,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00		
Program Development	-	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00		
Holy Orders	16,358.52	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00		
Ordination	-	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00		
Ministry Development	138,817.40	27,996.56	27,996.74	27,996.74	2,798.39	2,798.39	2,798.39	2,798.39		
Children, Youth and Camp Leadership & Scholarship Expense	-	19,000.00	20,000.00	20,000.00	21,000.00	21,000.00	21,000.00	21,000.00		
Total Formation and Discipleship Program Costs	228,472.24	142,996.56	143,934.74	143,934.74	119,798.39	119,798.39	119,798.39	119,798.39		
TOTAL INVESTMENT IN FORMATION AND DISCIPLESHIP	536,045.20	444,562.29	446,830.08	446,830.08	428,084.35	428,084.35	433,666.78	433,666.78		
INVESTMENT IN JUSTICE										
Missioner for Indian Work and Multicultural Ministry										
Missioner for Indian Work & Multicultural Ministry Salary	40,582.53	40,603.14	41,009.17	41,009.17	41,419.27	41,833.46	41,833.46			
Missioner for Indian Work & Multicultural Ministry SECA	3,193.56	3,106.14	3,137.20	3,137.20	3,168.57	3,200.26	3,200.26			
Missioner for Indian Work & Multicultural Ministry Pension	7,703.96	7,867.67	7,946.35	7,946.35	8,025.81	8,106.07	8,106.07			
Missioner for Indian Work & Multicultural Ministry Insurance Benefits	15,555.96	16,318.81	17,233.48	17,233.48	18,095.15	18,999.91	18,999.91			
Missioner for Indian Work & Multicultural Continuing Education	-	500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00			
Missioner for Indian Work & Multicultural Ministry Travel and Business	1,291.86	3,250.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00			
Missioner for Community Engagement										
Missioner for Community Engagement Salary	78,945.76	78,825.76	79,614.02	79,614.02	80,410.16	81,214.26	81,214.26			
Missioner for Community Engagement PR Taxes	6,119.84	6,030.17	6,090.47	6,090.47	6,151.38	6,212.89	6,212.89			
Missioner for Community Engagement Pension	7,294.20	7,094.32	7,165.26	7,165.26	7,236.91	7,309.28	7,309.28			
Missioner for Community Engagement Insurance Benefits	11,444.49	13,366.02	13,022.10	13,022.10	13,673.21	14,356.87	14,356.87			
Missioner for Community Engagement Continuing Education	-	500.00	750.00	750.00	750.00	750.00	750.00			
Missioner for Community Engagement Travel and Business Related Expense	2,039.87	6,500.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00			
Total Missioner Costs	174,172.03	183,962.03	192,468.05	192,468.05	195,430.46	195,430.46	198,483.00	198,483.00		
Grants 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	46,500.30	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	30,500.00	30,500.00	30,500.00	30,500.00	30,500.00			
Leech Lake Faith Community Partnership	94,000.06	94,000.00	94,000.00	94,000.00	94,000.00	94,000.00	94,000.00			
White Earth Faith Community Partnership	110,000.02	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00			
Red Lake Faith Community Partnership	5,000.04	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00			
Reddy Faith Community Partnership	5,000.04	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00			
Grants to Multicultural Faith Communities										
Saint Nicholas Latino Ministry Partnership	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00			
Santo Nino Faith Community Partnership	27,499.92	22,500.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00			
Total Grants to DIW and Multicultural Faith Communities	408,500.42	403,500.00	406,000.00	406,000.00	406,000.00	406,000.00	406,000.00			

ECMN - Operations Detail
2022 DRAFT Financial Statement of Mission

	2020 Actual Audited	2021 Approved	2022 Projected	2023 Projected	2024 Projected
Priorities Experiments	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
TOTAL INVESTMENT IN JUSTICE	597,672.45	602,462.03	613,468.05	616,430.46	619,483.00
INVESTMENT IN VITALITY AND INNOVATION					
Canon for Congregational Vitality and Innovation					
Canon for Congregational Vitality and Innovation Salary	-	-	90,000.00	90,900.00	91,809.00
Canon for Congregational Vitality and Innovation SECA	-	-	6,885.00	6,953.85	7,023.39
Canon for Congregational Vitality and Innovation Pension	-	-	17,439.30	17,613.69	17,789.83
Canon for Congregational Vitality and Innovation Health Insurance	-	-	35,629.36	37,410.82	39,281.36
Canon for Congregational Vitality and Innovation Travel and Business Related Expenses	-	-	10,000.00	10,000.00	10,000.00
Canon for Congregational Vitality and Innovation Continuing Education	-	-	1,500.00	1,500.00	1,500.00
Canon for Ministry					
Canon for Ministry Salary	93,787.90	93,645.18	94,581.63	95,527.45	96,482.72
Canon for Ministry PR Taxes	7,365.87	7,163.86	7,235.49	7,307.85	7,380.93
Canon for Ministry Pension	8,665.52	8,428.07	8,512.35	8,597.47	8,683.45
Canon for Ministry Insurance Benefits	22,371.12	24,599.70	25,171.82	25,171.82	25,171.82
Canon for Ministry Travel and Business Related Expenses	-	6,500.00	10,000.00	10,000.00	10,000.00
Canon for Ministry Continuing Education	100.53	900.00	1,500.00	1,500.00	1,500.00
Missioner for Communications					
Missioner for Communications Salary	76,624.26	76,507.50	65,650.00	66,306.50	66,969.57
Missioner for Communications PR Taxes	6,017.76	5,852.82	5,022.23	5,072.45	5,123.17
Missioner for Communications Pension	7,079.72	6,885.68	5,908.50	5,967.59	6,027.26
Missioner for Communications Insurance Benefits	31,495.32	32,271.84	10,796.10	11,335.91	11,902.70
Missioner for Communications Continuing Education	418.00	500.00	1,500.00	1,500.00	1,500.00
Missioner for Communications Travel & Business Related Expenses	2,440.67	3,250.00	5,000.00	5,000.00	5,000.00
Total Canon and Missioner Costs	256,366.67	266,504.64	402,331.77	407,665.39	413,145.20
Vitality and Innovation Program Costs					
Ministry Companions	-	-	10,000.00	10,000.00	10,000.00
Contracted Communication Support Services	-	3,000.00	3,000.00	3,000.00	3,000.00
Subscription Services (formerly Web Based Communications)	12,984.35	7,000.00	7,000.00	7,000.00	7,000.00
Total Vitality and Innovation Program Costs	12,984.35	10,000.00	20,000.00	20,000.00	20,000.00
TOTAL INVESTMENT IN VITALITY AND INNOVATION	269,351.02	276,504.64	422,331.77	427,665.39	433,145.20

ECMN - Operations Detail
2022 DRAFT Financial Statement of Mission

	2020 Actual Audited	2021 Approved	2022 Projected	2023 Projected	2024 Projected
INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT					
Missioner for Networking					
Missioner for Networking	76,624.26	76,507.50	77,272.58	78,045.30	78,825.75
Missioner for Networking PR Taxes	6,017.76	5,852.82	5,911.35	5,970.47	6,030.17
Missioner for Networking Pension	7,079.73	6,885.68	6,954.53	7,024.08	7,094.32
Missioner for Networking Insurance Benefits	5,309.67	8,658.02	8,770.44	9,208.96	9,669.41
Missioner for Networking Continuing Education	-	900.00	1,500.00	1,500.00	1,500.00
Missioner for Networking Travel and Business Related Expense	337.53	3,250.00	5,000.00	5,000.00	5,000.00
Missioner for Finance					
Missioner for Finance Salary	81,330.12	81,206.30	82,018.36	82,838.54	83,666.93
Missioner for Finance PR Taxes	6,387.38	6,212.28	6,274.40	6,337.15	6,400.52
Missioner for Finance Pension	7,514.51	7,308.57	7,381.65	7,455.47	7,530.02
Missioner for Finance Health Insurance	30,731.28	32,368.67	35,335.10	37,101.86	38,956.95
Missioner for Finance Continuing Education	-	900.00	900.00	900.00	900.00
Missioner for Finance Travel and Business Related Expenses	2,295.20	3,250.00	3,250.00	3,250.00	3,250.00
Missioner Support for Finance	21,441.20	12,000.00	18,808.61	18,808.61	18,808.61
Missioner for Administration					
Missioner for Administration Salary	65,750.00	65,650.00	66,306.50	66,969.57	67,639.26
Missioner for Administration PR Taxes	5,163.75	5,022.23	5,072.45	5,123.17	5,174.40
Missioner for Administration Pension	6,075.00	5,908.50	5,967.59	6,027.26	6,087.53
Missioner for Administration Health Insurance	12,499.32	21,843.07	14,128.74	14,835.18	15,576.94
Missioner for Administration Travel and Business Related Expense	99.59	1,950.00	3,000.00	3,000.00	3,000.00
Missional Support for Administration	39,143.11	33,645.00	25,476.36	25,476.36	25,476.36
Total Missioner and Missional Support Costs	373,799.41	379,318.62	379,328.65	384,871.96	390,587.17
Infrastructure Program Costs					
Missional Innovative Partnership	70,000.00	-	-	-	-
Lay Leadership Day	1,015.19	2,500.00	2,500.00	2,500.00	2,500.00
Mission Area	1,032.84	6,000.00	6,000.00	6,000.00	6,000.00
Clergy Conference Expense	-	45,000.00	45,000.00	45,000.00	45,000.00
Clergy Formation and Retreats	-	10,000.00	10,000.00	10,000.00	10,000.00
Deacon Event Expense	1,250.00	5,000.00	5,000.00	5,000.00	5,000.00
ECMN Convention Expense	8,561.33	65,000.00	65,000.00	65,000.00	65,000.00
Meetings of the Elected Bodies	2,896.87	10,000.00	10,000.00	10,000.00	10,000.00
General Convention Fund	15,114.00	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
Provincial Support	12,099.96	12,100.00	12,100.00	12,100.00	12,100.00
MN Council of Churches Support	15,300.00	15,300.00	15,300.00	15,300.00	15,300.00
Total Infrastructure Program Costs	130,270.19	188,900.00	188,900.00	188,900.00	188,900.00

ECMN - Operations Detail
2022 DRAFT Financial Statement of Mission

	2020 Actual Audited	2021 Approved	2022 Projected	2023 Projected	2024 Projected
Management Costs					
Data Infrastructure System	16,085.50	40,000.00	20,000.00	20,000.00	20,000.00
Finance Supplies and Software	10,510.43	11,000.00	11,000.00	11,000.00	11,000.00
Audit Expense	19,500.00	20,000.00	20,000.00	20,000.00	20,000.00
Bank Fees	2,318.46	2,000.00	2,000.00	2,000.00	2,000.00
Office & Building Expenses	6,352.49	25,000.00	25,000.00	25,000.00	25,000.00
Noncapitalized Office Equipment	1,984.73	5,000.00	5,000.00	5,000.00	5,000.00
Postage & Printing Expenses	3,535.36	6,000.00	6,000.00	6,000.00	6,000.00
Telephone & Online Service Expenses	33,962.18	22,000.00	22,000.00	21,000.00	21,000.00
Information Technology Support	8,488.47	15,000.00	15,000.00	15,000.00	15,000.00
Equipment Maintenance & Copier Interest	1,536.63	8,000.00	8,000.00	8,000.00	8,000.00
Depreciation Expenses	22,769.41	20,000.00	19,000.00	19,000.00	19,000.00
Liability & DO Insurance Expense	7,883.65	11,000.00	11,000.00	11,000.00	11,000.00
Workers Comp Insurance Expense	3,539.33	2,500.00	2,500.00	2,500.00	2,500.00
Office Lease Expense	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Legal Business Expense	405.00	1,000.00	1,000.00	1,000.00	1,000.00
Total Management Costs	213,871.64	263,500.00	242,500.00	241,500.00	241,500.00
TOTAL INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT	717,941.24	831,718.62	810,728.65	815,271.96	820,987.17
INVESTMENT IN THE EPISCOPATE					
The Episcopate					
Bishop Salary	146,967.82	146,744.28	148,211.72	149,693.84	151,190.78
Bishop SECA	11,542.23	11,225.94	11,338.20	11,451.58	11,566.09
Bishop Pension	27,474.00	28,434.64	28,718.99	29,006.18	29,296.24
Bishop Health Insurance	32,396.03	32,637.61	34,466.96	36,190.31	37,999.82
Episcopate Travel and Business Related Expenses	32,808.22	45,700.00	70,000.00	70,000.00	70,000.00
Continuing Education Expense	2,143.16	900.00	1,500.00	1,500.00	1,500.00
Automobile Depreciation Expense	6,949.44	7,000.00	7,000.00	7,000.00	7,000.00
Automobile Insurance Expense	1,434.47	1,433.90	1,433.90	1,433.90	1,433.90
Missioner for Bishop					
Missioner for Bishop Salary	65,750.00	65,650.00	66,306.50	66,969.57	67,639.26
Missioner for Bishop PR Taxes	5,163.75	5,022.23	5,072.45	5,123.17	5,174.40
Missioner for Bishop Pension	6,075.00	5,908.50	5,967.59	6,027.26	6,087.53
Missioner for Bishop Health Insurance	30,617.40	32,271.84	34,480.74	34,825.55	35,173.80
Missioner for the Bishop Travel and Business Related Expenses	1,049.21	1,950.00	3,000.00	3,000.00	3,000.00

ECMN - Operations Detail
2022 DRAFT Financial Statement of Mission

	2020 Actual Audited	2021 Approved	2022 Projected	2023 Projected	2024 Projected
Canon for Operations & Chief of Staff					
Canon for Operations & Chief of Staff Salary	-	-	88,880.00	89,768.80	90,666.49
Canon for Operations & Chief of Staff PR Taxes	-	-	6,799.32	6,867.31	6,935.99
Canon for Operations & Chief of Staff Pension	-	-	7,999.20	8,079.19	8,159.98
Canon for Operations & Chief of Staff Health Insurance	-	-	35,335.10	37,101.86	38,956.95
Canon for Operations & Chief of Staff Travel and Business Related Expense	-	-	10,000.00	10,000.00	10,000.00
TOTAL INVESTMENT IN THE EPISCOPATE	370,370.73	384,878.93	566,510.66	574,038.51	581,781.24
INVESTMENT IN THE EPISCOPAL CHURCH					
Episcopal Church Support	338,170.00	345,000.00	345,000.00	345,000.00	345,000.00
TOTAL INVESTMENT IN THE EPISCOPAL CHURCH	338,170.00	345,000.00	345,000.00	345,000.00	345,000.00
TOTAL RESOURCES USED	2,829,550.64	2,885,126.50	3,204,869.22	3,206,490.67	3,234,063.38
EXCESS (DEFICIT) OF RESOURCES	184,132.00	0.01	0.00	(0.00)	(0.00)

From the Committee on Resolutions, Constitution, & Canons

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.

With the hope of having an in-person (at least to a degree) Convention 2021, the CCR Committee began its work in the Spring of reviewing the Constitution and Canons, as well as certain proposed amendments to either document that had been discussed either within the CCR Committee or submitted by other persons. As the calendar moved into October and Covid-19 cases in Minnesota continued to rise, however, it became apparent that ECMN would again need to move to a Convention conducted over remote means, at least for 2021. Given the potential for logistical and/or technological difficulties impacting discussion and debate over these proposed amendments, the CCR Committee decided to defer proposal of any amendments to the Constitution or Canons, other than the proposed new Canon 215.3, found on Page **X** of the Convention Booklet.

However, in the interest of full disclosure, the CCR Committee thought it prudent to provide the delegates with a preview of amendments that are intended to be presented for review at Convention 2022 when, God willing, we are able to once again gather in person:

Modification to Canon 205.2 to explicitly provide that Youth Members of Convention elected from Mission Areas are entitled to a seat, voice, and vote at Convention, voting with the Laity when a vote by orders is called for to the greatest extent allowed by statute and Canon;

Modifications to Canon 217 regarding election of representatives to Provincial Council and Provincial Synod;

Review of the 801-805 Canons around Property;

Consider creating clarifying Canons following the 2021 Standing Committee’s review of the Bishop Search, Election and Transition process; and

Completion of the process conducted in large part at Convention 2019 to ensure uniformity and clarity across the Canons.

Respectfully Submitted,
Christopher W. Bowman
Chair, CCR Committee

On behalf of the CCR Committee:

Christopher Bowman
Anna Doherty
Doug Franzen

Morris Goodwin, Jr.
Rt. Rev. Craig Loya
Mark Kelm

Karen Olson
Brian Ostenso
Kelsey Schuster
Barbara Swan

From the Committee on Resolutions, Constitution, & Canons

Proposed Canonical Amendment

Add – Canon 215.3 Virtual Convention

For good cause, the Episcopal Authority may determine that any given Convention may be conducted all or in part by remote communication through which all delegates may participate in the Convention. Remote communication specifically includes video and/or telephonic communication. Delegate participation by such means constitutes presence at the Convention.



Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord.

Amen.