



Business Booklet

ECMN Convention 2026

Doubletree Hotel – St. Louis Park, Minnesota

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Proposed Agenda *(as of September 23, 2026)*

Please note: this agenda is a draft, and is subject to change ahead of the actual event.

THURSDAY, OCTOBER 22

10am-3pm MCIW Meeting

5-7 pm Social Time at St. Stephen's Episcopal Church, 39 W 50th St., Edina

All those planning to arrive at Convention on Thursday are invited to a social gathering at St. Stephen's.

FRIDAY, OCTOBER 23

The resource fair will be open throughout the day on Friday.

8:00 am Check-in opens and Breakfast is served

9:30 am Morning Worship

10:00 am Check-in closes

10:00 am Opening of Convention

- Credentials, Adoption of Agenda, Seat & Voice Privileges
- Bishop's Address
- Parliamentary Report

11:30 am LUNCH

12:30 pm Convention Business Continued

- Standing Rules of Order
- Elections
- 2027 Financial Statement of Mission
- Resolution
- Adjournment

3:00 pm Break

3:30 pm Eucharist

5:00 pm Break

5:00 pm ECW Meeting

6:00 pm Dinner and Celebration

SATURDAY, OCTOBER 24

8:00 am Breakfast

8:30 am Short prayer service with music and Dwelling in the Word

9:00 am State of the Diocese Update

As we begin this next season together, Bishop Loya invites us to gather to hear updates about where we are, where we're going, why it matters, and how you can be involved.

12:00 pm Boxed lunches are served and programming ends

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 maybe) of the Vestry or Bishop's Committee of a Church in which the Convention is held.

4 **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 (12th Edition) shall control.

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

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

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

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

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

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

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

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

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

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

- 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.

Announcement of Bishop Appointments

Chancellors (Canon 306.1)

Chancellor (*Interim*) – Ms. Sally Johnson

Vice Chancellors – Ms. Rebecca Bernhard, Mr. Graham Kerr van der Leeuw

Commission on Ministry

(Canon 113.5.a) *Chair*

The Rev. Cody Maynus

(Canon 113.4.b) *Bishop Appointments — For three-year terms, ending 2029*

The Rev. Bill Butcher, Ms. Judy Stack

Council (Canon 219.2) *Vice-Chair*

The Rev. Jennifer McNally

Nominations Report

Standing Committee

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

Lay:

Tom Boe – Grace Church, Minneapolis
Janet Prust – Ascension, Stillwater

Clergy:

Wanda Copeland – St. Andrew's by the Lake, Duluth
Margaret Thor – Grace Church, Minneapolis

Commission on Ministry

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

Lay:

Megan Emery – Trinity, Excelsior

Clergy:

Denise Stahura – Church of the Advent, Farmington

Trustees

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

Megan Flanagan – Nativity, Burnsville
Julie Schoephoerster – Trinity, Anoka
Benjamin Thomas – Ascension, Stillwater
Dan White – St. Matthew's, St. Paul

Disciplinary Board

(elect 1 priest, 1 deacon and 3 lay)

Lay:

Scott Crow – St. Christopher's, Roseville
Mark Stahura – St. Clement's, St. Paul
Edwin Swaway – Epiphany, Plymouth

Deacon:

Margaret Thor – Grace Church, Minneapolis

Priest:

Nancy Brantingham – St. Stephen's, Edina

Secretary of Convention *(elect 1, lay or ordained, for an annual one-year term)*

Karen Olson – ECMN

Candidate Information

About the information on these pages

Each candidate was asked to provide:

A list of experiences which equip the candidate for the position

Why the candidate wishes to serve, and what gifts the candidate brings to the position

The material included here was supplied by the candidates.

Standing Committee

Elect 2 clergy and 2 lay for three-year terms

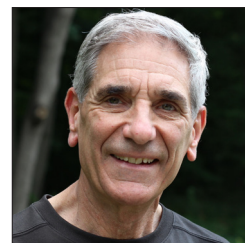
The Standing Committee is a Council of Advice to the Bishop; considers consents for a parish, mission, or ECMN entity to acquire, dispose of, or encumber the real property; approve candidates for ordination to the diaconate or priesthood; and consent to the elections and proposed consecrations of bishops in The Episcopal Church. In the event that there is no Bishop, the Standing Committee acts as the Ecclesiastical Authority until a Bishop can be elected.

LAY ORDER (Standing Committee)

Tom Boe *(second term)*

Grace Church, Minneapolis

- Chemistry teacher
- Head of Apple Education Training Consortium
- In several congregations I've served as a vestry member, warden, discernment leader, transition leader, and stewardship chair
- ECMN Council
- ECMN Standing Committee (current, first term)
- Chemistry teacher
- Head of Apple Education Training Consortium
- In several congregations I've served as a vestry member, warden, discernment leader, transition leader, and stewardship chair
- ECMN Council
- ECMN Standing Committee (current, first term)
- The term "formative leadership" holds that teachers (or anyone) needs to be both teacher and learner to be a high-functioning contributor. This implies strong collaboration with peers and across lines of hierarchy. In the 1970's, I was one of three chemistry teachers working together simultaneously in a large lab. We hardly ever lectured, but we collaborated constantly with each other and worked as co-learners with our students.
- Through MECC in the 1980's I headed the Apple Education Training Consortium, Apple's outreach to their highest profile educational customers and thought leaders. You can't lecture in a three-day workshop with those folks, but it's a wonderful way for everyone involved to learn together.



- That kind of collaboration has also worked for me as a vestry member, warden, transition leader, and stewardship chair in congregations ranging from a small mission in California to metropolitan and suburban faith communities here. It's been valuable as a representative to ECMN Council, and Standing Committee too, especially in working on the Council MMS team and the Covid Relief program and the Canons team through Standing Committee. We dug into a lot of data, but we learned a lot and functioned best by simply talking with each other and with the statewide faith communities we served.

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

As a member of Standing Committee over the past three years, I think we've worked faithfully and well with the ECMN members and the ECMN governance team. I pledge to contribute in that work for a second term.

Janet Prust **Ascension, Stillwater**

- Served as Board Chair 2022-2023, Assoc. for the Advancement of Medical Instrumentation (www.aami.org)
- Served as Ascension Vestry Sr. Warden 2023-2025, (www.aechurch.org)
- Director position at 3M Company (employed 1989-2023)
- Currently part-time AAMI Foundation www.aamifoundation.org
- I've also served as co-chair of several national standards development committees related to medical devices. I've served as head of US delegation to ISO Technical Committee 198 representing the American National Standards Institute and the US national position into this international standards setting body.



Once I learned of this opportunity, it immediately came to me that I can contribute in a new, meaningful way to serve our Episcopal church. My experiences both professionally and personally and skill sets are right in line with the Standing Committee in that I've served on several boards and committees in various capacities and embrace in this environment. During my time as Sr. Warden, Ascension went through significant leadership and staff changes including a rector leaving and search for the next one. The church not only survived intact but thrived and became a closer, more loving and giving community during this time due to my commitment to build a stronger community. I believe the Holy Spirit called me to that Sr. Warden role at that turbulent time at Ascension and likely calling me to this one!

CLERGY ORDER (Standing Committee)

Wanda Copeland

St. Andrew's by the Lake, Duluth

- Rector: Holy Trinity, Elk River (12 years); St. Matthew's, Horseheads, NY (10 years)
- Currently Vicar of St. Andrew's by the Lake, Duluth (2.5 years)
- Co-Chair of the Minnesota Episcopal Environmental Stewardship Commission (MEESC) (5+ years)
- Dean of the Southern Tier Region of Central New York (4 years)



We are in the midst of profound generational change in many institutions, including our beloved Church. How we live together, serve together, and imagine the future together are all in states of flux. I would like to bring my experience and insights into supporting the Bishop, fellow clergy, and all lay people as we together discern the best way to live out God's calling to us.

Margaret Thor

Grace Church, Minneapolis

- Chair, Commission on Ministry
- Fund for the Diaconate Board Member
- Deputy, General Convention of Episcopal Church
- Clerk, Court of Review for the Episcopal Church



I serve God and the church as a deacon. As my list of leadership experiences detail, I am familiar with many aspects of the Episcopal church including the canons. I understand the importance of attentiveness to the canons and the advice that the Standing Committee offers to the Bishop. I believe my 6+ years on the COM prepared me the important role the Standing Committee has in the ordination process. Through my experience as a deputy to General Convention, I have a broad understanding of the Episcopal church as a whole which I believe would be an asset to the Standing Committee. My leadership experience includes over 20 years of managerial experience at the Internal Revenue Service. I am also the board member and former treasurer of the White Bear Area Food Shelf. I am in the midst of my second term as a board member of the Fund for the Diaconate.

Commission on Ministry

Elect 1 clergy and 1 lay for three-year terms

The Commission on Ministry (COM) helps discern present and future needs for ministry in ECMN. The COM guides and examines postulants and candidates for the diaconate and priesthood in their journey towards ordination, and works to provide continuing education for clergy and lay professionals employed in the church.

LAY ORDER (Commission on Ministry)

Megan Emery *(second term)*

Trinity Excelsior

- Current member of COM
- Co-chair of Sacristans at Trinity, Excelsior
- 3rd-5th grade Sunday School teacher
- Member of Trinity's search committee for Priest in Charge (2021-2022)



Having participated as a lay member of COM for the last 3 years, I feel called to serve a second term on the commission. I was originally drawn to COM as I have a connection to both urban and rural Episcopal churches in ECMN, and understand how they differ and share similarities in their need for strong clergy and lay leadership. Now, that I have been involved and truly understand the role of the COM, I would like to continue participating in the good work the commission is doing to strengthen resources and the processes in which those called to ordination navigate.

CLERGY ORDER (Commission on Ministry)

Denise Stahura

Church of the Advent, Farmington

- Priest in Charge at Church of the Advent
- Standing Committee - serving as vice chair, and representative to JRLC and Commission on Ministry
- Member of the MRED ad hoc committee
- Senior Director of Strategic Planning at Community Action



I serve as priest-in-charge at Church of the Advent in Farmington. Before this call, I worked in both for-profit and nonprofit settings. My path to ordained ministry was nurtured by my home parish, St. Clement's, and led me to earn my M.Div. from Luther Seminary.

My own journey has given me a deep interest in how we form Episcopal ministers for this moment in the church's life—honoring the traditions that have shaped us while preparing clergy for what is emerging. As part of this, I served as a representative from the Standing Committee to the Commission on Ministry.

I believe God calls clergy who reflect the church's diversity and serve with imagination, depth, and grounding in our traditions of liturgy, theology, prayer, and pastoral care. As we put the Holy Orders Project into action, I feel hopeful about the future of raising up new clergy.

I have also been blessed to walk alongside aspirants, postulants, and candidates in discernment. Their questions, courage, and hope continually remind me why this work matters.

Trustees

Elect 3, clergy or lay, for three-year terms

The Trustees are responsible for the financial assets — including real estate, investments, loan funds, and planned giving — of ECMN and its faith communities. The Trustees also hold title to all real and personal property for mission faith communities in ECMN. The Trustees ensure that all property and assets of the church are used and remain available for the use of all Episcopalians engaged in God's mission.

Megan Flanagan

Nativity, Burnsville

- Executive Director, Urban Land Institute of Minnesota (2023-present)
- Executive Director, Institute of Real Estate Management Minnesota Chapter (2019-2023)
- Director, City Center Partnership of Mankato and North Mankato (2015-2019)
- Board of Directors, Eagan Community Foundation (2020-2025, Chair 2022-2024)
- Vestry, New Song Episcopal Church, Coralville, IA (2012-2015)



I have been an active Episcopalian since my childhood. Due to my military upbringing and adult moves, I have been active in more than a dozen faith communities in my lifetime, in properties ranging from storefronts to historical church buildings.

I have been a member at Nativity for 10 years, where I sing in the choir and assist with faith formation. In that time, I have watched the process of reinvisioning how to use our property assets.

As Executive Director of ULI Minnesota, I lead an organization of real estate and land use practitioners and spend my days convening people around complex questions of housing, development, and community benefit. Our Technical Assistance Panel with Gethsemane was my introduction to the Trustees. I was then invited to serve on the Joint Property Committee, which has shown me how consequential those decisions are. Congregations across Minnesota are facing hard questions: aging buildings, underused land, congregational changes.

I bring a combination of parish life, extensive nonprofit leadership experience, property fluency, and love for this Church.

Julie Schoephoerster

Trinity, Anoka



- **Parish Roles (15+ Years):** I bring a strong background in local church governance, having served multiple terms on the vestry before transitioning into my role as Treasurer. In this capacity, I partner closely with vestry leadership to manage financial reporting, budget strategies, and planning, while providing direct recommendations on financial decisions and operational processes. For the past handful of years, I have also stayed actively engaged with our congregation's Innovation initiatives
- **Property Transition Leader:** For the past two years, I have been actively working with local leadership through the operational and financial logistics of turning our physical building over to the diocese while navigating our daily activities outside a normal church building home.
- **Licensed Minnesota Real Estate Agent:** Active for the past 6 years and continuing, working with local property markets, valuations, and contracts.
- **IT Management Leader (30+ Years Experience):** Directed resources (both on-shore and off-shore) for large-scale projects, and program budgets within multiple Fortune 100 corporate environments. This leadership included driving cross-functional projects and managing vendor contract negotiations, multi-million dollar project/program budgets, and project resources, planning, and research. Most experience was in Finance-related business segments with strong focus on specialty high-finance related process that required coordination between traditional finance systems and business operations both internally and with external vendors. Several years experience in the health space as well. Additionally Experience includes strong emphasis on change management, organizational process improvement, and compliance.

I am a lifelong Episcopalian and a South Dakota farm girl at heart, raised in a mission church where I learned the value of a strong work ethic. A member at Trinity in Anoka for over 30 years, I am a retired Fortune 100 IT leader and currently an active MN Realtor. Effective problem-solving bridges both of my careers; I couple rigorous research with a data-driven approach to analyze shifting markets, balance large budgets, negotiate contracts, and develop solutions that meet both client needs and organizational goals. Locally, I bring 15+ years of experience as a parish treasurer. As we navigate our property transition to the diocese, I look forward to sharing real-time insights to help the Trustees support other parishes facing similar shifts. I do not bring pre-set assumptions to this board. Instead, I offer this unique blend of corporate leadership, local finance, and real estate expertise as a practical resource. I look forward to collaborating to support ECMN's fiscal health and property stewardship. I see immense potential for the Episcopal church to grow beyond physical buildings, using ECMN's resources to establish engaging new expressions of faith in our communities.

Benjamin Thomas

Ascension, Stillwater

- Rector, Ascension, Stillwater (2026-)
- Executive Manager, Becketwood Cooperative (2023-2025)
- Executive MBA Carlson School of Management (2022)
- Executive Director Rakhma Homes (2021-2023)
- Dean of Christ Cathedral, Salina KS (2010-2016)



Faithful stewardship has been a core piece of my identity as a priest and as a professional. Before seminary, I acquired significant financial experience, owning and operating a small bakery as well as managing a significant portfolio of residential real estate in Boulder, CO. At Christ Cathedral (Salina, KS), I guided the vestry to invest in energy efficient technology which reduced our energy consumption by approximately 30%, simultaneously lowering our carbon footprint and freeing those funds for ministry. Both Rakhma Homes and Becketwood Cooperative reduced operating costs around 10% on a \$3-5M annual budget under my leadership. Effective cash management of a small escrow account at Becketwood created nearly \$5,000 in risk-free income. My MBA from the Carlson School of Management has given me a skill set that I would like to use for the benefit of ECMN's ministry in the name of Jesus.

Dan White

St. Matthew's, St. Paul

- Multiple terms as Senior Warden at St. David's, Minnetonka
- Have led over 25 annual pledge drives at three different parishes
- Have led 3 capital campaigns
- Previously served on the Trustees and facilitated loan forgiveness and repayments
- Served on the Vestries of St. Matthew's, St. David's and St. Alban's
- Served as Treasurer and member of the Executive Committee at the Episcopal House of Prayer



I have served as a Trustee for one year as a replacement for a Trustee who was unable to complete their term. This first year has been a learning experience, one for which I am grateful. As a Trustee I serve on the Joint Property Committee, one of the really critical groups in the ECMN. It is critical because we are face to face with a growing number of parishes around the state that are folding up shop or at least thinking of it and they come to us for some sort of resolution. The way these parishes find either an ending or a new beginning is crucial to what the ECMN is becoming. Like most of you, I have a lifetime of experience in the Episcopal Church and in its leadership roles. I also bring a secular career in the medical device industry where I helped multiple businesses get started and thrive. To date I have found this skill set to be useful and I look forward to learning more as we face new challenges.

Disciplinary Board

Elect 1 priest, 1 deacon, 3 lay

When there is a question about whether a member of the clergy has been involved in misconduct, the Disciplinary Board, as described in Title IV of the Canons of the Episcopal Church, has the responsibility to investigate the matter, consider and decide whether a violation of the Canons has taken place, and discern what must be done to bring healing, reconciliation, and justice for all involved.

LAY ORDER (Disciplinary Board)

Scott Crow

St. Christopher's, Roseville

- Former member of and President of ECMN Standing Committee
- Former Warden, St. Christopher's
- Retired Psychiatrist

I feel called to serve as a lay member of the Disciplinary Board for several reasons. In my professional work as a psychiatrist, I learned and practiced strong listening skills and clear communication. I also learned a great deal about church and diocesan function in my parish Warden and Standing Committee service.

I believe this combination of experiences prepares to serve as an effective Board member.



Mark Stahura

St. Clement's, St. Paul

- Director of Music (current position)
- Senior Warden
- Chair, Worship & Liturgy Committee
- Member, Chapter of St. Mark's Cathedral

I am presently the Director of Music at St. Clement's in St. Paul, with a thriving Choir. I also contribute to liturgical planning and general parish organizational thinking. My wife of 44 years is Rev. Denise Stahura, Priest in Charge at Church of the Advent in Farmington. We have a daughter who is successfully 'launched' and partnered.

I feel that my pastoral skills will serve well on this Board, along with my analytical mindset. I am a good listener and want to help shepherd us through difficult situations for the health of the church.

I feel that my pastoral skills will serve well on this Board, along with my analytical mindset. I am a good listener and want to help shepherd us through difficult situations for the health of the church.



Edwin Swaway **Epiphany, Plymouth**

- Council member, Central Mission Area
- Lead Advocacy Team, ECMN Racial Justice and Healing Commission
- Adjunct Faculty, Saint Mary's University of Minnesota

My name is Edwin, and I am a member of the Church of Epiphany in Plymouth. I am excited to serve on the diocesan Disciplinary Board for two reasons.

First, this position gives me another opportunity to do God's work by participating in the discernment of serious misconduct by ordained leaders of the church. Second, I am drawn to the ecclesiastical process of the Disciplinary Board because it appeals to my sense of justice.

In my professional life as a Licensed Alcohol and Drug Addiction Counselor (LADC), I have observed that individuals who run afoul of the law often receive harsh sentences that can devastate their lives and the lives of their families. Our legal system tends to be punitive, sometimes lacking discretion or consideration of extenuating circumstances behind an individual's actions. In contrast, the Disciplinary Board's process emphasizes amendment, restoration, and forgiveness.

As the Bible teaches in Hebrews 12:11, "No discipline seems pleasant at the time, but painful. Later, however, it produces a harvest of righteousness and peace for those who have been trained by it." This principle of spiritual formation has become the foundation and guiding force in both my spiritual and professional life.



DEACON (Disciplinary Board)

Margaret Thor **Grace Church, Minneapolis**

- Chair and Member, Commission of Ministry
- Board Member, Fund for the Diaconate
- Member and Clerk, The Episcopal Church Court of Review
- Board Member and former Treasurer, White Bear Area Food Shelf
- 80th, 81st and 82nd (elect) Deputy, General Convention of the Episcopal Church



I am an active deacon and a current member of the Court of Review for the Episcopal Church. I have a good understanding of the Title IV, Ecclesiastical Discipline, which is the basis for the Disciplinary Board. I believe I am able to be compassionate, fair, and impartial when on a court. My years as an IRS agent interpreting and applying tax law fairly helped me hone these skills. Part of the Title IV process is to promote healing, repentance, restitution, amendment of life and reconciliation among all those affected and I have the skills and patience to work towards those goals.

PRIEST (Disciplinary Board)

Nancy Brantingham

St. Stephen's, Edina

- Associate Rector: St. Stephen's, Edina
- Associate Rector: Trinity, Excelsior
- Various unpaid lay leadership positions prior to ordination, including Vestry, Sunday School Director, LEM/LEV trainer, EFM leader



Although I am officially retired, I continue to serve as "supply clergy" at St. Stephen's at the pleasure of the Rector. I care deeply that the church be a safe place for all people. The integrity of the institution and of our leaders matters and should be above reproach. I believe I bring strong pastoral skills and considerable lived experience to the table that could be helpful as the board discerns a way through difficult situations.

Secretary of Convention

Elect 1, lay or ordained, for an annual one-year term

Karen Olson

ECMN

- ECMN Secretary for 18 years
- LeaderWise Board President for 15 years
- TEC Transition Ministry Board for 6 years
- ECMN employee for 25 years



I appreciate good, sound business practices and being a part of the leadership of the Convention business meeting is an important part of my ministry. I bring years of experience both in the nuts and bolts but also the heart and soul of our diocesan life.

2027 Financial Statement of Mission

Narrative Report

The intent of this narrative document each year is to provide a transparent look into how Diocesan resources are spent to do the work we are called to do, and what that work is resulting in.

In this season, as ever, the diocese is called to support congregations that are vital witnesses of God's love in a broken and hurting world (following the priorities of vitality and justice). Congregations exist to form mature followers of Jesus, whose love and faith pours out into their neighborhoods, meeting people with the love of Jesus in new and transformational ways (following the priorities of discipleship and innovation).

Each year of this Episcopate our call becomes clearer, and the work becomes more intertwined and mutually reinforcing. We cannot innovate unless we are deeply disciplined in the way of Jesus; spiritually mature parishioners gathered for formation and worship are what makes congregations vital; our call to justice leads us deeper with God as disciples, and outward towards our neighbors in new and innovative ways. So, more and more, each of the programs and ministries created, while they have a specific purpose and intent, are also built with the others in mind - understanding that discipleship work should have vital congregations in mind, vital congregations should have faithful innovation in mind, and all of this work should have at its heart the work of justice.

We are also in the process of becoming more concrete and clear about how we evaluate our work. The first step in that process has been to clearly articulate each project's connection to the ultimate outcomes we seek to achieve. That has winnowed our work to that which is most important, and helped us shape projects and initiatives in a way that more clearly connects to the outcomes.

We will also continue to reflect on and evaluate the work that we're investing in. We do this in a variety of ways, but, most importantly, we do it in collaboration with leaders across the Diocese.

While none of this is easy, it feels undeniable that we are seeing the green shoots of new life springing forth, in new places and in old places, in places where we expected it and have tended it, and in places that we never thought to look for it. God is good, God is faithful, and we continue, as a gathered body, to follow the good and ancient paths laid before us.

The State of the Finances

The 2027 budget is balanced. Convention votes on the budget proposed for the year 2027. One area of the budget that will continue to prove challenging, is the exponentially increasing costs of health insurance. We will continue to wrestle with the competing challenges of the clarity of and commitment to the work that needs to be done alongside financial realities, seeking to be prudent and seek creative solutions when possible and appropriate.

The Numbers

Triennial Roll-up

This is a high-level look at the revenue and expenses of the organization. It includes an overview of last year's numbers, a projection for 2027, and a look ahead at the budget categories over the next two years. Triennial budget forecasting helps us imagine how each budget area can be sustainable, even as we acknowledge that budgets can, should, and will change year to year.

The Triennial Roll-up shows the aggregate expenses for each budget category. The Operations Detail breaks those expenses down into personnel and program costs.

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. The rates — currently 13% or 11% — are set by the Joint Finance and Audit Committee and approved by Convention.

Endowed and Invested Funds

ECMN has been blessed with a healthy endowment totaling over \$20 million, which is managed by the Trustees in the Pooled Investment Fund. Operations are authorized to draw 5% of the 20-quarter average earnings each year, however this budget includes an expected draw of 5.2%, approved by Council. Operations will only draw from the invested funds what is absolutely required — if it is not necessary to draw above 5% to cover expenses, we will not. The investment portfolio has performed at 6.7%, so this proposed increase in the draw will have a limited impact on the principal of the investment.

Program Revenue

This revenue line includes funds collected — usually as registration fees — to offset the cost of programs and events. As program and event formats and venues shift, we continue to review these projected revenue and corresponding expenditure lines to keep them as aligned as possible.

Expense

Expenses are organized into budget categories that communicate how our money supports ECMN in achieving our vision, aligned with the priorities that act as the backbone and organizing structure of our shared work.

Discipleship & Justice

Mature disciples of Jesus renewing their communities and the world.

Staff Positions Supporting This Work

- Canon for Discipleship (Zac Settle)
- Racial Justice and Healing Commission Convener (Anna Ostenso Moore)
- Minister for Formation and Holy Orders (Sarah Hoch)
- Minister for Children and Youth (Dan Miglets-Nelson)

Outputs, Goals & Outcomes

Outputs (work already done)	Goals (work to be done next)	Outcomes (impact of the work)
Canon for Discipleship hired and onboarding to work and Diocese Alignment work beginning, building strategy for fostering discipleship and aligning current programming with strategy Revised Holy Orders process and structure drafted and ready for review by Bishop, Commission on Ministry and Standing Committee Draft structure created for Discernment for All program Children and Youth: 106 youth participating in programming 60 adults engaged to plan and support 20+ faith communities involved Holy Orders: 5 ordained to Priesthood and Diaconate 19 people supported in formation process Racial Justice and Healing 80 people engaged in retreats 6 reflections offered through the year in Diocesan communications 1 book club engaging 20 people	Build a framework for discipleship in the diocese, and align existing and new resources to support individuals—both youth and adults—and congregations follow Jesus as an entire way of life. Relaunch the currently paused process of discernment for Holy Orders Build a process of discernment that engages everyone across the Diocese to deepen their own faith and call in the church. Relaunch Licensed Lay Ministry process	DISCIPLESHIP <i>Individuals</i> are mature followers of Jesus, committed to daily practices that help them follow Jesus in daily life. <i>Faith Communities</i> make new disciples, encourage and deepen the faith journeys of their members and neighbors through engaging worship, preaching, service, and small groups. <i>The Diocese</i> grounds all gatherings in spiritual practices and theological reflection, engages in collective discernment, and provides resources to support formation for faith communities and individuals. JUSTICE <i>Individuals</i> understand and practice justice as a core part of their spiritual journeys as followers of Jesus. <i>Faith Communities</i> build relationships with the poor and marginalized, share their resources and seek healing in relationships across lines of differences. <i>The Diocese</i> develops tools and supports to address injustice in our own institution, in our faith communities, and to engage in justice-making and healing.

Discipleship is our core call — it is the reason God called us into community with one another as a church. It is our work, then, to be rooted in and focused on our walk with, and discipleship in the way of Jesus in all that we do. Hiring a Canon level position to lead this work allows us to build a connected and coordinated system to support this formation work from the Diocesan level. Our Canon was hired and began working this summer, and will be working with those in the Diocese to begin building formation opportunities, based on what he has heard and learned from those leading it in their congregations.

The work in this area over the past year has been to revise the process by which Deacons and Priests are discerned, formed, and ordained with our call as followers of Jesus in this moment in mind. The draft process, now under review by the Commission on Ministry and Standing Committee, focuses on aligning with the requirements of the Episcopal Church's canons while ensuring that those who are called are equipped with the formation they need to lead this transforming church. This process was developed under the leadership of the Rev. Sarah Hoch, using four separate task force groups of leaders from across the Diocese.

Because, as baptized followers of Jesus, we are all called to ministry, a Discernment program for all Minnesota Episcopalians is being developed and will launch in 2027. This program will act as a first step for anyone seeking to live out their call as a follower of Jesus with more intention. Outcomes of this discernment program can be a call to ordained ministry, or a call to a specific licensed lay ministry role, for which dedicated formation resources are being developed.

In addition to this new work, meaningful and transformative camp and retreat programs have continued to be offered throughout the program year. These programs focus on fostering a deep connection with God and peers for young people from an ever-expanding number of Episcopal congregations across the state.

Vitality

Strong, active congregations forming and sending mature followers of Jesus out to serve their neighborhoods and the world.

Staff Positions Supporting This Work

- Canon for Vitality (Karen Olson)
- Canon for the Department of Indian Work (Robert Two Bulls)
- Missioner for Multicultural Ministries (currently in transition)
- Dean of the North (currently in transition)
- Dean of the South (Cindi Brickson)
- Archdeacons (Chip Whitaker, Lee Grimm, Rena Romero)
- Metro Deans (Katherine Lewis, Jered Weber-Johnson)

Outputs, Goals & Outcomes

Outputs (work already done)	Goals (work to be done next)	Outcomes (impact of the work)
Framework to assess congregational vitality created College for Congregational Development identified as key resource for supporting congregations 20+ Clericus gatherings in the Metro, North and South 10 congregations supported by ministry companions 8 congregations supported through priestly leadership transitions	Implement vitality assessment tool Continue exploring and integrating College for Congregational development tools and resources Equip ministry companions and Deans to support congregations in building towards becoming more vital Cultivate conversations within clusters of congregations, exploring ways to connect more deeply and share resources for ministry development	Vitality <i>Individuals</i> are committed to expressing their Christian faith in vibrant communities of all shapes and sizes. <i>Faith Communities</i> center and live out vitality commitments. <i>The Diocese</i> uses its assets (budget, canons, formation, property) to support existing and launch new worshipping communities that live out the vitality commitments.

Vitality in a congregation can be easy to recognize intuitively, but harder to define and measure objectively. The work to support vital congregations this year has started with taking that challenge head on by defining vitality and articulating the factors that contribute to it.

This work was done in collaboration with leaders across the Diocese, through a grant from Trinity Wall Street's Mission Real Estate Development office. It's part of wider work being done in collaboration with the Trustees and Diocesan leaders to support congregations in identifying areas of vitality and take stock of the wellbeing of their building asset and financial life. More information about this tool and process will be shared at convention and later this fall, but the intent of it all is to help congregations see the areas of their life where they are vital and the areas where there is vulnerability or work to do. This tool will also be accompanied by a wide variety of supports in order to help congregations build towards a vibrant, sustainable future.

A new partnership with the College for Congregational Development, an initiative of the Diocese of Olympia, will provide the training and support resources needed to help congregations take action on the areas in which they'd like to grow. These tools blend the wisdom of organizational development theory with the church's call as an organization whose work is to sustain a movement of followers of Jesus.

Deans and ministry companions will be key in this work, as they have been throughout these past years. The major change you'll see in this Diocesan budget is the restructuring of the Minister for Multicultural Ministries role to take on the same structure as the Deanly positions in

the North and South. This will transition the position from a full time to a part time position, which will allow, as has been done with the Dean in the South position, for the embedding of that staff person in a congregation. This move has been made in consultation with leaders from multicultural congregations and through discussion with Council representatives.

Faithful Innovation

ECMN becomes a renewed and enlivened movement.

Staff Position Supporting This Work

- Minister for Innovation (Jen Asp)

Outputs, Goals & Outcomes

Outputs (work done)	Goals (work to be done next)	Outcomes (impact of the work)
1 outside grant leveraged to support a new worshipping community	Continue to operate and begin to assess the success and effectiveness of the pipeline of innovation programs and offerings, making revisions and redeveloping where needed	<i>Individuals</i> increase their capacity to engage adaptive challenges by learning to discern the Holy Spirit's leading in their lives and faith communities, through spiritual practices, experimentation, and risk-taking.
100+ participants in faithful innovation retreats, summits and trainings	Build new and transform current faithful innovation programs to better blend with the discipleship work in the Diocese	<i>Faith Communities</i> understand their identity as rooted in Jesus and as part of a movement that includes discernment, experimentation, and creativity.
20 trained coaches supporting faithful innovation projects in faith communities	Develop a fundraising strategy to help support innovative leaders and new worshipping communities	<i>The Diocese</i> supports, through resources and structures, the formation of innovative leaders and new expressions of church.
11 new worshipping communities being supported and launched		

In these last several years, efforts led by Blair Pogue have helped the Diocese imagine new ways of being church, and new ways of meeting their neighbors with the love of Jesus. As Blair has transitioned out of the role, and Jen Asp has begun her work to support innovation in the Diocese, we have reflected on accomplishments and begun to build the next chapter of faithful innovation work in the Diocese.

The end result of this faithful innovation work is to foster new worshipping communities. New, meaning these efforts are reaching those who are outside of the church; worshipping meaning that these efforts believe and understand themselves to be gathered to worship through prayer, bible study, teaching and sacraments; community, meaning that they gather at least monthly in-person or online, and are connected to an existing congregation or led by an Episcopalian.

While we will continue to support the programs and offerings that have helped to foster faithful innovation in congregations and leaders, we will also, in the coming year, seek to get clearer on how we assess this work, and seek to foster an environment in which faithful innovation occurs naturally and is connected to and supported by the existing landscape of the Diocese. One way we see this happening is through a deeper connection between the Faithful Innovation work and the work of Discipleship. Faithful Innovation is a natural overflow of the spiritual life of a mature follower of Jesus, so building Faithful Innovations starts with the work of deepening discipleship.

These programs and offerings will also seek to continue to support the existing new worshipping communities as they meet their neighbors with the love of Jesus.

Management & The Episcopate

Clear direction and effective structure and management

Staff Positions Supporting This Work

- The Bishop
- Canon to the Ordinary (Kelsey Schuster)
- Executive Assistant to the Bishop and Office Manager (Jessica Ricardo)
- Administrative Assistant (Andrew Phelan)
- Director of Finance (Jennifer Gamberg)

Outputs, Goals & Outcomes

Outputs (work done)	Goals (work to be done next)	Outcomes (impact of the work)
Property and Vitality Assessment in last stages of being finalized before launch in late 2026	Build new and more effective systems and processes to manage the administrative and governance functions of the Diocese	The Bishop and diocesan staff provide a faithful, sustainable infrastructure and a strong foundation to cultivate a vibrant movement of Jesus-followers throughout Minnesota.
Updated project management systems (Diocesan Accountability Systems, Strategic Plan and Logic Model)	Continue to assess the effectiveness of Diocesan programs and activities	

Clean audit for both Trustees and Operations	Continue to support governance bodies in their transformational work — particularly the Trustees, as they work to support congregations in the stewardship of their buildings	
Support and coordination for 40+ governance and subcommittee meetings each year		
Support for 30+ Diocesan events each year	Continue to clarify the vision and re-interpret it as the church continues to transform	
	Launch and support task force to review canonical changes needed to support the transformation happening in the system	

This area of the budget seeks to capture the work needed to cast a vision, translate that vision into strategy and action, and build the systems needed to resource and sustain that action over time. This area of Diocesan life is foundational. It also includes the work done by Diocesan staff to coordinate and administratively support the work of the governance boards (Council, Standing Committee, Commission on Ministry and Trustees), and the significant work they do in the areas of budget, property, investments, holy orders, and vision and strategy. Keeping all of this work moving is one thing, but doing this work in a way that both fulfills our commitments to one another as a body, articulated in our canons, and also has fidelity with our vision and values, is a whole other thing entirely.

From licensing processes to Diocesan event planning, from processing checks to managing the financial infrastructure of both the Diocese and Trustees, from sorting the mail to managing complex canonical and legal consent processes involving congregations and buildings, this work of managing the Diocese has a wide impact.

In addition to operating and administering, this work also has supported the creation of new initiatives and systems to support and deepen the work.

In the coming weeks, there will be more communication to the Diocese about a grant funded project, supported by Trinity Wall Street's Mission Real Estate Development department. This project has woven together the needs of the Trustees and Standing Committee for a better understanding of our congregations and their buildings, with the needs unearthed in the vitality work to help congregations understand and grow their vitality and viability. This has led to the creation of a system, built collaboratively with those elected bodies and other leaders from the Diocese, that engages congregations in a series of data gathering surveys and then offers support to those congregations to take action on what they learn.

Conclusion

The work God calls us to as a body is long, and it requires all of the best of us. But, it also comes with God's promise of provision, of new life after death, of ancient paths and good ways to walk. We do all of this with humility, expecting and welcoming God's activity amongst us.

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

	2025 Approved	2025 Un-Audited Actual	2026 Projected	2027 Projected	2028 Projected	2029 Projected
Operations Monetary Resources Provided						
Mission and Ministry Support (MMS) Revenue	2,075,132	2,076,834	2,075,132	2,050,022	2,050,022	2,050,022
Distributions from Endowed and Invested Funds	870,781	809,456	904,178	944,339	980,615	1,022,354
Program Revenue	99,000	63,476	99,000	99,000	99,000	99,000
Other Revenue	228,564	229,996	228,564	228,564	228,564	228,564
Total Operations Monetary Resources	3,273,477	3,179,761	3,306,874	3,321,925	3,358,201	3,399,940
Operations Resource Utilization						
Investment in Formation and Discipleship	322,889	319,411	502,145	516,170	529,853	544,199
Investment in Vitality	988,562	997,724	1,022,262	1,010,409	994,993	990,688
Investment in Innovation	173,455	153,209	173,834	174,209	187,149	192,610
Investment in Infrastructure and Management	936,328	739,845	764,256	762,221	774,164	786,682
Investment in Episcopate	464,444	470,990	477,817	492,355	505,481	519,201
Investment in the Episcopal Church	387,800	390,915	366,560	366,560	366,560	366,560
Total Operations Resources Used	3,273,477	3,072,093	3,306,874	3,321,925	3,358,201	3,399,940
OPERATIONS EXCESS (DEFICIT) OF RESOURCES	0	107,669	0	0	(0)	(0)
Summary of Operations Resource Utilization						
Total Personnel Costs	1,793,878	1,529,626	1,713,094	1,740,003	1,774,803	1,810,299
Total Direct Expense	1,479,599	1,542,466	1,593,780	1,581,922	1,583,398	1,589,641
Total Investment in ECMN	3,273,477	3,072,093	3,306,874	3,321,925	3,358,201	3,399,940

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025 Approved	2025 Audited Actual	2026 Approved	2027 Projected	2028 Projected	2029 Projected
MONETARY RESOURCES PROVIDED						
TOTAL MMS REVENUE	2,075,132.00	2,076,833.86	2,075,132.00	2,050,022.00	2,050,022.00	2,050,022.00
DISTRIBUTIONS FROM ENDOWED AND INVESTED FUNDS	870,781.00	809,456.16	904,178.00	944,339.00	980,614.63	1,022,353.91
Other Program Revenue						
School for Formation Revenue	5,000.00	-	5,000.00	5,000.00	5,000.00	5,000.00
Convention Revenue	60,000.00	46,055.00	60,000.00	60,000.00	60,000.00	60,000.00
Clergy Retreat Revenue	24,000.00	16,234.42	24,000.00	24,000.00	24,000.00	24,000.00
Other Clergy Formation and Retreat Revenue	10,000.00	1,186.10	10,000.00	10,000.00	10,000.00	10,000.00
Total Program Revenue	99,000.00	63,475.52	99,000.00	99,000.00	99,000.00	99,000.00
Trustee Paid Management Fees	228,564.00	229,200.00	228,564.00	228,564.00	228,564.00	228,564.00
Other Operating Revenue	-	795.86	-	-	-	-
Adjustments	-	-	-	-	-	-
Total Other Operating Revenue	228,564.00	229,995.86	228,564.00	228,564.00	228,564.00	228,564.00
TOTAL MONETARY RESOURCES	3,273,477.00	3,179,761.40	3,306,874.00	3,321,925.00	3,358,200.63	3,399,939.91
RESOURCE UTILIZATION						
INVESTMENT IN FORMATION AND DISCIPLESHIP						
Canon for Discipleship						
Canon for Discipleship Salary	-	-	90,000.00	87,720.00	89,474.40	91,263.89
Canon for Discipleship SECA/FICA	-	-	6,885.00	6,710.58	6,844.79	6,981.69
Canon for Discipleship Pension	-	-	17,439.30	16,997.50	17,337.45	17,684.20
Canon for Discipleship Health Insurance	-	-	40,000.00	47,000.00	50,290.00	53,810.30
Canon for Discipleship Travel and Business Related Expenses	-	17,260.00	5,000.00	5,000.00	5,000.00	5,000.00
Canon for Discipleship Continuing Education	-	-	1,500.00	1,500.00	1,500.00	1,500.00
Minister for Holy Orders and Formation						
Minister for Holy Orders and Formation Salary	72,114.00	59,000.90	73,000.00	74,460.00	75,949.20	77,468.18
Minister for Holy Orders and Formation SECA	5,516.72	3,758.24	5,584.50	5,696.19	5,810.11	5,926.32
Minister for Holy Orders and Formation Pension	6,490.26	18,087.05	14,145.21	14,428.11	14,716.68	15,011.01

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025 Approved	2025 Audited Actual	2026 Approved	2027 Projected	2028 Projected	2029 Projected
Minister for Holy Orders and Formation Health Insurance	8,400.00	-	32,000.00	32,000.00	34,240.00	36,636.80
Minister for Holy Orders and Formation Travel and Business Relat	6,000.00	3,152.75	3,500.00	3,500.00	3,500.00	3,500.00
Minister for Holy Orders and Formation Continuing Education	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
Minister for Children and Youth						
Minister for Children and Youth Salary	73,875.64	74,834.07	75,353.15	76,860.22	78,397.42	79,965.37
Minister for Children and Youth PR Taxes	5,651.49	5,753.70	5,764.52	5,879.81	5,997.40	6,117.35
Minister for Children and Youth Pension	6,648.81	7,160.21	6,781.78	6,917.42	7,055.77	7,196.88
Minister for Children and Youth Insurance Benefits	25,691.73	27,645.19	25,691.73	32,000.00	34,240.00	36,636.80
Minister for Children and Youth Business Expenses	6,000.00	10,590.21	10,000.00	10,000.00	10,000.00	10,000.00
Minister for Children and Youth Continuing Ed	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
Total for Canon and Missioner Costs	219,388.65	227,242.32	415,645.19	429,669.83	443,353.23	457,698.79
Racial Justice and Healing Formation Support	15,000.00	24,441.30	15,000.00	15,000.00	15,000.00	15,000.00
Formation and Discipleship Program Costs						
Formation Curriculum	40,000.00	26,423.23	24,000.00	24,000.00	24,000.00	24,000.00
Education for Ministry	2,500.00	2,750.00	2,500.00	2,500.00	2,500.00	2,500.00
Program Development	5,000.00	193.89	4,000.00	4,000.00	4,000.00	4,000.00
Holy Orders	20,000.00	38,109.86	20,000.00	20,000.00	20,000.00	20,000.00
Children, Youth and Camp Leadership & Scholarship Expense	21,000.00	250.00	21,000.00	21,000.00	21,000.00	21,000.00
TOTAL INVESTMENT IN FORMATION AND DISCIPLESHIP	322,888.65	319,410.60	502,145.19	516,169.83	529,853.23	544,198.79
INVESTMENT IN VITALITY						
Canon for Vitality						
Canon for Vitality Salary	98,412.37	99,925.11	100,380.62	102,388.23	104,436.00	106,524.72
Canon for Vitality FICA	7,528.55	7,664.76	7,679.12	7,832.70	7,989.35	8,149.14
Canon for Vitality Pension	8,857.11	9,561.01	9,034.26	9,214.94	9,399.24	9,587.22
Canon for Vitality Health Insurance	29,074.06	29,614.16	32,000.00	35,000.00	37,450.00	40,071.50
Canon for Vitality Travel and Business Related Expenses	10,000.00	9,880.78	8,000.00	10,000.00	10,000.00	10,000.00
Canon for Vitality Continuing Education	1,500.00	720.00	1,500.00	1,500.00	1,500.00	1,500.00
Dean of Multicultural Ministries						
Dean of Multicultural Ministries Salary	72,114.00	73,049.45	73,000.00	45,000.00	45,900.00	46,818.00
Dean of Multicultural Ministries SECA	5,408.55	5,728.83	5,584.50	3,442.50	3,511.35	3,581.58

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025 Approved	2025 Audited Actual	2026 Approved	2027 Projected	2028 Projected	2029 Projected
Dean of Multicultural Ministries Pension	13,954.06	16,869.88	14,145.21	8,719.65	8,894.04	9,071.92
Dean of Multicultural Ministries Insurance Benefits	40,674.32	40,526.64	41,000.00	-	-	-
Dean of Multicultural Ministries Travel and Business Related Expe	8,000.00	13,106.20	8,000.00	5,000.00	5,000.00	5,000.00
Dean of Multicultural Ministries Continuing Education	750.00	10.00	750.00	750.00	750.00	750.00
Part Time Canon for the Department of Indian Work (DIW)						
Canon for Indian Work Half Time Salary	42,670.12	43,223.50	45,000.00	45,900.00	46,818.00	47,754.36
Canon for Indian Work SECA	3,264.26	3,389.85	3,442.50	3,511.35	3,581.58	3,653.21
Canon for Indian Work Pension	8,268.19	8,237.54	8,719.65	8,894.04	9,071.92	9,253.36
Canon for Indian Work Insurance Benefits	17,448.66	20,558.15	20,000.00	27,000.00	28,890.00	30,912.30
Canon for Indian Work Travel and Business	9,000.00	3,949.23	5,000.00	5,000.00	5,000.00	5,000.00
Canon for Indian Work Continuing Education	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
Dean of the South						
Dean of the South Half Time Salary	-	-	45,000.00	45,900.00	46,818.00	47,754.36
Dean of the South SECA	-	-	3,442.50	3,511.35	3,581.58	3,653.21
Dean of the South Pension	-	-	8,719.65	8,894.04	9,071.92	9,253.36
Dean of the South Travel and Business	-	-	5,000.00	5,000.00	5,000.00	5,000.00
Dean of the South Continuing Education	-	-	1,500.00	1,500.00	1,500.00	1,500.00
Dean of the North						
Dean of the North Half Time Salary	-	-	45,000.00	45,900.00	46,818.00	46,818.00
Dean of the North SECA	-	-	3,442.50	3,511.35	3,581.58	3,581.58
Dean of the North Continuing Education	-	-	5,000.00	5,000.00	5,000.00	5,000.00
Dean of the North Travel and Business	-	-	1,500.00	1,500.00	1,500.00	1,500.00
Total Canon, Missioner and Dean Costs	378,424.26	386,015.09	503,340.51	441,370.16	452,562.56	463,187.82
Ministry Support to Multicultural Faith Communities						
El Santo Nino Faith Community Partnership	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00
San Marcos Latino Ministry at St. Mark's Cathedral	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
Multicultural Ministries Support	10,000.00	6,717.73	10,000.00	20,000.00	20,000.00	20,000.00
Saint Nicholas Latino Ministry Partnership	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
Ministry Support to DIW Faith Communities						
All Saints' Indian Mission Faith Community Partnership	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Bishop Whipple Faith Community Partnership	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	30,500.00	30,500.00	30,500.00	30,500.00	30,500.00	30,500.00
Leech Lake Faith Community Partnership	94,000.00	94,000.00	94,000.00	94,000.00	94,000.00	94,000.00

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025 Approved	2025 Audited Actual	2026 Approved	2027 Projected	2028 Projected	2029 Projected
White Earth Faith Community Partnership	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00
Red Lake Faith Community Partnership	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
Redby Faith Community Partnership	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
Vital Networks and Supports						
Archdeacons	10,000.00	3,816.10	10,000.00	10,000.00	10,000.00	10,000.00
Metro Deans	90,000.00	104,672.60	14,000.00	14,500.00	14,000.00	14,000.00
Ministry Companions	45,000.00	37,867.27	45,000.00	45,000.00	45,000.00	45,000.00
Ministry Development	19,137.68	21,128.02	3,921.53	43,539.19	17,430.80	2,500.18
Events and Networks	15,000.00	16,507.51	15,000.00	15,000.00	15,000.00	15,000.00
TOTAL INVESTMENT IN VITALITY	988,561.94	997,724.32	1,022,262.04	1,010,409.35	994,993.36	990,688.00
INVESTMENT IN INNOVATION						
Minister for Innovation						
Minister for Innovation Salary	93,645.18	94,860.18	95,518.08	72,000.00	73,440.00	74,908.80
Minister for Innovation SECA	7,163.86	7,439.31	7,307.13	5,508.00	5,618.16	5,730.52
Minister for Innovation Pension	18,145.63	18,076.15	18,508.54	6,200.64	14,230.47	14,515.08
Minister for Innovation Health Insurance	10,000.00	3,846.17	10,000.00	48,000.00	51,360.00	54,955.20
Minister for Innovation Travel and Business Related Expenses	8,000.00	2,151.22	6,000.00	6,000.00	6,000.00	6,000.00
Minister for Innovation Continuing Education	1,500.00	792.98	1,500.00	1,500.00	1,500.00	1,500.00
Total Canon Costs	138,454.67	127,166.01	138,833.75	139,208.64	152,148.63	157,609.60
Supporting New Christian Communities	25,000.00	17,494.88	25,000.00	25,000.00	25,000.00	25,000.00
Faithful Innovation	10,000.00	8,547.65	10,000.00	10,000.00	10,000.00	10,000.00
TOTAL INVESTMENT IN INNOVATION	173,454.67	153,208.54	173,833.75	174,208.64	187,148.63	192,609.60
INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT						
Executive Assistant to the Bishop and Office Manager						
Executive Assistant to the Bishop and Office Manager Salary	76,500.00	77,492.56	85,000.00	86,700.00	88,434.00	90,202.68
Executive Assistant to the Bishop and Office Manager PR Taxes	5,852.25	6,507.55	6,502.50	6,632.55	6,765.20	6,900.51
Executive Assistant to the Bishop and Office Manager Pension	6,885.00	7,414.71	7,650.00	7,803.00	7,959.06	8,118.24
Executive Assistant to the Bishop and Office Manager Health Insu	41,248.88	39,670.89	43,000.00	48,000.00	51,360.00	54,955.20

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025 Approved	2025 Audited Actual	2026 Approved	2027 Projected	2028 Projected	2029 Projected
Executive Assistant to the Bishop and Office Manager Travel and	3,000.00	1,669.63	3,000.00	3,000.00	3,000.00	3,000.00
Executive Assistant to the Bishop and Office Manager Continuing	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
Administrative Support						
Administrative Support Salary	-	-	40,000.00	40,800.00	41,616.00	42,448.32
Administrative Support PR Taxes	-	-	3,060.00	3,121.20	3,183.62	3,247.30
Administrative Support Pension	-	-	3,600.00	3,672.00	3,745.44	3,820.35
Administrative Support Travel and Business Related Expense	-	-	1,500.00	1,500.00	1,500.00	1,500.00
Administrative Support Continuing Education	-	-	1,500.00	750.00	750.00	750.00
Director of Finance						
Director of Finance Salary	92,623.78	93,825.38	94,476.26	96,365.78	98,293.10	100,258.96
Director of Finance PR Taxes	7,085.72	6,987.60	7,227.43	7,371.98	7,519.42	7,669.81
Director of Finance Pension	8,336.14	8,977.39	8,502.86	8,672.92	8,846.38	9,023.31
Director of Finance Health Insurance	41,404.96	41,821.61	41,404.97	48,000.00	51,360.00	54,955.20
Director of Finance Travel and Business Related Expenses	3,250.00	3,445.23	3,250.00	3,250.00	3,250.00	3,250.00
Director of Finance Continuing Education	900.00	256.63	900.00	900.00	900.00	900.00
Missioner for Communications						
Missioner for Communications Salary	76,500.00	-	-	-	-	-
Missioner for Communications PR Taxes	5,852.25	-	-	-	-	-
Missioner for Communications Pension	6,885.00	-	-	-	-	-
Missioner for Communications Insurance Benefits	15,249.50	-	-	-	-	-
Missioner for Communications Travel & Business Related Expenses	5,000.00	-	-	-	-	-
Missioner for Communications Continuing Education	1,500.00	-	-	-	-	-
Missioner for Systems and Data						
Missioner for Systems and Data	72,114.00	-	-	-	-	-
Missioner for Systems and Data PR Taxes	5,516.72	-	-	-	-	-
Missioner for Systems and Data Pension	6,490.26	-	-	-	-	-
Missioner for Systems and Data Insurance Benefits	26,617.24	-	-	-	-	-
Missioner for Systems and Data Travel and Business Related Exp	2,500.00	-	-	-	-	-
Missioner for Systems and Data Continuing Education	1,500.00	-	-	-	-	-
Part-time Office and Property Manager						
Office and Property Manager Salary	45,449.13	-	-	-	-	-
Office and Property Manager Salary	3,476.86	-	-	-	-	-
Office and Property Manager PR Taxes	4,090.42	-	-	-	-	-
Office and Property Manager Pension	1,000.00	-	-	-	-	-
Travel and Related Business Expenses	1,500.00	-	-	-	-	-

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025 Approved	2025 Audited Actual	2026 Approved	2027 Projected	2028 Projected	2029 Projected
Contracted Support						
Contracted Communication Support	-	15,744.00	20,000.00	20,000.00	20,000.00	20,000.00
Contracted Property Management	-	14,400.00	12,000.00	12,000.00	12,000.00	12,000.00
Total Missioner and Contractor Costs	569,828.11	318,213.18	384,074.02	400,039.44	411,982.23	424,499.87
Diocesan Events						
Clergy Retreat Expense	30,000.00	44,141.90	30,000.00	30,000.00	30,000.00	30,000.00
Other Clergy Formation and Retreats	5,000.00	4,318.16	5,000.00	5,000.00	5,000.00	5,000.00
Deacon Event Expense	5,000.00	5,100.89	5,000.00	5,000.00	5,000.00	5,000.00
ECMN Convention Expense	85,000.00	119,741.79	85,000.00	85,000.00	85,000.00	85,000.00
Ordination	6,000.00	2,937.52	6,000.00	3,000.00	3,000.00	3,000.00
Total Infrastructure Program Costs	131,000.00	176,240.26	131,000.00	128,000.00	128,000.00	128,000.00
Management Costs						
IT - Data Infrastructure System	20,000.00	17,151.30	25,000.00	22,000.00	22,000.00	22,000.00
IT - Noncapitalized Office Equipment	5,000.00	3,511.97	3,000.00	3,000.00	3,000.00	3,000.00
IT - Telephone & Online Service Expenses	21,000.00	13,816.23	21,000.00	12,000.00	12,000.00	12,000.00
IT - Equipment Maintenance & Copier Interest	5,000.00	2,974.52	5,000.00	5,000.00	5,000.00	5,000.00
IT - Depreciation Expenses	10,000.00	32,021.56	28,000.00	28,000.00	28,000.00	28,000.00
Finance - Supplies and Software	11,000.00	16,978.74	5,000.00	5,000.00	5,000.00	5,000.00
Finance - Audit Expense	25,000.00	14,840.00	25,000.00	25,000.00	25,000.00	25,000.00
Finance - Bank Fees	2,000.00	3,125.33	2,000.00	2,000.00	2,000.00	2,000.00
Office - General Use Expenses	25,000.00	25,309.98	15,000.00	12,000.00	12,000.00	12,000.00
Office - Postage & Printing Expenses	6,000.00	3,330.00	5,000.00	5,000.00	5,000.00	5,000.00
Office - Lease Expense	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Contracted Communication Support Services	3,000.00	2,550.00	3,000.00	3,000.00	3,000.00	3,000.00
Subscription Services (formerly Web Based Communications)	13,000.00	18,359.10	12,000.00	12,000.00	12,000.00	12,000.00
Liability & DO Insurance Expense	11,000.00	14,461.00	21,682.00	21,682.00	21,682.00	21,682.00
Workers Comp Insurance Expense	2,500.00	1,511.50	2,500.00	2,500.00	2,500.00	2,500.00
Legal Business Expense	1,000.00	450.00	1,000.00	1,000.00	1,000.00	1,000.00
Total Management Costs	235,500.00	245,391.23	249,182.00	234,182.00	234,182.00	234,182.00
TOTAL INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT	936,328.11	739,844.67	764,256.02	762,221.44	774,164.23	786,681.87

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ECMN - Operations Detail
2027 DRAFT Financial Statement of Mission

	2025		2025	2026	2027	2028	2029
	Approved	Audited Actual	Approved	Projected	Projected	Projected	Projected
INVESTMENT IN THE EPISCOPATE							
The Episcopate							
Bishop Salary	154,214.60	156,915.33	157,298.89	160,444.87	163,653.76	166,926.84	
Bishop SECA	11,797.42	12,251.25	12,033.36	12,274.03	12,519.51	12,769.90	
Bishop Pension	29,882.16	28,764.92	30,479.81	31,089.40	31,711.19	32,345.41	
Bishop Health Insurance	40,674.32	41,118.11	40,674.32	47,000.00	50,290.00	53,810.30	
Episcopate Travel and Business Related Expenses	50,000.00	47,500.65	50,000.00	45,000.00	45,000.00	45,000.00	
Continuing Education Expense	1,500.00	1,212.50	1,500.00	1,500.00	1,500.00	1,500.00	
Automobile Depreciation Expense	7,000.00	17,040.96	17,100.00	17,100.00	17,100.00	17,100.00	
Automobile Insurance Expense	1,433.90	2,483.00	2,483.00	2,483.00	2,483.00	2,483.00	
Canon to the Ordinary							
Canon to the Ordinary Salary	98,847.69	100,130.01	100,824.64	102,841.14	104,897.96	106,995.92	
Canon to the Ordinary PR Taxes	7,561.85	7,605.76	7,713.09	7,867.35	8,024.69	8,185.19	
Canon to the Ordinary Pension	8,896.29	9,580.61	9,074.22	9,255.70	9,440.82	9,629.63	
Canon to the Ordinary Health Insurance	41,135.42	34,763.66	41,135.42	48,000.00	51,360.00	54,955.20	
Canon to the Ordinary Travel and Business Related Expense	10,000.00	8,022.76	6,000.00	6,000.00	6,000.00	6,000.00	
Canon to the Ordinary Continuing Education	1,500.00	3,600.00	1,500.00	1,500.00	1,500.00	1,500.00	
TOTAL INVESTMENT IN THE EPISCOPATE	464,443.64	470,989.52	477,816.74	492,355.48	505,480.93	519,201.39	
INVESTMENT IN THE EPISCOPAL CHURCH							
Episcopal Church Support	348,500.00	351,614.88	327,260.25	327,260.25	327,260.25	327,260.25	
General Convention Fund	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	
Lambeth Conference Fund	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	
Provincial Support	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	
MN Council of Churches Support	15,300.00	15,300.00	15,300.00	15,300.00	15,300.00	15,300.00	
TOTAL INVESTMENT IN THE EPISCOPAL CHURCH	387,800.00	390,914.88	366,560.25	366,560.25	366,560.25	366,560.25	
TOTAL RESOURCES USED							
	3,273,477.00	3,072,092.53	3,306,874.00	3,321,925.00	3,358,200.63	3,399,939.91	
EXCESS (DEFICIT) OF RESOURCES							
	0.00	107,668.87	0.00	0.00	(0.00)	(0.00)	

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Resolution

Sponsor: Holy Trinity Episcopal Church
Saint Paul, Minnesota

Title: Adding the Reverend Denzil A. Carty to the Calendar
of the Church Year

Resolved, The Reverend Denzil A. Carty now meets the criteria for inclusion in the Calendar of The Episcopal Church Year as it has been 50 years since his death; and

Resolved, The Calendar of the Church Year recognizes and honors saints who inspire and exemplify Christian faith to others; and

Resolved, the Episcopal Church in Minnesota acknowledges and encourages his commemoration throughout the diocese; and

Resolved, The Reverend Carty was truly a vessel of God's grace and a light of the world in his generation; and

Resolved, The Reverend Denzil A. Carty was the rector of St. Philip's Episcopal Church, which is now known as Holy Trinity Episcopal Church, from 1950 until his retirement in 1975; and a warrior for social justice, human and civil rights, and an extraordinarily gifted leader of African descent who fought for and helped make our nation more inclusive of women, minorities, and those whom society marginalized; and

Resolved, that this 169th Convention of the Episcopal Church in Minnesota hereby nominates the Reverend Denzil A. Carty for inclusion in the Calendar of the Church Year on August 24th; and

Resolved, that this nomination be forwarded to The Episcopal Church for consideration by the 82nd General Convention of The Episcopal Church, to be held in Phoenix, Arizona in the summer of 2027.

Explanation

Denzil Angus Carty was born in St. John's, Antigua, British West Indies, on March 30, 1904. He was educated at New York City high schools, City College of New York, and General Theological Seminary in New York. He also did graduate work at Xavier University (New Orleans) and Wayne State University (Detroit). In the 1930's, Carty served three New York City parishes: All Souls', St. Philip's, and St. Luke's. During World War II, he served as Captain and Chaplain of the 512th Port Battalion in Europe.

The Rev. Carty came to St. Paul, Minnesota, in 1950 as rector of St. Philip's Episcopal Church, serving until his retirement in 1975. St. Philip's would later be known as Holy Trinity Episcopal Church following a merger with St. Thomas Episcopal Church, and still, following a combined merger with Epiphany Episcopal Church. At Holy Trinity, he is described as "God's warrior for civil and human rights." Since 2011, Holy Trinity Episcopal Church has regularly commemorated Father Carty, and in 2014, the East Metro Mission Area encouraged all member churches to honor the Rev. Carty in a journey to sainthood.

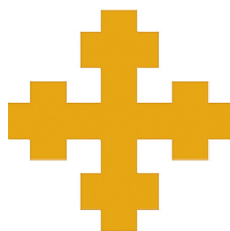
He supported the ordination of the Rev. Jeanette Piccard, the first woman Episcopal Priest in the nation. A proposal to recognize women priests had been narrowly defeated at General Convention in 1973. In July 1974, the Rev. Carty escorted Piccard, a member of the "Philadelphia Eleven" women, as they were ordained to the priesthood. The Episcopal Church recognized her ordination in 1977. The Rev. Carty was a courageous advocate for civil rights and affordable housing for low-income minorities and called for "our rights, with dignity and equality, in education, jobs, and housing."

The Rev. Carty was active in the Minnesota Council of Churches, Minnesota Jewish Council, American Legion, Fair Employment Practices Commission, NAACP St. Paul Urban Coalition, St. Paul Urban League, St. Paul Housing and Redevelopment Authority, the St. Paul and Minnesota Councils of Human and Civil Rights, and the St. Paul Opportunities and Industrialization Center.

Carty Heights, a senior residence at Episcopal Church Homes, in St. Paul, Minnesota, is named after Father Carty. Also, a city park and gathering space was dedicated to the Rev. Carty in the historic Rondo neighborhood of St. Paul, in recognition of his stalwart work in civil rights. Carty Park continues to be a jewel of the city of St. Paul, serving as a place of respite and recreation for years to come.

The Rev. Carty, for many years, has been subject to local commemorations on the anniversary of his death with the following Collect:

Gracious God, we acknowledge before you with grateful thanks the great witness and stewardship of your servant Denzil A. Carty through his faithful proclamation of your word, his bold voice and advocacy for equal love, equal rights, and equal opportunities for all people. As he taught us how to love, open doors for all people, and ensure that people of African descent are given equal access and opportunities, may we do likewise in creating a level playing field not by words but by deeds. Through Jesus Christ our Lord who laid down his life for all. *Amen.*



**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.***