



# **Business Booklet**

## **ECMN Convention 2024**

### **Bemidji, Minnesota**

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# Proposed Agenda *(as of October 8, 2024)*

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***Please note: this agenda is a draft, and is subject to change ahead of November's event.***

## **THURSDAY, NOVEMBER 7**

All those planning to arrive at Convention on Thursday are invited to a social gathering from 5-7 pm at St. Bartholomew's Episcopal Church (1800 Irvine Ave NW, Bemidji, MN 56601-2552). The good people of St. Bart's will be hosting a time of food and fun, so please join in!

## **FRIDAY, NOVEMBER 8**

*Check-in will be from 8-10 am on Friday morning. Enter through the main doors of the Sanford Center, and you will be directed to the sign-in area.*

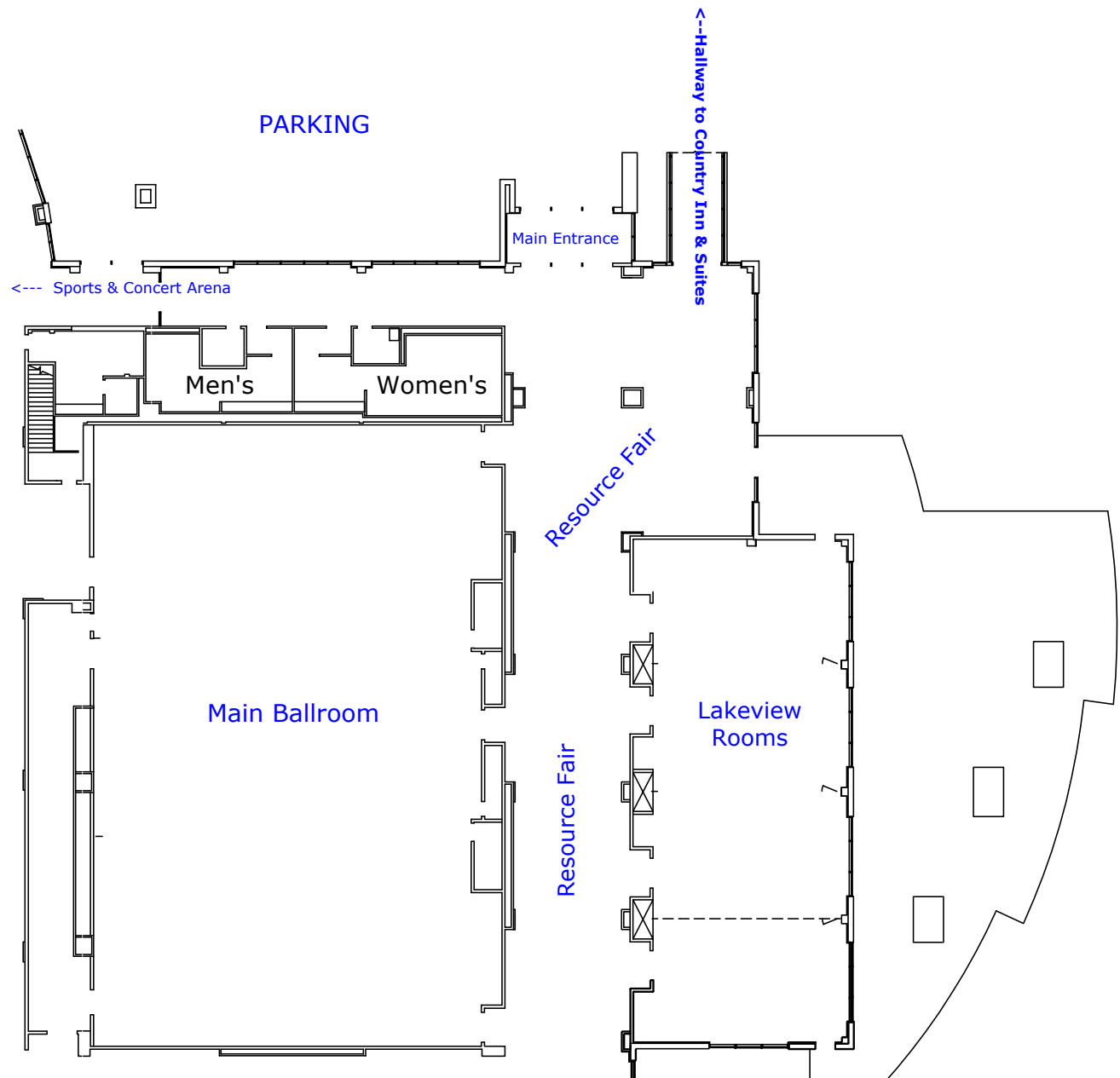
*The resource fair will be open throughout the day on Friday.*

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|-----------------|--|
| <b>8:00 am</b>  | Check-in opens and Breakfast is served     |
| <b>9:30 am</b>  | Morning Prayer                             |
| <b>10:00 am</b> | Opening of Convention and Bishop's Address |
| <b>11:30 am</b> | Lunch                                      |
| <b>12:30 pm</b> | Convention Business                        |
| <b>3:00 pm</b>  | Break                                      |
| <b>3:30 pm</b>  | Eucharist                                  |
| <b>5:00 pm</b>  | Break                                      |
| <b>6:00 pm</b>  | Dinner and Celebration                     |
| <b>7:30 pm</b>  | Taizé Worship Service                      |

## **SATURDAY, NOVEMBER 9**

- |                 |   |
|-----------------|---|
| <b>8:00 am</b>  | Breakfast is served   |
| <b>9:00 am</b>  | Full day session led by Archdeacon Sally Gaze — more details to come! |
| <b>12:00 pm</b> | Boxed lunches are served and programming ends                         |

# Map of Sanford Center



## Main Ballroom Events

- Bishop's Address
- Business Meeting
- Morning Prayer
- Eucharist
- Saturday with Sally Gaze
- Meals

## Lakeview Rooms Events

- Check in
- Taize Worship (Fri pm)

# Standing Rules of Order

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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.

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.

## **6     STANDING RULES OF ORDER**

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.

# Consent Calendar

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

## Canonical Elections and Appointments

### **Secretary of Convention** (Canon 209.1)

Ms. Karen Olson

### **Treasurer** (Canon 309.1)

Mr. David Holmberg

### **Chancellors** (Canon 306.1)

Chancellor – Mr. Doug Franzen

**Vice Chancellors** – Ms. Rebecca Bernhard, Mr. Christopher Bowman, Mr. Robert Butterboldt, Mr. Graham Kerr van der Leeuw

### **Disciplinary Board** (Canon 405(d)) — *For a three-year term ending at 2027 Convention*

The Rev. Dave Langille, The Rev. Cindy Peterson-Wlosinski, The Rev. Terry Erickson, Ms. Angela Paulson

### **Commission on Ministry**

(Canon 113.5.a) *Chair, for second two-year term, ending 2025*

The Rev. Margaret Thor

(Canon 113.4.b) *Bishop Appointments — For three-year terms, ending 2027*

The Rev. Shawn Evelyn, Ms. Margaret Pretasky

### **Council** (Canon 219.2) *Vice-Chair*

The Rev. Jennifer McNally

# Nominations Report

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## Standing Committee

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

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### Lay:

**James Huber** – St. Mark's Cathedral, Minneapolis, & Christ Church, Austin

**David Taylor** – Holy Trinity, St. Paul

### Clergy:

**Justin Chapman** – St. Luke's, Rochester

**Tom Roy** – Episcopal Church in Minnesota

## Commission on Ministry *(elect 1 clergy and 1 lay for three-year terms)*

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### Lay:

**Jennifer Drganc** – St. John's, Mankato

### Clergy:

**Peter Stebinger** – St. John the Baptist, Minneapolis

## Trustees *(elect 3, clergy or lay, for three-year terms; elect 1, clergy or lay, for two-year term)*

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**Steve Dickie** – St. Clement's, St. Paul

**Allison Ferro** – St. David's, Minnetonka

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

**Christopher Rogers** – St. Matthews, St. Paul

**Jonathan Strand** – St. Stephen's, Edina



# Candidate Information

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## 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, 2 lay for three-year terms*

The Standing Committee is responsible for approving ordinations of clergy, consenting to elections of bishops in other diocese of The Episcopal Church, and advising and consenting to various official actions of the Bishop. In the absence of an elected Bishop, the Standing Committee “stands” as the ecclesiastical authority until a new Bishop is elected and consecrated.

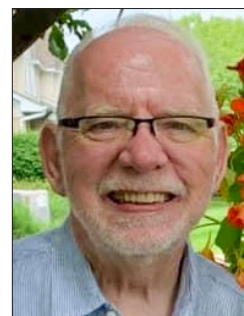
### LAY ORDER (Standing Committee)

#### James Huber

**St. Mark’s Cathedral, Minneapolis, & Christ Church, Austin**

- Dean search chair, St Mark’s Cathedral (2012)
- Sr Warden (3 yrs) St. Mark’s Cathedral
- Bishop’s Commission on Mission Strategy (chair 3 years)

I have been active in urban, suburban, and small town Episcopal churches in the Diocese of Minnesota. I also have represented ECMN either as a deputy or first alternate to General Convention six times. I am committed to the ongoing faith and ministry of the Episcopal Church in Minnesota.



#### David Taylor

**Holy Trinity, St. Paul**

- Senior Warden at St Philip’s Episcopal Church that merged with St. Thomas
- Current Treasurer at Holy Trinity
- Served for 2 years as Treasurer and Board Member at St Paul Council of Churches that is now called Interfaith Action of Greater St Paul
- Original team member of Faithful Innovation at Holy Trinity



I am humbled and honored to be asked to serve on the Standing Committee.

I feel that I have been called to serve because of my work getting Faithful Innovation started at Holy Trinity Church. Faithful Innovation and my experience being an Elementary School teacher

to listen to others. When you listen to others you get a sense of what God is asking me to do. I have also learned how to experiment and try new things with God in mind in my church community. My many opportunities serving as treasurer I have created and developed systems to successfully report the financial status and direction of an organization. I also have a skill to analyze data and trends. Lastly, as a teacher I have built solid rituals and routines that runs a successful learning community.

### **CLERGY ORDER (Standing Committee)**

#### **Justin Chapman** **St. Luke's, Rochester**

- Clergy member, Standing Committee, 2009–2011, 2016–2019
- Mentor, Second- and Third-year Priesthood Cohort, School for Formation, 2015–2019
- Led successful application for MNHS grant to fund a Historic Structures Report, helping repair and preserve the Cathedral of Our Merciful Saviour
- Led St. Luke's, Rochester, in finding partners to lease unused portions of the building which brought new energy to the congregation and eased budget deficits



Having served two terms on the Standing Committee, including a few months as interim president, I'm excited about the possibility of serving again.

Leading a congregation has me constantly on the front lines of our changing religious landscape. At St. Luke's, I've worked to find tenants for our under-utilized facility, bringing new life and much-needed cash-flow. At this local chapter of the Episcopal branch of the Jesus movement (to steal a fantastic phrase from Presiding Bishop Curry), we're striving to follow the Spirit in deepening our own practices of faith and exploring new ways to share the Good News of God in Christ. I love the unique Minnesota spin on Episcopal tradition and I'm excited about using my experience on the Standing Committee for the benefit of ECMN.

My hope is I'll be able to help the Standing Committee continue to take care of the necessary business of the church while we help clergy, lay persons, and faith communities tackle new challenges and thrive amidst a changing society.

#### **Tom Roy** **Episcopal Church in Minnesota**

- Currently Executive Director of Daily Office Network International Morning and Evening Prayer Group
- Retired Police Sergeant who supervised Police Officers
- Liaison to the Central MN Police Chaplaincy Assn
- Police Trainer for 20+ years



The Standing Committee literally stands in for the bishop in times when he cannot serve as well as conducting business of the church. It is vital that we have a wide cross section of individuals with varied backgrounds on this committee so that we as a diocese are

equally represented and all of our voices are heard. I feel called to this committee as someone in touch with many aspects of our church and our missions and as being willing to listen to differing viewpoints and opinions.

## 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. In addition, it assists in determining the present and future formation needs for all baptized persons in our midst.

### LAY ORDER (Commission on Ministry)

#### Jennifer Drganc

**St. John's, Mankato**

- Lay Preaching Initiative Graduate 2023 (Episcopal Preaching Foundation)
- Iona Lay-led Congregation cohort 2020-2022 (Lily Foundation Grant)
- Youth Minister, St. Mark's Capitol Hill, Washington DC 2001-2003
- Executive Director, Harry Meyering Center, Mankato, MN current



I am an Episcopalian that thrives on questions and the humanity of Jesus. I preach about once a month at my congregation in Mankato. I also serve as a leader in our lay-led congregation with our co-ministers. We are a small group of people who are committed to moving from a surviving micro-congregation to a thriving one. I believe that the church needs to move from a giant organization to an organization supporting small communities of Christians spreading the Good News outside the walls of the church. I grew up at St. John's and came back to the church after moving away for some time. I consider myself a believing skeptic in the world of faith.

### CLERGY ORDER (Commission on Ministry)

#### Peter Stebinger *(second term)*

**St. John the Baptist, Minneapolis**

- 2022 Interim Priest in Charge, All Saints, Northfield
- 2019 Interim Priest in Charge, Messaiah, St. Paul
- 2011-2017 Chaplain, Hartford Hospital, Hartford, CT
- 2000-2013 Summer Supply, Rosebud Episcopal Mission, Rosebud, SD
- 1982-2011 Rector, Christ Episcopal Church, Bethany, CT



Having served the last three years on the COM, with an emphasis on lay ministry empowerment and with recruiting, training, and supporting a diverse group of lay and ordained leaders for the next season of the church's life, I am feeling called to continue this work for another term. Our church in ECMN is changing rapidly throughout the

state, and the COM is a crucial body in helping to nurture the next generation of leaders, lay and ordained. I feel we have made a good beginning to this work and wish to continue to work with our Bishop and the other members of the COM to continue it. Because of my background in a wide variety of ministry settings, I often bring a needed perspective to our conversations. I hope that ECMN will support me in this call.

## Trustees

*Elect 3, clergy or lay, for three-year terms; 1, clergy or lay, for two-year term*

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.

### Steve Dickie

**St. Clement's, St. Paul**

- Employed in Real Estate/Finance for 33 years
- Currently Sr Warden at St Clement's, Jr Warden last year
- Been a member of Building/Grounds Committee for 9 years
- Been a member of the Finance Committee for 8 years
- Currently a Board elected Trustee and JPC member.



I feel blessed to be knowledgeable in areas of real estate and finance that not many people are familiar with. I have talents that will benefit the Diocese in areas of property management, use and discernment of potential future uses. Although we have twin 6-year-olds, I am a full-time mortgage loan officer and a clergy spouse (i.e. insane life behind the scenes), I am rolling off St. Clement's Vestry this calendar year. Please consider my nomination.

### Allison Ferro

**St. David's, Minnetonka**

- Sr. Warden and Jr. Warden at St. David's, Minnetonka, January 2022-January 2024
- Treasurer – Hopkins Royals Volleyball Booster Club, May 2024-present
- Website and Registration Coordinator – Hopkins Ultimate Frisbee Program, 2021-present
- President – Hopkins Royals Volleyball Booster Club, June 2023-May 2024
- PTA President – Donlon Elementary, Pleasanton, CA, 2017-2019



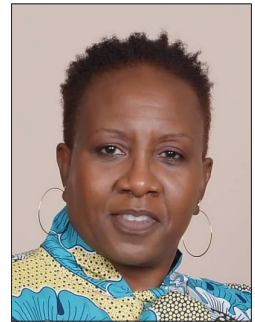
I wear many hats — wife, mother to two teenagers, sister, dedicated volunteer, and Technology Portfolio Manager at the University of Minnesota. I am a scientist by training, but have found myself drawn to multidisciplinary opportunities where I can apply my organizational, analytical, and problem-solving skills. In my current role at UMN, I work at the crossroads of technology, business, and the law to identify, advance, and transfer university innovations.

In my almost 20 years as an Episcopalian, I have been part of three faith communities, two in California and St. David's after moving cross-country in 2019. I have served on a Transition Team, a Pre-School Board, and a Vestry, including terms as Junior at Senior Wardens. I am excited about the possibility of applying my skills at a broader level. Serving as a Trustee would allow me to contribute to the long-term vitality of our Diocese.

I believe both my professional and volunteer experiences have equipped me with valuable skills in financial management, strategic planning, and organizational leadership needed to be a successful Trustee. I am motivated by the opportunity to work collaboratively with fellow Trustees and ECMN leaders to address current challenges and identify new opportunities.

**Aquilla Roberts-Ford** *(second term)*  
**St. Andrew's, Minneapolis**

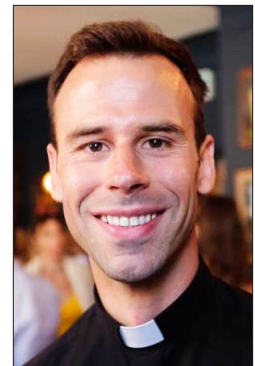
- ECMN Trustee
- Church Administrator
- Church Youth Leader
- Information Technology Professional



I'm currently a trustee seeking a second term. I'm truly grateful for the opportunity to serve in this capacity. My first term gave me the opportunity to learn about the backend of our diocese and where I can be used by the Holy Spirit. It has been a great experience. But I believe I still have more to contribute. Which is why I'm seeking a second term.

**Christopher Rogers**  
**St Matthew's, St. Paul**

- Trustee, USPG (one of the Church of England's two historic mission agencies)
- Deputy Chancellor, Diocese of Oxford
- Chair, London Philharmonic Orchestra's young supporters' program
- Co-chair, Bar Lesbian and Gay Group (of England and Wales)
- Trustee, Ensemble Plus Ultra (international choral ensemble)



We are at a critical juncture in the life of the church, and not for the first time. Rather than seeing this as a threat, I believe it's critical that we get ahead of the game and consider how best to use the resources with which we are blessed to best effect, rather than getting tied in knots over those that are problematic. While others above my pay grade are clearly thinking about how to develop our communities across ECMN, now seems to be the time for the trustees to step back and develop a medium to long-term plan for how to deal with our buildings, including those which are becoming redundant in their originally intended purpose.

As a trustee of USPG (and particularly on the finance and audit committee) I helped steward their £50m endowment, including addressing difficult questions such as whether to pay reparations as a result of their role as a mission agency in the slave trade. I also have experience in deciding on behalf of the Bishop of Oxford whether to allow changes to churches, balancing heritage with



## 14 NOMINATIONS

mission, when applying the UK's planning law. I believe these experiences help give me the perspective needed here.

### **Jonathan Strand** *(second term)*

#### **St. Stephen's, Edina**

- ECMN: Trustee 2022-2024, Joint Property Committee Chair 2023
- St. Stephens Episcopal Church: Finance Committee, Member 2012-16; Property Committee, Member 2016-2021, Chair 2018-20; ongoing contributor
- AIA MN: Convention Programs Committee Member 2008-2021; Chair 2015-17; ongoing contributor



Serving as an ECMN Trustee for the past three years has been an eye-opening experience. As with every opportunity I've had to volunteer in the Church, I've learned about a new layer of the Holy Spirit working in and through us to sustain and evolve our communities. While I'd had limited awareness of the Diocese as a whole, the Trustee roll has exposed me to the incredible challenges that the Church faces in our time but also the resilience and creativity that that our MN congregations exemplify. While the challenges are in part due to formidable and fast-moving trends, I'm moved by the diverse centers of faithful work that underpin our vitality as a Diocese. In many ways, my three years as a Trustee have felt more like an introduction. I'm seeking election to a second term to build on this experience and to be a part of the Elected Bodies as we seek to engage more directly with the communities we serve and work to develop new tools to help cultivate vitality. Thank you.

# Financial Statement of Mission for 2025

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## INTRODUCTION

The Church is changing. Whether we wanted it or welcome it, the transformation of the Body of Christ is now undeniable. Some of that transformation feels invigorating, like new life and a drink of cold water. Some of that transformation has come at a great cost, one that feels as if, should we pay it, we may have nothing left.

It is in this moment of dynamic transformation that we meet the spirit of the living God, and welcome a new vision for who we are to be as followers of the way of Jesus in this time and in this place.

As you review this Financial Statement of Mission, this budget for the Diocese, you will see the already and not-yet-ness of this transformation playing out. Like the Church everywhere, we as a Diocese are in a time of deep, challenging and hope-filled transformation. In the last four years we have articulated a commitment to four priorities — discipleship, justice, vitality and innovation — and have sought to align staff portfolios and resources with those priorities. We have asked ourselves, ‘what is a Diocese for?’, ‘how do we tend the new growth?’, and ‘how do we responsibly steward what we have inherited?’ The initial answers to those questions helped us to build the framework of this budget.

After four years of building, we have experienced several transitions in our staff these last few months (Director for Holy Orders and Formation, Missioner for Communication, Missioner for Systems and Data, Office and Property Manager, and Office Support), and now find ourselves asking those questions anew.

We are seeking to be faithful to this moment of transformation in which we find ourselves. We are resisting the momentum that would have us simply replace what we had, and take this opportunity to pray, play, and wonder, seeking to encounter ideas we’ve never thought of before, and ensure that we’re focused on the things we know will carry us into the future. We’ve partnered with a trusted firm, Ministry Architects, to help walk with us through this time of discernment around staffing needs for the Diocese, and will work with Council and the Joint Finance and Audit Committee to ensure we’re structuring roles that will help carry us towards who we are being called to become, and to ensure those roles are structured in a financially responsible way.

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.

## The State of the Finances

The 2025 budget is balanced and healthy. Convention votes on the budget proposed for the year 2025. That being said, you see before you a triennial budget — one that projects forward those costs for the subsequent two years in order to prove sustainability over time.

In 2022, the Council and Trustees approved a temporary increased draw on endowed and invested funds (from 5% to 5.8%) in order to jumpstart the creation of a position and programs aligned with the innovation priority. Starting with this budget being presented in 2025, we will move back again to a draw of 5% on those endowed and invested funds. While we are presenting

a budget in 2025 and 2026 that balances that adjustment with a reduction in expenses, in 2027, we are projecting a balanced budget through the expenditure of cash reserves. We are committed to ensuring that, when the time comes to propose the 2027 budget, we will have balanced the budget not through cash reserves, but through reduction in proposed expenses.

## **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 2025, and a look ahead at the budget categories over the next two years. Triennial budget forecasting helps us to imagine how each budget area can be sustainable, even as we acknowledge that budgets can, should, and will change year to year.

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

## **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%.

In 2025, you'll see an increase in this proposed revenue line. That increase is not due to any shift in policy on ECMN's part, but, rather, a rolling off of COVID-19 era financial relief funds that ECMN chose not to include when calculating a faith communities' assessable contribution. The dip in audited actual revenue amounts in 2022 and 2023 are related to a faith community's temporary hardship, that has been rectified, and is not anticipated to impact 2025.

### *Endowed and Invested Funds*

ECMN has been blessed with a healthy endowment, managed by the Trustees, in the Pooled Investment Fund. For the last three years, the Trustees and Council approved an increase in the amount drawn from the earnings of these funds from the recommended 5% to 5.8%. In 2025, we will be moving back to the recommended 5% draw to support the work of the Diocese.

### *Program Revenue*

Funds collected (usually as registration fees) to off-set the cost of programs and events. While programs and event formats and venues shift, we continue to review these projected revenue and corresponding expenditure lines to ensure they're as aligned as possible. You will note an increase in the line for Convention for the upcoming year, and we understand a need to review both the expenditure and projected revenue for clergy retreat in the coming year.



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 in achieving its vision and expressing its values.

### **Investment in Formation and Discipleship:**

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

We are still building formation offerings and pathways in the wake of the shift away from the School for Formation, and propose retaining the budget area formerly dedicated to the School for Formation as we move closer to launching new initiatives.

None of what we're doing truly matters unless we actually believe, and act upon the belief, that God is real and that God shows up and acts in the midst of our broken, beautiful lives.

Amidst our transition in the Director for Holy Orders and Formation role, we have welcomed an Interim staff to exclusively manage the Holy Order process, in order ensure that those in the midst of their formation journey have the support they need.

Additionally, we have proposed an increase in the Holy Orders budget line item. Previously, formation and support for those in the Holy Orders process were dispersed within the School for Formation budget. However, as we have shifted away from the school, we want to ensure we are still adequately budgeted for the support and formation that it is the Dioceses' responsibility to manage for those in formation.

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

### **Investment in Justice:**

*Building community with the poor and marginalized.*

Much has been built over the last several years and is gaining momentum in this budget area. Connections between congregations are building, and that is leading to new and creative ways of expanding and sustaining these ministries.

The **Missioner for Multicultural Ministries** position continues to deepen the connection between congregations whose dominant culture is not European-American, one another, and the Bishop's office, and to support the vitality and growth of those congregations. This year, there is a particular focus on leadership development within these congregations.

Last year, the Racial Justice and Healing Commission, a diverse group of lay and ordained leaders from across the state, launched their first racial justice and healing retreat experience. In the coming year, they're hoping to expand to two offerings per year, and are excited to build on the success of their first retreat and build offerings in partnership with local congregations, to work together to tell their unique story of racial justice and healing.

Work with native congregations, led by the **Canon for the Department of Indian Work**, has begun to rebuild and regather the leaders from these congregations to discern and dream about what God is calling them to next, and, as that vision emerges, we are committed, as a Diocese, to ensure that the budget allocations will change and grow along with that vision.

We are well allocated in these budget areas to continue to grow and expand this work.

### **Investment in Vitality and Innovation:**

*A culture of experimentation. Sharing life together deeply.*

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

The work of the **Canon for Ministry**, the **Archdeacons**, the **Ministry Companions**, and the **Regional Deans** have vastly strengthened connections between individual faith communities and the Bishop's office, as well as between faith communities. These roles have provided pivotal support for faith communities and individuals in times of transition or crisis, fostered connection and relationship between individuals and communities, and are helping to deepen the root system of ECMN. The **Canon for Ministry** continues to tend communities in transition as they discern who they are and how they are called to live together in the next chapter of their lives. There are now 13 trained **Ministry Companions**, most of whom have been deployed to support congregations in a variety of ways.

The Regional Deans have built relationships with faith communities in those regions and are helping to develop a network within these regions, to ensure that leaders feel supported and connected. We have expanded the number of Deans, adding two focused on the metro mission areas, whose roles center on the support and connection of the clergy serving those areas. We are proposing an increase in this budget line to accompany both the expansion in number of Deans, and to fund an increase in compensation for the Northern and Southern Deans in acknowledgment of the expansion of the role, building on their success.

The ministry of the **Archdeacons** has been pivotal in supporting deacons across the state in their vital and unique work, and in encouraging the discernment of new deacons.

The **Canon for Vitality and Innovation** continues to build on the priority of innovation by operating the faithful innovation series of gatherings, as well as cultivating and supporting a growing cohort of individuals interested in experimenting with new expressions of church through coaching, retreats and training.

In the years to come, this budget category will evolve to reflect the support of developing new Christian communities.

### **Investment in Infrastructure and Management**

Investment in our infrastructure and management makes up the largest portion of our budget, as these line items are the backbone that allow ECMN to function. We have experienced some significant staff transition in this budget area, and will be using this time of discernment to gain clarity on the functions that are most needed in order to provide the foundation and structure to sustain the movement of the Holy Spirit in our midst.

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

You will see shifts in proposed allocations in the Management Costs section that reflect our continued efforts to ensure that what we're projecting matches with what we're learning about what it costs to operate the Diocese. There are, in some of the previous year actuals in these budget categories, instances where one time costs have hit budget lines that have not resulted in a shift in the projected allocation for 2025. For instance, in the subscription services line in 2023, you will see the costs of transitioning the Diocese from a wired phone connection to a Zoom phone service. Those costs were one-year costs, and so will not result in a shift in the proposed allocation set for 2025.

## Investment in the Episcopate

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

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

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

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

## 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.

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

	2022 Audited Actual	2023 Audited Actual	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>Operations Monetary Resources Provided</b>						
Mission and Ministry Support (MMS) Revenue	1,897,315	1,803,472	1,913,000	2,075,132	2,075,132	2,075,132
Distributions from Endowed and Invested Funds	979,308	999,790	1,003,081	870,781	870,781	870,781
Program Revenue	85,469	75,111	79,000	99,000	99,000	99,000
Other Revenue	232,714	227,588	228,564	228,564	228,564	252,288
<b>Total Operations Monetary Resources</b>	<b>3,194,806</b>	<b>3,105,961</b>	<b>3,223,645</b>	<b>3,273,477</b>	<b>3,273,477</b>	<b>3,297,201</b>
<b>Operations Resource Utilization</b>						
Investment in Formation and Discipleship	377,586	266,249	396,439	307,889	315,295	318,769
Investment in Justice	561,808	586,981	639,304	669,052	672,096	675,070
Investment in Vitality and Innovation	375,827	473,722	549,943	618,951	610,829	615,238
Investment in Infrastructure and Management	676,167	687,556	675,287	690,355	695,259	700,261
Investment in Episcopate	531,366	544,409	574,872	599,430	592,199	600,063
Investment in the Episcopal Church	393,873	378,034	387,800	387,800	387,800	387,800
<b>Total Operations Resources Used</b>	<b>2,916,629</b>	<b>2,936,952</b>	<b>3,223,645</b>	<b>3,273,477</b>	<b>3,273,477</b>	<b>3,297,201</b>
<b>OPERATIONS EXCESS (DEFICIT) OF RESOURCES</b>	<b>278,177</b>	<b>169,010</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(0)</b>
<b>Summary of Operations Resource Utilization</b>						
Total Personnel Costs	1,418,887	1,598,041	1,642,944	1,638,632	1,632,365	1,658,268
Total Direct Expense	1,497,742	1,338,911	1,580,702	1,634,845	1,641,112	1,638,932
Total Investment in ECMN	2,916,629	2,936,952	3,223,645	3,273,477	3,273,477	3,297,201

ECMN - Operations Detail  
2025 DRAFT Financial Statement of Mission

	2022 Approved	2022 Audited	2023 Approved	2023 Audited	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>MONETARY RESOURCES PROVIDED</b>								
<b>TOTAL MMS REVENUE</b>	<b>1,896,767.00</b>	<b>1,897,314.97</b>	<b>1,913,938.97</b>	<b>1,803,472.44</b>	<b>1,913,000.00</b>	<b>2,075,132.00</b>	<b>2,075,132.00</b>	<b>2,075,132.00</b>
<b>DISTRIBUTIONS FROM ENDOWED AND INVESTED FUNDS</b>	<b>975,538.22</b>	<b>979,307.58</b>	<b>988,510.65</b>	<b>999,789.81</b>	<b>1,013,081.37</b>	<b>870,781.00</b>	<b>870,781.00</b>	<b>870,781.00</b>
<b>Other Program Revenue</b>								
School for Formation Revenue	30,000.00	38,718.92	30,000.00	625.00	5,000.00	5,000.00	5,000.00	5,000.00
Convention Revenue	40,000.00	35,900.00	40,000.00	65,736.43	40,000.00	60,000.00	60,000.00	60,000.00
Clergy Retreat Revenue	24,000.00	10,850.00	24,000.00	6,550.00	24,000.00	24,000.00	24,000.00	24,000.00
Other Clergy Formation and Retreat Revenue	10,000.00	-	10,000.00	2,200.00	10,000.00	10,000.00	10,000.00	10,000.00
<b>Total Program Revenue</b>	<b>104,000.00</b>	<b>85,468.92</b>	<b>104,000.00</b>	<b>75,111.43</b>	<b>79,000.00</b>	<b>99,000.00</b>	<b>99,000.00</b>	<b>99,000.00</b>
Trustee Paid Management Fees	228,564.00	228,267.00	228,564.00	227,587.59	228,564.00	228,564.00	228,564.00	228,564.00
Adjustments	-	-	-	-	-	-	-	23,723.54
<b>Total Other Operating Revenue</b>	<b>228,564.00</b>	<b>232,714.39</b>	<b>228,564.00</b>	<b>227,587.59</b>	<b>228,564.00</b>	<b>228,564.00</b>	<b>228,564.00</b>	<b>252,287.54</b>
<b>TOTAL MONETARY RESOURCES</b>	<b>3,204,869.22</b>	<b>3,194,805.86</b>	<b>3,235,013.62</b>	<b>3,105,961.27</b>	<b>3,233,645.37</b>	<b>3,273,477.00</b>	<b>3,273,477.00</b>	<b>3,297,200.54</b>
<b>RESOURCE UTILIZATION</b>								
<b>INVESTMENT IN FORMATION AND DISCIPLESHIP</b>								
<b>Missioner for Formation and Holy Orders</b>								
Missioner for Formation and Holy Orders Salary	82,018.36	77,208.46	85,868.54	18,704.92	86,727.23	72,114.00	73,556.28	75,027.41
Missioner for Formation and Holy Orders FICA	6,274.40	5,941.79	6,568.94	750.75	6,634.63	5,516.72	5,627.06	5,739.60
Missioner for Formation and Holy Orders Pension	15,892.70	18,037.76	16,638.75	11,756.44	16,805.13	6,490.26	6,620.07	6,752.47
Missioner for Formation and Holy Orders Health Insurance	33,612.60	27,953.29	35,317.08	-	37,593.96	8,400.00	8,400.00	8,400.00
Missioner for Formation and Holy Orders Travel and Business R	6,000.00	9,188.72	6,000.00	7,532.81	6,000.00	6,000.00	6,000.00	6,000.00
Missioner for Formation and Holy Orders Continuing Education	1,500.00	1,200.00	1,500.00	699.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>Minister for Children and Youth</b>								
Minister for Children and Youth Salary	77,272.58	54,480.15	71,710.00	71,413.17	72,427.10	73,875.64	75,353.15	76,860.22
Minister for Children and Youth PR Taxes	5,911.35	2,765.82	5,485.82	5,485.98	5,540.67	5,651.49	5,764.52	5,879.81
Minister for Children and Youth Pension	6,954.53	3,539.18	6,453.90	5,709.18	6,518.44	6,648.81	6,781.78	6,917.42
Minister for Children and Youth Insurance Benefits	35,335.10	3,510.75	7,074.86	6,516.48	7,074.86	25,691.73	25,691.73	25,691.73
Minister for Children and Youth Business Expenses	10,000.00	3,380.12	10,000.00	7,043.39	10,000.00	6,000.00	10,000.00	10,000.00
Minister for Children and Youth Continuing Ed	1,500.00	225.00	1,500.00	100.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>Part Time Program Administrator</b>								
Program Administrator Salary	20,623.72	61,580.44	48,480.00	74,630.73	48,964.80	-	-	-
Program Administrator FICA	-	-	3,708.72	5,354.96	3,745.81	-	-	-
Program Administrator Pension	-	-	4,363.20	-	4,406.83	-	-	-
<b>Total Missioner and Administrator Costs</b>	<b>328,371.71</b>	<b>269,011.48</b>	<b>310,669.82</b>	<b>215,697.81</b>	<b>315,439.46</b>	<b>219,388.65</b>	<b>226,794.58</b>	<b>230,268.64</b>

ECMN - Operations Detail  
2025 DRAFT Financial Statement of Mission

	2022 Approved	2022 Audited	2023 Approved	2023 Audited	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>Formation and Discipleship Program Costs</b>								
School for Formation Curriculum	70,000.00	77,298.61	70,000.00	26,798.37	40,000.00	40,000.00	40,000.00	40,000.00
Education for Ministry	2,500.00	3,550.00	2,500.00	1,200.00	2,500.00	2,500.00	2,500.00	2,500.00
Program Development	5,000.00	-	5,000.00	3,128.58	5,000.00	5,000.00	5,000.00	5,000.00
Holy Orders	12,500.00	18,930.37	12,500.00	19,424.61	12,500.00	20,000.00	20,000.00	20,000.00
Children, Youth and Camp Leadership & Scholarship Expense	20,000.00	8,796.00	21,000.00	-	21,000.00	21,000.00	21,000.00	21,000.00
<b>Total Formation and Discipleship Program Costs</b>	<b>110,000.00</b>	<b>108,574.98</b>	<b>111,000.00</b>	<b>50,551.56</b>	<b>81,000.00</b>	<b>88,500.00</b>	<b>88,500.00</b>	<b>88,500.00</b>
<b>TOTAL INVESTMENT IN FORMATION AND DISCIPLESHIP</b>	<b>438,371.71</b>	<b>377,586.46</b>	<b>421,669.82</b>	<b>266,249.37</b>	<b>396,439.46</b>	<b>307,888.65</b>	<b>315,294.58</b>	<b>318,768.64</b>
<b>INVESTMENT IN JUSTICE AND MULTICULTURAL MINISTRIES</b>								
<b>Missioner for Multicultural Ministries</b>								
Missioner for Multicultural Ministries Salary	80,410.16	48,151.22	80,410.16	38,538.49	81,214.26	72,114.00	73,556.28	75,027.41
Missioner for Multicultural Ministries SECA	6,151.38	3,614.31	6,151.38	2,759.86	6,212.89	5,408.55	5,627.06	5,739.60
Missioner for Multicultural Ministries Pension	7,236.91	1,653.51	7,236.91	7,930.48	7,309.28	13,954.06	14,253.00	14,538.06
Missioner for Multicultural Ministries Insurance Benefits	13,022.10	12,493.18	13,632.66	7,484.42	14,314.29	40,674.32	40,674.32	40,674.32
Missioner for Multicultural Ministries Travel and Business Relate	10,000.00	325.88	10,000.00	26,163.13	10,000.00	8,000.00	8,000.00	8,000.00
Missioner for Multicultural Ministries Continuing Education	750.00	300.00	750.00	-	750.00	750.00	750.00	750.00
<b>Total Missioner Costs</b>	<b>117,570.55</b>	<b>66,538.10</b>	<b>118,181.11</b>	<b>82,876.38</b>	<b>119,800.72</b>	<b>140,900.93</b>	<b>142,860.66</b>	<b>144,729.38</b>
<b>Racial Justice and Healing Formation Support</b>	<b>15,000.00</b>	<b>15,054.99</b>	<b>15,000.00</b>	<b>12,103.07</b>	<b>15,000.00</b>	<b>15,000.00</b>	<b>15,000.00</b>	<b>15,000.00</b>
<b>Ministry Support to Multicultural Faith Communities</b>								
El Santo Nino Faith Community Partnership	25,000.00	24,999.96	25,000.00	24,999.96	25,000.00	25,000.00	25,000.00	25,000.00
New Latino Church Plant	-	-	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
Multicultural Ministries Support	-	-	15,000.00	1,198.00	10,000.00	10,000.00	10,000.00	10,000.00
Saint Nicholas Latino Ministry Partnership	15,000.00	15,000.00	5,000.00	5,000.04	15,000.00	15,000.00	15,000.00	15,000.00
<b>Total Community Engagement Costs</b>	<b>172,570.55</b>	<b>121,593.05</b>	<b>193,181.11</b>	<b>141,177.45</b>	<b>199,800.72</b>	<b>220,900.93</b>	<b>222,860.66</b>	<b>224,729.38</b>
<b>Part Time Canon for the Department of Indian Work (DIW)</b>								
Canon for Indian Work Half Time Salary	41,009.17	41,009.02	41,419.26	41,247.55	41,833.45	42,670.12	43,523.52	44,393.99
Canon for Indian Work SECA	3,137.20	3,137.16	3,168.57	3,168.62	3,200.26	3,264.26	3,329.55	3,396.14
Canon for Indian Work Pension	7,946.35	7,946.35	8,025.81	7,792.08	8,106.07	8,268.19	8,433.55	8,602.22
Canon for Indian Work Insurance Benefits	17,233.48	16,947.58	17,964.88	17,854.12	18,863.12	17,448.66	17,448.66	17,448.66
Canon for Indian Work Continuing Education	1,500.00	250.00	1,500.00	735.00	1,500.00	1,500.00	1,500.00	1,500.00
Canon for Indian Work Travel and Business	5,000.00	4,925.04	5,000.00	9,005.60	5,000.00	9,000.00	9,000.00	9,000.00
<b>Total Canon Costs</b>	<b>75,826.20</b>	<b>74,215.15</b>	<b>77,078.53</b>	<b>79,802.85</b>	<b>78,502.90</b>	<b>82,151.23</b>	<b>83,235.28</b>	<b>84,341.02</b>



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	2022 Approved	2022 Audited	2023 Approved	2023 Audited	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>Ministry Support to DIW Faith Communities</b>								
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	75,000.00
Bishop Whipple Faith Community Partnership	46,500.00	46,500.00	46,500.00	46,500.00	46,500.00	46,500.00	46,500.00	46,500.00
Church of the Messiah Faith Community Partnership	30,500.00	30,500.04	30,500.00	30,500.04	30,500.00	30,500.00	30,500.00	30,500.00
Leech Lake Faith Community Partnership	94,000.00	94,000.08	94,000.00	94,000.08	94,000.00	94,000.00	94,000.00	94,000.00
White Earth Faith Community Partnership	110,000.00	110,000.04	110,000.00	110,000.04	110,000.00	110,000.00	110,000.00	110,000.00
Red Lake Faith Community Partnership	5,000.00	5,000.04	5,000.00	5,000.04	5,000.00	5,000.00	5,000.00	5,000.00
Redby Faith Community Partnership	5,000.00	5,000.04	5,000.00	5,000.04	5,000.00	5,000.00	5,000.00	5,000.00
<b>Total DIW Costs</b>	<b>441,826.20</b>	<b>440,215.39</b>	<b>443,078.53</b>	<b>445,803.09</b>	<b>444,502.90</b>	<b>448,151.23</b>	<b>449,235.28</b>	<b>450,341.02</b>
<b>TOTAL INVESTMENT IN JUSTICE AND MULTICULTURAL MISSIONS</b>	<b>614,396.75</b>	<b>561,808.44</b>	<b>636,259.63</b>	<b>586,980.54</b>	<b>644,303.62</b>	<b>669,052.16</b>	<b>672,095.94</b>	<b>675,070.40</b>
<b>INVESTMENT IN VITALITY AND INNOVATION</b>								
<b>Canon for Congregational Vitality and Innovation</b>								
Canon for Congregational Vitality and Innovation Salary	90,000.00	84,807.73	90,900.00	90,523.80	91,809.00	93,645.18	95,518.08	97,428.45
Canon for Congregational Vitality and Innovation SECA	6,885.00	6,487.84	6,953.85	6,953.96	7,023.39	7,163.86	7,307.13	7,453.28
Canon for Congregational Vitality and Innovation Pension	17,439.30	14,850.02	17,613.69	16,997.37	17,789.83	18,145.63	18,508.54	18,878.71
Canon for Congregational Vitality and Innovation Health Insurance	35,629.36	5,203.51	10,000.00	240.51	10,000.00	10,000.00	10,000.00	10,000.00
Canon for Congregational Vitality and Innovation Travel and Business	10,000.00	5,594.60	10,000.00	8,313.33	10,000.00	8,000.00	8,000.00	8,000.00
Canon for Congregational Vitality and Innovation Continuing Education	1,500.00	2,696.53	1,500.00	615.15	1,500.00	1,500.00	1,500.00	1,500.00
<b>Canon for Ministry</b>								
Canon for Ministry Salary	94,581.63	94,582.28	95,527.45	95,131.86	96,482.72	98,412.37	100,380.62	102,388.23
Canon for Ministry PR Taxes	7,235.49	7,235.54	7,307.85	7,307.82	7,380.93	7,528.55	7,679.12	7,832.70
Canon for Ministry Pension	8,512.35	8,512.42	8,597.47	7,605.42	8,683.45	8,857.11	9,034.26	9,214.94
Canon for Ministry Insurance Benefits	25,171.82	24,533.32	26,005.87	30,705.08	27,239.71	29,074.06	29,074.06	29,074.06
Canon for Ministry Travel and Business Related Expenses	10,000.00	4,240.72	10,000.00	9,866.78	10,000.00	10,000.00	10,000.00	10,000.00
Canon for Ministry Continuing Education	1,500.00	3,223.29	1,500.00	250.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>Missioner for Communications</b>								
Missioner for Communications Salary	65,650.00	65,650.00	66,306.50	66,031.97	66,969.57	76,500.00	78,030.00	79,590.60
Missioner for Communications PR Taxes	5,022.23	5,022.16	5,072.45	5,072.60	5,123.17	5,852.25	5,969.30	6,088.68
Missioner for Communications Pension	5,908.50	5,908.54	5,967.59	5,279.07	6,027.26	6,885.00	7,022.70	7,163.15
Missioner for Communications Insurance Benefits	10,796.10	18,409.87	13,632.66	18,763.30	14,446.74	15,249.50	15,249.50	15,249.50
Missioner for Communications Travel & Business Related Expenses	5,000.00	3,978.89	5,000.00	5,584.35	5,000.00	5,000.00	5,000.00	5,000.00
Missioner for Communications Continuing Education	1,500.00	275.65	1,500.00	429.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>Total Canon and Missioner Costs</b>	<b>402,331.78</b>	<b>361,212.91</b>	<b>383,385.38</b>	<b>375,671.37</b>	<b>388,475.77</b>	<b>404,813.51</b>	<b>411,273.31</b>	<b>417,862.30</b>

ECMN - Operations Detail  
2025 DRAFT Financial Statement of Mission

	2022 Approved	2022 Audited	2023 Approved	2023 Audited	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>Vital Networks and Supports</b>								
Archdeacons	-	-	10,000.00	1,486.29	10,000.00	10,000.00	10,000.00	10,000.00
Regional Deans	-	-	50,000.00	52,236.78	58,669.25	90,000.00	90,000.00	90,000.00
Ministry Companions	10,000.00	825.00	45,000.00	17,052.37	45,000.00	45,000.00	45,000.00	45,000.00
Ministry Development	27,006.04	13,789.43	2,798.39	5,174.07	2,798.39	19,137.68	4,555.66	2,375.84
Events and Networks	-	-	15,000.00	13,500.94	15,000.00	15,000.00	15,000.00	15,000.00
Total Vital Networks and Supports	37,006.04	14,614.43	122,798.39	89,450.45	131,467.64	179,137.68	164,555.66	162,375.84
Supporting New Expressions of Church	-	-	30,000.00	1,129.81	25,000.00	25,000.00	25,000.00	25,000.00
Faithful Innovation	-	-	-	7,470.30	10,000.00	10,000.00	10,000.00	10,000.00
<b>TOTAL INVESTMENT IN VITALITY AND INNOVATION</b>	<b>439,337.82</b>	<b>375,827.34</b>	<b>536,183.77</b>	<b>473,721.93</b>	<b>554,943.41</b>	<b>618,951.19</b>	<b>610,828.97</b>	<b>615,238.14</b>
<b>INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT</b>								
<b>Missioner for Systems and Data</b>								
Missioner for Systems and Data	77,272.58	68,857.10	70,000.00	66,977.14	70,700.00	72,114.00	73,556.28	75,027.41
Missioner for Systems and Data PR Taxes	5,911.35	5,088.36	5,355.00	5,324.54	5,408.55	5,516.72	5,627.06	5,739.60
Missioner for Systems and Data Pension	6,954.53	6,197.12	6,300.00	5,573.12	6,363.00	6,490.26	6,620.07	6,752.47
Missioner for Systems and Data Insurance Benefits	8,770.44	22,529.97	24,095.11	23,919.33	24,651.36	26,617.24	26,617.24	26,617.24
Missioner for Systems and Data Travel and Business Related E:	5,000.00	836.40	2,500.00	2,445.11	2,500.00	2,500.00	2,500.00	2,500.00
Missioner for Systems and Data Continuing Education	1,500.00	-	1,500.00	682.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>Missioner for Finance</b>								
Missioner for Finance Salary	82,018.36	83,903.10	82,838.54	89,536.26	90,807.63	92,623.78	94,476.26	96,365.78
Missioner for Finance PR Taxes	6,274.40	5,948.00	6,337.15	7,637.51	6,946.78	7,085.72	7,227.43	7,371.98
Missioner for Finance Pension	7,381.65	7,502.81	7,455.47	7,158.07	8,172.69	8,336.14	8,502.86	8,672.92
Missioner for Finance Health Insurance	35,335.10	34,517.68	34,745.78	36,390.38	38,510.27	41,404.96	41,404.96	41,404.96
Missioner for Finance Travel and Business Related Expenses	3,250.00	2,978.58	3,250.00	2,052.11	3,250.00	3,250.00	3,250.00	3,250.00
Missioner for Finance Continuing Education	900.00	-	1,500.00	1,399.05	1,500.00	900.00	900.00	900.00
<b>Missional Support for Finance</b>	<b>18,808.61</b>	<b>-</b>	<b>19,000.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Part-time Office and Property Manager</b>								
Office and Property Manager Salary	66,306.50	41,717.53	44,116.80	43,934.14	44,557.97	45,449.13	46,358.11	47,285.27
Office and Property Manager PR Taxes	5,072.45	3,191.35	3,374.94	3,374.80	3,408.68	3,476.86	3,546.40	3,617.32
Office and Property Manager Pension	5,967.59	3,754.54	3,970.51	3,512.34	4,010.22	4,090.42	4,172.23	4,255.67
Office and Property Manager Travel and Business Related Expe	3,000.00	298.55	3,000.00	216.30	3,000.00	1,000.00	1,000.00	1,000.00
Office and Property Manager Continuing Education	-	-	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
<b>Total Missioner Costs</b>	<b>353,852.30</b>	<b>293,722.78</b>	<b>320,839.30</b>	<b>300,132.20</b>	<b>316,787.15</b>	<b>323,855.23</b>	<b>328,758.89</b>	<b>333,760.62</b>



ECMN - Operations Detail  
2025 DRAFT Financial Statement of Mission

	2022 Approved	2022 Audited	2023 Approved	2023 Audited	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>Diocesan Events</b>								
Clergy Retreat Expense	45,000.00	21,130.44	45,000.00	31,812.71	45,000.00	30,000.00	30,000.00	30,000.00
Other Clergy Formation and Retreats	10,000.00	650.00	10,000.00	2,924.40	5,000.00	5,000.00	5,000.00	5,000.00
Deacon Event Expense	5,000.00	-	5,000.00	200.00	5,000.00	5,000.00	5,000.00	5,000.00
ECMN Convention Expense	65,000.00	87,428.25	65,000.00	88,866.86	65,000.00	85,000.00	85,000.00	85,000.00
Ordination	6,000.00	4,352.97	6,000.00	4,370.98	6,000.00	6,000.00	6,000.00	6,000.00
<b>Total Infrastructure Program Costs</b>	<b>149,500.00</b>	<b>114,653.52</b>	<b>131,000.00</b>	<b>128,174.95</b>	<b>126,000.00</b>	<b>131,000.00</b>	<b>131,000.00</b>	<b>131,000.00</b>
<b>Management Costs</b>								
IT - Data Infrastructure System	20,000.00	31,091.75	20,000.00	13,844.75	20,000.00	20,000.00	20,000.00	20,000.00
IT - Noncapitalized Office Equipment	5,000.00	5,961.01	5,000.00	3,611.58	5,000.00	5,000.00	5,000.00	5,000.00
IT - Telephone & Online Service Expenses	22,000.00	28,363.58	25,000.00	23,896.57	21,000.00	21,000.00	21,000.00	21,000.00
IT - Equipment Maintenance & Copier Interest	8,000.00	6,662.29	8,000.00	2,448.60	8,000.00	5,000.00	5,000.00	5,000.00
IT - Depreciation Expenses	19,000.00	26,419.43	19,000.00	9,794.99	19,000.00	10,000.00	10,000.00	10,000.00
Finance - Supplies and Software	11,000.00	11,437.40	11,000.00	10,386.29	11,000.00	11,000.00	11,000.00	11,000.00
Finance - Audit Expense	20,000.00	22,000.00	20,000.00	25,463.00	20,000.00	25,000.00	25,000.00	25,000.00
Finance - Bank Fees	2,000.00	992.61	2,000.00	944.88	2,000.00	2,000.00	2,000.00	2,000.00
Office - General Use Expenses	25,000.00	25,082.78	15,000.00	35,798.74	15,000.00	25,000.00	25,000.00	25,000.00
Office - Postage & Printing Expenses	6,000.00	4,364.70	6,000.00	5,220.72	6,000.00	6,000.00	6,000.00	6,000.00
Office - Lease Expense	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Contracted Communication Support Services	3,000.00	4,407.00	3,000.00	3,399.75	3,000.00	3,000.00	3,000.00	3,000.00
Subscription Services (formerly Web Based Communications)	7,000.00	13,047.02	13,000.00	31,542.04	13,000.00	13,000.00	13,000.00	13,000.00
Liability & DO Insurance Expense	11,000.00	4,086.38	11,000.00	13,013.25	11,000.00	11,000.00	11,000.00	11,000.00
Workers Comp Insurance Expense	2,500.00	8,649.75	2,500.00	2,625.50	2,500.00	2,500.00	2,500.00	2,500.00
Legal Business Expense	1,000.00	225.00	1,000.00	2,258.67	1,000.00	1,000.00	1,000.00	1,000.00
<b>Total Management Costs</b>	<b>252,500.00</b>	<b>267,790.70</b>	<b>236,500.00</b>	<b>259,249.33</b>	<b>232,500.00</b>	<b>235,500.00</b>	<b>235,500.00</b>	<b>235,500.00</b>
<b>TOTAL INVESTMENT IN INFRASTRUCTURE AND MANAGEMEN</b>	<b>755,852.30</b>	<b>676,167.00</b>	<b>688,339.30</b>	<b>687,556.48</b>	<b>675,287.15</b>	<b>690,355.23</b>	<b>695,258.89</b>	<b>700,260.62</b>
<b>INVESTMENT IN THE EPISCOPATE</b>								
<b>The Episcopate</b>								
Bishop Salary	148,211.72	148,211.72	149,693.84	149,118.21	151,190.78	154,214.60	157,298.89	160,444.87
Bishop SECA	11,338.20	11,338.20	11,451.58	11,451.70	11,566.09	11,797.42	12,033.36	12,274.03
Bishop Pension	28,718.99	28,719.10	29,006.17	28,161.23	29,296.24	29,882.16	15,239.90	15,544.70
Bishop Health Insurance	34,466.96	33,895.22	35,929.76	35,708.00	37,850.48	40,674.32	40,674.32	40,674.32
Episcopate Travel and Business Related Expenses	70,000.00	38,868.65	50,000.00	36,726.18	50,000.00	50,000.00	50,000.00	50,000.00
Continuing Education Expense	1,500.00	160.00	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
Automobile Depreciation Expense	7,000.00	9,354.00	7,000.00	9,354.00	7,000.00	7,000.00	7,000.00	7,000.00
Automobile Insurance Expense	1,433.90	1,946.00	1,433.90	2,092.00	1,433.90	1,433.90	1,433.90	1,433.90

ECMN - Operations Detail  
2025 DRAFT Financial Statement of Mission

	2022 Approved	2022 Audited	2023 Approved	2023 Audited	2024 Approved	2025 Projected	2026 Projected	2027 Projected
<b>Missioner for Bishop</b>								
Missioner for Bishop Salary	66,306.50	69,899.16	70,700.00	70,407.25	71,407.00	76,500.00	78,030.00	79,590.60
Missioner for Bishop PR Taxes	5,072.45	5,087.16	5,408.55	5,153.46	5,462.64	5,852.25	5,969.30	6,088.68
Missioner for Bishop Pension	5,967.59	6,300.04	6,363.00	5,628.79	6,426.63	6,885.00	7,022.70	7,163.15
Missioner for Bishop Health Insurance	34,480.71	33,820.27	35,929.76	36,002.54	38,127.44	41,248.88	41,248.88	41,248.88
Missioner for the Bishop Travel and Business Related Expenses	3,000.00	2,195.30	3,000.00	4,364.13	3,000.00	3,000.00	3,000.00	3,000.00
Missioner for the Bishop Continuing Education	-	-	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
<b>Canon for Operations &amp; Chief of Staff</b>								
Canon for Operations & Chief of Staff Salary	88,880.00	93,352.44	95,950.00	95,553.65	96,909.50	98,847.69	100,824.64	102,841.14
Canon for Operations & Chief of Staff PR Taxes	6,799.32	7,136.93	7,340.18	6,317.23	7,413.58	7,561.85	7,713.09	7,867.35
Canon for Operations & Chief of Staff Pension	7,999.20	8,401.64	8,635.50	7,639.21	8,721.85	8,896.29	9,074.22	9,255.70
Canon for Operations & Chief of Staff Health Insurance	35,335.10	29,150.80	36,644.88	30,986.16	38,565.60	41,135.42	41,135.42	41,135.42
Canon for Operations & Chief of Staff Travel and Business Related Expenses	10,000.00	3,529.75	6,000.00	9,665.48	6,000.00	10,000.00	10,000.00	10,000.00
Canon for Operations & Chief of Staff Continuing Education	-	-	1,500.00	80.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>TOTAL INVESTMENT IN THE EPISCOPATE</b>	<b>566,510.64</b>	<b>531,366.38</b>	<b>564,987.11</b>	<b>544,409.22</b>	<b>574,871.73</b>	<b>599,429.77</b>	<b>592,198.62</b>	<b>600,062.74</b>
<b>INVESTMENT IN THE EPISCOPAL CHURCH</b>								
Episcopal Church Support	345,000.00	348,473.04	348,274.00	338,733.96	348,500.00	348,500.00	348,500.00	348,500.00
General Convention Fund	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
Lambeth Conference Fund	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Provincial Support	12,100.00	12,099.96	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	15,300.00	15,300.00
<b>TOTAL INVESTMENT IN THE EPISCOPAL CHURCH</b>	<b>390,400.00</b>	<b>393,873.00</b>	<b>387,574.00</b>	<b>378,033.96</b>	<b>387,800.00</b>	<b>387,800.00</b>	<b>387,800.00</b>	<b>387,800.00</b>
<b>TOTAL RESOURCES USED</b>	<b>3,204,869.22</b>	<b>2,916,628.62</b>	<b>3,235,013.62</b>	<b>2,936,951.50</b>	<b>3,233,645.37</b>	<b>3,273,477.00</b>	<b>3,273,477.00</b>	<b>3,297,200.54</b>
<b>EXCESS (DEFICIT) OF RESOURCES</b>	<b>0.00</b>	<b>278,177.25</b>	<b>(0.00)</b>	<b>169,009.77</b>	<b>(0.00)</b>	<b>0.00</b>	<b>0.00</b>	<b>(0.00)</b>

# Resolutions

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## Resolution 1: Migration with Dignity

### Explanation

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The *Migration with Dignity* resolution (C031) if adopted by the Episcopal Church of Minnesota (ECMN) **endorses the commitments** made at the 81st General Convention of The Episcopal Church (2024). This resolution calls on ECMN congregations to share and **actively engage** with these commitments, encouraging all Episcopalians to live out their baptismal promises by seeking and serving Christ in all people, loving their neighbor, working for justice and peace, and respecting human dignity.

The resolution emphasizes the dehumanization faced by ethnic minorities, migrants, and refugees during times of significant migration and calls for a framework of “Migration with Dignity.” This framework promotes the following rights for all migrants, including refugees, asylum seekers, displaced persons, and those seeking opportunity across borders:

1. **Right to Movement:** Freedom to leave or return to one’s country, and movement within countries.
2. **Right to Security:** Protection from sexual violence, trafficking, slavery, forced labor, and unjust detention.
3. **Right to Equality:** Equal treatment and opportunity under the law, regardless of identity.
4. **Basic Rights:** Employment, housing, food security, healthcare, education, and legal representation.
5. **Civil and Political Rights:** The right to language, identity, freedom of speech, and religion.

The resolution also calls for direct action to meet the immediate needs of arriving migrants and advocates for the enforcement of humane laws and policies. It proposes the creation of a Task Force on Migration with Dignity to strategize and enhance Episcopal Church’s global ministry efforts, including assessing and strengthening migration ministries.

Additionally, C031 establishes an annual *Migration with Dignity Sunday* during the season of Epiphany, and requests funding and collaboration with Episcopal Migration Ministries to implement these initiatives.

*Respectfully submitted, The Reverend Rex McKee, Saint John the Baptist Minneapolis,  
Leadership roles on Episcopal Migration Ministries and NorthStar Alliance*

### Resolution

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**Resolved**, that The Episcopal Church of Minnesota (ECMN) meeting in convention in November of 2024 endorses and will engage the commitments of C031 Migration with Dignity passed at General Convention 2024 (*shown on following pages*); and be it further

**Resolved**, that ECMN congregations share with its members the **Migration with Dignity C031** resolution to engage all Episcopalians to live out their baptismal promises to seek and serve Christ in all persons, love neighbor as self, work for justice and peace among all people, and respect the dignity of every human being.

## C031 Migration with Dignity

Final Status: Concurred as Amended GC 2024

**Resolved,** That the 81st General Convention, as people of faith who believe that all people are created in the image of God, advocate for Migration with Dignity, a statement of specific principles about migration that resonate with the teachings of Jesus and our baptismal promise to “respect the dignity of every human being”; and be it further

**Resolved,** That, acknowledging the increase of dehumanization of ethnic minorities, migrants and refugees in the midst of record migration across international borders, and that such dehumanization leads to grave and serious mistreatment of these persons, the 81st General Convention, consistent with previous resolutions of the General Conventions of The Episcopal Church, declare itself to be in support of Migration with Dignity for all migrants, including refugees, asylum seekers, displaced persons, and those who cross borders in search of opportunity, including the following human rights within the Migration with Dignity framework:

A universal right of movement, including freedom to leave and return to one’s country of origin, freedom of movement within one’s country of origin or country of settlement.

The right to be secure: from sexual violence including rape and sexual exploitation, human trafficking, slavery, forced labor and arbitrary and abusive detention.

The right of equality, to include: 1) equal treatment with no discrimination under the law based on color, gender, sexual orientation, language, religion, political affiliation, national origin; and 2) equal opportunity for upward mobility.

Rights to a basic quality of life, including employment rights, housing rights and food rights.

The right to access services such as health care, education and legal representation.

Civil and political rights guaranteeing the right to identity, to use of one’s language, and to freedom of speech and religion; And be it further

**Resolved,** That the 81st General Convention affirm Migration with Dignity as a framework to guide ministry with migrants, calling upon all Episcopalians, congregations, and dioceses to make urgent efforts through direct action to support arriving migrants’ immediate needs for shelter, food, clothing, legal assistance, work permits, healthcare, transportation, etc. and to advocate for Migration with Dignity to local, state, national, and international governing bodies exhorting them to enforce existing laws and policies that uphold these principles on behalf of refugees, migrants, asylum seekers, and displaced persons, and by enacting new laws and policies guaranteeing their welcome, protection, and integration into our common human journey; and be it further

**Resolved,** That the 81st General Convention call upon the Office of Government Relations and the church’s UN Mission to affirm the Migration with Dignity framework as a tool to guide advocacy for incremental change toward a more humane and just immigration system, while continuing their efforts to support the Global Compact for Migration and other international frameworks, as well as previous General Convention resolutions; and be it further

**Resolved,** That the 81st General Convention direct the Presiding Bishop and President of the House of Deputies to establish a Task Force on Migration with Dignity (MWD) to build on and expand migration ministries in The Episcopal Church and to develop a strategic plan for coordinated, global Episcopal ministry consistent with MWD principles for all migrating persons at all stages of migration. The task force will be instructed to:

Inventory current assets and resources for serving and supporting migrants, church-wide

Conduct a gap analysis to identify missing elements that could strengthen the church's response

Recommend a coordinated whole-of-church strategy to strengthen our support for migrants, consistent with this resolution Assist with information and resource sharing across the Church; And be it further

**Resolved,** That the Task Force on Migration with Dignity consist of no more than 14 members who have direct experience with migration and/or are actively involved in migration-related ministry in The Episcopal Church, and who represent all Provinces, especially those with dioceses outside of the U.S. A minimum of three Bishops shall serve on the Task Force; and be it further

**Resolved,** That the Task Force report to Executive Council annually during the Triennium and to the 82nd General Convention; and be it further

**Resolved,** That the General Convention request a budget allocation of \$10,000 for the implementation of this resolution; and be it further

**Resolved,** That the 81st General Convention direct Episcopal Migration Ministries, in collaboration with this Task Force, the Episcopal Migration Response Network, and other ministry partners, to develop and launch a churchwide Migration with Dignity formation program to help all Episcopalians live out their baptismal promises to seek and serve Christ in all persons, love neighbor as self, work for justice and peace among all people, and respect the dignity of every human being; and be it further

**Resolved,** That the 81st General Convention establish an annual Migration with Dignity Sunday for The Episcopal Church during the season of Epiphany.

## Resolution 2: Northstar Act

### Explanation

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The *NorthStar Act Resolution* (2024) if adopted by the Episcopal Church in Minnesota (ECMN) highlights the church's ongoing commitment to support progressive immigrant and refugee rights legislation in Minnesota. Since 2019, ECMN has been part of the leadership team of the *What Would Whipple Do* legislative action, also known as the Minnesota Sanctuary State Coalition (MSSC), now named *The NorthStar Act* (SF2724 HF2860). This legislation aims to protect and welcome refugees and immigrants in the state.

The *NorthStar Act* coalition is a broad interfaith and grassroots effort that represents over one million Minnesotans. It is united by the shared values of treating all individuals with dignity, respect, and compassion, emphasizing that diversity strengthens communities. The coalition calls for policies that uphold these values and advocates for the protection and dignified care of immigrants and refugees.

The resolution reaffirms ECMN's support for the NorthStar Act, which has been backed by Bishops Brian Prior, Craig Loya, and numerous faith and community organizations for several years. The ECMN is committed to promoting this legislation within the church, encouraging clergy and lay leaders to engage their communities in legislative advocacy in support of immigrant and refugee rights. The resolution urges Minnesota Episcopalians to fulfill their baptismal promises by seeking justice, peace, and the dignity of all persons.

*Respectfully submitted, The Reverend Rex McKee, Saint John the Baptist Minneapolis,  
Leadership roles on Episcopal Migration Ministries and NorthStar Alliance*

### Resolution

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**Whereas**, The Episcopal Church in Minnesota (ECMN) has been engaged and a member of the leadership team beginning in 2019 of the **What Would Whipple Do** legislative action (also known as Minnesota Sanctuary State Coalition (MSSC), and now named **The NorthStar Act** (introduced in the 93<sup>rd</sup> Legislature as SF2724 and HF2860), focused on legislation to welcome and protect refugees and immigrants in the State of Minnesota. And further

**Whereas** NorthStar Act coalition is a united, interfaith and grassroots Coalition whose sole purpose is to advance progressive immigrant and refugee rights in Minnesota. We believe in treating all members of our community with dignity, respect, and compassion. We believe families are stronger together and diversity makes our communities healthier. We believe that all policies and practices that work with immigrants and refugees should represent these values. And further,

**Whereas**, NorthStar Act coalition represents more than one million Minnesota residents. As an interfaith and grassroots Coalition, we are motivated and joined together by our common values as citizens of Minnesota, of the United States, and the world:

We are called to love one another as God loves us.

We are committed to our Scriptures that call to welcome and care for our neighbors, aliens, immigrants and refugees,

We believe in the human dignity of all persons,

We are committed to act for the protection of all immigrants and refugees,

We are committed to act for the dignified care of immigrants and refugees.

**Whereas**, Bishops Brian Prior and Craig Loya and multiple ECMN leaders, and over 50 faith based and community organizations for 5 years have supported in person, letters, rallies, hearings, and conversations **The NorthStar Act**; and further

**Resolved**, that The Episcopal Church of Minnesota (ECMN) meeting in convention in November of 2024 supports and endorses the continuing legislative actions of adopting **The NorthStar Act** in the State of Minnesota; and be it further

**Resolved**, that ECMN clergy and lay leadership share with its members **The NorthStar Act** legislation and background materials, to engage all Minnesota Episcopalians to work on its behalf in the Minnesota Legislative process, and to live out their baptismal promises to seek and serve Christ in all persons, love neighbor as self, work for justice and peace among all people, and respect the dignity of every human being.

*Submitted by The Rev. Rex McKee and the Saint John the Baptist,  
Minneapolis Justice and Service Committee.*

*Received August 6, 2024*



# Proposed Canonical Amendments

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## Report to Delegates from Constitution, Canons & Resolution Committee Regarding Resolutions and Proposed Amendments to the Canons of the Episcopal Church in Minnesota for ECMN Convention 2024

The Constitution, Canons & Resolution Committee (the “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. The CCR Committee met via web-conference on October 3, 2024, to fulfill this role.

Two resolutions were received by the canonical deadline in advance of the 2024 Convention, which are which are summarized elsewhere in this booklet. While the CCR Committee is tasked with reviewing resolutions received pursuant to the canonical deadline, the CCR Committee takes no official position (either favorable or unfavorable) on the merits or propriety of any resolution submitted for consideration at Convention, such matters being more properly within the province of the delegates to Convention.

The CCR Committee also considered amendments to Canon 410 (which would serve the purpose of expanding the pool of eligible Church Attorneys) and Canon 611 (which would bring ECMN Canons in line with national canon), which are discussed below. The CCR Committee recommends that the delegates to Convention vote IN FAVOR OF the below amendments:

### CANON 410

#### Church Attorney

The Bishop shall annually appoint one or more attorneys to serve as Church Attorney(s), subject to the approval of Convention of the Episcopal Church in Minnesota, for the following calendar year. The person(s) so selected must be ~~communicant member(s) in good standing of the Church and~~ duly licensed attorneys, but need not reside within the Episcopal Church in Minnesota. In the course of his or her duties the Church Attorney may also consult with the President of the Disciplinary Board. A Church Attorney may be removed from office by the Bishop for cause, acting in consultation with the Standing Committee.

### CANON 611

#### Age for Resignation

Clergy in the employ of a Congregation or of the Episcopal Church in Minnesota must resign when they reach the age of seventy-two (72) years.

Employment beyond the age of seventy-two (72) years, if at all, ~~must~~ may only be under a ~~yearly~~ contract of a term not to exceed 12 months, approved by the Bishop, ~~but will not be for the position of Rector, Vicar, or Priest-in-Charge. Any such contract may be renewed at the discretion of the Bishop.~~



Finally, the CCR Committee reviewed proposed amendments to the Canons concerning the composition of the Council (existing Canons 218 and 226), which are identified below. The CCR Committee recommends that the delegates vote **IN FAVOR OF** these amendments at Convention.

*Respectfully Submitted,  
Christopher W. Bowman, on behalf of the CCR Committee*

## Rationale/Explanation for Council Revisions

These revisions were developed by a Canons Revision Committee, a body of leaders called by the Bishop representing a wide variety of ECMN, which is taking on the task of revising and re-envisioning our canons and structures in the Church. The Committee developed the proposed revisions in partnership with the Bishop, existing Council members, and Regional Deans, and in conversation with other diocese.

Under currently existing Canon, Council is comprised of 28 members, plus the Bishop and Vice-Chair. These members are 2 clergy and 2 lay people elected to Mission Area Teams. The canons outline roles and responsibilities for these members related to the work of a Mission Area Team, as well as roles and responsibilities related to the work of Council. This has proven to be complex and confusing, and that, paired with the size of the body, has made it less effective than it could be.

What you see proposed before you is a revision meant to increase the clarity of Council's role, and limit the size of its membership in order to increase the effectiveness of this body. These revisions focus on:

- Moving the canons specifying who populates Council and how those persons are elected to the main Canon that describes Council's role.
- Reducing the proposed size of Council, while maintaining geographic representation by calling for the election of 1 clergy person and 1 lay person to Council from each Mission Area.
- Separating the functions of Council and the Mission Area Team. Members elected to Council may serve in a leadership capacity on their Mission Area Team, but Mission Areas also have the ability to elect a separate group to provide leadership and organizing within the mission area. This clarifies the role each leadership body plays, and gives each mission area the flexibility to do what will work best for them.
- Clarifying when Council is elected. Right now it states Council members should be elected in the Spring, which is off cycle with the work of Council.
- And this canon revision, should it be adopted, directs how we move from a membership of 28 to a membership of 14:
- A special election would be called, upon the adoption of these canons at convention, in each mission area to elect the requisite number of candidates to Council.
- Those elected to Council would keep their staggered terms. So, if there are two years left in a term, whoever is elected during this special election, will be elected to a two year term in order to keep mission areas on the same electing cycle.
- Not everyone currently on Council needs to run for those positions, should they deem their gifts are better used in implementing the mission area team responsibilities.

## CANON 218

**Council of the Episcopal Church in Minnesota: In General**

**Canon 218.1: Duties.** Under the Constitution, the Council is the Board of Directors of the Episcopal Church in Minnesota. Working closely with the Bishop as the chief executive of the Episcopal Church in Minnesota, the Council shall exercise authority as to all matters properly before it and shall act as the legislative body of the Episcopal Church in Minnesota between meetings of Convention.

**Canon 218.2: Scope and Authority of the Council.** Between meetings of Convention, the Council exercises powers of the Convention necessary to develop and implement the policies, programs, and budgets approved and adopted by Convention, and also all other legislative powers not expressly reserved in Canon Law to the Convention of the Episcopal Church in Minnesota.

**Canon 218.3: Financial Affairs.** The Council controls and manages the financial affairs of the Episcopal Church in Minnesota, the development and implementation of all areas of its programs, and other financial duties entrusted to it by Convention. The Council is also responsible for a yearly audit of the Episcopal Church in Minnesota's financial affairs.

**Canon 218.4: Membership of Council.** The Council comprises the Bishop; the Bishop Coadjutor, if there be one; the Suffragan Bishops, if there be any; and the ~~Mission Area Teams as elected pursuant to Canon 226.4~~ members elected in accordance with Canon 218.5.

**Canon 218.5: Election of Mission Area Members of Council.** At the Mission Area Gathering specified in Canon 226.1, the Mission Area Board shall elect one Clergy and one Adult Lay Communicant to be members of Council. These persons may, but need not, also be Mission Area Team Members.

- a. The term of office of Council Members shall be as specified in Canon 226.1;
- b. The eligibility for re-election of Council Members shall be as specified in Canon 226.2;
- c. Vacancies in either Clergy or Lay representatives to the Council shall be filled as specified in Canon 226.3.

**Canon 218.6: Staggered Elections for Members of Council.** Effective as of adjournment of the first annual Convention after January 15, 2025, elections of Council Members under Canon 218.5 shall occur by Mission Area in the same schedule as provided in Canon 207.1.

**Canon 218.7: Constituting the Council upon Adoption of Amendments.** Upon the effective date of the amendments to this Canon 218 and Canon 226 as adopted at the annual Convention in 2024:

- a. The terms of all elected members of Council will end as soon as the respective Mission Area Board takes the action identified in Canon 218.7(b) or January 15, 2025, whichever is earlier;
- b. By January 15, 2025, each Mission Area Board shall elect one Clergy and one Adult Lay Communicant as members of Council according to the following:
  - i. The term of Council members elected from Mission Areas which elect members in Episcopal Ecclesiastical Year A will be from the adjournment of the annual Convention in 2024 until the adjournment of the annual Convention in 2027;
  - ii. The term of Council members elected from Mission Areas which elect members in Episcopal Ecclesiastical Year B will be from the adjournment of the annual Convention

in 2024 until the adjournment of the annual Convention in 2026;

iii. The term of Council members elected from Mission Areas which elect members in Episcopal Ecclesiastical Year C will be from the adjournment of the annual Convention in 2024 until the adjournment of the annual Convention in 2025.

c. This Canon 218.7 shall expire and be repealed at the adjournment of the annual Convention in 2027.

[Advisory Committee Note (2024): Canon 218.7 is intended to be a transitional canon, specifying the staggered terms for election to the reformatted Council, consisting of one representative from each order as opposed to the previous iteration of two representatives from each order. The intent of this Canon is to have the initial elections be divided into three groups, following the same calendar as found in Canon 207.1, for this initial selection. The Canon 218.7 will naturally expire following the adjournment of annual Convention in 2027 and will be automatically repealed without requiring further action of Convention.]

**Canon 218.85: Committees of Council.** There shall be two permanent committees of the Council: Personnel and Joint Finance & Audit. The Council may constitute such other ad-hoc committees as the Council deems advisable to carry out its work or to perform tasks assigned to it by Convention.

**Canon 218.96: Membership of Committees.** Each permanent committee of the Council shall be comprised of at least one clergy and one lay member of the Council. The Bishop or the Bishop's appointees shall be a member of each permanent committee, without vote. Each permanent committee shall elect a committee chair at its first meeting following Convention. Upon recommendation, additional committee members shall be proposed to Council by the Bishop and the Vice-Chair of Council and elected by majority vote of the Council at the first meeting of Council following Convention. The Council may also appoint past committee members and other persons, not members of the Council, who possess relevant skills and experience, to serve as members of permanent committees without vote.

Vacancies on permanent committees will be filled for the remainder of the term vacated at the next meeting of the Council following the occurrence of the vacancy and by the same process set forth herein for new members.

Members of permanent committees may be removed from committee membership by two-thirds (2/3) vote of the entire Council.

**Canon 218.107: Personnel Committee.** The Personnel Committee provides the Council with all appropriate personnel policies and guidelines to be implemented for employees of the Episcopal Church in Minnesota.

In addition to its members elected from the Council, the Personnel Committee shall consist of a minimum of three (3) and a maximum of five (5) members who, upon recommendation, are proposed to Council by the Bishop and Vice Chair of the Council and elected by majority vote of the entire Council. These members shall be chosen for their demonstrated personnel experience and expertise.

Roles and responsibilities of the Personnel Committee are to be found in a Council Resolution on committee guidelines and responsibilities, as amended from time to time. This document shall be maintained by the standing Personnel Committee and made available on request.

The Personnel Committee shall meet at a minimum, quarterly, or as needed to respond in a timely manner to compensation, benefits and other personnel needs within the Episcopal Church in Minnesota. At least once annually, the Personnel Committee will review existing personnel policies, propose revisions to them when appropriate, and recommend said revised policies to the Council for approval and implementation.

**Canon 218.118: Joint Finance & Audit Committee.** The Joint Finance & Audit Committee provides the Council with assurance that both the financial policy and financial affairs of the Episcopal Church in Minnesota are appropriately developed, implemented and managed and makes specific policy and operational recommendations to the Council. The Committee also assists the Council in monitoring the Episcopal Church in Minnesota's compliance with all relevant legal and regulatory requirements relating to the financial affairs of the Episcopal Church in Minnesota, the integrity of the Episcopal Church in Minnesota's financial processes and the independence, qualifications, and performance of the Episcopal Church in Minnesota's independent auditor.

In addition to its members elected from the Council, the Joint Finance & Audit Committee shall consist of at least two members elected from the Trustees, a minimum of three and a maximum of five additional members who, upon recommendation, are proposed to Council by the Bishop and Vice Chair of the Council for their demonstrated professional and financial expertise and are elected by a majority vote of the Council, the Missioner for Missional Management, the Missioner for Finance, and the Treasurer of the Episcopal Church in Minnesota.

The Joint Finance & Audit Committee shall be the working committee of the Council in performing its duties and responsibilities and specifically shall be responsible for the preparation of budgets for the Episcopal Church in Minnesota.

Roles and responsibilities of the Joint Finance & Audit Committee are to be found in a Council Resolution on committee guidelines and responsibilities, as amended from time to time. This document shall be maintained by the standing Joint Finance & Audit Committee and made available on request.

The Joint Finance & Audit Committee shall meet at least quarterly to ensure that the Council exercises and fulfills its duties under the Constitution, Canons and Resolutions of the Episcopal Church and The Episcopal Church in Minnesota and all federal, state and local laws applicable to hierarchical churches.

## CANON 226 Mission Area Teams

**Canon 226.1: Mission Area Team Members.** At a Mission Area Gathering, Mission Area Boards elect a Mission Area Team consisting of not more than two members of the Clergy and two Adult Lay Communicants. Such elections will take place in the first meeting within 90-days prior to the annual Convention of the calendar year in the Ecclesiastical Years specified in Canon 207.1. The terms of office for the elected Mission Area Team Members ~~shall be three years and~~ shall begin at the adjournment of the first annual Convention following their election and next regularly scheduled meeting of the Council after their election. The terms of office for the elected team members shall continue through the adjournment of the third annual Convention following their election or until their successors are elected.

- a. Each Mission Area Board may in its bylaws prescribe additional qualifications of eligibility for its members on the Mission Area Team ~~Council~~.

~~[Advisory Committee Note (2019): Previous Canon indicated a preference that the clergy members of Mission Area Teams be one person from the Order of Priests and one person from the Order of Deacons. The removal of this preference is not intended to indicate a disfavor for either Priests or Deacons to serve on Mission Area Teams, but rather part of a larger effort to no longer include recommendations or preferences in Canon.]~~

**Canon 226.2: Eligibility for Re-Election.** No Mission Area Team Member who has served either two (2)

complete terms, or a majority of one (1) term and one (1) complete term, is eligible for re-election un (1) complete calendar year has elapsed after the end of the last of the terms.

**Canon 226.3: Vacancies.** Vacancies in either Clergy or Lay ~~representations to the Council~~members Mission Area Team must be filled by special election of the Mission Area Board in which the vacancy oc or by another method as the Mission Area provides in its bylaws.

**Canon 226.4: Duties of Mission Area Team Members.** The duties of Mission Area Team Memb defined in the Mission Area bylaws, but include at least the following:

~~a.~~ a. Represent the Mission Area at meetings of the Council;

~~b.~~ a. Co-chair the Mission Area Board;

~~c.~~ b. Co-chair the Executive Board of the Mission Area (if there be one);

~~d.~~ c. Call Mission Area Board and Executive Board meetings;

~~e.~~ d. Set agendas for meetings of the Mission Area;

~~f.~~ e. Appoint Mission Area committees as needed;

~~g.~~ f. Communicate to the Mission Area Boards;

~~h.~~ g. Preside at meetings of the Mission Area;

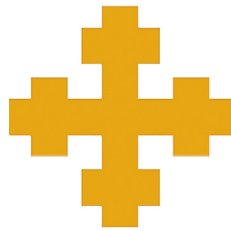
~~i.~~ h. Prepare and submit budgets to the Episcopal Church in Minnesota on behalf of the Mission

~~j.~~ i. Provide annual written reports to the Episcopal Church in Minnesota; and

~~k.~~ j. Provide annual reports to Parish Congregations and Missions of the Mission Area.

**Canon 226.~~56~~:** **Failure of Mission Area Team to Call Meetings.** If the Mission Area Team fails Mission Area Board and Executive Board meetings, such meetings may be called by the Bishop.

**Canon 226.~~67~~:** **Accountability of Mission Area Team.** The Mission Area Team is accountable to b Mission Area Board and to the Bishop.



**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.***