



Business Booklet

ECMN Convention 2025

Rochester, Minnesota

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Proposed Agenda *(as of October 14, 2025)*

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

THURSDAY, NOVEMBER 13

5-7 pm Social Time at St. Luke's Episcopal Church, Rochester

All those planning to arrive at Convention on Thursday are invited to a social gathering at St. Luke's, 1884 22nd St. NW, Rochester. The good people of St. Luke's will be hosting a time of food and fun, so please join in!

FRIDAY, NOVEMBER 14

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

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

9:30 am Morning Prayer

10:00 am Check-in closes

10:00 am Opening of Convention

- Credentials
- Bishop's Address
- Storyteller
- Parliamentarian Report

11:30 am LUNCH

- Episcopal Church Women meet

12:30 pm Convention Business Continued

- Adoption of Agenda, Standing Rules of Order and Seat & Voice Privileges
- Storyteller
- Elections
- 2026 Financial Statement of Mission
- Canonical Amendments
- Resolutions
- Adjournment

3:00 pm Break

3:30 pm Eucharist

5:00 pm Break

6:00 pm Dinner and Celebration

SATURDAY, NOVEMBER 15

8:00 am Breakfast is served

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

9:00 am Saturday Learning Session led by Bishop Betsey Monnot, Diocese of Iowa

- Table conversations

12:00 pm Boxed lunches are served and programming ends

Map of Mayo Civic Center

- The Civic Center is accessible by skyway from downtown Rochester. There is also a parking ramp across the street from the building. The Diocesan Convention will take place on the second floor of the Mayo Civic Center.
- Check in and breakfast will can be found at the Ballroom Lobby South, and the resource fair will take place in the ballroom lobby west.



Standing Rules of Order

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

1. The Chair may require that only accredited Delegates are seated within the Delegate area.
2. Any attendee granted a Voice who desires to address the Convention must do so from one of the microphones provided on the Convention floor. The Chair shall rule out of order anyone who attempts to address the Convention from other than a microphone provided for that purpose. When recognized by the Chair, the speaker will identify himself or herself by name, faith community, and city. Unless determined otherwise by the convention, speeches or presentations from the floor are limited to two minutes each, subject to the Chair's sole discretion to allow for additional time.
3. When a question is under consideration, no motion shall be received unless the purpose of the motion is to:
 - a. lay it upon the table,
 - b. postpone it to a certain time,
 - c. postpone it indefinitely,
 - d. commit it,
 - e. amend it, or
 - f. divide it.

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

4. No motion shall be debated, or shall be considered as being before the Convention, unless seconded and, if required, presented in writing. When anything other than a routine motion is made by a Delegate, in the interest of clarity, a written copy of the motion is to be handed to the Secretary of Convention for the record.
5. Any of the following who are not already elected Delegates to the annual meeting of the Convention or otherwise provided with a seat at the same shall be admitted to the sittings of the Convention:
 - a. all Clergy of the Protestant Episcopal Church, and of the Church in full communion with the same;
 - b. Candidates for Holy Orders in the Episcopal Church in Minnesota;
 - c. members of the Council;
 - d. lay members of the Standing Committee
 - e. lay members of the Trustees; and
 - f. President and Vice President (or Senior Warden and Junior Warden, as the case maybe) of the Vestry or Bishop's Committee of a Church in which the Convention is held.

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

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)

The Rev. Christopher Rogers

Chancellors (Canon 306.1)

Chancellor (*Interim*) – Ms. Sally Johnson

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

Disciplinary Board (Canon 405(d)) — *For a three-year term ending at 2028 Convention*

Ms. Kerry Childe, Mr. Terry Heyl, The Rev. Cindy Hillger, The Rev. Lisa White Smith,
The Rev. Lisa Wiens-Heinsohn

Commission on Ministry

(Canon 113.5.a) *Chair, for second two-year term, ending 2026*

The Rev. Margaret Thor

(Canon 113.4.b) *Bishop Appointments — For three-year terms, ending 2028*

Ms. Cathy Rude, The Rev. Mary Anderson

Council (Canon 219.2) *Vice-Chair*

The Rev. Jennifer McNally

Nominations Report

Standing Committee

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

Lay:

John Gappa – Messiah, St. Paul

Minnie Steele – St. Mark's Cathedral, Minneapolis

Clergy:

Jon Spinillo – St. Paul's, Winona

Dana Strande – Church of the Nativity, Burnsville

Commission on Ministry

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

Lay:

Mary Dragich – St. Paul's, Duluth

Clergy:

Dave McEachron – St. Matthew's, St. Paul

Lisa White Smith – Church of the Epiphany, Plymouth

Trustees

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

Beth Royalty – Calvary, Rochester

Steve Schaitberger – Diocese of Minnesota

Dan White – St. Matthew's, St. Paul

Heather Worthington – St. Clement's, St. Paul

General Convention (2027)

(elect 4 clergy and 4 lay deputies and 4 clergy and 4 lay alternates)

Lay:

Liza Anderson – St. John's, St. Cloud

Christopher Johnson – Saint Anne's, Sunfish Lake

Heidi Kim – St. John the Evangelist, St. Paul

Katie Madsen – St. John the Evangelist, St. Paul

Olivia Morin-Swanson – St. Paul's, Duluth

David Niles – St. David's, Minnetonka

Minnie Steele – St. Mark's Cathedral, Minneapolis

Clergy:

Cody Maynus – All Saints, Northfield

Ramona Scarpace – St. Paul's on Lake of the Isles, Minneapolis

Christy Stang – St. Stephen's, Edina

Chelsea Stanton – Christ Church, Woodbury

Rick Swenson – St. Paul's, Duluth

Margaret Thor – St. John in the Wilderness, White Bear Lake

Candidate Information

About the information on these pages

Each candidate was asked to provide:

A list of experiences which equip the candidate for the position

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

The material included here was supplied by the candidates.

Standing Committee

Elect 2 clergy and 2 lay for three-year terms

The Standing Committee is 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)

John Gappa *(second term)*

Messiah, St. Paul

- I currently serve on the Standing Committee
- Previously served as Senior Warden at Messiah in St. Paul
- I have also served on two different parish Vestries (Messiah and St. Paul's on-the-Hill) and as parish Treasurer at St. Andrew's in Miami, FL and St. Paul's on-the-Hill



I am a follower of our Lord Jesus Christ and a lifelong Episcopalian. I feel called to continue serving on the Standing Committee to bring Christ's love to all Minnesotans. I believe that the power of scripture and liturgy provides a framework for Episcopal Christians to bring the love of Jesus to those in our communities who are starved for Christ's love.

Minnie Steele *(second term)*

St. Mark's Cathedral, Minneapolis

- Commission on Ministry: Co-Chair
- Council/ Vestry: St. Mark's Cathedral
- Deputy, General Convention, Co-Chair 1st. GC. Rep. Indigenous People of Color GC 80 & 81



I have been involved with the Diocese for many years. Most prominently with Anti-racism, Indigenous representative in our diocese and the wider church. International work in South Africa collaborating with NGO Hope Africa. Discernment of those seeking Holy Orders.

CLERGY ORDER (Standing Committee)

Jon Spinillo *(second term)*

St. Paul's, Winona

- Mayo Clinic CPE Professional Advisory Board: current Co-Chair
- Winona ASAP: current faith sector board member
- ECMN Standing Committee: current member
- ECMN Joint Property Commission: current member
- Rochester Rowing Club: coach
- AK Press: bookmobile manager



Peace to you, beloved of God! My name is Jon Spinillo and I would love the opportunity to serve the ECMN for a second term on our Standing Committee. I connect with not only the canonical work of the Committee, but to also bringing an out-metro voice into our discussions; both amongst the Committee and before the Bishop. In addition, I feel particularly called to helping faith communities discern how the Spirit might be calling them to use their buildings/physical plants and hope to continue to do so in my capacity as a Standing Committee representative to the Joint Property Commission. Thank you!

Dana Strande

Church of the Nativity, Burnsville

- Rector at The Episcopal Church of the Nativity, Burnsville for ten years
- Mentored a Luther Seminarian for one year prior to seminarian's priesthood ordination
- Developed a Reading for Orders Priesthood Formation Process for myself under the supervision of Bishop Prior
- Advocated for PFAS (forever chemicals) ban in Minnesota resulting in the Amara Law
- Navigated the medical and insurance systems for my terminally sick child and advocated for her needs over the course of 6 years



I have served as Rector of The Episcopal Church of the Nativity since 2015, where I have been blessed to walk alongside a faithful and loving congregation. The Episcopal Church in Minnesota has been a source of deep support and strength for me, especially during the years I was caring for a seriously ill child. I now feel called to give back to the diocesan community that has so generously upheld me and my ministry.

I seek to serve on the Standing Committee to offer prayerful discernment, collaborative leadership, and a commitment to transparent, Spirit-led decision-making. My years in parish ministry, as well as my work in advocacy and community engagement, have shaped my ability to listen deeply, seek unity, and honor the diverse voices in our church.

In this role, I would work to support our bishop, clergy, and congregations as we navigate change, embrace opportunities for mission, and live into our baptismal promises. My hope is to help us grow as a people rooted in love, justice, and reconciliation, faithfully following Christ's call in our time and place.

Commission on Ministry

Elect 1 clergy and 1 lay for three-year terms, and 1 clergy for two-year term

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)

Mary Dragich

St. Paul's Duluth

- I am in the Lay Preacher Training program through ECMN. I have preached twice at my church, and have 2 more dates scheduled this year.
- I was the chair of our church's search committee to hire our current rector.
- I earned a certificate in nonprofit administration through UW Superior, and was the executive director of a small non-profit, and have sat on the boards of non-profit organizations.
- I led the local Slow Food group for 4 years, increasing its membership, and number and type of activities.
- I owned a business for 6 years. I worked with the school district to provide part-time jobs for students in the post-graduate program, giving them additional time to prepare for post secondary schools or careers.



I am a woman who was denied the priesthood in my childhood church. I appreciate learning, from spiritual directors and therapists, processes for discerning, trying on, questioning, answering. I read introductory diaconate materials given to my spouse, wondering if it were my call. No. That I am looking for my place is reflected in my LPT participation, and in the fact I will start EfM in September. The best thing about my time as a Quaker was participating in clearness committees, discerning life issues with others.

CLERGY ORDER (Commission on Ministry)

Dave McEachron

St. Matthew's, St. Paul

- RiverTree school Curriculum Development
- Led Interfaith Dialogue Group at Luther Seminary
- Coaching of Innovation, Mustard Seed teams through ECMN
- Board Member for Sacred Ground Center for Spirituality



Thank you for the opportunity to serve. I'm Fr. Dave McEachron, and I currently serve as Curate at St. Matthew's, St. Paul, in addition to my long-term supply ministry at Trinity, Anoka. My ministry has been focused on helping congregations reorient themselves toward deeper discipleship and engagement with their neighbors. I've coached teams through the Faithful Innovation process and participated in the Mustard Seed program, experiences which have grounded my appreciation for the gifts of the laity.

12 NOMINATIONS

As someone recently ordained, I have a fresh perspective on the formation process. My training as a spiritual director and my theological studies across different traditions (Methodist, Catholic, Lutheran) have equipped me to value a broad range of spiritual gifts. I feel called to the Commission on Ministry at this time of assessment and reimagination because I believe we need spiritually grounded leaders who can winsomely share the good news of God's liberating love. I would be honored to contribute my experience, education, and perspective to this vital work of prayer and discernment.

Lisa White Smith *(second term)*
Church of the Epiphany, Plymouth

- Dean of Northwestern Region
- Vicar of the four faith communities at White Earth Reservation
- Diocesan Council
- West Metro Mission Area Team
- Rector at Church of the Epiphany, Plymouth



I have been serving on the Commission for Ministry for the past two years, as I was elected to finish out someone else's term. I would like to continue the work that I have been doing these past two years. I have experience in small congregations, Native American ministries and being a Rector for 14 years at Church of the Epiphany.

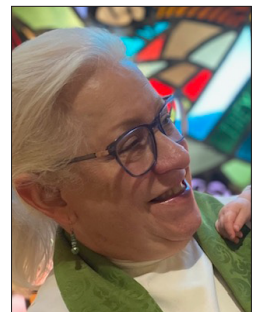
Trustees

Elect 3, clergy or lay, for three-year terms; elect 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.

Beth Royalty
Calvary, Rochester

- Chair of Bishop Loya's Transition Team, 2019-2020
- Member of Trustees, 2018 - 2024
- Ministry Companion 2024 - present
- Member of Joint Property Commission 2023- present
- Rector of Calvary Episcopal Church, 2017 - present



I am the Rector of Calvary in Rochester. I have served with this congregation for 8 years, journeying alongside them through Covid and now through Mayo Clinic's \$5 billion dollar expansion project; Calvary is in the bulls eye of this 6 year, or longer, construction zone. I felt called to the ministry of Trustee in the ECMN in 2018, and soon knew that this work was exactly where God wanted me to be. After serving two terms, I stepped down for a year and have been praying about doing this work again. I strongly feel the invitation of the Holy Spirit to serve as a Trustee for another term. As a former Trustee, member of the JPC, and a Ministry Companion

assigned to 2 faith communities with building challenges, I have the experience, and a little wisdom, that I believe is best used as a returning Trustee. We are in a challenging and exciting time in the ECMN and as so many of our faith communities discern their futures, and many engage in incredibly creative innovation programs, I would like to return to the work of the Trustees, a faithful group that is networked with so many disciples seeking to follow Jesus in courageous ways.

Steve Schaitberger *(second term)*
Diocese of Minnesota

- I served as Bishop's Deputy to Region IV for 10 years.
- I served as Canon Missioner of Northern Minnesota for 10 years.
- I was rector of St. Paul's Church in Brainerd, Minnesota for 18 years.
- I was Priest in Charge of churches in Marshall, Pipestone, Lake Benton, and Luverne.
- I was twice interim director of the Department of Indian Work.
- I am a retired military chaplain.



I have been Ordained for 55 years, serving all these years in Minnesota. I have served one three year term as a Trustee of the Diocese and I seek my last term. I have been a missioner for property for two bishops and bring a deep memory of issues that have faced the trustees in the past which has benefited current issues that the trustees are facing.

Dan White
St. Matthew's, St. Paul

- Treasurer and member of the Executive Board of the Episcopal House of Prayer (EHOP) from February 2018 through December 2022. During my tenure, I guided financial strategy and helped with governance. I was a member of the search committee that recruited Christine Luna Munger, PhD, as Director. After completing my board service, I continued to volunteer as a special task treasurer, writing the budget for two Lilly Endowment grant applications, one of which resulted in a \$1.25 million award. I was instrumental in leading and managing a capital funds drive that raised \$250,000 for EHOP.
- I have led more pledge drives than I can remember at three different Episcopal parishes including my current parish, St. Matthew's in St. Paul, where I have been a member both as a child and young adult now for over a dozen years. These pledge drives have combined procedural organization with an educational approach that teaches generosity as a spiritual practice. I encourage anyone with an interest to look up St. Matthew's pledge history and compare it to the larger church at <https://generalconvention.org/explore-parochial-report-trends/>. I was asked by the ECMN office to lead multiple workshops on pledge drives and have consulted with several Episcopal parishes where I am not a member to help strengthen their efforts.
- Trustee of the diocese from 2010 to 2012. During that term I was asked to assess the likelihood of repayment of loans from approximately a dozen parishes that had borrowed money from the diocese. Bishop Prior acted on my recommendations and the debt burden was removed from several parishes where there was no realistic expectation of repayment. Working



with the Canon to the Ordinary, I assisted in winding down a parish in the far northwestern suburbs that had lost its critical mass of members.

- Vice Chair of the Episcopal University Community from 2019 to 2024. The UEC attempts to turn campus ministry on its head by actively seeking out those who can benefit from connection with it rather than waiting for them to show up. The UEC seeks to combat the epidemic of loneliness that all students feel at one time or another and to remove barriers to education including the prohibitive cost of housing. Anyone seeking a broader understanding of my experience both in and outside the church can look at <https://www.linkedin.com/in/dan-whiteepiscopalgiving/>.

I am called to help with what I believe is the critical issue of the ECMN and the larger church, the decline of the traditional parish and its replacement with a mixed ecology of worship expressions. Most of us can recall the old days when the diocesan office made the decision to “close a parish”, based on pledge revenue or other metrics. That decision is now better placed in the hands of those who are most effected by it, the members of a given parish or faith community. I believe the better question is now “how are you called to be church?” This is an area where my lifetime of service to the church combined with my secular vocation as an entrepreneur and builder in the medical device industry can be a real help. I am excited at the opportunity to serve God and the people of the ECMN.

Heather Worthington *(second term)*
St. Clement's, St. Paul

- I was a city and county manager for about 20 years.
- I currently serve as the COO of Urban3, a private consulting firm.
- I currently chair the Joint Property Committee, and serve as a Trustee of ECMN. In my time on the Board of Trustees, I have led the repositioning of Gethsemane Church in downtown Minneapolis and the development of a work plan for the JPC. I bring significant professional experience in real estate, economic development and land-use planning to my role with the Trustees and JPC.



I am a 23-year member of St. Clement's in St. Paul, MN. I felt called to run for the Board of Trustees in 2022 because I wanted to share my professional experience in real estate, economic development and land-use planning with the ECMN, knowing that the Diocese was facing significant property-related issues. I was recruited to sing in the choir at St. Paul's in Lansing, MI when I was about 13 years old. My love for the Episcopal Church began there. I was baptized and confirmed at St. Clement's and the Cathedral of St. Mark in 2002 as I felt a spiritual call to formalize my commitment to the church and to the teachings of Jesus. I've been an active member of St. Clement's, including serving on the Vestry as Finance Chair. I've been involved in Altar Guild, Flower Guild, and Christian Formation, and have been a member of the Choir over the years. Our faith communities in Minnesota represent an important property and community asset. I hope our work will strengthen the communities we serve, and that we will sustain our good works through these assets.

General Convention (2027)

Elect 4 clergy and 4 lay deputies and 4 clergy and 4 lay alternates

The Episcopal Church governs itself by a General Convention, which meets every three years and is structured like our US Congress, with two houses: the House of Deputies and the House of Bishops. The House of Deputies is made up of a deputation of four lay people and four clergy elected from each diocese within the Episcopal Church. The next General Convention will take place July 3-8, 2027, in Phoenix, Arizona.

LAY ORDER (General Convention Deputy)

Liza Anderson

St. John's, St. Cloud

- TEC Executive Council (elected by General Convention in 2012 and 2018)
- General Convention deputy
- TEC Standing Commission on Liturgy and Music
- TEC Standing Commission on Ecumenical and Interreligious Relations
- Member of the international ecumenical dialogue between the Anglican Communion and the Oriental Orthodox Churches



I have been an active member of the Episcopal Church since my baptism as an undergraduate, and I am now an enthusiastic church bureaucracy geek who gets excited about even the most arcane details of church governance. I have participated in every General Convention since 2009 as either a deputy or a volunteer, and I enjoy helping others learn to navigate our governance process. I am also an academic theologian who focuses on monastic studies and the history of Christianity, with a PhD from Yale University and an M.Div. from Harvard Divinity School. I live in Stearns County where I share life and prayer with the Roman Catholic Sisters of Saint Benedict and work remotely for Luther Seminary, Church Divinity School of the Pacific, and Union Theological Seminary. A committed layperson, I am passionate about forming both lay and ordained leaders for ministry in the church.

Christopher Johnson

St. Anne's, Sunfish Lake

- Delegate to ECMN convention from St. John in the Wilderness WBL, c. 2002-2004
- Counselor at Episcopal Youth Music Camp, c. 2007-2013
- Vestry member at Saint Anne's, Sunfish Lake, 2018-2021
- Certified Lay Preacher since 2023



I am a lifelong Episcopalian and Minnesotan, who grew up at St. John in the Wilderness in White Bear Lake and currently attend Saint Anne's in Sunfish Lake. In 1988, during confirmation class, I fell in love with the Book of Common Prayer and the history and forms of Episcopal liturgy, and as the chair of the Worship Committee at Saint Anne's, I enjoy working with our worship team to craft Sunday services which help feed the changing spiritual needs of our parish while still keeping within the canons. I am also an avid follower of politics, and am fascinated by the small details of how relationships and values are leveraged to make and implement

policies. When I was a delegate to the ECMN convention, I was struck by how we debated issues that were sometimes contentious and divisive, but always in a prayerful and loving manner. I would love the chance to influence the national Church, especially in its liturgy, and believe my background gives me a strong opportunity to do so.

Heidi Kim

St. John the Evangelist, St. Paul

- Served on DFMS staff
- Previous GC deputy
- Currently on Executive Council, serving on EC Committee on Corporate Social Responsibility



I have served The Episcopal Church (TEC) in parish, diocesan, and church-wide ministries and have a heart for governance as an expression of discipleship. I am a lay member of Executive Council and was recently appointed to the church-wide Committee on Corporate Social Responsibility. For the last General Convention (GC), I was an officer for the Asian American Pacific Islander Caucus and served on the steering committee for the Deputies of Color. I have worked in racial justice and healing ministries for over 40 years and was a primary author of TEC's Becoming Beloved Community framework. I was appointed to the legislative committee on racial justice at the 2024 GC.

I have lived and worked in many dioceses in TEC and I feel most at home in ECMN! I would be humbled to bring my experience and passion for the church to serve ECMN as a lay deputy in 2027.

Katie Madsen

St. John the Evangelist, St. Paul

- 2024 General Convention deputy
- Sheltering Arms Board Member
- Children, Youth and Family Committee Member
- Women's Law Student Association President



As an attorney and a women of faith the intersection between the church and its governing structure has always been of great interest to me. As a mother raising her children in the church I have a strong desire to make sure that our foundation is strong and supports the values, faith and mission of our faith. As a follower of Jesus I believe that it is our duty to insure that we share the gospel, loving Jesus and faithfully serving all God's children. This is done by insuring that our institution is health and As an attorney the intersection between the church and its governing structure has always been of great interest to me. As a mother raising her children in the church, I have a strong desire to make sure that our foundation is strong and supports the values, faith and mission we teach our children. As a follower of Jesus, I believe that it is our duty to ensure that we share the gospel, loving Jesus and faithfully serving all God's children. This is done by ensuring that our institution is health and meets the needs of all its members.

During my first General Convention I discovered the deep passion I have for this work. Both on a state, national and worldwide level. Additionally, I learned how much more I desire to help see us become a powerful force in the world for good. I hope that I will be able to continue to serve the church in this way again if elected.

Olivia Morin-Swanson

St. Paul's, Duluth

- Youth panel member for the St. Paul's hiring committee for a new Youth Ministry Director
- President of Proctor High's National Honor Society and Student Government and successfully coordinated multiple blood drives, food drives, and fundraisers
- Founded a culture club at Proctor Middle/High School
- Official Youth Presence representative from Province 6 for the 81st General Convention of the Episcopal Church



I feel called to serve in this position because I have a strong passion for giving back, and am interested in public policy. I have had a rather privileged life so far, and my way of fulfilling the promises of the Baptismal Covenant is to provide for others and make sure their rights are upheld. I come from a family of two mothers, and have a twin brother with Down Syndrome. Growing up witnessing the challenges they face, I realized I had a responsibility to advocate and support them when people tried to discriminate.

Additionally, I was honored to be chosen as a member of the Official Youth Presence in 2024 at the last G.C. held in Louisville. I learned so much from my fellow members, my mentors, and various deputies/bishops that I got to meet. It was eye opening to see the power that our church holds, and all the great things we can do to help our communities. I was able to learn about governance, and the processes which ensure fair voting and collaborative discussion. I am grateful for this opportunity to apply, and look forward to hearing from you all.

David Niles

St. David's, Minnetonka

- Senior Warden, Vestry Member, ECMN Convention Delegate, Endowment Committee Chair, Altar Guild (St. David's)
- Stewardship Committee (St. Mark's Cathedral)



I'm a lifelong Episcopalian, worshiping at churches in Alabama, New Jersey, Massachusetts, and Minnesota. I've lived in Minnesota 27 years and worshiped at All Saints, St. Mark's Cathedral, St. Matthew's, and the last 15 years at St. David's, Minnetonka. Currently senior warden, on altar guild, vocal choir, handbell choir, lector, bridge group, and more. I have been blessed to be married for 19 years to Huldah, who is in formation to become a Deacon, and a father to Emery, age 15.

I'm a Senior Vice President at Avant Energy, Inc., where I've worked for more than 23 years advising cities, universities, and Native American Tribes on electric energy issues. I believe the analyti-

cal and critical thinking skills I've developed, as well as my policy experience, have prepared me well to serve as a lay delegate at general convention.

I feel called to serve in this capacity. I am a good listener and communicator. I can lead when needed but am also happy to support a team however I can.

My faith is rooted in Christ's message of love and forgiveness. I have felt so welcomed and loved in my faith communities in ECMN and want to keep giving back.

Minnie Steele

St. Mark's Cathedral, Minneapolis

- I have held positions within ECMN for many years now and have and continue to encourage others, particularly people of color, to join in leadership positions that speak to the needs of those that are marginalized within the church and the wider community.
- My positions have included Co-Chair Commission on Ministry, Chair Anti-racism Committee, as a wider church trainer with experience throughout the country and in South Africa.
- Have served as a vestry member at the former St. Philip's Church in St. Paul and St. Mark's Episcopal Cathedral.
- I currently serve on the Standing Committee.



I am a proud Black Woman. I am also proud of my Indigenous relatives and acknowledge my European (French & German) ancestry also. Born in the Deep South, Louisiana, where I spent my young childhood on my Great Aunt's farm. Even after moving to Minnesota I spent most summers in Louisiana, was educated in Catholic Schools in Minnesota through High School. College at St. Cloud and the U of M. I am reserved until I am not. This can be brought on by ignorance or blatant racism. I hope to encourage Episcopal recognition of The Rev. Denzil Carty, who served as Rector of St. Philip's, St. Paul, and fought the good fight of freedom for all. I encourage my Indigenous relatives to represent the Dakota, Ojibwe, Lakota, and all Minnesota Nations from Lower Sioux to Red Lake at the wider church level.

CLERGY ORDER (General Convention Deputy)

Cody Maynus

All Saints, Northfield

- Rector, All Saints Episcopal Church, 2022-Present
- ECMN Council, 2023-Present
- Episcopal House of Prayer Board of Directors (2nd Vice Chair), 2023-Present
- ECMN Council of Deacons (Priest Member), 2023-Present
- Canon for Formation, Diocese of South Dakota, 2020-2022



As Rector of All Saints, Northfield and Chaplain to the Canterbury student fellowship at St. Olaf and Carleton Colleges, I am a firsthand witness to the every day vibrancy of the Episcopal Church, especially among our young people. I see this same liveliness in my roles as priest-member of the ECMN Council of Deacons and as Second Vice Chair of the Episcopal House of Prayer Board. My greatest vocational joy is being a parish priest, walking alongside all God's people through the

highs and lows of life. My active ministry is grounded by my membership in the Oratory of the Good Shepherd, a vowed Anglican religious community.

I have a clear understanding of the important work of the General Convention, having served twice as a young adult delegate for the Episcopal Peace Fellowship. My work in campus ministry, ministerial formation, and as a founding editor of *Earth & Altar* magazine has also helped me build a broad network of personal and professional contacts across our church. At this exciting and critical time, I feel called to represent the unique spirit of our diocese and help with the important discernment needed to guide us toward a faithful and joyful future.

Ramona Scarpace

St. Paul's on Lake of the Isles, Minneapolis

- Rector, Saint Paul's Episcopal Church on Lake of the Isles
- ECMN Deputy to the 81st General Convention, June 2024
- Former two-term Standing Committee member
- Former Chairperson of the Commission on Ministry
- Former Director of SNAP (Food Stamps) for the State of Minnesota



We are all one body in the Body of Christ. As the Episcopal Church, we are called as followers of Jesus and through our Baptismal Covenant to serve within and beyond the doors of our churches. This includes participating in the governance of the Church. There are many pressing concerns in our country and world — racism, homophobia and transphobia, Christian nationalism, wars/conflicts, and immigration policies, to name a few. The General Convention offers the opportunity to review and renew our current governance and democratically make changes that reflect how we as the greater Church speak to and live into creating God's kingdom on earth. If called as a Deputy to the General Convention, I pledge that as a member of the team of Deputies, to carry forth the concerns of the Episcopal Church in Minnesota, and work on behalf of the whole Church. In deep appreciation and in thanksgiving for your consideration.

Christy Stang

St. Stephen's, Edina

- Associate Rector for Worship and Spiritual Life, St. Stephen's Episcopal Church, Edina (January 2025-Present)
- Alternate Clergy Deputy, 81st General Convention of the Episcopal Church (June 2024)
- Diocesan Council Member, Episcopal Church in Minnesota (November 2023-November 2024)
- Board Member, University Episcopal Community (UEC) (March 2023-Present)
- Assistant Rector, St. Stephen's Episcopal Church, Edina (June 2022-December 2024)



I served as an alternate deputy during the previous General Convention, and I am eager to serve again. I enjoyed the opportunity to collaborate with the rest of the deputation, building community together as we combed through logistical and legislative details in preparation for our time in Louisville. During General Convention, I soaked up everything as an alternate, taking detailed

notes on every legislative session that served as a resource for the rest of the deputation. For the handful of sessions I served on the floor as a voting deputy, I was honored to get to vote on key issues in the church, such as electing leaders to governing bodies and voting to establish missionary dioceses. General Convention provides an opportunity not only to discern and shape the legislative vision of the international Episcopal Church, but also to connect to the greater vision of who we are as God's people around the world. The experience inspired me and made me proud to be an Episcopalian. My previous experience on the deputation as well as my perspective as a young priest in the Episcopal Church make me a strong candidate for election. Thank you for considering me for the deputation.

Chelsea Stanton
Christ Church, Woodbury

- Episcopal Service Corps in Atlanta (2012-14)
- Master of Arts in Social Transformation from United Theological Seminary of the Twin Cities (2014-16)
- Working professionally in the non-profit/social service sector (2016-present)
- Ordained and serving as a vocational deacon (Dec. 2022-present)



I believe that I have a unique perspective to offer Minnesota's deputation and the House of Deputies: as a young deacon, as an Episcopal Service Corps alum, as a former staff member of the local affiliate of Episcopal Migration Ministries who was laid off due to the current administration's dismantling of refugee resettlement, and now as a member of the legal aid community.

Though none of those roles put me in positional power, they were learning grounds for the struggles of vulnerable people who lack the money or background to be protected from exploitation in our society. I promise to bring that spirit of learning and thoughtful consideration to any question that comes before the House of Deputies. I feel called to have voice and vote in the room when decisions are being made on how we speak up as a Church with and on behalf of those most vulnerable to make sure their experiences are represented as much as I can. I hope that in this time we use our prophetic imagination to challenge harmful political winds while striving to make the world and The Episcopal Church a vision of Beloved Community.

Rick Swenson
St. Paul's, Duluth

- Dean of Northern ECMN Mission Areas
- ECMN Council (2 terms)
- ECMN Delegate General Convention (2018, 2021, 2024)
- President, Standing Committee, Diocese of Nebraska



In addition to serving as priest for the past 21 years, I also practiced law until retiring 5 years ago. All of my ministry as well as my practice of law has been in non-metropolitan areas of both the Diocese of Nebraska and in Minnesota. I am well acquainted with both the strengths and the challenges of rural Christian discipleship, and I strongly believe that the future of the Episcopal Church will be shaped by how successful we are in innovating, transforming, and creating vital communities of faith, worship, and ministry in our

non-metropolitan contexts. While we look to the future we must always remain grounded in our traditions from which we can take great spiritual wisdom and practice. I firmly believe that the current Presiding Bishop of the Episcopal Church understands these challenges and recognizes the realities faced in our rural communities. I feel called to help in any way I can in the effort underway to move the Episcopal Church, not only in Minnesota but through this country, into a future that, although perhaps smaller in number, will be vital and faithful to our calling as disciples of Jesus Christ.

Margaret Thor

St. John in the Wilderness, White Bear Lake

- Chair, Commission on Ministry
- Board Member and Treasurer, White Bear Area Food Shelf
- Board Member, Fund for the Diaconate
- Member, Episcopal Church Court of Review
- 20+ years Management Experience, Internal Revenue Service
- Clergy deputy for the 80th and 81st General Conventions; chair of the Deputation for the 81st GC



Because it is lots of fun! I would be honored to represent the Diocese again as deputy for the next GC. I've been fortunate to serve with deputies who mentored me and assisted me in understanding the role of deputies at GC and I feel that I can give that guidance to others. My experience at GC has proved that diaconal representation at GC is an important way to demonstrate and live out the ministry of servanthood. As a deputy, I am able to act on the needs and concerns of the world when voting on resolutions and acts of the convention. I firmly believe that we are called to feed, clothe, and advocate for the marginalized and oppressed and as a deputy at General Convention I am able to do that in the wider church. In addition to being seated on the floor of Convention, I was also a member of the Rules of Order committee for the House of Deputies (in both years). I'm also a current member of the Court of Review who determines appeals from Dioceses in Title IV cases.

Financial Statement of Mission for 2026

2026 Financial Statement of Mission – Narrative

This June marked the beginning of Bishop Loya's sixth year as bishop, and this fall, we celebrate the 168th convention of our Diocese. One of these benchmarks reminds us of the brevity of our own tenures in this lineage, and the other reminds us that we stand in a long line of those who have stewarded this beautiful faith tradition, and propels us on to continue to steward this transforming church for those who will come after us.

In the first years of this episcopate, we have cultivated a strong, clear and shared vision for who God is calling us to be, and the ways God is calling us to transform our shared life as God's church. This clarity has ushered in a season of refinement and realignment, gaining clarity on the work that lays before us, and what role we each play in moving towards that vision - as individuals, faith communities and as a Diocese.

In 2020, Bishop Loya laid out four priorities to focus our life together as a Diocese – Discipleship, Justice, Innovation and Vitality. The realignment and refinement that you'll see in the Diocesan budget for 2026 is an even deeper and more intentional focus on and building towards those priorities. In partnership with Ministry Architects, a consulting firm that supports strategic planning, specifically around staffing, the Bishop, staff and Council have reflected on the structure and scope of the work needed from Diocesan leaders to take the next step deeper with these priorities, which have yielded some shifts in existing portfolios, and the creation of one new full time and one new part time position, as well as a more intentional articulation of goals, tactics and measurements to track our efforts. The change that causes the largest impact to the budget is the creation of a new staff position, the Canon for Discipleship, to provide leadership around our discipleship efforts. Discipleship has been a deep intention of this Episcopate, but not explicitly a duty or responsibility of any one staff person.

Below you, see the shift in titles and the different groupings of staff positions into teams, further aligned with the priorities.

Discipleship and Justice

Canon for Discipleship (to be hired, upon Convention's approval of the budget)

Racial Justice and Healing Commission Convener (Anna Ostenso Moore)

Minister for Formation and Holy Orders (Sarah Hoch)

Minister for Children and Youth (Dan Miglets-Nelson)

Innovation

Canon for Innovation (Blair Pogue)

Congregational Vitality

Canon for Vitality (Karen Olson)

Canon for the Department of Indian Work (Robert Two Bulls)

Missioner for Multicultural Ministries (Jeckonia Okoth)

Dean of the North (Rick Swenson)

Dean of the South (Cindi Brickson)
 Archdeacons (Chip Whitaker, Lee Grimm, Rena Romero)
 Metro Deans (Katherine Lewis, Jered Weber-Johnson)

Management and the Episcopate

The Bishop
 Canon to the Ordinary (Kelsey Schuster)
 Executive Assistant to the Bishop and Office Manager (Jessica Ricardo)
 Administrative Assistant (to be hired, upon Convention's approval of the budget)
 Director of Finance (Jennifer Gamberg)

This budget narrative also includes the draft outcomes of each priority so as to better capture the change we're hoping to see in individuals, congregations and the Diocese as a result of our focus on this priority area. You will also find a high-level report of some of the most pertinent efforts made by Diocesan staff and leaders to move the system towards those outcomes this past year.

The financial statement of mission, this diocesan budget, is built by the Bishop, ECMN staff, 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 2026 budget is balanced. Convention votes on the budget proposed for the year 2026. 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. The increase in the draw was approved for 3 years, but, due to diligent budgeting and staffing transitions, we were able to draw only 5% in 2024, one year ahead of when we had projected.

We find ourselves once again seeking to jumpstart the creation of a position and programs in the Diocese, this time in the area of Discipleship and Justice with the hiring of a Canon for Discipleship. In order to make this possible, the Joint Finance and Audit Committee and Council are presenting a budget that includes the authorization to draw up to 5.2% on endowed and invested funds. The performance of the investment portfolio has been at 6.7%, so this proposed increase in the draw will not impact the principle of the investment.

Additionally, as proven in 2024, Operations will only draw from the invested funds what is absolutely required, so, if it is not necessary to draw above 5% in order to cover the expenses of Operations, we will not.

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 2026, 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%.

Endowed and Invested Funds

ECMN has been blessed with a healthy endowment, managed by the Trustees, in the Pooled Investment Fund. Operations are authorized to draw 5% on the 20 quarter average earnings each year. As stated above, this projected 2026-2028 budget includes an expected draw of 5.2%, which was approved by Council.

In this budget you will see a difference between the projected draw and the audited actuals for 2024 - this is due to the projection of a 5.8% draw, and the reality of a 5%, as expenses did not require a larger draw.

Program Revenue

This revenue line includes 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.

Expense

The expenses are broken up into budget categories. These categories communicate the way our money is spent to support ECMN in achieving its vision, aligned with the priorities that act as the backbone and organizing structure of our shared work.

Discipleship & Justice

Transformative encounters with Jesus and building community with the poor and marginalized

Outcomes - what change do we seek as a result of our efforts and intentions?
• <i>Discipleship - Individuals</i> are mature followers of Jesus, committed to daily practices that help them follow Jesus in daily life. • <i>Justice - Individuals</i> understand and practice justice as a core part of their spiritual journeys as followers of Jesus. • <i>Discipleship - Faith Communities</i> make new disciples, encourage and deepen the faith journeys of their members and neighbors through engaging worship, preaching, service, and small groups. • <i>Justice - Faith Communities</i> build relationships with the poor and marginalized, share their resources and seek healing in relationships across lines of differences. Faith communities seek justice particularly in the areas of creation care, anti-racism and creation care. • <i>Discipleship - The Diocese</i> grounds all gatherings in spiritual practices and theological reflection, engages in collective discernment, and provides resources to support formation for faith communities and individuals. • <i>Justice - The Diocese</i> develops tools and supports to address injustice in our own institution, in our faith communities, and to engage in justice-making and healing

This budget combines the priorities of Justice and Discipleship into one bucket of work for the time being. We have discerned that, as followers of Jesus, our priority of Justice flows from our commitment to following Jesus. While we would like, as a Diocese, to invest in Justice in a more robust way in the future, investing in Discipleship is the first step on that journey. Building our Justice work alongside our Discipleship also allows us to better understand the ways the Diocese is best positioned to support Justice efforts, which most effectively happen at the grassroots level of individual and faith community action.

Efforts Made to Achieve the Vision

- Building 5 distinctive retreat and camp experiences that support young people as they deepen their faith and cultivate community with other Christians.
 - 109 youth and 49 adult volunteers representing 17 faith communities have participated in the past year.
- Supporting the formation and ordination of leaders to the Diaconate and Priesthood as they prepare to minister in the church in this season of transformation.
 - 21 people in formation for the Priesthood or Diaconate.
 - Over 100 paid and volunteer leaders from the Diocese mobilized to companion, educate and mentor formands throughout their journey.

- Coordinating and sharing existing resources to support individuals and churches in deepening their faith and skills in leading in their context.
 - Initial grant-funded investment in and launch of discipleship and vitality resource hub through Faith + Lead Academy (connected to Luther Seminary).
 - Invitation from the Bishop to engage in *Practicing the Way* by John Mark Comer (with support for congregational leaders to help implement the curriculum, and Diocesan-wide storytelling about its impact in congregations).
- Building formational retreat experiences that help Minnesota Episcopalians root their call to justice in their journeys as followers of Jesus.
 - 2 retreats led by the Racial Justice and Healing Commission, engaging over 50 participants, plus congregational hosting teams.

Upcoming Goals

- Hire a Canon level Discipleship position to help lead and coordinate Discipleship efforts, programs and resources across the Diocese.
- Build a framework for Discipleship in the Diocese, and align existing and create new resources and programs to support the Discipleship of individuals, both youth and adults, and formation efforts of congregations.
- Relaunch the currently paused process of discernment for Holy Orders, with a refined focus and strategy around discerning and forming ordained leaders for this transformational moment in the church.
- Build a process of discernment and formation that engages lay leaders across the Diocese to deepen their own faith and call in the church.

Innovation

A culture of experimentation

Outcomes - what change do we seek as a result of our efforts and intentions?
● <i>Individuals</i> increase their capacity to engage adaptive challenges by learning how to discern the Holy Spirit's leading in their lives and faith communities, through engaging spiritual practices, experimenting, and taking risks. ● <i>Faith Communities</i> understand their identity as rooted in Jesus, and as part of a movement which includes discernment, experimentation, and creativity. ● <i>The Diocese</i> supports, through resources and structures, the formation of innovative leaders and new expressions of church.

The work in the Innovation priority area will focus on continuing to build on the infrastructure that's already in place. The efforts of the past three years have resulted in a strong and coherent pipeline of activities, programs and learning communities that help foster innovative

leaders to grow and experiment within their existing faith community context, and support those leaders who feel called to cultivate new expressions of church.

Efforts Made to Achieve the Vision

- Building and launching the innovation pipeline, which has engaged over 120 lay and ordained leaders in the past year:
 - **Faithful Innovation:** Eight-month process for faith community teams to learn to root innovation in discipleship and live their faith outside the four walls of the church.
 - **Innovation Summit:** Yearly gatherings to inspire new leaders to join the work of following the Holy Spirit in innovative ways, and to sustain and deepen a culture of innovation and experimentation in the Diocese.
 - **Mustard Seed Community:** Supported process for individuals and teams to learn how to listen to, love, form community, and to share Jesus with those who are spiritually curious.
 - **Innovation Retreat:** An opportunity to spend time away with leaders who are deepening their commitment to innovation, and building their capacity to craft thoughtful, experimental ministries that are responsive to the spiritual needs of those around them.
 - **New Christian Communities:** Small groups led by Christians where spiritually curious people can explore Jesus and his teachings, and engage in simple discipleship practices. Each NCC is in relationship with an existing congregation, directing those who want to go deeper there for classes, retreats, and worship services.

Upcoming Goals

- Use a portion of the Missioner for Multicultural Ministries' staff time to plant a new multicultural worshipping community.
- Continue to operate and begin to assess the success and effectiveness of the pipeline of innovation programs and offerings, making revisions and redeveloping where needed.
- Develop a fundraising strategy to help support innovative leaders and new Christian Communities with dedicated funds above and beyond what the Diocesan budget can support.

Vitality

Sharing life deeply together

Outcomes - what change do we seek as a result of our efforts and intentions?
● <i>Individuals</i> are committed to expressing their Christian faith in vibrant communities of all shapes and sizes.

- *Faith Communities* center and live out vitality commitments.
- *The Diocese* uses its assets (budget, canons, formation, property) to support existing and launch new worshipping communities that live out the vitality commitments.

We have moved all the positions that are focused directly on the support of existing congregations and congregational leaders into this one Vitality team, under the direction of the Canon for Vitality (a title change for the Canon for Ministry position). This will allow for greater alignment around how congregations are receiving support from the Diocesan office, and also acknowledges that there are now several levels of support for congregations, and staff need to continue to work collaboratively to ensure congregations are getting the right support and resources at the right time.

Efforts Made to Achieve the Vision

- Continuing, deep use of the Ministry Companion program has resulted in an increase in support for congregations navigating a wide variety of challenges and opportunities.
 - The current cohort of 6 Ministry Companions have worked with 16 faith communities during the last four years. More Ministry Companions are being identified and trained.
 - Companions have served in:
 - Supporting a congregation as it closes
 - Supporting congregations through a merger process
 - Connecting and supporting a cohort of congregations through a long clergy transition process
- Continuing regular visitations to faith communities by the Bishop, Deans and staff, which allow for Diocesan staff to build relationships and learn more about the areas of greatest strength and areas where congregations and leaders may need more support.
- Cultivating conversations within clusters of congregations, exploring ways to connect more deeply and share resources for ministry.
- Supporting regular cohorts of congregational leaders: Department of Indian Work congregational leaders, Multicultural congregational leaders, and regular gatherings of clergy in clericus across the state.

Upcoming Goals

- Develop a framework for Vitality and a process for assessing and building vitality in congregations.
- Continue to cultivate conversations amongst clusters of congregations.
- Continue to support existing cohorts and build new cohorts of congregational leaders.

Management

Although not listed as a priority, good management is essential to the functioning of any organization, especially one in the midst of deep transformation. The changes that you'll see reflected in this year's budget in the area of Management is the expansion of the Executive Assistant's position to manage and direct the work of a new part time administrator to help support the operations of the Diocese. The Diocese has a wide range of responsibilities to faith communities that require significant administrative skill and attention. In addition, there are administrative functions on each staff person's plate that will be more efficiently managed in one dedicated role.

Efforts Made to Achieve the Vision

- Supporting and coordinating in person Diocesan events throughout the year.
- Operating communications and database systems to ensure information, opportunities and stories are disseminated to the right people as needed.
- Supporting the function and flow of information of Diocesan governance committees as they manage the canonical work of the Diocese.
- Supporting congregations, particularly in the area of financial health and audits.

Upcoming Goals

- Build new and more effective systems and processes to manage administrative and governance functions of the Diocese.
- Continue to build and assess the effectiveness of Diocesan programs and activities in achieving vision and outcomes.
- Continue to support governance bodies in their transformational work, particularly the Trustees as they, in conjunction with the Diocese, build processes and infrastructure to support congregations in the stewardship of their buildings.

The Episcopate

The shift you'll see in the Episcopate section of the budget is a renaming of the role of the Canon for Operations and Chief of Staff to the Canon to the Ordinary. Shifting this position's title to a more traditional one better articulates the role and function of this position as it relates to the executing of the Bishop's vision. The Canon to the Ordinary will be working with the other Canon level positions to ensure that efforts and resources are directly linked to the outcomes, and will take on the responsibilities of shaping strategic communications and directing a part time remote staff position to manage the website and newsletter, thus eliminating the need for a full time Communications position.

Efforts Made to Achieve the Vision

- Visitations to congregations throughout the Diocese, maintaining deep connections with congregations and leaders.

- Prophetically and pastorally interpreting the vision and preaching across the Diocese, including governance meetings.
- Supporting and shepherding clergy leaders in the Diocese.
- Transforming the vision into tactics and program designs in order to take action towards realizing the changes and transformations needed.
- Effectively operating the Diocesan system, through building shared management and information that helps prioritize the work, share information, and keep the system focused on the outcomes.

Upcoming Goals

- Continue to clarify the vision and re-interpret it as the church continues to transform.
- Continue to build the structures and processes needed to take action on the vision, and transform the existing systems and build new processes to manage the work that is emerging.
- Continue to identify the areas in the system that require further discernment and redevelopment.

Conclusion

Each year we become more clear about who God is calling us to become, and each year we seek to shape the Diocesan budget in such a way that we are able to build the resources, programs and leaders needed to live out that call. Our work is never done. The transformation God calls us to in this moment simply keeps calling us further into God's grace, and unique call to us as followers of the way of Jesus.

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

Operations Monetary Resources Provided

Mission and Ministry Support (MMS) Revenue
Distributions from Endowed and Invested Funds
Program Revenue
Other Revenue

	2024 Approved	2024 Audited Actual	2025 Approved	2026 Projected	2027 Projected	2028 Projected
	1,913,000	1,889,240	2,075,132	2,075,132	2,075,132	2,075,132
	1,013,081	826,397	870,781	904,178	904,178	904,178
	79,000	65,264	99,000	99,000	99,000	99,000
	228,564	288,035	228,564	228,564	253,889	281,680
Total Operations Monetary Resources	3,223,645	3,068,936	3,273,477	3,306,874	3,332,199	3,359,990

Operations Resource Utilization

Investment in Formation and Discipleship
Investment in Vitality
Investment in Innovation
Investment in Infrastructure and Management
Investment in Episcopate
Investment in the Episcopal Church

	411,439	275,456	322,889	502,145	508,044	514,061
	912,058	939,966	988,562	1,022,262	1,027,792	1,035,393
	173,122	137,256	173,455	173,834	176,260	178,736
	900,278	882,314	936,328	764,256	769,376	774,599
	448,948	439,661	464,444	477,817	484,165	490,641
	387,800	381,550	387,800	366,560	366,560	366,560
Total Operations Resources Used	3,223,645	3,056,203	3,273,477	3,306,874	3,332,199	3,359,990
OPERATIONS EXCESS (DEFICIT) OF RESOURCES	0	12,733	0	0	(0)	0

Summary of Operations Resource Utilization

Total Personnel Costs
Total Direct Expense
Total Investment in ECMN

	1,598,590	1,775,141	1,793,878	1,713,094	1,747,355	1,782,303
	1,580,702	1,281,062	1,479,599	1,593,780	1,584,843	1,577,688
	3,223,645	3,056,203	3,273,477	3,306,874	3,332,199	3,359,990

ECMN - Operations Detail
2026 DRAFT Financial Statement of Mission

	2024 Approved	2024 Audited	2025 Approved	2026 Projected	2027 Projected	2028 Projected
MONETARY RESOURCES PROVIDED						
TOTAL MMS REVENUE	1,913,000.00	1,889,240.16	2,075,132.00	2,075,132.00	2,075,132.00	2,075,132.00
DISTRIBUTIONS FROM ENDOWED AND INVESTED FUNDS	1,013,081.37	826,396.80	870,781.00	904,178.00	904,178.00	904,178.00
Other Program Revenue						
School for Formation Revenue	5,000.00	-	5,000.00	5,000.00	5,000.00	5,000.00
Convention Revenue	40,000.00	44,585.00	60,000.00	60,000.00	60,000.00	60,000.00
Clergy Retreat Revenue	24,000.00	20,550.00	24,000.00	24,000.00	24,000.00	24,000.00
Other Clergy Formation and Retreat Revenue	10,000.00	129.00	10,000.00	10,000.00	10,000.00	10,000.00
Total Program Revenue	79,000.00	65,264.00	99,000.00	99,000.00	99,000.00	99,000.00
Trustee Paid Management Fees	228,564.00	225,875.00	228,564.00	228,564.00	228,564.00	228,564.00
Grant Revenue	-	60,000.00	-	-	-	-
Other Operating Revenue	-	2,160.22	-	-	-	-
Adjustments	-	-	-	-	25,324.88	53,116.23
Total Other Operating Revenue	228,564.00	288,035.22	228,564.00	228,564.00	253,888.88	281,680.23
TOTAL MONETARY RESOURCES	3,233,645.37	3,068,936.18	3,273,477.00	3,306,874.00	3,332,198.88	3,359,990.23
RESOURCE UTILIZATION						
INVESTMENT IN FORMATION AND DISCIPLESHIP						
Canon for Discipleship						
Canon for Discipleship Salary	-	-	-	90,000.00	91,800.00	93,636.00
Canon for Discipleship SECA/FICA	-	-	-	6,885.00	7,022.70	7,163.15
Canon for Discipleship Pension	-	-	-	17,439.30	17,788.09	18,143.85
Canon for Discipleship Health Insurance	-	-	-	40,000.00	40,000.00	40,000.00
Canon for Discipleship Travel and Business Related Expenses	-	-	-	5,000.00	5,000.00	5,000.00
Canon for Discipleship Continuing Education	-	-	-	1,500.00	1,500.00	1,500.00
Minister for Holy Orders and Formation						
Minister for Holy Orders and Formation Salary	86,727.23	24,721.46	72,114.00	73,000.00	74,460.00	75,949.20
Minister for Holy Orders and Formation SECA	6,634.63	1,713.60	5,516.72	5,584.50	5,696.19	5,810.11
Minister for Holy Orders and Formation Pension	16,805.13	7,004.72	6,490.26	14,145.21	14,428.11	14,716.68
Minister for Holy Orders and Formation Health Insurance	37,593.96	-	8,400.00	32,000.00	32,000.00	32,000.00
Minister for Holy Orders and Formation Travel and Business Related E	6,000.00	1,128.29	6,000.00	3,500.00	3,500.00	3,500.00
Minister for Holy Orders and Formation Continuing Education	1,500.00	-	1,500.00	1,500.00	1,500.00	1,500.00
Minister for Children and Youth						
Minister for Children and Youth Salary	72,427.10	73,038.91	73,875.64	75,353.15	76,860.22	78,397.42
Minister for Children and Youth PR Taxes	5,540.67	5,540.60	5,651.49	5,764.52	5,879.81	5,997.40
Minister for Children and Youth Pension	6,518.44	7,263.14	6,648.81	6,781.78	6,917.42	7,055.77
Minister for Children and Youth Insurance Benefits	7,074.86	25,130.30	25,691.73	25,691.73	25,691.73	25,691.73

Minister for Children and Youth Business Expenses	10,000.00	8,562.98	6,000.00	10,000.00	10,000.00	10,000.00
Minister for Children and Youth Continuing Ed	1,500.00	480.00	1,500.00	1,500.00	1,500.00	1,500.00
Part Time Program Administrator						
Program Administrator Salary	48,964.80	31,993.39	-	-	-	-
Program Administrator FICA	3,745.81	2,288.22	-	-	-	-
Program Administrator Pension	4,406.83	-	-	-	-	-
Total for Canon and Missioner Costs	315,439.46	188,865.61	219,388.65	415,645.19	421,544.26	427,561.31
Racial Justice and Healing Formation Support	15,000.00	13,782.22	15,000.00	15,000.00	15,000.00	15,000.00
Formation and Discipleship Program Costs						
Formation Curriculum	40,000.00	15,679.54	40,000.00	24,000.00	24,000.00	24,000.00
Education for Ministry	2,500.00	2,550.00	2,500.00	2,500.00	2,500.00	2,500.00
Program Development	5,000.00	736.26	5,000.00	4,000.00	4,000.00	4,000.00
Holy Orders	12,500.00	45,825.30	20,000.00	20,000.00	20,000.00	20,000.00
Children, Youth and Camp Leadership & Scholarship Expense	21,000.00	8,016.75	21,000.00	21,000.00	21,000.00	21,000.00
TOTAL INVESTMENT IN FORMATION AND DISCIPLESHIP	411,439.46	275,455.68	322,888.65	502,145.19	508,044.26	514,061.31
INVESTMENT IN VITALITY						
Canon for Vitality						
Canon for Vitality Salary	96,482.72	97,299.74	98,412.37	100,380.62	102,388.23	104,436.00
Canon for Vitality FICA	7,380.93	7,380.88	7,528.55	7,679.12	7,832.70	7,989.35
Canon for Vitality Pension	8,683.45	9,675.50	8,857.11	9,034.26	9,214.94	9,399.24
Canon for Vitality Health Insurance	27,239.71	31,239.42	29,074.06	32,000.00	32,000.00	32,000.00
Canon for Vitality Travel and Business Related Expenses	10,000.00	8,364.17	10,000.00	8,000.00	10,000.00	10,000.00
Canon for Vitality Continuing Education	1,500.00	79.00	1,500.00	1,500.00	1,500.00	1,500.00
Minister for Multicultural Ministries						
Minister for Multicultural Ministries Salary	81,214.26	71,297.14	72,114.00	73,000.00	74,460.00	75,949.20
Minister for Multicultural Ministries SECA	6,212.89	5,408.52	5,408.55	5,584.50	5,696.19	5,810.11
Minister for Multicultural Ministries Pension	7,309.28	13,537.27	13,954.06	14,145.21	14,428.11	14,716.68
Minister for Multicultural Ministries Insurance Benefits	14,314.29	37,048.78	40,674.32	41,000.00	41,000.00	41,000.00
Minister for Multicultural Ministries Travel and Business Related Expenses	10,000.00	21,590.93	8,000.00	8,000.00	8,000.00	8,000.00
Minister for Multicultural Ministries Continuing Education	750.00	475.00	750.00	750.00	750.00	750.00
Part Time Canon for the Department of Indian Work (DIW)						
Canon for Indian Work Half Time Salary	41,833.45	42,186.56	42,670.12	45,000.00	45,900.00	46,818.00
Canon for Indian Work SECA	3,200.26	3,200.34	3,264.26	3,442.50	3,511.35	3,581.58
Canon for Indian Work Pension	8,106.07	7,437.50	8,268.19	8,719.65	8,894.04	9,071.92
Canon for Indian Work Insurance Benefits	18,863.12	19,181.34	17,448.66	20,000.00	20,000.00	20,000.00
Canon for Indian Work Travel and Business	5,000.00	4,426.36	9,000.00	5,000.00	5,000.00	5,000.00
Canon for Indian Work Continuing Education	1,500.00	2,359.79	1,500.00	1,500.00	1,500.00	1,500.00
Dean of the South						
Dean of the South Half Time Salary	-	-	-	45,000.00	45,900.00	46,818.00
Dean of the South SECA	-	-	-	3,442.50	3,511.35	3,581.58
Dean of the South Pension	-	-	-	8,719.65	8,894.04	9,071.92
Dean of the South Travel and Business	-	-	-	5,000.00	5,000.00	5,000.00
Dean of the South Continuing Education	-	-	-	1,500.00	1,500.00	1,500.00
Dean of the North						

Dean of the North Half Time Salary	-	-	-	45,000.00	45,900.00	46,818.00
Dean of the North SECA	-	-	-	3,442.50	3,511.35	3,581.58
Dean of the North Continuing Education	-	-	-	5,000.00	5,000.00	5,000.00
Dean of the North Travel and Business	-	-	-	1,500.00	1,500.00	1,500.00
Total Canon, Missioner and Dean Costs	349,590.43	382,188.24	378,424.26	503,340.51	512,792.32	520,393.16
Ministry Support to Multicultural Faith Communities						
El Santo Nino Faith Community Partnership	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00
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	10,000.00	5,689.37	10,000.00	10,000.00	10,000.00	10,000.00
Saint Nicholas Latino Ministry Partnership	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
Ministry Support to DIW Faith Communities						
All Saints' Indian Mission Faith Community Partnership	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Bishop Whipple Faith Community Partnership	46,500.00	46,500.00	46,500.00	46,500.00	46,500.00	46,500.00
Church of the Messiah Faith Community Partnership	30,500.00	30,500.00	30,500.00	30,500.00	30,500.00	30,500.00
Leech Lake Faith Community Partnership	94,000.00	94,000.00	94,000.00	94,000.00	94,000.00	94,000.00
White Earth Faith Community Partnership	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00
Red Lake Faith Community Partnership	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
Redby Faith Community Partnership	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
Vital Networks and Supports						
Archdeacons	10,000.00	1,398.91	10,000.00	10,000.00	10,000.00	10,000.00
Regional Deans	58,669.25	77,516.09	90,000.00	14,000.00	14,000.00	14,000.00
Ministry Companions	45,000.00	26,857.44	45,000.00	45,000.00	45,000.00	45,000.00
Ministry Development	2,798.39	17,792.96	19,137.68	3,921.53	-	-
Events and Networks	15,000.00	7,522.99	15,000.00	15,000.00	15,000.00	15,000.00
TOTAL INVESTMENT IN VITALITY	912,058.07	939,966.00	988,561.94	1,022,262.04	1,027,792.32	1,035,393.16
INVESTMENT IN INNOVATION						
Canon for Innovation						
Canon for Innovation Salary	91,809.00	93,635.46	93,645.18	95,518.08	97,428.44	99,377.01
Canon for Innovation SECA	7,023.39	7,023.38	7,163.86	7,307.13	7,453.28	7,602.34
Canon for Innovation Pension	17,789.83	16,321.87	18,145.63	18,508.54	18,878.71	19,256.28
Canon for Innovation Health Insurance	10,000.00	221.77	10,000.00	10,000.00	10,000.00	10,000.00
Canon for Innovation Travel and Business Related Expenses	10,000.00	1,414.26	8,000.00	6,000.00	6,000.00	6,000.00
Canon for Innovation Continuing Education	1,500.00	503.87	1,500.00	1,500.00	1,500.00	1,500.00
Total Canon Costs	138,122.22	119,120.61	138,454.67	138,833.75	141,260.42	143,735.63
Supporting New Expressions of Church	25,000.00	1,267.13	25,000.00	25,000.00	25,000.00	25,000.00
Faithful Innovation	10,000.00	16,868.65	10,000.00	10,000.00	10,000.00	10,000.00
TOTAL INVESTMENT IN INNOVATION	173,122.22	137,256.39	173,454.67	173,833.75	176,260.42	178,735.63
INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT						
Executive Assistant to the Bishop and Office Manager						
Executive Assistant to the Bishop and Office Manager Salary	71,407.00	75,219.03	76,500.00	85,000.00	86,700.00	88,434.00

Executive Assistant to the Bishop and Office Manager PR Taxes	5,462.64	5,487.80	5,852.25	6,502.50	6,632.55	6,765.20
Executive Assistant to the Bishop and Office Manager Pension	6,426.63	7,459.32	6,885.00	7,650.00	7,803.00	7,959.06
Executive Assistant to the Bishop and Office Manager Health Insurance	38,127.44	36,054.01	41,248.88	43,000.00	43,000.00	43,000.00
Executive Assistant to the Bishop and Office Manager Travel and Business	3,000.00	4,221.39	3,000.00	3,000.00	3,000.00	3,000.00
Executive Assistant to the Bishop and Office Manager Continuing Education	1,500.00	1,015.70	1,500.00	1,500.00	1,500.00	1,500.00
Administrative Support						
Administrative Support Salary	-	-	-	40,000.00	40,800.00	41,616.00
Administrative Support PR Taxes	-	-	-	3,060.00	3,121.20	3,183.62
Administrative Support Pension	-	-	-	3,600.00	3,672.00	3,745.44
Administrative Support Travel and Business Related Expense	-	-	-	1,500.00	1,500.00	1,500.00
Administrative Support Continuing Education	-	-	-	1,500.00	1,500.00	1,500.00
Director of Finance						
Director of Finance Salary	90,807.63	91,574.86	92,623.78	94,476.26	96,365.78	98,293.10
Director of Finance PR Taxes	6,946.78	6,728.80	7,085.72	7,227.43	7,371.98	7,519.42
Director of Finance Pension	8,172.69	9,106.37	8,336.14	8,502.86	8,672.92	8,846.38
Director of Finance Health Insurance	38,510.27	39,051.35	41,404.96	41,404.97	41,404.97	41,404.97
Director of Finance Travel and Business Related Expenses	3,250.00	2,550.07	3,250.00	3,250.00	3,250.00	3,250.00
Director of Finance Continuing Education	1,500.00	-	900.00	900.00	900.00	900.00
Missioner for Communications						
Missioner for Communications Salary	66,969.57	58,003.07	76,500.00	-	-	-
Missioner for Communications PR Taxes	5,123.17	-	5,852.25	-	-	-
Missioner for Communications Pension	6,027.26	5,565.70	6,885.00	-	-	-
Missioner for Communications Insurance Benefits	14,446.74	16,235.64	15,249.50	-	-	-
Missioner for Communications Travel & Business Related Expenses	5,000.00	4,313.66	5,000.00	-	-	-
Missioner for Communications Continuing Education	1,500.00	282.51	1,500.00	-	-	-
Missioner for Systems and Data						
Missioner for Systems and Data	70,700.00	38,069.36	72,114.00	-	-	-
Missioner for Systems and Data PR Taxes	5,408.55	2,994.60	5,516.72	-	-	-
Missioner for Systems and Data Pension	6,363.00	4,153.14	6,490.26	-	-	-
Missioner for Systems and Data Insurance Benefits	24,651.36	8,619.82	26,617.24	-	-	-
Missioner for Systems and Data Travel and Business Related Expense	2,500.00	232.66	2,500.00	-	-	-
Missioner for Systems and Data Continuing Education	1,500.00	300.00	1,500.00	-	-	-
Part-time Office and Property Manager						
Office and Property Manager Salary	44,557.97	18,851.47	45,449.13	-	-	-
Office and Property Manager PR Taxes	3,408.68	1,442.10	3,476.86	-	-	-
Office and Property Manager Pension	4,010.22	2,000.54	4,090.42	-	-	-
Travel and Related Business Expenses	-	-	1,000.00	-	-	-
Office and Property Manager Continuing Education	1,500.00	-	1,500.00	-	-	-
Contracted Support						
Contracted Communication Support	-	-	-	20,000.00	20,000.00	20,000.00
Contracted Property Management	-	-	-	12,000.00	12,000.00	12,000.00
Total Missioner and Contractor Costs	541,777.60	439,532.97	569,828.11	384,074.02	389,194.40	394,417.19
Diocesan Events						
Clergy Retreat Expense	45,000.00	43,227.60	30,000.00	30,000.00	30,000.00	30,000.00
Other Clergy Formation and Retreats	5,000.00	9,938.71	5,000.00	5,000.00	5,000.00	5,000.00
Deacon Event Expense	5,000.00	-	5,000.00	5,000.00	5,000.00	5,000.00

ECMN Convention Expense	65,000.00	112,748.04	85,000.00	85,000.00	85,000.00	85,000.00
Ordination	6,000.00	2,517.76	6,000.00	6,000.00	6,000.00	6,000.00
Total Infrastructure Program Costs	126,000.00	168,432.11	131,000.00	131,000.00	131,000.00	131,000.00
Management Costs						
IT - Data Infrastructure System	20,000.00	25,283.34	20,000.00	25,000.00	25,000.00	25,000.00
IT - Noncapitalized Office Equipment	5,000.00	2,740.81	5,000.00	3,000.00	3,000.00	3,000.00
IT - Telephone & Online Service Expenses	21,000.00	20,216.76	21,000.00	21,000.00	21,000.00	21,000.00
IT - Equipment Maintenance & Copier Interest	8,000.00	4,738.99	5,000.00	5,000.00	5,000.00	5,000.00
IT - Depreciation Expenses	19,000.00	50,522.34	10,000.00	28,000.00	28,000.00	28,000.00
Finance - Supplies and Software	11,000.00	12,173.57	11,000.00	5,000.00	5,000.00	5,000.00
Finance - Audit Expense	20,000.00	25,830.00	25,000.00	25,000.00	25,000.00	25,000.00
Finance - Bank Fees	2,000.00	1,557.76	2,000.00	2,000.00	2,000.00	2,000.00
Office - General Use Expenses	15,000.00	12,355.27	25,000.00	15,000.00	15,000.00	15,000.00
Office - Postage & Printing Expenses	6,000.00	4,279.24	6,000.00	5,000.00	5,000.00	5,000.00
Office - Lease Expense	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
Contracted Communication Support Services	3,000.00	4,536.22	3,000.00	3,000.00	3,000.00	3,000.00
Subscription Services (formerly Web Based Communications)	13,000.00	11,546.18	13,000.00	12,000.00	12,000.00	12,000.00
Liability & DO Insurance Expense	11,000.00	15,571.25	11,000.00	21,682.00	21,682.00	21,682.00
Workers Comp Insurance Expense	2,500.00	4,923.50	2,500.00	2,500.00	2,500.00	2,500.00
Legal Business Expense	1,000.00	3,073.87	1,000.00	1,000.00	1,000.00	1,000.00
Total Management Costs	232,500.00	274,349.10	235,500.00	249,182.00	249,182.00	249,182.00
TOTAL INVESTMENT IN INFRASTRUCTURE AND MANAGEMENT	900,277.60	882,314.18	936,328.11	764,256.02	769,376.40	774,599.19
INVESTMENT IN THE EPISCOPATE						
The Episcopate						
Bishop Salary	151,190.78	154,767.80	154,214.60	157,298.89	160,444.87	163,653.76
Bishop SECA	11,566.09	11,566.10	11,797.42	12,033.36	12,274.03	12,519.51
Bishop Pension	29,296.24	26,878.89	29,882.16	30,479.81	31,089.40	31,711.19
Bishop Health Insurance	37,850.48	38,362.31	40,674.32	40,674.32	40,674.32	40,674.32
Episcopate Travel and Business Related Expenses	50,000.00	41,764.45	50,000.00	50,000.00	50,000.00	50,000.00
Continuing Education Expense	1,500.00	300.00	1,500.00	1,500.00	1,500.00	1,500.00
Automobile Depreciation Expense	7,000.00	11,915.83	7,000.00	17,100.00	17,100.00	17,100.00
Automobile Insurance Expense	1,433.90	376.50	1,433.90	2,483.00	2,483.00	2,483.00
Canon to the Ordinary						
Canon to the Ordinary Salary	96,909.50	97,728.07	98,847.69	100,824.64	102,841.14	104,897.96
Canon to the Ordinary PR Taxes	7,413.58	7,413.90	7,561.85	7,713.09	7,867.35	8,024.69
Canon to the Ordinary Pension	8,721.85	9,718.25	8,896.29	9,074.22	9,255.70	9,440.82
Canon to the Ordinary Health Insurance	38,565.60	33,179.88	41,135.42	41,135.42	41,135.42	41,135.42
Canon to the Ordinary Travel and Business Related Expense	6,000.00	5,503.76	10,000.00	6,000.00	6,000.00	6,000.00
Canon to the Ordinary Continuing Education	1,500.00	185.40	1,500.00	1,500.00	1,500.00	1,500.00
TOTAL INVESTMENT IN THE EPISCOPATE	448,948.02	439,661.14	464,443.64	477,816.74	484,165.22	490,640.67
INVESTMENT IN THE EPISCOPAL CHURCH						
Episcopal Church Support	348,500.00	342,249.96	348,500.00	327,260.25	327,260.25	327,260.25
Future Episcopal Election Fund	-	-	-	-	-	-
General Convention Fund	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00

Lambeth Conference Fund	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Provincial Support	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
MN Council of Churches Support	15,300.00	15,300.00	15,300.00	15,300.00	15,300.00	15,300.00
TOTAL INVESTMENT IN THE EPISCOPAL CHURCH	387,800.00	381,549.96	387,800.00	387,800.00	366,560.25	366,560.25
TOTAL RESOURCES USED	3,233,645.37	3,056,203.35	3,273,477.00	3,273,477.00	3,332,198.88	3,359,990.23
EXCESS (DEFICIT) OF RESOURCES	(0.00)	12,732.83	0.00	0.00	(0.00)	0.00

Proposed Canonical Amendments

NOTE: The revision proposed below removes redundancies and provide greater clarity around expectations to govern general membership and ex-officio members of the Commission on Ministry. These changes remove references to outdated and non-existent committees, and clarifies expectations for how members will be selected and serve.

CANON 113¹ Commission on Ministry

Canon 113.4: Selection of Members. Members of the Commission are selected as follows:

- a. At each Convention of ~~the~~ The Episcopal Church in Minnesota two (2) persons (one Clergy and one Lay) are elected for three-year terms, ~~with election by majority of all delegates present and voting. Terms for persons elected under this Canon 113.4(a) begin upon final adjournment of the Convention at which the election occurs.;~~
 - b. The Bishop annually at each Convention of ~~the~~ The Episcopal Church in Minnesota appoints two (2) persons (one Clergy and one Lay) for three-year terms. ~~Terms for persons appointed under this Canon 113.4(b) begin upon final adjournment of the Convention at which the appointment occurs.;~~
- ~~The term of office of the members selected under parts a. and b. of this Canon 113.4 begin upon final adjournment of the Convention at which elected or appointed.~~
- c. Each year between the end of the Convention of ~~the~~ The Episcopal Church in Minnesota and the following January 1st, Standing Committee ~~may appoint elects one up to two (12) persons to serve as liaisons to the Commission for a three-year one-year term. The term of the person(s) elected under this Canon 113.4(c), begins on the date of such election. (the person is elected from among the new members of Standing Committee; the term of the person elected starts on the date of election, in even numbered years the elected person is Lay, and in odd numbered years the elected person is Clergy);~~
 - d. The Bishop may appoint one (1) designee of his or her choosing to serve as a member of the Commission, who serves on the Commission at the pleasure of the Bishop.
 - e. The Bishop or Chair (as defined below) may invite guests to meetings of the Commission when discussing areas of expertise or oversight, such as persons working with Holy Orders, Examining Chaplains, Discernment Committees, Contextual Field Education, Deacon's Council, or others. A person selected by, and representing, each of the following groups serves as a non-voting, ex officio member of the Commission:
 - f. ~~The Bishop's Office;~~
 - g. ~~The Advisor for Holy Orders;~~
 - h. ~~The Examining Chaplains for Priests;~~
 - i. ~~The Examining Chaplains for Deacons;~~
 - j. ~~The Discernment Committee;~~
 - k. ~~The Deacons' Council; and~~
 - l. ~~The Committee on Lay Ministry~~

¹ No amendment is being proposed to Canon 113.1-.3.

- m. ~~Any vacancy occurring among such members in the groups listed 1-7, above, is filled for the remainder of the unexpired term by the group making the original selection, in consultation with the Bishop; and~~
- n. Members who have ~~served on the~~been elected to the Commission for a full three-year term are eligible to serve for one (1) additional term. ~~after which the lapse of at least one (1) full calendar year is required before new eligibility for election or appointment. Following the completion of the second three-year term, no Member shall be re-elected or reappointed until at least one (1) full calendar year has elapsed. -~~

Canon 113.5: Rules, Chair, and Vice-Chairs. The Commission may adopt rules consistent with the Canons of ~~t~~The Episcopal Church and of ~~t~~The Episcopal Church in Minnesota and subject to approval of the Bishop.

- a. The Bishop appoints a Chair of the Commission and may appoint a Vice Chair of the Commission. ~~The Chair and Vice Chair (if there be one) are~~ each appointed for two-year terms. ~~The Chair and Vice Chair (if there be one) are Members of the Commission with seat, voice, and vote by operation of their appointment, even if not otherwise elected or appointed under Canon 113.4.-~~
- b. ~~The Chair and Vice Chair must not serve in such capacity for more than two (2) consecutive two-year terms.~~

CANON 611

Current ECMN Canon 611 to be repealed and deleted in its entirety because the subject of when clergy are required to resign is fully covered in the churchwide Canons. Putting anything in ECMN Canons risks it being inconsistent with the churchwide canons.

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.

a. Employment beyond the age of seventy-two (72) years, if at all, must only be under a yearly contract approved by the Bishop, but will not be for the position of Rector, Vicar, or Priest-in-Charge.

TEC Canons that cover clergy resignation

Deacons- Canon III.8

Sec. 8.

On reaching the age of seventy-two years, a Deacon shall resign from all positions of active service in this Church, and the resignation shall be accepted. The Bishop may, with the consent of the Deacon, assign a resigned Deacon to any congregation, other community of faith or ministry in another setting, for a term not to exceed twelve months, and this term may be renewed.

Priests - Canon III.9.8

Sec. 8. Resignation

On reaching the age of seventy-two years, a Priest shall resign from all positions in this Church, and the resignation shall be accepted. Thereafter, the Priest may accept any position in this Church, including, with the permission of the Ecclesiastical Authority, the position or positions from which resignation pursuant to this Section has occurred; *provided*,

- a.** tenure in the position shall be for a term of not more than twelve months, which term may be renewed from time to time,
- b.** service in the position shall have the express approval of the Bishop of the Diocese in which the service is to be performed, acting in consultation with the Ecclesiastical Authority of the Diocese in which the Priest is canonically resident.
- c.** Anything in this Canon to the contrary notwithstanding, a Priest who has served in a non-stipendiary capacity in a position before resignation may, at the Bishop's request, serve in the same position for a term not to exceed twelve months thereafter, and this term may be renewed.

Resolutions

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 2025

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 September 17, 2025, to fulfill this role.

Two resolutions were received by the canonical deadline in advance of the 2025 Convention, which are summarized in the Business Booklet for Convention. 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 113 (regarding membership and leadership of the Commission on Ministry) and Canon 611 (regarding age of retirement for clergy). The CCR Committee recommends that the delegates to Convention vote **IN FAVOR OF THE REVISIONS** to Canon 113, which are summarized elsewhere in the Business Booklet, and vote **IN FAVOR OF THE REPEAL** of Canon 611. For avoidance of doubt, the repeal of Canon 611 is not intended to abolish the substantive provisions of the Canon, but rather to avoid conflict (either actual or potential) with the Canons of The Episcopal Church, which currently provide for mandatory retirement, subject to certain provisions for Deacons (TEC Canon III.7.8) and Priests (TEC Canon III.8.8) at the age of seventy-two years.

Respectfully Submitted,
Christopher W. Bowman
Chair, CCR Committee

On behalf of the other members of CCR Committee:

Sally Johnson, *ex officio*
Rev. Mark Kelm, *ex officio*
Canon Karen Olson, *ex officio*
Rev. Jennifer McNally, Council
John Gappa, Standing Committee

Resolution: Dignity: Not Hate, Not Mass Deportation, Not Silence

He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor. (Luke 4:18-19)

Explanation

Episcopal Migration Ministries cohort, Migration with Dignity (MWD), organized C031 for General Convention 2024 which was passed. ECMN reaffirmed C031 at Convention 2024 and committed to form an Immigration Caucus which was initiated in December of 2024. This new-updated resolution, "Dignity not hate, not mass deportation, not silence" takes into account the actions in 2025 of the Trump Administration, challenges The Episcopal Church to name a Migration with Dignity Sunday in accordance with C031, and specifically states opposition to 287(g) encouraging ECMN to urge local jurisdiction to reject participation as noted above. It also directly emphasizes the language of C031 that was committed to in 2024.

This Resolution is being submitted by the MWD Caucus in as many Episcopal Dioceses as possible this year, 2025.

Resolution

Resolved, that the Convention of The Episcopal Church in Minnesota, as people of faith, honor our baptismal covenant to seek and serve Christ in all persons loving our neighbors as we love ourselves, to strive for justice and peace among all people and to respect the dignity of every human being. Therefore we reaffirm our support for Migration with Dignity, the immigrant justice policy adopted by the 81st General Convention of The Episcopal Church (Resolution C031; see page 44 of this booklet) and confirmed at ECMN Convention in 2024; and be it further

Resolved, that "dignity" is not just a word, but rather a framework of principles declaring that all migrants have: (1) a universal right of movement; (2) the right to be secure from arbitrary and abusive detention, forced labor and sexual violence; (3) the right of equality; (4) the right to a basic quality of life; (5) the right to access services; and (6) civil and political rights. Therefore, The Episcopal Church in Minnesota opposes all policies and actions that deprive migrants of these rights including, but not limited to, the U.S. Government's current program of mass detention and deportation; and be it further

Resolved, that the Episcopal Church in Minnesota opposes U.S. Government actions that: (1) halt refugee resettlement programs; (2) terminate temporary protected status (TPS) and humanitarian parole for many categories of migrants; (3) sharply restrict migrants' ability to seek asylum; (4) conduct mass arrests of migrants; (5) deport migrants without due process to foreign prisons and countries other than their countries of origin; (6) give the green light to enforcement within

houses of worship, schools and hospitals; (7) defy U.S. courts by failing to carry out their orders; and (8) harass or detain public officials for investigating detention facilities or accompanying migrants to court hearings;

Resolved, that The Episcopal Church in Minnesota calls upon all Episcopalians to advocate that local, state, national and international governing bodies promote Migration With Dignity by cancelling and repealing these actions and programs and by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced persons and enacting new laws and policies guaranteeing their welcome, protection and integration into our communities; and be it further

Resolved, that, acknowledging the current state of emergency for migrants and their families and the daunting challenges facing migration ministries across the Church, The Episcopal Church in Minnesota urges the Presiding Bishop, the President of the House of Deputies and the Executive Council of the Church to establish the Task Force on Migration With Dignity as called for in the Migration with Dignity resolution (C031; *see following page*) adopted by the 81st General Convention to: (1) inventory current assets and resources of the Church for serving and supporting migrants; (2) conduct a gap analysis to identify missing elements that could strengthen the Church's response; (3) recommend a whole-of-church strategy for supporting migrants and for information and resource sharing; and be it further

Resolved, that the Episcopal Church in Minnesota urges the Presiding Bishop, the President of the House of Deputies and the Executive Council to establish an annual Migration with Dignity Sunday for The Episcopal Church during the season of Epiphany as called for in resolution C031; and be it further

Resolved, that The Episcopal Church in Minnesota continues to participate in a Migration with Dignity formation program, known as ECMN Immigration Caucus, to engage with the plight of refugees, migrants, asylum seekers and displaced persons and encourage actions that can be undertaken to assist them and advocate on their behalf; and be it further

Resolved, that The Episcopal Church in Minnesota strongly opposes the 287(g) program, which delegates federal immigration enforcement authority to local law enforcement, resulting in racial profiling, erosion of community trust, and separation of families. We call for the immediate termination of all current 287(g) agreements in our state and urge local jurisdictions to reject participation in any form of this program. We affirm that public safety depends on trust between immigrant communities and local authorities, and that such trust is undermined when police act as immigration agents.

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 Regarding Becoming a Sanctuary Church

Explanation

This resolution is adapted from the resolution passed for the Diocese of Los Angeles. Migration with Dignity cohort is encouraging all dioceses to consider this resolution during these tumultuous times.

For many years, immigrant families have suffered on the margins of our society. They have been scapegoated during difficult economic times and targeted by punitive immigration policies.

In the face of ongoing national rhetoric and policies that dehumanize and criminalize immigrants, there is an urgent moral and pastoral responsibility to respond in faith and solidarity.

As a people committed to the way of love and to dismantling systems of oppression, we are called to prepare a way for justice and hospitality. This resolution affirms our role in the broader Sanctuary Movement and commits The Episcopal Church in Minnesota to be a place of welcome, refuge, and witness for those vulnerable to persecution and exclusion.

Resolution

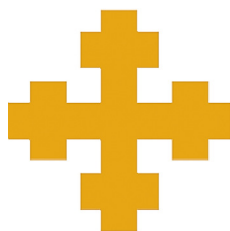
Resolved, that the 2025 Convention of The Episcopal Church in Minnesota declares The Episcopal Church in Minnesota to be a Sanctuary Church; and be it further

Resolved, that The Episcopal Church in Minnesota, as people of faith and people of conscience, pledges to resist the current policies that target and deport undocumented immigrants, and to support protections such as Deferred Action for Childhood Arrivals (DACA), which has provided relief and stability for thousands of young people in our communities and families; and be it further

Resolved, that the congregations and institutions of The Episcopal Church in Minnesota consider becoming Sanctuary Congregations and Institutions, serving as places of welcome, refuge, healing, and other forms of material and pastoral support for those targeted due to immigration status or other forms of difference, and that we work alongside our friends, families, and neighbors to ensure the dignity and human rights of all people; and be it further

Resolved, that The Episcopal Church in Minnesota connect with other local and national sanctuary communities and institutions, such as The North Star Alliance, and immigrant rights groups and coalitions, and engage in education, organizing, advocacy, and direct action, as appropriate to context, to ensure the safety and security of immigrant communities; and be it further

Resolved, that The Episcopal Church in Minnesota, Immigration Caucus, continues to assist in equipping congregations, clergy, and lay leaders to engage in such work, in ways that reflect each community's local context, capacity, and discernment.



**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.***