



Information for Clergy and Delegates

The 164th Annual Convention of the Episcopal Diocese of Kansas

October 20-21, 2023

Logo design by the Rev. Karen Schlabach

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Schedule of pre-convention convocation board meetings

Northeast Convocation

Saturday, September 9, 9 a.m., Bishop Seabury Academy, 4120 Clinton Pkwy., Lawrence

President: David Cox

President elect: Kevin Schmidt

Secretary: Donna Griffin

Dean: Gar Demo

Northwest Convocation

Saturday, September 9, 1 p.m., Grace Cathedral, 701 SW 8th Ave., Topeka

President: Stacey Kramer

President elect: Greg Doll

Secretary: Yvonne Amanor-Boadu and Henriette Area

Dean: Casey Rohleder

Southeast Convocation

Saturday, September 30, 10 a.m., St. John's, 1801 Corning Ave., Parsons

President: John Smittle

Vice president: Ryan Willis

Secretary: Ena Smittle

Dean: Sharon Billman

Southwest Convocation

Saturday, September 30, 2 p.m., Trinity, 400 W. Ash Ave., El Dorado

President: Christine Gilson

Vice president: Randy Harrison

Secretary: Mike Morrow

Dean: Laurie Lewis

All delegates are urged to attend the pre-convention meeting in their convocation. Each convocation will be electing representatives to the Council of Trustees and members of the diocesan staff and the Council of Trustees will be present to provide information and answer questions.

**Please bring this convention book with you
to your convocation board meeting and Diocesan Convention.**

A PDF of this convention book can be downloaded from the convention page
on the diocesan website, episcopal-ks.org/diocesan-convention-2023/

Proposed agenda for the 164th Diocesan Convention

Business sessions and worship will be in the nave at Grace Cathedral, 701 SW 8th Ave, Topeka. Friday night's banquet will be at Topeka Performing Arts Center, 214 SE 8th Ave, Topeka. Both spaces will be open seating.

During business sessions and on breaks, the St. Mary Chapel of Grace Cathedral is available for personal prayer. Members of convention and guests are also invited to enjoy the beauty of Bethany House & Garden. In addition to meal service, All Saints Hall will hold exhibitor and vendor tables and this year's staff, Council, seminarian, and new clergy introduction slideshow will be playing on the screen.

Friday, October 20

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|------------------|---|
| 12:00 p.m. | Check-in, <i>Cathedral Common Room, Cloister Door</i> |
| 1:00 – 1:30 p.m. | Business Session #1, <i>Cathedral Nave</i> <ul style="list-style-type: none">• Call to Order and announcements• Voting Orientation• Opening and organizational business• Elections: Council of Trustees and Disciplinary Board |
| 1:30 – 2:30 p.m. | Council of Trustees Presentations on Strategic Objectives, <i>Cathedral Nave</i> |
| 2:30 – 3:30 p.m. | Bishop's Address, <i>Cathedral Nave</i> |
| 3:30 – 4:30 p.m. | Break, <i>Please leave the Nave for Eucharist Music Rehearsal</i>
Enjoy the Garden
Visit Exhibitors in All Saints Hall |
| 4:30 p.m. | Convention Eucharist, <i>Cathedral Nave</i> |
| 6:00 p.m. | Social Hour, <i>Topeka Performing Arts Center</i> |
| 7:00 p.m. | Banquet and Compline, <i>Topeka Performing Arts Center</i> <ul style="list-style-type: none">• Alleluia Fund Grant Recipients• Archdeacons', Canon's, and Bishop's Ministry Recognitions |

Saturday, October 21

- | | |
|--------------------|--|
| 7:30 a.m. | Guided Christian Meditation with Canon Lisa Senuta, <i>St. Mary Chapel</i> |
| 8:00 a.m. | Continental Breakfast Open, <i>All Saints Hall</i> |
| 8:45 a.m. | Morning Prayer, <i>Bethany Place Garden</i> |
| 9:30 – 10:00 a.m. | First Breakout Session on Strategic Objectives |
| 10:15 – 11:45 a.m. | Second Breakout Session on Strategic Objectives with Noonday Prayer |
| 12:00 p.m. | Lunch, <i>All Saints Hall</i> |
| 1:00 – 3:00 p.m. | Business Session #2, <i>Cathedral Nave</i> <ul style="list-style-type: none">• Mission plan• Apportionment schedule• Canonical amendment• Constitutional amendment• Commissioning of those assuming appointed or elected positions Adjournment |

Nominees for election — Council of Trustees

Clergy nominees • Council of Trustees, at-large member, 3-year term (vote for 1)



The Rev. Daryl Stanford

Vicar, Grace, Chanute & Minster Priest, Agape Minster

Church leadership: Curate, Agape Minster; President-elect, Northeast Convocation; Lay Eucharistic Minister/Lay Transition Minister, Grace, Ottawa

Secular leadership: Regional Trainer for Crown Lift; Scout Den Leader, Cub Scout Pack 234, Waxahachie Texas

Statement: I have a strong desire to serve the Diocese of Kansas in any way that I can, to grow the Love of Christ in our communities. I feel that I can bring a fresh outlook to the issues facing the Diocese of Kansas in this time of reevaluating and renewing growth. As part of the minster priest program, I also offer insights from experience on the best ways to go forward and grow the greater church in unity and love.

Lay nominees • Council of Trustees, at-large member, 3-year term (vote for 1)



Diana Waddell-Gilbert

Member, Good Shepherd, Wichita

Church leadership: Senior Warden & Vestry Member; Sunday School Teacher; Eucharistic Visitor; Associate of the Community of the Transfiguration Episcopal Convent, Cincinnati, OH; Co-chair of the Tenth Diocesan Bishop Search

Other leadership: Episcopal Social Service Board of Directors; Wichita Area Girl Scout Leader; Executive leadership of 20+ years, Via Christi Health Services; Executive leadership, GraceMed; Mom & Grandma

Current position/occupation: Vice President of Operations, Prairie View, Inc., a behavioral health hospital and five outpatient clinics

Statement: Serving on the Council of Trustees for the past three years has been an honor. I am grateful for the opportunity to give back to the Episcopal Church that I dearly love while learning about the National Episcopal Church and the symbiotic relationship it has with our diocese. As a life-long Episcopalian, I am proud of the hard work our denomination has done with respect to being a church for all of God's children, regardless of where they are in their faith journey. I would consider it a privilege to serve another term working with the talented Council members to ensure the churches within our diocese are welcoming and continue to emanate God's unconditional love.

Nominees for election — Disciplinary Board

Lay nominees • Disciplinary Board, one member, 1-year unexpired term (vote for 1)



Darren Root

Member, St. Margaret's, Lawrence

Church leadership: Vestry member; Governing Board Chair at prior parish

Other leadership: President, Topeka Rowing Association; Member, Shawnee County Civil Service Board

Current position/occupation: Tribal Attorney, Prairie Band Potawatomi Nation

Statement: If elected, I will do so with some fear and sadness. To serve during a disciplinary proceeding means I am being asked to listen to and evaluate a complaint of clerical misconduct. I am not sure why anyone will look forward to that experience. However, I am committed to ensuring the proceedings are fair and that the love of Christ permeates throughout, whether the complaint is dismissed or there is a finding of misconduct. This goes beyond the institutions we create. Thank you for considering my nomination.

Amendment to the canons of the diocese

Note: Language to be removed is in ~~strikethrough~~; language to be added is in *italics*.

Canonical amendment 1

Proposed by the Rev. Canon A. Patrick Funston

CANON II.2 Of Attendance

Sec. 1.

a. It shall be the duty of all ordained persons entitled to seats in Convention and Convocation Boards to attend the same.

b. Every parish and campus mission in union with the Convention shall send to the Convention and Convocation Board meetings one or more delegates, not exceeding eight, who shall be communicants sixteen years of age or older, and shall be elected by the congregation to be represented at its annual meeting. Each delegate shall be elected to a term of not less than two years, with one half the terms (or as near thereto as may be) commencing in alternating years. Alternate delegates shall be selected in a like manner in the same number as the delegates are selected, but they shall be designated first, second, and/or third alternate.

Every parish and campus mission's entitled number of lay delegates shall be based on the number of communicants in its last filed annual parochial report. Parishes shall be entitled to lay delegates with the right to a seat and a vote on the following basis:

Campus missions, one delegate

Parishes under 300 communicants, two delegates

Parishes with 300 to 600 communicants, three delegates

Parishes with 601 to 900 communicants, four delegates

Parishes with 901 to 1200 communicants, five delegates

Parishes with 1201 to 1500 communicants, six delegates

Parishes with 1501 to 1800 communicants, seven delegates

Parishes with more than 1800 communicants, eight delegates

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. . .

~~Sec. 5. Every parish and campus mission in union with Convention shall be entitled to send lay delegates to Convention in a number based on the number of communicants in the parish as of December 31 next preceding the Convention. Parishes shall be entitled to lay delegates with the right to a seat and a vote on the following basis:~~

~~Campus missions, one delegate~~

~~Parishes under 300 communicants, two delegates~~

~~Parishes with 300 to 600 communicants, three delegates~~

~~Parishes with 601 to 900 communicants, four delegates~~

~~Parishes with 901 to 1200 communicants, five delegates~~

~~Parishes with 1201 to 1500 communicants, six delegates~~

~~Parishes with 1501 to 1800 communicants, seven delegates~~

~~— Parishes with 1800 communicants, eight delegates~~

Sec. 65.

. . .

Sec. 76.

Amendment to the canons of the diocese (cont.)

Explanation: This amendment is intended to simplify and clarify how a parish is to determine its correct number of lay delegates. Since most congregations update their communicant numbers through the process of filing their annual parochial report, the current paradigm has an unfortunate timeline with parishes needing to elect a number of delegates and alternates based on a communicant number they likely have not calculated:

Before annual meeting: Recruitment of delegate and alternate candidates

January: Annual meetings elect delegates and alternates

March 1: Annual parochial reports of prior year due

As such, congregations not yet aware of communicant changes end up recruiting and electing an incorrect number of delegates. When communicant numbers trend upward this isn't a problem as parish bylaws usually have a way for vestry and/or presbyters-in-charge to appoint additional representatives; however, when communicant numbers trend downward, duly-elected representatives must be asked to resign.

In an attempt to ease and simplify this process, the amendment directs congregations to the communicant number "in its last filed annual parochial report." In almost all cases this means congregations will be referring to a report filed ten months prior to the electing annual meeting rather than one to be filed two months in the future. This change allows a longer period for a congregation to become aware of (and adjust its representation to) changing communicant numbers.

Finally, the amendment takes advantage of the above to accomplish a minor editorial shift. It moves the representation calculation from Section 5 up into Section 1 where it more directly relates. In addition to the move, "more than" has been added to the largest size to clarify eight delegates as the largest possible delegation size.

Section 5, its contents having been relocated, is deleted and subsequent sections are renumbered.

Amendment to the constitution of the diocese

Note: Language to be removed is in ~~strike through~~; language to be added is in *italics*.

Changes to the diocesan constitution require adoption at two consecutive conventions via a vote by orders (clergy and lay delegates voting separately). This constitutional amendment is presented for its first reading.

Constitutional amendment 1

Proposed by the Rev. Canon A. Patrick Funston

ARTICLE VI

Deputies to the General Convention and to the Provincial Synod

Sec. 1. At the annual meeting of the Diocesan Convention next preceding the deadline for certification of deputies to each General Convention, the Convention shall elect, *in a manner adopted by the Council of Trustees*, ~~by a majority vote~~ four clergy and four lay persons as deputies and ~~a like number of provisional deputies~~ to represent the Diocese in the General Convention *and the Provincial Synod. The Convention shall elect from the remaining nominees four clergy and four lay persons as alternate deputies.* Clerical deputies shall be members of this Convention. Lay deputies shall be adult communicants in good standing within the Diocese. ~~Provisional~~ *Alternate* deputies shall serve as necessary according to the order of their election.

Sec. 2. The deputies and ~~provisional~~ *alternate* deputies elected to represent the Diocese in the General Convention shall serve ~~as deputies and provisional deputies to the Provincial Synod~~ until the election of their successors. *If fewer than four of an order's elected deputies or alternate deputies are able to attend a meeting of the General Convention or the Provincial Synod,* ~~The Ecclesiastical Authority may at any time appoint additional~~ *provisional alternate* deputies to *ensure full representation from the Diocese in the General Convention in the event neither the elected deputies nor the elected provisional deputies are able to attend.*

Sec. 3. ~~Deputies shall be elected as required by General Canon. Upon the election of an appropriate number of deputies, all nominees not elected shall be listed on a single ballot for the purpose of selecting provisional deputies who may be elected by plurality vote.~~

Explanation: Every three years, the Diocesan Convention elects General Convention (and Provincial Synod) deputies. These elections currently require a majority vote, so each deputy must reach the requisite 50%+1 threshold independently. This process takes multiple rounds of voting. Removing 'by majority vote' allows the adoption of an alternate method of balloting such as single-ballot rank choice or some other form. The determination of methodology is given to the Council of Trustees.

"Provisional deputy," being archaic, is amended throughout to "alternate deputy," the classification used by General Convention and its canons.

Further, language is modified or moved to clarify that the triennial election is for deputies to both the General Convention and the Provincial Synod.

Amendment to the constitution of the diocese (cont.)

Explanation (continued): Amendments to Section 2 clarify the purpose and manner of appointment of non-elected alternate deputies.

Section 3 is entirely removed due to superfluity: the diocese is always required to follow General Canon. Moreover, Article I, Section 4 of the Constitution of the General Convention states that each diocese “shall prescribe the manner in which its Deputies shall be chosen,” which this Article does. The final sentence’s language about the election of alternate deputies has been moved into Section 1.

A word about timing: This amendment has been a priority of the Canon to the Ordinary for a number of years, but was held until this convention to avoid confusion should one of its readings coincide with a deputy election. Should it be adopted by the 164th Convention, it will return for its second reading at the 165th Convention in October 2024. Adoption by that Convention would cause constitutional amendment effective January 1, 2025. Having been elected in 2022, deputies will next be elected in 2025 at the 166th Convention. Should the amendment be adopted on the above timeline, the next deputy election would take place under its articulation.

Due to the level of complexity in this amendment, the amended article, if ultimately adopted, is reproduced here:

ARTICLE VI

Deputies to the General Convention and to the Provincial Synod

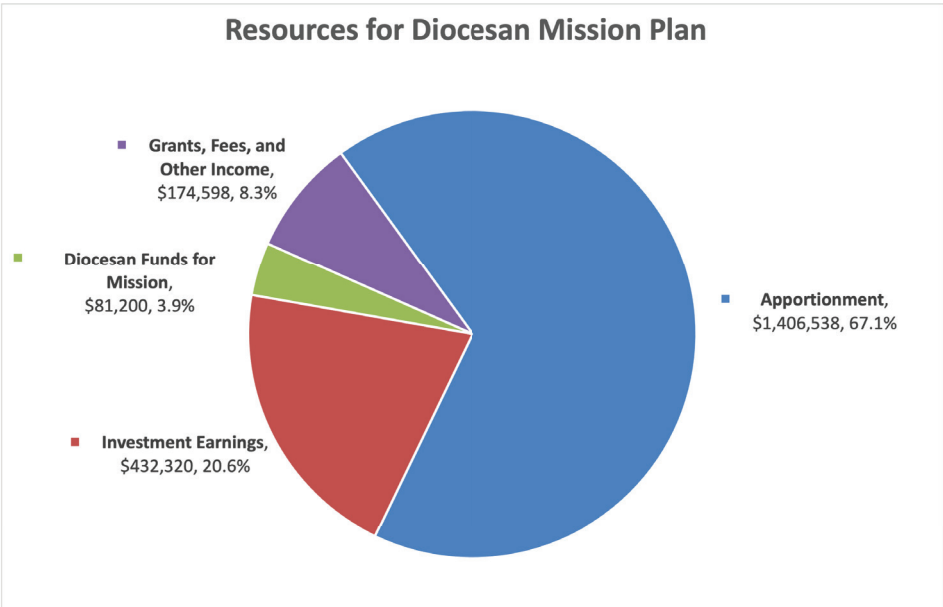
Sec. 1. At the annual meeting of the Diocesan Convention next preceding the deadline for certification of deputies to each General Convention, the Convention shall elect, in a manner adopted by the Council of Trustees, four clergy and four lay persons as deputies to represent the Diocese in the General Convention and the Provincial Synod. The Convention shall elect from the remaining nominees four clergy and four lay persons as alternate deputies. Clerical deputies shall be members of this Convention. Lay deputies shall be adult communicants in good standing within the Diocese. Alternate deputies shall serve as necessary according to the order of their election.

Sec. 2. The deputies and alternate deputies until the election of their successors. If fewer than four of an order’s elected deputies or alternate deputies are able to attend a meeting of the General Convention or the Provincial Synod, the Ecclesiastical Authority may at any time appoint additional alternate deputies to ensure full representation from the Diocese.

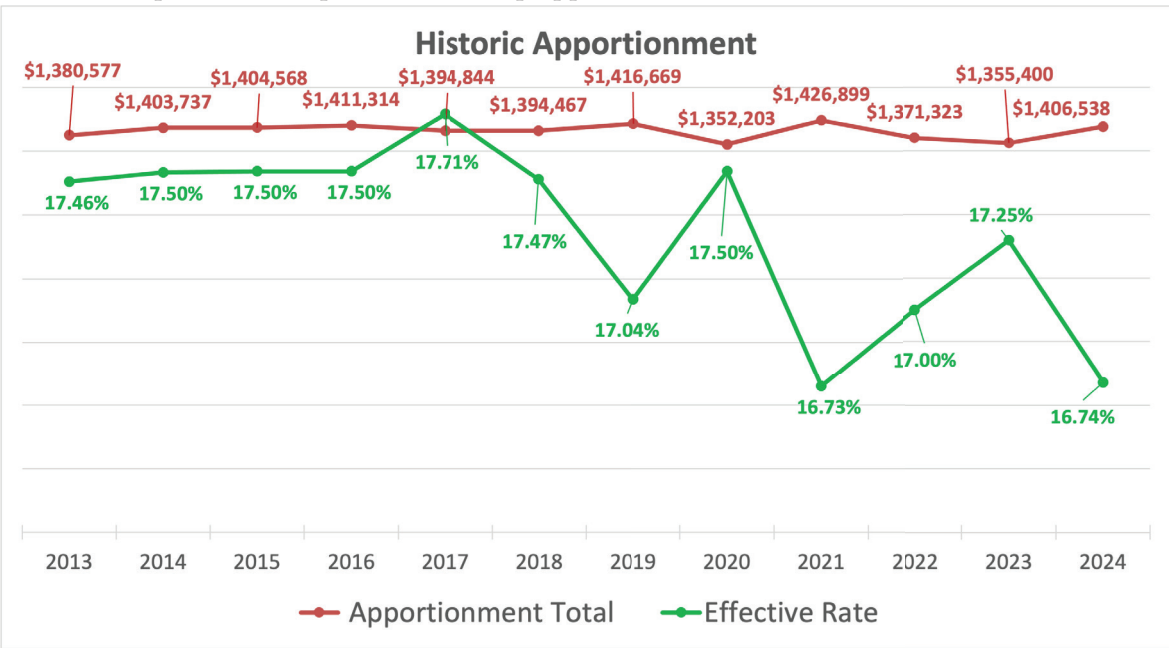
Proposed 2024 mission plan, narrative

Sources

The proposed 2024 mission plan totals \$2,094,656, funded by a mix of income categories:



Mission plans in the Diocese of Kansas are funded primarily through apportionment. Historically, the convention has adopted mission plans which keep apportionment totals level:



In 2022, the convention adopted a mission plan with increased the transparency of the use of directed, invested funds. For 2024, those funds and their directed purposes are:

Bishop's Mission Fund	\$36,000	Minster Priest Support: Agape, Southeast and Little Church on the Prairie
Millspaugh-Wise Fund	\$30,000	St. Simon's Fellow, Topeka; Hispanic Minister, St. Paul's, KCK
Sherman Episcopal Fund	\$ 8,000	Minster Priest/Church Planter Support, Holton
College Work Fund	\$ 7,200	Campus Peer Ministers

Proposed 2024 mission plan, narrative

Use of Resources

As required by canon, convention adopts balanced mission plans. As such, the total expenditures in the proposed 2024 mission plan are \$2,094,656. The previous expenditures of the diocese have totaled:



The 2024 mission plan reflects the bishop’s desire for evangelism through the Minsters. Additional funding is provided for the Minister Priests as well as a New Clergy Coach. Following no cost of living adjustment (COLA) in 2023, the diocesan staff receives a 4.4% (COLA) in the 2024 Mission Plan.

Mission Plan Categories

Adult Formation

After a few years of limited activity due to the pandemic, the 2024 Mission Plan continues increased support for parish-based Education for Ministry in anticipation of more training for mentors.

Bethany Place

The buildings and lawns of the Diocesan Offices, Upton Hall and Bethany House are included in this category.

Upton Hall serves as the main diocesan meeting space, seeing regular use by staff, the Council of Trustees and other commissions, committees, and task forces. Its 22-beds fill each month for the students of the Bishop Kemper School for Ministry and for various retreats and youth events. Upton Hall is available for use by parishes, agencies, and other community organizations.

Bethany House, the former diocesan offices, is now fully-functioning as a residence and office space for the staff and interns of Bethany House & Garden.

Sexton and Groundskeeper salaries have been moved to this category.

Proposed 2024 mission plan, narrative

Bishop Kemper School for Ministry

The Bishop Kemper School for Ministry is supported by a formal partnership of the Dioceses of Kansas, Western Kansas, Iowa, Missouri, West Missouri, and Nebraska. The Diocese of Missouri became a partner in 2022 and the Diocese of Iowa joined in 2023. Ten years after BKSM's establishment, dioceses have been supporting the school at the same, initial financial level. In order to secure BKSM's future, appropriately compensate its staff and faculty, while keeping classes affordable for students and those pursuing continuing education, the Board asked all dioceses to increase their financial support.

This section of the mission plan also includes tuition partnership for Kansas students who are formally in the ordination process having been named postulants by the bishop.

Campus Ministry

Chad Senuta oversees Young Adult and Campus Ministry with the Rev. Karen Schlabach as a partner. 2024 Mission Plan changes reflect a move away from model of Program Assistants who live at the two Canterbury Houses. 2024 will see a new model of campus ministry combining Clergy/Lay Campus Guides with increased responsibilities for young adult leaders and campus peer ministers. The Mission Plan also includes the support of a part-time Administrative Assistant.

Clergy Support

The Clergy Support category covers much of the ministry of the Rev. Lisa Senuta, Canon for Spiritual Life and Clergy Care including retreats, spiritual direction, and pastoral care. Other expenses in this category include the annual Gatherings of Clergy and Vocation Discernment Retreats along with the monthly Thresholds in Leadership group for clergy in new positions.

Commission on Ministry

The Commission on Ministry (COM) is an episcopal-appointed, convention-confirmed body required by Title III of the Canons of the Episcopal Church. It works with the bishop to discern and equip persons for the ministry needs of the diocese. Budgeted items in this category reflect the ongoing work of the vocation and ordination discernment process including travel for seminarians and administrative expenses. The Examining Chaplains advise the COM and the bishop on the results of the annual General Ordination Examinations and are responsible for prescribing and administering any necessary remediation before ordination.

Communications

Diocesan communications leadership is shared between Chad Senuta and the Rev. Karen Schlabach. In general, Chad is responsible for the printed communication from the diocese including publication of *The Harvest* (the 2024 budget anticipates two print editions and one digital edition). On the other hand, Mother Karen is generally responsible for the digital communications of the diocese such as the *DioLog*. Chad's salary and benefits are in this section.

Community Life

This area includes items related to meetings that incorporate aspects of our common life as a community of faith. Included are the expenses for the annual Diocesan Convention, as well as the escrow for the triennial General Convention and the decennial-ish Lambeth Conference.

Proposed 2024 mission plan, narrative

Congregational Development

In keeping with Bishop Bascom's desire for revitalization including emphases on evangelism and the Minsters, the Congregational Development category sees some expanded funding. In 2024, support continues for the Agape Minster as it shares responsibility for the salary and benefits of the Rev. Daryl Stanford as minster priest. The diocese will also support the Missouri River Minster as it welcomes the Rev. Jerome Hinson. In addition to serving as the rector of St. Paul's, Leavenworth, Fr. Hinson will work with the people of St. Thomas, Holton to discern and plant a new style of worshipping community. The Little Church on the Prairie Minster will also receive support as its three parishes work together to call a minster priest.

The diocese will continue its support of St. Paul's, Kansas City's evangelistic efforts in its bilingual neighborhood including partnering to hire a Spanish-speaking Missioner. Some support will also continue for the Wichita Minster's Urban Ministry.

This section of the Mission plan also includes the Missioner for Transitions, the Canon for Congregational Development and the diocese's loan payments since it assumed and renegotiated St. Margaret's, Lawrence's loan in 2013.

Council of Trustees

The Council of Trustees works with the bishop as the canonical Standing Committee, managing the affairs of the diocese between conventions. The Mission Plan anticipates at least one retreat and other Council expenses. While the majority of the Council's work occurs on Zoom, four in-person meetings are planned.

Liturgies for the Diocese

This category anticipates costs associated with diocesan liturgies including musicians and licensing.

Mission Management

The operations and facilities expenses of the diocesan office are included in this category. Major items in this category are equipment, utilities, maintenance, and property and liability insurance. Other administrative expenses include lay retiree health insurance, workers compensation insurance, and the annual audit. Auto escrow has been consolidated to this category, having been previously distributed among several categories.

The salary and benefits of the Comptroller, Director of Operations, and Executive Assistant to the Bishop are under this heading.

Mission and Outreach

The Diocese of Kansas continues to be a strong supporter of the wider church. Once again, the 2024 mission plan provides the full asking to support the work of The Episcopal Church.

Earlier this year, Diocesan Missioner Jennifer Allen informed the bishop that she is discerning a new call and anticipates being in a new position by the end of 2023. The remainder in the line items formerly related to the Diocesan Missioner (Salary, Pension, Health Insurance, Travel and Continuing Education) are the portions of Curate for Creation Care Caroline Howard's salary and benefits not expensed in the Seminarian and Curate Support category. Deacon Howard was ordained and joined the diocesan staff in June 2023.

Intern and St. Simon's Fellow stipends are in this category, along with expenses related to diocesan task forces and ecumenical ministry.

Proposed 2024 mission plan, narrative

Office of the Bishop

Bishop Bascom provides vision and leadership for the Diocese of Kansas. This section of the mission plan provides resources for our bishop to carry out her ministry in the diocese. As they are part of the bishop's oversight, stipends for two Archdeacons and four Convocation Deans are in this section. The bishop's work in the wider Church is also supported by this category including her work with the other members of the House of Bishops. Her leadership beyond the Diocese of Kansas focuses in the area of Creation Care.

When Bishop Bascom was called to the Diocese of Kansas, her initial compensation agreement included a shared equity agreement in which the diocese invested \$100,000 in the bishop's home. The agreement allows the bishop to buy back the diocesan portion of her home's equity at any time, a provision she has been using. As the Bishop and Council of Trustees worked to reduce the apportionment pressures of the 2024 mission plan, Bishop Bascom requested a reduction in her cash compensation over the next three years offset by receipt of portion of the diocese's equity in her home equal to the reduction. As such, the mission plan shows \$11,600 less salary with a consequent \$2,091 reduction in the pension assessment the diocese pays.

Office of the Canon to the Ordinary

The Canon to the Ordinary is the chief administrative officer for the diocese and primary counselor to the bishop. In his fourth year, the Rev. Patrick Funston works closely with members of the staff to administer a variety of diocesan functions including the ordination process, clergy transition and deployment, and congregation-clergy relationships. The Canon also leads staff planning for diocesan convention, ordinations, and other major events in the life of the diocese.

In 2024, the Canon to the Ordinary receives the same cost of living increase as the rest of the bishop's staff (4.4%). The apparent larger increase (5.42%) is due to the correction of compounded 2022 and 2023 errors in how his salary was presented, calculated, and paid.

Seminarian and Curate Support

Each year, the diocese supports its seminarians and the first two years of initial placements of graduates from residential seminaries. In 2024, the diocese is partnering with St. Mary's, Galena to provide a curacy for Caroline Howard who graduated in May 2023. The diocese has one residential seminarian:

- Madison Bishop, Princeton Theological Seminary, 2024 Graduation (one semester)

New for 2024, the retired bishop of Iowa, the Rt. Rev. Alan Scarfe, has been retained to serve as a coach for new clergy in the Diocese of Kansas, enhancing the ongoing holistic efforts of the Bishop and Canons to support new priests and deacons in developing their leadership competencies and clerical identities.

Stewardship and Development

The Stewardship and Development Committee advises the bishop on matters of stewardship and fund raising. Diocesan membership in The Episcopal Network for Stewardship (TENS) allows all parishes to access their extensive resources and trainings. Parish leaders who are interested in TENS resources can contact the Canon to the Ordinary for more information.

Youth Ministries

Though alphabetically last in the mission plan, Youth Ministry continues to be a strong-point in diocesan life. Youth, Campus & Digital Missioner Karen Schlabach's salary and benefits are reflected in this category along with other costs associated with supporting a diocesan youth ministry. Several items in this category are off-set by fees paid by congregations, scholarships, and the youth themselves.

Mother Schlabach returns right before convention from her first sabbatical in 15 years of professional ministry. Following Mother Schlabach's period of personal and professional renewal, the diocesan Youth Ministry program looks forward to an incredible 2024.

Proposed 2024 mission plan, summary

Go: See and Be Seen • The 164th Annual Convention

INCOME	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Apportionment	1,340,307	1,371,323	1,335,400	1,406,538	71,138	5.33%
Allowance for Uncollectable Apportionment	0	(25,130)	(10,000)	(15,000)	(5,000)	50.00%
St. Margaret's Loan Payments to Diocese*	33,085	33,085	35,234	37,348	2,114	6.00%
Endowment Proceeds.....	300,800	300,820	369,379	432,320	61,957	16.77%
Funds for Mission & Parish Support	0	0	0	81,200	81,200	
Galena Curate Support.....	0	0	0	14,000	14,000	
COVID Relief Grants	40,000	90,000	0	0	0	
Bishop's Mission Fund	0	0	35,250	0	(36,000)	-100.00%
Millspaugh-Wise Fund	0	0	25,500	0	(25,500)	-100.00%
BH&G Maintenance and Ministry Fund	0	0	9,000	0	(9,000)	-100.00%
Life Insurance Proceeds	0	0	67,598	0	(67,598)	-100.00%
UTO Grant	0	0	31,500	0	(31,500)	-100.00%
KIFA	0	0	5,000	0	(5,000)	-100.00%
NEC Grant	30,000	30,000	30,000	0	(30,000)	-100.00%
Bethany Place Usage	1,250	1,750	1,750	0	(1,750)	-100.00%
Gardener Escrow.....	0	0	4,100	0	(4,100)	-100.00%
Fees - Diocesan Convention*	11,225	30,000	30,000	30,000	0	0.00%
Fees - Conference Center*	450	1,000	1,000	1,000	0	0.00%
Fees - Gathering of Clergy*	9,953	10,250	11,500	13,000	1,500	13.04%
Fees - Youth Weekend Events*	7,251	9,800	9,800	7,500	(2,300)	-23.47%
Fees - Youth Camp*	62,183	82,000	82,000	77,000	(5,000)	-6.10%
Fees - Youth Summer Event*	0	6,750	6,750	6,750	0	0.00%
Fees - Bishop Kemper School for Ministry*	<u>1,297</u>	<u>3,500</u>	<u>3,250</u>	<u>3,000</u>	<u>(250)</u>	<u>-7.69%</u>
TOTAL INCOME.....	1,837,801	1,945,148	2,084,011	2,094,656	10,645	0.51%

EXPENSES	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Adult Formation	4,010	7,300	10,130	10,130	0	0.00%
Bethany Place.....	44,714	38,500	44,000	85,850	3,500	95.11%
Bishop Kemper School for Ministry.....	38,741	42,300	42,200	48,000	5,800	13.74%
Campus Ministries	52,276	77,329	83,829	77,382	(6,447)	-7.69%
Clergy Support.....	135,535	144,970	141,295	148,780	2,550	5.30%
Commission on Ministry.....	2,856	6,850	7,650	7,950	300	3.92%
Communications	90,144	92,005	92,007	94,599	2,592	2.82%
Community Life.....	41,225	48,000	50,600	50,600	0	0.00%
Congregational Development	149,451	151,860	191,360	209,760	18,400	9.62%
Council of Trustees	2,078	1,500	1,500	1,750	250	16.67%
Liturgies for the Diocese	556	1,000	1,000	1,000	0	0.00%
Mission Management	407,741	408,042	405,352	419,356	14,004	3.45%
Mission and Outreach.....	303,332	302,185	372,944	289,817	(83,127)	-22.29%
Office of the Bishop	236,082	225,249	237,069	227,106	(9,963)	-4.20%
Office of the Canon to the Ordinary	140,956	141,543	143,774	150,737	6,963	4.84%
Seminarian and Curate Support	39,900	43,200	45,000	53,400	8,400	18.67%
Stewardship and Development.....	1,000	1,200	1,500	1,500	0	0.00%
Youth Ministries	<u>180,192</u>	<u>212,115</u>	<u>212,801</u>	<u>216,939</u>	<u>4,138</u>	<u>1.94%</u>
TOTAL EXPENSES	1,870,789	1,945,148	2,084,011	2,094,656	10,645	0.51%

Proposed 2024 mission plan, line item

INCOME	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Apportionment	1,340,307	1,371,323	1,335,400	1,406,538	71,138	5.33%
Allowance for Uncollectable Apportionment	0	(25,130)	(10,000)	(15,000)	(5,000)	50.00%
St. Margaret's Loan Payments to Diocese*	33,085	33,085	35,234	37,348	2,114	6.00%
Endowment Proceeds	300,800	300,820	369,379	432,320	61,957	16.77%
Funds for Mission & Parish Support	0	0	0	81,200	81,200	
Galena Curate Support	0	0	0	14,000	14,000	
COVID Relief Grants	40,000	90,000	0	0	0	
Bishop's Mission Fund	0	0	35,250	0	(36,000)	-100.00%
Millspaugh-Wise Fund	0	0	25,500	0	(25,500)	-100.00%
BH&G Maintenance and Ministry Fund	0	0	9,000	0	(9,000)	-100.00%
Life Insurance Proceeds	0	0	67,598	0	(67,598)	-100.00%
UTO Grant	0	0	31,500	0	(31,500)	-100.00%
KIFA	0	0	5,000	0	(5,000)	-100.00%
NEC Grant	30,000	30,000	30,000	0	(30,000)	-100.00%
Bethany Place Usage	1,250	1,750	1,750	0	(1,750)	-100.00%
Gardener Escrow	0	0	4,100	0	(4,100)	-100.00%
Fees - Diocesan Convention*	11,225	30,000	30,000	30,000	0	0.00%
Fees - Conference Center*	450	1,000	1,000	1,000	0	0.00%
Fees - Gathering of Clergy*	9,953	10,250	11,500	13,000	1,500	13.04%
Fees - Youth Weekend Events*	7,251	9,800	9,800	7,500	(2,300)	-23.47%
Fees - Youth Camp*	62,183	82,000	82,000	77,000	(5,000)	-6.10%
Fees - Youth Summer Event*	0	6,750	6,750	6,750	0	0.00%
Fees - Bishop Kemper School for Ministry*	1,297	3,500	3,250	3,000	(250)	-7.69%
TOTAL INCOME	1,837,801	1,945,148	2,084,011	2,094,656	10,645	0.51%

EXPENSES

Adult Formation	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Commission Expenses	0	100	3,130	3,130	0	0.00%
Education For Ministry (EFM)	3,510	6,700	6,500	6,500	0	0.00%
Cursillo	500	500	500	500	0	0.00%
Total Adult Formation	4,010	7,300	10,130	10,130	0	0.00%

Bethany Place	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salary - Groundskeeper ¹	0	0	0	24,000	24,000	
Salary - Sexton ²	0	0	0	8,835	8,835	
FICA	0	0	0	2,515	2,515	
Garden Maintenance ¹	0	0	0	3,000	3,000	
Supplies	2,776	4,500	5,000	5,000	0	0.00%
Utilities	16,296	15,000	15,000	17,500	2,500	16.67%
Building Services Contracts	5,340	4,000	4,000	5,000	1,000	25.00%
Maintenance	20,302	15,000	20,000	20,000	0	0.00%
Total Bethany Place	44,714	38,500	44,000	85,850	3,500	95.11%

Proposed 2024 mission plan, line item

Bishop Kemper School for Ministry	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Student Support*	2,741	6,300	6,200	8,000	1,800	29.03%
School of Ministry Support	<u>36,000</u>	<u>36,000</u>	<u>36,000</u>	<u>40,000</u>	<u>4,000</u>	<u>11.11%</u>
Total Bishop Kemper School of Ministry..	38,741	42,300	42,200	48,000	5,800	13.74%
Campus Ministries	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Clergy & Lay Leaders	0	0	4,500	15,000	10,500	233.33%
Young Adult Leaders	11,208	32,200	32,200	7,200	(25,000)	-77.64%
Administrative Assistant	0	0	0	4,764	4,764	
FICA	585	2,464	2,464	920	(1,544)	-62.66%
Auto Expense	1,219	1,500	1,500	1,500	0	0.00%
Lodging	458	400	400	400	0	0.00%
Maintenance & Insurance - KU	14,500	14,500	14,500	17,400	2,900	20.00%
Maintenance & Insurance - KSU	13,165	13,165	13,165	15,600	2,435	18.50%
Campus Ministries - Parish-Based	3,600	3,600	3,600	3,600	0	0.00%
Travel	2,591	3,000	3,500	3,500	0	0.00%
Meetings/Gatherings	0	500	500	500	0	0.00%
Office Supplies	499	1,000	1,000	1,000	0	0.00%
Ministry Program Expenses	<u>4,451</u>	<u>5,000</u>	<u>6,500</u>	<u>6,000</u>	<u>(500)</u>	<u>-7.69%</u>
Total Campus Ministries	52,276	77,329	83,829	77,382	(6,447)	-7.69%
Clergy Support	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salary - Canon Spiritual Life & Clergy Care ³	70,000	70,000	70,000	73,080	3,080	4.40%
Health Insurance	31,452	34,620	34,945	36,245	1,300	3.72%
Pension	12,600	12,600	12,600	13,155	555	4.40%
Auto Expense	7,336	3,400	3,500	3,500	0	0.00%
Telephone	406	1,100	500	500	0	0.00%
Travel	2,011	2,000	3,500	3,500	0	0.00%
Thresholds in Leadership	420	950	2,100	2,100	0	0.00%
Combined Clergy Retreat*	1,639	10,500	11,500	13,000	1,500	13.04%
Archdeacons ⁴	0	400	0	0	0	
Convocation Deans ⁴	8,000	8,000	0	0	0	
Retreats	684	200	1,450	2,500	1,050	72.41%
Chrism Mass	<u>987</u>	<u>1,200</u>	<u>1,200</u>	<u>1,200</u>	<u>0</u>	<u>0.00%</u>
Total Clergy Support	135,535	144,970	141,295	148,780	2,550	5.30%

Proposed 2024 mission plan, line item

Commission on Ministry	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Commission Expense	0	700	700	700	0	0.00%
Travel (Seminarians)	0	1,000	1,000	1,000	0	0.00%
Materials and Resources	0	150	150	150	0	0.00%
Vocationers' Retreat ⁴	0	700	700	0	(700)	-100.00%
Background Investigation	140	2,500	2,500	1,500	(1,000)	-40.00%
Ordination Services	1,916	1,000	1,000	3,000	2,000	200.00%
Ordination Examinations	800	800	1,600	1,600	0	0.00%
Total Commission on Ministry	2,856	6,850	7,650	7,950	300	3.92%
Communications	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salary - Director of Communications ³	67,000	67,000	67,000	69,950	2,950	4.40%
Pension	6,030	6,030	6,030	6,296	266	4.41%
FICA	5,126	5,125	5,127	5,353	226	4.41%
Travel	683	550	550	700	150	27.27%
Telephone	460	1,100	1,100	1,100	0	0.00%
Website Hosting	1,200	1,200	1,200	1,200	0	0.00%
Publication	3,180	5,550	5,550	3,500	(2,050)	-36.94%
Circulation (Postage)	2,701	2,500	2,500	2,750	250	10.00%
Labeling	547	450	450	500	50	11.11%
Diocesan Journal	3,217	2,500	2,500	3,250	750	30.00%
Total Communications	90,144	92,005	92,007	94,599	2,592	2.82%
Community Life	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Convention Expense*	21,725	30,000	30,000	30,000	0	0.00%
General Convention Deputies	19,500	18,000	19,500	19,500	0	0.00%
Anglican/Lambeth Conference	0	0	1,100	1,100	0	0.00%
Total Community Life	41,225	48,000	50,600	50,600	0	0.00%
Congregational Development	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Minster Priests	5,000	5,000	25,000	44,000	19,000	76.00%
Missioner for Transitions	12,000	14,000	14,000	14,000	0	0.00%
Canon for Congregational Life	2,000	2,000	2,000	2,000	0	0.00%
Task Force	0	100	100	1,000	900	900.00%
St. Paul's Bilingual Ministry	10,000	10,000	10,000	10,000	0	0.00%
Wichita Urban Ministry	9,751	10,000	10,000	3,000	(7,000)	-70.00%
Hispanic Missioner	0	0	19,500	25,000	5,500	28.21%
Loan Payments - St. Margaret's*	110,700	110,760	110,760	110,760	0	0.00%
Total Congregational Development	149,451	151,860	191,360	209,760	18,400	9.62%

Proposed 2024 mission plan, line item

Council of Trustees	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Committee Expense	1,969	1,000	1,000	1,250	250	25.00%
Retreat	109	500	500	500	0	0.00%
Total Council of Trustees	2,078	1,500	1,500	1,750	250	16.67%
Liturgies for the Diocese	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Liturgies for the Diocese	556	1,000	1,000	1,000	0	0.00%
Total Liturgies for the Diocese	556	1,000	1,000	1,000	0	0.00%
Mission Management	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salaries ⁶	200,152	200,152	200,152	197,728	(2,424)	-1.21%
Payroll Taxes	15,311	15,310	15,310	15,128	(182)	-1.19%
Pension	15,095	15,095	15,095	15,760	665	4.41%
Life Insurance	522	2,550	2,550	2,550	0	0.00%
Income Replacement Insurance	583	1,075	1,075	1,075	0	0.00%
Health Insurance - Retirees	14,631	29,995	12,985	13,500	515	3.97%
Workers' Compensation Insurance	1,812	4,000	4,300	4,300	0	0.00%
Travel	2,702	3,300	4,000	4,000	0	0.00%
Continuing Education	1,290	1,500	1,700	1,700	0	0.00%
Computer Expense	38,022	37,515	45,000	45,000	0	0.00%
Telecommunications	6,260	11,000	11,000	7,500	(3,500)	-31.82%
Postage	3,084	3,250	3,000	3,000	0	0.00%
Office Supplies	16,196	12,500	14,000	15,000	1,000	7.14%
Printing	3,169	700	500	500	0	0.00%
Maintenance - Equipment	241	2,000	1,500	1,000	(500)	-33.33%
Equipment Lease	0	0	1,100	1,300	200	18.18%
Building Services Contract	1,413	6,000	6,000	6,000	0	0.00%
Utilities	11,407	14,000	14,000	14,000	0	0.00%
Property & Liability Insurance	30,328	24,800	26,785	28,265	1,480	5.53%
Bank Fees & Finance Charges	396	300	300	300	0	0.00%
Auto Escrow	0	0	0	15,000	15,000	
Miscellaneous Expenses	1,174	1,000	1,000	1,250	250	25.00%
Independent Audit	43,953	22,000	24,000	25,500	1,500	6.25%
Total Mission Management	407,741	408,042	405,352	419,356	14,004	3.45%

Proposed 2024 mission plan, line item

Mission and Outreach	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
General Convention Assessment	214,056	214,056	216,180	219,768	3,588	1.66%
Provincial Synod Assessment	2,199	2,199	2,199	2,199	0	0.00%
Commission Expense	0	150	150	150	0	0.00%
Salary - Dio. Missioner/Curate for Creation	46,152	34,170	46,125	5,230	(40,895)	-88.66%
Pension	8,303	8,310	8,310	6,840	(1,470)	-17.69%
Health Insurance	21,329	23,400	24,465	14,230	(10,235)	-41.84%
Telephone	689	1,100	1,100	0	(1,100)	-100.00%
Travel	586	550	600	600	0	0.00%
Continuing Education	0	0	0	1,000	1,000	
BH&G Gardener ²	0	0	20,455	0	(20,455)	-100.00%
BH&G Interns	0	0	6,460	5,000	(1,460)	-22.60%
St. Simon's Fellow	0	0	12,000	5,000	(7,000)	-58.33%
Garden Maintenance ²	0	0	9,000	0	(9,000)	
BH&G Program	274	1,000	5,100	6,000	900	17.65%
Outreach Ministries	0	1,000	6,550	6,550	0	0.00%
Disability Awareness	0	250	250	250	0	0.00%
Racial Reconciliation Justice	0	2,000	0	500	500	
Care of Creation	0	1,000	1,000	1,000	0	0.00%
Liturgy, Music and the Arts	0	1,000	1,000	500	(500)	-50.00%
Children's Ministry	0	1,000	1,000	1,000	0	0.00%
Evangelism	0	1,000	1,000	500	(500)	-50.00%
Ecumenical Ministry	0	0	0	1,500	1,500	
Global Initiative	9,744	10,000	10,000	12,000	2,000	20.00%
Total Mission and Outreach	303,332	302,185	372,944	289,817	(83,127)	-22.29%
Office of the Bishop	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salary - Bishop ⁷	145,120	145,120	145,120	133,500	(11,620)	-8.01%
Health Insurance	40,183	36,682	38,002	39,950	1,948	5.13%
Pension ⁷	26,157	26,122	26,122	24,031	(2,091)	-8.00%
Telecommunications	1,623	1,100	1,100	1,975	875	79.55%
Lodging	3,017	2,500	3,500	3,000	(500)	-14.29%
Auto Expenses	7,296	3,400	3,400	3,600	200	5.88%
Air Travel	0	1,500	1,500	1,500	0	0.00%
Meals/Host	4,121	3,500	4,500	4,600	100	2.22%
House of Bishops	2,461	3,000	3,000	1,500	(1,500)	-50.00%
Travel - Other	2,011	500	500	500	0	0.00%
Professional Development/Cont. Ed.	3,222	1,000	1,000	0	(1,000)	-100.00%
Subscriptions	689	575	575	700	125	21.74%
Archdeacons ⁴	0	0	500	4,000	3,500	700.00%
Convocation Deans ⁴	0	0	8,000	8,000	0	0.00%
Professional Expenses	182	250	250	250	0	0.00%
Total Office of the Bishop	236,082	225,249	237,069	227,106	(9,963)	-4.20%

Proposed 2024 mission plan, line item

Office of the Canon to the Ordinary	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salary - Canon to the Ordinary ⁸	82,100	82,900	82,100	86,548	4,448	5.42%
Health Insurance	33,260	31,770	34,945	36,245	1,300	3.72%
Pension ⁸	14,922	14,922	14,778	15,579	801	5.42%
Travel	466	1,400	1,400	1,400	0	0.00%
Professional Expenses	174	175	175	175	0	0.00%
Telecommunications	2,247	1,936	1,936	2,100	164	8.47%
Auto Expense	4,813	3,500	3,500	3,750	250	7.14%
Lodging	373	1,100	1,100	1,100	0	0.00%
Meals	1,132	1,800	1,800	1,800	0	0.00%
Subscriptions	163	240	240	240	0	0.00%
Professional Development	1,306	1,800	1,800	1,800	0	0.00%
Total Office of the Canon to the Ordinary	140,956	141,543	143,774	150,737	6,963	4.84%
Seminarian and Curate Support	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Clergy Internship - Seminary	30,000	36,000	36,000	36,000	0	0.00%
Clergy Internship - BKSM	4,500	4,500	4,500	4,500	0	0.00%
New Clergy Coach	0	0	0	12,000	12,000	
Seminarian Support	5,400	2,700	4,500	900	(3,600)	-80.00%
Total Seminarian and Curate Support	39,900	43,200	45,000	53,400	8,400	18.67%
Stewardship and Development	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Program Development	1,000	1,000	1,000	1,000	0	0.00%
Commission Expense	0	200	500	500	0	0.00%
Total Stewardship and Development	1,000	1,200	1,500	1,500	0	0.00%

Proposed 2024 mission plan, line item

Youth Ministries	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Salary - Youth, Campus and Digital Missioner ³	68,640	68,640	68,640	71,660	3,020	4.40%
Health Insurance	13,216	12,100	13,336	14,230	894	6.70%
Pension	12,355	12,355	12,355	12,899	544	4.40%
Auto Expense	6,914	3,500	3,500	4,000	500	14.29%
Resources	234	550	600	600	0	0.00%
Continuing Education	815	400	500	500	0	0.00%
Weekend Youth Events*	4,183	9,800	9,800	7,500	(2,300)	-23.47%
Camp Wood Expense*	62,937	85,000	85,000	80,000	(5,000)	-5.88%
Summer Event*	0	9,750	9,750	9,750	0	-23.08%
Summer Interns	5,750	3,500	3,500	9,000	5,500	178.57%
Telecommunications	2,160	2,100	2,100	2,300	200	9.52%
Travel	182	1,220	1,220	1,500	280	22.95%
Office Expenses	2,806	3,200	2,500	3,000	500	20.00%
Total Youth Ministries	180,192	212,115	212,801	216,939	4,138	1.94%
	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
TOTAL EXPENSES	1,870,789	1,945,148	2,084,011	2,094,656	10,645	0.51%

* Fees received as Income offset Expenses.

¹ Category Move for 2024: "Mission and Outreach" to "Bethany Place"

² Category Move for 2024: "Mission Management" to "Bethany Place"

³ A cost of living increase of 4.4%, the Consumer Price Index for April 1, 2022 – March 31, 2023.

⁴ Category Move in 2023: "Clergy Support" to "Office of the Bishop"

⁵ Category Move for 2024: "Commission on Ministry" to "Clergy Support: Retreats"

⁶ Includes the salaries for the Executive Assistant to the Bishop, the Director of Operations, and the Comptroller. A cost of living increase of 4.4%, the Consumer Price Index for April 1, 2022 – March 31, 2023.

⁷ Changes in the bishop's salary and pension numbers are explained in the mission plan narrative.

⁸ Appearing slightly higher than other staff, the % Change in the Canon to the Ordinary's salary and pension numbers is explained in the mission plan narrative.

Proposed apportionment schedule, 2024

	2022 BASE	2024 APPORTIONMENT	PERCENT	EFFECTIVE RATE
NORTHEAST CONVOCAATION				
Atchison, Trinity	279,014	47,292	3.36%	16.95%
Edwardsville, St. Martin's	33,580	4,224	0.30%	12.58%
Kansas City, St. Paul's	107,865	15,480	1.10%	14.35%
Lawrence, St. Margaret's	309,122	52,880	3.76%	17.11%
Lawrence, Trinity	413,211	72,192	5.13%	17.47%
Leavenworth, St. Paul's	225,156	37,284	2.65%	16.56%
Mission, St. Michael's	1,144,681	207,960	14.79%	18.17%
Olathe, St. Aidan's	174,562	27,900	1.98%	15.98%
Ottawa, Grace	49,746	6,240	0.44%	12.54%
Overland Park, St. Francis'	59,787	7,908	0.56%	13.23%
Overland Park, St. Thomas'	797,821	143,592	10.21%	18.00%
Shawnee, St. Luke's	214,311	35,280	2.51%	16.46%
TOTAL	3,808,856	658,232	46.80%	17.28%
SOUTHEAST CONVOCAATION				
Chanute, Grace	79,442	10,860	0.77%	13.67%
Coffeyville, St. Paul's	56,486	7,296	0.52%	12.92%
Galena, St. Mary's	27,696	3,480	0.25%	12.56%
Independence, Epiphany	79,001	10,800	0.77%	13.67%
Iola, St. Timothy's	41,853	5,268	0.37%	12.59%
Neodesha, Ascension	22,247	2,796	0.20%	12.57%
Parsons, St. John's	57,414	7,440	0.53%	12.96%
Pittsburg, St. Peter's	84,592	11,676	0.83%	13.80%
Yates Center, Calvary	<u>18,325</u>	<u>2,280</u>	<u>0.16%</u>	<u>12.44%</u>
TOTAL	467,056	61,896	4.40%	13.25%
NORTHWEST CONVOCAATION				
Abilene, St. John's	34,772	4,368	0.31%	12.56%
Blue Rapids, St. Mark's	10,516	1,344	0.10%	12.78%
Clay Center, St. Paul's	66,040	8,784	0.62%	13.30%
Holton, St. Thomas'	3,725	538	0.04%	14.44%
Junction City, Covenant	176,968	28,320	2.01%	16.00%
Manhattan, St. Paul's	217,497	35,880	2.55%	16.50%
Marysville, St. Paul's	19,383	2,436	0.17%	12.57%
Topeka, Grace Cathedral	877,078	158,304	11.25%	18.05%
Topeka, St. David's	291,847	49,680	3.53%	17.02%
Wamego, St. Luke's	<u>75,009</u>	<u>10,176</u>	<u>0.72%</u>	<u>13.57%</u>
TOTAL	1,772,835	299,830	21.32%	16.91%
SOUTHWEST CONVOCAATION				
Arkansas City, Trinity	43,843	5,508	0.39%	12.56%
Derby, St. Andrew's	101,476	14,340	1.02%	14.13%
El Dorado, Trinity	132,225	20,040	1.42%	15.16%
Emporia, St. Andrew's	210,473	34,560	2.46%	16.42%
Newton, St. Matthew's	133,622	20,280	1.44%	15.18%
Sedan, Epiphany	43,262	5,424	0.39%	12.54%
Wellington, St. Jude's	23,193	2,916	0.21%	12.57%
Wichita, Good Shepherd	338,339	58,296	4.14%	17.23%
Wichita, St. Bartholomew's	45,514	5,724	0.41%	12.58%
Wichita, St. James'	624,509	111,420	7.92%	17.84%
Wichita, St. John's	181,448	29,160	2.07%	16.07%
Wichita, St. Stephen's	314,361	53,856	3.83%	17.13%
Winfield, Grace	<u>159,254</u>	<u>25,056</u>	<u>1.78%</u>	<u>15.73%</u>
TOTAL	2,351,519	386,580	27.48%	16.44%
GRAND TOTAL	8,400,266	1,406,538	100.00%	16.74%

Episcopal appointments and nominations

Episcopal appointments

The Chancellors (Constitution, Article IV, B, Sec. 4)

The Chancellor of the Diocese and two Vice Chancellors of the Diocese, all of whom shall be licensed to practice law in the State of Kansas, shall be appointed by the Bishop at the Annual Convention and shall serve until their successors are appointed.

Chancellor: Mr. L. Franklin Taylor, St. Thomas the Apostle, Overland Park

Vice Chancellor: The Reverend John Bullock, Non-Parochial

Vice Chancellor: Mr. H. Hurst Coffman, Grace, Ottawa

The Commission on Church Architecture and Allied Arts (Canon III.8, Sec. 1)

At each Annual Convention the Ecclesiastical Authority shall appoint a Commission on Church Architecture and Allied Arts, composed of clergy and professional lay persons qualified in one of the allied arts.

The Reverend Donald A. Chubb, Grace Cathedral, Topeka

Mr. Steve Connelly, St. Thomas the Apostle, Overland Park

The Reverend Greg Doll, St. Paul's, Marysville & St. Mark's, Blue Rapids

The Reverend Dawn Frankfurt, St. James', Wichita

The Reverend Dixie Junk, St. Paul's, Kansas City

Ms. Christine Lipscomb, Church of the Covenant, Junction City

Diocesan Church Attorney (Canon III.3, Sec. 5)

The Bishop shall at each annual Convention appoint, with the consent of the Convention, one or more independent Church Attorneys to perform functions as appropriate under Title IV of the General Canons.

Mr. Michael Francis, St. David's, Topeka

Diocesan Intake Officer (Canon III.3, Sec. 5)

The Bishop shall, at the annual Convention appoint one or more Intake Officers as defined by General Canon IV.2 to perform the functions described in General Canon IV.6.

Mr. Mike Morrow, St. Stephen's, Wichita

The Registrar and Historiographer (Canon III.7, Sec. 1)

At each Annual Convention the Ecclesiastical Authority shall appoint with the approval of Convention a Registrar and Historiographer.

Registrar: Mrs. Michele Moss, Diocesan Staff, Topeka

Historiographer: Mr. Jim Beck, St. Paul's, Clay Center

Episcopal appointments and nominations

Episcopal nominations

The Treasurer of the Diocese (Constitution Article IV, B. Sec. 3)

The Treasurer of the Diocese shall be elected by convention for an initial term of one year. Thereafter the Treasurer may be elected for successive three-year terms if so determined by Diocesan Convention.

Mr. Brian Geary, St. Thomas the Apostle, Overland Park (2026)

The Commission on Ministry (Canon III.4, Sec. 1)

At Diocesan Convention the Bishop shall nominate and the Convention shall confirm a Commission on Ministry to consist of not less than six (6) members, which shall include both clergy and lay persons, and their terms of office shall be three years.

The Reverend Andrew O'Connor, Non-Parochial (2025), *Chair*

The Reverend Tom Baker, St. Aidan's, Olathe (2026)

The Reverend Oliver Bunker, St. Timothy's, Iola (2024)

The Reverend Karen Deal, Grace, Winfield & Trinity, Arkansas City (2026)

Ms. Roxie Drautz, St. Michael's, Mission (2024)

The Reverend Margaret McGhee, St. Paul's, Manhattan (2025)

Mrs. Debbie Oehmke, St. Andrew's, Derby (2024)

The Reverend Marco Serrano, St. Margaret's, Lawrence (2026)

The Reverend Fran Wheeler, St. Thomas the Apostle, Overland Park (2026)

To assist the Commission on Ministry:

The Examining Chaplains

The Reverend David Cox, Ph.D., St. Michael and All Angels, Mission, *Chair*

Mr. Mike Morrow, St. Stephen's, Wichita

The Reverend Doreen Rice, St. David's, Topeka

The Reverend Rob Schwaller, Ph.D., Trinity, Lawrence

Ex officio: The Very Reverend Don H. Compier, Ph.D., Dean, Bishop Kemper School for Ministry

Convention appointments

Episcopal appointments to the 164th convention of the Episcopal Diocese of Kansas (2023)

Secretary of the 164th annual convention

Dr. Kristi Baker-Lampe, St. David's, Topeka

Parliamentarian of the 164th annual convention

Mr. Mike Morrow, St. Stephen's, Wichita

Committee to Approve the Minutes of the 164th annual convention

The Very Reverend Sharon Billman, St. John's, Parsons

The Reverend Karen Schlabach, Diocesan Staff, Topeka

Episcopal appointments to committees of the 165th convention of the Episcopal Diocese of Kansas (2024)

(Terms, except where noted, run from adjournment of the 164th Annual Convention (2023) through the adjournment of the 165th Annual Convention (2024); Canon II.5., Sec. 1.a.)

On Dispatch of Business

Mrs. Carolyn Sturgeon, St. Aidan's, Olathe, *Chair*

Dr. Kristi Baker-Lampe, St. David's, Topeka

On Constitution and Canons

Mr. L. Franklin Taylor, Chancellor, St. Thomas the Apostle, Overland Park, *Chair*

The Reverend John Bullock, Vice Chancellor, Non-Parochial

Mr. H. Hurst Coffman, Vice Chancellor, Grace, Ottawa

Mr. Mike Morrow, St. Stephen's, Wichita

On Nominations and Elections

The Very Reverend Laurie Lewis, St. Stephen's, Wichita, *Chair*

Ms. Marsha Burris, St. Timothy's, Iola

The Reverend Carl Edwards, Grace Cathedral, Topeka

Ms. Suzan Olson, St. Thomas the Apostle, Overland Park

Ms. Sarah Smith, St. Aidan's, Olathe

On Debatable Resolutions

The Reverend Oliver Bunker, St. Timothy's, Iola, *Chair*

Mr. Calvin Karlin, St. Margaret's, Lawrence

Ms. Nancy Kelley, Trinity, Lawrence

On Courtesy Resolutions

Diocesan Staff

On Arrangements

Arrangements for the 165th Annual Convention will be under the direction of the Diocesan Staff, working with volunteers selected to assist with needed tasks. The Canon to the Ordinary will serve as the chair of this committee.

Courtesy resolutions

These courtesy resolutions have been suggested to the 163rd Annual Convention of the Episcopal Diocese of Kansas. They will be presented to the convention as consent calendar items, to be voted upon as a group. The separate courtesy resolutions will *not* be read.

The proposed rules for debate allow for the removal of any item from the consent calendar by any delegate, providing that at least two other delegates join the request. Should this request be made, the item removed will be subject to debate or comment and will be voted on separately.

1. **The Most Reverend Michael and Mrs. Sharon Curry** — This resolution sends greetings and best wishes to the Presiding Bishop and his spouse.
2. **The Most Reverend and Right Honorable Justin and Mrs. Caroline Welby** — This resolution sends greetings and best wishes to the Archbishop of Canterbury and his spouse.
3. **The Right Reverend Dean and Mrs. Ellen Wolfe** — This resolution sends greetings and best wishes to the Ninth Bishop of Kansas and his spouse.
4. **The Right Reverend William Smalley** — This resolution sends greetings and best wishes to the Eighth Bishop of Kansas.
5. **The Right Reverend Richard F. Grein** — This resolution sends greetings and best wishes to the Seventh Bishop of Kansas.
6. **The Right Reverend Mark and Mrs. Julie Cowell and the Diocese of Western Kansas** — This resolution sends greetings and best wishes to our good neighbors Bishop and Mrs. Cowell, and the people and staff of the Diocese of Western Kansas.
8. **The Right Reverend Diane and Mr. Stephen Bruce and the Diocese of West Missouri** — This resolution sends greetings and best wishes to our good neighbors Bishop Provisional and Mr. Bruce, and the people and staff of the Diocese of West Missouri.
9. **The Right Reverend J. Scott and Mrs. Anne Barker and the Diocese of Nebraska** — This resolution sends greetings and best wishes to our good neighbors Bishop and Mrs. Barker, and the people and staff of the Diocese of Nebraska.
10. **The Right Reverend Deon Johnson and Mr. Jhovanny Osorio and the Diocese of Missouri** — This resolution sends greetings and best wishes to our good neighbors Bishop Johnson and Mr. Osorio, and the people and staff of the Diocese of Missouri.
11. **The Right Reverend Betsey Monnot and Mr. Michael Monnot and the Diocese of Iowa** — This resolution sends greetings and best wishes to our good neighbors Bishop and Mr. Mannot, and the people and staff of the Diocese of Iowa.

Courtesy resolutions

- 12. Bishops and people of the dioceses of Province VII** — This resolution sends greetings and best wishes to the bishops and people of the dioceses of Province VII: the Right Reverend Larry R. Benfield, Bishop-elect the Reverend John Harmon, and the people of the Diocese of Arkansas; the Right Reverend George Sumner and the people of the Diocese of Dallas; the Right Reverend J. Scott Mayer and the people of the Diocese of Northwest Texas; the Right Reverend Poulson Reed and the people of the Diocese of Oklahoma; the Right Reverend Michael Hunn and the people of the Diocese of Rio Grande; the Right Reverend Andrew Doyle and the people of the Diocese of Texas; the Right Reverend David Reed, Bishop Coadjutor the Right Reverend Dr. David Read, and the people of the Diocese of West Texas; and the Right Reverend Jacob Owensby and the people of the Diocese of Western Louisiana.
- 13. The Right Reverend Jean-Zaché Duracin and the Episcopal Diocese of Haiti** — This resolution sends greetings and best wishes to our mission partners Bishop Duracin and the people of the Diocese of Haiti.
- 14. The Most Reverend Dr. Jackson Nasooire Ole Sapit and the Anglican Church of Kenya** — This resolution sends greetings and best wishes to our mission partners Archbishop Sapit and the people of the Anglican Church of Kenya.
- 15. The Right Reverend Joseph Kamwati Muchai and the Diocese of Nakuru** — This resolution sends greetings and best wishes to our mission partners Bishop Muchai and the people of the Diocese of Nakuru in Kenya.
- 16. Bishop Susan Candea and the Central States Synod of the Evangelical Lutheran Church in America** — This resolution sends greetings and best wishes to Bishop Candea and the people of the Central States Synod.
- 17. Bishop and Mrs. Ruben Saenz, Jr. and the Great Plains Conference of the United Methodist Church** — This resolution sends greetings and best wishes to Bishop and Mrs. Saenz and the people of the Great Plains Conference.
- 18. Bishop Elizabeth A. Eaton and the Rev. T. Conrad Selnick** — This resolution sends greetings and best wishes to the Presiding Bishop of the Evangelical Lutheran Church in America, and to her spouse.
- 19. Seminarians, Postulants, and Candidates** — This resolution sends greetings and best wishes to the Seminarians, Postulants, and Candidates of our diocese.
- 20. Mayor Mike Padilla, the City Council of Topeka, and the Staff of the City of Topeka** — This resolution sends greetings to the elected and bureaucratic leaders of Topeka.
- 21. Rabbi Moti Rieber and the Board of Directors of Kansas Interfaith Action** — This resolution sends greetings to our ministry and justice partners at Kansas Interfaith Action.

Proposed rules of debate

1. Whenever possible, speakers will be called in alternating order of their positions on the issue under consideration.
2. Speakers will be limited to two (2) minutes on an issue under consideration, except that:
 - a) A speaker may speak again to any amendment, with a two (2) minute time limit again applying; and
 - b) A speaker may answer questions of information.
3. While motions to call the previous question (close debate), limit debate, postpone to a set time, postpone indefinitely or commit are acceptable at any time, the motion will be effective **only** after all speakers already at the microphone have had an opportunity to speak.
4. Items such as courtesy resolutions may be placed on a consent calendar to be voted as a group.
 - a) The consent calendar(s) shall be prepared by the Committee on Dispatch of Business and distributed to the Convention.
 - b) The consent calendar is not subject to debate.
 - c) An item or items may be removed from the consent calendar at the request of any delegate, providing that at least two other delegates join the request. The removal of one or more items from the consent calendar is not subject to a vote.
 - d) Items so removed shall be voted upon separately and are subject to debate.

Explanation:

A convention is a gathering of the community of the church in this place. Communities that are functional listen to one another and give each person an opportunity to speak. These proposed rules of debate are designed to advance our life at this “community reunion.”

Some items will be judged by the Committee on Dispatch of Business to be items on which delegates are in full agreement. These items, such as courtesy resolutions, will be placed on a consent calendar. However, should a delegate feel that an item deserves either debate or comment, that item may be removed from the consent calendar as provided for above.

In all our discussions, we seek to know Christ and to make Christ known.

Congregations of the diocese and their minster

Abilene, St. John's – Bluestem	Olathe, St. Aidan's – All Saints
Arkansas City, Trinity – South Central Kansas	Ottawa, Grace – All Saints
Atchison, Trinity – Missouri River	Overland Park, St. Francis' – All Saints
Blue Rapids, St. Mark's – Bluestem	Overland Park, St. Thomas' – Kansas River
Chanute, Grace – Agape	Parsons, St. John's – Southeast
Clay Center, St. Paul's – Bluestem	Pittsburg, St. Peter's – Southeast
Coffeyville, St. Paul's – Little Church on the Prairie	Sedan, Epiphany – South Central Kansas
Derby, St. Andrew's – South Central Kansas	Shawnee, St. Luke's – Kansas River
Edwardsville, St. Martin in the Fields – Free State	Topeka, Grace Cathedral – Tallgrass
El Dorado, Trinity – Heartland	Topeka, St. David's – Tallgrass
Emporia, St. Andrew's – Heartland	Wamego, St. Luke's – Tallgrass
Galena, St. Mary's – Southeast	Wellington, St. Jude's – South Central Kansas
Holton, St. Thomas' – Missouri River	Wichita, Good Shepherd – Wichita
Independence, Epiphany – Little Church on the Prairie	Wichita, St. Bartholomew's – Wichita
Iola, St. Timothy's – Agape	Wichita, St. James' – Wichita
Junction City, Covenant – Bluestem	Wichita, St. John's – Wichita
Kansas City, St. Paul's – Kansas River	Wichita, St. Stephen's – Wichita
Lawrence, St. Margaret's – Free State	Winfield, Grace – South Central Kansas
Lawrence, Trinity – Free State	Yates Center, Calvary – Agape
Leavenworth, St. Paul's – Missouri River	Canterbury House of Lawrence – Free State
Manhattan, St. Paul's – Tallgrass	Canterbury at K-State – Tallgrass
Marysville, St. Paul's – Bluestem	
Mission, St. Michael's – Kansas River	
Neodesha, Ascension – Little Church on the Prairie	
Newton, St. Matthew's – Heartland	

Minster shepherds

Bluestem	The Rev. Greg Doll, padregregks@gmail.com
Free State	The Rev. Marco Serrano, mserrano@saintmargaret.org
All Saints	The Rev. Tom Baker, tbaker1102@yahoo.com
Heartland	The Rev. Richard Osborne, rosborne49@yahoo.com
Kansas River	The Rev. Jonathan Brice, rectorstlshawnee@gmail.com
Little Church on the Prairie	The Rev. Charles Durland, cmdurland@yahoo.com
Agape	The Rev. Helen Hoch, hhoch.rev@gmail.com
Missouri River	The Rev. Jon Hullinger, priest@trinityepiscopal.church
South Central Kansas	The Rev. Kitty Shield, kshield3@att.net
Southeast	Mr. John Smittle, ejsmittle@gmail.com
Tallgrass	The Rev. Yvonne Amanor-Boadu, PhD., yvonneboadu@gmail.com
Wichita	Mr. Tim Flynn, timflynnict@gmail.com

Notes

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