



Summary of Business

**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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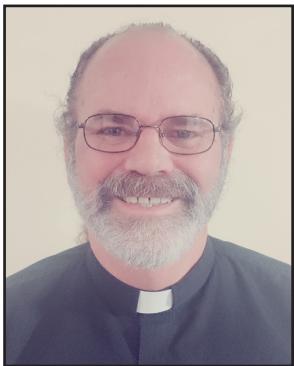
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Elections — Council of Trustees

At-large clergy member, 3-year term (2026)



The Rev. Daryl Stanford

Vicar, Grace, Chanute & Minster Priest, Agape Minster
First Term

At-large lay member, 3-year term (2026)



Diana Waddell-Gilbert

Member, Good Shepherd, Wichita
Second Term

Convocation Representative, lay, 2-year unexpired term (2025)

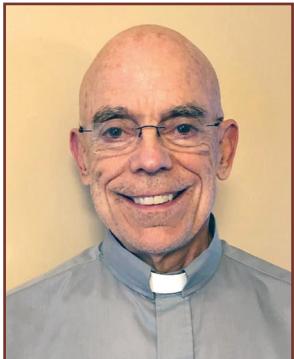


Melanie Hoyle Laster — Northwest Convocation

Member, Church of the Covenant, Junction City
First Term

Elections — Council of Trustees

Convocation Representative, clergy, 3-year term (2026)



The Ven. Jim Cummins — Northeast Convocation
Archdeacon, St. Francis of Assisi, Overland Park
Second Term



The Rev. Margaret McGhee — Northwest Convocation
Rector, St. Paul's, Manhattan
First Term



The Rev. Helen Hoch — Southeast Convocation
Vicar, Calvary, Yates Center
First Term



The Very Rev. Laurie Lewis — Southwest Convocation
Rector, St. Stephen's, Wichita
First Term

Elections — Disciplinary Board

Member, 1-year unexpired term (2024)



Darren Root
Member, St. Margaret's, Lawrence

The Disciplinary Board

Mr. Root joins the rest of the Board, which was elected at the 162nd Convention, filling a seat made vacant by resignation. All members terms end after the 165th Convention in October 2024.

Lay Members:

Julia Hart (President)

Barry Carroll

Darren Root

Clergy Members:

Kay Dagg

Christine Gilson

Torey Lightcap

Kitty Shield

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, Adopted 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 Constitution of the Diocese

Note: Language to be removed is in ~~strikethrough~~; 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). Having been adopted on its first reading, this amendment will return for the 165th Convention.

Constitutional amendment 1, Adopted (First Reading)

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.

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.

2024 Mission Plan, summary (Adopted)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
INCOME						
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						
	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	41,850	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	7,485	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	180,192	212,115	212,801	216,939	4,138	1.94%
TOTAL EXPENSES.....	1,870,789	1,945,148	2,084,011	2,094,656	10,645	0.51%

2024 Mission Plan, line item (Adopted)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
INCOME						
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						
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						
Salary - Groundskeeper ¹	0	0	0	0	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	41,850	95.11%

2024 Mission Plan, line item (Adopted)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Bishop Kemper School for Ministry						
Student Support*	2,741	6,300	6,200	8,000	1,800	29.03%
School of Ministry Support	36,000	36,000	36,000	40,000	4,000	11.11%
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	3,000	3,500	500	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	4,451	5,000	6,500	6,000	(500)	-7.69%
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	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	1,100	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	987	1,200	1,200	1,200	0	0.00%
Total Clergy Support ..	135,535	144,970	141,295	148,780	7,485	5.30%

2024 Mission Plan, line item (*Adopted*)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Commission on Ministry						
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						
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						
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						
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	0	3.62%

2024 Mission Plan, line item (Adopted)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Council of Trustees						
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%
 Liturgyes for the Diocese						
Liturgyes for the Diocese	556	1,000	1,000	1,000	0	0.00%
Total Liturgyes for the Diocese	556	1,000	1,000	1,000	0	0.00%
 Mission Management						
Salaries⁶	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%

2024 Mission Plan, line item (*Adopted*)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Mission and Outreach						
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	0.00%
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)	-100.00%
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	0.00%
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	0.00%
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						
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%

2024 Mission Plan, line item (*Adopted*)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Office of the Canon to the Ordinary						
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	0
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%

2024 Mission Plan, line item (Adopted)

	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
Youth Ministries						
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%
TOTAL EXPENSES	2022 Actual	2022 Adopted	2023 Adopted	2024 Proposed	\$ Change	% Change
	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% of 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.

2024 Apportionment Schedule (Adopted)

	2022 BASE	2024 APPORTIONMENT	PERCENT	EFFECTIVE RATE
NORTHEAST CONVOCATION				
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	<u>214,311</u>	<u>35,280</u>	<u>2.51%</u>	<u>16.46%</u>
TOTAL	3,808,856	658,232	46.80%	17.28%
SOUTHEAST CONVOCATION				
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 CONVOCATION				
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 CONVOCATION				
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 Daab, 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

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.
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

Courtesy Resolutions

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 Nasoore 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. David Wilson and the Great Plains Conference of the United Methodist Church** — This resolution sends greetings and best wishes to Bishop and Mrs. Wilson 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.

Ministry Recognitions and Grants

Annual ministry recognitions and grant winners were announced at the Convention Banquet, which was held at the Topeka Performing Arts Center on Friday, October 20, 2023.

Alleluia Grants

- Breakthrough - ESS, *Clubhouse Community Retreat*, \$1,523.38
- Church of the Ascension, Neodesha, *Welcome Baskets — NHA*, \$1,200.00
- St. Aidan's, Olathe, *Center of Grace*, \$1,213.50
- St. Bartholomew's, Wichita, *Sunday Undies*, \$2,000.00
- St. David's, Topeka, *Hygiene Bags — Rector's Pantry*, \$3,000.00
- St. Matthew's, Newton, *Railway Clubhouse Launch*, \$3,000.00
- St. Paul's, Clay Center, *Bridges of Hope*, \$3,000.00
- St. Stephen's, Wichita, *Open Doors to the Neighborhood*, \$3,000.00
- St. Thomas the Apostle, Overland Park, *Sensory Path — Comanche Elementary*, \$869.91

Deacon's Cross

The Reverend Carolyn Garwood, St. Paul's, Clay Center

Canon's Cannon

The Reverend Andrew T. O'Connor, St. Francis Ministries, Wichita

Bishop's Chair

Dr. Ann Palmer, St. David's, Topeka

Two other recognitions were announced at the 164th Convention during regular business on Saturday, October 21, 2023.

ECW Distinguished Woman, 2022

The Reverend Helen Hoch, Calvary, Yates Center

Custodian of Creation

The Reverend Evan Ash, non-parochial