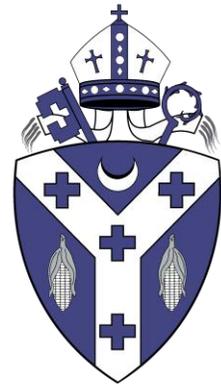




2023 Reports Received



— The **Diocese** of —
West Missouri

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1. BOARD OF EXAMINING CHAPLAINS – 2023

Prepared by Dr. Victor H. Matthews, Chair

How many meetings were held?

The Board does not meet in person. Business is conducted as needed via email to prepare for examinations and to conduct written and oral examinations of candidates to the diaconate and the priesthood.

Who are the members of your committee?

The Ven. Bruce Bower
The Rev. John Coil
The Very Rev. Peter DeVeau
Mr. Channing Horner
The Rev. Dr. Sean Kim

Dr. Victor Matthews
Dr. Linda Robertson
Mr. Bill Stancil
The Rev. Ronald Verhaeghe

What are the highlights of your ministry for 2023?

- In February 2023, the DBEC was asked to evaluate the GOE responses of Jody Carroll, David Wilcox and Ryan Zavacky, candidates for ordination to the transitional diaconate and subsequently to the priesthood. The responses from the members of the Board were unanimously supportive and judged their responses to be proficient in all areas of the canonical exam. The recommendation was made that they be ordained to Holy Orders.
- In February 2023, the DBEC administered a written canonical exam to Robin Rusconi, a candidate for ordination to the vocational diaconate. The unanimous evaluation of the Board is that she provided satisfactory responses to all areas of these exam questions. They recommended that she be ordained to Holy Orders.

What are your plans for ministry in 2024?

- The Board will continue to refine and update its examination questions for deacon candidates to better gauge their competencies and make the questions timely.
- Coordinate with the Bishop Kemper School for Ministry on the examination of their students and seek ways to share ideas with Examiners in other Dioceses. At this point, DBEC members Bill Stancil and Victor Matthews are teaching courses at BKSM and are gaining a better sense of the skill levels of the candidates.
- Continue to coordinate with the Commission on Ministry as part of the discernment process for ministry.

- The Board Chair will continue to serve as ex-officio member of the Commission on Ministry and to make reports at their meetings.

If you have any questions about this report, please feel free to contact me at VictorMatthews@missouristate.edu.

2. PEACE AND JUSTICE COMMITTEE

The Peace and Justice Committee has now reached it's one year mark of existence after Bishop Bruce created the committee and asked it to focus initially on Gun Violence and secondarily on a response to the Dobbs decision. The committee met monthly for the past year.

The committee decided to focus first on the issue of children and guns, using the Be SMART for Kids program developed by Everytown for Gun Safety. This program is a non-political education and resource program for adults about keeping guns out of the hands of children to prevent unintentional shootings and youth suicide. The committee developed a communications toolkit for churches, with multiple delivery methods of the information, including social media graphics, handouts, information on sharing the message at Trunk or Treats, and a 20 minute powerful presentation to adult forums and other church groups. Multiple committee members went through Be SMART presenter training and gave their first presentations.

A series of articles explaining the Be SMART message and the Bishop's focus on Gun Violence appeared in the New Spirit and were re-shared by many churches within the diocese. Diocesan Communications staff also shared many of the social media graphics and other articles about Gun Violence.

The Peace and Justice Committee of The Diocese of West Missouri is working jointly with the Missioner for Gun Violence in the Diocese of Missouri with a shared logo and activities. In March, over 30 Episcopalians from across the state joined Moms Demand Action for Gun Sense in America for their Advocacy Day in Jefferson City to advocate for common sense gun laws. Before meeting with lawmakers, the Episcopalians processed behind a banner to the steps of the Capitol and leaders from both dioceses led a short prayer service on the steps of the Missouri State Capitol building.

On Sunday, June 4, Bishop Bruce invited all churches within the Diocese to observe Wear Orange Sunday, in recognition of victims and survivors of Gun Violence. Churches were provided with Prayers of the People and other prayers that they could choose to incorporate into their services, parishioners were asked to Wear Orange to church, and many clergy wore orange vestments. Some churches even had orange flowers on their altars. Many churches across the diocese participated.

The Peace and Justice Committee has formed a relationship with the Lutheran Synod and they are invited to join in all activities to address Gun Violence, with shared training, materials and activities.

The Diocese of Missouri is a party to the separation of church and state lawsuit opposing the Missouri trigger law after the Dobbs decision overturning Roe v. Wade. A member of the Peace and Justice Committee is a participant in the consortium of churches and religious organizations to keep the Diocese informed as to what is happening with this lawsuit, but The Diocese of West Missouri itself is not a party to the lawsuit.

In the next year we will continue to expand and present the Be SMART program throughout the diocese, with an emphasis on spreading it outside of the Kansas City region. We will again participate in Advocacy Day and invite more Episcopalians to join in advocating for common sense gun legislation, and will run a targeted letter writing campaign to leaders in the Missouri legislature to ask for gun safety bills to be heard in committee. We will again invite churches to participate in Wear Orange the first Sunday in June, and hope to have a Diocesan Gun Violence Victim memorial service that weekend for the community.

Respectfully Submitted,

Tara Bennett, Chair
Peace and Justice Committee

Committee Members

Tara Bennett, Chair
The Rev. Brittany Sparrow Savage
The Rev. Adam James
Lenette Johnson
Cannon Shirley Bolden

The Rev. Robin Rusconi
Cassie Brown
Jessica Woodruff
Anne Egbert

3. ST. LUKE'S NURSING CENTER, CARTHAGE, MISSOURI

St. Luke's Nursing Center (Carthage) Board of Directors met monthly throughout the year of 2022-2023. The board will continue to meet monthly for 2024. St. Luke's – Carthage employs approximately 107 employees and has a stable census of 72 residents in skilled nursing and 23 residents in assisted living.

The highlights of our ministry for 2023 included securing funds through community and foundation grants to purchase necessary medical equipment, complete and art project in which photographs of varying interests were hung on the walls of memory care, a sensory garden was planted and enjoyed by all the residents and, as they were able, some of them maintained the garden, along with much needed maintenance projects.

Plans for 2024 are reflected in the Board's Mission Statement: "Our St. Luke's community of care strives to show the healing presence of God through exceptional care for the mind, body, and spirit of our residents. When these are present, there are no limits to which can be accomplished." The Board of Directors will continue to move forward to maintain and improve the physical structure of our building (built in the 1970s) as we have funds available. The improvements include, but are not limited to, cosmetic solutions both to the inside and outside of the building. These improvements will make it possible to attract future residents by providing a newer look.

Board of Directors

Glenda Erwin, President

Jay Thompson, Vice President

Marilinda Porter, Secretary

Larry McGuire, Treasurer

Sally Stuart

Norman Rouse

Chuck Edds

The Rev. Joe Pierjok

Sandy Swingle

Tom Kerney

Respectfully submitted,

Glenda Erwin

President, Board of Directors

St. Luke's Nursing Center (Carthage)

4. DIOCESAN ARCHIVES

During the past year, I have made monthly trips to the archives to work on the organization of the collection. To date, the following actions have been completed:

- 24 additional shelves have been added to provide space for expansion
- The entire collection has been reorganized to reflect the organizational scheme provided by the National Archives of the Episcopal Church
- An in-depth inventory (Finding Aid) at the folder level of each box has begun. This Finding Aid will be uploaded to the new diocesan website and updated on a regular basis.
- Multiple questions and research assistance has been provided for individuals and diocesan groups. (Please note that the archives are not a lending collection, but we are happy to make copies of documents in the collection for researchers and organizations/churches of the diocese).

Going forward, the work on the Finding Aid will continue, along with appropriate re-housing of materials as they are encountered in this process. As mentioned, periodically, this information will be updated on the diocesan website to provide intellectual access to the collection.

Respectfully submitted,

The Very Rev. Chandler Jackson
Diocesan Archivist

5. THE ORDER OF THE DAUGHTERS OF THE KING

How many meetings were held?

We don't track the number of meetings held, but each chapter usually meets once a month. With that in mind, the estimated number of chapter meetings held for The Order of the Daughters of the King in our diocese is approximately 150. Additionally, there were two diocesan assemblies held and a diocesan board retreat during the year.

What are the highlights of your ministry for 2023?

- Held our first co-hosted Spring Assembly in Springfield in April at Christ Church with the Rev. Joanna Seibert from the Diocese of Arkansas as our speaker. We had an outstanding turnout of daughters who heard her speak on Forgiveness and the Spirituality of Aging.
- Made plans for our co-hosted Fall Assembly at Trinity Episcopal in Independence for October 21, 2023. It will be the election and installation of new officers for 2024-2027
- Sent a \$500 donation to Malawi to assist the daughters chapter that was literally wiped out by a cyclone. Our Province coupled their \$1000 donation with ours for added assistance.
- Sent a \$500 donation to be divided among our 4 national funds in compliance with our vows as daughters.
- Assisted our daughters in the diocese who required financial help in paying their national dues.
- Continued the work of bringing new members into the daughters chapters in the diocese.
- The diocese was represented at our Province VII Spring Assembly held in Dallas, Texas by a member of the Executive Committee.
- Offered \$50 grants to each chapter in the diocese in support of outreach entities they support in their communities.
- Explored new ideas for continued growth of Daughters of the King within our Diocese.
- Daughters continued to be faithful in their rule of life by praying daily for their parishes, dioceses and provinces, as well as national and international daughters.

Describe how these activities have furthered the work of the diocese and strengthened the parishes.

- Daughters of the King provide spiritual formation for the parish through their commitment to prayer, service and evangelism.
- Daughters are a rich resource to the priests of each parish where a Daughters of the King chapter is located.
- Daughters often attract new members through their external/internal evangelism and service which strengthens the parish as well as the diocese.

What are your plans for ministry in 2024?

- Continue to seek opportunities for new chapters of Daughters of the King throughout the diocese. There are several parishes interested.
- Provide relevant and meaningful education that will nurture daughters for the furthering of God's Kingdom.
- Listen intently to the needs of daughters in the diocese and take direction from their input.
- Actively participate in the selection process for our new bishop, as is appropriate.

How will you measure success in 2024?

- Track (through our national office) new member numbers, which are only reported to the diocesan level once every three years.
- Within the diocese, track interest in new chapters and applications for membership.
- Follow the involvement of Daughters in reported participation within the life of their respective parishes. Chapter presidents report this information to the President of the Diocese once a year.
- Utilize our diocese membership chair to work closely with those chapters who experience issues in dues payment annually.

How does your ministry reflect the priorities of the diocese?

A. Grow Congregations:

- The presence of Daughters of the King Chapters within a parish helps stabilize and sustain the parish so the church can grow and ministry can be on-going.

B. Grow Personally:

- Daughters grow personally through practicing their Rule of Life: to pray, to serve and to evangelize in furthering the Kingdom of God.

C. Grow in Community:

- The activities of the individual Chapters of Daughters of the King represent the accounting of the work carried out in communities, often hand-in-hand with other community partners.

D. Grow in Compassion:

- Daughters recognize the need to aid others, as is seen time and time again, in the work they do throughout the diocese. Service is one of the rules daughters vow to uphold in becoming a member of the order.
- Daughters wear their crosses daily and hold each other accountable in an effort to show the world who we are and to whom we belong.

E. Grow Leaders:

- Through prayer, service to others and evangelism, many daughters have found their role as leaders within their parish, the diocese, the province and even at the national level.
- We nurture chapter members in leadership so the future of Daughters of the King in the Diocese will be on-going for years to come.
- Continue to provide a retreat every 2-3 years for the chapter presidents to assist in their growth of Daughters of the King within our diocese.

Chapters of The Order of the Daughters of the King in the Diocese of West Missouri

St. Mary Magdalene Episcopal Church, Belton, Missouri

Church of the Resurrection, Blue Springs, Missouri

St. George Episcopal Church, Camdenton, Missouri

St. Thomas a' Becket Episcopal Church, Cassville, Missouri

Grace Episcopal Church, Chillicothe, Missouri

St. Michael Episcopal Church, Independence, Missouri

Trinity Episcopal Church, Independence, Missouri

Church of the Good Shepherd, Kansas City, Missouri

St. Matthew Episcopal Church, Raytown, Missouri

Christ Episcopal Church, Springfield, Missouri

St. James Episcopal Church, Springfield, Missouri

Trinity Episcopal Church, Lebanon, Missouri

St. Peter & All Saints Episcopal Church, Kansas City, Missouri

Diocesan Officers for The Order of the Daughters of the King (2021-2024)

Chaplain: The Reverend Timothy Coppinger,
St. Paul's, Lees Summit

President: Cheryl Webb-Laughlin,
St. Thomas a' Becket, Cassville

Vice-President: Doris Fry,
Church of the Good Shepherd, Kansas City

Secretary: Donna Meyer
Church of the Good Shepherd, Kansas City

Treasurer: Shari Percy
Trinity, Lebanon

6. CHAPLAINS TO THE RETIRED CLERGY

How many meetings were held?

The Retired clergy kicked off the year by having a luncheon at Bishop Spencer Place in January. The speaker was Kenny Cabean from Nourish KC. Kenny is a longtime member of the staff and greeter at the kitchen. He is a wonderful advocate for Nourish KC programs.

We will plan to support CPG personnel in October 2023 as they present an Enhancing Your Retirement program in Kansas City for all retired clergy and spouses. We will also support them as they gather all the Chaplains to the Retired Clergy and Surviving Spouses from Provinces V, VI and VII in Kansas City for an Annual meeting.

Who are the members of your ministry?

The Rev and Mrs Jerry Kolb cover the Northern portion of the diocese while The Rev and Mrs Jerry Miller provide pastoral care for the retired clergy and spouses in the Southern portion of the diocese.

What are the highlights of your ministry for 2023?

It is our pleasure to be involved with retired clergy and assist them with issues that come up with CPG. We have a wonderful retirement program in the Episcopal Church and we enjoy hearing from clergy and spouses about what good care they receive from the church.

Betty hosted at our home a holiday event sponsored by Steve Bruce for clergy spouses. In the spring, Betty and I provided lunch at our home for the retired clergy and spouses.

Several times during the year Jerry visited a retired priest in the hospital and nursing home and provided Holy Communion to him.

Betty sent a monthly email to all of the retirees celebrating anniversaries of birth and ordination.

What are your plans for ministry in 2024?

We will continue to provide pastoral care to the retired clergy and surviving spouses.

7. LGBTQIA+ COMMITTEE

This committee is currently not meeting. Meetings were held monthly through March 2023, which was the final meeting, at which point chair, Cassie E. Brown, resigned position, secondary to overcommitment.

Ministry Highlights included:

- Providing pronoun pins for the convention and providing education on the importance of gender awareness and respect to Convention goers
- Providing leadership, visioning, and ministry plans for the 2024 Budget to include LGBTQIA+ inclusion
- Connecting the Bishop with an opportunity to provide written testimony on behalf of LGBTQIA+ persons to the Missouri legislature to speak to the dignity and worth of all persons
- Supporting a Trans Day of Remembrance Mass with St. Mary's KC (November 20th, 2023)
- Creating an LGBTQIA+ Resources webpage stub for the Diocesan website
- Connected resources
- Collaborated on the Episcopal presence at KC Pride
- Promoted awareness of resources/events for the LGBTQIA+ community and allies within the Diocese

Plans for Ministry for 2024:

- Find leadership or a sustainable leadership structure to continue the good work of the Committee
- Find and host speakers in the Diocese on LGBTQIA+ faith topics
- Host an LGBTQIA+ Episcopal retreat
- Explore a virtual book club
- Create and promote a calendar of events such as prides throughout the Diocese for the Bishop to attend and to connect the Diocesan presence to them and to be the hands and feet of Christ at such events
- Continue to assess how best to support LGBTQIA+ persons of faith in the Diocese of West Missouri

Some members of the Committee included:

Kary Mann

Charles Everson

Isaac Petty
Vicky Anderson
Joe Pierjok
Alex Boyd

Justin Smith
Susan Roberts
Cassie E. Brown

8. DISCIPLINARY BOARD

How many meetings were held?

The Disciplinary Board for the Diocese of West Missouri is comprised of nine members (clerics and lay) and has jurisdiction over matters of clergy discipline. In the past year (November 2022 to present), the board has met once, to elect one vacant position. Otherwise, no concerns, complaints, or cases have been brought to the Board.

Members of the Board

Mr. Greg Bentz, Chancellor
The Rev. Christy Dorn, President
The Rev. Jonathan Frazier
Ms. Anne Gardner
Ms. Mary Johnson
The Rev. Steven King, Vice President
Ms. Evelyn Mangan
The Rev. Stan Runnels, Secretary
Ms. Barbara Wegener, Intake Officer

Highlights of this Ministry:

In 2023, Bishop Bruce appointed The Rev. Deacon Barbara Wegener as Intake Officer.

2024 Plans for Ministry:

- To encourage all Board members to complete Title IV training.
- To educate Board members about local diocesan canons related to Canon IV.
- To publish (or update) Intake Officer's contact information and role on diocesan website, and to encourage display of same information in congregations throughout the diocese.
- To familiarize Board members with general processes and procedures through periodic informational meetings.

9. HEARTLAND EPISCOPAL CURSILLO MINISTRY REPORT

Members

- Michael Wiggins – Chairperson (St. Thomas the Apostle)
- Roberta Coons – Episcopal Cursillo National Representative (Church of the Redeemer)
- Joy Bowers – Western Missouri Diocese Bishop Representative (St. Andrews)
- David Grosse (Church of the Redeemer)
- Judy Lane (Church of the Good Shephard)
- Ann Frazier (St. Peters & All Saints)
- Todd Putney (Church of the Redeemer)
- Raja Reed (St. Mary's)
- Carye Williams (Church of the Good Shephard)

2023

The Heartland Episcopal Cursillo Secretariat has spent 2023 discussing and planning how we can re-energize the Cursillo Ministry in a post-pandemic Christian world. We have already met either in-person or by Zoom 10 times in 2023 with more meetings planned for the balance of the year. We had a Zoom Meeting with the President of the National Episcopal Cursillo, Rob Richardson, to discuss what other Cursillo Diocesans have done to succeed or fail post-pandemic. Our Cursillo Diocese, comprising of Western Missouri and Eastern Kansas, covers the largest area compared to other Cursillo Dioceses with a population that is spread out over several metropolitan areas. This is the source of some of the problems that the Secretariat is trying to resolve in order to re-energize our ministry. We have a call scheduled in October with Bishop Diane M. Jardine Bruce and Bishop Cathleen Bascom to ask for their help in getting our word out to all the parishes.

During 2023, we have held three Quarterly Ultreyas – St. Peters & All Saints, St. Thomas the Apostle, and Church of the Good Shephard – with our 4th Quarter Ultreya to be held at St. Mary's. We are also planning a Grand Ultreya during the month of November.

2024

For 2024, we are planning on having our first Cursillo Weekend since 2019 due to the pandemic. In addition, we will have our four Quarterly Ultreyas and one Grand Ultreya in 2024.

The Secretariat will be meeting every month in 2024 to further discuss ways to energize our ministry and strategizing for the future along with expanding the Secretariat members to include more representatives from other Heartland Diocese Parishes.

10. COMMISSION ON MINISTRY

The Commission on Ministry (COM) exists in compliance with Title III, Canon 2 of the Canons and Constitutions as an advisory role to the bishop in the implementation of Title III. The primary responsibilities are the encouraging and enabling present and future opportunities for the ministry of all the baptized, in the design and oversight of recruitment, discernment, formation for ministry and assisting in assessing individuals' readiness for ministry.

Our Subcommittees have been formed to cover these areas articulated in specific Canons under Title III. These four subcommittees are Discernment, Ordination Process, Licensed Ministry, and Clergy Continuing Education, Orientation and Mentoring. Membership in these subcommittees is not limited to members of the Commission. The chairs of the subcommittees will be ex-officio members of the Commission, if not already elected or appointed members.

During 2023 we returned to in-person meetings with the additional flexibility that we included participation via Zoom. COM began scheduling monthly meetings. COM also held two Saturday retreats; one in February 2023 and one July 2023 as a Day of Discernment for nominees and interested individuals.

COM Membership 2023

Alexander, Ms. Kathy
Bower, The Ven. Bruce
Coil, The Rev. John
Coppinger, The Rev. Timothy
Hardwick, Mrs. Cosette
Kendagor, The Rev. Rita
Mann, The Rev. Kary
Maynard, Mr. Robert

McCarty, Mrs. Shirley
Pierjok, The Rev. Joe
Rainey, Mrs. Ann
Reed, Mr. Raja
Schubert, The Rev. Beck
Seaton, Ms. Meredith
Shepard, Mrs. Paula
Snodgrass, The Rev. Galen

COM also has several Ex-officio members that serve roles assisting the work of COM

Matthews, Dr. Victor (Vic). Chair DBOE
Roberts, The Rev. Susan, CPE requirements

Highlights of 2023

The first Beginning Well program intended for newly ordained clergy as well as clergy new to the Diocese was held. This came about as a result of the work of The Clergy Continuing Education, Orientation and Mentoring subcommittee.

The subcommittee for Licensed Ministry has continued reviewing and revising diocesan policies regarding licensed ministry for recommendation to the Bishop. We have been doing this in with the assistance of the Dean of the Bishop Kemper School for Ministry, which is developing curricula to support licensed ministries.

Commission on Ministry Actions since last reported to Diocesan Convention 2022:

September 2022	Recommended for Candidacy for Priesthood – Jody Carroll
November 2022	Recommended for Ordination to the Priesthood – Jean Long
February 2023	Recommended for Admission for Postulancy - Diaconate Jennifer Sachoff
May 2023	Recommended for Candidacy for Priesthood – Mark Bowers Recommended for Candidacy for Priesthood – Silas Engstrom Recommended for Candidacy for Priesthood – Katherine Mansfield
July 2023	Recommended for Admission for Postulancy Priesthood – C J Duffie Recommended for Admission for Postulancy Priesthood – Keith Johnson Recommended for Admission for Postulancy Diaconate - Jory Mertens

Plans for 2024

1. Continue to revise and update discernment documents.
2. Update Diocesan Website with revised submission forms.
3. Clarify and communicate information about the new discernment practices to parishes in the diocese.
4. Offer assistance to local discernment committees about the new second discernment process.

The Diocese of West Missouri currently has 6 Nominees, 1 Postulant for the Diaconate, 4 Postulants for the Priesthood, no Candidates, and one Transitional Deacon active in the ordination process.

Respectfully submitted,

Robert Maynard, Chair

11. DIVERSITY AND RECONCILIATION COMMISSION

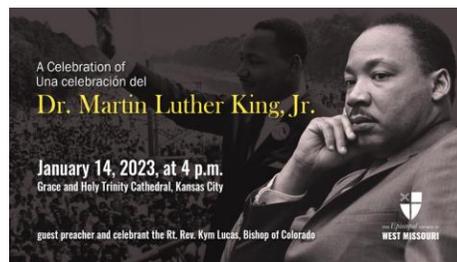
Canon Shirley Bolden, Chair

“The fundamental truth undergirding this vision [of the Beloved Community] is that all are made in the image of God. It is in our diversity that we discover the fullness of that image....

Whenever individual or community behaviors work against God's vision, we have promised to respond in ways that will serve to heal: "Will you strive for justice and peace among all people, and respect the dignity of every human being? I will with God's help (Book of Common Prayer p305)."

March 21, 2006, pastoral letter from the House of Bishops -- “The Sin of Racism: A Call to Covenant”

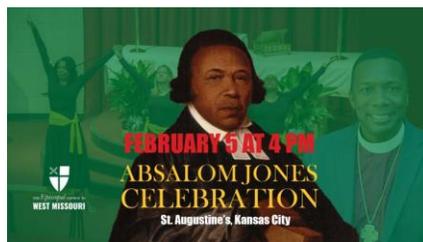
Events held during 2023:



The Dr. Martin Luther King, Jr Celebration was held on Saturday, January 14, 2023, at Grace and Holy Trinity Cathedral with The Rt. Rev. Kim Lucas, Bishop of Colorado as the preacher and celebrant. Due to COVID, Bishop Lucas address was live streamed.



The National Day of Racial Healing is observed each year following the Martin Luther King, Jr. National Holiday. On Tuesday, January 17, 2023, sixteen churches across the diocese opened their doors to those who wish to pray and reflect on this day.



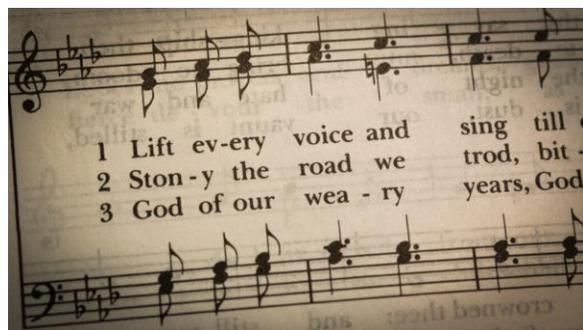
When: Sunday, February 5, 2023, at 4 p.m. Where: St. Augustine's Episcopal Church, Kansas City. Join the people of St. Augustine's in a celebration of the Blessed Absalom Jones. This year's celebration includes guest preacher the Rt. Rev. Deon Johnson, Bishop of the Episcopal Diocese of Missouri, and St. Augustine's liturgical dancers.

During Black History Month, the Diversity Commission produced four videos of African American Episcopalians: The Presiding Bishop Michael B. Curry, Harry t Burleigh, Colin Powell and Pauli Murray:

The Rev. Rita Kendagor wrote a wonderful article on the Black National Anthem.

“Lift Every Voice and Sing: more than a mere hymn”.

“Lift Every Voice and Sing



Many of the hymns in the Hymnal 1982 have very interesting histories. However, hymn 599 stands out as one that embodies the history of African American people.

You see, hymn 599 in the Episcopal Hymnal is considered the Black National Anthem. The [National Association for the Advancement of Colored People](#) (NAACP) proclaimed it so in 1920. My surprise to see that it was included in the Episcopal Hymnal was acute, but my disappointment at realizing that the vast majority of white Episcopalians were unaware of the importance of this hymn to their African American congregants is very real.

We held two workshops: One at St. Phillips, Joplin on April 29, 2023 and the second one at Grace, Liberty on September 16, 2023.



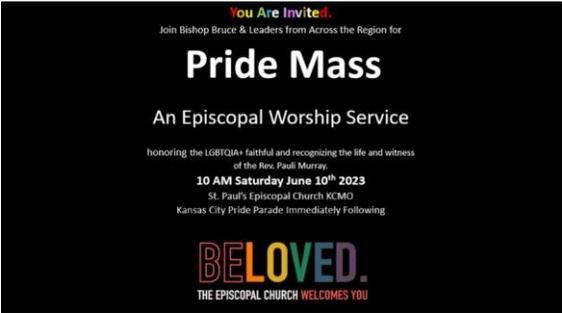
There were twenty-seven participants.



There are twenty-nine registered.



We will hold another workshop at the Diocesan Convention on Friday, November 10, 2023, at Grace and Holy Trinity Cathedral in Haden Hall for those attending the convention.



Pride Month is about celebrating the grand diversity that God has created in humanity. Pride is a consciousness of the dignity that each of us possesses as a beloved creation of God. It is this particular sense of the word that is meant when we talk about this month celebrating the LGBTQ+ community.

On June 9 – 11 at KC Pride 2023 where the Episcopal Church will once again make herself known as a welcoming and safe place for LGBTQiA folks and those who love them.

There was a Pride Mass held at St. Paul's Church prior to the parade. The Co-Chairs of the planning team were the Rev. Steven King and the Rev. Charles Everson. A parade was held in Westport.

Juneteenth became an official federal holiday

June 18, 2023: Service held at St. Augustine's Episcopal Church

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Originating in Galveston, Texas, it commemorates the announcement on June 19, 1865, of [General Order No. 3](#) by Union Army General Gordon Granger, proclaiming freedom from slavery in Texas. Today Juneteenth commemorates African American freedom and emphasizes education and achievement.



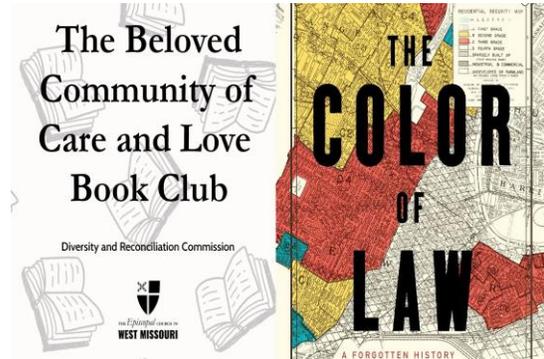
On Monday, June 19, the Diversity and Reconciliation Commission of The Diocese of West Missouri invites anyone able to embark upon a pilgrimage to Park Central Square, Springfield, Missouri, the site of the April 1906 lynching of three African American men, Horace Duncan, Fred Coker, and William Allen.

The event was held at Park Central Square in Springfield with over a hundred people in attendance. A bus from Kansas City had some forty people take the trip to Springfield.



The Beloved Community of Care and Love Book Club

Diversity and Reconciliation Commission



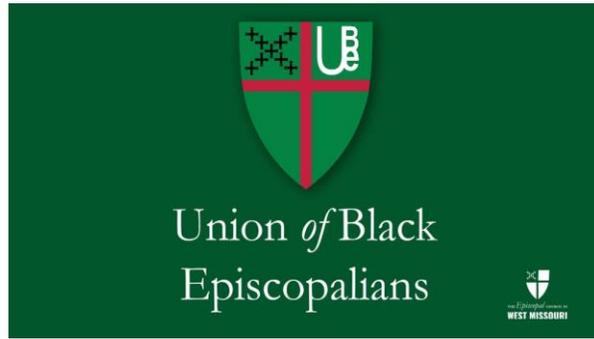
The Beloved Community of Care and Love Book Club read and discussed two books in 2023.



“Firearms are now the leading cause of death among children in the United States, but these tragedies are preventable. The Be SMART campaign was launched in 2015 to promote responsible gun ownership to reduce the deaths, injuries and trauma that can result when a child or teen can access a gun. Since then, Be SMART volunteers have encouraged community leaders to come together to emphasize the importance of gun safety and the everyday actions we can take to keep guns out of the hands of kids.”

The Diversity Commission is working with the Peace and Justice Committee on gun safety in our community. Members of the Peace and Justice Committee have been trained on the Be Smart Program. The Be Smart Program works with the churches and communities on how to handle a gun and they provide locks for weapons that are in homes.

The Episcopal Church of the Good Shepherd on Sunday, September 17 for a Be SMART Lunch and Learn. The speaker will be a representative from Be SMART, which is a volunteer group focused on gun safety and children.



The Rt. Rev. Diane Jardine Bruce, The Rev. Rita Kendagor (President of the newly formed chapter in the Union of Black Episcopalians in the Diocese of West Missouri) and Canon Shirley Bolden attended the annual UBE Conference in Montgomery, Alabama in July. There were several tours: The Peace and Justice Museum, The Legacy Museum, to Selma, Alabama to walk across Pettis Bridge.

Diocese of West Missouri The Union of Black Episcopalians in and Bishop Diane Jardine Bruce both wrote statements on the shooting of Ralph Yarl

We recommend the following resources to you:

- *Center for Racial Healing*
- *List of Historically Black Parishes*
- *Responding to Racist Violence as the People of God*
- Resources for Adult Formation with an Emphasis on Race and Diversity by Katherine Malloy, on Building Faith: A ministry of the Virginia Theological Seminary, <https://buildfaith.org/resources-for-adult-formation-with-an-emphasis-on-race-and-diversity/>
- *The Episcopal Church - Becoming a beloved community - Plan*
- *The Episcopal Church - Racial Justice Audit of Episcopal Leadership*
- *The Episcopal Church Office of Black Ministries*
- *The Episcopal Church - Racial Reconciliation*
-
- **Book List**
- *The New Jim Crow*(Michelle Alexander)
- *Between the World and Me* (Ta-Nehisi Coates)
- **Stamped From the Beginning (Ibram X. Kendi)***
- *How To Be an Antiracist*(Ibram X. Kendi)
- *I'm Still Here*(Austin Channing Brown)
- **Four Hundred Souls (edited by Ibram X Kendi and Keisha N. Blain)**
- **How to Fight Racism by Jemar Tisby**
- **Just Mercy (Byran Stevenson)**
- *Dear White Christians* (Jennifer Harvey)
- *Stand Your Ground*(Kelly Brown Douglas)
- **The Cross and the Lynching Tree(James H. Cone)**
- *Jesus and the Disinherited*(Howard Thurman)
- *Episcopalians and Race*(Gordon H. Shattuck, a history of the church on race issues)
- **Caste The Origins of Our Discontent** by Isabel Wilkerson
- **Slaves in the Family** by Edward Ball
- **Ghost Ship” A.D.A. by: France-Williams**
- **The Color of Law** by Richard Rothstein

- *The 1619 Project Created by Nikole Hannah-Jones*
- *So You Want to Talk About Race by Ijeoma Oluo*
- *Begin Again James Baldwin's America and Its Urgent Lessons for Our Own*
By Eddie S Glaude, Jr.

Highlights are books that the Book Club has discussed.

A statement from the Diversity and Reconciliation Commission:

The Diversity & Reconciliation Commission of The Diocese of West Missouri stands in solidarity with the call for justice for all who have suffered from systemic injustice and oppression because of their race. As Episcopalians, we believe that all people are created in God's image and likeness. We proclaim in our baptismal covenant that we will respect the dignity of all human beings. We believe that respect is not just a state of mind but is demonstrated in what we do. We believe that the sin of racism harms all people of the community—oppressed, oppressors, and indifferent. We, therefore, have committed ourselves to work for the dismantling of racism through education, prayer, repentance, confession, forgiveness, and action, and we call upon all the people of West Missouri to join us. We are here to provide resources, support, education, and training for all who are ready to engage in that redeeming work.

...what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God.” (Micah 6:8)

Members of the Commission:

Shirley Bolden, Chair

The Rev. Sid Bresse

Mr. Drew Brown

The Very Rev. Don Compier, BKSM Dean

The Rev. Ted Estes

Mrs. Melinda Estes

Mrs. Jeanne Goolsby

The Rev. Charles Marks

Amanda Perschall

The Rev. Mary Saxon

The Rev. Galen Snodgrass

Mrs. Meg Townsend

Mrs. Taryn Todd

Ms. Sandy Wallace

12. COMMUNICATIONS

2023 has been an exciting year for the Communications Committee. We've seen lots of growth and change within a short period of time, and plan to continue moving forward in a new direction with Communications.

Meetings Held

The Communications team has met 12 times on the 4th Thursday over the past year, or once a month. These meetings are held to go over highlights and updates that are happening within communications. The meetings also help make group decisions on content, branding, and other marketing materials that are needed across the Diocese.

We also have a separate "Website Subcommittee" that has met 3 times over the summer. This subcommittee's role was to focus on the new website, with an emphasis on structure and content.

Committee Members

Zach Phillips, Communications Director
Emily Davenport
The Rev. Isaac Petty
The Rev. Brittany Sparrow Savage
The Rev. Sidney Breese
The Very Rev. Chandler Jackson
The Very Rev. Canon Robin James
The Very Rev. Tim Coppinger
Kim Snodgrass
Richard Liantonio
Melissa Scheffler
Walker Adams

Highlights

- The biggest highlight for the Communications Committee is that we have been in the process of building a new website and are expected to launch beginning of November. This new website will migrate the three current sites into one central hub, which will effectively eliminate the Spirit and Office sites.
- Along with the new website, there has been an ongoing process of rebranding. The Diocese of West Missouri is shifting from The Episcopal Church logo and

name, to just “The Diocese of West Missouri”. This new branding includes a monochrome version of our seal that will be used across other marketing materials. These marketing materials that are done or in the process of being redone are:

- Letterhead
 - Online Newsletter
 - Email Signatures
 - Social Media General Graphics
 - & more!
- The social media strategy has been updated to an image heavy-based approach, rather than a text or graphic-heavy approach. This change has been effective since June 1 of this year. Since then, we’ve seen steady growth on our platforms compared to the previous 3 months (Feb – May).
 - Facebook
 - Followers have increased by 4.3%.
 - Reactions (likes) have increased 117%.
 - Shares have increased 23.7%.
 - Comments have increased 199%.
 - Instagram
 - Followers have increased by 8.7% compared to the last quarter.
 - Post Engagement has increased by 244%.
 - Comments have increased 311%.
 - Reach has increased 133%.
 - Twitter
 - Followers have remained steady at 931 followers.
 - Post engagement rate has increased 10.8%.
 - Post likes have increased 53.1%.
 - Impressions have increased by 7.1%.

Plans for 2024

- Focus on migrating the remaining church sites from Digital Faith to Wordpress.
- Review and optimize the new website to include tracking, SEO, and ensure features and plugins are working properly. We will also create a quarterly schedule to review and edit the site as needed, to ensure content is up to date.
- Review and take advantage of more features across social media. This includes highlights, reels, pinning, and more to create a robust social media experience.
- Research new and creative ways to share and display information with people across the diocese.

13. BISHOP KEMPER SCHOOL FOR MINISTRY

Highlights of the Previous Year

On June 30, 2023 BKSM finished its *10th* year of operation! We continue to ponder what kind of institution we have become and what core values will continue to guide us. We have so much to give thanks for!

- Last May's commencement was a very joyous celebration of our first decade, with the Right Reverend Scott Barker as our principal speaker. We wonder what the next decade will bring!
- Last spring the Diocese of Iowa became our sixth partnering diocese, joining the four original members--Kansas, Nebraska, West Missouri and Western Kansas—and Missouri, who joined us in the fall of 2022. We do not anticipate further expansion. It seems meet and right to serve the Episcopal Church in all of the four central states of the US. We value community so much that we do not wish to become a school devoted exclusively to distance learning. With six dioceses we have much stability, a wealth of human resources, and rich interactions between a variety of contexts for mission.
- After reaching our highest enrollments yet the previous two years, this fall we've returned to our usual level of just over 30 students pursuing certificates of study. 7 are from WMO (3 presbyteral, 3 diaconal, 1 lay). We're very grateful that we built the school to avoid being tuition driven. The consistent financial support of our sponsoring dioceses is such a blessing, providing for all necessary overhead with great regularity. This is especially appreciated in times of inflation. BKSM continues to be affordable and accessible to everyone.
- Recent developments have given us a better sense of our place in the emerging ecology of theological education in the Episcopal Church. CDSP ended its residential program, EDS is exploring new directions, and Yale Berkeley just announced an expansion of its online and distance learning programs. Evidently we have been on the cutting edge of larger trends. Moreover, a team of three from BKSM was invited to participate in a conference on bi-vocational ministry held at Camp Allen last summer, funded by the Lilly Endowment. Schools like ours are emerging all over the church. These programs demonstrate the kind collegial spirit that has characterized BKSM from the beginning. In "local formation" students form lasting, supportive friendships across diocesan lines and orders. Together we have developed a culture that cherishes all relationships and welcomes the gifts of each and every one. We are very excited to be part of this larger enterprise.
- With the leadership of Brother James Dowd of the Benedictine Way, we continue to weave sound spirituality into all aspects of our life together. In the summer of 2023 we added a third retreat for students entering their final year. New students continue to write a rule of life that will be followed throughout their time of common study. Students regularly pray for each other. We have begun to observe times of silence

during our focus weekends.

- We strive to always focus on the core mission of the Episcopal Church. Thanks to the generous offering by the Diocese of West Missouri students were able to participate in the course on the Doctrine of Discovery for the first time. Topics in racial and ethnic diversity are included in courses across our curriculum, and are regularly the focus of our evening zoom sessions in between monthly focus sessions. We observed the month devoted to creation care with a special Eucharist. Archdeacon Betsy Bennett offered a stirring homily. The opening of Bethany Gardens next to our campus in Topeka offers a great setting for consideration of our responsibilities to care for the earth. We have strengthened our course work in evangelism and encourage students to design practical projects that reach out to potential new members.
- While we were very sorry to lose him to our diocese, Rev. Charles Everson's move to an important parish in the Diocese of Chicago represented a milestone in the church's acceptance of capable graduates of our school in a variety of roles.

Plans for the Coming Year

- Next June Dean Don Compier will complete his 10th year as the dean. Serving in this role, with the collaboration of so many creative and collegial people, has been the best part of his academic career, which will surely end with his term at BKSM. But, God willing, not quite yet!
- We are increasing our efforts to attract more lay students. Their equal presence in the mix is vital to the future of sustainable bi-vocational ministry.
- The recording of WMO's class on the Doctrine of Discovery will be used in facilitated discussions with students who were not able to attend, allowing them to complete this important requirement.

We cannot adequately express our deep gratitude to the people of the diocese of West Missouri. The devotion and the rich human resources that you so generously share are blessing the Episcopal Church throughout the Midwest.

Yours in Christ,

The Very Reverend Dr. Don H. Compier, Dean
bksmdean2@gmail.com

For more information: www.bishopkemperschool.org

14. EPISCOPAL VETERANS FELLOWSHIP OF WEST MISSOURI

Formed in the Spring of this year, Bishop Bruce convened myself, the Rev. Adam James, Northwest-Metro Deanery, Susan Eveland, Central Deanery, and Todd Wilkinson, Southern Deanery, to comply with the 2019 Diocesan Resolution. We met monthly to discern our identity within the diocese's relationship to the greater Episcopal Veterans Fellowship of The Episcopal Church.

After conversations with the founder of the EVF and the current president, we felt called to widen the ministry to include other service-oriented individuals who have experienced similar moral wounds as veterans. First responders, front-line responders, healthcare providers, caregivers, teachers, and school administrators have all been welcome to participate in our diocesan EVF. Individuals who have experienced violence in the workplace setting and have suffered, or those who care for someone who has suffered, have become the benchmark for our ministry's identity.

In July, our diocesan EVF embarked on a five-week book study of The Rev. David Peters' "The Post Traumatic God: How The Church Cares for People Who Have Been to Hell and Back." Using Zoom to gather virtually across the diocese, we met each Monday night to discuss a portion of the book, how our personal experiences have informed us, and how we can use the theological writings of Paul Tillich to inform us on how to minister to others who have suffered the war-like effects of violence. During the five-week study, friendships were formed, and the Holy Spirit was present with us and guided us toward a larger vision of future ministry.

We are challenged by physical distance and must discern how to overcome this obstacle. A hybrid in-person/virtual meeting is planned for early October to continue the discussion on the future ministry activities of our diocesan EVF.

For 2024, our diocesan EVF will continue discernment for how we minister to those who have suffered the effects of war-like violence while serving our country, state, municipal, or civic institutions. An amendment to the original 2019 resolution will likely be needed to represent our ministry truly. Additionally, creating awareness through presentations to each deanery council and administering informational documents to each parish will be planned. Members are enthusiastic to reach others silently suffering, and making identifying name badges has been discussed.

Total Meetings Held

8 (with 9 in October)

Members

The Rev. Adam James, Todd Wilkinson, Susan Eveland, Dan Philbrick, The Rev. Barbara Wegener, Elizabeth Johnson, Ralph Goodrich, Katrin Herd, The Rev. Vicky Anderson, Ken Scofield, The Rev. Larry Scofield, Ralph Munyan, Philip Lofflin, Phelps Hobart.

Respectfully submitted,
The Rev. Adam James, Deacon

15. LATINO MINISTRY

The Rev. Canon Jose Palma

Responsibilities

1. The Latino Missioner will serve current Spanish Language Congregations (St. Nicholas Church, Noel and Grace Church, Carthage)
 - Pastor providing pastoral care to members
 - Priest providing sacramental ministry to Spanish Speakers
 - Evangelist to Spanish speakers in the communities served
 - Teacher providing Christian Formation to Spanish speakers
 - Pastor modeling and teaching Stewardship
 - Pastor/Teacher recruiting and training Spanish speakers for lay ministries
 - Pastor assisting Spanish speakers with discernment to ordained ministry
 - Pastor interacting with the larger community to assist the church in meeting the needs of the community
 - Encouraging members to participate in outreach, mission, evangelism, and service beyond the doors of the church
 - Pastor/Teacher providing opportunities for learning and spiritual growth through
 - Spiritual Retreats, Marriage Retreats, and other activities open to Spanish Speakers in the diocese and beyond its borders.
2. Consultant to diocesan churches, deaneries and groups exploring or implementing church plants, services and programs for Spanish speakers
3. Missioner will network with other clergy within and outside the diocese to develop programs and deliver services for Spanish speakers.

Latino Missioner for the Diocese of West Missouri.

1. Education and Spiritual Growth: The act of educating and nurturing the faith of our children, youth and adults.
 - Conducted adult Bible study at Grace.
 - Conducted spiritual retreat at Grace Church, for parishioners from, St. Nicholas Noel, All Saints Bentonville, San Andres Rogers AR, La Iglesia del Espiritu Santo Tulsa OK
2. Serve as a Latino Missionary of the Diocese in charge of two Congregations in the south of the Diocese and support other Latino initiatives in the Diocese.
 - Parish Community: Building community as we share our joys, our woes, and fellowship with our own parishioners, friends, and neighbors
 - In all the activities listed, the Latino Missioner is intentional in building community not just among Spanish speaking Episcopalians but also with the English speaking

- Episcopalians in other congregations. Activities frequently include the active participation of English-speaking Episcopalians.
- Fellowship at coffee hours after weekly services at St. Nicholas and Grace
- Celebrated Las Posadas involving services and food in different homes and the church in both Carthage and Noel.
- Guadalupe festival in December hosted Spanish and English speakers.
- Kermess in Noel, a variant of street fair, raised the profile of the congregation in this small, almost entirely immigrant, town.
- Quinceaneras (large 15th birthday festivities) in Noel, Carthage and Kansas City.
- Re-establish the Latino Ministry Committee.
- Working with the Latino Ministry Committee, consult with Diocesan churches, Deaneries or groups in the development of strategic plans for expanding Latino ministry in existing English Speaking congregations.
- Continue developing retreat and formation opportunities for neighboring clergy and lay leaders.

3. Outreach

- Extend the Gospel to the entire Hispanic Community. Visits to hospitals in the area, including in
- NW Arkansas. Help with parishioner going through naturalization process as a citizen.
- Adoration, Evangelism, Leadership, Stewardship, Pastoral Service, Bible Studies and Parish Community.

4. Ministry to the Wider Church and World

- Education and Spiritual Growth: Looking beyond our walls to the needs of the greater world as we strive to live out our mission to serve others in Christ's name.
 - Support and contribute to the mission of the church for ERD, MDG, apportionment, specified missions (local and world-wide).
- Care of Resources: Maintaining our beautiful building in which we can gather for worship, celebration, and meetings
 - Maintenance and janitorial work in Noel provided entirely by clergy and parishioner volunteers and supported by Bishop's committee

5. 2024 and Beyond

What activities we plan for this next year and tasks we would like to accomplish in the future

- Conduct Spiritual Retreat for Hispanic Churches in the South of the Diocese, La Iglesia de Todos los Santos and Bentonville, La Iglesia San Andres and Rogers Arkansas and Iglesia del Espiritu Santo and Tulsa Oklahoma.
- Conduct Guadalupe day, Las Posadas, El Dia de Los Tres Reyes, El Dia de St Nicolas.
- Plan of Action of Latino Ministry and Kansas City.
- Conduct a 1-day Workshop for Leadership Training in Spanish.

16. DEANS OF THE DIOCESE

The Very Reverend Canon Robin L. James, Northwest-Metro
The Very Reverend Chandler Jackson, Southern
The Very Reverend Tim Coppinger, Central

Your Deans sit on the Episcopal Ministry Support Team, Diocesan Council, and Finance Committee in their roles as Deans of the Northwest-Metro, Southern, and Central deaneries. These three entities typically meet monthly. Each also sits on several other committees of diocese, participating throughout the year in the important work of the wider Diocese.

Each Dean has hosted Deanery Clericus and Deanery Council meetings throughout the year, as often as every other month, to keep Deanery Councils actively involved in the budget process for the 2024 Plan for Ministry. This process has been far more extensive in 2023 than in recent years.

Each deanery hosted a picnic during the month of July, braving hot and sometimes severe weather. Good food, good fun, good fellowship had by all who were able to attend! The 2024 deanery picnics have tentatively been scheduled for September in the hope of milder and cooler weather!

Deaneries have again in 2023 granted up to \$25,000 per deanery to support various outreach ministries and mission initiatives within the respective deaneries. While it is proposed to change the structure of the grants process for 2024, deaneries will still have significant input in the grants process.

Each of the current Deans was elected early in 2022 to fill the terms of the sitting deans, making each eligible for re-election for two full two-year terms. Each has agreed to stand for re-election in October.

We look forward to continuing to serve the Diocese and our respective deaneries.

17. CAMPUS MINISTRY COMMISSION

Meetings

The Campus Ministry Commission meets regularly by Zoom on the second Tuesday of each month. Eight meetings have been held so far during the current calendar year.

Current Active Members

Dcn Alisa Carmichael, Chair
Fr. David Kendrick
Fr. Collin Larimore
Justin Smith

Clare Stern-Burbano
William Stockton
Fr. David Wilcox

2023 Ministry Highlights

- Commission members planned and submitted a Young Adult and Campus Ministry grant application with the national Episcopal Church last November. Though our request was not selected for funding, the planning process for grant writing played an important role in discerning new goals and projects for 2023.
- One of the proposed grant projects was the production of a podcast (*All Things...Episcopal*) which would serve as an introduction to the Episcopal church, especially targeting young adults and seekers new to our denomination. The podcast was officially launched in April and is hosted by Fr. David Kendrick, Fr. Collin Larimore, and Clare Stern-Burbano. Guests have included young adults currently active in our diocesan parishes. The first season of ten episodes was successfully completed this summer and featured a special closing conversation with Rt. Rev. Diane Jardine Bruce.
- *All Things...Episcopal* has been reaching a wide audience. There have been over 870 downloads of podcast episodes, reaching as far away as the United Kingdom, Greece, Canada, and Spain. There are currently listeners in 39 different states across our country. Anecdotally we are also hearing that high school students in our diocese are among our listeners!
- We have taken inventory of campus ministry materials currently stored in the diocesan archival area. Backpacks with giveaway items (notepads, pens, travel mugs, etc.) were assembled and distributed to local parishes. These can be used to welcome first-time young adult visitors or to celebrate our existing college students.
- We continue to look for parish involvement with college campuses. In Springfield, St John's Episcopal has continued partnership with Ekklesia, an ecumenical faith organization on the MSU campus. Ekklesia will be opening a new Multicultural House this year, offering student housing in a faith-based community.

2024 Plans for Ministry

- After a brief summer hiatus, *All Things...Episcopal* is starting production on a second season of ten episodes. We anticipate having the first new episode published in October.
- We are gathering information about the history of campus ministry in our diocese. We plan to create a narrative about our background. This will be helpful, not only for future grant applications, but also in determining future goals and objectives for this ministry.
- We are planning to offer a small group class on building bridges during the Lenten season. The class will be taught by Clare Stern-Burbano and will be offered to college students and young adults. Funding for the project has been made available by Interfaith America through a Trinity Wall Street grant program.
- We are exploring options for offering a one-day retreat for college students and young adults at a local parish.
- We are looking for ways to develop partnerships for shared programs with local parishes located near college campuses. We also plan to coordinate with developing youth ministry plans so that we can better serve high school students as they graduate to college and/or the work place.

18. NOURISH KC

How many meetings were held?

- NourishKC's Board of Directors meets once a month. In 2023, the Board has met 9 times out of 12 months of the year thus far
- NourishKC's Committees (including board members and community members) meet once a month
- Staff meet regularly to review program outcomes, outputs, guest feedback, and community need. Reports are shared with our Board of Directors for board committee and full board monthly meetings. Programs evaluation includes guest and participant feedback to ensure voice and choice in NKC's program directions and impact

Who are the members of your ministry?

Lindsay Harmon, Chair	Shanita McAfee-Bryant
Mark Galus, Secretary	Julie Stoetzer
Jim Kissinger, Treasurer	Pierre Yancy
Mandi Jean Retter, Ex-Officio	Melanie Tull
Joe Chaves	Stephanie Ingram
Tatiana Lin	Shaylyn Dean
Bruce Leisy	Barbara Wegener

What are the highlights of your ministry for 2023?

- For over 35 years, Kansas City Community Kitchen has provided hot meals to anyone in need. In 2022, we served nearly 188,000 meals, a 28% increase from the previous year. NourishKC completed a survey of over 40 organizations who offer food services in Kansas City and found only two organizations offer dinner that are not overnight shelters, to help bridge the gap between meals for our community, NourishKC provides guests with supplemental meals. In 2023, Kansas City Community Kitchen has prepared and served 126,744 nutritious meals. Of those 126,744 meals, 34,495 were supplemental and 9,127 of them were for outside agencies. Our goal for 2023 is to serve 202,000 meals.

Our programs – Kansas City Community Kitchen and Food Rescue – are supported by our volunteers. In 2022, our programs were supported through 1,300 volunteers who have donated 12,837 hours of their time to fight hunger in our community. NourishKC's food rescue program helps 13 local food donors reduce their annual food waste. Only 30% of our rescued food is used to make healthy meals at Kansas City Community Kitchen. We redistribute the other 70% to 13 pantry partners across Jackson, Johnson, Wyandotte, and Platte Counties. In 2022, NourishKC rescued 521,706 pounds of food from going to waste, a 33% increase from 2021, and plans to increase pounds served to over 750,000 in 2023.

Recent leadership changes emphasize partnerships and data-driven decisions to optimize community services without duplication. In 2022 and 2023, Downtown

Council of Kansas City partnered with NourishKC, Care Beyond the Boulevard, and The Greater Kansas City Coalition to End Homelessness to renovate the upper half of the 8th and Paseo building, creating “The Beehive.” This multidisciplinary facility near overnight shelters fosters collaboration between these four organizations. The Beehive provides essential services for individuals and families to transition out of homelessness in one location, officially opening in June and operating Tuesday-Thursday from 11:00 AM to 4:00 PM. It also offers office space for other social service organizations in the KC area. Food serves as a catalyst to connect with the population we mutually serve, allowing Kansas City Community Kitchen guests to access essential services while enjoying a fresh meal. The goal is to extend The Beehive services to Monday-Friday, 11:00 AM to 8:00 PM, with occasional Saturday workshops.

What are your plans for ministry in 2024?

Plans in 2024 include increasing our community outreach, enlarging our donor and volunteer footprints to reach more corporate groups and partners, and expanding our existing programs to meet the ever-growing need for those experiencing food insecurity in our region

19. SPIRITUAL FORMATION COMMISSION

The Spiritual Formation Commission mission is to advocate for Christian formation; explore the needs of our congregations and determine a helpful response; discover resources and recommend 'best practices; assist congregations in the process of incorporating pathways to formation with intention; and if desired, offer training or educational events.

Our goal, to encourage and nurture spiritual growth, Christian practices, and theological reflection, is based on the belief that actively engaging in Christian formation is a transformative experience which affects our understanding of morality, politics, economics, labor, family, the environment, hospitality, justice, friendship, and forgiveness; in short, everything is a spiritual matter.

Throughout 2023 the Spiritual Formation Commission has focused on –

- Curated traditional, experiential resources and best practices for people of all ages on the diocesan website to organize the wealth of online information and simplify the search process.
- Being a companion presence of support, consultation, resources, and encouragement.
- Formation-related posts through the New Spirit Update highlighting resources and reflections.
- Deanery Updates to keep local congregations informed about formational opportunities.
- Small Group Facilitator Training to empower lay leadership to feel knowledgeable about and comfortable with leading small groups.
- Education for Ministry (EfM) and with the addition of a new class this fall the diocese now has two hybrid, and one in-person, seminar groups.
- The August Desert Mother's and Father's Retreat with Rev. Brad Karelius was well attended and will be offered again in soon.
- We have identified human resources and support to congregations in the following areas –
 - Children's and Godly Play Ministries
 - Youth Ministry
 - Young Adult Ministry
 - Education for Ministry (EfM)
 - Adult Formation Resources
 - Retreat Assistance
 - Small Group Facilitator Training
 - Stephen's Ministry
 - Forma
 - BKSM

The Spiritual Formation Commission's ministry is to walk with the people of West Missouri as they seek to become authentically engaged in hospitality, worship, prayer, learning and mission; a people who "live out the values of the kingdom of God in the presence of the kingdoms of the world;" ii and a people becoming human beings made in the likeness of Christ.¹

Sincerely,

Kim Snodgrass
Assistant to the Bishop for Spiritual Formation

¹ *The Dream of God: A Call to Return* by Verna Dozier

20. STANDING COMMITTEE

Meetings

Standing Committee of the Diocese of West Missouri Report to the 134th Diocesan Convention 2023

The Standing Committee (SC) exists by order of the Constitution of The Episcopal Church. Article IV directs that each diocese shall have an SC elected by the Diocesan Convention, but it assigns the body only two duties: “The Standing Committee shall be the Bishop’s Council of Advice,” and “if there be no Bishop or Bishop Coadjutor or Bishop Suffragan canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese.” The Canons of The Episcopal Church spell out other responsibilities for SCs, and the Constitution enables diocesan canons to grant SCs further rights and duties (Article IV). With its constitutional tasks to serve as the bishop’s council of advice and the ecclesiastical authority in the absence of a bishop, an SC can be seen as a body standing alongside the episcopacy in administering the authority of the Church in that diocese.

The West Missouri SC consists of four priests and four lay persons who are elected by Diocesan Convention to two-year terms, and members may serve three consecutive terms (WEMO Constitution Article XIV.1). Each SC elects its president and secretary (TEC Canon I.12.1). By tradition, West Missouri’s SC presidency and vice-presidency rotate between lay and ordained members, such that one of these officers is lay and the other is ordained. The SC president is an ex-officio member of the Diocesan Council (WEMO Canon IX.1.k). To build collaboration between these bodies, the Diocesan Council and SC shall “endeavor to meet in joint session during four (4) of the regular meetings of the Diocesan Council” each year (WEMO Canon IX.9). When the diocese is, or is expected to be, without a bishop for more than three months, the Diocesan Council and SC must meet in joint session at least once during each three-month period (WEMO Canon IX.9). In addition, an SC member serves as an ex-officio member of the diocesan Commission on Ministry (COM).

The SC membership included Dr. Jeremy Chesman; Ms. Alexandra Connors; the Rev. Larry Ehren; the Rev. Ted Estes; the Rev. Anne Kyle, secretary; Ms. Marsha Patterson; Mr. Eric Rhodes, vice president; and the Rev. John Spicer, president. The group has met 16 times since the last diocesan convention.

The 2022-23 SC’s actions have fallen into the following categories:

Collaborating in diocesan leadership

As the bishop’s council of advice, the SC has invited Bishop Diane to join us for our monthly meetings. She gives us an update on her work, shares updates from the larger Episcopal Church, shares opportunities or concerns on the horizon, and seeks our input on whatever topics we would like to raise. The bishop and the SC president speak between meetings as needs and issues arise. The SC also meets annually with Bishop Diane for a 360-degree review. Our relationship with Bishop Diane has been genuinely collaborative, a mark of the growing authenticity and depth of relationships among stakeholders across the diocese.

The SC gathered with the Diocesan Council for a retreat in February 2023. The goal was to explore the missional heritage of West Missouri underlying the new diocesan vision and mission statements discerned by Council in January:

Vision: God's just and peaceful beloved community built on our shared love of God and one another.

Mission: As the Body of Christ, we seek, serve, and save the lost by proclaiming the Good News, forming disciples, serving others, and striving for justice.

In the retreat, we began identifying desired outcomes in each of those four pillars of mission, as well as developing SMART goals (specific, measurable, achievable, relevant, and time-bound) to flesh out the priorities we heard God asking us to pursue. These goals formed the basis of rebuilding the diocesan plan for ministry (budget) from the ground up for 2024.

Considering consents to episcopal elections in the larger Church

From December 2022 through October 2023, the SC voted to consent to the elections of 11 bishops in The Episcopal Church.

In April 2023, the SC voted not to consent to the election of the Rev. Charlie Holt in the Diocese of Florida. Following the canonical 120-day period for consents, a majority of bishops and SCs of the Church had withheld their consent to Rev. Holt's election.

Considering consents to candidacy for holy orders and consents to ordination

The SC interviewed and considered consents for 10 persons in the process toward ordination in the diocese. The SC also worked more closely with the COM this year, including sending an SC representative to COM meetings and participating in the COM's Next Steps gatherings with aspirants.

Considering encumbrances or sales of parish or diocesan property

The SC received no requests to consent to encumbrances or sales of parish or diocesan property in 2022-2023.

Overseeing the process of electing a new bishop diocesan for West Missouri

In early 2023, exercising its authority under The Episcopal Church's Canon III.11.1.a and the Diocese of West Missouri's Constitution Article IV.1, the SC discerned the Holy Spirit's direction that the time had come for West Missouri to embark on its journey toward calling its ninth bishop. We met with the Rt. Rev. Todd Ousley, bishop for pastoral development, to learn about the bishop-search process and discuss potential consultants to help in the search. Bishop Ousley referred the SC to three consultant candidates, and we selected the Rev. Canon Brian Nordwick, a deacon and past canon to the ordinary in the Diocese of El Camino Real. Canon Nordwick advised us in developing several documents to define and structure our search:

- A timeline for the search, transition, and consecration process.
- Position descriptions for members of the Bishop Search Committee, Transition Committee, and Consecration Committee, as well as for a chaplain to the search process.

- A statement of the SC's commitment to the diocese related to carrying out the search.
- A prayer for the process from search to consecration, for use in all the congregations of the diocese.

Guided by the diocesan chancellor, the SC drafted rules for the election of a bishop diocesan, planned to take place in conjunction with the next Diocesan Convention, Nov. 8-9, 2024.

With diocesan communication coordinator Zach Phillips, the SC also developed a bishop-search website to provide all information related to the search, transition, and consecration process. On Aug. 23, the website went live, as did online applications for service on the Bishop Search, Transition, and Consecration Committees. Applications for the Bishop Search Committee members, as well as chairs of the other two groups, remained open through September. The second week of October, the SC appointed the Bishop Search Committee and the other two committees' chairs; those names were not available at press time for this report but are included elsewhere in the 2023 Convention's materials. On Nov. 17-18, following the election of the 2023-24 Standing Committee at Diocesan Convention, the Bishop Search Committee, the chairs of the other two committees, and the SC members will meet with search consultant Nordwick and assistant consultant the Rev. Shug Goodwin for a retreat to begin the work of the search.

Other work

SC members the Revs. Anne Kyle and John Spicer wrote a guide to the work of the Standing Committee, which will be available to help onboard the incoming members elected at this convention.

Respectfully submitted,

The Rev. John Spicer
Standing Committee President, 2022-2023

21. STEWARDSHIP COMMISSION

What are the highlights of your ministry since the last Annual Convention?

The highlights were the four webinars that we provided for members of the diocese. The subject content was determined by the survey we conducted in the fall of 2023. Our schedule was built around the TENS webinars so there were options available on a continual basis during the year. Participation in the live webinars ranged from 18-28 individuals. The webinars are available for viewing through the website.

The webinars presented for 2023:

January 31	Annual Campaigns
March 21	Planning Your Year-Round Stewardship Program
June 20	Customize Your Fall Campaign for Success
September 26	Fall Campaign: Still Time for Success

What are your plans for ministry in the next year?

- Recruit three-four new members for the Commission.
- Encourage participation in Project Resource Training by at least three congregations.
- Host a planned giving seminar led by James Murphy from ECF.
- Travel to congregations to support their stewardship efforts.
- Work with TENS to share four webinars specifically tailored to the needs of our diocese.
- Rework our web pages and add materials that are easily accessible.
- Communicate regularly with stewardship messages.

How many meetings were held?

We meet the first Tuesday of each month at 6 pm. We did not meet in July.

Stewardship Commission Roster 2023

Amy Amason, Chair
Zella Forsythe
James Gilligan (through August 2023)

The Rev. Isaac Petty
Anita Philbrick
Linda Robertson

22. DIOCESAN PROPERTY COMMITTEE

The Diocesan Property Committee provides expert advice to Diocese leadership, clergy and vestries who are responsible for the stewardship and maintenance of real estate, buildings, grounds, and equipment.

Committee members include

David Powell (Chairman)
Randall Bredar
Alexandra Connors
Peter DeVeau (Access for God's
Children)

Elaine Gilligan
Jim Newman
Eric Rhodes
Ron Weil

The full committee meets via zoom with occasional on-site inspection trips conducted by those who are available. We welcome the addition of new full-time members and the participation of occasional advisors who are willing to volunteer their experience and expertise. Please direct all inquiries to chancellor@diowestmo.org.

This past year the committee met four times and completed the following work:

- Advised a parish regarding mold and ventilation issues.
- Provided advice relating to the upkeep of the Diocesan Center.
- Prepared a Real Estate Questionnaire to help churches assess their records, resources, and issues relating to real estate, buildings, grounds and equipment.
- Prepared a Property Inspection Checklist to help committee members conduct thorough on-site inspections of church property when requested.
- Inspected church property and provided advice regarding the potential uses and disposition of excess land.
- Began work on assessment of the church property held by the Diocese in Maryville.

In the next year, we will continue our review and advice on property development issues. We will conduct an inspection of the Maryville property and provide a recommendation with respect to the condition, upkeep, and disposition of that property. We will also be working our way through additional requests already received and will also provide such additional inspections, review and advice as may be requested.

Respectfully submitted, David T. M. Powell

23. ACCESS FOR ALL GOD'S CHILDREN

A year ago this November, Bishop Bruce convened a group of persons living with disabilities to address the need we all have for making our churches accessible and accommodating. Since that time several members of the Diocese of West Missouri have been working to assist the church in providing access for all God's children.

Our team of laypersons and clergy began in mid-November 2022 with five persons convened by Bishop Bruce to address the issues faced by "differently abled" persons. As of this writing there are now eight members, with disabilities, seen and unseen:

David Britt, *St James, Springfield*; Minda Cox, *St Alban's, Bolivar*; Rev. Peter DeVeau, *Cathedral Dean emeritus*; Gin Miller, *Cathedral, Kansas City*; Rev. Meg Rhodes, *St Anne's, Lee's Summit*; Rev. Brittany Sparrow Savage, *St Paul's, KC*; Rev David Wilcox, *St Augustine's, KC*; Lane Vermillion, *Resurrection, Blue Springs*.

One of the first things this group did was to find a name for our work that would fully define its breadth. "**Access for All God's Children**" **AGC**, seemed to describe best the scope of our work. Each of us has a role in providing access for all God's children. Early on we agreed that we should not be ministering TO others, but WITH others. The main focus of our work is to foster awareness and create a mindset for accessibility throughout our diocese and local communities.

Our work reflects the mind of the larger church:

The Episcopal Church is committed to working for accessibility and civil rights for persons with disabilities. We support the provisions of the Americans with Disabilities Act of 1990, which prohibits discrimination against individuals with disabilities in employment, transportation, and public and private spaces. But, for many with disabilities, the barrier between us and the altar remains physically real even though the church canons state, "No one shall be denied rights, status or access to an equal place in the life, worship, & governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identity & expression, disabilities or age...." (Canon I.17.5) 2015

Seen and unseen. All manner of human disability is present in our communities. For those living with disabilities, barriers are everywhere.

AGC was recognized at the 2022 Diocesan Convention. Since last November we have met monthly. The consensus is that our Zoom meetings lasting no more than an hour leave us hopeful and energized.

Highlights of our AGC work in our first year

- promoting a Lenten book study of "My Body is Not a Prayer Request: Disability Justice in the Church," by Amy Kenny. Rev Brittany Sparrow Savage guided and inspired this
- developing and submitting a budget Diocesan Council for supporting accessibility initiatives and persons with disabilities.

- ongoing work developing an informational and resource page on the West Missouri website. This page will include helpful links for congregations and individuals to assess and provide for equity in accessibility. We are grateful to Zach Phillips and Eric Rhodes for their support and assistance.
- convening a gathering for persons interested in AGC at St Alban's, Bolivar on Saturday, September 9. This event grew out of our stated desire to build community among those with disabilities and supporting them in their needs. Minda Cox of St Alban's shared her story of living with life-long disability and instructed the group in the fine art of watercolor painting. Titled "I am possible," the workshop included time for sharing of individual challenges and hopes.

Much of the church has forgotten that we worship a disabled God whose wounds survived resurrection, says Amy Kenny. It is time for the church to start treating disabled people as full members of the body of Christ who have much more to offer than a miraculous cure narrative and to learn from their embodied experiences.

Respectfully submitted,

Peter DeVeau, *Chairperson, AGC*

24. MARYVILLE COMMITTEE

The Maryville Committee, since the last Diocesan Convention, has met a handful of times and discussed the possibilities of ministry at the location formerly organized as St. Paul's Episcopal Church, Maryville, Missouri. This Committee has established the need to have the Property Committee of the Diocese to determine the value of the existing asset and to provide a recommendation to the Maryville Committee on what should be done with the existing physical assets of the diocese in Maryville. As of the writing of this report the Maryville Committee waits to hear from the Property Committee on their recommendation.

Faithfully submitted on behalf of the Maryville Committee by The Rev. Collin Larimore, Grace Church, Carthage, MO.

Members of Committee:

- Mr. Tom Kokjer, Diocesan Treasurer
- The Very Rev. Cn Robin James, Dean of Northwest Metro Deanery, Rector of Grace Church, Liberty
- The Rev. Joe Pierjok, Rector of Grace Church, Carthage
- The Rev. Galen Snodgrass, Vice President of Diocesan Council Rector of Church of the Good Shepherd, KC
- The Rev. John Spicer, President of the Standing Committee Rector of St. Andrews, KC
- The Rev. Isaac Petty, Rector of St. James, Springfield
- The Rev. Dr. Stan Runnels, Non-Active
- The Rev. Sid Breese, Non-Active
- The Rev. Chas Marks, Transitions Missioner for the Diocese, Rector of St. Augustine's, KC
- Mr. Mark Galus, Chancellor for the Diocese
- The Rev. Collin Larimore, Associate Rector of Grace Church, Carthage

25. SECRETARY OF THE DIOCESE

It has been my privilege to serve as Secretary of the Diocese and of Diocesan Council since my election by Council on March 4, 2023. Sincere thanks to my predecessor, Curtis D. Hamilton, for his years of committed service as Secretary.

This report will explain the purpose of Diocesan Council, its structure, and the actions taken by the Council since the 2022 Convention to meet its canonical responsibilities.

Article XIII of the Constitution of the Diocese of West Missouri provides in part that Diocesan Council “shall exercise all the power of the Convention between meetings thereof, for the purpose of the unification, development and prosecution of the work of Missions and Church Extension, the development of congregational life, Christian formation and community life, social ministries of the Church and leadership development.”

Canon IX, section 4, of the Canons of the Diocese of West Missouri provides that the Officers of the Diocesan Council are a President, a Vice-President, and a Secretary. The Bishop of the Diocese is the President of the Diocesan Council and is the head of all the work of the Diocesan Council. The Diocesan Council elects from its membership a Vice-President, and the Rev. Galen Snodgrass was so elected at the December 20, 2022 Diocesan Council meeting. The Secretary of the Diocese is the ex-officio Secretary of the Diocesan Council.

Canon IX, section 1, of the Canons of the Diocese of West Missouri provides in part that the Diocesan Council is composed of the following members, all with seat, voice, and vote:

the Bishop; the Secretary of the Diocese; the Treasurer of the Diocese; the Chancellor of the Diocese (seat and voice, but not vote); eight laypersons elected by the Annual Convention; four clergy elected by the Annual Convention; four laypersons appointed by the Bishop; the President of the Episcopal Churchwomen, ex-officio; the President of the Standing Committee, ex-officio; the Deans of the Deaneries, ex-officio; and any other Officers of the Diocese, if any (seat and voice, but not vote). The four laypersons and two clergy elected at each Annual Convention and the two laypersons appointed by the Bishop serve for a two-year period. No member of the Diocesan Council may be elected to serve for more than three consecutive two-year terms.

As of October 14, 2023, the officers, Executive Committee members, Deans, ex officio members, and elected and appointed members of Council were:

Diocesan Officers

The Rt. Rev. Diane M. Jardine Bruce, President

The Rev. Deacon Donna Stanford, Secretary

Mr. Tom Kokjer, Treasurer

Mr. Mark Galus, Chancellor#

Canon David Powell, Associate Chancellor#

Executive Committee Members

all Diocesan Officers

The Rev. Galen Snodgrass, Council Vice President

The Rev. Joe Pierjok, at-large member

Deans

The Very Rev. Tim Coppinger, Central
The Very Rev. Robin James, Northwest-Metro
The Very Rev. Chandler Jackson, Southern

Ex Officio Members

The Rev. John Spicer, Standing Committee President
Ms. Judy Turner, Episcopal Church Women President

Elected Members/Bishop's Appointments through 2023 Convention

Ms. Regina Berens (St. Mary Magdelene, Belton) [elected in 2021, 1st 2-year term]
Ms. Zella Forsythe* (St. Matthew's, Raytown)
Mr. Chris Morrison (Grace & Holy Trinity, Kansas City) [elected in 2021, 2nd 2-year term]
(The Rev. Joe Pierjok) [elected in 2021, 1st 2-year term]
The Rev. Susan Roberts [elected in 2021, 1st 2-year term]
Ms. Sally Scheid (Christ Church, Springfield) [elected in 2021, 2nd 2-year term]
Mr. David Schlomer (Calvary, Sedalia) [elected in 2021, 1st elected 2-year term]
Mr. Steven Williams* (Trinity, Independence)

Elected Members/Bishop's Appointments through 2024 Convention

Canon Shirley Bolden (St. Augustine's, Kansas City) [elected in 2022, 1st 2-year term]
Ms. Kate French* (St. Paul's, Clinton)
The Rev. Steven King [elected in 2022, 1st 2-year term]
Mr. Phil Metz* (St. Philip's, Joplin)
Mr. Spencer Orr (Grace, Carthage) [elected in 2022, 2nd 2-year term]
Ms. Amanda Perschall (Trinity, Lebanon) [elected in 2022, 2nd 2-year term]
Ms. Beverly Roggenkamp (Christ Church, Lexington) [elected in 2022, 2nd elected 2-year term]
(The Rev. Galen Snodgrass) [elected in 2022, 3rd 2-year term]

non-voting member

* Bishop's appointment

Thanks to everyone who contributes to the work of Diocesan Council, especially the dedicated staff of the Diocese of West Missouri.

Yours in Christ,

The Rev. Deacon Donna Stanford
Secretary of Convention

SUMMARY OF DIOCESAN COUNCIL ACTIONS

Since the 133rd Convention, the following actions were taken by Diocesan Council:

December 20, 2022

- ratified the October 26, 2022 action of the Executive Committee approving a line of credit from the General Fund of up to \$40,000 with a 60-month payoff schedule for St. James Episcopal Church, Springfield
- adopted a resolution entitled “Resolution Authorizing Appointment of Bishop Bruce as Registered Agent”
- adopted a “Resolution of the Diocesan Council of The Diocese of West Missouri to Designate a Portion of Clergy Salaries for I.R.S. Parsonage Exclusion”
- adopted a motion to distribute any monies remaining after December 30 in the International Outreach Grant line item from the 2022 Plan for Ministry evenly to the grant recipients by the number of grants received
- as authorized by Diocesan Council Bylaws, the Bishop appointed the Rev. Joe Pierjok, a clergy member of Council elected by the Diocesan Convention, as a member of the Executive Committee
- adopted a motion to approve a Congregational Development Grant to Trinity Episcopal Church, Independence, in the amount of \$5,370

January 14, 2023

- adopted a motion to adopt the following Vision and Mission Statements:
 - Mission: We seek, serve, and save the lost by proclaiming the Good News, forming disciples, serving others, and striving for justice.
 - Vision: God’s just and peaceful beloved community built on our shared love of God and one another.
- adopted a motion to raise Formation Coordinator Kim Snodgrass’s Diocesan credit card limit from \$1,500 to \$3,000 to enable her to cover expenses incurred during the Forma Conference
- adopted a motion that the Diocese use the invoice method of reimbursing the Rev. Angie Tharakan for her actual expenses as supply priest at St. Stevens Episcopal Church, Monet (an Episcopal Churches of the Ozark (ECHO) network congregation) instead of paying the Diocese excess contributions for ECHO above cost

February 4, 2023

- adopted a motion to approve the auditor fees of Welsh Associates for the year 2022

March 4, 2023

- ratified the action of the Executive Committee in approving \$2,000 from the General Fund for the HVAC system at Church of the Transfiguration, Mountain Grove, to stabilize the building for short-term heating needs
- adopted a motion to approve a future best-choice bid from two or three bids up to \$14,000 to be drawn from the Rust Fund to resolve the HVAC issue at Church of the Transfiguration, Mountain Grove

April 1, 2023

- agreed that the Four Pillars of Mission (Forming Disciples, Proclaiming the Good News, Serving Others, and Striving for Justice) groups have the responsibility in the Diocesan budget process to match budget requests received with the Pillar group's priorities and rank the items in terms of importance, urgency, value, and make budget recommendations by May 1 to the Very Rev. Isaac Petty
- adopted a motion that the Very Rev. Isaac Petty continue to assist in the 2024 budgeting process after the conclusion of his membership on Council as Dean of the Central Deanery

May 13, 2023

- the 2024 Budget-Expenses Only Draft 1 spreadsheet was reviewed, and discussions resulted in the following actions with regard to the figures in the "Group Recommendations" column:
 - *How We Serve Others:*
 - adopted a motion that: (a) proposal numbers 23 (CCO) and 29 (Nourish KC) be reduced to \$15,000 each, and the \$30,000 funds saved added to the centralized grant committee for outreach; and (b) proposal number 41 (St. Luke's Carthage) be reduced to zero
 - *How We Spread the Good News:*
 - adopted a motion that proposal number 4 (Canon for Common Mission) be reduced to zero
 - adopted a motion that proposals numbered 6 (Curacy Program), 11 (Hispanic Ministry – South), 34 (Communications), and 38 (New Community Ministries) be fully funded
 - adopted a motion that proposal number 5 (Shared Ministry Developers) be reduced to \$50,000, with the understanding that parishes with multiple priests and clergy on the supply clergy list will make a commitment to rural congregations to celebrate the Eucharist with those congregations at least once per month
 - adopted a motion that proposal number 38 (New Community Ministries) be reduced to \$50,000
 - *How We Form Disciples:*
 - adopted a motion that proposals numbered 18 (Clergy Retreats), 22 (Clergy Continuing Education), 30 (Cursillo), 45 (Stewardship Committee), and 51 (Daughters of the King) be fully funded
 - adopted a motion that proposals 17 (Vocations) and 19 (Congregational Development/Transitions) be fully funded
 - adopted a motion that proposal 46 (Youth Ministry) be fully funded
 - adopted a motion that funding for the following proposals be reduced to eliminate funding for hiring new staff:
 - proposals 16, 24, 44 (Campus Ministry) funded at \$8,000
 - proposal 35 (Children's Ministry) funded at \$25,000
 - proposal 47 (Spiritual Formation) funded at \$22,000
 - *How We Strive For Justice:*
 - adopted a motion that proposals 1 (LGBTQIA+ Committee), 20 (Peace & Justice Committee), 21 (Diversity & Reconciliation), 48

Ecumenical Relations Commission), and 53 (Access for All God's Children) be fully funded

- *How We Support the Four Pillars:*
 - adopted a motion that all of the line items under this section be fully funded except that proposal number 49 (Diocesan Archives) be funded as requested at \$9,586
 - adopted a motion that the Diocese terminate the lease on the Springfield apartment when the lease expires on September 16, 2023, with the 60-day notice of termination/non-renewal given in July
 - adopted a resolution authorizing a parsonage exclusion for the Rev. David Wilcox
 - adopted a motion that, considering the current increase in expenses to maintain building and utility costs in the Diocesan office, that the current cost share of office space from our tenant, ELCA, be increased 10% from \$2,000 per month to \$2,200 per month

June 17, 2023

- authorized expenditure of up to \$18,000 for roof repair to the Diocesan Center
- adopted a resolution delegating to the Standing Committee President the authority to enter into various contracts and agreements on behalf of the Diocese in connection with the Standing Committee's canonical obligations for the Bishop Diocesan search, effective through the date on which the Bishop Diocesan is consecrated; further, the Standing Committee will make a monthly report to Council on its activities and expenditures relating to its canonical obligations for the search, nomination, transition, and election processes for a Diocesan Bishop

July 8, 2023

- adopted a motion to approve a \$10,000 grant from the Congregational Development budget to Trinity Episcopal Church, Independence, to pay for the services of Church Development to help Trinity with its capital campaign
- adopted a motion that the \$10,000 unrestricted gift from the Carolyn Phelps Estate Pooled Income Fund be deposited into the Rust Fund, which has a rural ministry focus

August 12, 2023

- adopted a motion that the existing letter of credit to Shepherd of the Hills Episcopal Church, Branson, for roof repair be extended \$6,000 with zero percent interest over a twenty-year amortization to fund the repair of wood beams due to wood rot and for beam repainting
- adopted a motion that, effective immediately, the hours of the Diocese's Human Relations Administrator Elaine Gilligan be increased from sixteen to twenty hours per week with a \$5 per hour increase in pay
- adopted a motion that all Diocesan staff, including the Bishop, receive a 3% cost of living adjustment (COLA) for 2024
- adopted a motion approving the 2024 Minimum Clergy Compensation proposal
- adopted a motion that the Property Maintenance line item be zeroed out in the 2024 operating budget and a separate property maintenance/improvement fund be established in the amount of \$300,000, funded by COVID relief funds currently held in the Expansion Fund, with expenditure of those funds governed by the centralized Diocese grant process

- adopted a motion that a \$50,000 Property Maintenance line item be included in the 2024 budget
- adopted a motion that the \$50,000 New Community line item be zeroed out from the 2024 operating budget
- adopted a motion that the centralized Grant Committee line item in the 2024 budget be reduced to \$100,000
- adopted a motion that the 1.75 full time employee (FTE) Communications staff position be reduced to 1 FTE position and that \$20,000 be allocated in the budget to pay for contract services related to communications
- adopted a motion that the proposed 2024 Plan for Ministry with a \$43,000 deficit be approved

September 8, 2023

- approved a motion adopting the following adjustments proposed by the Finance Committee to the 2024 budget (which had a \$51,754 deficit): increases in line items for property insurance and utilities; reductions in line items for assessment underfunding, children's ministry, clergy travel, curacy program, IT & S costs, and legal fees
- approved a motion that the 2024 budget line item for area bookkeepers of \$27,000 be reduced by \$7,500

October 14, 2023

- approved the use of Congregational Development funds to pay retroactively for a recent \$2,700 roof repair (not insurance related) at St. Philip's Episcopal Church, Trenton
- approved a \$15,000 line of credit for Christ Episcopal Church, St. Joseph, to be paid back over 36 months for roof and gutter repair (\$9,420) and for construction of a hospitality area (\$2,575)
- granted \$16,915 in assessment relief to St. Mary Magdalene Episcopal Church, Belton, as recommended by the Assessment Review Committee
- granted \$11,781 in assessment relief to Grace Episcopal Church, Liberty, as recommended by the Assessment Review Committee
- accepted the auditor's unqualified opinion ("clean" financial audit report) received by the Diocese for the year ending December 31, 2022
- upon review of the 2024 Plan for Ministry draft for presentation at Convention, the Council:
 - approved an amendment to the Bishop travel expense line item in the narrative budget under Bishop Provisional personnel cost to reduce Bishop travel, both within and outside of the diocese, to \$18,000, and to add a \$5,000 line item for Bishop hospitality expenses
 - approved increasing the Clergy Retreat line item in the narrative budget from \$10,000 to \$12,000
 - approved the dollar amounts and narrative descriptions in the 2024 Plan for Ministry

26. YOUTH MINISTRY COMMISSION

The mission of the Youth Ministry Commission and the diocesan youth ministry program is to inspire, educate, and empower young people to live the Good News, marks of which are: truth, hope, justice, mercy, forgiveness, and peace. The commission is chaired by the Rev. Joseph Pierjok and made up of the following members: Alexandra Connors, the Rev. Ted Estes, the Rev. Steven King, Amanda Perschall, the Rev. Isaac Petty, Kim Snodgrass, Clare Stern-Burbano, and Laura Williams. The Rev. David Wilcox serves as staff-liaison to the commission in his role as Diocesan Missioner for Youth Ministry. The commission meets regularly by zoom, and since the last convention, the commission has met approximately seventeen times.

In its current iteration, the Youth Ministry Commission was formed in April of 2022 with the purpose of overseeing the process to call a new diocesan missioner for youth ministry. In this capacity, in consultation with the Bishop, it created a job description, sought candidates, reviewed applications and conducted interviews. In March of this year, they recommended that the Bishop call the Rev. David Wilcox as the Missioner for Youth Ministry. Fr. David began his new role in May of 2023.

Following the Coronavirus pandemic, diocesan youth ministry has been in a period of rebuilding relationships and beginning to equip communities of The Diocese of West Missouri with the resources and tools they need to carry out youth ministry on a local level. Since May, we have partnered with the Episcopal Diocese of Kansas to send five youth to Episcopal Summer Mega Camp at YMCA Camp Wood in Emporia, Kansas, sent a team of four young people and four adults on a mission trip to West Virginia, sent a diocesan delegation of six youth from across the diocese to the triennial Episcopal Youth Event which took place at the University of Maryland and hosted game nights in the northern and southern parts of the diocese. We are looking forward to hosting the diocesan youth gathering which will take place as a lock-in in conjunction with the 2023 Diocesan Convention.

Fr. David has visited a number of churches and met with youth leaders from around the diocese to build relationships and hear about the ministries happening across the diocese and to see how he and the Youth Ministry Commission can best support them.

In 2024 we plan to continue building relationships across the diocese, fostering a sense of community among the youth of the diocese and equipping parishes to minister to youth in their unique contexts. Some upcoming events include Episcopal Summer MegaCamp in partnership with the Diocese of Kansas, a trip to the 81st General Convention of the Episcopal Church in Louisville, Kentucky, service opportunities, regional game nights and a Happening retreat.

Respectfully submitted,
The Rev. David Wilcox
Missioner for Youth Ministry

27. CHANCELLOR'S OFFICE

In accordance with the custom of this Convention and Canon V of the Canons of this Diocese, it is my privilege to report on the following matters that were handled by and through the Chancellor's Office since the 2022 Convention:

1. Provided regular advice and counsel to the Bishop Provisional on various Diocesan matters.
2. Attended Diocesan Council and Diocesan Council Executive Committee meetings and provided advice and counsel from time-to-time during their deliberations.
3. Provided advice and counsel to Diocesan Officers in the course of their duties.
4. Provided advice and counsel to Diocesan Staff in the course of their duties.
5. Provided advice and counsel to the Diocese regarding interpretation and application of National and Diocesan Constitution & Canons.
6. Provided advice and counsel to the Standing Committee regarding the search process for the Tenth Bishop Diocesan of the Diocese.
7. Provided advice and counsel to Rectors, Wardens, Vestries, and Churches on various matters, including personnel matters, corporate organization and governance, bylaws revisions, and the purchase and sale of property.
8. Chaired, served on, and/or participated in various Diocesan committees, including the Constitution & Canons Committee, the Property Committee, and the HR Committee.
9. Gathered information from Episcopal attorneys within the Diocese to form a Lawyers Network.
10. Participated in national Chancellor's Conference events to stay updated and informed on best practices for the Chancellor's Office.

Faithfully submitted,

Mark J. Galus, Chancellor
David T. M. Powell, Vice Chancellor

November 1, 2023