

REPORTS

For the
One Hundred Twelfth Synod
of the
Diocese of Mid-America
of the
Reformed Episcopal Church



Meeting in Council at
Church of the Holy Communion
Pro-Cathedral
Dallas, Texas

February 28 - March 1, 2019

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DRIVING DIRECTIONS

Hyatt Place Dallas North
5229 Spring Valley Rd.
Dallas, TX 75254

Church of the Holy Communion
17405 Muirfield Dr.
Dallas, TX

From Hotel to Holy Communion

- Turn right out of the hotel parking lot onto Spring Valley Rd.
- Turn right on the service road of Dallas North Tollway (Dallas Parkway).
- Stay on the service road for approximately 5 miles. You do not need to get on the tollway if you do not want to.
- Make the following turns:
 - o Right on Briargrove Ln.
 - o Right on Spyglass Dr.
 - o Right on Muirfield Dr.

From Holy Communion to the Hotel

- Leaving the church parking lot, make the following turns:
 - o Left on Spyglass Dr.
 - o Left on Briargrove Ln.
- Go under the overpass of the Dallas North Tollway, and turn left on the service road (Dallas Parkway.)
- Stay on the service road for approximately 5 miles. You do not need to get on the tollway if you do not want to.
- Left on Spring Valley Rd.
- You will notice the sign for the Hyatt Place on your left. You must pass that sign and perform a u-turn (this will be before the light at Noel Rd). The hotel entrance will then be on your right.
- **MISS THE U-TURN?** If you happen to miss the u-turn and end up at the light for Noel Rd., then you must turn left at the light onto Noel Rd because you can't do a u-turn at the light. After turning on Noel Rd., perform a u-turn at the first available u- spot on Noel Rd and then then turn right on Spring Valley and the hotel will be on your right.

SYNOD SCHEDULE & INSTRUCTIONS

***** ALL SYNOD ACTIVITIES (INCLUDING THE DINNER) WILL BE HELD AT THE PRO-CATHEDRAL CHURCH OF THE HOLY COMMUNION.**

THERE WILL BE AN EARLY CHECK-IN IN THE HOTEL LOBBY ON WEDNESDAY EVENING

Thursday – February 28, 2019

***All Clergy are requested to vest for the Thursday morning Communion Service.
Clergy should arrive by 8:00am to check-in and vest in Miller Hall***

- 7:00a** **REGISTRATION CHECK-IN - Lunt Hall**
8:00a **CLERGY VESTING – Miller Hall**
8:30a **HOLY COMMUNION SERVICE**
 Deaconesses: Blue Cassock
 *Clergy: Cassock, Surplice & **RED** Stole*
 Bishops: Cope & Mitre
10:00a **CLERGY PHOTOGRAPH - Sanctuary**
10:30a **BOARD OF FOREIGN MISSIONS PRESENTATION – Lunt Hall**
11:15a **REC100 INTRODUCTIONS & UPDATES – Lunt Hall**
Noon **LUNCH - Lunt Hall**
1:15p **TEACHING SESSIONS – Lunt Hall (break from 2:30-2:45 and 4:00-4:15)**
 Fr. Steven Rutt
4:15p **VERGERS PRESENTATION -Lunt Hall**
5:15p **EVENSONG – Sanctuary**
 All Cranmer House faculty and participating clergy requested to vest.
6:30p **RECEPTION & DINNER – Lunt Hall (cash bar available)**
8:00p **MUSICAL CONCERT - Sanctuary**

Friday - March 1, 2019

- 8:30a** **MORNING PRAYER – Sanctuary (only participating clergy vesting)**
10:00a **BUSINESS SESSION #1 - Sanctuary**
Noon **LUNCH & SPECIAL MEETINGS**
 Women of the Church will eat and then meet @ 12:45 in Sanctuary
 Clergy will eat and then meet @ 1:00 in the old church building
2:15p **PRESENTATION – Lunt Hall**
 A special presentation regarding policies for the protection of children in the local parish
3:15p **BUSINESS SESSION #2 – Lunt Hall**
 Adjournment will conclude when all reports are finished
 We anticipate adjournment by 4:30pm

RULES OF ORDER

For General Councils and Diocesan Synods Of the Reformed Episcopal Church

- The business of every meeting shall be introduced with prayer.
- The Minutes of the sessions of the preceding day shall be read every morning at the opening of business, unless the house shall otherwise determine.
- The President shall appoint the several committees, unless the canons of the church shall otherwise specify.
- When the President takes the chair, no member of the house shall continue standing, or shall afterward stand up, except to address the chair.
- No member shall absent himself from the sessions of the house unless he have leave, or be unable to attend.
- When any member is about to speak in debate, or deliver any matter to the house, he shall with due respect address himself to the President, concerning himself strictly to the point in debate.
- No member shall speak more than twice in the same debate without specific leave, by vote of the house.
- A question being once determined shall stand as the judgment of the house, and shall not again be drawn into debate during the same session, unless with the consent of two-thirds of the house.
- While the President is putting any question, the members shall continue in their seats, and shall not hold any private discourse.
- No motion shall be considered as before the house unless it be seconded.
- Reports made by the various Boards and Committees to any Council (or Synod) of the church are officially received upon presentation to the house, and are the subject of its action only insofar as they embody recommendations which require specific authorization or approval under the canons of this church.
- When any question is before the house, it shall be decided upon before any new subject is introduced, except for the question of adjournment.
- All questions of order shall be decided in the first instance by the Chair, without debate. An appeal, however, may be made from the decision of the Chair by any member of the house; said appeal requiring a two-thirds majority vote to be sustained.
- The question on motion of adjournment shall be taken before any other, and without debate.
- When the house is about to rise, every member shall keep his seat, until the President shall leave the Chair.
- A call to prayer shall always be in order, when made by a member entitled to the floor; and **in** such case the Chair shall designate the person(s) whom he desires to lead in that service.

These Rules of Order shall remain in force until altered or suspended by the Council, two-thirds of the members present voting for such alteration or suspension.

Adapted from the Journal of the Twenty-sixth General Council of the Reformed Episcopal Church

ORDER OF BUSINESS

Although each report is listed, there may not actually be a printed report provided and/or it may be presented orally at Synod.

1. ORGANIZATIONAL BUSINESS

- A. Report of the Committee on Credentials (*oral report*)
- B. Declaration by the Secretary of a Quorum
- C. Enabling motions regarding Corresponding Members (*oral report*)
- D. Election of Officers of the Synod (Secretary & Treasurer)
- E. Minutes of the 111th Synod of the Diocese of Mid-America (*filed*)

2. REPORTS OF OFFICERS AND ELECTED BOARDS AND COMMITTEES

- A. Report of the Bishop Ordinary
The statistical and official acts portion of the Ordinary report is distributed with the packet in advance of Synod. The 2nd portion of the report will be printed and distributed when the report is orally delivered at Synod.
- B. Reports of the Suffragan Bishop
- C. Report of the Standing Committee
- D. Report of the Board of Trustees
- E. Report of the Treasurer of the Board of Trustees
 - a. 2018 Financial Reports
 - b. 2019 Budget

3. REPORTS OF COMMITTEES NON-ELECTED

- A. Report of the Committee on Nominations
- B. Report of the Committee on Constitution & Canons
- C. Report of the Dean of Cranmer Theological House
- D. Report of the Treasurer of Cranmer Theological House
- E. Report of the Diocesan Canon Missioner
- F. Report of the Committee on Minister's Salaries
- G. Report of the Women of the Church
- H. Report of the State of the Diocese (*Statistical Report*)
- I. Report of the Special Committee on Diocesan Policies

4. OLD BUSINESS

5. NEW BUSINESS

6. OTHER BUSINESS

- A. Board of Foreign Missions (*Presented on Thursday*)
- B. REC100 Report & Introductions (*Presented on Thursday*)
- C. Verger Guild Presentation (*Presented on Thursday*)
- D. Synod & General Council 2020 Information
- E. Committee Appointments to serve until next Synod (*Distributed after Synod*)

7. ADJOURNMENT

The Chair may alter the Order of Business at his discretion.

ORGANIZATIONAL BUSINESS

- The Committee on Credentials report will be delivered orally after the registration check-in process is completed. A copy will be provided to the Secretary along with a roster of clergy & eligible representatives to be included in the Journal of this Synod.
- The Committee on Corresponding Membership will be delivered orally at Synod and a copy will be provided to the Secretary for inclusion the Journal of this Synod.
- Election of the following Diocesan officers. *The Bishop Ordinary serves as the President.*
 - Vice-President
 - Secretary
 - Treasurer
- Minutes of the 111th Synod of the Diocese of Mid-America (2018) are provided as a separate document from this report packet. The chair will entertain a motion to dispense with the reading of the minutes.

The Journal for the 111th Synod (2018) is available for download at:

<http://rechurch.org/dma/111Journal.pdf>

REPORTS OF OFFICERS AND ELECTED BOARDS & COMMITTEES

- The Report of the Bishop Ordinary
- The Report of the Suffragan Bishop
- The Report of the Standing Committee
- The Report of the Board of Trustees
- The Report of the Treasurer of the Board of Trustees

REPORT OF THE BISHOP ORDINARY

This past year I had the following total number of meetings, visits, confirmations, ordinations and installations. The details are listed in the remainder of my report.

Provincial / Ecumenical Meetings & Events	21
Denominational Meetings & Events	16
Diocesan / Clericus Meetings & Events	44
Parish / Episcopal Visits	24
Other	6
Confirmations	42
Ordinations	3
Installations	2

PROVINCIAL / ECUMENICAL MEETINGS & EVENTS

February 27-28	Forward in Faith Council
March 15-16	ACNA Missionary Diocese of All Saints
March 27	ACNA Clergy Vow Renewal Service
April 10-11	American Anglican Council (AAC)
April 17-18	ACNA & Orthodox Church in America (OCA)
April 24	Forward in Faith Board
May 29	Federation of Anglican Churches in the Americas (FACA), Atlanta, GA
June 15-25	GAFCON, Jerusalem
July 9	Western Rite Synod, Fort Worth, Texas
August 21	ACNA Executive Committee
August 30-31	Nashotah House Site Visit
September 4-6	ACNA College of Bishops Meeting, Long Beach, CA
September 14	Daughters of the Holy Cross Assembly Speaker
September 25-26	Beeson Divinity School Conference Speaker, Birmingham, Alabama
October 30-31	American Anglican Council (AAC), Atlanta, Georgia
December 6-7	ACNA / Roman Catholic Church, Philadelphia, Pennsylvania
December 10	ACNA Deans
December 11-12	ACNA / Lutheran Church Missouri Synod (LCMS), Fort Wayne, Indiana
January 7-11, 2019	ACNA College of Bishops, Melbourne, Florida
January 28-30	ACNA / Orthodox Church of America (OCA), Yonkers, New York
February 6	American Anglican Council (AAC)

DENOMINATIONAL MEETINGS AND EVENTS

March 5	Board of Foreign Missions
March 9	REC 100 Finance
March 23	REC Council of Bishops
April 3	Board of Foreign Missions
April 18-21	REC Council of Bishops, Committees, and General Committee
May 9	REC Council of Bishops and Canon Missioners
June 28-30	Funeral of Vivian White, Charleston, South Carolina
August 28	REC Council of Bishops
October 9-10	REC Council of Bishops
October 15	Board of Foreign Missions
October 24-26	Diocese of the Central States Synod, Memphis, Tennessee
October 29	Board of Foreign Missions
November 8-9	Diocese of the Northeast and Mid-Atlantic Synod, Ellicott City, Maryland
November 26	Sustentation Fund
November 27	REC100

December 4

General Committee

DIOCESAN / CLERICUS MEETINGS AND EVENTS

March 7	Diocesan Staff
March 14	Diocesan Staff
April 6	Diocesan Staff
April 27	Clericus (Dallas area)
April 30	Clericus (Houston area)
May 2	Diocesan Staff
May 9	Diocesan Staff
May 16	Diocesan Staff
May 18	Clericus (Dallas area)
May 21	Clericus (Houston area)
May 23	Diocesan Staff
May 30	Diocesan Staff
May 30	DMA Clergy Officers
June 5	DMA Standing Committee
June 6	Diocesan Staff
June 13	Diocesan Staff
June 27	Diocesan Staff
July 11	Diocesan Staff
August 8	Diocesan Staff
August 15	Diocesan Staff
August 22	Diocesan Staff
September 12	Diocesan Staff
September 18	DMA Standing Committee
September 19	Diocesan Staff
September 28-29	Clericus at St. Andrew's, Tinley Park, Illinois
October 2	DMA Clergy Officers
October 3	Diocesan Staff
October 17	Diocesan Staff
November 19	Clericus (Houston)
November 21	Diocesan Staff
November 26	Synod Planning
November 27	DMA Committee on Risk Management
November 28	Diocesan Staff
November 30	Clericus (Dallas)
January 14, 2019	Synod Planning
January 16	Diocesan Staff
January 22-25	Convocation of the West Retreat, Santa Barbara, California
February 5	DMA Trustees
February 5	DMA Standing Committee
February 6	Diocesan Staff
February 8	Clericus (Dallas)
February 11	Clericus (Houston)
February 13	Diocesan Staff
February 20	Diocesan Staff

PARISH VISITS / EPISCOPAL VISITS / CONFIRMATIONS

Confirmations

February 25	Parish Visit to The Chapel of the Cross, Dallas, Texas	
April 29	Episcopal Visit to Resurrection Anglican Church, Crosby, Texas	
May 6	Episcopal Visit to Providence REC, Corpus Christi, Texas	4
May 20	Episcopal Visit to St. Francis Anglican Church, Spring, Texas	

May 27	Episcopal Visit to Church of the Holy Communion, Dallas, Texas	11
June 3	Episcopal Visit to Good Shepherd, Tyler, Texas	7
July 9	Parish Visit to St. Benedict's, Rockwall, Texas	
August 12	Episcopal Visit to Christ Chapel, Riverside, California	3
September 9	Parish Visit to St. Andrew's Anglican Church, Phoenix, Arizona	
September 21	Parish Visit to Chapel of the Cross, Dallas, Texas	
September 30	Episcopal Visit to St. Andrew's Anglican Church of Tinley Park, Illinois	4
October 7	Episcopal Visit to Trinity Anglican Church, Pagosa Springs, Colorado	
October 14	Episcopal Visit to St. Timothy's Anglican Church, Jonesboro, Arkansas	6
October 21	Episcopal Visit to Covenant Anglican Church, Heber Springs, Arkansas	
November 4	Episcopal Visit to St. Stephen's Anglican Church, Montrose, Colorado	
November 11	Parish Visit to Covenant Christian Church, Greenville, Michigan	
November 18	Episcopal Visit to St. Barnabas Anglican Church, Bellville, Texas	
December 16	Episcopal Visit to Holy Trinity, Webster Groves, Missouri	6
December 16	Parish Visit to Chapel of the Cross, Dallas, Texas	
January 4, 2019	Parish Visit to Chapel of the Cross, Dallas, Texas	
January 20	Episcopal Visit to St. Michael's Anglican Church, Broken Arrow, OK	1
February 3	Episcopal Visit to St. Paul's Anglican Church, Baton Rouge, Louisiana	
February 10	Episcopal Visit to St. Thomas of Canterbury, Houston, Texas	
February 17	Episcopal Visit to St. Paul's Anglican Church, Houston, Texas	

OTHER

April 13-15	Diocese of Fort Worth Clergy Wives Retreat	
May 14-16	Church of the Holy Communion Clergy Retreat, Camp Crucis, Granbury	
July 5-8	Anglican Way Institute Summer Conference, Lecturer, Preacher & Presenter Dallas, Texas	
August 17-19	Taught Seminary Course at Cranmer Theological House	
November 14-17	Holy Trinity's Men's Retreat, Concan, Texas	
December 6	Speaker at RE Seminary, Philadelphia, Pennsylvania	

ORDINATIONS

April 8	Calvin Basil Ordained to the Diaconate St. Stephen's Anglican Church, Flowood, Mississippi	
September 8	Mark Shields Ordained to the Presbyterate Christ Anglican Church, Cave Creek, Arizona	
February 24, 2019	Eric Parker Ordained to the Presbyterate St. Stephen's Anglican Church, Flowood, Mississippi	

INSTALLATIONS

December 2	Installation of Fr. Jeffrey Hubbard, Mariners' Church of Detroit, Michigan	
January 20, 2019	Installation of Fr. Michael Templin, St. Michael's Anglican Church, Broken Arrow, Oklahoma	

CONSECRATIONS

None

Respectfully Submitted,



The Most Rev. Ray R. Sutton, Ph.D.
Presiding Bishop, Ordinary of the Diocese of Mid-America

REPORT OF THE SUFFRAGAN BISHOP

Since our last Synod in February of 2018, I have been most encouraged as Suffragan Bishop to see how the Lord continues to bless the ministry of our Diocese. I have been blessed, privileged and humbled to serve the clergy, laity, and congregations of the Diocese of Mid-America and see first-hand what God is doing in our parishes. I thank the Lord for the opportunity to do His work in this branch of Christ's Church as a Bishop under the capable and excellent leadership of the Most Rev'd Ray R. Sutton. The following is a summary of my activities during the past year.

EPISCOPAL VISITS/CONFIRMATIONS/RECEPTIONS

		<u>Confirmations</u>	<u>Receptions</u>
January 19, 2018	St. Michael's Anglican Church, Broken Arrow, OK		
March 18, 2018	Church of the Holy Trinity, Houston, TX	8	
March 25, 2018	Church of the Holy Trinity, Colwood, BC, Canada		
April 22, 2018	All Saints Reformed Episcopal Church, Shreveport, LA	5	2
May 6, 2018	Chapel of the Cross, Dallas, TX	6	
May 6, 2018	St. Benedict's Oratory, Rockwall, TX		1
May 27, 2018	St. Andrew's Anglican Church & Academy, Chester, CA	3	2
August 19, 2018	Christ, Our Savior, Joplin, MO	1	
September 9, 2018	Blessed Trinity Church, El Cajon, CA	6	
September 16, 2018	St. Stephen's Anglican Church, Flowood, MS	3	1
October 21, 2018	Living Word Anglican Church, Courtenay, BC, Canada		

ORDINATIONS TO THE DIACONATE

September 16, 2018 Rev. Deacon Eric Parker, St. Stephen's Anglican Church, Flowood, MS

REC-ACNA

March 24, 2018 Synod of Western Canada, Victoria, BC
April 16-17, 2018 REC-ACNA Ecumenical Meeting, Dallas, TX
April 18-20, 2018 REC Bishops Council and General Committee meetings, Dallas TX
June 15-23, 2018 GAFCON, Jerusalem, Israel and ACNA Assembly
September 4-7 ACNA College of Bishops, Long Beach, CA
October 8-10 REC Bishops Council, Dallas, TX
January 7-11 ACNA College of Bishops, Melbourne, FL
January 17-27 Mission Trip to Missionary Diocese of Cuba, 6th Synod, Ciego de Avila

OTHER

March 14, 2018 Church of the Holy Communion, Brought Lenten Meditation
March 17, 2018 St. Patrick's Day festival – Homily at Evening Prayer
May 24, 2018 St. Andrew's Academy, Chester, CA – Address at the academy's Open House
June 3, 2018 St. Timothy School, Chapel of the Cross, Dallas TX
Commencement Address
August 18, 2018 Met with Pastoral Search committee
St. Michael's Anglican Church, Broken Arrow, OK

Respectfully Submitted,

The Rt. Rev. Walter R. Banek
Bishop Suffragan, Diocese of Mid America, REC

REPORT OF THE STANDING COMMITTEE

Dear Brethren,

The Standing Committee met three times since our last synod. There were three teleconferences and one email vote. The following is a summary of actions taken.

Standing Committee Meeting **Tuesday, June 5, 2018**

Action taken:

- A. Approved Candidacy for Holy Orders and Diaconess
 - a. Eric Parker – St. Stephen’s Anglican Church, Flowood, Mississippi
 - b. Laura Bogard (Diaconess) – St. Thomas of Canterbury, Houston, Texas
 - c. Gordon Borden – St. Francis Anglican Church, Spring, Texas

Standing Committee Meeting **Tuesday, September 18, 2018**

Action taken

- A. Approved Candidacy for Holy Orders and Diaconess
 - a. Becky Elliston (Diaconess) - St. Benedict’s Anglican Oratory, Rockwall, Texas
 - b. Barbara West (Diaconess) – St. Stephen’s Anglican Church, Flowood, Mississippi
 - c. Kent Bartel – St. Andrew’s Anglican Church, Chester, California
 - d. John Rowland – Good Shepherd REC, Tyler, Texas
- B. Reviewed Changes in Status
 - a. Rev. Philip Tjoelker - New rector of St. Andrew’s Anglican Church, Tinley Park, Illinois upon Rev. Frank Levi’s retirement
 - b. Bishop Charles Dorrington – retirement plans announced for January 2019
- C. Reviewed clergy/parish transfers
 - a. Holy Trinity Anglican Church, Colwood, British Columbia transferred from the REC into the Anglican Network in Canada (ANiC)
 - b. Rev. Jeffrey Hubbard – New rector of Mariners Church of Detroit transferring from the Charismatic Episcopal Church to the DMA REC
 - c. Deacon Nicholas Ziegenhagen transferring from the Diocese of the Northeast/Mid-Atlantic to the Diocese of Mid-America serving at Good Shepherd in Tyler, Texas as a curate
- D. Appointment of Diocesan Chancellor
 - a. Bishop Sutton recommended Mr. Jeffrey Hurt, a parishioner at Church of the Holy Communion, Dallas, Texas to be approved as the Chancellor.

Standing Committee Email Vote **Monday, November 5, 2018**

Action Taken

- A. Approval of New Diocesan Seal/Logo
- B. Approval of new seals made for clergy and diaconesses to be distributed at Synod
- C. Approval to replenish the stock of previous seals for St. Thomas of Canterbury, Houston, Texas

Standing Committee Meeting
Tuesday, February 5, 2019

Action Taken

- A. Approved for examination and ordination to the Diaconate
 - a. Postulant Greg Mattson – Christ Anglican Church, Hot Springs, Arkansas
- B. Approved for examination and ordination to the Presbyterate
 - a. Deacon Nicholas Ziegenhagen – Good Shepherd REC, Tyler, Texas
- C. Approved for examination and regularization
 - a. Pastor Paul Cook – Covenant Christian Church, Greenville, Michigan
- D. Reviewed change in status
 - a. Rev. Michael Templin – Rector of St. Michael's Anglican Church, Broken Arrow, Oklahoma
- E. Reviewed clergy transfers
 - a. Victor Odinye transfer into the DMA from CANA as a postulant serving at St. Matthias, Katy, Texas
 - b. Deacon Andrew Voelkel transfer into the DMA from the ACNA Diocese of Western Anglicans serving at St. Paul's, Baton Rouge, Louisiana
 - c. Deacon Joshua Harper transfer into the DMA from the ACNA Anglican Diocese in New England serving at Church of the Holy Communion, Dallas, Texas
 - d. Approved the Resolutions for the Cathedral of the Diocese to be re-designated from St. Matthias, Katy, Texas to Church of the Holy Communion, Dallas, Texas

Respectfully submitted,

Cathy Heissenhuber
Diocesan Secretary

REPORT OF THE BOARD OF TRUSTEES

The Board of Trustees conducted two email votes on May 22, 2018, and another on January 10, 2019, and also met one time by teleconference on February 5, 2019.

The first email vote on May 22, 2018 approved a motion made by Mr. James “Bud” Longueville that the Trustees authorize the Very Rev. Canon Jason Grote to open an account with Edward Jones Investments and transfer up to \$100,000.00 from the operating account to the new account. The asset mix of the new account to be invested in appropriately ladder certificates of deposit and cash. The authorized signers on the account shall be Very Rev. Canon Jason Grote and the Most Rev. Ray Sutton. Mr. James (Bud) Longueville shall have access as an interested party.

The second email vote on January 10, 2019 approved a motion made by The Very Rev. Canon Jason Grote that the Trustees of the Diocese of Mid-America liquidate the two securities (VVR and VSLAX) currently owned by the diocese. Furthermore, it was approved that all proceeds remaining in the National Financial Services investment account following the liquidation be transferred to our Edward Jones account, currently managed by Kim Winans, and that the Trustee Chairman, Mr. James “Bud” Longueville, and Treasurer, the Very Rev. Canon Jason Grote have authorization to approve any transactions necessary to implement and maintain a conservative investment strategy.

The Board of Trustees also met by teleconference on February 5, 2019. A review of the financial statements; the investment portfolio; and discussions of anticipated budgetary needs for the upcoming year were presented by the Diocesan Treasurer, The Very Rev. Canon Jason Grote. A summary of actions taken and recommendations approved at the meeting are listed below. The Secretary, Cathy Heissenhuber, has filed a report of the Minutes of the Trustees for this meeting with the Bishop Ordinary.

Summary of Actions Taken:

1. Approved a vote of thanks to retiring Trustee and former Lay Chair, H.D. “Dick” Teel, Jr.
2. Approved the 2018 Financial Reports
3. Approved the Proposed Budget for 2019

Respectfully submitted,

Cathy Heissenhuber
Diocesan Secretary

REPORT OF THE TREASURER OF THE BOARD OF TRUSTEES

STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2018

ASSETS

Current Assets

Investment Accounts	
Edward Jones	\$100,597.91
Cash/Money Market (WFG)	\$20,703.98
Securities (at cost)	\$357,338.14
Unrealized Gains (since inception)	<u>(\$135,247.36)</u>
Total Investment Accounts	\$343,392.67
Operating Account	\$101,323.12
Undeposited Funds at year-end	\$2,663.55
Providence Weatherford - Interest in Property	\$1,340.50
Pre-payment of 2019 Expenses	\$1,019.60
Reimbursements Expected	<u>\$10,637.91</u>
Total Current Assets	\$460,377.35
Long Term Assets – St. Matthias Mortgage	<u>\$63,267.30</u>

TOTAL ASSETS

\$523,644.65

LIABILITIES & NET ASSETS

Temporary Restricted Funds

Cranmer Theological House Support Fund (self-designated)	\$18,000.00
Emergency Relief Fund (restricted)	\$26,556.69
Houston Anglicans Fund (restricted)	\$350.00
Memorial Fund (restricted)	\$450.00
Mission & Parish Development Fund (restricted)	<u>\$61,500.00</u>
Total Temporary Restricted Funds	\$106,856.69

Unrestricted Net Assets (Equity)

Previous Balance (Dec 31, 2017)	\$428,986.43
Change due to Unrealized gains (current year)	<u>(\$17,605.37)</u>
Change due to 2018 Ordinary activities	<u>\$5,406.90</u>
Total Unrestricted Net Assets (Ending Balance)	<u>\$416,787.96</u>

TOTAL LIABILITIES & NET ASSETS

\$523,644.65

Investments - We transferred \$100,000 from our operating checking account into a new Edward Jones account to be invested in CDs. In January 2019, we sold the securities we've held since 2007. Current market conditions are such that the loss in principle value was exceeding the dividends we were receiving. For example: in 2018 we received \$13,000 in dividends from this particular investment (about 5%) but the market value of the securities decreased by \$17,600 (a decrease of about 7.3%). Since the dividend rate is no longer significantly higher than more conservative investments and the principle value has continually decreased and is not expected to return to original values, the Trustees voted to sell these securities and to reinvest them in a more conservative investment. We can now only budget for about a 2.2% return instead of a 5% return (which is a reduction of about \$5,500 in income for the year) but we will be preserving more of our principle.

Providence Weatherford Interest in Property - This parish closed in 2018. As such, the Vestry of the parish turned the property over to the Diocese and it is now up for sale. These are expenses that the Diocese are paying for the property until it sells. Once sold, these monies will be recuperated and any remaining surplus of funds will be designated and reported by action of the Trustees.

A Summary of Restricted Funds is included on a separate report

STATEMENT OF ACTIVITIES & 2019 BUDGET

2018 Actual vs. 2018 Budget

Total 2018 income was approximately \$3,500 below budget. As seen on the parish tithes report, a fraudulent issue caused \$5,500 of income to not be posted in 2018 but should be received in 2019.

Our 2018 net expenditures were ~\$3,800 less than expected.

Insurances - The budget continues to include \$3,000 amount for when a Diocesan General Liability policy is obtained. This will happen in 2019 based on new policies.

Transitional & Office Expenses - Transitional expenses were additional expenses associated with the transition of the Diocese from Houston to Dallas and certain commitments that were made. This expense line is no longer needed.

However, a supplement and other contracts (copier, phones, etc) signed by Bishop Grote when he was still Ordinary and in anticipation of his office being in Katy for additional years, are still having to be paid and budgeted for in the Office Expenses & Supplements. These will continue to be reduced and phased out over 2019 and 2020. Office expenses include phone/internet contract, a copier contract, computer expenses, yearly software subscriptions and a supplement to the Katy office. It is anticipated we can reduce these expenses by \$5,000 in 2020 and again in 2021 bringing Office Expenses to a \$10,000 total. Additionally, we receive a reimbursement from the national church. However, the national budget had to reduce the reimbursement by \$2,500. This is partially why the office expense actually went up in the 2019 budget.

Retired Bishop Care / Widow's support - The Trustees and the Synod approved a support gift to be given in perpetuity for Mrs. Ellen Grote, the widow of Bishop Royal Grote.

Our 2018 "bottom line" was a surplus of \$5,406.90. This exceeded our 2018 budget expectation by \$413.40.

2019 Budget Notes:

Income: Income is conservatively budgeted. Tithes are expected to be slightly higher than received in 2018. Investment income is reduced since we sold our securities and have invested them more conservatively so as to avoid further significant losses in principal value. Individual donations is reduced as one donor is no longer with the Diocese.

Salaries & Wages: The 2019 Budget assumes Episcopal Ordinary Salary increased by \$1,500. The Suffragan Bishop honorarium is increased by \$1000. The Administrative wages are increased by \$500 each (x2).

Armed Forces Chaplaincy - A significant portion of our Individual Donations are received from the tithes of military chaplains whose credentials are held by the Diocese of Mid-America. In our budget, we seek to continue to increase our support of our chaplains by funding the Denominational expenses for the chaplaincy. We are currently budgeting a contribution of \$5,000.

Ecumenical Expenses: The significant cut between 2018 and 2019 budget is due to GAFCON expenses incurred in 2018 and are not again expected this year. Ecumenical expenses now reflect the normal College of Bishop meetings (Bishop Banek at \$1,750 each - 2 meetings) and three representatives (Bishop Banek & two others) to attend the ACNA council (\$1,250 each).

In total we are budgeting for a \$1,140 surplus in 2019.

GENERAL FUND ONLY (Restricted Funds have their own report)

	2018 Budget	2018 Actual	Variance	2019 Budget
Revenue				
Individual Offerings & Tithes	\$12,000.00	\$12,475.27	\$475.27	\$9,200.00
Interest Income - Mortgages	\$4,000.00	\$4,017.29	\$17.29	\$4,000.00
Investment Income - Dividends & Interest	\$11,000.00	\$13,012.49	\$2,012.49	\$7,500.00
Parish Tithes	\$318,915.00	\$312,946.88	(\$5,968.12)	\$317,100.00
Total Revenue	\$345,915.00	\$342,451.93	(\$3,463.07)	\$337,800.00
Expenditures				
Administrative & Operational Expenses				
Accounting & Bank/Investment Charges	\$1,250.00	\$311.89	(\$938.11)	\$1,250.00
Administrative Wages	\$35,000.00	\$35,000.00	\$0.00	\$36,000.00
Dues & Subscriptions	\$500.00	\$744.00	\$244.00	\$750.00
Entertainment & Meals	\$500.00	\$103.77	(\$396.23)	\$500.00
Episcopal Pension Contributions	\$14,880.00	\$14,880.00	\$0.00	\$15,180.00
Episcopal Salary - Ordinary	\$126,500.00	\$126,500.00	\$0.00	\$128,000.00
Episcopal Salary - Coadjutor	\$0.00	\$0.00	\$0.00	\$0.00
Episcopal Honoriums - Suffragan	\$10,000.00	\$10,000.00	\$0.00	\$11,000.00
Episcopal Fund (<i>Supplies & Gifts</i>)	\$5,000.00	\$3,924.50	(\$1,075.50)	\$5,000.00
Insurances	\$3,500.00	\$560.00	(\$2,940.00)	\$3,500.00
Interest Expense	\$100.00	\$0.00	(\$100.00)	\$100.00
Meeting & Events Expense: <i>Synod (Net)</i>	\$1,000.00	\$2,569.79	\$1,569.79	\$1,500.00
Meetings & Events Expense: <i>Convocation of West (Net)</i>	\$2,000.00	\$1,744.49	(\$255.51)	\$2,000.00
Miscellaneous	\$100.00	(\$0.23)	(\$100.23)	\$100.00
Office Expenses & Supplements (Net)	\$15,500.00	\$18,877.51	\$3,377.51	\$18,500.00
Rent (Dallas)	\$18,000.00	\$18,000.00	\$0.00	\$18,000.00
Transitional Expenses	\$5,000.00	\$5,000.00	\$0.00	\$0.00
Travel & Travel Meals	\$22,000.00	\$19,585.64	(\$2,414.36)	\$22,000.00
Website	\$0.00	\$841.17	\$841.17	\$750.00
Total Administrative & Operational Expenses	\$260,830.00	\$258,642.53	(\$2,187.47)	\$264,130.00
Ministry, Mission, & Pastoral Care				
Anglican Way Institute	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00
* Armed Forces Chaplaincy Support	\$4,000.00	\$4,000.00	\$0.00	\$5,000.00
Board of Foreign Missions	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00
Cranmer Theological House	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00
* Ecumenical (ACNA) Expenses	\$15,000.00	\$15,107.50	\$107.50	\$7,250.00
Parish & Pastoral Care/Support	\$2,500.00	\$795.00	(\$1,705.00)	\$2,500.00
Retired Bishop Care / Widow's Support Gift	\$16,000.00	\$16,000.00	\$0.00	\$16,000.00
Tithes to National Church	\$34,591.50	\$34,500.00	(\$91.50)	\$33,780.00
Total Ministry, Mission, & Pastoral Care	\$80,091.50	\$78,402.50	(\$1,689.00)	\$72,530.00
Total Expenditures	\$340,921.50	\$337,045.03	(\$3,876.47)	\$336,660.00
Increase (Decrease) in Unrestricted Net Assets	\$4,993.50	\$5,406.90	\$413.40	\$1,140.00
<i>aka - Net Income(Loss)</i>				

PARISH TITHES SUMMARY
2018 Actual and 2019 Budget

	2018 Budget	2018 Actual	Difference	2019 Budget
Parish Tithes				
All Saints - Shreveport, LA	\$1,200.00	\$1,200.00	\$0.00	\$1,200.00
Blessed Trinity - Alpine, CA	\$500.00	\$450.00	(\$50.00)	\$500.00
Chapel of the Cross - Dallas, TX	\$25,000.00	\$25,402.45	\$402.45	\$26,000.00
Christ Anglican - Hot Springs, AR	\$4,500.00	\$5,170.23	\$670.23	\$5,000.00
Christ Chapel - Riverside, CA	\$4,000.00	\$5,845.46	\$1,845.46	\$5,000.00
Church of our Savior - Joplin, MO	\$0.00	\$0.00	\$0.00	\$0.00
* Covenant - Heber Springs, AR	\$4,000.00	\$0.00	(\$4,000.00)	\$5,000.00
Good Shepherd - Tyler, TX	\$21,000.00	\$21,458.32	\$458.32	\$21,000.00
Holy Communion - Dallas, TX	\$83,615.00	\$79,393.87	(\$4,221.13)	\$78,000.00
Holy Cross - Alpine, TX	\$12,000.00	\$12,649.00	\$649.00	\$12,000.00
Holy Trinity - Houston, TX	\$16,000.00	\$21,060.60	\$5,060.60	\$21,000.00
Holy Trinity - St. Louis, MO	\$12,000.00	\$15,014.21	\$3,014.21	\$13,000.00
Mariner's Church - Detroit, MI	\$9,000.00	\$6,155.11	(\$2,844.89)	\$8,000.00
Providence - Corpus Christi, TX	\$0.00	\$1,220.00	\$1,220.00	\$1,200.00
* Providence - Weatherford, TX	\$1,800.00	\$193.60	(\$1,606.40)	\$0.00
Resurrection - Baton Rouge, LA	\$0.00	\$100.00	\$100.00	\$100.00
Resurrection - Crosby, TX	\$6,000.00	\$6,075.28	\$75.28	\$6,000.00
St. Andrew's - Chester, CA	\$3,600.00	\$4,000.00	\$400.00	\$4,000.00
St. Andrew's - Tinley Park, IL	\$6,000.00	\$4,699.00	(\$1,301.00)	\$6,000.00
St. Barnabas - Bellville, TX	\$4,800.00	\$5,231.00	\$431.00	\$5,000.00
St. Francis - Spring, TX	\$8,400.00	\$6,357.97	(\$2,042.03)	\$7,200.00
St. Matthias - Katy, TX	\$11,000.00	\$10,758.96	(\$241.04)	\$10,000.00
St. Michael's - Broken Arrow, OK	\$3,600.00	\$4,483.00	\$883.00	\$4,000.00
St. Paul's - Baton Rouge, LA	\$16,000.00	\$16,828.00	\$828.00	\$16,000.00
St. Paul's - Clear Lake, TX	\$8,000.00	\$3,000.00	(\$5,000.00)	\$3,000.00
St. Stephen's - Cedar Grove, WI	\$600.00	\$600.00	\$0.00	\$600.00
St. Stephen's - Flowood, MS	\$22,000.00	\$17,898.59	(\$4,101.41)	\$21,000.00
St. Stephen's - Montrose, CO	\$8,000.00	\$11,442.00	\$3,442.00	\$10,000.00
St. Thomas - Houston, TX	\$17,500.00	\$18,464.80	\$964.80	\$18,000.00
St. Timothy's - Jonesboro, AR	\$4,800.00	\$4,800.00	\$0.00	\$4,800.00
Trinity Anglican - Pagosa Springs, CO	\$1,500.00	\$2,000.00	\$500.00	\$2,000.00
Western Canada	\$500.00	\$995.43	\$495.43	\$500.00
New Parishes & Unexpected Tithes	\$2,000.00	\$0.00	(\$2,000.00)	\$2,000.00
Total Parish Tithes	\$318,915.00	\$312,946.88	(\$5,968.12)	\$317,100.00

Posting Date - Tithes for 2018 received after January 16, 2018 will be reflected in the 2019 report.

***Covenant Heber Springs** - a \$5,500 check for 2018 was sent in November. However, the check was stolen and fraudulently deposited. We have gone through the steps outlined by the bank to resolve this and, as of Feb 7, the money has been returned to Covenant Church. Another check is being issued to the Diocese. This is why their current year total is \$0. However, next year, their actual will be reported much higher than the normal annual budget amount because both 2018 & 2019 will tithes will be posted.

Providence - Weatherford, TX - the parish has closed

2019 Budget - We try to budget based on actual recent history and then adjusting for tithes that weren't sent in yet, etc.

New Parishes and Unexpected Tithes - This is a general budgeting "placeholder" for parishes that we don't know about at the time of our budgeting process. If funds are received they will always be posted under the Church name and not in this category. So the actual will always be zero here.

FUND ACCOUNTING SUMMARY
Year Ending December 31, 2018

Fund	Beginning Balance	Donations	Disbursements	Ending Balance
	Dec. 31, 2017			Dec. 31, 2018
Cranmer Theological House Support Fund	\$18,000.00	\$0.00	\$0.00	\$18,000.00
Emergency Relief Fund	\$29,956.69		(\$3,400.00)	\$26,556.69
Houston Anglicans Fund	\$350.00	\$0.00	\$0.00	\$350.00
Memorial Fund (Bishop Grote)	\$450.00	\$0.00	\$0.00	\$450.00
Mission & Parish Development Fund	\$65,500.00	\$500.00	(\$4,500.00)	\$61,500.00
Total	\$114,256.69	\$500.00	(\$7,900.00)	\$106,856.69

Fund Disbursement Summary

Emergency Relief Fund	\$3,400.00	A check was sent and deposited to DMA and deposited into the Emergency Fund in 2017. It was discovered that this was supposed to be for the Board of Foreign Missions Advent Offering. These funds were disbursed to the BFM in 2018.
Mission & Parish Fund	\$2,000.00	Donation to American Anglican Association - partners of REC100 in church planting and revitalization
Mission & Parish Fund	\$2,500.00	Yearly Diocesan Canon Missioner honorarium
Total Disbursements	\$7,900.00	

Description of Funds

Cranmer Theological House Support Fund - 100% of these funds are self-designated by the Trustees. The Trustees designated \$9,000 from the 2014 surplus and another \$9,000 from the 2015 surplus with the understanding that the funds would be paid if there was a need by the Seminary and as the Diocesan cash balance could permit it.

Emergency Relief Fund - Contributions received towards the Flood Relief efforts in the Houston-area during the Fall of 2017. By action of the Trustees, the remaining balance is maintained as a Fund to help provide support and relief needs in emergent situations.

Houston Anglicans Fund - These were funds received many years ago for the purpose of establishing the network of parishes in Houston.

Memorial Fund - Donations received in memory of Bishop Grote. These funds were not given with any specific restriction. The Trustees can determine how these funds should be disbursed.

Mission & Parish Development Fund - These are funds to be used for the planning, planting, and support of parishes within the Diocese.

REPORTS OF COMMITTEES NON-ELECTED

- Report of the Committee on Nominations
- Report of the Committee on Constitution and Canons
- Report of the Deans of Cranmer Theological House
- Report of the Treasurer of Cranmer Theological House
- Report of the Diocesan Canon Missioner
- Report of the Committee on Ministers' Salaries
- Report of the Women of the Church
- Report of the State of the Diocese (*Statistical Report*)
- Report of the Special Committee on Diocesan Policies

REPORT OF THE COMMITTEE ON NOMINATIONS

Dear Brethren:

On January 20, 2019 the Committee on Nominations met and is pleased to present the following nominations for election:

BOARD OF TRUSTEES OF THE DIOCESE

Class of 2020

The Rev. Jerry Kistler – St. Stephen's Montrose CO
Ms. Virginia Bowers – Church of the Holy Communion, Dallas TX
The Rev. Dr. Randall Toms – St. Paul's, Baton Rouge LA

Class of 2021

Mr. Bud Longueville – Church of the Holy Communion, Dallas TX
Mr. Steven K. Howell – St. Thomas, Houston TX
The Rev. John Boonzaaijer – Chapel of the Cross, Dallas TX

Class of 2022 (*for election*)

The Very Rev. Frank Levi – Dean of the Convocation of the Midwest
Mr. Bruce Bagby – Church of the Holy Trinity, Houston, TX
Mr. Bob Dobson – St. Timothy's Jonesboro, AR

STANDING COMMITTEE

Class of 2020

The Ven. Dr. Douglas Mills – Holy Trinity, Webster Groves, MO
Mr. Harry K. Johnson – Cathedral of St. Matthias, Katy TX

Class of 2021

The Rev Canon Rusty Ellisor – Church of the Resurrection, Crosby TX
Mr. John Simmons – Holy Trinity, Houston, TX

Class of 2022 (*for election*)

The Rev. Jonathan Kell – St. Stephens, Jackson, MS
Mr. Philip Prier – St. Stephens, Montrose, CO

The following individuals have been appointed by The Most Rev. Ray R. Sutton to serve as representatives of the Diocese of Mid-America to the ACNA Provincial Council for 2019. Approval for travel expenses must be approved prior to making arrangements.

The Ven. James Payne – St. Thomas, Houston TX
Mrs. Cathy Heissenhuber – Church of the Holy Communion, Dallas TX
Mrs. Debbie Payne – St. Thomas, Houston TX
Mr. Nathan Smith (Youth Delegate) – Church of the Holy Communion, Dallas TX

Respectfully Submitted,

The Ven. Dr Douglas Mills

REPORT OF THE COMMITTEE ON CONSTITUTION & CANONS

To the Delegates of the Synod:

The committee was asked to interpret or explain provisions of the Canons on a number of occasions and to review questions regarding parish by-laws and to review proposed changes in the by-laws of several parishes and missions in the Diocese.

The committee gave assistance and interpretation of the canons and approved changes as needed and also assisted in the canonical nomination and election process used to in the selection of Walter Banek as a Suffragan bishop for the DMA.

In addition, at the request of the Presiding Bishop of the Reformed Episcopal Church, the chairman was tasked with a review and possible revision of DMA Canon Title III Canon 1

This canon concerns the process the call of a clergyman in a rather rigid manner. It is 100% specific manner in form and content, **with no changes allowed**. This means that technically any other form is extra-canonical. Yet the call form does not speak to a number of relevant issues.

It is thus self-apparent that this “one sized all” fully adequate with the complex changes in both law and practice for the current age. Work on this has to begin at the diocesan level because the current Canons of the General Council are largely silent of the actual process of issuing a call.

Adoption of a proposed, amended Canon III Title 1 is a necessary first step to the solution to the difficulties inherent in the present canon.

This work will be taken up for the whole church at the Spring REC committee meetings as each diocese has the same of similar canon. Once the letters of call are approved by the Bishops, it is hoped they will begin provisional use in the church.

Respectfully Submitted,



The Ven. Dr. James T. Payne
Committee Chair

EXHIBIT A – PROPOSED REPLACEMENT CANON

DMA Title III Canon I TITLE III – OF PASTORAL CONNECTIONS CANON I – *The Call of a Minister to a Parish*

Section 1. Unless otherwise provided by the Charter or By-Laws of the Parish, or ordered by the Parish at a stated meeting, the Vestry shall take initial and final action in the calling of a Rector or Minister-in-Charge, Interim Rector, Deacon or Deaconess. In the case of assisting clergy, the Rector shall seek the advice and consent of the Vestry in the calling of a Presbyter or the assignment of a Deacon or Deaconess. In every case the Vestry shall approve all compensation paid to the clergy and other financial terms of the call.

Section 2. The advice and consent of the Bishop Ordinary and Standing Committee, or the Standing Committee alone if there be no Bishop Ordinary, shall be required before a Call is issued by any Parish. No Deacon may be considered as a Candidate for a Call without the prior consent of the Bishop Ordinary of the Council.

Section 3. The Call of a minister shall be consistent with the following sections.

Section 4. Ministry Position Description Required

- a) Before the commencement of a search for a Rector or other Presbyter, Deacon or Deaconess, the Rector and Vestry shall produce a Ministry Position Description that contains a list of duties, goals and expectations of the person who shall be called to minister in the congregation. It should indicate minimum experience and educational requirements, whether the position is a full time or part time paid position or is non-stipendiary position. It may also include benefits and a salary or stipend range. If there is no Rector and the search is to be for a Rector, the Wardens and Vestry shall prepare the Ministry Position Description.
- b) Similar Position Descriptions should be prepared for calls to serve in other capacities in the Diocese and its institutions and subsidiaries the appropriate authority under the supervision of the Bishop Ordinary or those appointed by him.
- c) The Ministry Position Description shall be made available to the Bishop Ordinary upon request and is to be provided to any and all candidates or applicants for the position.
- d) The Ecclesiastical Authority may issue other policies or guidelines to be followed in the production and use of the Ministry Position Description process.

Section 5. Letters of Call

- a) The Diocese shall produce templates of standard Letters of Call (also to be known as “A Letter of Agreement”) for Rectors, Interim Rectors, Vicars, Assisting Clergy, Vicars, Deacons and Deaconesses as the basic structure of the written call to ministry in a parish. These Letters of Call shall constitute a written contract between the Minister and the Parish.
- b) The Letter of Call shall be specific in reference to and should be congruent with the Ministry Position Description and differences that concerning the nature of each type of call.
- c) Templates shall include, at a minimum the following:
 - i) Title, Position, Ministry and Duties (Ministry Review)
 - ii) Times of Work and Leave
 - iii) Compensation
 - iv) Benefits, the REC pension plan, health, disability, and other insurance if offered. Benefits

for Rectors must include participation in the General Council mandated Disability and Group Life program.

- v) Health Insurance may be mandated by the Ecclesiastical Authority or may be required by law but should be seen as a moral imperative for all full-time ministers- defined as those working an average of thirty hours or more each week.
- vi) Ancillary topics as they apply: Expense Re-imbursement, Discretionary Fund, Use and return of Parish Property, intellectual rights, and non-parish income derived by the Minister separate from such as Sacerdotal Fees, and Honoraria.
- vii) Templates may be modified to suit circumstances provided items c) 1-vi are covered and to remain within the requirements of federal, state or local employment law.
- viii) Mandates, Recommendations and Best Practices.

From time to time diocesan policies regarding the call of ministers may be modified or changed by a mandate requiring said change via a duly adopted resolution of the Diocesan Synod, by a recommendation from the Bishop and Standing Committee that does not contravene the canons, or by a letter issued under the authority of the Bishop Ordinary setting forth a recommendation of best practices in some aspect of calling ministers or in other matters concerning employment.

D. Eligibility to be called

- i) No minister may be called who is not canonically resident in the Diocese of Mid-America without the prior approval of the Bishop Ordinary and a commitment that he will accept letter dimissory from the current diocese of canonical residence.
- ii) All ministers may be subject to a background check or an updated background check prior to the finalization of a call.

E. Parties to the Letter of Call Agreement & Reporting Requirements

- i) Rectors. In the Call of a Rector, the parties are the Parish, as represented by the Vestry and the clergyman. The Letter of Call is issued by the Vestry and signed by the Sr. Warden and the Presbyter being called. The Bishop Ordinary is not a party to the contract but is to be provided with a copy of the Ministry Position Description and Letter of Call for the diocesan records.
- ii) Interim Rectors. In the Call of an Interim Rector, the parties are the Parish, as represented by the Vestry and Sr. Warden and the Presbyter insofar as the financial arrangements and duties are concerned. The Bishop is a party in that he must consent to the call and its terms. A copy of all documents related to the contract shall be provided to the Bishop together with the Ministry Position Description. In the case of a "Priest in Charge", instead of an Interim Rector, the above process will be followed with necessary alterations until a Rector is called.
- iii) In the appointment (call) of a Vicar, the parties are the Mission as represented by its Bishop's Committee or Vestry as represented by its Sr. Warden (or Bishop's Warden) and the Presbyter being called insofar of the financial arrangements and of the Bishop Ordinary who retains the sole authority to appoint a vicar. The Bishop issues the Ministry Position Description, appoints Vestry and the Presbyter who accept the Bishop's choice. All three parties must sign the Letter of Agreement.
- iv) In the Call of a Presbyter in any other capacity than the above, the "call" is by Letter of Agreement.
- v) In the appointment of a Deacon or Deaconess the initiative is from the Bishop, who in consultation with a Rector, Vicar or other Presbyter in charge assigns a Deacon or Deaconess to serve in the Parish, Mission or other institution of the church. Diaconal

ministers are always under the local authority of the Rector or Vicar, In the appointment of a Deacon or Deaconess, who in consultation with the Rector. The Bishop is to be furnished with a copy of the call and other arrangements.

Section 6. The Bishop and Standing Committee shall appoint the Vicar of a Mission Parish or of an extension work. A Presbyterian shall have the right to accept or reject such an appointment without prejudice. A Deacon shall be required to accept such an appointment and serve diligently at the pleasure of the Bishop.

Section 7. Unless otherwise provided in the By-Laws of a Parish, a Call shall be for an indefinite period of time but in no case for less than a period of two years.

Section 8. No Presbyterian shall be settled as Rector or Pastor of a Parish of the Diocese of Mid-America unless he be duly installed according to the Order provided in the Book of Common Prayer by the Bishop, or a Presbyterian appointed by the Bishop to act in his stead. This section shall not apply in the case of a Deacon called as a Minister-in-Charge or Vicar appointed to a Mission Parish or Extension Work.

Section 9. All parish clergy assisting the Rector in a parish, whether stipendiary or non- stipendiary, and regardless of the title by which they are known, shall serve with the consent of the Bishop Ordinary, under the day to day authority and direction of the Rector and shall serve in the parish at the Rector's pleasure.

EXHIBIT B – EXISTING CANON TO BE REPLACED

DMA Title III Canon I TITLE III – OF PASTORAL CONNECTIONS CANON I – *The Call of a Minister to a Parish*

Section 1. Unless otherwise provided by the Charter or By-Laws of the Parish, or ordered by the Parish at a stated meeting, the Vestry shall take initial and final action in the calling of a Rector or Minister-in-Charge (Deacon). In the case of assisting clergy, the Rector shall seek the advice and consent of the Vestry in the calling of a Presbyter or the assignment of a Deacon. In every case the Vestry shall approve all compensation paid to the clergy and other financial terms of the call.

Section 2. The advice and consent of the President of the Council and Standing Committee, or the Standing Committee alone if there be no Council President, shall be required before a Call is issued by any Parish. No Deacon may be considered as a Candidate for a Call without the prior consent of the President of the Council.

Section 3. The Call of a minister shall be in the following form, and no other:

THE _____ REFORMED EPISCOPAL CHURCH OF _____
being fully satisfied with your ministerial qualifications, and confident that we have been led to you by the Holy Spirit as one whose ministry will be profitable to the spiritual life of our Church and fruitful to the Kingdom of the Lord, solemnly calls you _____ to undertake the work as _____ of this Parish, promising you in the discharge of your duty all proper support, encouragement and obedience in the Lord. That you may devote yourself to the Ministry of the Word among us, we obligate ourselves to pay you the sum of \$ _____ a year in regular (weekly) (monthly) payments, and will pay the church's portion into the Minister's Retirement Fund on the basis determined by the General Council, during the time of your being and continuing in the pastoral relationship set forth in this Call to this Parish.

(NOTE: Insert below other terms, including such matters as rectory, utilities, annual leave for recreation and rest, expense allowances, moving costs, car allowance, etc. It is suggested that where there is a cash allowance made for the rectory that the rectory allowance be designated in a cash amount. Other such cash amounts such as car allowance, etc., should be designated separately so as to not be confused with salary.)

The following should also appear at the end of the document:

We agree that the Vestry of this Parish will annually review the above remuneration with a view to necessary adjustments.

At least _____ days' notice shall be required for the termination of this pastoral connection by either party.

In testimony whereof we have respectively subscribed our names this _____ day of _____, A.D. _____

Attest:

Senior Warden _____

Junior Warden _____

Secretary _____

Approved by action of the Bishop and the Standing Committee of the Reformed Episcopal Diocese of Mid-America:

_____ Date

_____ Bishop

Secretary of the Standing Committee

Acceptance this _____ day of _____, A.D. _____ by

After approval and acceptance, a copy is to be given to each of the following:

1. The Minister receiving the Call
2. The Bishop of the Diocese of Mid-America
3. The Secretary of the Standing Committee
4. The Secretary of the Parish extending the Call

Section 4. The Bishop and Standing Committee shall appoint the Vicar of a Mission Parish or of an extension work. A Presbyter shall have the right to accept or reject such an appointment without prejudice. A Deacon shall be required to accept such an appointment and serve diligently at the pleasure of the Bishop.

Section 5. Unless otherwise provided in the By-Laws of a Parish, a Call shall be for an indefinite period of time but in no case for less than a period of two years.

Section 6. No Presbyter shall be settled as Rector or Pastor of a Parish of the Diocese of Mid-America unless he be duly installed according to the Order provided in the **Book of Common Prayer** by the Bishop, or a Presbyter appointed by the Bishop to act in his stead. This section shall not apply in the case of a Deacon called as a Minister-in-Charge or Vicar appointed to a Mission Parish or Extension Work.

Section 7. All parish clergy assisting the Rector in a parish, whether stipendiary or non- stipendiary, and regardless of the title by which they are known, shall serve with the approval of the Bishop Ordinary, under the authority and direction of the Rector and shall serve at the Rector's pleasure.

Section 8. In the event of the death, retirement, removal, or resignation of the Rector, all remaining clergy shall serve at the pleasure of the Bishop Ordinary or such other authority as he shall appoint until a Rector is called to the parish.

Section 9. Upon the calling of a new Rector to a vacant parish, all assistant clergy shall be deemed to have submitted their resignation to the Vestry prior to the installation of the new Rector who shall have the prerogative of retaining or not retaining said clergy upon taking office.

Section 10. In a Mission Parish, assisting clergy will be appointed by the Bishop Ordinary to serve under the authority of the Vicar, and shall serve at the Bishop's pleasure.

REPORT OF THE DEANS OF CRANMER THEOLOGICAL HOUSE

Cranmer Theological House (Cranmer House) is committed to training orthodox clergy, deaconesses, and laypeople in the service of Christ's Church. Cranmer House continues to grow in both its residential and distance studies programs. Currently, we have 47 students engaged in our eight programs of study with the following breakdown:

Master of Divinity (MDiv) – 17 students
Master of Arts in Religion (MAR) – 7
Master of Theology (ThM) – 4
Master of Theological Studies (MTS) – 3
Master of Arts in Religion: Deaconess Studies (MAR) – 2
Diaconal Certificate – 1
Deaconess Certificate – 3
Anglican Certificate – 10

We also have three other applications in process. One of the significant changes over this past year was the development and launching of a new website. One of the new features of this website is the ability to complete the application entirely online. This new web presence has resulted in an average of two to three inquiries per week. We are especially grateful to Mr. Will Sipling, who at the time, was a member of Church of the Holy Communion, for giving his time and talents to develop this website. He has since moved with his wife to Minnesota, but he continues to help us manage the site.

Cranmer House offers three different platforms through which students can pursue their theological education. First, weekend intensive courses are offered in a modular format once a month in Dallas at Church of the Holy Communion. Second, we also offer courses two nights per week in a virtual classroom online through a program called Zoom. Third, a number of our courses are available via distance learning through our External Studies Program. Dr. Crenshaw stays quite busy managing this from Memphis!

The Lord continues to bless the ministry of Cranmer House. This year we are graduating two students. Likewise, the student body continues to attract men and women not only from the Reformed Episcopal Church, but also other Anglican jurisdictions such as the APA, the ACC, and the ACNA. We also occasionally get students from the Lutheran, Methodist and Baptist traditions.

The faculty at Cranmer Theological House is dedicated to providing the highest level of education and training possible to the men and women whom God brings our way. Through the Cathedral model, the bishops, priests, deacons, and deaconesses who teach bring a depth of education, wisdom and experience that prepares students for ministry in the One, Holy, Catholic, and Apostolic Church.

The administrative staff of Cranmer Theological House includes the Most Rev. Dr. Ray Sutton, our President and Dean; the Rev. Dr. Curtis Crenshaw, Dean of External Studies; the Very Rev. Canon Charles Camlin and the Rev. Canon Wayland Coe, who serve as Assistant Academic Deans; the Very Rev. Canon Jason Grote is our Treasurer; and Dss. Nancy Jones serves as our Registrar. This year, we also added the Rev. Dr. Charles Erlandson as our Director of Communications. In addition to teaching courses, he is also fielding our many inquiries as well as occasionally travelling to promote the seminary at various ecclesiastical meetings. We are also in the process of bringing the Rev. Dr. Benjamin Bernier on as our Director of Hispanic Studies. Dr. Bernier will especially be working with our churches in Cuba, providing much needed training for clergy and laypeople there.

We exist for the good of the Church, to provide training for her leaders. We are dependent upon your prayers and your gifts. For the last couple of years, we have designated Trinity Sunday as Seminary Sunday throughout the Diocese of Mid-America. We will be doing the same again this year. You will be receiving a bulletin insert for that day and a request to collect a special offering on the seminary's behalf. We thank you in advance for helping us to promote this vital work.

Respectfully submitted,

The Very Rev. Canon Charles Camlin
The Rev. Canon Wayland Coe

REPORT OF THE TREASURER OF CRANMER THEOLOGICAL HOUSE

STATEMENT OF FINANCIAL POSITION

As of December 31, 2018

	Dec. 31, 2017	Change during 2018	Dec. 31, 2018
ASSETS			
Current Assets			
<i>Checking/Savings</i>	\$163,984.18	(\$86,385.64)	\$77,598.54
<i>Edward Jones Investment</i>	\$0.00	\$100,597.91	\$100,597.91
<i>Undeposited Funds</i>	(\$550.00)	\$650.00	\$100.00
<i>Tuitions Receivable</i>	\$2,172.00	\$1,063.00	\$3,235.00
Total Current Assets	\$165,606.18	\$15,925.27	\$181,531.45
Fixed Assets (<i>Equipment/Furniture/Library</i>)	\$4,808.94	(\$4,808.94)	\$0.00
TOTAL ASSETS	\$170,415.12	\$11,116.33	\$181,531.45
LIABILITIES & NET ASSETS			
Total Liabilities	\$0.00	\$0.00	\$0.00
Scholarships Payable	\$6,975.00	(\$500.00)	\$6,475.00
Unrestricted Net Assets (Previous Balance)	\$126,265.73	\$37,174.39	\$163,440.12
<i>Change in Unrestricted Net Assets from Activities (current year)</i>	\$37,174.39	(\$20,749.12)	\$16,425.27
<i>Change in Unrestricted Net Assets from Write off of Equipment</i>	\$0.00	(\$4,808.94)	(\$4,808.94)
Total Unrestricted Net Assets (Ending Balance)	\$163,440.12	\$11,616.33	\$175,056.45
TOTAL LIABILITIES & NET ASSETS	\$170,415.12	\$11,116.33	\$181,531.45

Highlights & Notes:

As per the motion of the Trustees, a new account with Edward Jones was opened and \$100,000 transferred from the operating account to be invested in CDs.

As of December 31, 2018 - the Seminary has approx. \$180,000 in cash on hand. There are no liabilities with the only restricted cash on hand being approximately \$6,500 in designated scholarships to be disbursed.

Fixed Assets - Write off of old furniture/equipment that no longer exists. These were from many years ago but were never removed as assets.

STATEMENT OF ACTIVITIES & 2019 BUDGET

	2018 Budget	2018 Actual	Variance	2019 Budget
Revenue				
Donations	\$30,000.00	\$35,147.69	\$5,147.69	\$30,000.00
Fees & Other	\$1,000.00	\$1,274.24	\$274.24	\$1,000.00
Investment Income	\$0.00	\$597.91	\$597.91	\$2,000.00
Designated Scholarship Funds Used	\$5,000.00	\$500.00	(\$4,500.00)	\$0.00
Total Scholarships Issued	(\$10,000.00)	(\$1,050.00)	\$8,950.00	\$0.00
Tuitions	\$75,000.00	\$67,650.00	(\$7,350.00)	\$70,000.00
Total Revenue	\$101,000.00	\$104,119.84	\$3,119.84	\$103,000.00
Expenses				
Administrative Expense	\$3,000.00	\$5,000.00	\$2,000.00	\$8,400.00
Advertising & Website	\$750.00	\$526.08	(\$223.92)	\$750.00
Bank/CC Fees & Accounting	\$3,500.00	\$3,576.52	\$76.52	\$3,600.00
Course Expenses (<i>non External Studies</i>)				
<i>Hospitality</i>	\$0.00	\$1,439.17	\$1,439.17	\$1,500.00
<i>Printing</i>	\$0.00	\$1,608.58	\$1,608.58	\$2,000.00
<i>Professor Honorariums</i>	\$28,000.00	\$27,220.00	(\$780.00)	\$30,000.00
<i>Professor Travel & Meals</i>	\$4,500.00	\$6,422.50	\$1,922.50	\$7,500.00
<i>Video Classroom</i>	\$1,000.00	\$588.44	(\$411.56)	\$1,000.00
Total Course Expenses	\$33,500.00	\$37,278.69	\$3,778.69	\$42,000.00
Dean (<i>Assistant - Dallas</i>)	\$8,000.00	\$8,000.00	\$0.00	\$8,000.00
Dean (<i>Assistant - Houston</i>)	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00
Educational Degrees	\$6,000.00	\$5,421.84	(\$578.16)	\$6,000.00
External Studies Program (<i>based on 25 classes</i>)				
<i>Computer & Office</i>	\$0.00	\$861.59	\$861.59	\$1,000.00
<i>Processing Fees</i>	\$2,000.00	\$2,937.50	\$937.50	\$3,437.50
<i>Professor Honorariums</i>	\$1,500.00	\$4,100.00	\$2,600.00	\$4,250.00
<i>Video Processing</i>	\$2,000.00	\$2,720.00	\$720.00	\$0.00
Total External Studies Program	\$5,500.00	\$10,619.09	\$5,119.09	\$8,687.50
Graduation Expenses	\$1,000.00	\$50.85	(\$949.15)	\$500.00
Hispanic Development	\$0.00	\$0.00	\$0.00	\$4,800.00
Meetings & Travel (<i>non-class related</i>)	\$2,000.00	\$797.67	(\$1,202.33)	\$2,500.00
Office Expenses	\$2,000.00	\$2,145.83	\$145.83	\$2,000.00
Student Software System	\$4,200.00	\$4,278.00	\$78.00	\$4,800.00
Total Expenses	\$79,450.00	\$87,694.57	\$8,244.57	\$97,237.50
Change in Net Assets	\$21,550.00	\$16,425.27	(\$5,124.73)	\$5,762.50

Donations: Approximately 34% of our operating income was derived from donations. In 2018, 22 individuals (or private businesses) donated \$19,435 and 10 parishes (or parish ministries) donated \$4,942.69. The Diocese donated \$10,770.

Administrative Expense: As of August, a new monthly honorarium was approved for additional administrative help and oversight. 2019 budget reflects this change.

Course Expenses: 2019 is budgeted based on 20 courses offered.

External Studies Program: Mis-budgeted in 2018 based on total courses expected and forgetting professor honorariums. 2019 now budgets for expected 25 courses.

Hispanic Development: A new honorarium is approved to develop our coursework into Spanish for use in the USA and in Cuba.

REPORT OF THE DIOCESAN CANON MISSIONER

Dear Brethren,

This past year saw us begin to implement REC100 in our diocese. This is an occasion for thanksgiving to God for his direction and blessing and to you for your faithful support and involvement.

First, thank you for your prayers for our bishops and other leaders and for those involved in planting new missions in our diocese. Thank you also for your faithful giving to our first annual REC100 offering. Members of the Diocese of Mid-America contributed over \$62,000. Some of these funds are already being used to support new mission works.

Also, thanks to all of you who have shared ideas and offered submissions to the REC100 newsletter. As we move forward, one of the great encouragements and helps will be for us to communicate with and learn from each other. As we know, mission is contextual – there is no ‘one-size-fits-all’ approach – but what is effective in one place might prove to be effective in another. Let’s be ready to talk about those things that work (and maybe those things that don’t).

We have several mission works in our diocese that are at various stages.

- Fr. Michael Vinson continues his work at St. Benedict’s Anglican Church in Rockwall, Texas. As of the submission of this report, St. Benedict’s is planning to begin Sunday morning services in February.
- Fr. Sigfrido Morales leads a Spanish language service at St. Matthias Anglican Church in Katy, Texas. That congregation is in the early stages of becoming a mission in the DMA.
- Fr. Shola Falodun continues his work on the campus of Southern University in Baton Rouge, Louisiana.
- The Rev. Andrew Voelkl is serving as a transitional deacon under Fr. Randy Toms and will soon begin a Sunday evening prayer service in Covington, Louisiana.
- Fr. Tony Melton will soon be going to serve a church plant in Atlanta, Georgia.
- There are also plans to begin a weekly service of Evening Prayer and Bible study in Grand Junction, Colorado.

Please remember these works in your prayers.

I encourage your participation in this year’s REC100 offering. The financial support made possible by those funds enables church planters to give more of their time and attention to the work of mission.

I also encourage you, if you have not already, to go through the *Veritas* program with the leadership of your parish. Please share feedback regarding the introduction and implementation of that outreach tool.

As mentioned earlier, please share anything helpful regarding front-porch ministries or any other mission efforts that you find effective. Fr. Jason Grote can include those in the REC100 Newsletter, and all of our dioceses can benefit.

Finally, integral to REC100 – and our calling in the Kingdom of God – is the cultivation of a missional attitude and culture in our parishes. As we all know, this doesn't happen overnight. We must constantly remind ourselves that God has us where we are that we might bear witness to him in that place at that time to those people. It has been said that some of the best books on mission never get written; those who would write those books on mission are simply doing it.

May God enable us to remember that, just as the Father sent him, so Christ has now sent us. May we be ready to do the works he has given us to do. And let us pray for each other as we seek to be faithful to our calling as the people of God in this place at this time.

Almighty Lord, Triune God of the harvest, we thank you for the Great Commission of your Only Begotten Son, Jesus Christ. By His command to spread the Good News, we are led at this time to a particular vision of planting 100 new missions and parishes in the Reformed Episcopal Church. We ask for your favor, grace, and the anointing of the Holy Spirit to fulfill the Gospel call that many might come to know Jesus Christ as their Lord and Savior. We humbly petition you for the workers of the harvest as well as the funding required to support them. Mindful that without your help we can do nothing, we pray for your hand of blessing to be upon us for your glory; in the Name of Jesus Christ, our Lord and Savior. Amen.

Respectfully Submitted,

The Rev. Rusty Ellisor
Canon Missioner
Diocese of Mid-America

REPORT OF THE COMMITTEE ON MINISTER'S SALARIES

Dear Brethren:

This report is limited to providing a yearly guideline concerning Minister's Salaries. For others matters pertaining to Parish Administration and salary guidelines, please consult the Diocesan Customary or contact the Diocesan office. A copy of the Customary may be obtained through the Diocesan Office or online at www.recdma.org.

While recognizing that individual parish capabilities and budgets differ, we still believe it is important to set minimum standards for which our congregations should strive concerning the salaries paid to ministers. This year, the suggested amounts remain unchanged from the 2018 report as the Compensation Handbook for Church Staff (Hammer) used to produce this report is received only every two years. However, the Part-Time table now reflects an average hourly rate that can be used in calculation with total work hours expected. This amount reflects a rounded hourly wage based on the same as a Full-time Assistant Priest working 40 hours.

These suggestions provide a rounded average based on number of members and total parish budget. **It is noted that these figures are the MINIMUM standards for the FIRST year of incumbency.** Additional consideration should be made for the cost of living for the region of your parish, the number of years of the pastor's experience, number of years of the pastor has served the parish, his degree level, and the job complexity (size of staff, oversight of preschool or day school, etc).

Rector (1st year of incumbency)

Members:	0 - 100 Members	101 - 300 Members	301 - 500 Members
Budget:	Under \$250,000	\$250,000 to \$500,000	\$500,000 to \$1,000,00
Salary AVERAGE	\$51,000	\$71,500	\$85,000

Full-Time Assistant Priest

Members:	0 - 100 Members	101 - 300 Members	301 - 500 Members
Budget:	Under \$250,000	\$250,000 to \$500,000	\$500,000 to \$1,000,00
Salary AVERAGE	\$43,000	\$53,000	\$61,500

Part Time Rector, Associate, Church Planter

Members:	0 - 100 Members	101 - 300 Members	301 - 500 Members
Budget:	Under \$250,000	\$250,000 to \$500,000	\$500,000 to \$1,000,00
Salary AVERAGE	\$20 / hr 20 hrs / wk = \$20,800	\$25 / hr 20 hrs / wk = \$26,000	\$29 / hr 20 hrs / wk = \$30,160

The cash compensation represented includes compensation of ONLY Stipend AND Housing Allowance (or the value of the rectory, rectory allowances and utilities paid if a rectory is provided by the parish). This figure does not include the 7.65% extra self-employment tax that most pastors must pay (if the church does not pay it directly on their behalf). Total FICA (Social Security/Medicare Tax) is 15.3% but, in a normal business, the employer must pay 7.65% while the employee pays the other 7.65%. If the parish does not pay this, then pastors are responsible to pay the full 15.3%. This should be remembered when calculating total salary. *Example:* A person earning \$50,000 in the business world will only pay \$3,825 in FICA tax for a net salary of \$46,175. Clergy will pay an additional \$3,825 in tax resulting in a net salary of \$42,350. The church should consider increasing their stipend to help cover this extra tax.

These figures **do not** include fringe benefits, such as health insurance, disability, and life insurance. Nor does it include the Disability policy and defined Pension Contribution mandated by the General Council (12% of salary & housing combined). In no circumstance should a pastor's cash compensation be reduced to cover the cost of the General Council mandated pension program as this violates the terms of the Pension Program.

We recommend that clergy be given a minimum of four weeks paid vacation (including 4 Sundays) and one week of study leave. It is also recommended that pastors be remembered at Christmas time. The Vestry of each parish should determine to present a Christmas gift to the pastor. A special appeal should be made to the parishioners and a special offering taken. This gift should be over and above any approved salary.

The parish vestry should provide **an annual review of the pastor's compensation PACKAGE**. At the very least, a cost of living adjustment (COLA) commensurate with the rate of inflation should be provided. The Current Annual Inflation Rate Average in 2018 was 1.9% with expected inflation of 1.9% in 2019 and 2.1% in 2020 (source: Consumer Price Index). That means a pastor earning \$30,000 in 2018 would need a Cost of Living increase equal to \$570 in their 2019 salary just to remain consistent with the previous year. If a COLA is not provided then the pastor is, in effect, receiving a reduction in salary. Each parish is also reminded that the total Housing Allowance for a pastor must be approved by the Vestry of the parish prior to the allowances being paid.

In such cases when the pastor's compensation is below the above minimum guidelines or an increase could not be given at the beginning of the year, it would be most appropriate for the parish vestry to review the financial position of the parish more frequently and determine if increases can be provided to the pastor throughout the year.

Parishes should also be mindful of other expenses associated with the ministry of the pastor. Regular reimbursements for hospital parking, personal vehicle mileage (the current 2018 IRS rate for employees is \$0.58/mile), meals with parishioners, and other expenses should be made with accompanying receipts. Please note that mileage cannot be reimbursed on a per mile basis if the actual gas charges are submitted for reimbursement.

In closing, please know that most pastors will not initiate a conversation or direct the Vestry to consider their own compensation. If anything, pastors will simply live with 'whatever the parish can do for them' despite the impact to their own personal and family financial well-being. It should be the regular and normal duty of the Senior Warden to direct the Vestry in these matters and to help care for the pastor and his family. To help with this, we ask that you please provide a copy of this report to your parish Vestry.

Respectfully Submitted,

The Very Rev. Canon Jason R. Grote

REPORT OF THE WOMEN OF THE CHURCH

The Committee on Women's Ministry for the REC took a change in approach in 2018 from a yearly project luncheon held in May to several different luncheons throughout our dioceses. With this change, the DMA Women of the Church luncheon was held in Dallas, TX during the 111th DMA Synod. The spiritual focus was Living in Grace at all ages of our life and our speaker was Susan Sutton. This change to multiple luncheons with a program was very successful allowing many other women in our diocese to participate. The women were also focused on Bible Studies, Evangelism, Outreach to our communities, Supporting the REC-100 Project to plant 100 new churches in the REC, and Prayer. Below are a few updates from individual parishes on the work of the women in their church.

St. Pauls Anglican Church, Houston, TX

Daughters of the Holy Cross

In 2018 we continued our individual and corporate prayer, and the decorating of tables in Jackson Hall. We began sending birthday greetings to members of St. Paul's. In February we assisted with serving and clean-up for the Pancake Supper. In March we participated in a St. Patrick's Day celebration at the church in the Houston Heights. In June we prepared and served a breakfast for the PMA hosted by Father Stults at St. Paul's. In November we provided a special cake honoring St. Paul's veterans. At various times we provided information concerning the Order.

St. Stephens Anglican Church

2018 Report of the Daughters of the Holy Cross

The Order of the Daughters of the Holy Cross exists to gather Anglican women and girls into a nurturing and empowering community called to be servants of Jesus as He unites and builds up His body, the Church. The St. Stephen's Chapter of the order currently has thirteen active members and three candidates. These candidates will be inducted into the order on Sunday, March 10. The Daughters meet monthly to encourage each other to keep their vows of prayer, study, service and evangelism. The Daughters have engaged in an in-depth study of the Book of the Acts of the Apostles this year. Service projects included the Joni and Friends Christmas Delivery of presents for individuals with disabilities and their families; toiletries and canned goods collections for Stewpot, a ministry to persons in need; the preparation of "happies" (small gifts) to be given to persons in rehabilitation centers; and, the provision of snacks for St. Stephen's Daily Vacation Bible School. We pray monthly for the people and mission of St. Stephen's. In addition to our long-standing "prayer shawl" ministry to those who are facing difficult challenges, this year each Daughter has undertaken to pray regularly for a group of members of our church. In September the President of the St. Stephen's chapter attended the Provincial Assembly of The Order of the Daughters of the Holy Cross at the Church of the Holy Communion in Dallas, Texas.

Trinity Anglican Church, Pagosa Springs, CO

REC Trinity Women

The 1st gathering with ladies of the church was held on 4-2-2018. REC Trinity Women, Woman in Attendance: Jill Philips, Mary Church, Norma Harman, Cynthia Peironnet, Anlaug Adams, Kathy Moncrief, Leslie Santee

Gennie Verbeck provided via email an outline from the Church of the Holy Communion. At next meeting Fr. Marvin is recommending that we elect a President, Vice President, Secretary/Treasurer. We are a small group, but will be responsible to give account to the Vestry. Also, when reading the By-laws, consider if we want to adopt these or adapt them to meet our needs. Please be in prayer about this, also Fr. Marvin is

asking about ideas for front porch ministries which could give us opportunities to share the Lord and grow our church.

Our meeting opened with a prayer from the BCP, page 49 read by Kathy. Jill spoke about importance of woman of the church in fellowship, and what that means. We could be working on church banners, doing a food sale at the church parking lot in the summer season, and allowing other interested parties to sell their goods and give a small profit to us for our ministry and outreach projects.

We discussed a speaker for our next meeting and decided that we would invite Justice Ministries to give us ideas of what the needs are in the community for us to consider where we could serve or give, through Trinity Woman.

Kathy Moncrief will contact Neil from Justice Ministries and invite him to come for our Friday April 20th meeting @ 11:00 @ the Moncrief's. This is to be a time of fellowship, be encouraged to join us in our special time of woman's fellowship.

It was proposed to bring a gift (homemade or bought), or contribute a small donation to start our gift store which would help kick start our ministry. Those present are welcome to buy something at that meeting if they choose.

My apologies for not sending Leslie off with travel prayers. Please continue to pray for Leslie's journey and mission and ministry.

O Almighty God, who hast raised up the mountains and laid low the valleys, who hast marked the great highways of the earth, and dost direct the courses of the winds and clouds; With thy protecting care overshadow, guide, and guard, we beseech thee, those who travel by land or by air; and especially thy servant, Leslie for whom our prayers are desired. Protect her from sickness, from violence, from accident, and from all other perils to which she may be exposed. Conduct her safely to the haven where she would be, with a grateful sense of thy mercies; through Jesus Christ our Lord. *Amen*

Also keep Jeanette in your prayers for healing.....from her migraines and for rest.

On a personal note, I am so blessed to be a part of this wonderful church. The Lord has truly blessed us and answered our prayers for a pastor to serve as our Shepherd. It's also so nice to see smiles and enthusiasm in our fellowship and many great ideas. Look forward to our time together soon with anticipation of what the Lord has for us.

I love you all! Be blessed, sisters in Christ. Kathy

The 2nd gathering- Friday December 7th, 2018, REC LADIES LUNCHEON AT MEES RESTAURANT -Ladies in attendance: Jill Phillips, Anlaug Adams, Penny Hart, Penny Constantine, Norma Harman, Kathy Moncrief, Marlene Jorgensen, Leslie Santee

We enjoyed our fellowship and food was wonderful. We did not have a topic, but the discussion of grief came up... it's wonderful how we can all learn from each other.. some have been through so much...We all recognize the importance of meeting and praying and supporting each other. Love and fellowship go a long way.

The 3rd., gathering -REC. TRINITY ANGLICAN WOMAN, Attendance: Kathy Moncrief, Leslie Santee, Jill Phillips, Julie Johnson, Emily Barber and baby Abigail, Norma Harman, Jeanette Hill and her sister Annette
FEBRUARY 1st, 2019-We met at our house, the Moncrief's with homemade soup, bread and desert. Leslie Santee discussed her missionary life briefly as she is a videographer. She has travelled to many places

throughout the years. It was wonderful again to spend quality time with these special ladies. There is much diversity.

At this point we are prayerful to consider our next speaker in the community to see where our church ladies can help... we have much to consider with those of us who work...and those that travel. It is interesting to see and hear the needs of Pagosa Springs and hope we can gather as a group to help. We're looking at helping young mothers and supporting them and or helping with Foster care families. Praying for the Lord to continue blessing us with His wisdom and love and courage as we reach out to community. Sorry we have not elected anyone for positions....it's so for me, Kathy planning and reporting on a volunteer basis. As we grow maybe this would happen.

Church of the Holy Communion, Dallas, TX

The Mission of HCW (Holy Communion Women) is to be an extension of Christ's Kingdom by uniting the women of the Church in a program of worship, study and fellowship in order to deepen and strengthen their spiritual lives and lead them into service for the Reformed Episcopal Church and Church of the Holy Communion (CHC) – in the parish, the community, the nation and the world. HCW membership is comprised of all women of the parish and is active in planning programs, projects, and sub-groups to address various needs of the parish as well as the community.

Funding for HCW comes from the following: The Silver Chalice Gift Shop- specializing in gifts for the Sacraments, books, Christian home décor and jewelry, and miscellaneous gift items. Open Sundays and periodically throughout the year for special sales events. Fundraisers including the annual Bake Sale and Individual Donations.

2018 Highlights:

- *January* – Valentine's Day Craft Project. Cards are made and hung on resident's doors at the Collinwood Nursing Home. Women and Children are involved in this craft and delivery to the nursing home.
- *March* – Our first annual Spring Renewal Retreat with Julie Cosgrove speaking on the Present of God's Presence. This retreat was open for other churches in our diocese and we had participants from St. Paul's Anglican Church in Baton Rouge, LA.
- *May* – The annual Bishop's Wife's Tea is the weekend of Mother's Day each year and consists of a beautiful tea and inspirational speaker. In 2018 our speaker focused on Grace and Redemption.
- *August* – Silver Chalice Open House (20 visitors in attendance)
- *September* – Taste of Fall Craft Day and Fundraiser, Daughters of the Holy Cross Assembly
- *November* – The annual Women's Retreat held in Granbury, TX at Camp Crucis was on, "Apologetics: Defenders of our Faith."
- *November* – Annual Bake Sale benefiting outreach

HCW supports the outreach at Collinwood Nursing Home. There are parties hosted throughout the year, the needy are brought personal supplies and emergency clothing for approximately 45 residents who do not have financial support. HCW also hosts craft sessions for residents wishing to participate.

Holy Communion Women donations in 2018 consisted of Collinwood/Cranmer Theological House: \$3,942.29, Prayer Shawl \$1,008.38, REC Women's Project \$1,000, REC Missions \$1,000, REC Women's Project \$1,000, Seven Loaves \$1,000, Patriot Paws \$250, and Other \$500.

The HCW outreach, programs, and fundraising events in 2018 would not have been possible without the encouragement, volunteer efforts, and donations of the clergy and parishioners here at CHC. We are

grateful and humbled by the support and look forward to working together in 2019 to further extend Christ's Kingdom!

My Prayer for 2019 is for all Women in the Diocese of Mid-America mentor and pray for each other & young women, study the Bible, and explore our role in supporting our parish. My goal for 2019 is to present the benefits of having a Women's Group in all DMA parishes.

Blessings of Christ,

Gennie Verbeck
Chair, Women of the Church
Diocese of Mid-America

REPORT OF THE STATE OF THE DIOCESE (STATISTICAL REPORT)

The following reflects the basic membership information of the Diocese of Mid-America. The full statistical report will be filed with the Secretary for inclusion in the Journal of this Synod.

			Membership		
	Parish	City, State	Baptized Membership	Communicant Membership	Average Sunday Attendance
1	All Saints	Shreveport, LA	DNR		
	Alpine Anglican Church of the Blessed				
2	Trinity	El Cajon, CA	24	21	16
3	Anglican Chapel of Resurrection	Baton Rouge, LA	<i>Extension Work</i>		
4	Chapel of the Cross	Dallas, TX	131	89	114
5	Christ Anglican Church	Hot Spring, AR	52	52	34
6	Christ's Chapel	Riverside, CA	25	16	25
7	Church of our Savior	Joplin, MO	DNR		
8	Covenant Church	Heber Springs, AR	24	22	25
9	Good Shepherd	Tyler, TX	142	103	108
10	Holy Communion	Dallas, TX	415	361	249
11	Holy Cross	Alpine, TX	34	34	29
12	Holy Trinity	Colwood, BC CANADA	38	29	25
13	Holy Trinity	Houston, TX	126	126	75
14	Holy Trinity	Webster Groves, MO	47	32	51
15	Living Word	Courtenay, BC CANADA	49	32	33
16	Mariners Church	Detroit, MI	82	82	82
17	Providence	Corpus Christi, TX	58	58	25
18	Resurrection	Crosby, TX	65	65	35
19	St. Andrew's	Chester, CA	36	28	33
20	St. Andrew's	Tinley Park, IL	120	89	52
21	St. Barnabas	Bellville, TX	22	19	17
22	St. Benedict's	Rockwall, TX	<i>Extension Work</i>		
23	St. Francis	Spring, TX	39	32	28
24	St. Matthias	Katy, TX	81	60	50
25	San Matías Latino	Katy, TX	<i>Extension Work</i>		
26	St. Michael's	Broken Arrow, OK	31	27	27
27	St. Paul's	Baton Rouge, LA	48	35	35
28	St. Paul's	Houston, TX	55	47	44
29	St. Stephen's	Cedar Grove, WI	DNR		
30	St. Stephen's	Flowood, MS	180	150	95
31	St. Stephen's	Montrose, CO	68	52	40
32	St. Thomas of Canterbury	Houston, TX	138	118	79
33	St. Timothy's	Jonesboro, AR	63	56	32
34	Trinity Anglican	Pagosa Springs, CO	29	28	18
Totals			2222	1863	1476

DNR= Did Not Report by the date this report was produced (February 12)

Other Ministries

Apple Valley Care Ministry	Apple Valley, CA
Ministry to the Elderly	Oklahoma City, OK
Messiah Mission (Nursing Home)	Washington

* Notable changes from 2018 to 2019

"Anglican Oratory of Lake Ray Hubbard" is now "St. Benedict's - Rockwall, TX"
 Providence Church - Weatherford, TX closed
 Christ the Redeemer (Extension Work) - no longer active

REPORT OF THE SPECIAL COMMITTEE ON DIOCESAN POLICIES

To the Clergy, Wardens, Vestry Members, Parish School Administrators, and People of the Diocese of Mid-America,

I commend to you this updated Ethics and Integrity Policy of the Diocese of Mid-America with an augmented section devoted especially to the Protection of Children and Youth.

This is a thoughtfully prepared comprehensive policy that sets forth “best practices” and other requirements and standards for the protection of children in the churches and ministries of our Diocese. It is the cumulative result of the wisdom of experts in this field, as well as legal counsel and youth and children’s ministry directors from several dioceses. Especially helpful has been the foundational work of the ACNA Diocese of Fort Worth and the ACNA-Diocese of the Mid-Atlantic.

The reasons for such a policy are, disturbingly, manifold. The rates of abuse of children and youth in our country are horrific, with over 90% of juvenile sex abuse victims knowing their abuser in some way. Since it is impossible to identify a potential abuser by sight, the Church must intentionally provide our children with boundaries that will protect and nurture them.

Please read this policy carefully. It is vitally important that congregations, parish schools, childcare ministries, missions, and mission fellowships follow its requirements and recommendations. To facilitate the implementation of these “best practices,” the Special Committee on Diocesan Policies reviewed *MinistrySafe*, the preferred provider of the Task Force on Risk Management of the Anglican Church in North America. *MinistrySafe* (<https://ministrysafe.com>) is a five-part system, whose program includes policies, procedures, and an online training program with record keeping. At the end of the blank policy templates for parish use is found an Appendix with handy resource information.

Because this is such an urgent matter the Bishops, Standing Committee, the Diocesan Chancellor, and the members of the Special Committee on Policies for the DMA are mandating 100% compliance from each parish and its ministries to this Policy by December 31, 2019.

Variances to specific provisions of the policy may be granted by the Bishop Ordinary or the Standing Committee with the advice and counsel of the Special Committee on Diocesan Policies and the Chancellor of the Diocese.

If you have questions, or wish to apply for a variance, please contact either me at (903) 592-5152 or the central office of the Diocese of Mid-America at (972) 248-6505.

Faithfully yours in Christ,



The Rt. Rev’d Walter R. Banek
Suffragan Bishop, Diocese of Mid-America
Chairman, Special Committee on Diocesan Policies

Committee Members

Mr. Jeffrey W. Hurt, Chancellor
The Venerable Dr. James T. Payne
The Very Rev. Jason R. Grote
Mr. Bud Longueville
Mr. Bruce Woodcock