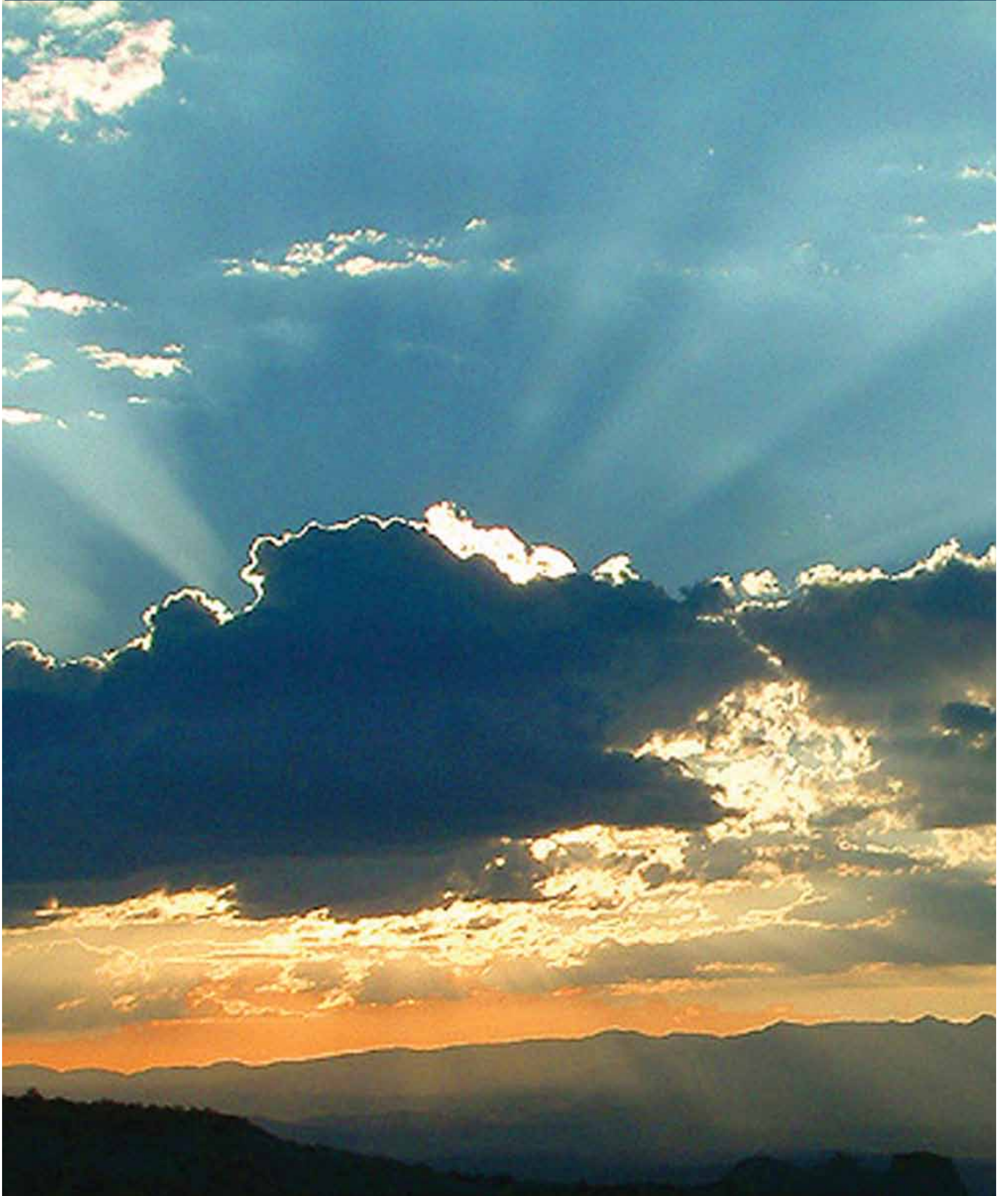




Together

IN THE
EPISCOPAL DIOCESE OF THE RIO GRANDE

SEPTEMBER / OCTOBER 2011



The Kingdom of God has come near to you

Photo by Brian Winter



WE SEEK TO BRING LIGHT INTO THE DARK PLACES

“God moves in all directions: God moves forward, no Doubt, but also sideways and even backwards. Perhaps God zigzags too ... God goes anywhere a Redeeming Presence is called for.”

- Choan-seng Song

Dear Friends in Christ Jesus,

While preparing for our Diocesan Convention in October, and spending some time reflecting on the great responsibilities we all have as baptized leaders in Christ's Church, I came across a powerful story recorded by a writer by the name of Warren Bennis. In his book published in 1989, *On Becoming a Leader*, Bennis writes about a startling interview with Nikita Khrushchev.

More than thirty years ago, when Khrushchev visited America, he gave a press conference at the Washington Press Club. The first question from the floor handled through an interpreter was:

“Today you talked about the hideous rule of your predecessor, Stalin. You were one of his closest aides and colleagues during those years. What were you doing all that time?”

Khrushchev's face turned bright red. “Who asked that?” he roared. As you might expect all five hundred faces turned downward towards the floor. “Who asked that?” he insisted. There was complete silence... nothing. “That's what I was doing,” he said.

This is a powerful story about leadership, which reveals a hard truth. Any Christian generation that fails to transmit the light of Christ's redeeming Gospel message from one age to the next does not pass on nothing, but rather transmits darkness. Khrushchev's moment of honesty and truth about his passivity and lack of leadership during the rule of Stalin is certainly a sad commentary on the awesome responsibility of a leader. Those who take on leadership roles in this world take on a serious moral mandate upon their

shoulders. An authentic leader from our Christian perspective is first and foremost a servant of the people and a lover of souls. Jesus Christ is both our model and example of Christian servanthood.

There are many stories from our Sunday Gospel lectionary that record Jesus' journey towards Jerusalem in the company of his disciples. On that road towards Jerusalem Jesus instructs his disciples about the very nature of their calling, the essence of spiritual leadership, as well as the importance of exercising God's unconditional love towards his people.

The disciples' authoritative leadership comes from the gift and power of the Holy Spirit. Followers of Jesus willingly take on the challenges, pain and difficulties of the cross in every age, and yet are called to remain faithful to the guidance of the Holy Spirit and God's Word “on the Way.” Christ's disciples are instructed to bear the burden of God's redeeming love following the very example of their teacher.

At every turn the Gospel stories tell us that Jesus had a difficult time getting this message across. The disciples are more concerned with their personal status and new powers to heal. They seem more concerned, especially in the Gospels of Sts. Mark and Matthew, about their position of authority within the larger community. They seem to have an “us versus them” mentality. The disciples, you may recall, even suggest that they should exclude those who are not like them nor have any official membership in their group with Jesus. The disciples, in short, are tempted by their need for self-service and ego gratification rather than acknowledging their role in God's need to serve and care for all others.

Jesus will have none of these distractions, according to Sts. Mark and Matthew, and through his miraculous healings of the most unlikely people, and in his teachings, which are addressed to even those outside their Judaic circle, his focus remains on

the purpose of his coming: God's unconditional love and redeeming presence open to all people without exception. This is a hard truth to embrace.

Choan-seng Song, a distinguished professor of theology and Asian culture at Pacific School of Religion, gives us a unique, thought-provoking perspective: “God moves in all directions ... God goes anywhere a redeeming presence is called for.” I believe that the Church in our challenging age is urged by Christ's Spirit to imitate the kind of leadership that transmits the light of God's embracing truth and love.

True Christian discipleship embraces the Cross of humanity's failings and sinfulness and believes that Christ's life, passion, death and Resurrection will ultimately transform the very soul of the entire world. God goes anywhere a redeeming presence is called for, and in Christ Jesus this means in every direction that people seek to be made whole, and to know that they are accepted, forgiven, dignified and loved.

In an age of insidious racism, wars and extremism, God will not have us be divided. This I believe is a hard truth for our time. Our spiritual leadership in this age is to bring light and not darkness into every sphere of human endeavors. Yet, if we choose to remain politely silent and intentionally passive and disengaged about matters concerning God's people and kingdom, we pass on only darkness to the next generation.

Ours is an age in which the Church's Christ-like witness is essential for the well being of this fractured world. Redeeming and unconditional love always conquers divisions and hatred: light always conquers darkness, and Christ will ultimately conquer the world ... simply because God moves in all directions.

Blessings upon our diocese,
Bishop Michael

ON THE MOUNT OF BEATITUDES

“The first part of the 2008 Holy Land tour that Fr. Scott Ruthven and I led was spent in the Galilee, where one morning our group traveled to the Mount of Beatitudes. There is a beautiful church at the top of the Mount overlooking a long green sweep that leads to the Sea of Galilee. Several of us had strolled around the windy portal of the church and, as we turned a corner, this group of nuns was gathered to read scripture and to pray. Framed by a friendly tree against the early morning background of the Sea, this was a perfect image. We will visit the Mount of Beatitudes again when we lead our 2011 tour to the land of Jesus, from November 18-29.”



Photo by the Rev. Deacon Beth Noland

JUST WHAT IS ANGLICANISM?

By The Rt. Rev. Pierre W. Whalon, D.D., Bishop in Charge of the Convocation of Episcopal Churches in Europe



Anglicanism is a different approach to being church. Rather than a doctrinal construct like the Westminster Confession or a theologico-political entity like the Church of Rome, Anglicanism is a method for being Christian.

Not *the* method — we know better. We have endured too much at the hands of those who claim to be the unique way to Christ. Anglicanism identifies the Bible as the supreme tradition on which Christianity lies, while pointing out that there is a lot more tradition to take account of, as well, in order to interpret the Scriptures.

The theologico-political entity it identifies as ‘the local church’ is the diocese, the basic unit of the church. Not much can supersede the authority of the synod of the

diocese — the clergy and laity of its parishes taking counsel with their bishop. One thing that does is the Book of Common Prayer, from which the basic identity of Anglican Christians derives.

Prayer Shapes Believing is the title of a popular book on liturgy, and also a shorthand description of how Anglicans (and Episcopalians, of course) determine doctrine. Understanding, mind you, that large chunks of the Scriptures are always prayed aloud and expounded in our services.

As a method, Anglicanism invites all people to encounter Jesus Christ in a community, the parish, that is shaped by the common life of its congregants and clergy, in communion with its bishop and diocese. That invitation is wide: “come and see.” And it is conscious of the command that we must love God with all our mind, among other things. Part of the method is therefore to treat people as adults who can and indeed must think for themselves. ...

The entire essay is available at <http://anglicansonline.org/resources/essays/whalon/WhatsAnglicanism.html>.

NEWS BRIEFS

QUAKE DAMAGES NATIONAL CATHEDRAL

[Episcopal News Service] An unusual magnitude-5.9 earthquake that struck in central Virginia during the early afternoon Aug. 23 significantly damaged the central tower of Washington National Cathedral about 84 miles to the northeast.

Cathedral spokesman Richard Weinberg told Episcopal News Service by phone later in the afternoon that the finials or capstones, which are shaped like fleurs-de-lis, fell off three of the four pinnacles (corner spires) of the "Gloria in Excelsis" central tower.

There are also cracks in some of the flying buttresses around the east end of the apse, and pinnacles fell from the west front and the apse, he said. The east end is the oldest part of the cathedral.

FIRST FEMALE HOUSE OF DEPUTIES PRESIDENT DIES

[Episcopal News Service] Pamela Chinnis, who was the first woman to lead the Episcopal Church's House of Deputies, died Aug. 24 at her home in Virginia Beach, Virginia. She was 86.

Chinnis served three terms as president of the House of Deputies from 1991 to 2000, the maximum allowed. She was first elected by acclamation in July 1991.

TRIENNIAL BUDGET PROCESS UNDERWAY

[Episcopal News Service] In preparation for the 77th General Convention of the Episcopal Church in July 2012, the year-long budget preparation process for funding the mission and ministry of the Episcopal Church has begun, according to a press release from the church's Office of Public Affairs.

The triennial or three-year budget, to be adopted by 77th meeting of General Convention in July 2012 for the years 2013-2015, will fund the governance, mission and ministry work of the Episcopal Church. The budget for the Episcopal Church serves as the blueprint for the mission and ministry that happen on a churchwide level between meetings of General Convention, the release said.

ZIMBABWE ANGLICAN CHURCH FIGHTS TO RECLAIM PROPERTIES

[Anglican Communion News Service] Beatings and evictions of Anglican priests in Zimbabwe have caused the church there to appeal a legal decision that has granted custody of its property to excommunicated bishop Nalbert Kunonga.

The church's decision to instruct its lawyer to file a constitutional appeal against the Aug. 4 ruling by Chief Justice Godfrey Chidyausiku comes after a string of successful and attempted evictions left one priest homeless and another hospitalized with a head wound.

A press release from the Diocese of Harare said its clergy and laity "have been receiving threats, constant harassment and lately severe beatings from Kunonga's hooligans, masquerading as clergy, accompanied by "hired thugs."

In the court challenge the diocese requests that the order granting Kunonga custodianship of church property be suspended until the appeal is heard and decided upon, and that all property taken by the renegade bishop and his supporters should be returned to the Church of the Province of Central Africa, which includes dioceses throughout Zimbabwe, Zambia, Botswana and Malawi.

NMOAAA

NMOAAA HONORS RIGHTS WORK ST. BEDE'S

St. Bede's Episcopal Church and one of its members have been honored by the New Mexico Office of African American Affairs.

Ms. Christine H. Johnson was one of seven Seniors honored by NMOAAA in ceremonies May 26th at St. Bede's. She was cited for her continuing efforts to serve those in need.

According to the citation, Ms. Johnson is the immediate past vice-president of the Board of Esperanza Shelter for Battered Families, a weekly volunteer at Piñon Elementary School, co-coordinator at St. Bede's for the annual Relay for Life for the American Cancer Society, a Lay founding member of the Sister Churches Ecumenical Committee, Treasurer of the Santa Fe Branch NAACP, and Board member of the Santa Fe Mountain Center for Troubled Youth.

St. Bede's was honored June 11th for achievement in human rights by (NMOAAA) at its eighth annual awards program in Albuquerque at the Embassy Suites Hotel.

St. Bede's Episcopal Church was one of the four recipients in the Human Rights Service category for its work to embrace all children of God. According to the citation: "St. Bede's carries its mission beyond its church walls to the community-at-large, and is always there and outspoken when Rights are infringed upon."



Dr. Harold Bailey, Director of the New Mexico Office of African American Affairs, congratulates Ms. Christine Johnson, who accepted the award on behalf of St. Bede's Episcopal Church of Santa Fe.

DIOCESAN OFFICE ON THE MOVE

Temporary Home Will Be St. Mark's



Right after Convention, Diocesan House will be relocating to temporary quarters at St. Mark's on the Mesa, Albuquerque.

It is expected that regular diocesan business will be suspended the last week of October as the staff will be busy with the move.

Regular operations will resume November 1 at St. Mark's on the Mesa.

All office hours and Diocesan meetings will be held at St. Mark's on the Mesa starting with November meetings and will continue there until the offices at The Bosque Center are completed, hopefully in early summer.

The process for the renovation of The Bosque Center is continuing. As part of the remodeling of the administrative building, a second giveaway was organized for September 3rd. Among the items up for grabs were older desks, filing cabinets, tables and chairs, couches, and other miscellaneous items.

A third giveaway of those items remaining will be conducted from 9:30 to 11:30 a.m. on Saturday September 17th at the south building of The Bosque Center.

A GRATEFUL BISHOP SAYS 'THANK YOU'

By the Rt. Rev. Dr. Michael Vono

I want to take this opportunity to express my sincere and deep appreciation for the outpouring of love and generosity to my appeal this Pentecost. As your Bishop, I cannot begin to measure the thankfulness I feel.

Since the appeal was launched, we have received 211 responses to the call to reach out to new ministries in Far West Texas and New Mexico. Thus far we have received \$26,173.

I was touched by the generosity of spirit wrapped in the envelopes that carried messages of encouragement to me at Diocesan House.

Your gifts ranged from \$3 to \$5,000, and each gift was a building block in the construction of our future missions.

Bless each and every one of you who gave, and all of you who held us in your prayers as we work to build the Kingdom.

In the months ahead I will continue to report the varied purposes and missions we are able to achieve by your generosity. God bless each and every one of you in this marvelous Diocese of the Rio Grande.



3RD ANNUAL SERVANT LEADER BREAKFAST

Called Back to the Well will host its 3rd Annual Servant Leader Breakfast November 2, 2011. This event honors young adults and adults in our community who give selflessly for others.

The breakfast will be from 7:30 to 9 a.m. at the Jewish Community Center located at 5520 Wyoming Blvd NE in Albuquerque.

You are invited to honor a servant leader. For more information about the breakfast or to get a recognition form, contact Wanda Tuck at Called Back to the Well: 505-332-8020 - email: cbtwinfo@samaritancc.com or visit our website:

www.samaritancc.com/affiliated/cbtw/leadershipbreakfast.html

ST. MARTIN'S OPENS COFFEE FOR A CAUSE

The Coffee Shop – "Coffee for a Cause" has opened in downtown Albuquerque at 700 Second Street, NW. The Coffee Shop serves premium coffee and espresso drinks, and 100 percent of the proceeds from each cup goes back to St. Martin's.

The Shop also serves as an employment training site for individuals attempting to leave the streets and escape poverty. Clients will gain valuable work experience, and the skills needed for them to transition back into the workforce.

FIRST ANNUAL COWBOY DINNER AND DANCE

Featuring Syd Masters and the Swing Riders

October 14 at Garcia Opera House

Dinner: 5-6:30 pm • Dance 7-9 pm

For more information and reservations: call Jon Morrison at 575-418-1655

A portion of the proceeds will go to the church's outreach projects in Socorro and Alamogordo

CHORAL FESTIVAL DEADLINE EXTENDED

The deadline for the Diocesan Choral Festival Registration has been EXTENDED to September 15. Anyone who has an interest in singing is encouraged to sign up.

Bishop Vono will be Celebrating the Sunday Eucharist at the Cathedral when the combined choirs will lead worship.

To register, call Cindy Davis
505-247-1581 or
e-mail cdavis@stjohnsabq.org. Cost is \$25/person.



"The world is a little bit different here in the land of enchantment," was the comment on this photo taken recently in Rio Rancho. (Photo by Ms. Kara Crotta)

WORKSHOPS: WHO IS MY NEIGHBOR? SEEKING THE WELFARE OF THE COMMUNITY

1. Immigration Reform: Do we need it?

Understanding the system and how it impacts our community

Fri, Oct. 14, 7p.m., in English and Spanish, Jennifer Landau, immigration attorney

How does one qualify? What does it cost? What if one is already here illegally?

What about the parents of children born in the US?

2. What are the social services available for immigrants?

Understanding government services – state and federal

Saturday, Oct. 22, 1-4 p.m., by the NM Institute on Law & Poverty

What benefits are available? Does everyone qualify?

3. What non-governmental services are in our community?

Saturday, Oct. 29, 1-4 p.m., What are other groups doing?; Enlace Comunitario, South Valley Development Center, Pathways Navigators, Casa de Salud, East Central Ministries, Casa San Miguel.

Presented by Casa San Miguel
St. Michael & All Angels Episcopal Church
601 Montano NW, Albuquerque, NM

Information sessions are free and open to the public. All are welcome to attend.

Contact Grace Collins 505-341-4354 for more information.

9/11/2001

EPISCOPAL CHURCH MARKS ANNIVERSARY; PRESIDENT TO SPEAK AT NATIONAL CATHEDRAL

By the Episcopal News Service

Episcopal Church and other religious leaders are planning interfaith events to mark the 10th anniversary of the Sept. 11, 2001 terrorist attacks when almost 3,000 people perished after hijacked planes slammed into the World Trade Center in New York City, the Pentagon in Washington, D.C., and a field in Shanksville, Pennsylvania.

The Executive Council, at its June meeting, invited all Episcopal communities "to open the doors of their institutions" during the Sept. 10-11 weekend to commemorate the anniversary "with acts of prayer and remembrance, service, creativity, interfaith cooperation, education, community building, and fellowship, offering our institutions as active, accessible sites of healing for our local communities."

President Barack Obama will speak at Washington National Cathedral Sept. 11 during "A Concert for Hope," the capstone event of a three-day commemoration of the 10th anniversary of Sept. 11, 2001, according to a press release.

Washington National Cathedral is joining the National September 11 Memorial & Museum, the Pentagon Memorial Fund, and the Flight 93 National Memorial to present "A Call to Compassion," a weekend of programming that will gather Americans to honor the memories of those who were lost, heal the wounds caused by terrorism and war, and gain new hope to move forward as a nation, the release said.

Presiding Bishop Katharine Jefferts Schori said the anniversary is "an opportunity for reflection," adding that the Episcopal Church "continues to work for healing and reconciliation."

Acknowledging that "many people died senselessly that day, and [that] many still grieve their loss," the presiding bishop said, "We believe there is hope."

Following the terrorist attacks, she said, church communities in many places "began to reach out to their neighbors of other faiths, offering reassurance in the face of mindless violence. That desire for greater understanding of other traditions has continued, and there are growing numbers of congregations engaged in interfaith dialogue, discovering that all the great religions of the world are fundamentally focused on peace."

A series of commemorative events will be held at Trinity and St. Paul's from Sept. 6 to 11 under the theme "Remember to Love."

During the six days, the public will be invited to tie white ribbons – symbols of remembrance – with the words "Remember to Love" on the fence around St. Paul's Chapel. Names and prayers may be written on the ribbons.



CAMP STONEY

KEEPING THE EARTH: A CAMP STONEY RETREAT!!

Camp Stoney and New Mexico Interfaith Power and Light are teaming up for a wonderful fall weekend called Keeping the Earth. The retreat will be at Camp Stoney, October 14-16, 2011. Camp Stoney's Summer Program Director Dennis Prichard will be one of the presenters, as well as Dr. Larry Rasmussen and Joan Brown, OSF. The weekend will include time for personal and public prayer, presentations on keeping the earth as God's steward's, and

climate change, as well as free time to enjoy the wonderful property of Camp Stoney, just outside of Santa Fe.

We invite people of all faiths to come and join us as we retreat into the beauty of Bishop Stoney Camp and Retreat Center. BRING A FRIEND!! And enjoy great food and hospitality including snacks, 4 meals, lodging in the retreat house or cabin plus program, liturgy and community.

Weekend costs are \$140 for lodging in the retreat house, \$115 for lodging in cabins. For more information you can contact Dennis Prichard at dkprichard@gmail.com or Fr. Brian Winter at fatherbrian@stchadsabq.org. You can also contact New Mexico Power and Light directly at info@nm-ipl.org or call 505-266-6966.

CAMP STONEY TO REMAIN OPEN DURING TRANSITION OF BOARDS



After further review, the Bishop and Diocesan staff have decided to keep Camp Stoney open this fall as the current board transitions out and as a new board is put into place. The camp staff, Beryl Zimmerman and Carlos Vigil, will be welcoming groups, and the diocesan staff will be helping with oversight as the current board is disbanded as of Sept. 1st.

The new board, which will oversee Camp

Stoney and the Bosque Center, is being formed and will be in place shortly after Convention in October.

We have many retreats already scheduled, but there is still plenty of room for you and your group. COME AND JOIN US THIS FALL AND WINTER! You can contact the camp office at (505) 983-5610 or online at www.campstoney.org. We are also on Facebook!

ANOTHER FANTASTIC SUMMER AT CAMP STONEY

By Camp Stoney Participants

We backpacked into rock-spined cathedrals, the meadows bathed with yellow flowers. We ran the Class 3 rapids of the mighty Rio Grande through the Wild and Scenic canyons. We felt the cold mornings as we awoke in high-mountain atmospheres, and drank the cool stream waters flowing off snowmelt. These are the real, tangible acts campers encountered at Camp Stoney this summer.

We shared our faith through devotions at night, and learned the power of a song. We listened to God's call to each of us, to be brothers and sisters in one church ... the church Christ envisioned for the apostles. We helped each other through some very tough moments in our lives. These intangibles helped create special values to live by: respect for each other, care for the Earth, love for all human beings, and a deeper understanding of how much God loves us.

This was a summer to remember at Camp Stoney. And we rekindled previous memories for many who felt the same elation they had felt years before, when they were campers, counselors or deans.

The Stoney Family stretches far back, and many of its alumni credit the camp for their "spark of faith" that keeps them alive in the church today. Many have gone on to very prestigious positions within our diocese.

Others have carried their faith into the everyday world witnessing to their co-workers about the deep devotion they found a long time ago in a little piece of heaven-on-earth called Camp Stoney.

Even the fantasy camps inspire kids to find Christ in the magical worlds that are presented in mainstream literature and cinema. These camps strive to create fun, exciting new ways to show campers that Christ is with us at all times.

Whether travelling through a magical wardrobe into Narnia, or to the stone walls of Hogwarts, campers are taught to be strong Christian youths via these endearing allegories of Christ's love.

The traditions live on. The memories are still being made, as are true Christians, every week we have camp. We've even had a wedding engagement happen at camp where the betrothed couple met for the first time and wanted to solidify the rest of their lives by "popping the question" at the most important place they know ... Amos' Cabin at Camp Stoney.

So the camp continues to change lives and bring us closer to our creator and our Savior. And we have a lot of fun doing it!



Fr. Brian Winter negotiates the Ropes Course (Photo by Dennis Pritchard)



Bishop Vono welcomes counselors to the outdoor Eucharist (Photo by Brian Winter)



Harry Potter Camp participants take their places for the group photograph at the Gathering Hall converted into the Dining Hall of Hogwarts. (Photo by Katie Telehany)

2011 CONVENTION NOMINATIONS**STANDING COMMITTEE (CANON 4) 6 MEMBERS ELECTED BY CONVENTION FOR 3 YEAR TERMS; 2 TERM LIMIT; 1 CLERGY AND 1 LAY PERSON ELECTED EACH YEAR;****Mr. Tom Graff**

*St. Paul's Episcopal Church,
Marfa, TX*

*Years in current
congregation: 11
Confirmed in 1984*

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position: For 26 years, I have served in lay ministry including vestry and Bishop's committee membership, stewardship chair, treasurer, secretary, Eucharistic minister, homilist, cantor, and reader. Since 2004, I have been an associate of the Order of Holy Cross and director of The Threshold-A-Place of Prayer, a Benedictine retreat house. Working in higher education IT management, I have served two state universities as CIO and as interim vice-president at a third university. I also work with the

county food pantry and have served as board chair and executive director. For 26 years, I have served in lay ministry including vestry and Bishop's committee membership, stewardship chair, treasurer, secretary, Eucharistic minister, homilist, cantor, and reader. Since 2004, I have been an associate of the Order of Holy Cross and director of The Threshold-A-Place of Prayer, a Benedictine retreat house. Working in higher education IT management, I have served two state universities as CIO and as interim vice-president at a third university. I also work with the county food pantry and have served as board chair and executive director.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

Christianity in America faces an identity crisis—rightly viewed by many as exclusionary and judgmental. Our churches and the Diocese have the opportunity to reclaim our call to hospitality

in its richest sense. May we embrace mercy over judgment; repudiate the us versus them mentality; and take the Gospel outside the walls of the church in service to the poor, in building up our communities and being just stewards of all creation. Pray God we live lives of compassion, peace, beauty, humility and grace. This, I believe, is our call as we walk in the way of Christ.

What sustains you in your spiritual life?

It has always been important to me to move towards living the way of Christ in thought, word and deed wherever I find myself—professionally and socially—in the church and out. Daily prayer, meditation, study and writing are all components of my rule of life. I am deeply influenced by Thomas Merton, Wendell Berry, Richard Rohr, Kathleen Norris and other contemporary, holistic, prophetic writers. I am sustained by the simple task of working well, observing the marvels of creation and by the love that is poured upon me by so many.

**The Rev. Thomas Arrowsmith-Lowe**

*St. John's Episcopal Church,
Alamogordo, NM*

*Years at present
congregation: 2.5
Ordained in 2007*

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position: After 20 years on active duty as a commissioned officer I returned to DRG in 1996. Since then I have served two terms on the Diocesan Council and three terms on the Standing Committee, including serving as president of the Standing Committee. Also, I was

co-chair of the Bishop's Search Committee. I have served as a priest in the Southeast, Northwest, and Southwest Deaneries, having been an associate priest, a vicar, priest-in-charge, and now a rector. Prior to ordination I worked in Africa, Europe, and Mexico, as well as on the Navajo Reservation in the field of public health.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

Our greatest challenges are also our greatest opportunities, which are living out our faith in the local context. To be effective in seeking and serving Christ in all people we must learn of the needs of those with whom we live and partner with those in need to improve the situation in such areas as

homelessness, immigration, healthcare, education, unemployment, and discrimination. In addressing, from a faith-based perspective, the social ills that exist in our diocese we will be spreading a message that we are acting out of love on behalf of Christ whose love goes to all people.

What sustains you in your spiritual life?

I am sustained by my interactions with God and his people. Those interactions take the form of prayer and of service, which is the most active form of prayer. I find that being with others either in serving them or as we work toward a shared objective of benefit to others is a wonderfully effective way to recharge my spiritual batteries. That effort is further enhanced in saying the Daily Office and through intercessory prayer.

**The Rev. Kenneth J.G. Semon**

*Episcopal Church of the
Holy Faith, Santa Fe, NM*

*Years at present
congregation: 4
Ordained in 1980*

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position: I have been a priest for 31 years and have served as curate in one parish, assisting priest in one parish, and rector of five diverse parishes ranging in size between 300-3000 communicants. I have served on Diocesan Councils, Standing Committees,

Commissions on Ministry, Spiritual Director on Cursillo in two dioceses, Liturgical Committees, Episcopal Charities, Finance Committee, and others. Presently the bishop has asked me to serve as a reader of Canonical Examinations. I am also a founding member and chair of the Interfaith Community Shelter in Santa Fe.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

The greatest opportunity and challenge facing the Episcopal Church and the Diocese of the Rio Grande is to maintain the unity and the diversity that has been the hallmark of the Episcopal Church and the Anglican Communion.

What sustains you in your spiritual life?

As a Benedictine Oblate, I am committed to stability of life, conversion, and obedience. I am sustained by the Daily Office, daily study, spiritual reading, and a balance of prayer, work, play, and study. I have been a member of the Professional Ski Instructors of America for fourteen years and serve as a part time instructor in the Ernie Blake Ski School in Taos.

2011 CONVENTION NOMINATIONS

DIOCESAN COUNCIL

(CANON 5) 4 MEMBERS ELECTED BY CONVENTION FOR 2 YEAR TERMS; 2 TERM LIMIT; 1 CLERGY; 1 LAY PERSON ELECTED EACH YEAR.



The Hon. A. Joseph Alarid

St. Michael and All Angels, Albuquerque, NM
 Years at present congregation: 8
 Received in 2005

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position: In December 2008 I retired after nearly 30 years as a trial and Appellate Judge in the State of New Mexico, during which time I tried hundreds of cases both Criminal and Civil and decided over 3,000 cases on appeal. I chaired or have been a member of the Supreme Court Committee on Judicial Conduct and even in retirement I frequently sit as a Justice Pro

Tem. When the Supreme Court considers judicial discipline matters. In my parish I currently serve as the Vestry Warden and as a Servant of Worship and have served as leader in the J2A program. At. Our convention in 2009 I was honored to be selected to be a Deputy from this Diocese to General Convention in 2012., and elected to the Ecclesiastical Court. In the wider Church I serve as a member of the Executive Council's Committee on HIV AIDS, and have been nominated to run for election to the Disciplinary Board for Bishops at the next General Convention.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

I believe that the Diocese of the Rio Grande stands in a unique position after years of division and conflict. I sense in the Diocese a renewed energy and Spirit of unity which is focused on the future.

As a diocese we stand poised to accomplish great things and bring even more of God's children to the Body of Christ and the banquet he has prepared for his people. These are our opportunities. Our challenges are to take full advantage of those opportunities and continue forward together. To continue to listen with respect to the views of all our sisters and brothers and to continue to reach out to all as we travel, together down the path Christ has shown to us. Another challenge is the need to cultivate patience so that as much as possible we can move forward together and allow all the room and respect to follow their path as they see it.

What sustains you in your spiritual life?

I am sustained in my spiritual life by prayer, scripture and, participation in the Eucharist, and by my firm belief that I am part of the incarnational Christ who, as James Griffiths points out came to "dwell among us" and who continues to identify with the human condition, its sufferings and joys.



The Rev. Judith Burgess

Episcopal Church of the Holy Mount, Ruidoso, NM
Episcopal Church in Lincoln County
 Years in present congregation: 1.5
 Ordained in 1984

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position: I previously served on Diocesan Council, so I have some knowledge of its function. I served for 15 years as Vicar of the Big Bend Episcopal

Mission. In 2010, I became Rector of the Episcopal Church in Lincoln County. Through these positions, I have become very familiar with the challenges and opportunities faced by small, rural parishes. By serving in these team ministries, I have gained a first hand knowledge of the difficulties of providing clergy for several congregations and of providing a balance among these congregations, so that all congregations are heard and represented in the team dynamic.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

I think that both the Episcopal Church and the Diocese must become adept in using social media and technology to promote the Gospel. We have to find a way to address a rapidly changing society,

while maintaining our Episcopal traditions. We must find a way to convey the relevance and potential for fulfillment contained in the Gospel to a population which is largely unchurched. The diocese is also faced with the challenge of fully involving congregations spread across a huge geographical area. We also face the challenge of providing clergy for small congregations.

What sustains you in your spiritual life?

My spiritual life is sustained by prayer, meditating on scripture and theological study. My spiritual life is also sustained by the love and care of my husband and my congregations. Liturgical worship is also extremely important to my spiritual life. I also maintain spiritual friendships with a very diverse clergy group.



The Rev. Robert L. Mundy

St. Matthew's Episcopal Church, Los Lunas, NM
 Years at present congregation: 4.75
 Ordained in 2005

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position: I am a "lifer" in the Diocese of the Rio Grande as I was born in Las Cruces, baptized at St. James, Mesilla PK, confirmed at St. Philip's in Belen, served as deanery alternate from St. Andrew's, Roswell, delegate & Bishop's Warden from St. Jerome's in Chama, Deacon with the Chili Line, and now I serve as Vicar at St. Matthew's in Los Lunas where we are building an entire new church plant. I have also served the on the NW Deanery Board. I have served as an elected member to the

Commission on Ministry and have also been an elected member to the Cathedral Chapter and I am currently 4th Alternate Clergy Delegate to General Convention.

In the world I serve as President of the Valencia Civitan Club, Chaplain for the Great Southwest District of Civitan International, a participating member of the Valley Ministerial Alliance, Board Member on Valencia County Resiliency Corp., and I also serve on the Valencia County Juvenile Justice Board. I have a wonderful time in prison ministry. I have been the president of two corporations: tree farming and pest control. I also worked for the New Mexico Department of Agriculture enforcing pesticide law for about 8 years after college.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

Opportunities for both our Diocese and the National Church include the ability to live a genuine life in Christ whereby we continue to share the Gospel

and participate in the transformation of the world around us through the power of God's Word and Holy Spirit. We have the time and opportunity to make and nurture relationships in Christ that lead to wholeness, holiness, and true life that is a part of our prayer that the Will of our Father be done here on Earth as it is in Heaven.

The greatest challenge I believe that faces us; is ourselves. We really have a tendency to get in our own way (as opposed to the Way which is Jesus Christ) and then become sidetracked or even derailed, on matters that divert our attention from our need and duty to present our Lord's Gospel in a manner that is seen, heard and perceived as both valid and authentic. Consequently, I do believe that people's lives, both spiritual and physical, are in the balance regarding these matters.

What sustains you in your spiritual life?

God's Word and Holy Spirit while abiding in the Grace of Jesus



Mrs. Jane Vickers

Church of the Holy Cross, Edgewood, NM
 Years at present congregation: 5
 Received in 1991

Describe experiences and positions you have, or currently hold, in the church and the world that

will have helped you prepare for serving in this position:

I have served on Diocese of the Rio Grande Council for two years. I have served on the vestry at Church of the Holy Cross and in my former parish in Florida. I am the treasurer at Holy Cross in addition to previously at an Episcopal school. I am currently employed as the accountant of a nonprofit food bank. All these positions have taught me to listen to others and to work together for the good of the organization.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

Our challenge is diversity both geographic (distances) and demographic (rural/urban/age/economic). Being a diocese on the move presents opportunities to nurture our traditions while reaching out to people and responding to issues and change.

What sustains you in your spiritual life?

Worship and prayer.

2011 CONVENTION NOMINATIONS COMMISSION ON MINISTRY

(CANON 16) 4 MEMBERS ELECTED BY CONVENTION FOR 4 YEAR TERMS; 2 TERM LIMIT; ODD YEARS ELECT 1 CLERGY; EVEN YEARS ELECT 1 LAY PERSON



The Rev. Brian C. Taylor

St. Michael and All Angels, Albuquerque, NM

Years at present congregation: 28

Ordained in 1981

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:

Over 30 years, I have walked with many through discernment towards ordained ministry. I am a graduate of the Shalem Institute for Spiritual Direction, and have published 4 books on spirituality.

I formed a parish Discernment Guild with 15 lay members and trained them for a year. Since

then, 10 parishioners have gone through small discernment groups, looking at lay and ordained vocational questions.

I serve as a faculty member for CREDO, which offers week-long conferences for clergy renewal. In 2012 I will be leading a new team to design a conference for recently ordained clergy.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

Bishop Vono and others in this diocese are re-emphasizing the importance of our clergy and key lay leaders being well-educated and spiritually-grounded. I support this priority, and can help shape policies and resources that will meet this challenge.

Because of changing social trends regarding religion, we need to become more creative about mission. How can we offer the riches of our faith

in a way that will truly speak to seekers today? Those who are in discernment about significant lay or ordained ministry will need to grapple with this, and I would like to help them do so.

What sustains you in your spiritual life?

I have always prayed regularly, using various methods: lectio, petition, offices, contemplation, and the liturgies of the church. I read and write in spirituality, theology, and current issues that face the church. Poetry, philosophy, fiction, and the arts also feed my soul.

Relationships provide me spiritual sustenance, in conversations with parishioners, friends, colleagues at CREDO conferences, and most of all, my wife.

And I remain attuned to God partly through an embodied spirituality: eating healthy food, getting enough sleep, exercising regularly, playing music, and working on projects at home.



The Rev. Dr. Maurice W. Geldert

St. Paul's Episcopal Church, Artesia, NM

Years at present congregation: 2

Ordained in 2007

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:

Over many years I have served on numerous civic boards and organizations to be part of the society in which I live. As a practicing Optometric Physician, I have held leadership positions on local and state levels, and certainly understand the challenges involved in seeking to serve Christ in ordained ministry as a second, or bi-vocational calling.

As a youth, the Church, serving as an acolyte, Sunday school, and youth groups were foundational parts of my life. As a young adult, scarred by war, I turned my back on the Church. As a broken adult, a gracious God took me back and allowed me to return as His servant. I have been both a graduate of, and a mentor, in the E.F.M. program, and am a graduate of our School for Ministry.

All of us all called to a servant's role in the Body of Christ. I believe as members of the C.O.M., our role is to assist each individual in discerning their calling, and to assist those called to Holy Orders in their mission.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

We are challenged to carry out the Great Commission in an age of spiritual, social,

economic and political unrest and confusion. Members of the Body of Christ are being called to examine their conscience and open hearts to hear the voice of the Holy Spirit in seeking to understand God's call to all people coming to His Son's table. We are called by Christ to tend His sheep while possibly faced with economic difficulties in our own lives, and we are called to be part of a worship community often at odds with itself. Within these challenges lies our hope, if we can be faithful to the trust given us in our baptism in bringing God's hese and shalom to the world through our Savior Jesus Christ.

What sustains you in your spiritual life?

Prayer. worship. Study, and the knowledge that by God's grace, I am saved through faith in His son, Jesus Christ.

**THE DEADLINE FOR NOMINATIONS PASSED IN AUGUST.
TO SUBMIT NOMINATIONS PLEASE ADHERE TO THE FOLLOWING PROCEDURES.**

FLOOR NOMINATION PROCEDURES

1. A biographical information (nomination) form is required from each person nominated from the floor.
2. Three hundred (300) copies of the biographical form must be delivered to Diocesan House by October 3, 2011 for inclusion in delegate packets.
3. At the time of the report of the Nominating Committee, the floor will be opened for other nominations.
4. Clergy: Please copy the biographical form for your parishioners who wish to nominate from the floor (form is also on the Diocesan website at www.dioceserg.org.)
5. All required signatures of clergy, senior warden or bishop's warden must be included on the form; all clergy candidates must have the endorsement of their area dean.
6. No candidate may stand for election to more than one of the following positions:
 - Standing Committee
 - Diocesan Council
 - Commission on Ministry
7. No supporting speeches for candidates will be permitted, either for those nominated from the floor or those nominated prior to convention.

2011 CONVENTION NOMINATIONS

DISCIPLINARY BOARD (FORMERLY ECCLESIASTICAL DISCIPLINE)

(CANON 17) 9 MEMBERS ELECTED BY CONVENTION PER CANON 17.2(B) REQUIREMENTS: (EFFECTIVE JULY 1, 2011)



The Hon. A. Joseph Alarid

St. Michael and All Angels, Albuquerque, NM
Years at present congregation: 8
Received in 2005

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:

In December 2008 I retired after nearly 30 years as a trial and Appellate Judge in the State of New Mexico, during which time I tried hundreds of cases both Criminal and Civil and decided over 3,000 cases on appeal. I chaired or have been a member of the Supreme Court Committee on Judicial Conduct and even in retirement I

frequently sit as a Justice Pro Tem. When the Supreme Court considers judicial discipline matters. In my parish I currently serve as the Vestry Warden and as a Servant of Worship and have served as leader in the J2A program. At Our convention in 2009 I was honored to be selected to be a Deputy from this Diocese to General Convention in 2012., and elected to the Ecclesiastical Court. In the wider Church I serve as a member of the Executive Council's Committee on HIV AIDS, and have been nominated to run for election to the Disciplinary Board for Bishops at the next General Convention.

What , in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

I believe that the Diocese of the Rio Grande stands in a unique position after years of division and conflict. I sense in the Diocese a renewed energy and Spirit of unity which is focused on

the future. As a diocese we stand poised to accomplish great things and bring even more of God's children to the Body of Christ and the banquet he has prepared for his people. These are our opportunities. Our challenges are to take full advantage of those opportunities and continue forward together. To continue to listen with respect to the views of all our sisters and brothers and to continue to reach out to all as we travel, together down the path Christ has shown to us. Another challenge is the need to cultivate patience so that as much as possible we can move forward together and allow all the room and respect to follow their path as they see it.

What sustains you in your spiritual life?

I am sustained in my spiritual life by prayer, scripture and, participation in the Eucharist, and by my firm belief that I am part of the incarnational Christ who, as James Griffiths points out came to "dwell among us" and who continues to identify with the human condition, its sufferings and joys.



Mr. Aric G. Eisenheimer

St. James Episcopal Church, Las Cruces, NM
Years at present congregation: 4.5
Confirmed in 2010

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:

I have held several positions that will have helped to prepare me for serving in this position. While at St. James's parish, I served on the 2009 financial review committee where I worked closely with two other church members to review our parish's

financial transactions for the 2008 calendar year. In addition to this, I have sought to serve as an active member of the church by donating my time to several activities, from helping my wife prepare for the church coffee hour, to helping our junior warden in the renovation of the wood flooring in our church sanctuary.

Outside of the church, I have served in several capacities that will have helped to prepare me for this position. I am currently an attorney at the state public defender's office where I am called on to give advice to individuals facing a variety of legal situations. Prior to my current position, I worked as a law clerk for a federal magistrate judge in Las Cruces. In both jobs I have evaluated and resolved a variety of legal and ethical questions that have challenged and broadened my understanding of the world and given me a depth of experience that will be well-suited to service on the Disciplinary

Board.

What , in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

I believe the most significant challenge facing the Episcopal church at large and the Diocese of the Rio Grande in particular is the increasing difficulty of attracting young people, both young adults and those reaching middle age, into the church congregation.

What sustains you in your spiritual life?

My spiritual life is most supported and sustained through worship at St. James. I also believe that time spent in the outdoors, as well as time spent reading literature and with the arts, renews and sustains my spiritual life.



The Rev. Ruth Morgan

St. Francis Episcopal Church, Rio Rancho, NM
Years at present congregation: 5
Ordained in 2010

Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:

In my jobs in the world, being a leader of volunteers and as priest-in-charge at St. Francis, in Rio Rancho, I have had to talk with those whom I oversaw about how their attitude was affecting

others that we worked with. There were times these talks lead to the dismissal of a person. At other times it led to a change in behavior. It was helping people understand that they were not alone in what they were doing and others are always affected by what we do, whether it is good or bad.

What , in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

The greatest opportunities and challenges that face the Episcopal Church is bringing people back to Christ. We all are struggling with understanding what it means to be a Christian. We have a hard time attracting people to the church because we spend so much time bickering and doing the

things that we preach against. There are wonderful people in the Episcopal Church and here in the Diocese of the Rio Grande and we have a lot to offer. We have a chance to introduce people to Christ. We just need to learn to love each other and follow Christ's leading rather than our own desires.

What sustains you in your spiritual life?

My spiritual life is sustained by daily scripture reading and time to meditate on the word of God. I take time to share Christ with others and to listen to how Christ is working in other peoples lives. I spend time in fellowship with other Christians. I seek spiritual direction and accountability. I understand that I cannot be a lone Christian and need the help and support of other Christians.

2011 CONVENTION NOMINATIONS**DISCIPLINARY BOARD (FORMERLY ECCLESIASTICAL DISCIPLINE)****(CANON 17) 9 MEMBERS ELECTED BY CONVENTION PER CANON 17.2(B) REQUIREMENTS: (EFFECTIVE JULY 1, 2011)****The Rev. Robert L. Mundy***St. Matthew's Episcopal Church, Los Lunas, NM
Years at present congregation: 4.75
Ordained in 2005***Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:**

I am a "lifer" in the Diocese of the Rio Grande as I was born in Las Cruces, baptized at St. James, Mesilla PK, confirmed at St. Philip's in Belen, served as deanery alternate from St. Andrew's, Roswell, delegate & Bishop's Warden from St. Jerome's in Chama, Deacon with the Chili Line, and now I serve as Vicar at St. Matthew's in Los Lunas where we are building an entire new church plant. I have also served the on the NW Deanery

Board. I have served as an elected member to the Commission on Ministry and have also been an elected member to the Cathedral Chapter and I am currently 4th Alternate Clergy Delegate to General Convention.

In the world I serve as President of the Valencia Civitan Club, Chaplain for the Great Southwest District of Civitan International, a participating member of the Valley Ministerial Alliance, Board Member on Valencia County Resiliency Corp., and I also serve on the Valencia County Juvenile Justice Board. I have a wonderful time in prison ministry. I have been the president of two corporations: tree farming and pest control. I also worked for the New Mexico Department of Agriculture enforcing pesticide law for about 8 years after college.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

Opportunities for both our Diocese and the National Church include the ability to live a genuine

life in Christ whereby we continue to share the Gospel and participate in the transformation of the world around us through the power of God's Word and Holy Spirit. We have the time and opportunity to make and nurture relationships in Christ that lead to wholeness, holiness, and true life that is a part of our prayer that the Will of our Father be done here on Earth as it is in Heaven.

The greatest challenge I believe that faces us; is ourselves. We really have a tendency to get in our own way (as opposed to the Way which is Jesus Christ) and then become sidetracked or even derailed, on matters that divert our attention from our need and duty to present our Lord's Gospel in a manner that is seen, heard and perceived as both valid and authentic. Consequently, I do believe that people's lives, both spiritual and physical, are in the balance regarding these matters.

What sustains you in your spiritual life?

God's Word and Holy Spirit while abiding in the Grace of Jesus

**The Rev. Canon Raymond Raney***Church of the Holy Cross, Edgewood, NM
Years at present congregation: 5.5
Ordained in 2006***Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:**

My seminary education included six hours of study on the polity of the Episcopal Church and the Anglican Communion. I have studied our National

and Diocesan Canons. I have been a rector for nearly five years, and a lay leader in this Diocesan for twenty years before my ordination, and have worked with other members of the clergy and the laity with issues that have perplexed our respective parishes and the Diocese. My work has been in the service of reconciliation and understanding.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

The greatest opportunity and challenge facing the Diocese is to continue in the movement of the Holy Spirit to reconcile and heal from the past twenty-five years of pain under the dynamic leadership of our Bishop. The direction he has demonstrated in

settling the lawsuit over St. Francis on the Hill is an inspiration. Our challenge is to continue to move with the Holy Spirit, and not return to the insular character of our history. We must grapple with the cultural changes in our country and the impact of those changes on our Church and the Communion.

What sustains you in your spiritual life?

I am sustained by the love of my wife, and my constant awe at the wonder of God's creation. I am sustained by constant prayer, and the care given me by the members of my Parish. I am sustained by the forgiveness of our Savior, and the prodding of the Holy Spirit. I am sustained by the forbearance of those with whom I work and minister.

**Mr. John H. Sloane***Hope in the Desert Episcopal Church, Albuquerque, NM
Years in present congregation: 3
Confirmed in 1945***Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:**

Currently acting as Bishop's Warden at Hope+in+the+Desert. Past experience as Vestry member at St. Luke's (Vancouver, WA – Diocese

of Olympia), St. David's (Bettendorf, IA) AND St. David's (Bethel Park, PA). Chapter member at Trinity Cathedral (Pittsburgh, PA). Lifelong Episcopalian. Lay reader and Eucharistic minister for many years. Retired executive of major international corporation with worldwide responsibilities (including Director of a Japanese partnership). Experience with executive management in engineering, construction, finance and personnel.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the Diocese of the Rio Grande at this time?

I believe the Episcopal Church needs to find a way to address the issues of an aging membership and

appeal to a younger multi-cultural population. The Diocese of the Rio Grand needs to adjust to new leadership as we move forward. We need to identify opportunities (such as healing ministry) and communicate those opportunities throughout our Diocese.

What sustains you in your spiritual life?

Primarily, I gain spiritual strength through prayer, studying the scriptures, and confidence/trust that our Heavenly Father is in charge. My spiritual life has been greatly enhanced by utilizing my skills and talents in service of my Church, and by my ongoing relationships with the clergy at my Church and all the members of my Church with whom I have formed relationships.

**Mr. Terrence L. Steigely***St. James Episcopal Church, Las Cruces, NM
Years at present congregation: 13
Confirmed in 1983***Describe experiences and positions you have, or currently hold, in the church and the world that will have helped you prepare for serving in this position:**

I was appointed to a three year term on the vestry in 2000. I was elected again this year to serve on the vestry. I have served in several different capacities while being a member of St. James,

I believe being on the vestry has given me the greatest insight as to the workings and challenges faced by St. James and members of the clergy. In 2000 our church had different priests and deacons. Given the opportunity to be a part of the decision making process then and now on critical issues has given me invaluable experience. Being CEO of my own company has given me the opportunity to work with a wide variety of personalities of different ages and varied backgrounds. It has meant that sometimes I have had to make tough decisions. Even in my worldly position I have turned to prayer and the Lords guidance.

What, in your opinion, are the greatest opportunities and challenges facing the Episcopal Church and the**Diocese of the Rio Grande at this time?**

I think one of the greatest challenges for the Episcopal Church is also one of our greatest opportunities, which is retaining and attracting the membership of our young people. Our youth today face many new spiritual challenges that didn't exist 10 to 20 years ago.

What sustains you in your spiritual life?

Each week I look forward to Bible study and the Sunday sermon. I am sustained by prayer, the Holy Eucharist, and the word of God. In addition I am fortunate enough to be married to a wonderful woman who is strong in the Lord. I feel that couples that pray together help keep each other strong in their faith.

RESOLUTIONS

RESOLUTION #1: CONCERNING THE MINISTRY OF ALL BAPTIZED PERSONS

Be it Resolved: that in support of the new ministry and mission of the Diocese of the Rio Grande Commission on Ministry of the Baptized, this 2011 Convention of the Diocese of the Rio Grande reaffirms Title III, Canon 1 of the 2009 Constitution and Canons for the Government of the Episcopal Church in the United States of America, which reads:

CANON 1: Of the Ministry of All Baptized Persons

Sec. 1. Each Diocese shall make provision for the affirmation and development of the ministry of all baptized persons, including:

(a) Assistance in understanding that all baptized persons are called to minister in Christ's name, to identify their gifts with the help of the Church and to serve Christ's mission at all times and in all places.

(b) Assistance in understanding that all baptized persons are called to sustain their ministries through commitment to life-long Christian formation.

Sec. 2. No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.

Sec. 3. The provisions of these Canons for the admission of Candidates for the Ordination to the three Orders: Bishops, Priests and Deacons shall be equally applicable to men and women.

|--Submitted by the Diocesan Council

IN SUPPORT OF RESOLUTION #1

... Among the Reasons Why:

- Commitment to the doctrine, discipline and worship of the National Church.
- Important to reaffirm our commitment that the Church in Rio Grande is part of the Episcopal polity.
- After years of separation with the National Church, there is a joint effort to seek mutual reconciliation.
- It is important to support the Commission on the Ministry of the Baptized Persons.
- This includes the integration of both the laity and ordained into the daily life of the Church.
- This covers the breadth of the congregants in our diocese.
- This reaffirms the Ministry of all Baptized persons.
- Reaffirms the Church will not tolerate nor allow discrimination against anyone in ANY ministry.
- This is not specific to one order, process, or ordination.
- One way we can demonstrate that commitment is reaffirming issues that are important to many in our diocese.
- Our Christian commitment is that our Church, the Diocese of the Rio Grande is open to all who seek the real presence of Christ – at the altar and in the pews.

THE COM BECOMES THE COMB: *Ministering to All the Baptized*

By the Rev. Dr. Richard Valantasis, Canon Theologian for Formation and Education

The Commission on Ministry (COM) has become the Commission on Ministry of the Baptized (COMB) through a reorganization proposed by Bishop Vono. The COMB will extend the work of the COM to promote, train, guide, nurture, and support ministry both lay and ordained in the Diocese of the Rio Grande. Every baptized person has a ministry to which God directs them. The Baptismal Covenant is the basis for all our ministry in the Name of Jesus Christ, and for the salvation of the world.

Within that baptismal covenant, some are called to minister in the church as lay people, others as ordained deacons or priests, but all to minister to world in Jesus' Name. The reorganization of the COMB embraces all those ministries to support and nurture them in the Diocese of the Rio Grande. Bishop Vono says of the reorganization of the COMB: "I am thrilled at the reorganization. Such an expanded COMB in Europe energized lay leadership in the Church, and helped develop well-formed deacons and priests for the ordained ministry in the Church and in the world."

The COMB will be divided into committees that will specialize in the various licensed and ordained ministries. Since each of the categories of ministry differ from the others, and have specific needs and requirements for education, continuing education, and formation, each category of ministry will have its own specialized committee within the COMB to address their needs, and to assist in their continuing formation.

The full COMB will oversee and nurture those postulants and candidates moving toward ordination to the priesthood by earning the Master of Divinity

degree at an Episcopal seminary approved by the Bishop. The Master of Divinity degree is now required of all those who will be ordained a priest of the Episcopal Church and the Diocese of the Rio Grande.

Sub-committees of the COMB include: Committee on the Transitional Diaconate, Committee on the Vocational Diaconate, Committee on the Bi-vocational Priesthood, Committee on Licensed Lay Ministries (Pastoral Leader, Worship Leader, Preacher, Eucharistic Minister, Eucharistic Visitor, Evangelist, Catechist, as well as religious orders for men and women in the Episcopal/Anglican Church), and a Committee on Continuing Education of Ordained Clergy.

Members of these sub-committees of the COMB will be drawn from COMB members, as well as clergy and laity from across the diocese who have expertise or enthusiasm for the ministry of the sub-committee. The Rev'd Canon Daniel Gutierrez, Canon to the Ordinary, says of the reorganization: "This is great. We can really dig deep into the meaning of ministry of all sorts for our mission in the Church and to New Mexico and West Texas with close attention to the realities of ministry."

The emphasis of the reorganization is on creating excellence in the lay and ordained ministry of Jesus Christ, both within the Church and in the mission and ministry to the region. Excellence develops as lay and clergy alike embrace their baptismal commitments and work together to become the best ministers possible for our diocese and our region.

In conjunction with the reorganization of the COM into the COMB, the aspirancy process has also changed. After a six-month aspirancy program in a

parish or deanery, an aspirant will engage in a year of supervised ministry at a parish or ministry site not their own. The aspirants also will meet for a time of retreat, study, prayer, and conversation at three yearly Aspirancy Conferences.

The goal of the aspirancy year is to assist members of the church to find their place in the Church either as a lay minister or as an ordained person. The aspirancy program seeks to help people called to special ministries to discover their gifts and graces, to explore ministry in new environments, and to discern with others the ministry to which God is calling them. After the year of discernment, the aspirant will be engaged with the proper committee on the COMB to provide education and formation for their ministry. If the call is to ordained ministry, the aspirant will be directed to the Iona School for Ministry for vocational deacons, or to an Episcopal seminary approved by the Bishop for those pursuing priesthood.

The Rev'd Canon Kathleen McNallis says of the new aspirancy program: "The shift from the focus on ordination to a focus on where a person's gifts for ministry lay makes a great deal of sense. We're looking to help folks find their place in the Church and to discern in that whether the ministry is as a lay person or as an ordained minister."

The reorganization of the COM into the COMB was led by the Rev'd Dr. Richard Valantasis, Canon Theologian for Formation and Education of the Diocese of the Rio Grande. The reorganization has been approved by the former COM, the Diocesan Council, and the Standing Committee. The COMB has begun to implement its work at its summer meeting in August.

RATIONALE FOR CANONICAL CHANGES

By the Very Rev. F. Michael Perko, Ph.D., Canon for Canonical Affairs

- In an effort to attract new people into roles of diocesan leadership, the canons regarding all elective bodies (Diocesan Council, Standing Committee, Commission on Ministry) were changed so that the “stopping out time” after having served two consecutive terms is now one full term.
- The definition of an “Adult communicant in good standing,” no longer requires that one be Confirmed. This change was made to bring diocesan canons into conformity with national ones.
- The office of “Vice Dean” was given official canonical status, and appropriate changes were made in the canons involving Diocesan Council and deaneries, to reflect this.
- A policy adopted by the Standing Committee several years ago that the Standing Committee liaisons to Diocesan Council, the Commission on Ministry, and the Camp and Conference Center Board could not serve as the presiding officer of those bodies was given formal canonical status.
- All canons dealing with property were changed to reflect the reality of both the New Mexico and Texas corporations. Additionally, the national canon acknowledging that property is held in trust for the diocese and national Church was given formal status in diocesan canons.
- The canon on General Convention deputies was revised so that they now are to be elected two rather than three years prior to General Convention. It was felt that this lessening of the distance between election and actual service as a deputy was desirable.
- Canons governing membership on the Camp and Conference Board and the Commission on Ministry were changed to reflect current diocesan policy and changes in the national canons (e.g., the category of “local priests” had been eliminated).
- The canon on the Episcopal Theological Seminary of the Southwest was rewritten to reflect changes in ETSS by-laws since the last canonical revision.
- Various minor changes in language were made to clarify the intent of several canons, and to remove awkward language.

TEXT EXPLANATION:

As a result of the presentations to the deaneries and Standing Committee, by special request of the Bishop (DRG Canon 30, Section 3), the following Canons were revised to reflect consistency issues in the original proposed Canonical Changes presented at the Deanery Meetings and to the Standing Committee. Any further proposed revisions will need to come forward at Convention as proposed amendments and will be acted upon then.

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PROPOSED CANONICAL CHANGES

CANON 1 DEFINITIONS

As used in these Constitutions and Canons:

“The Bishop” refers to the regularly elected and consecrated Bishop who is in charge of the Diocese.

A “Canonically Resident” clergyperson in good standing is one who

- (a) has been ordained in and for this Diocese, or
- (b) has been ordained in another Diocese or Missionary District for this Diocese, or
- (c) has had Letters Dimissory accepted by the Ecclesiastical Authority of this Diocese, and who resides within the limits of this Diocese.

For the Purpose of (a) and (b) above, the time of canonical residence shall be calculated from the date of ordination as a Deacon. Canonical residence ends with the acceptance of Letter Dimissory by the Ecclesiastical Authority of another Diocese.

“The Church” refers to The Episcopal Church in the United States of America.

“Communicant **[in Good Standing]**” as defined in the General Canons is a member of this Church who has received Holy Communion in this Church at least three times during the preceding year and whose name has been entered in the Parish Register of a congregation of this Diocese. For purposes of statistical consistency throughout the Church, a communicant sixteen years of age and over is to be considered an adult communicant.

~~“Communicant in Good Standing,” as defined in the General Canons, is a communicant of this Church who for the previous year has been faithful in Corporate worship, unless for good cause prevented, and has been faithful in working, praying, and giving for the spread of the Kingdom of God.~~

“Congregation” refers to a parish, an aided parish or a mission in union with the Diocese.

“Constitution” and “Canons” refer to the Constitution and Canons of the Diocese of the Rio Grande.

“Convention” refers to the annual meeting of the Diocese, as described in the General Canons and the Constitution of this Diocese.

“The Diocese” refers to the Diocese of the Rio Grande of The Episcopal Church.

“Ex-officio delegates” are members of Convention, with all rights of membership and shall be the Secretary, Treasurer, Historian, Canonist and Chancellors of the Diocese, lay members of the Standing Committee and Diocese Investment Board, ~~the lay members at large of Diocesan Council, the lay Deanery representatives to Diocesan Council and the Deans of each Deanery.~~ **[and the Deans and Vice-Deans of each Deanery]**

“General Constitution” and “General Canons” refer to the Constitution and Canons for the Government of The Episcopal Church, adopted in General Convention.

“Parish Register” refers to the records mandated to be maintained by the General Canons and these Canons

for each congregation.

“Parochial Report” is the annual report of each congregation mandated by General Canons and these Canons.

To be “Qualified to Served” means a person elected or appointed to any office, committee, commission, board or task force, shall be either canonically resident, if clergy, or an adult Communicant in Good Standing in this Diocese, if laity, and in either case, actually residing in this Diocese at the time of election or appointment and throughout the term for which elected or appointed. If not so qualified to serve, a vacancy is created in the position held which shall be filled as directed by Canon.

A “Qualified Voter” of a congregation is an adult communicant in good standing whose name is enrolled on the Parish Register.

CANON 2 CONVENTION

SECTION 1. (a). At the time and place appointed for the Convention, the Bishop or other Presiding Officer shall call the Convention to order. If there be a quorum present, the Secretary shall so declare to the Presiding Officer. If there be no Bishop, Bishop Coadjutor, or Suffragan Bishop, the President of the Standing Committee or a member thereof shall act as the Presiding Officer until such time as the Convention elects a Presiding Officer from among the clergy present.

(b). All Canonically resident clergy shall be delegates to the Convention, as shall all clergy canonically resident in

PROPOSED CANONICAL CHANGES, *continued from Page 12*

other dioceses, but holding a formal appointment from the Bishop or Ecclesiastical Authority of this diocese. Clergy of other denominations in full communion with the Episcopal Church who hold a formal appointment from the Bishop or Ecclesiastical Authority of this diocese shall also be delegates. These provisions, however, shall not confer any right to clergy not canonically resident or clergy of other denominations to participate in the election of a Bishop. The lay delegates shall consist of (1) ex-officio delegates; (2) the wardens from each congregation; and (3) the elected delegates and alternates to Convention based upon the adult communicant members of each congregation in accordance with the following schedule:

Confirmed Adult Communicants [Over 16]	Delegates/ Alternates
0-24	1
25-250	2
251-550	3
551-850	4
851+	5

Any person serving as a delegate/alternate of a congregation must be an adult Communicant in Good Standing of the congregation for which the person serves as a lay delegate or alternate and qualified to serve.

(c). In the event that a delegate and all of the alternate delegates are unable to attend a meeting of the Convention, the Rector or Vicar of the congregation shall select persons to serve as delegates.

(d). It shall be the duty of the clergy or a warden of each congregation to forward to the Secretary a list of the wardens and delegates in the form prescribed by these Canons not later than thirty days prior to the Convention.

(e). Should the membership right of any person be questioned, the matter shall be referred to a Committee on Credentials, consisting of two clergy and three lay delegates to be named by the Presiding Officer.

SECTION 2. (a). The order of business of each Convention, except as otherwise provided by these Canons, shall be arranged by the Bishop or other Presiding Officer after consultation with the Secretary.

(b). For all matters not covered by the Constitution or Canons or by special rules of order adopted by the Convention, the current edition of Roberts Rules of Order, Newly Revised, shall govern Convention proceedings. All election shall be by ballot, unless the same is dispensed with by unanimous consent. No vote may be cast by proxy.

(c). The Bishop or other Presiding Officer shall appoint all interim Committees and Commissions, and such Convention Officers as may be required.

SECTION 3. (a). If a special meeting of the Convention is called, the Secretary shall give notice to all congregations and ex-officio delegates, designating the time, place, and purpose of the meeting. Such notices shall be given at least thirty days prior to the meeting.

(b). The delegates of the preceding Convention

shall be the delegates of any special meeting of the Convention, unless, in the interim, other delegates have been elected or selected.

SECTION 4. A vote by orders may be requested by five clerical delegates or may be requested by five lay delegates provided in either event the delegates represent five separate congregations. For a vote by orders, each delegate to the Convention shall have one vote. A concurrent majority in each order shall be necessary for an affirmative action or election.

SECTION 5. All proposed resolutions of the Convention, except those which may be introduced to the Convention by special request of the Bishop, shall be submitted to the Resolutions Commission not less than 60 days preceding the meeting of the Convention at which they are to be proposed, unless the Convention shall by 2/3 majority, without debate, vote to accept the introduction of a proposed resolution.

SECTION 6. All nominations for elections by the Convention, except those nominations which may be made from the floor of the Convention, shall be submitted to the Nominating Commission not less than 75 days preceding the meeting of the Convention at which they are to be made.

SECTION 7. All reports to be made to the Convention shall be submitted to the Bishop not less than 45 days preceding the meeting of the Convention at which they are to be made.

SECTION 8. All courtesy resolutions of the Convention, except those which may be introduced to the Convention by special request of the Bishop, shall be submitted to the Resolutions Commission by the end of the first day of the meeting of the Convention.

SECTION 9. All resolutions and nominations received prior to Convention shall be included in the advance reports to delegates to Convention at least 30 days prior to Convention.

**CANON 4
STANDING COMMITTEE**

SECTION 1. (a). The Standing Committee shall consist of three clerical members and three lay members elected by the Convention for a term of three years. The terms shall be staggered so that one clerical and one lay position expire each year. A member may be elected for two full consecutive terms, and becomes eligible for election again ~~one year~~ **[three years]** after the expiration of that member's second term. The Treasurer and Chancellors shall be members, ex-officio, without voting privileges.

(b). Clerical members must be canonically and actually resident in the Diocese at least one year prior to election and qualified to serve. Lay members must be ~~confirmed~~ adult communicants in good standing within the Diocese for at least one year prior to election and qualified to serve.

(c). Vacancies created by reason of the death, resignation, or removal from the Diocese of a member shall be filled by the remaining members by the election of a person qualified to serve until the next Convention.

(d). The lay members shall be ex-officio delegates of

the Convention.

SECTION 2. (a). The Standing Committee shall elect a President and a Secretary at its first meeting following the Convention to serve for one year, or until their successors are elected.

(b). A majority of the members of the Standing Committee shall constitute a quorum. A vote of a majority of the entire Committee is required to exercise the power of the Committee.

(c). Members of the Standing Committee shall be entitled to reimbursement for actual expenses incurred in attending meetings of the Committee.

(d). Whenever members of the Standing Committee are absent from two consecutive meetings, whether regular or special, without good cause being shown, they shall be presumed to have resigned their position and vacancy is created.

SECTION 3. The Standing Committee shall have all the powers and it shall perform all the duties set forth by the General Constitution and General Canons and by the Constitution and Canons, including but not limited to the following:

- (a) serving as council of advice to the Bishop;
- (b) exercising Ecclesiastical Authority in the vacancy or disability of the Bishop;
- (c) acting according to the Canons in the selection, examination and certification of persons seeking holy orders;
- ~~(d) advising and consenting to the purchase, construction, encumbrance and disposition of real property of the Diocese;~~
- (e) implementing actions assigned by the Convention of the Diocese in accordance with the General Constitution and General Canons and with the Constitution and Canons;
- (f) supervising secular legal functions of the Diocese;
- (g) advising on Diocesan personnel positions;
- (h) adopting rules and operating procedures for the conduct of its business.

SECTION 4. The Standing Committee shall make an annual report to the Convention.

SECTION 5. The Standing Committee and the Bishop shall be the ultimate board of arbitration in all matters relating to Diocesan personnel.

SECTION 6. The Standing Committee and Bishop shall conduct an annual review of compensation for all Diocesan personnel. The Standing Committee shall conduct an annual review of compensation for the Bishop. The recommendations resulting from such reviews of compensation shall be referred to the Diocesan Council.

SECTION 7. Any voting member of the Standing Committee shall not be eligible to serve on the Diocesan Council or the Commission on Ministry, with the exception of the Standing Committee representatives appointed by the Standing Committee to the Diocesan Council and the Commission on Ministry. **[Those appointed representatives shall not**

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be eligible for election or appointment as presiding officer of said bodies.]

**CANON 5
DIOCESAN COUNCIL**

SECTION 1. (a). The Diocesan Council shall consist of ~~one elected representative of each Deanery~~; members at large (two clergy and two lay persons elected by Convention), the Diocesan Treasurer, a member of the Standing Committee appointed annually by the Standing Committee, the Deans **[and Vice-Deans]** of each Deanery and the Bishop. The Canon to the Ordinary, or the Assistant to the Bishop, if there be one, **[as well as the cathedral dean,]** shall be a member with voice but no vote. The two-year terms of the members at large shall be staggered so that one clerical and one lay position expire each year. Members at large may be elected for two consecutive terms, and become eligible for election again ~~one year~~ **[two years]** after the expiration of their second term.

(b). The clerical members at large must be canonically resident in the Diocese and qualified to serve, and lay members must be confirmed adult communicants in good standing for at least one year prior to election and qualified to serve.

(c). Vacancies created by reason of the death, resignation or removal from the Diocese of any of the members at large shall be filled by appointment of the Standing Committee with recommendations from the Diocesan Council. Appointees shall serve until the next Convention at which the vacancy shall be filled by election. Vacancies of the elected representatives of the Deaneries shall be filled as provided in the bylaws of the Deanery.

(d) Whenever elected members of the Diocesan Council are absent from two consecutive meetings, whether regular or special, without good cause being shown, they shall be presumed to have resigned their position and ~~a vacancy is~~ **[vacancies are]** created.

SECTION 2. The lay members of the Diocesan Council shall be ex-officio delegates of Convention.

SECTION 3. (a). The Bishop or, if there be a vacancy in the office of the Bishop, the President of the Standing Committee, shall be President of the Diocesan Council. The Diocesan Council shall elect a Vice President and Secretary following the Convention for a one-year term, or until their successors are elected. The Vice President shall preside in the absence of the President.

(b). A majority of the voting members of the Diocesan Council shall constitute a quorum.

(c). Members of the Diocesan Council, and persons or groups appointed by the Diocesan Council to carry out its work, shall be entitled to reimbursement for actual expenses incurred in attending meetings.

SECTION 4. The Diocesan Council shall have all the powers and it shall perform all the duties set forth by the Canons of this Diocese, including but not limited to the following:

(a) implementing actions assigned by the Convention of the Diocese in accordance with the General

Constitution and General Canons and with the Constitution and Canons;

(b) reviewing diocesan programs and goals, and serving as diocesan program planning group;

(c) determining budget and fair share policy;

(d) adopting rules and operating procedures for the conduct of its business.

SECTION 5. The Diocesan Council shall make an annual report to the Convention.

SECTION 6. The Diocesan Council shall have charge of, and shall be the Convention of the Diocese ad interim for the planning, coordination, and development of the mission of the Diocese, with the exception that the Standing Committee shall fill vacancies on the Standing Committee, the Diocesan Council and the Commission on Ministry.

SECTION 7. (a). The Diocesan Council shall meet at least four times annually. The President of the Diocesan Council shall set the regular meeting dates and, if necessary, dates of special meetings.

(b). The Diocesan Council shall prepare and propose the annual budget to the Convention. ~~The August meeting~~ **[Prior to its July meeting, the Diocesan Council]** shall consider and recommend the proposed budget for the following year.

SECTION 8. The Diocesan Council shall formulate its own bylaws, including procedures for the appointment of such persons and groups as needed to carry out the work of the Diocesan Council.

SECTION 9. The bylaws of the Diocesan Council shall provide for the appointment of the Budget & Audit Committee. The Budget & Audit Committee shall have all the powers and it shall perform all the duties set forth by the General Canons and those directed by the Diocesan Council.

SECTION 10. There shall be an Executive Committee of the Diocesan Council, with duties delegated by the Diocesan Council, which shall consist of the President, the Diocesan Treasurer, the Canon to the Ordinary, or assistant to the Bishop, if there be one, with voice but no vote, and two persons elected by the Diocesan Council from its membership. One of the elected members shall be a representative of a Deanery and the other elected member shall be a member at large.

SECTION 11. Any voting member of the Diocesan Council shall not be eligible to serve on the Standing Committee or the Commission on Ministry, with the exception of the Standing Committee representatives appointed by the Standing Committee to the Diocesan Council and the Commission on Ministry. A dean of a Deanery may not also be a member at large.

**CANON 6
CHURCH PROPERTY**

SECTION 1. (a). Title to all real property within the State of New Mexico acquired by the Diocese, from or for the use of any parish, mission, or institution, shall be held for the use of the Church by the "Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation". The Bishop, Bishop Coadjutor,

Suffragan Bishop, Chancellors, the Treasurer of the Diocese and members of the Standing Committee shall constitute the membership of the Trustees of the Property of the Protestant Episcopal Church, in New Mexico. The Bishop shall be President and the President of the Standing Committee shall be Vice President of this Corporation.

(b). Title to all real property in the State of Texas acquired by the Diocese, from or for the use of any parish, mission, or institution, shall be held for the use of the Church in the name of the "Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation". The Bishop, Bishop Coadjutor, Suffragan Bishop, Chancellors, the Treasurer of the Diocese, and the members of the ~~Standing Committee~~ **[Trustees of the Property]** shall constitute the membership of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas. The Bishop shall be President and the President of the Standing Committee shall be Vice President of this Corporation.

SECTION 2. An incorporated parish may hold property in its name subject to the requirements of this canon. Upon the request of an incorporated parish, property held for the parish by the Diocese shall be conveyed to the parish. A parish may not encumber, sell, lease or alienate real property without the written consent of the Bishop and ~~Standing Committee~~ **[Trustees of the Property]**. All of the terms of any such proposed transaction shall be submitted to the Bishop and Standing Committee.

SECTION 3. Parishes seeking approval for the acquisition of encumbered real property, the encumbrance of real property or for any change in the terms of an existing encumbrance shall submit the following information to the ~~Standing Committee~~ **[Trustees of the Property]**:

(a) a description of the property to be encumbered, with a statement of existing encumbrances on such property, if any;

(b) the amount of the money to be borrowed or the terms of any proposed change, renewal or extension of an existing encumbrance;

(c) the terms of and the source of funds for repayment;

(d) a copy of its current budget;

(e) a statement of the use which will be made of the money; and

(f) the need for the proposed expenditure.

SECTION 4. Any new mission, parish or institution formed within the Diocese or joining the Diocese shall be subject to all of the requirements of this Canon and shall enter into such agreements and make such transfers and other conveyances as may be required by the Bishop and the Standing Committee to confirm that all real and personal property of the mission, parish or institution then owned or thereafter acquired shall be held, sold, transferred, alienated, conveyed, mortgaged or encumbered, in whole or in part, only in conformity with this Canon.

SECTION 5. (a). All trust and permanent funds, monies, securities, and all other tangible and intangible

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personal property, whether acquired by gift or bequest or raised by resolution of the Convention, and belonging to the Diocese or any unincorporated parish, mission, or institution shall be under the control of the Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation, **[or of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation,]** and shall be invested and administered by the Diocesan Investment Board or as directed by the Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation, **[or of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation,]** and subject to oversight of the Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation **[or of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation]**. The Treasurer of the Diocese shall give an accounting of such funds and other personal property annually to the Convention.

(b). Funds from the sale or property belonging to any mission being held by the Trustees of the Corporation and invested shall be held by the Trustees for the use of that mission for future building or the acquisition of property. Until such need for the use of the corpus being held, any income from the invested funds may be used by the mission for its operation or, if not needed, added to the corpus for future use.

[SECTION 6. In all property matters, the General Canons governing property held in trust for the Church and the Diocese shall be definitive.]

CANON 7

DIOCESAN INVESTMENT BOARD

SECTION 1. The Diocesan Investment Board shall invest and administer the monies and other properties of the Diocese as may be assigned to its keeping by the Diocesan Council or the Trustees of the Property. The investment and administration of monies and other properties by the Diocesan Investment Board shall be subject to oversight of the Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation **[or of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation]**.

SECTION 2. The Diocesan Investment Board shall consist of the Bishop, the Treasurer of the Diocese, and three to eight members appointed by the Trustees of the Property. The terms of the appointed members shall be three years. The members shall be confirmed adult communicants in good standing who are resident within the Diocese and who are qualified to serve. The members shall elect a Chair from among the membership at the first meeting of the Board following the Convention, with the Chair to serve until a new Chair is elected. Vacancies created by reason of death, resignation or removal from the Diocese shall be filled by appointment by the Trustees of the Property.

SECTION 3. The Diocesan Investment Board may appoint a Comptroller who shall keep the accounts of all monies and properties invested under the authority and control of the Diocesan Investment Board. The Diocesan Investment Board shall report to the Trustees

of the Property at least annually, and shall also provide reports to the Diocesan Council and the Convention.

SECTION 4. The corpus of all monies and properties under the authority and control of the Diocesan Investment Board, including all interest and other income derived there from, may be invested, reinvested or remitted to the Diocese of the Rio Grande in accordance with the designated purposes for which the funds were established. The Diocesan Investment Board may employ such counselors and advisors as it deems necessary in fulfilling its investment responsibilities.

SECTION 5. (a). The monies and other properties raised and acquired under the authority of Resolution Number 8 of the Fifth Annual Convention of the Diocese, together with any additions and accretions thereto, shall be a separate permanent fund known as the Episcopal Advancement Fund (hereafter referred to in this Section as the Fund).

(b). The principal of the Fund shall be invested and reinvested under the direction of the Diocesan Investment Board. The Board may make loans and from time to time, the Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation, **[or of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation,]** may direct the Board to make loans from the Fund for capital projects at reasonable rates of interest to qualified congregations of the Diocese in accordance with such regulations and procedures as the Board may adopt. The interest and other income of the Fund shall be accumulated, invested and reinvested, and subject to oversight of the Trustees of the Property of the Protestant Episcopal Church in New Mexico, a Corporation, **[or of the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, a Corporation,]** appropriated from time to time for reserves and to the expenses of management, to the making of grants for urgent capital, missionary, and advancement work of the church in this Diocese, and to the increase of the permanent principal of the Fund.

CANON 8

DIOCESAN CAMPS AND CONFERENCE CENTERS

SECTION 1. The Camp and Conference Center ministry shall be carried out through sites and facilities designated for that purpose.

SECTION 2. The Board of Directors of the Camps and Conference Centers, a sub-committee of the Diocesan Council, shall be composed of the Bishop, a member of the Standing Committee appointed annually by the Standing Committee, a member of the Diocesan Council appointed annually by the Diocesan Council, ~~a Young Church of the Rio Grande sponsor appointed annually by the Bishop, the President of the Young Church of the Rio Grande;~~ and **nine [four]** other members appointed by the Bishop, with the advice and consent of the Standing Committee, for three-year terms. ~~One third [Two]~~ of the ~~nine [four]~~ members serving for three-year terms shall be appointed **each [the first year] year, [one the second year, and one the third year.]** and These members shall be

~~confirmed~~ adult communicants in good standing who are residents in the Diocese not more than three of whom shall be ordained. All members must be qualified to serve. No member shall serve more than two consecutive full three-year terms. **[Three years must elapse after the second consecutive term before former members are eligible for election to the board.]** Vacancies shall be filled in the same way as the original appointment, with the appointee serving for the unexpired term. The Board of Directors shall elect a Chair from its members.

SECTION 3. The responsibilities of the Board of Directors shall include, but not be limited to, the following:

(a) oversight of the program and year round use of the camp and conference facilities, which program shall be developed with advice and consent of the Diocesan Council;

(b) development and implementation of long range plans for existing camp **[and conference]** facilities and possible future development, in consultation with the Trustees of the Property;

(c) hiring and supervision of staff, with all hiring to be subject to the approval of the Bishop and Standing Committee;

(d) development of an adequate funding base for program and development in consultation with the Diocesan Council;

(e) submission of annual financial reports to ~~the Finance Commission~~ of the Diocesan Council.

SECTION 4. The Board shall report annually to the Convention. Reports shall be made to the Diocesan Council in the sixth month following each Convention and at such other times as the Diocesan Council may require.

CANON 9

OFFICERS OF THE DIOCESE

SECTION 1. (a). A Secretary shall be appointed by the Bishop or Ecclesiastical Authority, subject to the approval of the Convention. The Secretary shall remain in office until a successor is selected. The Secretary shall ~~take [see to the taking of]~~ the minutes of the proceedings of the Convention and ~~preserve [see to the preservation of]~~ its records; attest the public acts of the body; deliver the Journals and records of the Convention to the Registrar; and perform such other duties as may be directed by the Convention or by the Bishop, or Ecclesiastical Authority, or by the enactments of the General Convention. The minutes of the proceedings of the Convention may be taken and maintained **by [under the direction of]** the Secretary in any ~~audio or electronic~~ form which will provide a record of the proceedings.

(b). It shall be the duty of the Secretary to deliver to the Registrar the minutes of the Convention, together with the Journals, files, papers, reports, and all other documents within six months after the adjournment of the Convention. The minutes may be destroyed by the Registrar three years after receipt.

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(c). Following each General Convention, the Secretary shall distribute a copy of the General Constitution and General Canons to each congregation in the Diocese.

SECTION 2. An Assistant Secretary may be appointed by the Secretary. If a vacancy shall occur in the office of Secretary, the duties of the Secretary shall be carried out by the Assistant Secretary, or if none, by a Secretary pro tem appointed by the Bishop or Ecclesiastical Authority.

SECTION 3. An Executive Secretary may be appointed by the Bishop, subject to the approval of the Convention, to assist in administering the program and finances of the Diocese and perform such other duties as shall be prescribed by the Bishop.

SECTION 4. (a). A Registrar shall be appointed by the Bishop, or Ecclesiastical Authority, subject to the approval of the Convention. The Registrar shall receive all Journals, files, papers and such other document as may be forwarded to him by the Bishop, catalog or index the items received and provide for their safekeeping, and perform such other duties as may from time to time be prescribed by the Convention.

(b). An Historian shall be appointed annually by the Bishop or Ecclesiastical Authority. The Historian shall collect, preserve, arrange, and edit historical and biographical material pertaining to the Diocese, its congregations, institutions, and activities, when such material is received by the Registrar, or is delivered to the Historian by any officer or institution of the Diocese.

SECTION 5. (a). A Treasurer shall be elected by the Convention for a term of three years. In addition to the duties prescribed by other canons, the Treasurer shall:

- (1) receive and disburse all funds collected under the authority of the Convention, except those funds which are collected and disbursed under special provisions, in these canons or otherwise;
- (2) supervise the keeping of the accounts of the Fair Share of giving of the congregations;
- (3) provide the Secretary, before the opening of each Convention, with a list of all congregations delinquent in the full payment of their Fair Share of giving;
- (4) present to each Convention a statement of accounts of the congregations for the previous year;
- (5) publish an account of the fair share of giving of each congregation in the official newspaper of the Diocese;
- (6) maintain custody of all funds assigned to the Treasurer's keeping by the Bishop, the Convention, and the Finance Commission, and file an account of such funds at the Convention.

(b). The accounts and the books of the Treasurer shall be audited by a certified public accountant, and the auditor's report shall be provided to the Secretary not later than thirty days prior to the Convention.

(c). An Assistant Treasurer shall **[may]** be appointed by the Standing Committee upon nomination by the Bishop. The Assistant Treasurer shall perform such

duties as may be assigned by the Treasurer. In the event of the death, resignation, or disability of the Treasurer, the Assistant Treasurer shall succeed to the office until the next Convention.

~~(d). The Treasurer and the Assistant Treasurer shall each give bond as required by the General Canons. The amount and terms shall be subject to the approval of the Finance Commission and the premium or cost paid by the Diocese.~~

SECTION 6. Two Chancellors shall be appointed annually by the Bishop, or Ecclesiastical Authority, subject to the approval of the Convention. The Chancellors shall be **[clergy or]** lay ~~confirmed~~ adult communicants of the Diocese in good standing. One shall be a resident member of the Bar of the State of Texas and one shall be a resident member of the Bar of the State of New Mexico. The Chancellors shall be the legal advisors to the Bishop, the Convention, and the several boards and committees of the Diocese.

SECTION 7. A Canonist may be appointed annually by the Bishop subject to the approval of the Convention. It shall be the duty of the Canonist to maintain an accurate codification of the Constitution and Canons of the Diocese. The Canonist shall be a member of the Constitution and Canons Commission, ex-officio, with all rights of membership and, upon request, shall advise the Bishop on canon law.

SECTION 8. (a). Should a vacancy occur in any elective or appointive office, a successor shall be appointed by the Bishop or Ecclesiastical Authority, with the approval of the Standing Committee, to serve until the next Convention, unless otherwise provided by canon.

(b). Unless otherwise provided by canon, each elective officer shall make an annual report to the Convention.

(c). All officers, elected or appointed, shall be either clergy or lay confirmed adult communicants in good standing, resident within the Diocese for not less than one year prior to their election or appointment and shall be qualified to serve.

SECTION 9. The Diocese of the Rio Grande shall indemnify and save harmless any individual serving on the Standing Committee, the Diocesan Council, the Finance Commission, the Trustees of the Property of the Protestant Episcopal Church in New Mexico, the Trustees of the Property of the Episcopal Church, Diocese of the Rio Grande, in Texas, the Diocesan Investment Board, the Board of Directors of the Camps and Conference Centers, **[the Budget and Audit Committee,]** the Officers of the Diocese, the assistants to the Bishop by whatever title they may be called together with the Diocesan staff, and the officers of the Diocesan institutions, against any and all reasonable expenses, costs, liabilities and claims (including, without limitation, legal fees to defend against such liabilities and claims) arising out of their discharge in good faith of responsibilities under or incident to their service for the Diocese, including expenses, costs and attorney's fees actually or reasonably incurred in connection with the defense of any action, suit or proceeding, civil or criminal, in which such person is made a party by reason of being or having served as an officer or agent of the Diocese, excepting only expenses and liabilities arising out of willful misconduct or bad

faith. The indemnification shall include any amounts paid to satisfy a judgment or to compromise or settle a claim. This indemnity shall not preclude such further indemnities as may be available under any insurance purchased by the Diocese or provided by the Diocese through any other agreement. It is the intention of the Diocese that the indemnification provided for in this Section shall not limit, but shall be in addition to any immunity or indemnification otherwise provided by law.

CANON 10 DEPUTIES TO THE GENERAL CONVENTION AND PROVINCIAL SYNOD

SECTION 1. At the ~~first~~ Convention occurring **after [two years prior to]** each General Convention of the Church, the Convention shall elect clerical and lay deputies, plus alternates, to represent the Diocese at the succeeding General Convention and any Synod of the Province. The number of such deputies shall be determined by the General Convention and an equal number of alternates shall be elected. The deputies elected to the General Convention shall also represent the Diocese at the Synod of the Province.

SECTION 2. (a). Each clerical deputy must be canonically and actually resident in this Diocese for at least one year prior to election. Each lay deputy must be actually resident and an ~~confirmed~~ adult communicant in good standing of a congregation of this Diocese for at least one year prior to election.

(b). Any clerical deputy who shall cease to be canonically resident and actually residing in this Diocese, and any lay deputy who ceases to be actually residing in this Diocese or a confirmed adult communicant in good standing shall no longer be qualified to serve as a deputy to represent the Diocese at the General Convention and the Synod and shall be deemed unable to represent the Diocese.

SECTION 3. (a). The deputies shall serve until their successor are elected or designated. In the event that a deputy is unable to represent the Diocese at the General Convention and/or the Synod, or any session thereof, the Bishop shall designate the alternate or alternates to attend.

(b). If any deputy shall cease to serve or be disqualified from serving as a deputy for any reason, the Bishop shall designate an alternate to serve in place of the deputy until the next Convention. If all alternates have been so appointed to serve as deputies and there be an insufficient number of deputies to represent the Diocese at the General Convention or at the Synod, the Bishop shall appoint such additional deputies as may be necessary to provide full representation for the Diocese, such appointed deputies to serve until the next Convention.

SECTION 4. The Secretary of the Diocese shall notify the Secretary of the General Convention and the Secretary of the Synod of the names and addresses of the persons who will represent the Diocese at the General Convention and Synod in the form and manner required by canon or instructions from the General Convention or Synod.

PROPOSED CANONICAL CHANGES, *continued from Page 16*

CANON 11

DEANERIES AND REGIONAL MINISTRIES

SECTION 1. (a). The Diocese may be divided into Deaneries by the Bishop with the advice of the Diocesan Council.

(b). All congregations within the geographic limits of a Deanery are members of the Deanery. The delegates to Convention from the member congregations of the Deanery shall be the representatives to Deanery meetings.

(c). In each Deanery the Bishop shall appoint a Dean who serves at the pleasure of the Bishop. Deans shall be ex-officio delegates of the Convention, with all rights of membership.

(d). Each Deanery shall elect a ~~representative, other than the Dean,~~ **[Vice-Dean]** to the Diocesan Council for a two-year term. **[The Vice-Dean shall be of the opposite order of the Dean.]** In even-numbered years the Northwest and the Southeast Deaneries shall elect. In odd-numbered years the Southwest and the Northeast Deaneries shall elect. A person may serve as the elected representative for two full consecutive terms and become eligible for election again ~~one year~~ **[two years]** after the expiration of his/her second term.

(e). Each Deanery shall have a Deanery Board, consisting of the Dean, the ~~elected representative of the Deanery to the Diocesan Council~~ **[Vice-Dean,]** the Deanery Treasurer, and at least two but no more than five other members elected by the Deanery. The Deanery Treasurer and the other elected members of the Deanery Board are to be elected in accordance with Deanery bylaws. The Dean shall preside at all meetings of the Deanery and of the Deanery Board.

(f). The Deanery shall be responsible for identification of mission needs, and shall supervise and be annually accountable for funds allocated to it by the Diocesan Council.

SECTION 2. (a). The Diocese may also be divided into Regional Ministry Areas by the Bishop with the advice of the Diocesan Council.

(b). Each Regional Ministry shall be served by a Board whose chairperson shall be a clergy supervisor appointed by the Bishop.

(c). Membership on a Regional Ministry Board shall include the Bishop's Wardens and one delegate from each mission congregation, and one delegate from each Parish congregation, all of whom are canonically resident and actually residing within the geographical bounds of a Regional Ministry Area.

CANON 12

MISSIONS

SECTION 1. (a). The Bishop may organize, suspend or dissolve missions in consultation with the Diocesan Council and Standing Committee. The Bishop shall have authority over the affairs of a mission and shall appoint a Vicar or some other person as representative.

(b). No new mission shall be organized or regular services instituted except as authorized by the Bishop, acting in consultation with the Diocesan Council. No

mission may change its location without the prior approval of the Bishop and the Diocesan Council.

(c). An application to establish a new mission may be made by twelve confirmed adult communicants in good standing in the form prescribed in Canon 20. An application may also be made by a parish vestry seeking to establish a parochial mission. In the latter case, the application may be made by resolution of the vestry, agreeing to sponsor the mission and hold property in trust for the mission.

SECTION 2. The Bishop shall appoint a Bishop's Committee for each mission, consisting of the Vicar, a Warden and not more than eleven laypersons. The Vicar shall be chair. The Warden and members shall be qualified voters of the mission. The Warden and the members shall serve at the pleasure of the Bishop. The Committee shall elect a treasurer and clerk who need not be members of the Committee.

SECTION 3. The Bishop's Committee of a mission congregation seeking base budget support shall make their request to the Diocesan Council each year.

SECTION 4. (a). The qualified voters of each mission shall meet annually for the purpose of recommending persons to be appointed to the Bishop's Committee, electing delegates and alternates to the Convention, receiving reports covering parochial statistics and finances and the transaction of such other business not prohibited by canon or civil law. The bylaws of the mission may provide for staggered election to multi-year terms, not to exceed three years, for delegates to the Convention.

(b). The Bishop, or, in the Bishop's absence, the Vicar, shall preside at the meeting. In the absence of both, the Warden, or, in the absence of the Warden, a member of the Bishop's Committee, in order of seniority, shall preside.

(c). Special meetings of the mission may be called by the Bishop, the Vicar, the Warden, any two members of the Bishop's Committee or on the petition of at least 25 percent of the qualified voters of the mission. Notice of the special meeting shall be given by the monthly bulletin, if any, or by announcement on two consecutive Sundays at the regular Sunday service. In addition, if a meeting is called by the Bishop, the Bishop may direct that notice be given by any reasonable method

SECTION 5. A mission receiving financial aid from the Diocese shall annually report its financial condition, including receipts and disbursements, in such form as the Bishop may prescribe.

SECTION 6. An Every Member Canvass, or some other stewardship program, shall be conducted annually by each mission prior to the Convention.

[SECTION 7. All missions are subject the provisions of Canon 6 regarding church property.]

CANON 13

PARISHES

SECTION 1. A mission congregation may apply for parochial status in the form prescribed in these Canons. Parochial status may be granted by the Bishop acting with the advice and consent of the Diocesan Council.

The mission must be able to demonstrate that it can meet the following conditions:

(a). ability to support a full-time rector at not less than the diocesan minimum compensation, including providing an adequate housing allowance or a rectory;

(b). ability to provide and maintain permanent facilities for the exclusive use of the congregation for worship and other congregational activities, unless such congregation is wholly within a public land enclave and thereby prohibited from owning property; provided, however, for good cause shown, the Bishop with the advice and consent of the Diocesan Council may waive the requirement of this subsection upon such conditions and requirements as the Bishop together with the Diocesan Council may deem proper;

(c). ability to pay the Fair Share of giving under the apportionment formula of the Diocese.

SECTION 2. (a). A parish congregation is considered an aided parish when it is unable to pay the minimum diocesan stipend and all financial requirements for a Rector. An aided parish may remain an aided parish for a period not to exceed five years. If ~~in~~ **[during]** this period the congregation is unable to meet **[these]** financial ~~goals~~ **[requirements]** it shall become a mission congregation with the advice and consent of the Bishop and Diocesan Council. If the parish becomes vacant while being an aided parish, the Bishop shall have the right to call and appoint the Rector.

(b). If at any time a parish is unable to meet its financial obligations, including payment of its fair share of giving, the Bishop, with the advice and consent of the Diocesan Council, may change the status of the congregation from a parish to an organized mission, or may, with the full disclosure of all financial records and the presentation of a plan to meet financial obligations the following year, lower the parish's fair share.

(c). In addition to the provisions of Section 2 (b) above, the Convention may, by a two-thirds majority vote, dissolve a parish, reduce it to mission status or suspend the parish's representation at the Convention, unless such parish has been designated as an aided parish, for any of the following reasons:

(1) failure of the parish to make a Parochial Report for two successive years;

(2) failure of the parish to employ a rector or a settled minister for a period of six months;

(3) willful disregard or disobedience by the parish of a provision of the General Constitution and General Canons or those of this Diocese;

(4) failure to pay its fair share of giving as determined by the formula.

SECTION 3. (a). The qualified voters of each parish shall meet annually for the purpose of electing members to the vestry and delegates and alternates to the Convention, receiving reports covering parochial statistics and finances and the transaction of such other business not prohibited by canon or civil law. The bylaws of the parish may provide for staggered election to multi-year terms, not to exceed three years, for delegates to the Convention.

PROPOSED CANONICAL CHANGES, *continued from Page 17*

(b). Special meetings of the parish may be called by the Bishop, the Rector, a Warden, or any two members of the vestry, or on the petition of 25 percent of the qualified voters of the parish. Notice of the special meeting shall be given by the monthly bulletin, if any, or by announcement on two consecutive Sundays at the regular Sunday service. In addition, if a meeting is called by the Bishop, the Bishop may direct that notice be given by any reasonable method.

(c). The Bishop or Rector shall preside at all meetings of the parish. In the absence of both, the Senior Warden, or, in the absence of the Senior Warden, the Junior Warden, shall preside. In the absence of the Bishop, Rector, Senior Warden, and Junior Warden, a member of the vestry, in order of seniority, shall preside.

SECTION 4. A parish may incorporate under state law, provided that the corporate name includes the words "Episcopal Church" and the articles of incorporation specify that the Rector, Wardens and vestry shall constitute the board of directors. A parish may adopt bylaws, which shall incorporate by reference the General Constitution and General Canons and those of this Diocese. A copy of the bylaws and articles of incorporation, if any, shall be filed with the Bishop.

SECTION 5. An Every Member Canvass, or some other stewardship program, shall be conducted annually by each parish prior to the Convention.

SECTION 6. A parish may not change its geographical or physical location without the prior approval in writing of the Bishop and the Diocesan Council and the Standing Committee.

**CANON 14
VESTRIES**

SECTION 1. (a). The vestry shall consist of the Rector of the parish, a Senior Warden, a Junior Warden and elected members. The number of the elected members of the vestry shall be divisible by three, and may not exceed fifteen members. All members of the vestry shall be qualified voters of the parish.

(b). The Senior Warden may be:

- (1) elected from among the vestry membership by the qualified voters of the parish;
- (2) elected from among the vestry by the vestry;
- (3) appointed by the Rector from among the vestry;
- (4) appointed by the Rector from among the qualified voters of the parish.

The parish bylaws shall provide the manner of election or appointment of the Senior Warden. The term of office of the Senior Warden may not exceed three consecutive years.

(c). The Junior Warden may be:

- (1) elected **[annually]** from among the vestry members by the qualified voters of the parish;

(2) elected annually from among the vestry members by the vestry. The parish bylaws shall provide the manner of election of the Junior Warden. The term of office of the Junior Warden may not exceed three consecutive years.

(d). One-third of the elected vestry members shall be

elected annually by the qualified voters of the parish, for a term of three years. Vacancies in the vestry shall be filled by the vote of a majority of the remaining members. The person chosen to fill the vacancy shall serve until the next succeeding Annual Meeting. The Annual Meeting shall elect a person to fill the unexpired term.

(e). Upon the establishment of a new parish, vestry members shall be elected as follows: one-third to serve for a period of one year, one-third for two years, and one-third for three years.

(f). In any parish having thirty or more confirmed adult communicants, a retiring vestry member who has served a full term of three years shall not be eligible for election to the vestry until one year after the expiration of the full term.

(g). At its first meeting after the Annual Meeting, the vestry shall elect a treasurer and a clerk who need not be vestry members.

SECTION 2 (a). Regular meetings of the vestry shall be held monthly at a time and place to be fixed by the vestry, or in default thereof, by the Rector.

(b). Special meetings of the vestry may be called by the Rector or one of the Wardens, by the Bishop, or by two members of the vestry, upon such notice as the vestry shall prescribe.

(c). A majority of the vestry shall constitute a quorum for the transaction of business; provided, however, that one of the quorum must be the Rector or a Warden.

(d). The Rector shall preside at meetings of the vestry and shall have all the rights of other members. In the absence of the Rector, the Senior Warden, or in the absence of the Senior Warden, the Junior Warden, shall preside.

SECTION 3. If a Warden or vestry member is absent from four regular or special consecutive meetings without good cause recorded in the minutes of the meetings missed, that member shall be dropped from the vestry and a vacancy declared. The remaining members shall fill the vacancy as provided in this Canon.

SECTION 4. The vestry shall have responsibility for the business matters of the parish, including providing, and keeping in good order, a house of worship and all the necessary furnishings and appointments of the same; providing all things requisite to the carrying on of the work of the parish, and making payments of all parish obligations, including the Fair Share and other obligations to the Diocese.

SECTION 5. The vestry shall elect a Rector in accordance with the Canons of the General Convention after conference with the Bishop and after due consideration of all nominations presented by the Bishop. The vestry shall have the right to consider other nominees.

CANON 15**MISCELLANEOUS REGULATIONS OF MINISTERS**

SECTION 1. The Rector or Vicar shall have general supervision of every organization of the congregation and no organization may be formed without consent of

the Rector or Vicar.

SECTION 2. In addition to the information required by the General Canons, a record of all public services shall be kept by the Rector or Vicar in the Parish Register, including the place, date and nature of the service. For the service of Holy Communion, the number of persons participating in the communion shall also be recorded.

SECTION 3. The statistics and records kept in the Parish Register, or any portion thereof, shall be reported by the Rector or Vicar to the Bishop on such form and at such intervals as the Bishop may prescribe and shall be compiled annually and reported to the Convention.

SECTION 4. The Senior Warden of a parish, or the Warden of a mission, is responsible for maintaining parochial statistics and making parochial Reports in the absence of the Rector, Vicar or other settled minister.

SECTION 5. Licenses for Lay Readers, Pastoral Leaders, Lay Preachers, Lay Eucharistic Ministers, or Catechists shall be granted in accordance with ~~Title III.3~~ of the General Canons for a definite term not to exceed three years. The report seeking renewal of these licenses shall be filed with the Bishop no later than two weeks before the license expires.

SECTION 6. In addition to the requirements of the General Canons, a person seeking a license as a Lay Reader, Pastoral Leader, Lay Preacher, Lay Eucharistic Minister, or Catechist must obtain written recommendation of a majority of the vestry or Bishop's Committee.

SECTION 7. All clergy of the Diocese shall undertake continuing education regularly. An annual report of continuing education activities shall be made to the Bishop and the Commission on Ministry.

SECTION 8. All members of the clergy, having subscribed to the Declaration required by Article VIII of the Constitution of the Episcopal Church, and all postulants, candidates for ordination, and ordinands, shall be under the obligation to model in their own lives the received teaching of the Church that all its members are to abstain from sexual relations outside of Holy Matrimony.

CANON 16**COMMISSION ON MINISTRY [of the Baptized]**

SECTION 1. The Commission on Ministry **[of the Baptized]** shall consist of four clergy persons, four lay members, a recent ~~Seminary graduate~~ **[ordinand,]** a member of the Standing Committee appointed annually by the Standing Committee, **[and]** may include a psychiatrist, ~~or a psychologist, or a pastoral counselor,~~ and ~~may include a person ordained under III.6 or III.9 of the General Canons~~ **[vocational deacon, all of whom]** ~~All members~~ shall have voice and vote. **[The Canon Theologian and Canon to the Ordinary shall be ex-officio members without vote.]** The Committee shall elect a Chair from among its members annually.

SECTION 2. In the odd years, one clergy person shall be elected for a four-year term, and one lay person shall be appointed by the Bishop for a four-year term. In the even years, one lay person shall be elected for a four-year, and one clergy person shall be appointed by the

PROPOSED CANONICAL CHANGES, *continued from Page 18*

Bishop for a four-year term.

SECTION 3. A recent ~~seminary graduate~~ **[ordinand]** shall be appointed annually by the Bishop for a one-year term. The Standing Committee shall appoint, annually, one of its members for a one-year term. A psychiatrist, ~~or~~ psychologist, or pastoral counselor may be appointed annually by the Bishop for a one-year term, such appointment to be within the standards established by the Commission on Ministry. A ~~person ordained under III.6 or III.9 of the General Canons~~ **[vocational deacon]** may be appointed annually by the Bishop for a one-year term. The clergy persons shall be canonically resident in the Diocese. The lay members shall be ~~confirmed~~ adult communicants in good standing.

SECTION 4. Should any vacancy occur between the meetings of Convention, the vacancy shall be filled by the Bishop, from the same order, with the approval of the Standing Committee. The person chosen to fill the vacancy will serve until the next succeeding Convention, at which time, if the vacancy is from an appointed position, the Bishop shall appoint a successor for the remainder of the unexpired term from the same order. If the vacancy is from an elected position, the Convention will fill the vacancy for the unexpired term from the same order. A member may serve two consecutive four-year terms, and again becomes eligible to serve ~~one year~~ **[four years]** after the expiration of the second term.

CANON 18
CATHEDRAL CHURCH

SECTION 1. St. John's Church in the See City of Albuquerque is the Cathedral Church of the Diocese of the Rio Grande and the official seat of the Bishop. The Bishop shall have the right to use the Cathedral for any of the services of the Church at any time, after reasonable notice to the Dean.

SECTION 2. (a). The Cathedral Chapter shall be the governing body of the Cathedral. The **[voting members of the]** Chapter shall ~~consist of~~ **[be]** the Bishop, the Bishop Coadjutor, if any, the Suffragan Bishop, if any, the Dean, the Chancellors, the Treasurer of the Diocese, three at-large members elected by the Annual Convention, and the Wardens and vestry of the Cathedral Parish. **[Honorary canons appointed by the Bishop shall be ex-officio members without voting privileges.]**

(b). The Annual Convention shall elect one at-large member annually to serve on the Chapter for a three-year term. No member shall be eligible for re-election until ~~one year has~~ **[three years have]** elapsed after the completion of the term. Vacancies in the at-large membership may be filled by the Chapter until the next succeeding Annual Convention. The Convention may elect a person to fill an unexpired term.

(c). The Bishop shall be President and the Dean, Vice-President, of the Chapter.

(d). The Chapter may adopt bylaws not inconsistent with the Constitution and Canons of the General Convention or of this Diocese and may incorporate under the laws of the State of New Mexico. A majority of the **[voting]** members shall constitute a quorum.

SECTION 3. The Dean of the Cathedral shall be elected

by the Chapter upon the nomination of the Bishop. The Dean shall be the Rector of the Cathedral Parish and shall have pastoral charge of the Cathedral congregation. He shall preside at meetings of the Cathedral vestry and the annual parish meetings. He shall have control of the services, except as the Bishop may otherwise provide.

SECTION 4. Except as provided in this Canon, the Cathedral Church shall be a parish Church, with the usual parish organizations. The Rector and vestry shall have the customary rights and duties of a parish Rector and vestry.

SECTION 5. The Bishop may appoint honorary Canons of the Cathedral. ~~Honorary Canons shall be members of the Cathedral Chapter, ex-officio, without voting privileges.~~

CANON 21
INSURANCE

The ~~Standing Committee~~ **[Trustees of the Property]** shall have the authority to establish standards for insurance coverages and minimum amounts of coverages to be maintained by each congregation. Such insurance coverages shall include comprehensive liability, workers' compensation, physical damage to property, health coverage and such other coverages as may be required by the Standing Committee in accordance with applicable state laws.

With regard to all real property and improvements, insurance coverages and amounts must be acceptable to the applicable Trustees of the Property.

The Parochial Report of each congregation shall include a statement concerning insurance coverages maintained by the congregation for its programs, properties and insurance benefits for clergy and employees.

If any congregation fails to maintain any insurance as herein required, the Standing Committee may cause such insurance to be acquired at the expense of such congregation.

CANON 23
THE EPISCOPAL THEOLOGICAL SEMINARY OF THE SOUTHWEST

SECTION 1. The corporation known as the Episcopal Theological Seminary of the Southwest ("ETSS"), organized and existing as a non-profit corporation under the laws of the State of Texas, is hereby recognized and designated as an institution of the Diocese of the Rio Grande.

SECTION 2. In conformity with the ETSS By-laws, as amended, the following persons shall be elected to the Board of Trustees of the Seminary in the following manner: ~~five Bishops and six other members of the clerical order, one from each Diocese in Province VII exclusive of the Diocese of Texas, shall be nominated by the ETSS Committee on Trustees in consultation with the Provincial Bishops; one confirmed lay communicant from each Diocese in Province VII, exclusive of the Diocese of Texas, shall be nominated by the Committee on Trustees in consultation with the respective diocese. Said nominees shall be elected by vote of the ETSS Board of Trustees. The Bishop of~~

~~the Diocese of Texas, three other members of the clerical order, and six confirmed lay communicants from said diocese shall serve as members of the ETSS Board of Trustees. Seven at-large members shall serve as trustees, five of whom shall be nominated by the Committee on Trustees and elected by the Board, and two of whom shall be appointed by the Chair of the Board. Two clergy representatives from the associated alumni shall serve as trustees. All of the foregoing trustees shall have seat, voice and vote at all meetings of the Board. Four non-voting members shall serve as trustees, including two representatives from the ETSS faculty and two representatives from the student body. [6 adult confirmed communicants in good standing actually or canonically resident in the Diocese of Texas, nominated by the Bishop of Texas and elected by the annual Diocesan Council; 16 members elected by the Board, of whom at least 4 shall be from Province VII of the Episcopal Church, and at least 4 shall be bishops; 1 member appointed by the chair, and 1 member who is a graduate of ETSS and is elected by the Alumni/ae Association. All the foregoing trustees shall have seat, voice, and vote. The Dean and President, one faculty representative elected by the regular faculty, one senior student selected by the Student Association, and the Director of the Lutheran Seminary Program in the Southwest, shall have seat and voice, but no vote.]~~

SECTION 3. Trustees shall be elected for a term of ~~four~~ **[three]** years, with the possibility of being reelected for ~~one~~ **[two]** additional ~~four-year term~~ **[three year terms.]** ~~Where applicable, vacancies shall be filled for any unexpired term by appointment of the particular Diocesan Bishop in consultation with the ETSS Committee on Trustees and Chair of the Board.~~

SECTION 4. It shall be the duty of the Trustees of the Episcopal Theological Seminary of the Southwest to:

- (a) share in the Vision statement of the Seminary and be willing to make service as a trustee in high priority by consistent attendance at board meetings, supporting the Seminary as an informed advocate and with personal financial resources as able, and by participating in all fund raising effort when requested;
- (b) recruit potential trustees who can serve the identified needs of the Seminary congruent with its Vision Statement
- (c) promote church support of and student enrollment in the Seminary and
- (d) make annual reports to his/her diocesan council on the condition and progress of the Seminary.

PHASED INCREASE IN FAIR SHARE RATES IN 2012 RISES TO CHALLENGES

By Mr. Fred Winter, Assistant Diocesan Treasurer

The Diocesan operating budget for the year 2012 adopted by the Council provides for an increase in the rate of fair share contributions from congregations. This increase is a spiritual symbol of our willingness and desire to grow as well as a public witness to our belief in a theology of abundance. The Lord has and always will provide all that we need to carry on the work of Christ's kingdom.

The DRG is on the move. Fair share contributions received by the Diocese from the various congregations provides for our necessary needs in our life together as a Diocesan family representing Christ and his Church in New Mexico and West Texas.

As a Diocesan family, we are committed

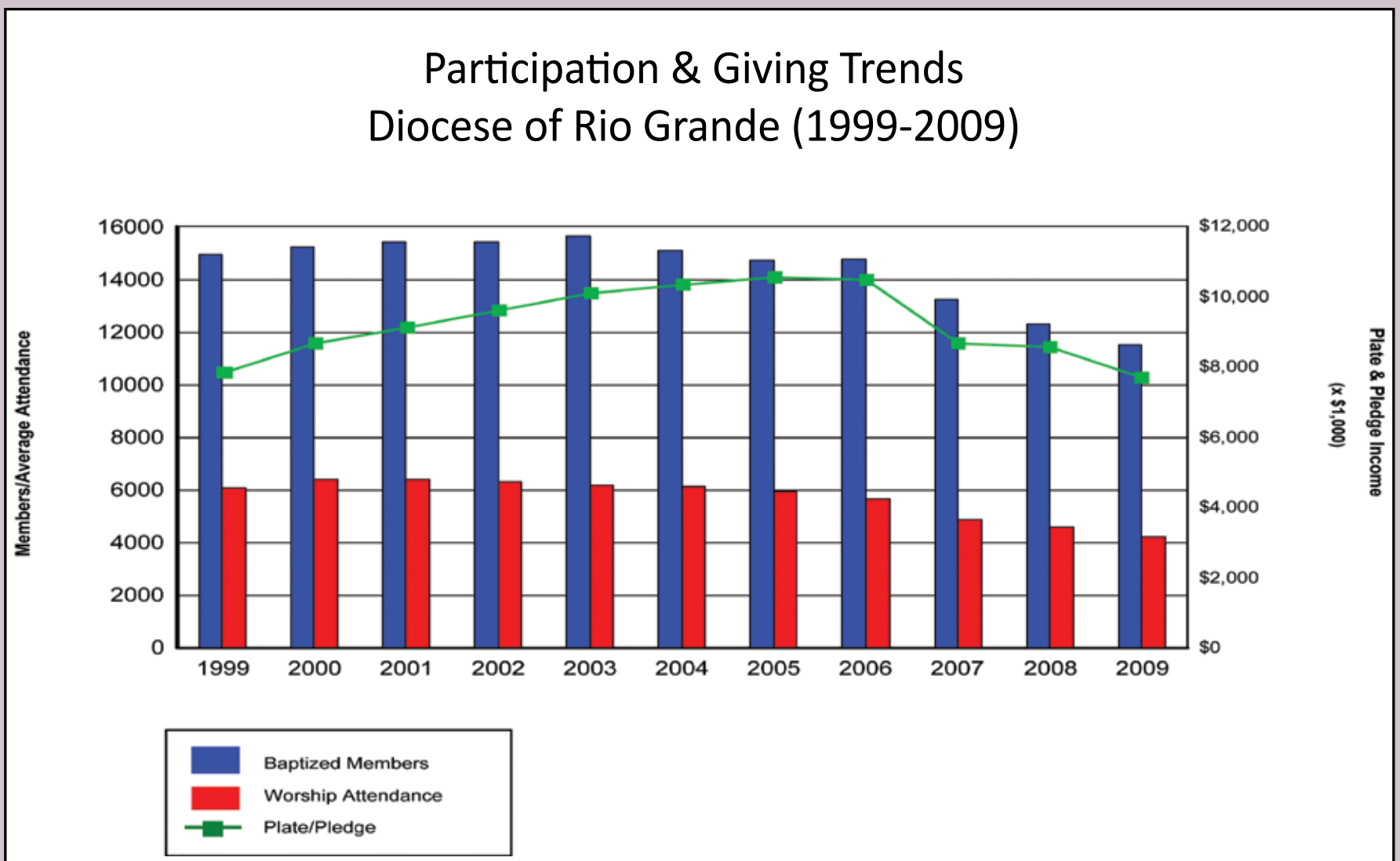
to this vital ministry through various outreach activities, effective local ministries, and congregational programs. Our operating budget for next year reflects numerous changes in an effort to strengthen and expand both our diocesan ministries and programs to fulfill our Mission and to attain these goals.

The fair share rate has been increased to a rate of 15% of net disposable income, an increase of two points from the previous rate of 13%.

Recognizing the challenge that the increase may cause, especially to smaller congregations, a phase in procedure for smaller congregations has been adopted.

Congregations with a previous annual fair share amount of less than \$10,000, the rate will increase to a rate of 13.5% for 2012; annual fair share amounts between \$10,000 and \$25,000 will increase to 14%; and annual fair share amounts greater than \$25,000 will increase to 15%.

The resources (funding) of the Diocese to provide these vital programs of ministry are provided through the offerings of fair share contributions from all our Parishes and Missions. Our congregations are the lifeline of the Diocese, and the frontline in living out the Gospel. Working together as a loving family, we can further fulfill God's mission and ministries of the Church.



The graphic above was provided by the national church. It based on the parochial reports of the congregations of the Diocese of the Rio Grande. It charts the 10-year period from 1999 to 2009 for membership, attendance and giving. The available data ends the year before Bishop Vono was elected.

This chart shows plate and pledge income for the Diocese between 1999-2009. Except for a dip beginning in 2006 as three of our largest parishes began to leave the Episcopal Church, the numbers have shown a leveling off. Bishop Vono is asking for a graduated 2% increase in Fair Share that will be used to support new ministries that will encourage growth, which in turn, will lay the ground work for more new ministries. He is asking each parish to join him in this theology of hope, trust and abundance. Bishop commissions the diocese to defy the odds of doubt, beholding the power of trust and faith in our Lord to provide all that we need.

AN OVERVIEW OF THE 2012 DRG BUDGET

By Mr. Charles Arms, Diocesan Treasurer

This overview of the 2012 budget has been prepared to point out certain major changes in the budget, as proposed at this time, that we will be discussing in further detail in preparing our budget.

The operating budget reflects numerous changes that are proposed in an effort to strengthen and expand the programs of the Diocese to fulfill our Mission. We are in a period of reexamination and transition of numerous activities. (Numbers refer to lines identified in the budget).

1. Fair Share—In order to provide resources for the programs planned, fair share has been increased by 2% of net disposable income, for a total rate of 15%, with a phase in for smaller congregations. Congregations with a previous annual fair share amount of less than \$10,000, the rate would increase to a rate of 13.5% for 2012, annual fair share amounts between \$10,000 and \$25,000 would increase to a rate of 14%, and fair share amounts over \$25,000 would increase to a rate of 15%.

7. & 8. Deferred expenses provided for in prior years has been recognized for Information Systems upgrades in connection with our move to new facilities, \$20,000, and General Convention Deputies costs \$45,000.

13. Use of Settlement Contribution funds will be required during the year to augment other sources of funds to provide the planned programs. The 2012 budget provides for an increase over that amount budgeted for 2011. However, the long range intent is to reduce the reliance upon this source of funds through growth within the Diocese and a contribution of funds resulting from the operation of the Bosque Retreat Center, currently targeted at \$83,000 upon full operation.

15. Contributions resulting from The Bishop's Annual Pentecost Appeal have been excluded from this budget.

18. In an effort to work toward full support of the National Church activities, our annual contribution has been nominally increased. The goal of this Diocese is to ultimately provide our proportionate share of the greater church.

19. Costs for Deputies participation in the General Convention of 2012 has been provided, an event every 3 years.

25-30. Support for Deanery activities has been revised to reflect the change in program by providing for 2 segments, building of Deanery community spirit (education, fellowship,

celebration, administration etc.) within the Deanery and funding for ministries and outreach services through a Diocesan Funding Board.

35-46. Several new programs are added to the Ministry Development programs of the Diocese, with emphasis on Native American Missions, Border Ministries and Congregational Life and Development. Some of the programs were previously presented in the Wellspring budget, but we have attempted to group the programs together.

54-67. Support of aided congregations endeavors to assist those Missions in need of financial support. Our goal, in most instances, is intended to provide support for temporary periods of time on a decreasing schedule not to exceed 5 years. Such support also includes property costs for small or non-operating locations (utilities, insurance, etc.).

71-75. The previous program of a Youth Director is being transitioned to Youth Ministries and Activities with a council oversight.

115. Compensation for the two Canons to the Ordinary is budgeted for full time services. A portion of this cost is included in the budget of the Bosque Center.

117. Compensation of staff personnel includes the revision of job descriptions in certain instances and reflects a 2% cost of living increase for each.

118. Contractual services consist of additional services provided by non employee personnel.

119-123. Benefits as related to employee compensation have been adjusted to reflect changes for the year.

146. Costs for the move to the Bosque Center facilities expected for 2012.

147. Computer and systems upgrades are appropriately to be incurred with the move to our Bosque facility. Funds in the amount of \$20,000 are provided through our Deferred Expense procedures (line 7).

200-243. Certain programs previously provided for in the Wellspring budget have been reflected in the Ministry Development section of the operating budget or a portion may be reflected in each, such as the Border Mission and Native American Mission.

301-339. The Budget for the operation of the Bosque Center presents information for an annual budget when facilities and activities are completed as currently planned. The 2012 budget is based upon foreseeable activity assuming availability of facility use in March 2012.

A PILOT PLAN FOR STRENGTHENING COMMUNITY IN THE DIOCESAN DEANERIES OF THE RIO GRANDE

The mission of the Diocese of the Rio Grande is to carry out the Good News of our Lord Jesus Christ. One of the most effective vehicles for this mission is through the family of Deaneries. The Deaneries have exemplified service, mission and community building. In order to effectively assist the work of the Deaneries, to maximize our call and to further enhance a collegial fellowship in the Spirit, the following objectives are encouraged:

- A. Nurture a spirit of fellowship.
- B. Sharing in the visional needs of the wider community of the Diocese (Farmington to Lajitas).
- C. Educational opportunities for both Clergy and Laity.
- D. Continued outreach, evangelism, service and mission within the geographical area of the Deanery.
- E. Support of and participation in Diocesan Mission and Objectives
- F. Equity among all Deaneries in the Diocese of the Rio Grande.
- G. Local congregational development.

MAJOR POINTS

- An equal amount of funding would be allocated to each Deanery during each fiscal year. The funding will to cover deanery operation (education, fellowship, celebration, administration) and will be available for local ministry/outreach projects.
- The Deaneries will discern and approve grant applicant requests and then recommend grant funding to the Mission and Outreach Board.
- The Mission and Outreach Board will review Deanery grant submittals and make funding determination and respective funding levels.
- The Board would be comprised of elected Deanery representatives and those appointed by the Bishop
- Support for Seminarians will become a Diocesan function and the monies deposited into the Bill and Barbara Frey Fund (and subject to the criteria of that fund).
- Other Diocesan-level funding might include that for youth and young adult ministries, international ministries, and ministries that address overarching local needs such as abuse and poverty.

It is the intent of this Plan to maximize our collective call to serve all God's people in the Diocese and our Lord Jesus Christ. Additionally, the desired result of the plan is to create a grant funding process that: (1) takes the needs of the entire diocese into account; (2) creates a unified sense of mission and outreach; (3) accountable; and (4) efficient. Over time, it is the intent that each Deanery will take part in the mission of the entire Diocese and will support efforts over this vast Diocese called the Rio Grande.

To review the entire plan, including an examination of past funding, the structure of the mission and outreach board, the proposed budget for 2012, Deanery funding, and the mission and outreach process, please visit the Diocesan website at www.dioceserg.org.

BUDGET PROCESS 2011

May 5, 2011

Diocesan House mails Program Funding Requests to clergy and churches

June 5, 2011

Program Funding Request forms are due at Diocesan House

June 7, 2011

Diocesan Business Manager and Diocesan Treasurers prepare initial draft of 2012 budget

June 9, 2011

Budget & Audit Committee reviews first draft of 2012 budget

June 10-20, 2011

Budget and supporting documents are electronically transferred to Diocesan Council and Standing Committee for review

June 22, 2011

Council and Standing Committee invited to review

2012 budget with the Bishop prior to Council Budget Meeting

July 6, 2011

Diocesan Council meets to finalize 2012 Budget

July 29, 2011

Diocesan House sends finalized draft of 2012 Budget to the 4 Area Deans for distribution to Deanery Churches

Month of August

Canon to the Ordinary's present 2012 Budget at Deanery meetings

August 31, 2011

Finalized draft of 2012 Budget is published in the Diocesan Newsletter and on Diocesan Website

October 19-21, 2011

Diocesan Treasurer presents the 2012 Budget to Convention for Adoption

DIocese Of The Rio Grande Operating Budget 2012

	2011 Budget 13%	2012 Budget 15%		2011 Budget 13%	2012 Budget 15%
REVENUE					
1 From Congregations	980000	1100000	72 Youth Council Programs Events	12500	25000
2 Undesignated Income	0	0	73 Faith Alive	0	2500
3 Reimbursements - Advancement Fund	25000	25000	74 Province VII Youth Network Rep	1600	1600
Other Income					
4 Investment Income	55000	55000	75 Archives	19700	19700
5 Rental Income	0	0	76 TOTAL DIOCESAN SUPPORT	33800	48800
6 Transfer from Undesignated Fund Balance (Building Maintenance Reserve)	0	0	DIOCESAN OPERATIONS		
7 Transfer from Undesignated Fund Balance (Information Systems Upgrade)	0	20000	Clergy Programs		
8 Transfer from Undesignated Fund Balance (Gen. Convention Deputies)	0	45000	77 Clergy Moving/Interview for Missions	7500	7500
9 Transfer from Undesignated Fund Balance (Bishop's Sabbatical)	0	0	78 Curate Program	31000	0
10 Transfer from Undesignated Fund Balance (Lambeth Conference)	0	0	79 Retired Clergy/Spouses H&L Insurance	1500	1500
11 Transfer from Undesignated Fund Balance (Bishop's Auto Replacement)	0	0	80 Widows' Pension Supplement	1500	1500
12 Endowment Fund Interest	50000	20000	81 Total Clergy Programs	41500	10500
13 Settlement Contribution	168000	200000	Diocesan House		
14 Wellspring Contribution	25000	25000	82 Utilities	5000	5000
15 TOTAL REVENUE	1303000	1490000	83 Common Area Maintenance	6000	1000
EXPENDITURES					
DIRECT OUTREACH					
16 Cato Discretionary Fund	0	1000	84 Janitorial Services	6500	6500
17 TOTAL DIRECT OUTREACH	0	1000	85 Building Maintenance & Security	7000	7000
THE LARGER CHURCH					
18 National Church Asking	35000	50000	86 Building Repairs/Maintenance	1000	1000
19 General Convention Deputies/Province VII	5000	45000	87 Property and Liability Insurance	8000	4000
20 Lambeth Conference	0	0	88 Total Diocesan House	33500	24500
21 New Mexico Council of Churches	0	1000	Communications		
22 Texas Council of Churches	0	1000	89 Copying/Duplicating	1000	1000
23 Provincial Assessment	2500	2500	90 Convention Journal	2500	2500
24 TOTAL THE LARGER CHURCH	42500	99500	91 Postage & Expense	5000	5000
PREPARING FOR MISSION					
Deaneries					
25 Northeast	21736	5000	92 Communications Committee	500	500
26 Southeast	11440	5000	93 Episcopal Relief and Development Representative	2000	2000
27 Southwest	40040	5000	94 ACC Delegate to the United Nations	200	200
28 Northwest	41184	5000	95 Diocesan Jubilee Minister -Christian Social Concerns	1600	1600
29 Funding Board Ministries (poverty,abuse,missionary,etc)	0	94400	96 Christian Ed Resources	4600	4600
30 Total Deaneries	114400	114400	97 Telephone	11000	11000
Diocesan Convention					
31 Diocesan Convention	3000	3000	98 Bibles/Books/Subscriptions	1000	1000
32 Nominating Committee	50	50	99 Bishop's Travel/Visitations	35000	35000
33 Resolution Committee	50	50	100 CATO Travel/Visitations	1500	10000
34 Total Diocesan Convention	3100	3100	101 Bishop's Chaplain's Travel	250	250
Ministry Development					
35 Bishop's School For Ministry	89700	70000	102 Diocesan Staff Travel	11000	5000
36 IONA School for Ministry	0	500	103 DRG Website/Newsletter	45000	45000
37 Continuing Education Clergy	5000	5000	104 Diocesan Disaster Response Plan	250	250
38 Education for Ministry	0	3600	105 Total Communications	122400	124900
39 Canon Theologian - Canonical Exams	2000	2000	106 TOTAL DIOCESAN OPERATIONS	197400	159900
40 Native American Mission	0	24000	TREASURER EDUCATION/TRAINING		
41 Border Ministries	0	22000	107 Treasurer's Travel	1500	1500
42 Diaconal Ministries	2000	2000	108 Treasurer/Vestry Workshops	2000	2000
43 Congregational Life and Development	0	20000	109 Budget and Audit	500	500
44 Cursillo	0	5000	110 TOTAL EDUCATION/TRAINING	4000	4000
45 Marriage Encounter	0	1500	ADMINISTRATION		
46 Clergy Conferences	15000	12000	Personnel		
47 Total Ministry Development	113700	167600	111 Bishop Compensation	125000	125000
Canonical Bodies					
48 Commission on Ministry	8000	5000	112 CATO	77500	105000
49 Diocesan Council	5000	3000	113 Staff Salaries	190000	199500
50 Standing Committee	10000	8000	114 Contractual Services	0	12000
51 Total Canonical Bodies	23000	16000	115 Insurance Benefits	27250	46500
52 TOTAL PREPARING FOR MISSION	254200	301100	116 Pensions	44950	48000
MISSION STRATEGY					
53 Mission Strategy (GEM Committee)	0	500	117 Information Systems Consultant	4000	4000
Funds for Aided Congregations					
54 Holy Trinity, Raton	12000	12000	118 Employer's FICA	25200	31000
55 St. Paul's Peace, Las Vegas	7500	7500	119 Workers' Comp. Insurance	5000	6000
56 Holy Family, Santa Fe	12500	12500	120 Total Personnel	498900	577000
57 St. Mathew's, Los Lunas	17500	15000	Other Administration Costs		
58 Big Bend Mission	25000	18000	121 Office Equipment Maintenance	500	500
59 St. Mary's, Lovington/Hobbs	14500	14500	122 Office Equipment Leases	10500	10500
60 St. Michael's, Tucumcari	0	15000	123 Office Supplies	10000	10000
61 St. Francis, on the Hill, El Paso	19500	15000	124 Office Equipment	750	750
62 St. Jerome's, Chama	0	6000	125 Kitchen/House Supplies	3000	3000
63 St. Stephen's, Espanola	0	15000	126 Computer Trng/Supp/Maint	200	200
64 Congregational Property Costs	9000	9000	127 Banking/Investing Fees/Service Charges	9500	9500
65 Diocesan Mission Fund	5000	4000	128 Property Taxes	7000	7000
66 Total Aided Congregations	122500	143500	129 Bishop's Auto Maintenance	500	500
Other Ministries					
67 Camp Stoney	25000	25000	130 Diocesan Hospitality	12000	12000
68 Total Other Ministries	25000	25000	131 Bishop Professional Development	2500	2500
69 TOTAL MISSION STRATEGY	147500	169000	132 Bishop Continuing Education	2500	500
DIOCESAN SUPPORT					
70 Youth Council Programs Events	12500	25000	133 CATO Continuing Education	500	2000
71 Faith Alive	0	2500	134 Diocesan Staff Continuing Education	2500	2500
72 Province VII Youth Network Rep	1600	1600	135 Transition	1500	0
73 Archives	19700	19700	136 Legal Fees	15000	5000
74 TOTAL DIOCESAN SUPPORT	33800	48800	137 Audit	10000	10000
DIOCESAN OPERATIONS					
Clergy Programs					
75 Clergy Moving/Interview for Missions	7500	7500	138 Moving Costs DRG Office	0	10000
76 Curate Program	31000	0	139 Information Systems Upgrade	0	31400
77 Retired Clergy/Spouses H&L Insurance	1500	1500	140 Total Other Administrative Costs	88450	117850
78 Widows' Pension Supplement	1500	1500	TOTAL ADMINISTRATION		
79 Total Clergy Programs	41500	10500	141 TOTAL ADMINISTRATION	587350	694850
Diocesan House					
80 Utilities	5000	5000	142 TOTAL EXPENDITURES	1266750	1478150
81 Common Area Maintenance	6000	1000	REVENUE OVER EXPENDITURES		
82 Janitorial Services	6500	6500	Deferred Expenses		
83 Building Maintenance & Security	7000	7000	143 Bishop's Auto Replacement (2014)	10000	10000
84 Building Repairs/Maintenance	1000	1000	144 General Convention Deputies (2015)	15000	15000
85 Property and Liability Insurance	8000	4000	145 Lambeth Conference (2018)	1250	1250
86 Total Diocesan House	33500	24500	146 Building Maintenance Reserve	0	0
Communications					
87 Copying/Duplicating	1000	1000	147 Information Systems Upgrade Reserve (2012)	0	10000
88 Convention Journal	2500	2500	148 Bishop's Sabbatical	10000	10000
89 Postage & Expense	5000	5000	149 Total Deferred Expenses	36250	46250
90 Communications Committee	500	500	REVENUE OVER (UNDER) EXPENDITURES & DEF.EXP.		
91 Episcopal Relief and Development Representative	2000	2000	150 FAITH BUDGET	0	-34400
92 ACC Delegate to the United Nations	200	200			
93 Diocesan Jubilee Minister -Christian Social Concerns	1600	1600			
94 Christian Ed Resources	4600	4600			
95 Telephone	11000	11000			
96 Bibles/Books/Subscriptions	1000	1000			
97 Bishop's Travel/Visitations	35000	35000			
98 CATO Travel/Visitations	1500	10000			
99 Bishop's Chaplain's Travel	250	250			
100 Diocesan Staff Travel	11000	5000			
101 DRG Website/Newsletter	45000	45000			
102 Diocesan Disaster Response Plan	250	250			
103 Total Communications	122400	124900			
104 TOTAL DIOCESAN OPERATIONS	197400	159900			
TREASURER EDUCATION/TRAINING					
105 Treasurer's Travel	1500	1500			
106 Treasurer/Vestry Workshops	2000	2000			
107 Budget and Audit	500	500			
108 TOTAL EDUCATION/TRAINING	4000	4000			
ADMINISTRATION					
Personnel					
109 Bishop Compensation	125000	125000			
110 CATO	77500	105000			
111 Staff Salaries	190000	199500			
112 Contractual Services	0	12000			
113 Insurance Benefits	27250	46500			
114 Pensions	44950	48000			
115 Information Systems Consultant	4000	4000			
116 Employer's FICA	25200	31000			
117 Workers' Comp. Insurance	5000	6000			
118 Total Personnel	498900	577000			
Other Administration Costs					
119 Office Equipment Maintenance	500	500			
120 Office Equipment Leases	10500	10500			
121 Office Supplies	10000	10000			
122 Office Equipment	750	750			
123 Kitchen/House Supplies	3000	3000			
124 Computer Trng/Supp/Maint	200	200			
125 Banking/Investing Fees/Service Charges	9500	9500			
126 Property Taxes	7000	7000			
127 Bishop's Auto Maintenance	500	500			
128 Diocesan Hospitality	12000	12000			
129 Bishop Professional Development	2500	2500			
130 Bishop Continuing Education	2500	500			
131 CATO Continuing Education	500	2000			
132 Diocesan Staff Continuing Education	2500	2500			
133 Transition	1500	0			
134 Legal Fees	15000	5000			
135 Audit	10000	10000			
136 Moving Costs DRG Office	0	10000			
137 Information Systems Upgrade	0	31400			
138 Total Other Administrative Costs	88450	117850			
139 TOTAL ADMINISTRATION	587350	694850			
140 TOTAL EXPENDITURES	1266750	1478150			
REVENUE OVER EXPENDITURES					
Deferred Expenses					
141 Bishop's Auto Replacement (2014)	10000	10000			
142 General Convention Deputies (2015)	15000	15000			
143 Lambeth Conference (2018)	1250	1250			
144 Building Maintenance Reserve	0	0			
145 Information Systems Upgrade Reserve (2012)	0	10000			
146 Bishop's Sabbatical	10000	10000			
147 Total Deferred Expenses	36250	46250			
148 REVENUE OVER (UNDER) EXPENDITURES & DEF.EXP.	0	-34400			
149 FAITH BUDGET	0	-34400			

DIOCESE OF THE RIO GRANDE BOSQUE CENTER OPERATING BUDGET 2012

		Annual Projection*	2012 Budget			Annual Projection*	2012 Budget
REVENUE							
1	Conference Center Rental	66,000	50,000	25	Water Utilities	7,800	7,800
2	Residential Center Rental	629,000	480,000	26	Gas Utilities	8,000	7,200
3	Programming Rental	14,000	11,000	27	Electric Utilities	8,000	7,200
4	Built in Loss - 7%	<u>-48,600</u>	<u>-37,000</u>	28	ADT Security	6,000	6,000
5	Total	<u>660,400</u>	-	29	Grounds/Building Repair	24,000	20,000
EXPENSES							
10	Executive Director	30,000	30,000	30	Pond	2,400	2,400
11	Conference Center Coordinator	20,000	18,000	31	Routine Maintenance	12,000	11,000
12	Retreat Coordinator	20,000	18,000	32	Phone	4,200	4,000
13	Programming Coordinator	20,000	10,000	33	Copier	14,500	14,500
14	Medical Insurance	12,500	12,500	34	Membership Fees	1,000	1,000
15	Pension benefit	5,400	5,400	35	Computer Supplies	1,500	1,500
16	Marketing	15,000	15,000	36	Office Supplies	7,200	7,000
17	Housekeeping & Cleaning	74,800	68,000	37	Insurance	9,000	9,000
18	Contractual Services	5,000	5,000	38	Grounds Maintenance	24,000	24,000
19	Reimbursements	1,000	1,000	39	Postage	<u>3,000</u>	<u>3,000</u>
20	Kitchen Supplies	4,800	4,300	40	Total	<u>577,300</u>	<u>503,600</u>
21	Janitorial Supplies	2,000	2,000	41	REVENUE OVER EXPENSES	83,100	400
22	Pest Control	1,800	1,800	* Annual Projection based upon 170 days occupancy.			
23	Catering for Guest	224,400	180,000				
24	Catering for Events	8,000	7,000				

WELLSPRING PROGRAM BUDGET FOR 2012

		2011 Budget	2012 Budget			2011 Budget	2012 Budget
REVENUE							
	CONTRIBUTION - WELLSPRING	<u>75000</u>	<u>75500</u>	21	MISSION		
1	Revenue Available to Budget	<u>75000</u>	<u>75500</u>	22	Growth in Mission, land and buildings		
EXPENDITURES							
2	MINISTRY			23	Advancement Fund	<u>18000</u>	<u>18000</u>
3	Ordination Training			24	Assistance in Clergy Funding on-going missions		
4	Seminarian Support	<u>3500</u>	<u>0</u>	25	Missionary Outreach	2000	0
5	Subtotal	<u>3500</u>	<u>0</u>	26	Annual Bishop Kelshaw Lecture	2500	2500
6	Clergy & Lay Training			27	Congregational Development	1000	5000
7	Education for Ministry - Training	1000	0	28	Here's Life Inner City - Youth	0	0
8	ECW - Womens Ministries	<u>0</u>	<u>500</u>	29	Diocesan Mission Fund	<u>2000</u>	<u>0</u>
9	Sub Total	<u>1000</u>	<u>500</u>	30	Sub Total	<u>7500</u>	<u>7500</u>
10	Faith Alive	1000	0	31	Overseas Missions		
11	Cursillo Secretariat (North and South)	500	0	32	Companion Diocese	700	1250
12	InterVarsity Christian Fellowship - UNM Gallup	0	0	33	ROX35 COMIX	500	0
13	Lutheran Episcopal Campus Ministry	2500	2000	34	St. Luke's School of Nursing - Mombasa Kenya	1500	1250
14	LIFT United Campus Ministry	1800	2000	35	Vocational Missionary Individual Support	1000	500
15	Hispanic Mission	1000	500	36	Faith Alive Clinic, Jos, Nigeria		<u>1000</u>
16	Border Mission	0	8000	37	Sub Total	<u>4700</u>	<u>4000</u>
17	Native American Mission	8000	8000	38	Total Mission	<u>30200</u>	<u>29500</u>
18	Godly Play	<u>500</u>	<u>0</u>	39	MANAGEMENT		
19	Sub Total	<u>15300</u>	<u>20500</u>	40	To Operating Budget for Fair Share Reduction	<u>25000</u>	<u>25000</u>
20	Total Ministry	<u>19800</u>	<u>21000</u>	41	Total Expenditures	<u>75000</u>	<u>75500</u>
						42	REVENUE OVER EXPENDITURES
							0
							0

Episcopal Diocese of the Rio Grande

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Photos suitable for *Together* covers. Please send high-resolution photos with name of photographer and location to diocom@dioceserg.org.

ALSO WANTED:
photos of activities

Together

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November 2011 will be the next issue of *Together*
Deadline for submissions is October 21, 2011.

Visit the Diocesan website at www.dioceserg.org for archive copies of the newsletter.

Diocesan Office Hours
The Diocesan Staff are pleased to be of service. Diocesan House generally is open from 9:00 a.m. to noon and from 1:00 p.m. to 4:00 p.m. If you need to visit the office during the lunch hour, please call ahead to ensure that a member of the staff will be present to serve you.

Episcopal Church of St. James the Apostle

Clovis, New Mexico

Christians committed to shared ministry, to strengthen the Church, and to care for the needs of those in our community and the world, and to spread the Gospel of the LORD Jesus Christ.

