

JOURNAL

**of the
One Hundred Sixty-third**

**ANNUAL COUNCIL
of the
DIOCESE OF TEXAS**

Volume I

**St. Andrew's Episcopal Church
Bryan, Texas
St. Thomas' Episcopal Church,
St. Francis' Episcopal Church,
and Canterbury
College Station, Texas**

**February 10 & 11
2012**

EPISCOPAL DIOCESE OF TEXAS VISION DOCUMENT

MISSION STATEMENT

We are one Church reconciled by Jesus Christ, empowered by the Holy Spirit, called by God through worship, witness, and ministry, building the Kingdom of God together.

CORE VALUES

Grounded in our response to the Baptismal Covenant and Great Commission, the Churches, Schools, and Institutions of the Episcopal Diocese of Texas passionately hold these values:

Missionary Emphasis

Making Jesus Christ known with a missionary spirit that honors our heritage of growth and expansion

Education and Leadership

Forming disciples, both lay and clergy, to be effective agents of transformation

Meeting Human Needs

Bringing the love of Christ to a hurting world

Responsive Stewardship

Caring for and dedication of our abundant resources to support the mission of the Church

Excellence

Setting a standard for ministry driven by miraculous expectation

VISION

As followers of Jesus Christ, we are One Church within the Anglican Communion and The Episcopal Church. All are sought and embraced in worship, mission, and ministry in a spirit of mutual love and respect.

We are:

Youthful: Our congregations and institutions are continually renewed and revitalized through the infusion and inclusion of younger members. Children, youth, young adults, their friends and families, find in our diocese significant and engaging programs and ministries that inspire, inform, and support them on their Christian journey.

Multicultural: Our diocese is enriched through intentional efforts to reflect the communities in which we live. People of diverse ethnic, cultural, and socioeconomic backgrounds find respect, dignity, and opportunity in the life and ministry of the church.

Forming and Growing: Those seeking a deeper relationship with Jesus are nurtured and equipped to share the love of Christ in the world. They find lifelong opportunities for spiritual formation and servant leadership grounded in scripture and our historic catholic faith.

Reaching out to Serve: Those who serve and are served are transformed. People who are in need and who struggle, find hope, care, and restoration through the outreach and justice ministries provided by the people of the Episcopal Diocese of Texas.

One Church: We are a united, vibrant, healthy, and growing community of faith. The world will recognize us as Jesus' disciples because we love one another as Christ loves us.

JOURNAL OF THE 163RD ANNUAL COUNCIL OF THE DIOCESE OF TEXAS

Volume I - Reports to Council

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* Reports Not Received

I. FROM THE 162ND COUNCIL

UNFINISHED BUSINESS & CERTIFICATION OF MINUTES

I certify that there are no items of unfinished business remaining from the 162nd Annual Council of the Episcopal Diocese of Texas. I also certify that the minutes (as contained in Volume II, Journal of the 162nd Council) are a true and accurate account of the proceedings of that Council.

John A. Logan, Jr., Secretary

REGULAR COMMITTEES FOR THE 163RD (2012) COUNCIL

1. BISHOP'S ADDRESS

Stacy Stringer, Holy Trinity, Dickinson, *Chair*
4613 Hwy 3, Dickinson 77539 (281) 337-1833
Mary Crowe, Holy Spirit, Houston
Daryl Hay, St. James', La Grange
Reb Scarborough, Calvary, Richmond

2. CONSTITUTION AND CANONS

Maria Boyce, St. Martin's, Houston, *Chair*
3622 Wickersham, Houston 77027 (713) 229-1922
Sam Griffin, St. Cyprian's, Lufkin, *Vice-Chair*
Lillian Hyde, St. Luke's Episcopal Hospital, Houston
David Harvin, Chancellor, *ex-officio*

3. COUNCIL MANAGEMENT

Cecilia Smith, Diocesan Office, Austin, *Chair*
Box 2247, Austin 78768 Cell: (713) 516-5747
Richard T. Johnson, Trinity Church, The Woodlands
Richard Perkins, St. Andrew's, Bryan, (Chair, 163rd Council)
Ann D. Normand, Diocesan Center, Houston, *ex-officio*

4. DISPATCH OF BUSINESS

William Y. Fowler, Trinity Church, Galveston, *Chair*
2216 Ball Avenue, Galveston 77550 (409) 765-6317
Glenda Hardin, St. Stephen's, Liberty
Terry Nathan, St. David's, Austin
Paul Skeith, St. David's, Austin

5. NOMINATIONS

Janice Jones, Grace Church, Georgetown, *Chair*
1304 University Ave., Georgetown 78626
Office: (512) 863-2068; Cell: (936) 443-5391
Mike Tomsu, Vice Chancellor, *ex-officio*

To 2012:

Norma Gagliano, St. Francis', Tyler
Heyward Green, St. Paul's, Waco
Janice Jones, Grace Church, Georgetown
Margaret Waters, St. Alban's, Manchaca
Francene Young, St. Luke the Evangelist, Houston

To 2013:

Patsy Barham, St. Matthew's, Henderson
Caroline Jones, Good Shepherd, Austin
Marilyn Lockett, Christ Church, Tyler
Rhoda S. Montgomery, St. Thomas', College Station
Mike Shobe, Christ Church, Temple

To 2014:

George Dehan, St. Martin's, Houston
Patrick Hall, Holy Spirit, Houston
Lacy Largent, Chaplain, Seafarers' Center, Houston

6. RESOLUTIONS

Bert Baetz, St. Mark's, Rosenberg, *Chair*
Box 1627, Richmond 77406 (281) 545-1661
Dianne Delisi, Christ Church, Temple
Keith Giblin, St. Stephen's, Beaumont
John Pitts, Non-parochial, Houston

7. SUPERVISORS AND TELLERS

Jimmy Abbott, St. Alban's, Waco, *Chair*
305 N. 30th St., Waco 76710-7225 (254) 752-1773
Larry Angle, St. Mary's, Cypress
Elizabeth Dowell, Hope, Houston
Linda Gray, St. Francis', Tyler

II. STANDING COMMITTEES OF THE COUNCIL

Pre-Council Report of the COMMITTEE for CONSTITUTION & CANONS to the 163rd Council

(Key to types of proposals)	(Proposals)
A - Constitutional proposals, 2nd reading:	None
B - Constitutional proposals, 1st reading:	B-1
C - Canonical proposals:	C-3

A. CONSTITUTIONAL AMENDMENTS

**(Presented for second reading requiring 2/3rds majority approval from each Order)
NONE**

B. CONSTITUTIONAL AMENDMENTS

(Presented for publication on first reading)

Article 3

THE STANDING COMMITTEE

EXISTING:

Section 3.1 *Membership*

The Standing Committee shall consist of three Presbyters and three lay persons, at least 18 years of age, who are confirmed Communicants in good standing of the Church within the Diocese.

PROPOSED:

Section 3.1 *Membership*

The Standing Committee shall consist of three ~~Presbyters~~ Clergy and three lay persons, at least 18 years of age, who are confirmed Communicants in good standing of the Church within the Diocese.

IF AMENDED:

Section 3.1 *Membership*

The Standing Committee shall consist of three Clergy and three lay persons, at least 18 years of age, who are confirmed Communicants in good standing of the Church within the Diocese.

SUBMITTED BY: The Rev. Glenda Hardin, St. Stephen's Episcopal Church, Liberty, as requested by the Deacon Clericus

RATIONALE (by Rev. Hardin):

This section of the Constitution was adopted before the establishment of the Diaconate in the Diocese of Texas. This change would open membership on the Standing Committee to all ordained persons.

THE COMMITTEE PRESENTS THIS PROPOSAL FOR A FIRST READING WITHOUT RECOMMENDATION.

C. CANONICAL AMENDMENTS

Canon 2

THE DISPATCH OF BUSINESS FOR COUNCIL

EXISTING:

Section 2.1 *The Dispatch of Business*

(f) The Committee for Constitution and Canons shall consist of two members of the Clergy, two lay persons, and the chancellor, who shall be an *ex-officio* member. It shall be the duty of this Committee to receive every proposed change, alteration, or new Article of the Constitution or Canons of the Diocese, submitted to the secretary or chair of the Committee for Constitution and Canons by November 15th prior to the first business session of the Annual Council. It shall be the duty of this Committee to change the wording of such proposals to conform to the Constitution and Canons of the Diocese. It shall be the privilege of the Committee to evaluate these proposals and recommend their adoption or rejection. The action of this Committee will be printed in Volume I of the *Journal*.

PROPOSED:

Section 2.1 *The Dispatch of Business*

(f) The Committee for Constitution and Canons shall consist of two members of the Clergy, two lay persons, and the chancellor, who shall be an *ex-officio* member. It shall be the duty of this Committee to receive every proposed change, alteration, or new Article of the Constitution or Canons of the Diocese, submitted to the secretary or chair of the Committee for Constitution and Canons by November 15th prior to the first business session of the Annual Council. It shall be the duty of this Committee to change the wording of such proposals to conform to the Constitution and Canons of the Diocese. It shall be the duty of this Committee not to otherwise compose, prepare, or author proposals or parts of proposals presented to the Annual Council. The Committee shall offer no evaluative comment or recommendation on any proposal received. It shall be the privilege of the Committee delegates to the Annual

Council to evaluate these proposals and ~~recommend~~ determine their adoption or rejection. The action of this Committee will be printed in Volume I of the *Journal*.

IF AMENDED:

Section 2.1 *The Dispatch of Business*

(f) The Committee for Constitution and Canons shall consist of two members of the Clergy, two lay persons, and the chancellor, who shall be an *ex-officio* member. It shall be the duty of this Committee to receive every proposed change, alteration, or new Article of the Constitution or Canons of the Diocese, submitted to the secretary or chair of the Committee for Constitution and Canons by November 15th prior to the first business session of the Annual Council. It shall be the duty of this Committee to change the wording of such proposals to conform to the Constitution and Canons of the Diocese. It shall be the duty of this Committee not to otherwise compose, prepare, or author proposals or parts of proposals presented to the Annual Council. The Committee shall offer no evaluative comment or recommendation on any proposal received. It shall be the privilege of the delegates to the Annual Council to evaluate these proposals and determine their adoption or rejection. The action of this Committee will be printed in Volume I of the *Journal*.

SUBMITTED BY: The Rev. Jim Stockton, the Episcopal Church of the Resurrection, Austin

RATIONALE (by Rev. Stockton):

The Apostle Peter called the leaders of the early Church, “Do not lord it over those in your charge, but be examples to the flock” (1 Peter 4:3). Our Lord tells us, “You know that among the Gentiles those whom they recognize as their rulers lord it over them, and their great ones are tyrants over them. But it is not so among you; but whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must be slave of all” (Mark 10:42-45). Because the canon currently directs the Committee to publish its recommendations, and because this Committee is comprised of bishop’s appointees, there is an appearance of an imbalance of power that stands in contradiction to the gospel. As currently written, the canon holds in place an imbalanced process in which the committee may be perceived as being privileged with an inordinate influence upon the deliberations and decisions of the delegates to Council. As currently written, the canon implies that the committee is somehow more capable than are the delegates to Council themselves to discuss and evaluate proposals, unintentionally insulting the competence of the delegates and the movement of the Holy Spirit within them. This proposal remedies these problems. This proposal helps to eliminate the unintended appearance of ‘lording over’ by this committee. This proposal ensures that the responsibility for evaluating the proposals that come before delegates to Council is entrusted solely to the delegates themselves and is borne solely by them. This proposal exemplifies the trust that God invests in the entirety of God’s people, having “hidden these things from the wise and intelligent and [having] revealed

them to infants;...for such was [God's] gracious will" (Matthew 11:25-26), "so that our faith might rest not on human wisdom but on the power of God" (1 Corinthians 2:5).

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

RATIONALE (by the Committee):

The Committee, whose members are appointed annually, currently assists Council by evaluating the consistency of proposed constitutional and canonical amendments with the existing Constitutions and Canons of the Episcopal Church and the Diocese and, in some instances, state or federal law and advising Council of any constitutional or canonical or other legal consequences of adopting the proposals. If adopted, the proposal would shift the responsibility for that study and analysis to each Council delegate unaided by the advice of the Committee. Because of the burden that this research and evaluative process would place on each Council delegate and the likelihood that such an undertaking would result in lengthy oral debate during Council meetings regarding conflicting legal interpretations, the Committee does not recommend adoption of this proposal.

EXISTING:

Section 2.1 *The Dispatch of Business*

(j) The Committee for Resolutions shall consist of two members of the Clergy and two lay persons. It shall be the duty of this Committee to receive resolutions presented to it by any member of the forthcoming or last preceding Council, or by any committee or board not responsible for the dispatch of business of Council, provided these resolutions are typed with the original signed, and three copies. Unless the Bishop of the Diocese grants an exception, all resolutions must be submitted to the Committee not later than November 15 preceding the next Annual Council; but this shall not limit relevant amendments to any such resolution from the Council floor. The Committee may require all resolutions to be submitted in a standardized format and shall make such change of wording as is necessary for such resolutions to conform to proper usage and understanding. The Committee will inform the mover of any changes made. The Committee shall have the right to evaluate all resolutions and to recommend their adoption or rejection. The Committee shall have the right to rank the resolutions in an order of importance as determined by the Committee and present them to Council in that order. The Committee may request discharge from consideration by Council of resolutions which would seek similar action to that of a resolution previously considered. A two-thirds vote shall be required to adopt any resolutions submitted to Council pursuant to an exception granted by the Bishop of the Diocese.

PROPOSED:

Section 2.1 *The Dispatch of Business*

(j) The Committee for Resolutions shall consist of two members of the Clergy and two lay persons. It shall be the duty of this Committee to receive resolutions presented to it by any member of the forthcoming or last preceding Council, or by any committee or board not responsible for the dispatch of business of Council, provided these resolutions are typed with the original signed, and three copies. Unless the Bishop of the Diocese grants an exception, all resolutions must be submitted to the Committee not later than November 15 preceding the next Annual Council; but this shall not limit relevant amendments to any such resolution from the Council floor. The Committee may require all resolutions to be submitted in a standardized format and shall make such change of wording as is necessary for such resolutions to conform to proper usage and understanding. The Committee will inform the mover of any changes made. The Committee shall ~~have the right to~~ neither evaluate all resolutions ~~and to~~ nor recommend their adoption or rejection. The Committee shall have the right to rank the resolutions in an order of importance as determined by the Committee and present them to Council in that order. The Committee may request discharge from consideration by Council of resolutions which would seek similar action to that of a resolution previously considered. A two-thirds vote shall be required to adopt any resolutions submitted to Council pursuant to an exception granted by the Bishop of the Diocese. The delegates to the Annual Council shall have the right and the responsibility to evaluate all resolutions with regard to their adoption or rejection.

IF AMENDED:

Section 2.1 *The Dispatch of Business*

(j) The Committee for Resolutions shall consist of two members of the Clergy and two lay persons. It shall be the duty of this Committee to receive resolutions presented to it by any member of the forthcoming or last preceding Council, or by any committee or board not responsible for the dispatch of business of Council, provided these resolutions are typed with the original signed, and three copies. Unless the Bishop of the Diocese grants an exception, all resolutions must be submitted to the Committee not later than November 15 preceding the next Annual Council; but this shall not limit relevant amendments to any such resolution from the Council floor. The Committee may require all resolutions to be submitted in a standardized format and shall make such change of wording as is necessary for such resolutions to conform to proper usage and understanding. The Committee will inform the mover of any changes made. The Committee shall neither evaluate resolutions nor recommend their adoption or rejection. The Committee shall have the right to rank the resolutions in an order of importance as determined by the Committee and present them to Council in that order. The Committee may request discharge from consideration by Council of resolutions which would seek similar

action to that of a resolution previously considered. A two-thirds vote shall be required to adopt any resolutions submitted to Council pursuant to an exception granted by the Bishop of the Diocese. The delegates to the Annual Council shall have the right and the responsibility to evaluate all resolutions with regard to their adoption or rejection.

SUBMITTED BY: The Rev. Jim Stockton, the Episcopal Church of the Resurrection, Austin

RATIONALE (by Rev. Stockton):

The Apostle Peter called the leaders of the early Church, “Do not lord it over those in your charge, but be examples to the flock” (1 Peter 4:3). Our Lord tells us, “You know that among the Gentiles those whom they recognize as their rulers lord it over them, and their great ones are tyrants over them. But it is not so among you; but whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must be slave of all” (Mark 10:42-45). Because the canon currently directs the Committee to publish its recommendations, and because this Committee is comprised of bishop’s appointees, there is an appearance of an imbalance of power that stands in contradiction to the gospel. As currently written, the canon holds in place an imbalanced process in which the committee may be perceived as being privileged with an inordinate influence upon the deliberations and decisions of the delegates to Council. As currently written, the canon implies that the committee is somehow more capable than are the delegates to Council themselves to discuss and evaluate proposals, unintentionally insulting the competence of the delegates and the movement of the Holy Spirit within them. This proposal remedies these problems. This proposal helps to eliminate the unintended appearance of ‘lording over’ by this committee. This proposal ensures that the responsibility for evaluating the proposals that come before delegates to Council is entrusted solely to the delegates themselves and is borne solely by them. This proposal exemplifies the trust that God invests in the entirety of God’s people, having “hidden these things from the wise and intelligent and [having] revealed them to infants;...for such was [God’s] gracious will” (Matthew 11:25-26), “so that our faith might rest not on human wisdom but on the power of God” (1 Corinthians 2:5).

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

RATIONALE (by the Committee):

Each member of the Committee for Resolutions is appointed annually. With this appointment, each member of the Committee for Resolutions is entrusted to evaluate proposed resolutions in advance of Council meetings so that the business of Council can be handled in an orderly and efficient manner. The process for evaluating each submitted resolution involves an analysis of past resolutions, discussions with the authors of each submitted resolution, and prayerful consideration by the members of the Committee for Resolutions. Because of the burden that this evaluative process would place on each Council delegate and the likelihood that such an undertaking would result in lengthy oral debate during Council meetings regarding the results of these

individualized evaluative processes, the Committee does not recommend adoption of this proposal.

Canon 43
MORAL DISCIPLINE

EXISTING:

Section 43.1 *Obligation*

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

Section 43.2 *Definitions*

As used in this Diocese, Holy Matrimony shall mean the physical and spiritual union of a man and a woman, entered into within the community of faith, by mutual consent of the heart, mind, and will, and with intent that it be lifelong; and the moral qualifications of a person, as that term is used in the Canons of the Episcopal Church, shall include conformity to the obligation set forth in Section 43.1 hereof.

PROPOSED:

~~Section 43.1 *Obligation*~~

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

~~Section 43.2 *Definitions*~~

~~As used in this Diocese, Holy Matrimony shall mean the physical and spiritual union of a man and a woman, entered into within the community of faith, by mutual consent of the heart, mind, and will, and with intent that it be lifelong; and the moral qualifications of a person, as that term is used in the Canons of the Episcopal Church, shall include conformity to the obligation set forth in Section 43.1 hereof.~~

IF AMENDED:

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

SUBMITTED BY: The Rev. Jim Stockton, the Episcopal Church of the Resurrection, Austin

RATIONALE (by Rev. Stockton):

Holy Matrimony is one of the sacraments of the Church. By honored and ancient tradition and under the polity of the Episcopal Church the sacraments are defined by Christ Jesus and by the whole Church, for the whole Church. By honored ancient tradition and under the polity of the Episcopal Church a subsidiary body of the Church does not define for itself the Church's sacraments. This amendment relieves the Diocese of Texas of either seeming to claim or actually claiming to have the autonomous authority to define for itself one of the Church's sacraments. This amendment leaves the church-wide definition of the Church's sacrament of Holy Matrimony rightfully within the Constitution and Canons of the Episcopal Church and the Book of Common Prayer.

THE COMMITTEE PRESENTS THIS PROPOSAL WITHOUT RECOMMENDATION.

RATIONALE (by the Committee):

The Committee notes that the identical proposal with virtually the same rationale was submitted to the 162nd Council in February 2011 with the same recommendation of the Committee and was not adopted.

Maria Wyckoff Boyce, Chair

COMMITTEE ON NOMINATIONS

Treasurer of the Diocese – elect 1

Robert John Biehl Diocese of Texas

Secretary of the Diocese – elect 1

John A. Logan, Jr. Diocese of Texas

Standing Committee, Lay – elect 1

Moira Mathews Trinity Church, Baytown

Kaye Pendarvis St. James', Houston

Nancy Springer-Baldwin St. Michael's, Austin

Robert B. Sterk Grace Church, Georgetown

Standing Committee, Clergy – elect 1

Morgan Allen Good Shepherd, Austin

Howard Castleberry Christ Church, Temple

James Derkits St. Mark's, Houston

Genevieve Razim Trinity Church, The Woodlands

Executive Board, Lay – elect 3

DeAnna Bosch Trinity Church, Houston

Norma Gagliano St. Francis', Tyler

Robert Massad Grace Church, Georgetown

S. Wayne Mathis Grace Church, Alvin

Clayton K. Trier St. Martin's, Houston

Mary Wentworth St. Paul's, Waco

Executive Board, Clergy – elect 2

Patsy Barham St. Matthew's, Henderson

Patrick Hall Holy Spirit, Houston

John M. Himes Trinity Church, Marshall

Rhoda Montgomery St. Thomas', College Station

Ralph Bayer Morgan Christ Church, Eagle Lake

Darrel Proffitt Holy Apostles', Katy

Trustee of the Church Corporation – elect 1

Helen L. Toombs Palmer Memorial, Houston

Trustee of the University of the South – elect 1

Seth Hinkley Christ Church Cathedral, Houston

Sandra Wilkens St. Martin's, Houston

Janice L. Jones, Chair

COMMITTEE ON RESOLUTIONS

The Committee on Resolutions received no resolutions for the 163rd Council.

Bert Baetz, Chair

III. REPORTS OF THE BISHOPS

Report of Bishop Doyle

At our Diocese of Texas Council in 2011 I spoke of being on the edge of a new missionary era in our diocese and in our Episcopal Church. At that time I was already working on a strategic plan with Margaret Shannon of Houston who coached me in the process of development. I am grateful for her efforts, her support, and her guidance. This year's bishop's report is shaped by the strategic plan and I believe helps to give a good sense of our direction as a community in mission.

The Diocese of Texas has clarity about its mission. We understand that God calls us to build the Kingdom of God together. We are empowered by the Holy Spirit. This is experienced in our worship, witness, and ministry together.

While in other parts of the Church and Communion people are divided on all manner of topics, here in the Episcopal Diocese of Texas we are one Church reconciled by Jesus Christ. We understand when we move away from the central scriptural theme of preaching the Gospel to all nations and all conditions of people we will be ineffective. We know when we squabble and divide ourselves we suffer because we are not sharing God's love with one another. We know we are sinners and we are redeemed by Jesus Christ for the singular purpose of building God's kingdom and transforming the world around us. When we open ourselves up to one another and are focused on this primary work of change, we are changed.

We proclaim in the Diocese of Texas that God is eternally united in a Holy Community we call the Trinity. All of creation is formed out of the divine imagination reflecting to God the glory of God's self. This community of mutual affection and perfected friendship and undivided unity by its very nature, its very being creates all that we see, all that we have, all that we are for the pleasure and enjoyment and reflection that it provides. We know and we make known that the glory of God is the ultimate purpose of creation.

At the same time we know that we are a broken people and a broken community. Through all of history we have perpetrated the primary work of self-glorification, self-preservation, and self-manifestation making us the Gods of creation. This is the lie we live, and we are guilty from time to time of making our own desires the goals of the diocese or of our congregations. It is true and we should claim it; because only then can we be changed. When we do this we know it keeps us from recognizing our vocation. We know our mission suffers when we take our desires and make them the focus or agenda of the community. We know that when we live in our brokenness, focused on things other than the Gospel proclamation of Jesus Christ we have difficulty being who we are created to be and we prevent others from becoming who God has created others to be. Our personal transformation is hampered and we are stumbling blocks to others on their pilgrim journey.

So tragic, so pervasive, so broken is this understanding of creation that we – on our own – outside of community only see imperfectly the shape of the world intended by God.

What is the Good News? The Good News is that when we begin from a place of understanding the singular mission of God and his church (specifically the Diocese of Texas) we see clearly our shortcomings and that places our hearts, and minds, and wills in the mode of transformation. It is in this frame of mind that we may then proclaim and claim for ourselves and for our community the second part of our Mission Statement: In the Episcopal Diocese of Texas we are one Church reconciled by Jesus Christ.

In the Diocese of Texas we fearlessly, stand upon our own failure to do what God intends, claim the revelation and Truth that it is God who comes into the world to change it. We recognize the Truth of John 3:16: “For God so loved the world that he gave his only Son, so that everyone who believes in him may not perish but may have eternal life.” And, we proclaim John 3:17 because we are Episcopalians and read the whole of scripture: “Indeed, God did not send the Son into the world to condemn the world, but in order that the world might be saved through him.” Jesus Christ enters the world to possess the world which is a gift. He enters the world in order to participate, to undo the powers of this world, by reorienting, refocusing, and drawing our eyes to the greater work of God.

We remember that people asked Jesus, “Why did you come into this world?” He answers clearly, “To glorify God.” This is his answer and he is our teacher in the life of holiness – in the divine economy. Jesus’ death on the cross purchases, redeems, for us the freedom from the bonds of self-service that we may follow him along the way, imitating our teacher, and undertaking the glorification of God.

We are given by the cross freedom from sin which is nothing less than freedom from avarice which is the insatiable desire of a God like self-preservation above all else. Avarice is the root of all sinful desires and actions. To this we in the Episcopal Diocese of Texas, from every congregation and across the spectrum of divisive issues say, “No. We wish to claim our freedom to be who God wishes us to be through Jesus.” We say, “No. We will place God’s life and God’s unity above our own desire for division and separation from our neighbor.” We say, “No to the world that wishes us to be divided and issue oriented.” We in the Diocese of Texas, as Christians and as Episcopalians, claim and proclaim that we are reconciled to God and to one another through the power of Jesus Christ. We are able to see again what God values in us and what God values in others.

When we begin upon this foundational mission statement we can then say to one another that we are empowered by the Holy Spirit through worship, witness, and ministry.

We are given the ability to return to the work of restoring and recreating with God the world. God not only enters and claims creation as God's own, but also redeems it, providing a missional map for our work in creation. God breathes and lets loose on all creation the ever present Holy Spirit, God with us, to strengthen us for the work of glorifying and magnifying God.

The lens is polished that we may see more clearly, with the help of the Holy Spirit, our work and the work of our community. The Holy Spirit, the empowering agent of Godly life, transforms and binds individual sinners into a divine community of virtuous citizens. This is the family of God, the community called the Church, with the primary working outwardly, on a daily basis, the inner life of the Holy Trinity. The mission of true virtue is co-creating with God a worldly divine community of God, the reign of God, the kingdom of God, on earth and in this moment.

What does living our mission look like? Three years ago I went throughout the Diocese of Texas and I asked what does our mission look like? I invited a conversation about our common life and work and I listened to what you had to say. I took notes of your hopes and I of your dreams. I gained clarity about how you saw the vision and mission of our diocese lived out. I was able to understand how together we could make incarnate the mission God has for us as a whole community. I believe that we will know we are accomplishing God's mission for the Episcopal Diocese of Texas when we see the following three areas realized in the life of the diocese and her congregations.

Ministry that transforms and restores

Exceptional stewardship

Excellence in mission

You told me that *Ministry that Transforms and Restores* people was a primary result of our living life together. In our culture today we hear a lot about corporate identity. This individualization of corporations has created a situation in the West whereby many organizations have become the ends as opposed to the means. In fact this is true in our diocesan offices and in our churches. *Church*, the organization and the building, is not the ends of our mission work. *Church*, in all its forms, is a means to our individual and communal transformation.

We recognize that the organization's primary purpose of existing is the glorification of God through the transformation of individual life. We know that the most central theme of our mission work is the changing of lives for ourselves first and for those people in our care.

At the heart of our work of transformation is the very proclamation of Jesus Christ. As Archbishop William Temple once claimed, and as was adopted by our General Convention in 1973 as the definition of evangelism: We are about the work of presenting " Jesus Christ, in the power of the Holy Spirit, in such ways that persons may

be led to him as Savior, and follow him as Lord within the fellowship of his Church.” We know in the Diocese of Texas that we are about this work of presenting and proclaiming the transformative power of Jesus to others, that they may be drawn into Christian community, and specifically into the Christian community of the Episcopal Church. Transformation for us is unique and particularly focused.

Because we are completely committed to this work we are at work in the lives of everyone in our community. We are committed to the transformation of people’s lives in our churches AND in our neighborhood communities!

The Episcopal Diocese of Texas is changing the world around us in concert with Christ’s resurrection work. We understand our responsibility to be the geographical boundaries of the diocese first, then Texas, then the world around us. We understand the lives of the people in our churches and in our communities; in fact the world must be a better place tomorrow because there are Episcopalians in it today. We make better the lives we touch.

Because this transformative work is our primary concern as an organization we know that the Episcopal Diocese of Texas is at work in the world focused on the individual – the whole person: Body, Mind, and Spirit. We do this through the transformative ministry and mission of: Spiritual formation (which includes Invitation, Discipleship, Evangelism and Mission), Healthcare, and Education.

In our economically oriented culture we know that we must also change the world around us by transforming the fiscal lives of those entrusted to our care. We must help individuals move from poverty to living wages, from credit encumbered lives to freedom to give, from ego centric consumption to life changing giving.

The Episcopal Diocese of Texas is renewing the world around us through developing partnerships with groups and communities interested in renewing and restoring green space, efficient energy, and a cleaner environment. We are at work in the world seeking to transform God’s creation by decreasing our ministry footprint while increasing our mission impact. We desire to help individuals and the communities they live in thrive through the sharing of resources and responsibility. We know that this work of transformation is essential if we are to be Godly citizens in the fast paced and ultra-divided cultural context in which we find our mission.

We also recognize the second fundamental way in which we as a diocese will know that we are living into the mission God has given us when we see that our whole diocese is engaged in *Exceptional Stewardship*.

As Christians and as Episcopalians we make known to the world that we believe we have been created to be stewards of the resources which are God’s. As Christians we understand we possess, we own, nothing. We are simply stewards of God’s things. We are not giving something back to God; on the contrary, we are using God’s things for God’s purposes. We recognize that the question which is foundational in stewardship

discernment is not the question of “How much will I give back to God?” but “What am I to do with all of God’s things?”

This means we must be mindful of the time, the personal gifts of leadership and creativity, and money that God has given us responsibility over. As a Diocesan organization and as congregations we understand that stewardship is the living out of the work we have been given to do by God.

We believe that the transformation of the individual’s heart and soul leads to greater understanding of their work as stewards and so individual stewardship is an important part of the work of exceptional stewardship. If we are not transforming individual lives and bringing them into the community of the faithful then we cannot expect corporate excellence in stewardship. So, we recognize how stewardship is related to transformation. Transformation within the individual shows up in the way he or she deals with others and how they participate in community. We believe that the institution is making a difference when those who participate can say that they are growing in Christ and making a personal commitment to glorify God and to bear witness to his work in word and deed.

This becomes evident in the Christian’s relationship with others and brings us to the notion that exceptional stewardship will affect our *Congregational and Corporate Stewardship*. We are a diocese of institutions, congregations, and ministries. In fact we know that our individual lives are primarily lived out within the corporate life of the body of Christ, the family of God. Through life in these communities individuals are transformed from selfish, avarice, and consumption focused to God, Christ, and other focused, and in so doing the corporate life of the institution is likewise transformed. Maintenance and self-perpetuation are transformed to investment in mission. The churches and other institutions become the ends of personal and communal transformation rather than the ends of our common work.

This means that while we as a church may be about the daily business of communal life, or a hospital may be about the work of healthcare, or a school about education, **ALL** organizations in the Diocese of Texas serve the greater mission of Jesus Christ for the transformation of lives and greater Glory of God.

We understand that Jesus Christ came to glorify the God he loved who was his Father in Heaven. His tenacious pursuit of God’s glory inspires in the community of his church *Excellence in Mission*; the third area where we shall see results. We understand our work, our primary work as creatures, is to glorify God by doing and giving our very best. *Excellence* is both a value and a quality of our work. Excellence flows through [our] transformation and [our] stewardship. Excellence also reveals itself in community life that:

- Is thriving in biblical study and theological reflection
- Is changing people’s lives by sharing the life changing narrative of Jesus Christ
- Is healthy and growing
- Is fiscally sustainable

- Is multi-ethnic, multiple-generational, reflecting the world around us – reflecting our missionary context

Excellence in and through *Mission and Ministry* means then that we will see this attitude permeate and revealed in community life that:

- Is growing and planting new churches – congregationally driven startups
- Is growing and planting new outreach and finding new ways to serve the community
- Is helping leaders, clergy, and laity to realize the potential of their missionary calling

So, how do we measure this excellence? What are our measurement tools? How will we know we are making progress?

We will see realized potential based upon our individual missionary context.

We will know we are making progress when evangelism (the proclamation of the good news of salvation and the unique story of Jesus Christ) and caring for others become the hallmarks of the Episcopal Diocese of Texas.

We will know we are making progress when we see more people connecting to Jesus Christ through our churches. Yes, the average Sunday attendance will increase in the Diocese of Texas and baptisms, confirmations, and receptions will increase. But it will be the people's stories about how their lives were truly transformed by God in Christ through the Holy Spirit working in the Episcopal Church's mission that will matter most of all.

We will know we are making progress when the median age of the membership of our church decreases and our leadership (clergy and laity) is younger and more diverse ethnically – to reflecting our mission context. But we will really know we are making strides towards our goals when we can see and testify that our mission is broad enough to disciple and form people of every language, ethnicity, and age.

We will know we are making progress when existing congregations take the initiative for planting new congregations and the Diocese has many new communities (fellowships, missions, parishes) annually. We will know when our congregations and the Diocese, where appropriate, willingly fund and support emerging and new initiatives. We will know we are making progress when we see our congregations throughout the diocese reaching out each year with new ways to improve the lives of their neighbors -- in body, mind, and spirit.

We will know we are making progress when our institutions are all mission focused. We will know when we see our institutions show growth in numbers, finances, and in community impact. We will know when our institutions manifest in their corporate identity the unique Episcopal witness to Jesus Christ and impart that at every level of their organization.

We will know we are making progress when all our organizations are involved in healthy stewardship for the mission of Christ and his kingdom. We will know when we have an intentional diocesan wide planned giving ministry focused on helping the local congregation or ministry reach its long term visionary goals.

We will know when the work of the foundations of the Diocese is clearly and strategically focused on the Diocesan mission. We will know when the foundations' own corpuses grow and the funding available to the Diocese for strategic mission is increasing.

We will know when we see:

- more churches
- more emerging communities
- more schools
- more clinics
- more outreach ministries and centers

We will know when we have three new funds: Leadership Development Fund – which builds leadership formation and capacity throughout the congregations of the diocese; the Great Commission Fund – which underwrites and supports new congregations; and a Clergy and Laity Wellness Fund – which supports the health care cost and wellness initiatives for clergy and lay leaders along with their families.

How do we get there? How do we move from where we are today, capitalizing on our strengths and resources, to become the diocese intended by God? Where our ministry transforms and restores? Where we exhibit exceptional stewardship? Where excellence is the quality of our mission? How will we realize the expectations of our missionary contexts?

I believe there are *Three Pillars* to our ministry in the diocese.

The first pillar is Formation. We form people to know their vocation and to act out of a centered Anglican perspective which is uniquely and unabashedly Episcopalian. We form people who know and understand God as Trinity. We form people who know and practice a healthy spiritual life. We form people who invite, welcome, and build community. We form people who care about the world in which they live and are integrated into the life of their community. We form people who make a difference.

The second pillar is Leadership. We form people to understand their unique leadership vocation within God's creation. We form leaders who are Clergy and who are laity and we do this not by forcing them into a mold we have created but by helping them reach their God given leadership potential.

We help to form leaders who can:

- Identify the adaptive challenge and to see a creative opportunity.
- Keep the level of change within a tolerable range for doing transformative work.

- Focus attention on ripening issues
- and not on anxiety or stress reducing distractions.
- Give the work to people – we are a community of the baptized
- but at a rate where they can participate and be successful
- Protect the healthy voices of leadership¹

We help God to form leaders to make a difference in God's world for God's people, in their congregation and in their community.

The third pillar is Connection. Theologically we understand that as church we are the body of Christ. Therefore, we know that in everything we do we are building up the body of Christ through the power of the Holy Spirit. So, we connect people with people. We build healthy networks for mission. We build healthy networks that support our individual vocations. We build healthy networks between institutions and congregations. We connect people with resources that change their lives. We connect people with resources that change the communities in which we serve.

Who does this work? The people called the Episcopal Church in the Diocese of Texas do this work. Someone else, somewhere else, does not do this work. Having a unique baptismal covenant means that staff and clergy do not do this work alone but rather the whole body of believers, the Episcopal Church in Texas, all 79,000 of us are responsible. We have a mission. We have values that define how we see the world: transformation, stewardship, excellence. Every congregation and every institution is continuously engaging in the work of formation, leadership, and connection for the sole purpose of realizing our potential in our missionary context.

What is the work of the Diocesan Office? We are partners with the people in the congregations and institutions seeking to fulfill the mission of the Diocese of Texas. All staff who do ministry for the Episcopal Diocese of Texas, regardless of office or position, concern themselves with the living out of [support and implementation of] the three Pillars: Formation, Leadership, and Connection.

We are involved in strategic ministry whereby what we do on any given day is rooted and connected with who we are as Episcopalians in Texas and what we understand our ministry and mission to accomplish.

What follows in the second half of my report is this year's review of our work as the Diocese of Texas on the topics included in the above strategic plan.

Formation

This year we saw the complete renewal of our Formation area of ministry in your Diocesan Office. We had a successful search which brought onto the staff the Rev. Canon John Newton (Canon for Lifelong Christian Formation), Jamie Martin-Currie (Missioner for Christian Ed), Matt Blank (Missioner for Youth & Young Adults), and

Denise Trevino (Missioner for Intercultural Development) into help focus and bring to life our mission work in these areas.

Through their combined efforts we have empowered the people of the DOT to do the work of the DOT by forming three new commissions – the young adult commission, the commission for children and families, and the older adult's commission. Today we have more people connected and working together than we have seen in over a decade. These commissions are committing to living into the objectives of the 2009 town hall meetings and will engage in our common strategic work.

We are connecting and forming our youth ministers and D.R.E.s at the convocational level and having them meet on a regular basis for formation, leadership development, and connection. We are connecting with congregations to press our strategic vision down to the people of the Diocese. In 2011 the formation team alone was present in over sixty of our 153 congregations.

The signs that we are getting more serious about forming uniquely Episcopalian disciples of Jesus Christ are many. Among other things, our youth programs are full, new initiatives in college and young adult ministry are being planned, and our formation conference tripled in size in 2011.

The formation team has focused on strengthening the three pillars of formation, leadership and connecting through conferences, vision-casting, individual meetings, web communication, curricula, commissions, convocational groups, preaching in churches, new initiatives, and various trainings.

Their goals for June 2011 included: The Young Adult Commission, the Older Adult Commission, and the Commission for Children and Families functioning in a healthy and sustainable way. The team visited over 80 congregations this year; Canon Newton having 48 Episcopal communities such as parishes, schools, or camps or conferences. They gathered youth ministers and D.R.E.s at the convocational level for formation, leadership development, and fellowship. This year they saw the revamping of the diocesan youth programs, renewed and growing. The Christian Leadership Conference is being revamped in 2012. Their focus on formation, leadership, and connection saw every area of their programs growing in attendance and participation.

Reporting to the Executive Board Canon Newton said the following work was progressing well and beyond expectations: the Rooted & Connected Conference had approximately 65 attend; almost triple the size of the previous year. The November Happening & Y.E.S. were at capacity; first time in years and had waiting lists. Along with the new commissions, the College Ministry area saw the creation of a new Board to oversee this work.

The emerging energy and issues in formation for 2012–2013 Challenges challenge us even further. Not resting on the stability that we have achieved; we must prayerfully discern what faithfulness will look like moving forward.

Empowering convocational groups and newly formed commissions to equip others for ministry will be essential. Thinking beyond the resource library; the challenge is not to reinvent the wheel but to share “our wheels” with each other taking advantage of advancing technology. Conferences remain a challenge and so they will be working to discern our role in equipping the diocese in partnership with other diocesan efforts; don’t want to over-schedule ourselves or other people. The issue of authority will need to be addressed in terms of cooperative and mutual ministry. Today the formation department has traditionally had a voice with Youth Ministers and DREs, tomorrow our goal is to “form disciples” and to work with the rectors to achieve this goal. We remain weak in our connections with East Texas. While the bishop has worked on connections in East Texas and the regional office has helped, the Formation team is hoping to have greater involvement but also a greater presence in East TX. It is no longer enough to have an Episcopal presence, our Formation office and in fact all our staff must be at work across the diocese; linking us in our common efforts to preach and teach the Gospel.

2012 will see us asking: How do we encourage forming disciples at the diocesan level? What is the place of conferences, vision-casting, individual meetings, web communication, curricula, commissions, convocational groups, preaching in churches, new initiatives, trainings, etc. in this work? These are all seeds. Are we sowing the right ones? Are we missing areas? Are we sowing broad enough and with enough intention?

Lastly, we will look at a think tank, a task force of a kind, to help us consider seriously how we form Christian disciples who are uniquely and unabashedly Episcopalian.

Intercultural Development

We have for a long time spoken about the challenge and sin racism poses, the nature and difficult work of being a diocese which is multi-cultural and multi-ethnic. Our history has been one which saw the mission opportunity a diverse population posed. We have developed and have a vision of being one family of God with all kinds and conditions of people. This is repeatedly reaffirmed in my conversations and in the listening we have done in the last three years specifically. We are leading in plumbing the depths of the challenge of being a diocese that speaks many different languages, includes people from many of the countries of the world, and has the opportunity to truly be the church God intended on Pentecost Sunday. Denise Trevino who aided the former Canon Jaime Case in this area now has taken up the leadership in this area of formation. And, because of the vision and complexity of our challenge, has renamed the area Intercultural Development. This work is work that will ultimately go far beyond the color of one’s own skin and deal with what it means to be a missionary in our Texas context.

This year the goal and purpose of this work will be to provide various multi-, inter-, and cross-cultural resources to church communities and other diocesan groups. Falling in line with our strategic development goals, the overarching goal for our ministry in this area of congregational life will be to minister to and empower our various Episcopal communities to live into a more Christ-like life by serving and connecting all of God’s people with God and each other.

While we know that multiculturalism is a term that means the appreciation, acceptance, and promotion of multiple cultures, we do not simply rest upon the appreciation, acceptance, and promotion for one another's common good. We in the Diocese of Texas seek to be competent intercultural missionaries who have the ability to successfully communicate with people outside our own culture.

This is essential for the health and wellbeing of the church. I think of this as foreign missionary training; for we in our churches are foreign missionary outposts living in and surrounded by a foreign culture. Throughout the different diocesan communities, we strive to be inclusive and respectful communities so that all of God's people feel welcomed to celebrate the new life we have in Christ. To truly live up to this goal we must work on the appreciation, acceptance, and promotion of other cultures while giving people the tools to know how to navigate these new cultural experiences. A theology of intercultural development is rooted in a proper understanding of the doctrine of reconciliation and has implications not only in the area of racial multiculturalism but also between parents and children, younger members and aging members, and between 1928, Rite I and Rite II communities.

Our first goal is to give clergy, vestry, laity, and others more effective tools to become culturally competent leaders. Roughly 85% of our time will be directly dedicated to churches with the 15% dedicated to other diocesan entities such as our Episcopal schools, non-profits, etc.

Our second goal is to re-designing *The Fertile Ground Workshop*: We will work with each community for approximately one year, with quarterly visits and specific cultural "work assignments" between each quarterly visit. A covenant will be signed between the trainer and the community for a commitment to one another to engage in diversity work for a minimum of one year.

So our third goal is to train two people in 2012 to be able to teach the new *The Fertile Ground Project* workshop and add two trainers each year for three years. That gives us 7 trainers in the next three years.

We already have 43 requests/inquiries that are back logged with only one trainer. Over a quarter of our congregations are interested in this work. So, quarterly "convocation" regional workshops is an option being explored to reach more people faster while still keeping the training workshops at the highest standards we have set forth.

By early 2012, we will gather 8–10 people from around the Diocese to be part of a Commission that will help further the goals of the department. Individuals will represent various entities and cultures in the Diocese. Their direct input of ideas and involvement will be instrumental in making sure we keep the various programs in the department meeting the needs of both the Diocesan communities and the Diocese of Texas.

As Jesus' disciples, we are being sent forth to teach. The "trainers" in *The Fertile Ground Project* and all of its participants are ordinary people being asked by God to be

disciples and to disciple others! The formation of our programs and the people teaching the programs are at the heart of spreading the word of God. Without going out into our Diocesan communities and teaching diversity work coupled with theological reflection and connections, we will fail to be doers of the Word. With every person who attends a workshop, uses our resources, and reads our materials we have a real opportunity to begin to plant the seeds of change towards becoming a more inclusive and respectful home for all of God's people. We are One Church reconciled by Jesus Christ.

I could not be more pleased with the work this area of mission is undertaking for the sake of God in Christ Jesus and for the sake of his mission in the diocese. We have yet begun the most important work of discipleship. Yet the renewal of this area is profound and should give us hope and joy in what God and the Holy Spirit are unleashing in the Diocese of Texas.

Evangelism and Congregational Development:

Formation is not the only area of your diocesan office that has been moving into alignment with the strategic plan. Congregational development has also been undergoing change and renewal. I have appointed Mary MacGregor as the Director of Evangelism and Congregational Development and charged her with the redoubling of our efforts in this area.

Working with Carol Barnwell and Canon Newton, Mary joined me in hosting the Evangelism Conference which was held November 11–12, 2011, with 186 persons participating. The focus was to teach an evangelical Episcopal perspective, practice and learn from congregations who strive to be creative in their approaches to evangelism. This gathering has spawned numerous evangelism efforts and the conversation continues to grow.

She continued the work around skills for search committees. She spoke to 4 congregations specifically, worked intimately with over a 50 congregations and their leadership, and coached many more. She was on the ground and visited over 32 congregations this year. She also led teaching retreats at 6 congregations to challenge, educate, and inspire leaders to new awareness of their congregation's development.

Her work with the Iona School for Ministry has graduated to date 27 students who have become priests and 20 persons who have been ordained deacons. In 2010–11 Lay professionals were allowed to participate in the core curriculum. Currently there are 2 students who fit this category.

The *Iona Initiative* has been created to establish local formation programs similar to the Iona School in other dioceses. Currently the Diocese of Texas has partnered with the dioceses of ARK, NEB, WTX, NWTX, WYO, MS, OK and the Seminary of the Southwest to develop this program for the local formation of priests and deacons. We are sharing our resources with our congregations and with the wider Episcopal Church!

She started the Redevelopers Group. This group was established with 16 priests who lead congregations that have been defined as redevelopment opportunities who met 4 times in 2011 and will meet 5 times in years to come for congregational development education, mutual support, and peer learning. She also worked with Bob Schorr to harness the energy of the new church planters and work with them on achieving their goals in 2011.

Together they also helped to plan and run 3 Regional Warden's and Vestry Conferences held in 2011 with 480 persons in attendance. These conferences are designed to inspire and equip congregational leaders who serve on vestries and bishop's committees.

The Episcopal Network for Stewardship National Conference-Diocese of Texas hosted at Camp Allen with 82 persons from our diocese in attendance. These conferences are designed to teach and equip congregational leaders with the resources and education to support stewardship education and development in churches. In 2012, we will see work between the Evangelism and Congregational Development team and the Formation team to rethink stewardship and achieve excellence in this area. We must begin to look at resource sharing, a speakers bureau, and local (in the congregation) coaching so that congregations may reach their own goal of discipling the membership of their congregations in the essential and pivotal role stewardship plays in one's own faith journey.

Our goal is to help congregations and to be proactive. So Mary has worked with a number of congregational Coaches and is focused now on increasing the numbers of people who can be resources. In 2011 we saw training successfully completed by 2 new coaches and in 2012 we will do more.

Perhaps the greatest news is the roll out of our Newcomer Ministry Project. The Episcopal Church prides itself on being a welcoming church. Our evangelism focus today aims at becoming a church which is known for being an inviting church. If we are to do that work successfully we must also work up river. We must seek to truly be "welcoming." The *Newcomer Ministry Project* was launched in 2011 with resources, consulting, and training for congregations. 35 persons have been trained by Mary Parmer in assessment tools and resources for Invitation, Welcome, and Connection work in congregations. In 2012 we hope to see the expansion of this work as people take what comes naturally for us as hosts and transform it into a community who embraces all those whom God sends into our midst.

We have a growing number of congregations who are increasing in ASA and membership. We are adding new churches and we are starting new initiatives through Greenfield efforts. We have a new Greenfield Commission who this year worked on resources and promulgating the idea that the congregations begin new congregations. They played a large role in the evangelism conference. The diocese is healthy and is working in positive ways to expand its evangelism work in the world. In 2011 we saw our new church starts grow, we also saw two congregations begin new communities

outside of themselves (both were in Houston, one English and one Spanish speaking community).

While we must continue to focus our attention on all of these areas we remind ourselves that it is the individual and their personal transformation which is the goal of our work. We are at work presenting God in Christ Jesus to the world such that those who encounter us and the Holy Spirit may call him Lord, and find their place in the pilgrim fellowship which is our community of faith.

Mission and Outreach

As many of you know Mrs. Sally Rutherford retired in the summer of this year. She did an excellent job overseeing this area of ministry. I appointed Archdeacon Russ Oechsel to oversee the area during the transition time. I spent the fall of 2011 working with the Executive Board Sub-committee on Vision and Mission with the goal of having a job description ready by the December. The job description was finished. I asked the Rev. Genevieve Razim to serve as the head of the search committee to find a replacement. We spent a month putting together a search committee. They will have their first meeting in January where they will work on the job description and process. We hope to be in search mode by the middle of the spring and hire for the new position in either late summer or early fall of 2012. This is the third largest financial area of the diocese and the amount of dollars that we multiply through participation with other granting organizations is a tremendous asset to our churches. Furthermore, the work that is undertaken by this office to network, form, and help people with their leadership is essential if this area of our work is to be successful in the future.

I am grateful for Archdeacon Oechsel's work during this transition. I am also thankful for the work of Kathy Culmer who has done an excellent job with mission funding given the particular and unique challenges posed by an ever shrinking budget.

Communications and Networking

In terms of communication and networking this past year brought a lot of changes as we focused on meeting our goals as a diocesan staff and seeing communication not only as reporting the good news of our common work but also communicating the Gospel to the world around us. We completed design and implementation of new website. We also redesigned a more robust enews published weekly (Jan. 1312/Nov. 2039). We created more than 50 online groups linked through our new website. We Published 4 issues of magazine with online option Published. We reported on more than 350 news items from congregations; pushing more news and sharing best practices through our online community. We made strides with online video and audio slideshow production: Mission Funding, Greenfield, and other ministries. We designed an App for diocesan communications so that people can keep informed and better network. We pushed information on our web pages for numerous EDOT events and programs. And we have been working to roll out the Sharing Faith dinners-concept including design of materials.

We have shared our resources throughout the church, including the Episcopal Church and offered videos, consultation, Lenten programs, and workshop coaching. We have also worked with four dioceses to help them with communications including the Episcopal Church with aid to Episcopal Relief and Development and the ECVA.

Carol Barnwell, LaShane Eaglin, and Luke Blount are leading visionaries in this effort for our Diocese, our congregations, and the wider church. Their efforts have increased readership and communication. We have measured our benchmark after two years of change have a better readership across the board than most business hope for. We are today envisioning the next phase of communication that will increase readership and produce an online video library for formation and discipleship.

Their goals for the coming year are to continue to respond to communications needs for other departments and churches; grow the readership of online news and enews letters; create more interactivity, more video content, and the networking of congregations one to another.

Safe Church

We continue to strive to not only create a welcoming church but a safe church where all of God's children are respected and treated with dignity. We have aimed at increasing our safety net while at the same time lessened the burden to churches and their leadership. Cecilia Smith has worked on this area for us and she has done a tremendous job. We are in fact looked to for advice and counsel in this area across denominational lines; to include local non-church agencies.

We have increased the number of congregations training Safeguarding God's People from 48 to 79. We have expanded Master Trainer group to prepare new trainers for SGC and SGP – now have them in place in each region (Houston, Austin, Tyler). This year we began work on new Safeguarding Records System to remove the burden of record keeping from the local congregation. And, we also advised/trained at 19 entities per their request arising from challenging situations or special needs.

In 2012 we are aiming at a roll out of a new systems management program that will build upon our successes in 2011 and create an electronic records database. This will be called SRS and while running a beta plan early in the spring we are hopeful to be on line by the end of the year. We will seek to train some 73 congregations and have the full roll out of both Safeguarding God's People and God's Children.

The new database will hold for us a great potential for future record keeping that will help the diocese move into a more green and sustainable future.

Conclusion

As you know this year brought the resignation of Bishop High and Bishop Harrison was on sabbatical. I was glad to have Bishop High return to work with me on pastoral care to

the retired and to pick up a few visitations in the fall. I was also glad to have Bishop Harrison return from sabbatical rested and ready to continue our common work together. I very much enjoy our team of bishops, and I am looking forward to the election this summer of a new suffragan.

We have been blessed to have Bishop Wimberly and Bishop Duncan with us to help with visitations. I believe the diocese responded positively, as did the staff, to having the Wimberlys with us once again. Bishop Duncan was a tremendous help.

I am proud of our diocesan staff. I am proud of the leaders of the Diocese of Texas who sit on our boards and head our institutions. I believe I could not have better partnerships and a healthier diocese given the stresses and strains of cultural change.

I could not do this work without my own staff and those who help to make the diocese run smoothly. Bob Biehl in finance and Canon Ann Normand are true assets to the kingdom work we seek to undertake as a diocesan community. I feel as though our finances and deployment is well tended to and are fast becoming the bedrock from which a healthy diocese can leap. Canon John Logan as secretary serves as a counsel and great aid to me as well. Let me also pause to say that the Bishop Diocesan office staff made up of Alice Kerr, Rebecca Sweitzer (who works two days a week), and Carrie Sellers are very real associates in what I do. Stephanie Taylor most of all is someone upon whom I trust, can count on, and I believe the clergy and parish leaders find to be truly helpful in our communication and scheduling.

This year we enter our fourth year together. I believe collectively we have built a great platform for our ministry. I think we have accomplished together a great deal of work in a very short amount of time. We have been thoughtful, prayerful, and we have discerned our needs and we are meeting them with attention. I believe this work is making way for our diocese to embrace the missionary era in which we find ourselves. As I look back I pause and realize that together we have already done a great work:

1. Further developed sound financial structures
 - a. clean audits
 - b. in 2011 no use of our line of credit
 - c. decrease in foundation funding for diocesan budget
 - d. lean diocesan budget – having managed the economic downturn
2. A budget that is beginning to be strategically formed
3. A missionary asking which gives congregations credit for local missionary dollars spent
4. Revisions to the foundations (especially Quin) which have strategically focused grant making on mission
5. Strong deployment which is multicultural and diverse
6. Strong leadership recruitment among the laity
7. Increased lay participation throughout the varying processes of church leadership
8. Increased participation and shared Episcopal leadership of the institutions of the diocese
9. A stronger and healthier regional ministry by the bishops

10. A strategic plan with accountable metrics and goals
11. A staff that is reorienting around common goals
 - a. More hands on work
 - b. More visitations into congregations
12. Launched the Greenfield Commission to support creative church plants
13. Began funding of the Great Commission Fund – to start churches
14. A visitation schedule supportive of growing congregations, and which gets bishops to all the congregations on a regular basis
15. We are managing major transitions in the diocesan staff and in committee leadership roles smoothly
16. Healthy relationships with Primates/Bishops and Diocese/Provinces of the Anglican Communion
17. Healthy relationships with The Episcopal Church leadership and House of Bishops
18. Blossoming ecumenical and inter religious relationships and peer friendships among other judicatory leaders in Texas
19. Growth in global missionary partnerships
20. A strategic communication plan for evangelism, mission, and networking the diocese
21. Recasting the role of bishop diocesan as chief
 - a. Preacher
 - b. Teacher
 - c. Communicator
 - i. 1,900 hits on Hitchhiking the Bible Blog per month; 1,300 Blog Hits per month; 23,000 sermon downloads; 4,480 twitter followers (with a repeat reach of 650+); 2,647 Facebook connections)
 - ii. Speaking and teaching engagements in congregations/retreats/and in other dioceses
22. Increasing biblical engagement by clergy and laity through conferences
23. Brought together a diverse group of leaders to build unity around mission instead of division

I believe we have had a great beginning together. Now we set our face firmly towards the vision God has for us of being a missionary diocese. We cannot measure our success based upon accomplishments, numbers, or tweets. Our success will be measured in the course of time as people look back at us and see people who were willing to pick up the standard of God in Christ Jesus and the Episcopal Church and carry it forward. We will be measured by our own transformation in the process of our pilgrim journey; and by the stories shared by those for whom life was changed by meeting us along the way. Faithfully submitted...

The Rt. Rev. C. Andrew Doyle
IX Bishop of Texas

ⁱ This list is from Kotter's book entitled: *Leading Change*.

Report of Bishop Harrison

The past year has been both busy and blessed. Our work together continues to flourish, as reflected in the many excellent ministries all around us which are highlighted in this *Journal*.

During this year we have seen the retirements of Bishop Rayford High, Christian Formation Missioner Janie Stevens, and Outreach Coordinator Sally Rutherford. All of these friends have served the diocese faithfully for many years, and I give thanks to God for their witness among us.

The fires in Bastrop have had a significant impact on that community and on Calvary Church. The people of Calvary have been touched by the generosity of so many people around the Church. Please keep them in your prayers as they continue to recover and focus on serving their community as it rebuilds.

The diocesan institutions with which I work have marked exceptionally strong years of productive ministry. St. Luke's Episcopal Health System continues to grow, now numbering six hospitals in the Houston area. St. Stephen's Episcopal School in Austin had an exciting year as it broke ground for a new dorm and faculty residence building which will greatly expand and strengthen its ministry.

El Buen Samaritano in Austin is serving more clients than ever before. It focuses on families through its health clinic, education services, computer classes, food pantry, and nutrition and exercise programs. "El Buen" is in the midst of a strategic planning process which will set its course for the next five years. The results of this planning will be unveiled at the celebration of its 25th anniversary celebration on April 20, 2012. Save the date!

The Seminary of the Southwest continues to build its excellent programs for both ordained and lay ministry. Through various programs, it is also maintaining strong connections with churches in Texas and beyond and assuring that preparation for all leaders focuses on the Church's needs. It is blessed with a particularly fine faculty which is working diligently to strengthen the Church through its formation of leaders.

The Iona Initiative is a collaboration of the Seminary of the Southwest, the Iona School for Ministry, and seven dioceses to pilot a program for supporting the local preparation of clergy in multiple locations around the country. Because of the success of the Iona School, there is widespread interest in extending the program in this fashion. We owe a debt of gratitude to Sam Todd, Mary MacGregor, and all those who have worked to make our Iona School such an asset.

We continue to develop our companion relationship with the Diocese of Southern Malawi. Bishop Doyle visited in Malawi, and Bishop Tengatenga was with us at Clergy Conference this year. A delegation of clergy and laity from our diocese also traveled to Malawi to attend the celebration of the 150th anniversary of the arrival of missionaries in Malawi.

In 2012 I begin my second term as a trustee of Episcopal Relief & Development. The Diocese of Texas is partnering with this organization to provide 30,000 nets (one for each household of the diocese) for their extremely successful program of malaria education and prevention called Nets for Life. In addition to many development programs, Episcopal Relief and Development stands ready to assist in disasters, both internationally and domestically.

In the House of Bishops, this year I served on a Task Force which assessed matters related to Title IV and reported to the House and to the Presiding Bishop. I was also elected to the Disciplinary Board for Bishops. In March our Safe Church Officer Cecilia Smith and I were part of a group providing Title IV training for bishops and others who work with these matters. In May I served as a faculty member for the College for Bishops, a formation course for bishops in the first three years of their episcopates.

The highlight of my work continues to be visiting in our congregations, presiding at baptisms and confirmations, and meeting with the clergy and lay leaders who serve us so faithfully in their local settings.

The ministry being carried out across the diocese is a powerful witness to the love, mercy, and grace of Jesus Christ. Each day I give thanks for the privilege and joy of serving among you and pray for the fruitfulness of your ministries.

Dena A. Harrison, Bishop Suffragan

IV. REPORTS OF OFFICERS OF THE DIOCESE

Archivist

(No Report Received)

Historian

This year a number of us have been working on a “History of the Episcopal Diocese of Texas – Part III 1980-2010.” The history covers three decades of significant changes in the mission and ministry of the Diocese of Texas during the episcopates of Bishops Benitez, Payne, Wimberly, and Doyle. The Reverends Susan Gerding, Lee Ligon-Borden, and Jimmy Abbott assisted in this project. Copies may be obtained from the diocesan office.

Mark T. Crawford, Historian

Registrar

As registrar of the Diocese of Texas, I certify that for 2011, all ordinations held within the diocese and all transfers of clergy as well as clergy changes in each congregation have been duly recorded.

John A. Logan, Jr., Registrar

Secretary

I am always grateful to those who have responded to the Bishop’s request for reports to the *Journal* and those who have responded in time to get them printed in Volume I.

Again this year, the Directory was not printed. All information which was previously included in the Directory may now be found online at the diocesan Web site: www.epicenter.org/ Among other conveniences, this process will allow us to keep up to date on additions, deletions, and changes of address.

Again this year, delegate registration and certification forms for the 163rd Council are to be filed online. Forms of other materials for 2012 (such as the list of appointed/elected parochial officers) are already available on the diocesan Web site as a part of Council registration forms. Please note that Council registration and all of the other requested information is to be completed online. If you need assistance completing any of these forms, please call the Diocesan Infochange office at (713) 520-1033.

As has been the case for the last several years, copies of Parochial Report forms will be mailed directly from NYC to individual congregations. You should have received them by December 10th. Each packet will contain a card with the UEID and PIN that pertains to your congregation. **Please note that the workbooks for help in filling out the report are available online and will not be included in the packet.** As before, you are required to file your report online. Online entry will not begin until January 4 (the first day for filing). Please do not send a “hard copy” to the diocese, as we are able to access the reports once they have been filed online. It is wise, however, to keep a hard copy of your Parochial Report for your own reference. I would remind you that regardless of what the preparation handbook says, by diocesan canon, your Parochial Report is due in the New York office of the General Convention prior to the opening of

Diocesan Council on February 11, 2012. After January 4, we will be checking daily to see which ones have been filed (and which ones have not). If your report is not on file by February 11th, diocesan canons specify that you are not entitled to be seated or have a vote in Council. Please make every effort to file your Parochial Report in a timely manner.

John A. Logan, Jr., Secretary

Treasurer and Chief Financial Officer

NOTE: The final 2011 Treasurer's Report will be distributed and presented at the pre-Council Convocational meetings in January, the pre-Council webinars, and at special workshops before the opening of Council. It will also be published in Volume II of the *Journal*.

BALANCE SHEET

	Unaudited Sept. 30, 2011	Audited Dec. 31, 2010
ASSETS		
Cash and Marketable Securities	\$ 629,710	\$258,974
Prepaid Expenses	76,359	63,073
Accounts Receivable		
Assessments & Askings	447,000	159,724
Less: Allowance for Doubtful Accounts	(195,686)	-0-
Other	263,380	225,909
Great Commission Fund Investment	284,208	-0-
Fixed Assets	476,334	489,630
Less: Accumulated Depreciation	<u>(274,342)</u>	<u>(276,861)</u>
TOTAL ASSETS	<u>\$1,706,963</u>	<u>\$920,449</u>
LIABILITIES		
Accounts Payable		
Trade	\$ 142,544	\$281,208
Other	97,996	185,902
Taxes Payable	-0-	6,003
Deferred Revenue	107,967	39,419
Line of Credit	-0-	-0-
Notes Payable	65,522	48,466
Long – Term Payables	<u>-0-</u>	<u>179,856</u>
TOTAL LIABILITIES	<u>\$ 414,029</u>	<u>\$740,854</u>
NET ASSETS		
Net Assets	\$ 915,278	\$(239,142)
Net Assets – Special Accounts	<u>377,656</u>	<u>418,737</u>
TOTAL NET ASSETS	<u>\$1,292,934</u>	<u>\$179,595</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$1,706,963</u>	<u>\$920,449</u>

The information presented below is for the period January 1 - September 30, 2011.

	YEAR TO DATE AMOUNTS	2011 ADOPTED BUDGET
DIOCESAN BUDGET		
REVENUES		
Current Year Assessments	\$2,851,181	\$3,801,575
Other Income	<u>1,313,183</u>	<u>1,269,455</u>
TOTAL REVENUES	\$4,164,364	\$5,071,030
EXPENDITURES		
Insurance – Property & Workers’ Comp.	\$ 55,365	\$ 87,000
Clergy – Salaries, Housing, Pension, Social Security Reimbursement and Business & Travel Expense	823,175	1,214,900
Professional Staff – Salaries, Pension, and Business & Travel Expense	1,388,932	1,935,000
Diocesan Center Operating Expense	565,099	751,000
Canonical and Administrative Expense	237,345	483,630
Commission and Committee Expense	349,393	599,500
Special Accounts – NET	<u>(118,420)</u>	<u>-0-</u>
TOTAL EXPENDITURES	<u>\$3,300,889</u>	<u>\$5,071,030</u>
NET CHANGE IN ASSETS	<u>\$ 863,475</u>	<u>\$ -0-</u>
INSURANCE BUDGET		
REVENUES		
Current Year Assessments	\$3,475,995	\$4,634,660
Other Income	<u>101,410</u>	<u>118,340</u>
TOTAL REVENUES	\$3,577,405	\$4,753,000
EXPENDITURES		
Insurance Premiums	\$2,853,790	\$3,991,800
HSA fundings	556,674	701,200
Other Supplemental Expenses	<u>39,905</u>	<u>60,000</u>
TOTAL EXPENDITURES	<u>\$3,450,369</u>	<u>\$4,753,000</u>
NET CHANGE IN ASSETS	<u>\$ 127,036</u>	<u>\$ -0-</u>

The information presented below is for the period January 1 - September 30, 2011.

	YEAR TO DATE AMOUNTS	2011 ADOPTED BUDGET
MISSIONARY BUDGET		
REVENUES		
Current Year Missionary Commitments	\$1,624,538	\$2,101,844
Program Revenue	45,428	66,000
Other Income	<u>-0-</u>	<u>56</u>
TOTAL REVENUES	\$1,669,966	\$2,167,900
EXPENDITURES		
Mission Congregations	\$ 545,047	\$ 770,331
College Ministry	365,852	486,466
Outreach	238,848	376,171
Diocesan Support Ministries	118,450	128,181
Bishop's Program Contingency	6,187	40,000
Cooperative Projects	31,894	42,525
National Church Response	240,857	321,142
Budget Shortages/Other Expenses	<u>-0-</u>	<u>3,084</u>
TOTAL EXPENDITURES	<u>\$1,547,135</u>	<u>\$2,167,900</u>
NET CHANGE IN ASSETS	<u>\$ 122,831</u>	<u>\$ -0-</u>

The Treasurer's office would be happy to answer any questions regarding the above Diocesan financial information, insurance, property matters, or congregational finances.

Robert J. Biehl, Treasurer

Executive Board

There have been four meetings of the Executive Board since the report to the 162nd Council. A final meeting for the year is scheduled for December 7, 2011.

Wednesday, December 8, 2010. The Governance Sub-Committee reported that it would be moving from a paper notebook to online reporting. The Cobblestone program will ultimately be able to include reports from all diocesan entities. The Vision and Mission Sub-Committee reported that the new Canon for Christian Formation should be selected by the end of the year. Mission Funding reported that the economy is bringing a new model into being in which the Diocesan Vision will dictate the budget and not vice versa. A resolution was adopted stating that any congregation whose assessment has not been paid in full by the opening of Council would not be seated unless excused by the Bishop. The resolution also committed that Board to oppose any resolution at Council attempting to seat those congregations which were not excused. The 2011

Insurance Budget, the 2011 Missionary Budget, and the 2011 Diocesan Budget were approved for recommendation to Council.

Saturday, February 12, 2011. At a meeting of the Executive Board immediately following the adjournment of the 162nd Council, the following officers of the Executive Board were elected: Vice-President, Bishop Harrison; Treasurer, Bob Biehl; Secretary, John A. Logan, Jr.; Nominations Committee representative, Elizabeth Dowell; Chair, General Funds Appeal Committee, David Bollinger.

Wednesday, March 16, 2011. The Dean of the Seminary of the Southwest presented an audio-visual report, stating that it was the vision of the Seminary to prepare leaders who give their hearts to the Creeds while stressing the importance of the Conversation Covenant and Christian Fellowship. The plan to try and leverage what has been learned in the diocese from the Iona process to other dioceses continues. Work on the Cobblestone Project continues. The Canon for Christian Formation, the Reverend John Newton, is developing a program in three main areas – Christian Formation, Congregational Development and Evangelism, and Outreach. All Board members signed (no) Conflict of Interest statements. Elected on the Bishop's nomination were Pauline Higgins to Saint Vincent's House and Larry Hall and Robert Blakely to Saint Luke's Episcopal Health System.

Wednesday, June 15, 2011. The Finance Committee reported that the diocese and its four foundations had all received "clean" and unqualified audits. As suggested by the Bishop at Council, the Task Force on Church Planting has been renamed the "Greenfield Commission." Recovery of the image of congregations doing the planting, rather than the diocese, would be a fresh image of the Church. The Reverend John Newton presented a report about the mission of the Commission for Lifelong Christian Formation. The Bishop announced that a working group for the election of a Suffragan Bishop was being formed with Pam Nolting as Chair. The Bishop presented his plan for a Task Force for the Renewal of Evangelism and Mission. He announced the appointment of twenty-four persons to the Unity in Mission Task Force. The job of the task force is to help prepare the diocese for decisions by the 2012 General Convention in a way that fosters the renewal of evangelism and mission and places opinions on human sexuality behind our common commitment to Jesus Christ and to the mission of His Church. A motion to create the task force was adopted on a unanimous voice vote.

Wednesday, September 10, 2011. The meeting was cancelled because of wildfires in Grimes County and Bastrop areas and the difficulties of being able to reach Camp Allen.

A final 2011 meeting of the Executive Board will be held at Camp Allen on December 7, 2011.

John A. Logan, Jr., Secretary

V. DIOCESAN COMMITTEES

The Bishop Quin Foundation

“The Mission of The Bishop Quin Foundation is to Help Build the Church!” Our Mission Statement calls for us to do this “within the Episcopal Diocese of Texas with the advice and counsel of the Bishop of Texas,...by working with the Diocesan Congregational Development staff,...in harmony with the Protestant Episcopal Church Council and the Episcopal Foundation of Texas,... by continuing to increase and utilize its resources effectively.”

Trustees are elected to overlapping three-year terms by the Council of the Diocese of Texas. The Bishop and Treasurer of the Diocese are *ex officio* members of the board, with voice and vote. Elected members during the past year included: the Rev. William Fowler, Ms. Carol Sue “Sukey” Fenoglio, and Mr. Robert Hays (terms expiring in 2012); the Rev. Jim Nelson, Mrs. Maria Boyce, and Mr. Carvel Glenn (terms expiring in 2013); and the Rev. John Himes, Mr. Frederick deB. Bostwick, and Mr. Tim Nutt (terms expiring in 2014). Officers elected by the Board were Mr. Robert Hays, President; the Rev. William Fowler, Vice-President; Mr. Robert J. Biehl, Treasurer; Mr. David N. Fisher, Secretary; and Mrs. Nancy L. Lennard, Assistant Secretary.

The Foundation established the following committees:

- Executive Committee – Conducts foundation business between meetings of the board. Members are; The Bishop of Texas (Chairman), Robert Hays (President & Convener), William Fowler, Maria Boyce, and the Treasurer of the Diocese.
- Finance Committee – Monitors and evaluates the foundation’s investments, oil and gas properties, and loan performance. Members are; Robert Hays, William Fowler, Frederick Bostwick, Robert Biehl, and David Fisher.
- Quin/EFT Strategic Mission Grant Committee – Joint Venture which supports the growth of Missionary Outposts/Programs within the Episcopal Diocese of Texas. The Bishop Quin Foundation members of the SMG Committee are Robert Hays, Frederick Bostwick, Tim Nutt, Carvel Glenn, and Carol Sue “Sukey” Fenoglio.

In 2011, The Bishop Quin Foundation continued to focus on funding various programs within the Diocese of Texas. Just under \$700,000 in grants were funded through September 30, 2011 as follows:

Bishop’s Curate/Intern Placement Program	\$294,711
Strategic Mission Grants	\$168,823
Support of the Episcopate	\$ 11,250
Resource Development	\$ 41,250
Information Technology Support.....	\$ 15,000
Sabbatical Grants	\$ 63,333
Matching Grants to Congregations	\$ 84,284

Again this year, grants were provided to support the Curate/Intern Placement Program. Under this program, The Bishop Quin Foundation funds one-half of the salaries of Curates/Interns placed in churches throughout the Diocese of Texas. The Trustees continue to believe that attracting and maintaining high-quality talent is vital to the continued growth and success of the diocese.

The Strategic Mission Grant program is a collaborative venture with the Episcopal Foundation of Texas. This program was modified in 2011. Some of these changes were the elimination of a maximum budget size of a congregation for eligibility, varying grant amounts, and three primary areas of focus. These three areas of focus for funding are newcomer ministries, taking the church into the community “creative evangelism,” and church planting “greenfield evangelism.” This program is designed to strengthen congregations throughout the diocese by directly providing funds for programmatic offerings that will result in growth.

Through the first three quarters of 2011, the assets of The Bishop Quin Foundation slightly decreased in value over the comparable period in 2010. The market value of the Permanent Fund at September 30, 2011, was \$25,796,482 vs. \$26,851,386 at September 30, 2010. The market value of the Revolving Fund at September 30, 2011, was \$2,723,973 vs. \$2,334,764 at September 30, 2010. Total market value on September 30, 2011, was \$28,520,455 vs. \$29,186,150 on that same date in 2010. The Foundation confers regularly with its financial advisor, DiMeo Schneider & Associates, L.L.C., reviewing asset allocation strategies and the performance of its various investment fund managers.

Throughout the year, the Trustees relied on the hard work and skills of a dedicated and capable staff, most particularly Bob Biehl, David Fisher, and Nancy Lennard. We have been ably advised by Bishop Doyle. We are grateful for and feel blessed by their guidance, advice and support. Our efforts were coordinated throughout the year with the Church Corporation and the Episcopal Foundation of Texas. It is a privilege to work with this exceptional group of Christians with one accord.

Robert Hays, President

Church Corporation

The Protestant Episcopal Church Council of the Diocese of Texas, popularly known as the “Church Corporation,” serves the diocese by providing a vehicle for professional investment management to congregations and institutions throughout the diocese. This vehicle is known as the Participating Fund and allows participants to pool their funds with others to achieve economies of scale and quality fiduciary management. Accounts of all sizes are accepted and invested together with the Church Corporation’s own funds by eleven nationally known investment managers in diversified asset classes. The Church Corporation also serves the diocese by holding title to property used by churches, day schools, outreach ministries, and other diocesan entities and by administering the Clergy Housing Trust and the Episcopal Housing Trust. The financial activities of the Church Corporation are summarized in the statements that follow. The five trustees are: David T. Harvin, Helen L. Toombs, Peter Boyd, Charles W. Hall, and me. We are ably assisted by Robert J. Biehl, Assistant Treasurer; David N. Fisher, Assistant Secretary/Treasurer; and Nancy Lennard, Assistant Secretary.

Questions related to the report or any other matters may be addressed to Mr. David Fisher or the undersigned.

JoLynn Free, President

**SUMMARY OF INVESTMENT ACCOUNTS
AS OF SEPTEMBER 30, 2011**

	Book Value	Market Value
Protestant Episcopal Church Council:		
Participating Funds	\$22,710,779	\$22,452,269
Episcopal Housing Trust	3,071,312	3,071,312
Clergy Housing Trust	633,607	633,607
Diocesan Properties Fund	12,040,049	12,040,049

**PROTESTANT EPISCOPAL CHURCH COUNCIL
PARTICIPATING FUNDS
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$ 1,178,822	\$ 1,178,822
Bonds	6,089,475	6,105,265
Stocks	10,418,482	9,533,298
Other Investments	<u>5,024,000</u>	<u>5,327,884</u>
Total	<u>\$22,710,779</u>	<u>\$22,452,269</u>

**THE EPISCOPAL HOUSING TRUST
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$ 28,507	\$ 28,507
Notes and Mortgages	584,034	584,034
Accounts Receivable	31,854	31,854
Real Estate	<u>2,426,917</u>	<u>2,426,917</u>
Total	<u>\$3,071,312</u>	<u>\$3,071,312</u>

**THE CLERGY HOUSING TRUST
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$ 61,181	\$ 61,181
Notes and Mortgages	500,996	500,996
Accounts Receivable	<u>71,430</u>	<u>71,430</u>
Total	<u>\$633,607</u>	<u>\$633,607</u>

**DIOCESAN PROPERTIES FUND CUSTODY
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$ 54,649	\$ 54,649
Notes and Mortgages	880,215	880,215
Accounts Receivable	3,364,147	3,364,147
Real Estate	<u>7,805,038</u>	<u>7,805,038</u>
Total	<u>\$12,040,049</u>	<u>\$12,040,049</u>

Episcopal Foundation of Texas

Through the three quarters of 2011 the Episcopal Foundation of Texas has experienced a very volatile investment market, and the value of the Foundation has decreased a little over 6.5% to 42.8 million dollars as of September 31. In the first month of the fourth quarter the value has increased approximately \$2.8 million and recouped a large portion of the losses we experienced in the first three quarters. We continue to study various investment options and maintain a very conservative investment policy. Below is a list of the funds granted to various institutions the Episcopal Foundation of Texas supports this year.

Diocesan Grants:

St James House	\$ 75,000
St. Vincent's House	120,000
El Buen Samaritano	75,000
St. Stephen's School – Capital Campaign	100,000
St. Stephen's School – Bishop's Gift	50,000
Episcopal Theological Seminary of the Southwest	100,000
Episcopal Theological Seminary SW Rather House Renovation	145,000
Camp Allen	50,000
Episcopal Seminary of The South Environmental Center	33,000
The Bishop Quin Foundation	60,000
The Bishop Quin Foundation Strategic Mission Grants	<u>131,136</u>
Total	<u>\$939,136</u>

Tithe Grants:

Compass Rose Society	\$ 40,000
Faith in Practice	5,000
Episcopal Relief & Development	20,000
Gathering of Leaders	5,000
Camp Allen (Westside Homeless Children to Camp)	12,500
College for Bishops	30,000

The accounting firm of Blazek & Vetterling LLP has completed auditing the Episcopal Foundation of Texas for the year 2010. There were no significant changes recommended in our accounting procedures. Copies of the audit report are available in the Diocesan office and can be reviewed upon request.

If you have any questions about the Episcopal Foundation of Texas, please feel free to call me at the Diocesan Headquarters.

Jack Hurt, President

VI. CANONICAL REPORTS

Commission on Ministry

Three committees in the Diocese of Texas are charged with identifying persons called to serve as priests and deacons and recommending them to Bishop Harrison for postulancy. They are the Commission on Ministry, the Committee for the Bi-vocational Priesthood, and the Committee for the Diaconate.

The Commission on Ministry's particular charge is to select men and women who will be seminary prepared for Holy Orders and will serve as stipendiary priests. The Commission on Ministry currently meets about seven times each year and is made up of a maximum of eighteen men and women, lay and ordained. The chair of the Bi-vocational Priesthood Committee, Charles Schubert, and the chair of the Committee for the Diaconate, the Rev. Victoria Mason, are two of those eighteen. Beginning in 2012, the Commission on Ministry members will serve five-year terms.

Six members of the Commission on Ministry are also responsible for evaluating candidates for ordained ministry in the seven canonical areas as Examining Chaplains. These clergy give generously of their time, carefully examining seminary graduates before ordination to the (transitional) diaconate and six months later prior to ordination to the priesthood. These Examining Chaplains took on a new responsibility this year. For the first time in recent history, we did not use the General Ordination Exam but administered our own Diocese of Texas written exam to our graduating seniors at Camp Allen in January 2011. In the three days of exams, in addition to completing written answers to questions created by the Examining Chaplains, the candidates also had an opportunity to lead worship, to preach, and to engage in oral examinations which gave a more complete picture of their strengths and weaknesses. Of particular value to all was that the Examining Chaplains could give immediate feedback to the candidates, which allowed this to be a true learning situation.

The Diocese of Texas currently has eleven men and women in preparation for ordination at Seminary the Southwest, Virginia Theological Seminary, and Sewanee Seminary of the South. At the Iona School for Ministry, thirteen men and women are in preparation to serve as deacons or bi-vocational priests.

In June, 2011, ten men and women were ordained as deacons at Christ Church Cathedral. Three of those will continue to serve as deacons, four as transitional deacons in preparation to serve as bi-vocational priests, and three others as transitional deacons, one of which is a curate in the Diocese of Texas, and two that were ordained for placements outside the Diocese of Texas.

The Commission on Ministry continues to explore new ways to assist in the discernment process. With changes in the needs of the diocese, it has been determined that the diocese can financially support five new curates each year. As a result, we will be sending five new men and women each year to seminary for placement in the Diocese of Texas. If more than five are determined as called to the priesthood, they will wait a year before beginning seminary and become part of the five for the following class year. We are also exploring doing fewer Commission on Ministry interview meetings and grouping interviews into more of a retreat-like setting. The best place to keep up to date on deadlines, discernment materials, and other questions is through the

Diocesan Web site (Diocese/ordained ministry) or by contacting the Commission secretary, Ana Gonzales May, at the Austin Diocesan office.

Beth Fain, Chair

Examining Chaplains

The Examining Chaplains met to examine three candidates for ordination to the Diaconate, and we recommended them for ordination after successful completion of their seminary program. Subsequently, we examined and recommended one for ordination to the Priesthood. After serious discussion it was decided to replace the General Theological Examinations (GOEs) with an examination of our own devising. The exams were given over a three-day period at Camp Allen. The candidates were given a series of written exams and individual oral exams over the prescribed canonical areas. Each candidate led one of the Daily Offices, having planned the service and preached a sermon on a prescribed text. We believe that this provided a more thorough method of evaluation, not only in assessing their writing skills, but also their practical application of those skills. The students were asked to evaluate the process, and they responded positively. We will follow the same procedure this year. Current Chaplains are Miles R. Brandon, A. Dean Calcote, Mark T. Crawford, Christine Faulstich, James M. L. Grace, and Edward L. Stein.

A. Dean Calcote, Chair

Deacon's Report

In June of 2011 the fifth class of deacons from the Iona School of Ministry were graduated and ordained. The class included: Ashley Cook, who was placed at St. Cyprian's in Lufkin; Mary Lenn Dixon, who was placed at St. Francis' in College Station and also serves at St. Thomas' in College Station and St. Andrew's in Bryan; Glenda Hardin, who was placed at St. Stephen's in Liberty; and Warren Miedke, who was placed at St. Aidan's in Cypress.

Our twenty-seven deacons, many of whom hold "regular" jobs, are involved in a great diversity of diaconal work throughout the diocese. One deacon serves as the Diocesan Coordinator for the Partnership Agreement between the Anglican Diocese of Southern Malawi and the Episcopal Diocese of Texas. One deacon serves as the diocesan liaison between Episcopal Relief and Development and the Nets for Life program. One deacon continues to be involved in the Austin Recovery Ministry, a twelve-step recovery ministry. This deacon continues to listen to 5th steps as he has during the past three years. Another deacon continues to facilitate a veterans' support group for those diagnosed with PTSD. Another deacon oversees a monthly Circle of Care meeting for Community of Hope. Several deacons do hospital chaplaincy at local hospitals, and one also supervises volunteer chaplains. One deacon works with a local organization called Love in the Name of Christ, which serves the needy. Two serve as members of the board of St. Luke's Episcopal Health Charities. Several deacons are involved in ministry to the elderly at assisted living facilities and nursing homes. Four deacons are now involved in Kairos Prison Ministry. Several deacons do other ministry in prisons, including chaplain work, facilitation of an Overcomers Program, or Bridges to Life, etc. One deacon continues to participate in the Women's Storybook Project of Texas at the State Prison in Gatesville. Several deacons are involved in grief and loss

groups or in the program called Walking the Mourner's Path. One deacon is convening a group of outreach leaders from the three churches in the Bryan-College Station area that has already produced a joint outreach project. One deacon facilitated a program called Cardboard City, which highlights the plight of and raises money for the homeless. Several deacons are chaplains to law enforcement departments. Some teach first communion and/or confirmation classes. Several deacons mentor lay leaders to be the leaders of various outreach projects. They spend time prayerfully discerning new leaders and raising them up and sending them out. One deacon led a mission trip to Honduras. Several deacons are team members on our diocesan Emergency Spiritual Care Team. We've deployed this year to Smithville, MS, following a devastating tornado there and to Bastrop, Austin, and Camp Allen following the horrific wildfires during the summer of 2011. One deacon is temporarily assisting three days a week at Calvary in Bastrop. We are planning how we can assist the families in Bastrop as they move into long-term recovery.

In addition to this work in our communities, several deacons serve in diocesan-wide roles. The Reverend Mary Lenn Dixon and the Reverend Linda Shelton coordinate the diaconal curriculum for the Iona School; the Reverend Pat Ritchie supervises field work for the deacons in formation; the Reverends Bob Horner, Wanda Cuniff, and Pat Ritchie serve on the Committee for the Diaconate; the Reverend Betty Divine is Diocesan Jubilee Officer; the Reverend Victoria Mason is Chair of the Committee for the Diaconate and is the convener for the project committee for the Iona Initiative; the Reverend Wanda Cuniff has served on the Division of Spiritual Formation; and the Reverend Linda Shelton is the Diocesan Liaison for Episcopal Migration Ministries. The Reverend Nancy Ricketts serves as a member of the following in EDOT; the World Mission Board, the Liturgical Commission, and the Disciplinary Board. She also serves on the Board of Warm Heart International and the Board of Bayview Mission of the Diocese of California. The Reverend Phyllis Hartman served on the search committee for the Canon for Lifelong Christian Formation. The Reverend Tracie Middleton has created a discernment packet to help clergy work with those who feel called to the diaconate. The Reverend Gill Keyworth and the Venerable Russ Oechsel are jointly Diocesan Emergency Response Coordinators.

Our deacons attended a Clericus in October prior to Clergy Conference, and we were blessed to welcome three deacons from the Diocese of Fort Worth to our gathering. Discussions included information sharing on all the various diaconal ministries across the diocese. In addition, we discussed a recruitment and discernment packet to be used by those who feel a call to the diaconate or by clergy who have identified a person they think have a call to the diaconate.

Russ Oechsel, Jr., Archdeacon

Standing Committee

The 2011–2012 Standing Committee members are:

The Rev. Sean Cox, President
Mr. Clint Capers, Secretary
The Rev. Michael Besson
Ms. Linnet Diely
Mr. John Hancock
The Rev. Jeff Fisher

The Standing Committee met in April, August, and December. Consents to Episcopal elections were given to:

The Rev. Rayford Ray	Diocese of Northern Michigan
The Rev. William Franklin	Diocese of Western New York
The Rt. Rev. John Sloan	Diocese of Alabama
The Rev. J. Scott Barker	Diocese of Nebraska
The Rev. Marianne Budde	Diocese of Washington

Consents to hold Episcopal elections were given to the following Diocesan elections:

Virginia	Bishop Suffragan
New York	Bishop Coadjutor
Haiti	Bishop Diocesan
Atlanta	Bishop Diocesan
Eastern Tennessee	Bishop Diocesan
New Hampshire	Bishop Coadjutor

Sean Cox, President

Disciplinary Board

We began the reporting year as the Ecclesiastical Trial Court, and due to changes made to Title IV of the Constitutions and Canons of the Protestant Episcopal Church at the 2009 General Convention (effective July 1, 2011), we ended it as the Disciplinary Board. We convened by e-mail on April 27, 2011, in order to elect the Presiding Judge (the Rev. Lisa Hines) and Church Attorney (Stacey Bond) under the prior system of Title IV. We then met in June at Camp Allen with Bishop Doyle, the Rev. Cecelia Smith, and David Harvin, Chancellor of the Diocese of Texas, to receive training in the new disciplinary system under the revised Title IV. Under the new system, Ms. Hines continues as President and Ms. Bond as Church Attorney, with Ms. Smith serving as the Intake Officer. The Bishop, Ms. Smith, and Ms. Hines continue to work toward fully implementing the new Title IV as captured by Canon 44 (Discipline) of the Diocese of Texas. At the end of the reporting year, members of the Disciplinary Board other than Ms. Hines were Rick Bostwick, B. D. Griffin, Allison Miller, the Rev. William Fowler, the Rev. Nancy Ricketts, and the Rev. Bob Wismer.

Lisa S. Hines, President

VII. EXECUTIVE BOARD UNITS, DIVISIONS, & DEPARTMENTS

FINANCE AND STEWARDSHIP UNIT

Division of Finance

**THE EPISCOPAL DIOCESE OF TEXAS
2012 DIOCESAN BUDGET**
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Part A - Insurance

	2011 Adopted Budget	2012 Proposed Budget	
Revenue and Support			
Insurance Assessments	\$4,778,000	\$4,600,500	1)
Less: Allowance for Uncollectible	<u>(143,340)</u>	<u>(69,008)</u>	2)
Net Assessments	4,634,660	4,531,492	
 Miscellaneous Revenues	 <u>-0-</u>	 <u>97</u>	
 Total Revenue and Support	 <u>\$4,634,660</u>	 <u>\$4,531,589</u>	
 Expenditures			
Group Health Insurance	\$3,991,800	\$4,085,874	
Health Savings Account Deposits	701,200	670,715	
Less – Reimbursements			
St. Luke’s Episcopal Health Sys. Clergy	(115,000)	(125,000)	
Premiums from Individuals	(3,340)	(10,000)	
Insurance Reserve	<u>60,000</u>	<u>60,000</u>	
 Total Expenditures	 <u>\$4,634,660</u>	 <u>\$4,681,589</u>	
 Net Change in Assets	 <u>\$ -0-</u>	 <u>\$ (150,000)</u>	

Notes:

- 1) The Executive Board of the Diocese of Texas authorizes all health insurance premiums for active and retired clergy and diocesan lay staff to be a separate reimbursable cost included in the annual assessment. The expense amount for 2012 is based upon an anticipated 3.5 percent increase in budgeted healthcare costs over 2011 budgeted costs, as negotiated with the Church Medical Trust in New York.
- 2) Provision for those churches unable to pay their Insurance Assessment. This provision is 1.5% of the Insurance Assessment Revenues in 2012 down from 3% in 2011.

THE EPISCOPAL DIOCESE OF TEXAS
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Part B – Diocesan Operations

	<u>2011</u> <u>Adopted</u> <u>Budget</u>	<u>2012</u> <u>Proposed</u> <u>Budget</u>	
Revenue and Support			
Diocesan Assessments	\$3,919,150	\$4,096,650	
Less: Allowance for Uncollectible	<u>(117,575)</u>	<u>(61,450)</u>	1)
Net Assessments	3,801,575	4,035,200	
 Revenue & Support from Foundations (Schedule A)	 1,109,900	 1,104,250	
 Other Funding			
St. Luke’s Episcopal Health System	80,000	80,000	
IONA Program Revenues	40,000	50,000	
Safeguarding Revenues	11,500	4,000	
Suffragan Bishop Election Registrations	-0-	18,000	
Stewardship Conference Revenues	5,000	5,000	
Commission on Ministry Revenues	5,000	5,000	
Congregational Development Revenue	500	500	
Great Commission Fund Revenue	-0-	10,000	
Formation Event Revenue	-0-	3,000	
Other Income			
Brochure Sales	5,000	5,000	
Texas Episcopalian Contribution	11,000	2,500	
Other Income	1,555	385	
 Total Other Funding	 <u>159,555</u>	 <u>183,385</u>	
 Total Revenue and Support	 <u>\$5,071,030</u>	 <u>\$5,322,835</u>	

Note:

- 1) Provision for those churches unable to pay their Diocesan Assessment. This provision is 1.5% of the Diocesan Assessment Revenues in 2012 down from 3% in 2011.

See Accompanying Schedules and Notes

THE EPISCOPAL DIOCESE OF TEXAS
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	2011 Adopted <u>Budget</u>	2012 Proposed <u>Budget</u>
Expenditures		
Liability Insurance Expense	\$ 87,000	\$ 84,500
Compensation (Schedule B)		
Clergy Staff	998,500	1,006,750
Lay Staff	<u>1,859,500</u>	<u>1,976,600</u>
Total Compensation	2,858,000	2,983,350
Diocesan Center Operating Expense (Schedule C)	761,000	784,000
Business and Travel Expense (Schedule D)		
Clergy Staff	216,400	258,200
Lay Staff	<u>65,500</u>	<u>83,000</u>
Total Business and Travel Expense	281,900	341,200
Canonical and Administrative Expense (Schedule E)	483,630	521,285
Commission and Committee Expense (Schedule F)	<u>599,500</u>	<u>728,500</u>
Total Expenditures	<u>\$5,071,030</u>	<u>\$5,442,835</u>
Net Change in Assets	<u>\$ -0-</u>	<u>\$ (120,000)</u>

See Accompanying Schedules and Notes

THE EPISCOPAL DIOCESE OF TEXAS
2012 DIOCESAN BUDGET
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Schedule A
Foundations' Support and Other Income

	2011 Adopted <u>Budget</u>	2012 Proposed <u>Budget</u>	
Revenue and Support from Foundations			
Church Corporation Participating Funds			
Diocesan Overhead Reimbursement	\$ 326,250	\$ 326,250	1)
Safe Church Minister Grant	25,000	-0-	2)
Resource Development Program	75,000	75,000	
Episcopal Endowment Fund Support	35,000	30,000	3)
Information Technology Support	20,000	20,000	
Diocesan Center Maintenance Fund	<u>3,000</u>	<u>3,000</u>	
Total Church Corp. Participating Funds	484,250	454,250	
Bishop Quin Foundation			
Diocesan Overhead Reimbursement	180,650	190,000	1)
Resource Development Program	110,000	110,000	
Information Technology Support	40,000	40,000	
Support of the Episcopate	<u>15,000</u>	<u>15,000</u>	
Total Bishop Quin Foundation	345,650	355,000	
Episcopal Foundation of Texas			
Diocesan Overhead Reimbursement	225,000	240,000	1)
Rent & Expense Reimbursement	<u>55,000</u>	<u>55,000</u>	
Total Episcopal Foundation of Texas	<u>280,000</u>	<u>295,000</u>	
Total Revenue and Support - Foundations	<u>\$1,109,900</u>	<u>\$1,104,250</u>	

Notes:

- 1) These amounts represent reimbursements for allocated expenses associated with supporting the foundation's activities for 2011 and 2012.
- 2) The PECC granted these funds to support the Safe Church minister on a declining schedule.
- 3) Church Corporation support decreased in line with investment performance.

THE EPISCOPAL DIOCESE OF TEXAS
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Schedule B - Clergy Staff Compensation

	2011 Adopted Budget	2012 Proposed Budget	
Stipend			
Diocesan Bishop (Doyle)	\$187,950	\$ 192,430	
Suffragan Bishop (High)	35,610	-0-	
Suffragan Bishop (Harrison)	85,320	87,240	
Suffragan Bishop (To Be Elected)	-0-	36,620	1)
Assisting Bishop	43,360	27,500	2)
Canon to the Ordinary (Normand)	57,450	39,670	
Canon for Formation (Newton)	59,300	3,030	
Canon for Outreach	-0-	15,000	3)
Safe Church Minister (Smith)	50,660	52,210	
Secretary of the Diocese (Logan)	<u>4,750</u>	<u>4,850</u>	
Total Stipend	524,400	458,550	
Housing Allowance and Maintenance			
Diocesan Bishop (Doyle)	35,000	35,875	
Suffragan Bishop (High)	14,600	-0-	
Suffragan Bishop (Harrison)	35,000	35,875	
Suffragan Bishop (To Be Elected)	-0-	14,950	1)
Assisting Bishop	17,500	7,000	2)
Canon to the Ordinary (Normand)	40,000	60,000	
Canon for Formation (Newton)	30,000	89,000	
Canon for Outreach	-0-	8,000	3)
Safe Church Minister (Smith)	40,000	41,000	
Secretary of the Diocese (Logan)	<u>8,000</u>	<u>8,000</u>	
Total Housing Allowance and Maintenance	220,100	299,700	
Pension/Social Security and Medicare Tax Reimbursement			
Diocesan Bishop (Doyle)	63,300	64,600	
Suffragan Bishop (High)	19,000	-0-	
Suffragan Bishop (Harrison)	42,000	42,200	
Suffragan Bishop (To Be Elected)	-0-	19,200	1)
Assisting Bishop	22,800	5,000	2)
Canon to the Ordinary (Normand)	36,400	37,000	
Canon for Formation (Newton)	33,600	34,400	
Canon for Outreach	-0-	8,600	3)
Safe Church Minister (Smith)	34,300	34,700	
Secretary of the Diocese (Logan)	<u>2,600</u>	<u>2,800</u>	
Total Pension/Social Security Reimbursement	<u>254,000</u>	<u>248,500</u>	
Total Clergy Staff Compensation	<u>\$998,500</u>	<u>\$1,006,750</u>	

Notes:

- 1) Bishop Doyle will call for the election of a Bishop Suffragan at Council.
- 2) Retired Bishops will assist until the Suffragan is in place.
- 3) A Canon for Outreach will be called with an expected start date of October 1, 2012.

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Schedule B
Lay Staff Compensation

	2011 Adopted <u>Budget</u>	2012 Proposed <u>Budget</u>	
Lay Staff Compensation			
Lay Staff Salaries			
Diocesan Center Administrative Staff	\$ 882,900	\$1,003,500	
Diocesan Center Financial Staff	502,200	523,200	
Diocesan Center Ministry Staff	212,250	168,600	
Reserve for Salary Adjustment	<u>15,000</u>	<u>10,000</u>	
Total Lay Staff Salaries	1,612,350	1,705,300	1)
Pensions and Benefits	126,500	140,400	
Employer FICA	<u>120,650</u>	<u>130,900</u>	
Total Lay Staff Compensation	<u>\$1,859,500</u>	<u>\$1,976,600</u>	

Note:

- 1) The lay staff will receive a 2.5% Cost of Living increase for 2012. There are no new lay staff positions in the budget.

THE EPISCOPAL DIOCESE OF TEXAS
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Schedule C
Diocesan Center Operating Expense

	2011 Adopted Budget	2012 Proposed Budget	
Diocesan Center Operating Expense			
General Office Expense			
Office Equipment – Supply, Lease & Maint.	\$ 80,000	\$ 70,000	
Communications	50,000	55,000	
Office Supplies & Printing Expenses	40,000	40,000	
Postage, Shipping, & Delivery	24,000	30,000	
Payroll Processing Expense	11,000	8,000	
Miscellaneous Office Expense	9,000	9,000	
Depreciation – Equipment	<u>34,000</u>	<u>37,000</u>	
Total General Office Expense	248,000	249,000	
Headquarters Operating Expense			
Utilities	80,000	80,000	
Rent – Austin Office	65,000	65,000	
Janitorial, Maintenance, & Repair	80,000	95,000	1)
Interest and Bank Fees	30,000	10,000	2)
Storage	20,000	21,000	
Miscellaneous Operating Expense	<u>4,000</u>	<u>4,000</u>	
Total Headquarters Operating Expense	279,000	275,000	
Other Expense			
Information Technology	155,000	179,000	3)
Depreciation – IT Equipment	38,000	42,000	3)
Database Services - Raiser’s Edge	16,000	8,000	
Administrative Contingencies	15,000	15,000	
Contract Assistance	10,000	10,000	
Interest – Vehicles	<u>-0-</u>	<u>6,000</u>	
Total Other Expense	234,000	260,000	
Total Diocesan Center Operating Expense	<u>\$761,000</u>	<u>\$784,000</u>	

Notes:

- 1) Increase reflects additional maintenance as facilities age.
- 2) Interest savings from not drawing on line of credit due to prompt payment by congregations.
- 3) Represents additional costs in developing and installing online recordkeeping for Safe Church programs.

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Schedule D
Business and Travel Expense

	2011 Adopted <u>Budget</u>	2012 Proposed <u>Budget</u>	
Business and Travel Expense			
Clergy Staff			
Diocesan Bishop (Doyle)	\$ 55,000	\$ 75,000	1)
Suffragan Bishop (High)	15,000	-0-	
Assisting Bishop	21,000	5,000	2)
Suffragan Bishop (Harrison)	36,000	42,000	1)
Suffragan Bishop (To Be Elected)	-0-	17,500	3)
Canon to the Ordinary (Normand)	22,500	25,000	1)
Canon for Formation (Newton)	25,000	27,500	1)
Canon for Outreach	-0-	6,000	
Safe Church Minister (Smith)	7,000	7,000	
Secretary of the Diocese (Logan)	2,700	2,700	
Diocesan Bishops, Retired	12,200	12,000	
Mission Clergy Travel	-0-	17,500	4)
Depreciation – Vehicles, Clergy	<u>20,000</u>	<u>21,000</u>	
Total Clergy Staff	216,400	258,200	
Lay Staff			
Ministry Staff	28,500	39,000	1)
Financial Staff	31,000	36,000	
Administrative Staff	<u>6,000</u>	<u>8,000</u>	
Total Lay Staff	<u>65,500</u>	<u>83,000</u>	
Total Business and Travel Expense	<u>\$281,900</u>	<u>\$341,200</u>	

Notes:

- 1) Additional costs to attend General Convention are included in this item.
- 2) Retired bishops will assist until the Suffragan is in place.
- 3) Bishop Suffragan will travel to General Convention and around the Diocese after the election.
- 4) Mission clergy travel will be moving into the Diocesan Budget over a period of 3 years to better align the Missionary Budget with outreach and evangelism.

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Schedule E
Canonical and Administrative Expense

	2011	2012	
	Adopted	Proposed	
	<u>Budget</u>	<u>Budget</u>	
Canonical and Administrative Expense			
Canonical Support for Presiding Bishop's Office	\$100,000	\$100,000	
Legal Expense	100,000	80,000	1)
<i>Texas Episcopalian</i> – Postage Expense	25,000	27,000	
<i>Texas Episcopalian</i> – Printing Expense	70,000	50,000	2)
<i>Texas Episcopalian</i> – Editorial Expense	20,000	20,000	
<i>Texas Episcopalian</i> – Mail Service Expense	12,000	-0-	2)
Safe Church Ministry – Safeguarding Programs	31,500	29,250	
Safe Church Ministry – Background Checks	12,000	8,000	
<i>Journal</i> Expense	10,000	5,000	
Election and Consecration of Bishop Suffragan	-0-	60,000	3)
General Convention Delegates	-0-	35,000	4)
Diocesan Audit	25,000	27,000	
Provincial Synod Assessment	12,600	13,275	
Support for University of the South	5,500	5,500	
Archives	2,000	2,000	
Episcopal Assistance	5,000	6,000	
Austin Area Inter-religious Ministries	6,000	6,000	
Texas Conference of Churches	5,000	5,000	
Millennium Development Goals	35,430	37,260	
Interfaith and Ecumenical Work	-0-	5,000	
Provincial Synod Delegates	<u>6,600</u>	<u>-0-</u>	
Total Canonical and Administrative Expense	<u>\$483,630</u>	<u>\$521,285</u>	

Notes:

- 1) Expense has been reduced to better reflect experience over the last two years.
- 2) Publication of a quarterly magazine is less costly than a monthly magazine.
- 3) Bishop Doyle will be calling for the election of a Bishop Suffragan in 2012.
- 4) General Convention will have its regular triennial meeting in 2012.

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Schedule F
Commission and Committee Expense

	<u>2011</u> <u>Adopted</u> <u>Budget</u>	<u>2012</u> <u>Proposed</u> <u>Budget</u>	
Commission and Committee Expense			
Congregational Development Consultant	\$118,000	\$123,000	
Conferences/Clergy Gatherings–October Conf.	85,000	91,500	
Conferences/Clergy Gatherings–Various	22,500	26,500	
Conferences/Congregational Development	15,000	18,000	
Conferences/Council	10,000	10,000	
Conferences/Business Services Workshop	3,500	2,000	
Conferences/Retired Clergy Conference & Retreat	15,000	8,000	
Conferences/Evangelism Conference	-0-	15,000	1)
IONA – School for Ministry	90,000	125,000	2)
IONA – Curate Camp	15,000	15,000	
IONA – Clergy Continuing Ed General	4,500	4,500	
IONA – Clergy Continuing Ed Scholarships	1,500	1,500	
Mission Funding	50,000	36,000	3)
Commission on Ministry	44,000	40,000	
Christian Formation	42,500	45,000	
Communications	30,000	25,000	
Stewardship Department	25,000	20,000	
Executive Board	9,000	10,000	
Chaplains to the Retired	6,000	12,000	4)
Standing Committee	3,000	3,000	
Calling and Moving Clergy	-0-	10,000	5)
New Mission Work	-0-	45,000	5)
Bishop’s Program Contingency	-0-	35,000	5)
Contingency for Budget Shortages	<u>10,000</u>	<u>7,500</u>	
Total Commission and Committee Expense	<u>\$599,500</u>	<u>\$728,500</u>	

Notes:

- 1) Expenses for the annual Bishop’s Evangelism Conference.
- 2) New students from outside the Diocese will increase costs but pay higher tuition fees.
- 3) Represents savings from moving to an online catalog for Mission Funding.
- 4) Increased number of Chaplains to the Retired and increased activity.
- 5) These items are moving from the Missionary Budget to the Diocesan Budget over 3 years to better align the Missionary Budget with evangelism and outreach.

THE EPISCOPAL DIOCESE OF TEXAS
2012 MISSIONARY BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 163RD DIOCESAN COUNCIL

NOTE

The 2012 Missionary Commitments presented below are as of **December 1, 2011**. The “**2012 Committed To-Date**” column represents responses from 103 churches, which is down slightly from the number of responses received last year at this same time.

We expect responses from the remainder of the congregations within the Diocese and will present the final Missionary Budget reflecting those responses at the pre-Council meetings and Diocesan Council.

	2011 Adopted Budget	2012 Requested Budget	2012 Committed To-Date
Revenue and Support			
Current Year Missionary Commitments–Net	\$2,101,844	\$3,911,543	\$1,708,160
Program Revenues	66,000	-0-	60,500
Miscellaneous Income	<u>56</u>	<u>-0-</u>	<u>192</u>
Total Revenue and Support	<u>\$2,167,900</u>	<u>\$3,911,543</u>	<u>\$1,768,852</u>
Expenditures			
Missions	\$1,277,147	\$1,839,000	\$1,001,638
Outreach and Evangelism	355,821	371,149	269,739
Formation Ministries	128,181	117,843	139,284
Bishop’s Mission and Program Contingency	40,000	65,000	15,000
Cooperative Projects	42,525	21,409	21,409
National Church Response	321,142	1,397,142	313,782
Budget Shortages	<u>3,084</u>	<u>100,000</u>	<u>8,000</u>
Total Expenditures	<u>\$2,167,900</u>	<u>\$3,911,543</u>	<u>\$1,768,852</u>

THE EPISCOPAL DIOCESE OF TEXAS
2012 MISSIONARY BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 163RD DIOCESAN COUNCIL

	2011 Adopted Budget	2012 Requested Budget	2012 Committed To-Date	
Breakdown of Program Funding				
Missions				
Mission Clergy Travel	\$ 50,000	\$ 32,500	\$ 25,000	DB
Calling and Moving Clergy	15,000	20,000	15,000	DB
New Mission Work	1,000	65,000	5,500	DB
Austin, St. Mary Magdalene	150,000	150,000	100,000	
Austin, St. Julian of Norwich	125,000	150,000	100,000	
Houston/Alief, Christ the King	44,000	33,000	33,000	PHO
Support for Multicultural Ministry	31,931	100,000	20,000	
Austin, San Francisco de Asis	100,000	90,000	75,000	PHO
Houston, Santa Maria Virgen	68,000	68,000	68,000	
Houston, Lord of the Streets	51,000	46,000	46,000	PHO
Houston, San Pablo	59,300	85,000	65,000	
Houston, St. Alban's	67,500	67,500	67,500	
Houston, St. Barnabas'	-0-	35,000	-0-	
Tyler, St. John the Baptist	7,600	15,000	15,000	
Waco, Baylor University	41,275	54,000	39,244	
Houston, Rice University and the Texas Medical Center Schools	84,000	84,000	70,000	
College Station, Texas A&M University	127,493	180,000	90,000	
Austin, University of Texas	96,024	160,000	80,000	
Campus Missions within the Diocese	137,674	338,000	62,394	
Prison Missions within the Diocese	20,350	66,000	25,000	MS1
Total Missions	<u>\$1,277,147</u>	<u>\$1,839,000</u>	<u>\$1,001,638</u>	

See accompanying notes

THE EPISCOPAL DIOCESE OF TEXAS
2012 MISSIONARY BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 163RD DIOCESAN COUNCIL

	2011 Adopted <u>Budget</u>	2012 Requested <u>Budget</u>	2012 Committed <u>To-Date</u>	
Breakdown of Program Funding				
<i>(continued)</i>				
Outreach and Evangelism				
Children at Risk Camp Allen Scholarship	\$ 39,780	\$ 40,576	\$ 40,576	
Community of the Streets	20,144	13,429	13,429	PHO
El Buen Samaritano	22,376	14,917	11,934	PHO
Episc. Community Outreach Ministries	12,357	90,000	25,000	
St. Vincent's House	44,284	35,427	30,000	PHO
Seafarers' Ministry	71,000	56,800	56,800	PHO
Ubi Caritas	47,970	-0-	-0-	OR1
Community of Hope	6,050	-0-	-0-	RC
Interfaith Ministries of Greater Houston	3,343	-0-	-0-	RC
World Mission	15,595	31,000	18,000	
Millennium Development Goals	47,800	40,000	49,000	
Companion Diocese of Southern Malawi	<u>25,122</u>	<u>49,000</u>	<u>25,000</u>	
Total Outreach and Evangelism	<u>\$355,821</u>	<u>\$371,149</u>	<u>\$269,739</u>	
Formation Ministries				
Addiction Recovery	\$ 7,543	\$ 7,694	\$ 8,155	
Commission on Black Ministry	9,047	10,000	6,601	
Commission for Hispanic Ministries	5,065	10,000	5,290	
Iona Center	31,262	20,000	19,092	DB
Liturgical Commission	1,000	1,000	273	
Music Commission	10,324	10,324	17,300	
Spiritual Formation	18,450	9,225	22,573	
Youth Ministry	<u>45,490</u>	<u>49,600</u>	<u>60,000</u>	
Total Diocesan Support Ministries	<u>\$128,181</u>	<u>\$117,843</u>	<u>\$139,284</u>	
Bishop's Mission & Program Contingency				
Support for Congregations	\$ 25,000	\$ 35,000	\$ 10,000	
Program	5,000	10,000	5,000	
Vocational Counseling and Support	2,500	5,000	-0-	
Coaches and Consultants	7,500	10,000	-0-	
Consultants for Schools	-0-	5,000	-0-	
Total Bishop's Mission and Program	<u>\$ 40,000</u>	<u>\$ 65,000</u>	<u>\$ 15,000</u>	DB

See accompanying notes

THE EPISCOPAL DIOCESE OF TEXAS
2012 MISSIONARY BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 163RD DIOCESAN COUNCIL

	2011 Adopted <u>Budget</u>	2012 Requested <u>Budget</u>	2012 Committed <u>To-Date</u>	
Breakdown of Program Funding				
<i>(continued)</i>				
Cooperative Projects				
Epiphany Community Health Outreach Service (ECHOS)	\$ 7,200	\$ 4,800	\$ 4,800	PHO
Health Outreach for People in East Texas (the Hope Project)	7,513	5,009	5,009	PHO
Iglesia El Buen Pastor, Piedras Negras Matagorda Episcopal Hospital Outreach Program (MEHOP)	4,500	3,600	3,600	PHO
Safe Place Episcopal Fund	12,000	8,000	8,000	PHO
Storybook Project	3,212	-0-	-0-	
St. John's After School Program	4,100	-0-	-0-	
Trinity Center	1,000	-0-	-0-	
	<u>3,000</u>	<u>-0-</u>	<u>-0-</u>	
Total Cooperative Projects	<u>\$ 42,525</u>	<u>\$ 21,409</u>	<u>\$ 21,409</u>	
National Church Response	<u>\$ 321,142</u>	<u>\$1,397,142</u>	<u>\$ 313,782</u>	
Budget Shortages	<u>\$ 3,084</u>	<u>\$ 100,000</u>	<u>\$ 8,000</u>	
Total Program Funding	<u>\$2,167,900</u>	<u>\$3,911,543</u>	<u>\$1,768,852</u>	

See accompanying notes

THE EPISCOPAL DIOCESE OF TEXAS
2012 MISSIONARY BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 163RD DIOCESAN COUNCIL

NOTES

- MS1 – Restorative Justice has been renamed by the Executive Board as Prison Missions.
- OR1 – Ubi Caritas elected not to phase out of the budget over time but to be removed from the Mission Funding process entirely in 2012.
- PHO – This ministry is being phased out of the Missionary Budget in an effort to create space for new ministries and outreach.
- RC – Ministry was removed from the Mission Funding Catalog for 2012.
- DB – This budget item is being moved into the Diocesan Budget over 3 years. This movement will better align the Missionary Budget with outreach and evangelism and put administrative and overhead items into the Diocesan Budget.

Budget Formula Report

Outlined below is the budget formula used to determine the Diocesan Assessment and Missionary Commitment Asking for each parish and mission in the Diocese of Texas. This formula was passed by the 143rd Council. Please note that break points used for Formula (B) were indexed for inflation. Also note the minimum and maximum (floor and ceiling) Formula (B) percentages. Any questions you may have regarding these calculations can either be addressed to my office or asked at the pre-Council convocational meetings.

Robert J. Biehl, Treasurer

1. Part (A) – The Insurance Formula

GOAL: To allocate equitably to parishes and missions the insurance program costs for the diocesan clergy and families, retired clergy and spouses, diocesan lay employees, and spouses of deceased clergy.

METHOD:

- A. Create an annual Program Cost Factor (PCF) as follows:

PCF = Total Insurance Cost divided by the sum of:

- (1) Total Parish Operating Revenue (*Note 1*) plus
- (2) 75% of Total Mission Operating Revenue

- B. Allocate health insurance cost to individual congregations as follows:

- (1) Parishes – Insurance Assessment (IA) = Parish Operating Revenue x PCF
- (2) Missions – Insurance Assessment (IA) = 75% Mission Operating Revenue x PCF

2. Part (B) – Diocesan Budget and Missionary Asking

GOAL: To allocate equitably to parishes and missions the monies that will be used to fund the Diocesan Budget less insurance costs and the Missionary Budget.

METHOD:

- A. Multiply Total Operating Revenue by the Percentage Factor (PF) using the break points noted below to determine the Maximum Formula (B) (MFB):

2012 Base Percentage
(2011 levels times 1.0394)

	<u>Total Operating Revenue</u>	<u>PF</u>
UP TO & =	42,289	13.75%
42,290	84,581	14.75%
84,582	169,163	15.25%
169,164	338,327	15.75%
338,328	507,492	16.25%
507,493	1,014,985	16.75%
1,014,986	1,691,643	17.25%
= To & OVER	1,691,644	17.75%

The seven break points shall be adjusted annually by an amount equal to the change in Consumer Price Index (CPI). The adjustment factor used to calculate 2012 break points was 3.94 percent.

B. Determine the Formula (B) Request (FBR) – the MFB of the current year is compared to the MFB of the preceding year and adjusted, if necessary, so as not to increase more than 10 percent or decrease more than 10 percent. Under no circumstances, however, is the current year MFB to constitute less than 10 percent or more than 20 percent of a church’s Operating Revenue.

C. Allocate FBR to the Diocesan Budget support and Missionary Budget support:

- (1) Part (2) of the Diocesan Assessment = FBR x 34.27%
- (2) Missionary Commitment Asking = FBR x 65.73%

THE DIOCESAN OBLIGATION = (FBR x 34.27%) + IA

THE MISSIONARY COMMITMENT ASKING = FBR x 65.73% - (Note 2)

NOTES:

- 1) The Operating Revenue used for both Formula (A) and Formula (B) is the revenue for the year that is two years before the budget year. (For 2012, the Operating Revenue used was that of 2010.)
- 2) For 2012 the Executive Board divided the Missionary Asking between the Asking for ECUSA (11.69%), the Diocesan Missionary Asking (21.03%), and Local Outreach Asking (33.01%). In contrast to years prior to 2011, the Diocesan Asking was exactly equal to the amounts requested in the Mission Funding Catalog.

2012 Diocesan Assessments & Missionary Askings

Church	City	2010 Total Operating Revenues	2012 Diocesan Assessment	2012 Insurance Assessment	2012 Diocesan Missionary Asking	2012 ECUSA Missionary Asking	2012 Local Spending Asking
PARISHES							
Grace	Alvin	208,032	11,228	13,460	6,891	3,829	10,817
Holy Comforter	Angleton	193,310	10,433	12,507	6,403	3,558	10,052
Christ the King	Atascocita (Humble)	191,152	10,317	12,367	6,332	3,519	9,938
All Saints'	Austin	1,004,274	57,643	64,976	35,379	19,659	55,535
Good Shepherd	Austin	1,776,757	108,069	114,955	66,330	36,858	104,117
Resurrection	Austin	242,928	13,111	15,717	8,047	4,472	12,631
St. Alban's	Austin	309,302	17,615	20,012	10,812	6,008	16,971
St. Christopher's	Austin	142,076	7,424	9,192	4,557	2,532	7,154
St. David's	Austin	2,247,327	136,691	145,401	83,897	46,620	131,693
St. George's	Austin	240,705	12,991	15,574	7,973	4,431	12,516
St. James'	Austin	608,552	30,689	39,373	18,836	10,467	29,568
St. John's	Austin	200,307	10,811	12,960	6,635	3,687	10,415
St. Luke's on the Lake	Austin	882,725	50,666	57,112	31,097	17,280	48,813
St. Mark's	Austin	478,059	26,620	30,930	16,339	9,079	25,647
St. Matthew's	Austin	1,254,055	74,128	81,137	45,497	25,282	71,417
St. Michael's	Austin	820,427	39,411	53,081	24,189	13,441	37,971
Calvary	Bastrop	237,463	14,915	9,787	9,154	5,087	14,369
St. Mark's	Bay City	246,648	13,312	15,958	8,170	4,540	12,825
Trinity	Baytown	585,508	32,022	37,882	19,654	10,921	30,851
St. Mark's	Beaumont	991,512	65,524	64,150	40,216	22,347	63,128
St. Stephen's	Beaumont	564,412	32,396	36,517	19,883	11,049	31,211
San Mateo	Bellaire	263,000	14,194	17,016	8,712	4,841	13,676
St. Mary's	Bellville	158,456	7,948	10,252	4,878	2,711	7,658
St. Luke's	Belton	80,246	4,871	5,192	2,990	1,661	4,693
St. Peter's	Brenham	347,976	18,180	22,514	11,158	6,200	17,517
St. Andrew's	Bryan	445,484	24,806	28,823	15,225	8,460	23,900
Epiphany	Burnet	209,489	10,193	13,554	6,256	3,476	9,820
Christ Church	Cedar Park	191,166	10,317	12,368	6,332	3,519	9,941
St. Francis'	College Station	170,253	9,175	11,015	5,631	3,129	8,841
St. Thomas'	College Station	458,753	25,545	29,681	15,679	8,712	24,611

Church	City	2010 Total Operating Revenues	2012 Diocesan Assessment	2012 Insurance Assessment	2012 Diocesan Missionary Asking	2012 ECUSA Missionary Asking	2012 Local Spending Asking
St. John's	Columbus	44,687	2,949	2,891	1,810	1,006	2,840
St. James the Apostle	Conroe	486,160	27,363	31,454	16,795	9,333	26,363
Holy Trinity	Dickinson	183,353	9,896	11,863	6,074	3,375	9,533
Christ Church	Eagle Lake	145,240	6,963	9,397	4,274	2,375	6,708
St. Paul's	Freeport	49,976	2,832	3,233	1,738	966	2,728
Good Shepherd	Friendswood	516,739	29,659	33,433	18,204	10,116	28,575
Grace	Galveston	280,628	14,877	18,157	9,131	5,074	14,334
Trinity	Galveston	485,563	28,496	31,416	17,490	9,719	27,452
Grace	Georgetown	557,125	22,292	36,046	13,682	7,603	21,477
St. Bartholomew's	Hempstead	85,280	4,157	5,518	2,552	1,418	4,005
St. Matthew's	Henderson	166,211	8,085	10,754	4,962	2,757	7,791
Ascension	Houston	631,048	36,220	40,829	22,231	12,353	34,897
Christ Church Cathedral	Houston	3,157,192	192,033	204,269	117,864	65,494	185,011
Emmanuel	Houston	572,421	32,855	37,035	20,166	11,206	31,654
Epiphany	Houston	592,406	34,002	38,328	20,870	11,597	32,759
Holy Spirit	Houston	942,378	54,090	60,971	33,199	18,448	52,111
Hope	Houston	149,307	8,405	9,660	5,159	2,867	8,098
Palmer Memorial	Houston	2,115,677	128,684	136,883	78,982	43,889	123,978
Redeemer	Houston	231,969	12,941	15,008	7,943	4,414	12,468
St. Andrew's	Houston	291,415	15,696	18,854	9,634	5,353	15,123
St. Barnabas'	Houston	76,363	3,860	4,941	2,369	1,316	3,719
St. Christopher's	Houston	369,483	20,574	23,905	12,628	7,017	19,822
St. Cuthbert's	Houston	673,469	38,655	43,573	23,725	13,184	37,242
St. Dunstan's	Houston	1,240,289	73,314	80,246	44,998	25,004	70,634
St. Francis'	Houston	1,198,145	69,001	77,519	42,351	23,533	66,478
St. James'	Houston	475,660	26,487	30,775	16,257	9,033	25,518
St. John the Divine	Houston	6,078,980	369,716	393,307	226,939	126,105	356,259
St. Luke the Evangelist	Houston	82,138	4,677	5,314	2,871	1,595	4,506
St. Mark's	Houston	678,184	32,479	43,878	19,934	11,077	31,292
St. Martin's	Houston	8,938,997	543,705	578,350	333,695	185,377	523,895
St. Mary's	Houston	499,138	27,794	32,294	17,059	9,479	26,778
St. Stephen's	Houston	643,555	36,938	41,638	22,672	12,598	35,587
St. Thomas'	Houston	629,710	36,144	40,742	22,184	12,327	34,821
St. Thomas the Apostle	Houston	526,666	30,229	34,075	18,554	10,310	29,124

Church	City	2010 Total Operating Revenues	2012 Diocesan Assessment	2012 Insurance Assessment	2012 Diocesan Missionary Asking	2012 ECUSA Missionary Asking	2012 Local Spending Asking
St. Timothy's	Houston	180,093	9,824	11,652	6,030	3,351	9,465
Trinity	Houston	1,143,302	67,581	73,971	41,479	23,049	65,111
St. Stephen's	Huntsville	280,879	13,195	18,173	8,099	4,500	12,714
Trinity	Jasper	77,409	3,629	5,008	2,227	1,238	3,495
Holy Apostles'	Katy	1,159,577	46,085	75,024	28,286	15,718	44,400
St. Paul's	Katy	237,953	10,882	15,395	6,679	3,711	10,484
St. Paul's	Kilgore	88,314	4,615	5,714	2,833	1,574	4,446
St. Christopher's	Killeen	324,709	16,207	21,009	9,947	5,528	15,615
Good Shepherd	Kingwood	990,435	61,100	64,081	37,501	20,839	58,866
St. Peter's	Lago Vista	40,919	2,804	2,647	1,721	956	2,703
St. James'	La Grange	245,613	13,256	15,891	8,136	4,521	12,771
St. Timothy's	Lake Jackson	462,905	25,776	29,950	15,821	8,791	24,834
St. Michael's	La Marque	230,570	11,894	14,918	7,300	4,057	11,460
St. Mary's	Lampasas	146,695	7,666	9,491	4,705	2,614	7,386
St. John's	La Porte	326,765	17,636	21,142	10,824	6,015	16,990
St. Christopher's	League City	517,503	29,703	33,482	18,231	10,130	28,618
St. Stephen's	Liberty	217,093	11,167	14,046	6,854	3,808	10,758
St. Luke's	Livingston	174,678	9,427	11,302	5,786	3,215	9,084
St. Michael & All Angels	Longview	138,595	7,619	8,967	4,676	2,598	7,340
Trinity	Longview	688,676	39,528	44,557	24,261	13,481	38,083
St. Cyprian's	Lufkin	515,601	29,594	33,359	18,164	10,093	28,512
Trinity	Marble Falls	348,521	17,625	22,549	10,818	6,011	16,980
St. John's	Marlin	69,868	4,092	4,520	2,512	1,396	3,942
Trinity	Marshall	489,320	27,247	31,659	16,723	9,293	26,252
Christ Church	Nacogdoches	363,479	20,240	23,517	12,423	6,903	19,499
St. Paul's	Navasota	140,858	6,323	9,113	3,881	2,157	6,092
St. Paul's	Orange	120,160	8,235	7,774	5,054	2,809	7,934
St. Philip's	Palestine	225,263	12,158	14,574	7,462	4,146	11,713
St. Andrew's	Pearland	417,682	23,258	27,024	14,275	7,932	22,408
Holy Trinity	Port Neches	204,016	11,011	13,200	6,758	3,755	10,609
St. Francis of Assisi	Prairie View	93,149	4,505	6,027	2,765	1,536	4,340
Calvary	Richmond	428,626	27,204	27,732	16,697	9,278	26,209
St. Mark's	Richmond	129,018	5,725	8,347	3,514	1,952	5,515
St. Richard's	Round Rock	447,425	24,914	28,948	15,292	8,497	24,004

Church	City	2010 Total Operating Revenues	2012 Diocesan Assessment	2012 Insurance Assessment	2012 Diocesan Missionary Asking	2012 ECUSA Missionary Asking	2012 Local Spending Asking
St. John's	Sealy	101,884	4,943	6,592	3,034	1,686	4,763
St. John's	Silsbee	186,427	9,670	12,062	5,935	3,298	9,317
Holy Comforter	Spring	328,553	17,732	21,257	10,883	6,048	17,084
All Saints'	Stafford	387,559	21,581	25,075	13,246	7,360	20,791
Holy Cross	Sugar Land	496,780	29,726	32,141	18,245	10,138	28,640
Christ Church	Temple	486,318	27,080	31,465	16,621	9,236	26,090
St. Francis'	Temple	197,586	10,664	12,784	6,545	3,637	10,274
St. George's	Texas City	156,866	8,197	10,149	5,031	2,796	7,898
Good Shepherd	Tomball	296,525	16,004	19,185	9,823	5,458	15,418
Trinity	The Woodlands	1,259,283	74,437	81,475	45,687	25,387	71,715
Christ Church	Tyler	1,191,442	67,831	77,086	41,633	23,134	65,351
St. Francis'	Tyler	228,553	12,335	14,787	7,571	4,207	11,884
Holy Spirit	Waco	256,142	13,824	16,572	8,485	4,715	13,318
St. Alban's	Waco	451,624	22,763	29,220	13,971	7,764	21,931
St. Paul's	Waco	1,073,358	63,447	69,446	38,942	21,639	61,126
St. Mary's	West Columbia	139,384	7,284	9,018	4,471	2,484	7,017
St. Thomas'	Wharton	254,565	13,739	16,470	8,433	4,686	13,236
TOTAL PARISHES		68,704,424	3,940,295	4,439,566	2,418,438	1,343,818	3,796,357

MISSIONS

Trinity	Anahuac	38,721	1,824	1,879	1,120	622	1,758
San Francisco de Asis	Austin	67,763	3,215	3,288	1,973	1,096	3,098
St. Julian of Norwich	Austin	174,219	5,970	8,454	3,664	2,036	5,752
Epiphany	Calvert	11,490	753	558	462	257	724
All Saints'	Cameron	64,547	3,262	3,132	2,002	1,113	3,144
St. John's	Carthage	61,845	3,126	3,001	1,919	1,066	3,011
St. John's	Center	31,607	1,420	1,534	871	484	1,368
St. Martin's	Copperas Cove	43,881	2,218	2,129	1,361	756	2,137
All Saints'	Crockett	25,777	1,299	1,251	797	443	1,251
St. Aidan's	Cypress	430,892	14,765	20,909	9,063	5,036	14,225
St. Augustine of Hippo	Galveston	44,591	2,254	2,164	1,383	769	2,171
St. Philip's	Hearne	5,680	292	276	179	100	280
All Saints'	Hitchcock	48,755	2,464	2,366	1,512	840	2,375

Church	City	2010 Total Operating Revenues	2012 Diocesan Assessment	2012 Insurance Assessment	2012 Diocesan Missionary Asking	2012 ECUSA Missionary Asking	2012 Local Spending Asking
Christ the King	Houston (Alief)	147,155	9,023	7,141	5,538	3,077	8,694
Grace	Houston	254,488	13,735	12,349	8,430	4,684	13,233
Lord of the Streets	Houston	43,885	2,796	2,130	1,716	954	2,694
St. Paul's & San Pablo	Houston	336,220	11,521	16,315	7,071	3,929	11,101
Santa Maria Virgen	Houston	244,452	12,936	11,862	7,940	4,412	12,464
St. Alban's	Houston	158,314	8,273	7,682	5,078	2,822	7,970
Trinity	Jacksonville	55,682	2,814	2,702	1,727	960	2,712
Christ Church	Jefferson	31,326	1,503	1,520	922	512	1,448
St. Paul's	Leigh	21,959	1,505	1,066	924	513	1,450
St. Luke's	Lindale	74,861	3,600	3,633	2,209	1,228	3,468
Holy Innocents'	Madisonville	28,992	1,366	1,407	838	466	1,316
St. Mary Magdalene	Manor	0	0	0	0	0	0
Christ Church	Matagorda	61,588	3,113	2,989	1,911	1,062	2,998
Christ Church	Mexia	47,555	2,404	2,308	1,475	820	2,315
St. Catherine of Sienna	Missouri City	196,559	11,073	9,538	6,796	3,776	10,669
St. John's	Palacios	29,202	1,587	1,417	974	541	1,529
St. Peter's	Pasadena	182,509	9,850	8,856	6,046	3,359	9,490
St. Paul's	Pflugerville	72,517	3,063	3,519	1,880	1,045	2,951
St. Thomas'	Rockdale	34,316	2,073	1,665	1,272	707	1,998
Christ Church	San Augustine	43,614	1,568	2,116	962	535	1,511
St. James'	Taylor	72,863	3,185	3,536	1,955	1,086	3,069
St. John the Baptist	Tyler	42,207	1,989	2,048	1,221	678	1,915
St. Paul's	Woodville	86,423	4,516	4,194	2,772	1,540	4,352
TOTAL MISSIONS		3,316,455	156,355	160,934	95,963	53,324	150,642
TOTAL		72,020,879	4,096,650	4,600,500	2,514,401	1,397,142	3,946,999

Health Insurance

The Diocese of Texas purchases its coverage through the group medical plans offered by the Episcopal Church Medical Trust. (an affiliate of the Church Pension Fund) These plans cover all eligible active clergy, retired clergy, surviving clergy spouses, diocesan lay employees, and the eligible dependents of each of these groups.

To active participants, the diocese currently offers five Medical Trust Plans:

1. Cigna High Deductible Health Plan (HDHP)
2. Cigna POS (Open Access Plan)
3. Empire Blue Cross Blue Shield EPO 80 Plan
4. Empire Blue Cross Blue Shield PPO 75/50 Plan
5. Aetna HMO

Retired clergy and their surviving spouses on Medicare continue to be covered by Supplements to Medicare Part A and Part B that are offered by the Episcopal Church Medical Trust. The diocese also provides a Mental Health Supplement that is administered through the Episcopal Church Medical Trust and an Employee Assistance Plan, which is available to all eligible clergy and lay employees.

Rate increases of 6% to 9% from 2011 rates have been instituted for all plans for 2012. A rate increase of approximately 6.0% will be applicable to the Cigna High Deductible Plan in 2012. This divergence in premiums again validates the work and decisions of the Insurance Task Force in adopting the HDHP plan with the Health Savings Accounts in 2007.

The Insurance Task Force—made up of clergy, retired clergy, and laity from within the diocese, which the Executive Board established—has continued its work on our benefit offerings and their cost throughout 2011. In addition, this group has been working at the direction of the Bishop to analyze the provisions adopted by the 2009 General Convention regarding the Denominational Health Care Plan (DHP) and recommend to him policies and procedures for implementing this mandate within the Diocese of Texas. The Committee has made a series of recommendations to the Bishop, and he approved them in late 2011. The Task Force will also be making additional recommendations after General Convention meets in 2012. This will allow for a smooth implementation of the DHP before the January 1, 2013, deadline. I remain indebted to the members of that Committee for their diligent work, advice, insightful comments, and continuing commitment of time. Their guidance has assisted the diocese in reducing the growth of our health care costs and, as a result, the increase in the insurance portion of the Diocesan Assessments.

Please either call or e-mail Debra Klinger, Human Resources/Benefits Administrator, at (713) 353-2120 or 1 (800) 318-4452, ext. 2120, dklinger@epicenter.org for further information regarding health insurance.

Robert J. Biehl, Chair

Clergy Life Insurance

Effective January 1, 2009, the Church Pension Fund increased the life insurance coverage available to clergy and began providing up to \$100,000 in life insurance for all eligible, active clergy. This increase in benefit results in the church having to include the calculated imputed income of this benefit on the clergy person's W-2 each year as taxable income. I want to emphasize how extremely important it is that pension

assessments be paid currently for all active clergy. Failure to do so by their parishes could result in the loss of this important life insurance benefit to the clergy. If the pension assessments for a priest are in arrears by more than six months and the priest should die, the life insurance benefit will not be paid.

The Church Pension Fund also provides up to \$50,000 in life insurance for all eligible, retired clergy.

Since 2002, supplemental Life Insurance has been offered to all active clergy and lay employees under the age of sixty-five. This plan offers the option to purchase supplemental term life insurance for the eligible clergy person or lay employee up to three times the life insurance benefit the diocese provides. Or, you may purchase in increments of \$50,000 to a maximum of \$500,000 of coverage. Spousal coverage is based on the same calculation; however, it is limited to a maximum coverage of \$240,000. Clergy and lay employees will be responsible for the premiums, and you may apply at date of hire or during open enrollment periods. Premiums are based upon age and change in five-year increments. The supplemental term life insurance will be automatically reduced by 50% at age sixty-five, and it terminates at age seventy. For more information, please call or e-mail Debra Klinger, Human Resources/Benefits Administrator at the Diocesan Center at (713) 353-2120 or 1 (800) 318-4452, extension 1012, dklinger@epicenter.org

Robert J. Biehl, Chair

Pensions

Each year the Church Pension Fund provides a report of individuals in every diocese currently receiving benefits from the fund. This is the record of Benefits in Force in our diocese.

The Pension Fund's total net assets at March 31, 2011, were over \$9.5 billion which represents an increase of almost \$784 million this year. These assets are in excess of the required reserves by over \$ 2.346 billion. The Pension Fund paid out a total of \$280,745,000 in pensions and other benefits during fiscal year 2011.

The following table delineates the beneficiaries receiving benefits in each of the two fiscal years, each ending March 31:

<u>Beneficiaries</u>	<u>2011</u>	<u>2010</u>
Retired Clergy		
Normal Retirement	3,457	3,379
Early Retirement	3,426	3,219
Disability Retirement	459	441
Surviving Spouses	<u>2,576</u>	<u>2,565</u>
TOTAL	<u>9,918</u>	<u>9,604</u>

As the number of retirees increases in every diocese, the Church Pension Fund, through its Ministry to the Retired, is available to assist Chaplains designated by our Bishop in the ministry established in our diocese. Through personal contact and educational services, they are willing to assist the Chaplains in interpreting pension benefits as well as introduce proven programs for ministry to and with the retired. The Church Pension Fund, in conjunction with the diocese, provides training to enhance the pastoral ministry of these chaplains. The Church Pension Fund's Department of

Pastoral Care and Education continues to offer Planning for Tomorrow Conferences, presented in each diocese every five years.

Churches are reminded that a 30% annual housing factor is in force when computing the pension base when the clergy person lives in a house owned by the church. Amounts reimbursed to clergy for payment of their self-employment Social Security form part of the pension base along with salary, housing, and utility allowances. Forms for calculation of clergy pension are available on the diocesan Web site.

Church treasurers should promptly notify the Church Pension Fund office of all changes in compensation paid to their clergy staff. Quarterly Pension assessment statements are issued by the Church Pension Fund office, 445 Fifth Avenue, New York, NY 10016, and are based upon information on file with that office. Each source of clergy compensation has the responsibility of posting changes as they occur. However, the clergy should also review their reports from the Pension Fund to ensure the accuracy and timeliness of the amounts remitted to the Church Pension Fund. Delay in reporting changes results in retroactive adjustments, which are sometimes difficult to manage. In addition, adjustments can only be made for the previous two years, so failure to report adjustments could result in lower pension bases and therefore pensions at retirement. Should you have any questions or seek any information, the telephone number for the Church Pension Group is 1 (866) 802-6333, or you may contact Debra Klinger in our office: (713) 353-2120 or dklinger@epicenter.org

Robert J. Biehl, Chair

Property Insurance

Nearly all congregations within the diocese insure their real and personal property with the Church Insurance Company and their product partners. Parishes, missions, and entities within the diocese are free to insure their property with any reputable company of their choice so long as the coverages afforded are in accordance with Canon Section 20.2. This Canon requires that the coverages afforded under policies purchased outside be at least comparable to those from the Church Insurance Company. We recommend an annual review of your insurance coverage for general liability, sexual misconduct, non-owned auto, worker's compensation, director's and officer's liability, and umbrella liability provisions. A Blanket Crime provision covers theft within churches with a \$25,000 limit. (Additional coverage is available at the church's expense.) Specific entities may find that they require other more expanded coverages as well to protect fine art, stained glass, vestments, or other valuable church property. Church Insurance protects their insureds with all these coverages through the diocesan master policy. They are also available to assist in reviewing your coverage.

Church Insurance Agency has obtained product partners to provide quality coverage in a number of areas at more affordable rates for products such as director's and officer's and umbrella liabilities. This coverage is recommended by the diocese. For information and assistance with insurance through the Church Insurance Company, please contact our agent in Dallas, Mr. John Scheffler, Vice President of Client Services, at (972) 355-0927 or via e-mail to JScheffler@cpg.org You may also contact David Fisher in our offices at (713) 353-2109 or dfisher@epicenter.org

Robert J. Biehl, Chair

Division of Stewardship
(No Report Received)

General Funds Appeal

No general funds appeal has been scheduled by the diocese since the 162nd Diocesan Council.

David Bollinger, Chair

CONGREGATIONAL DEVELOPMENT AND CONVOCATIONS UNIT

Division of Convocations

Austin Convocation
(No Report Received)

Central Convocation

We have continued to have a strong clericus, having the joy of gathering nearly each month at Camp Allen. We haven't had much change in clergy within the Convocation over the past year, except for two additions. One is the Rev'd Cindy Engle who is vicar at both St. Paul's in Navasota and St. Francis' in Prairie View. We also had the joy of welcoming the Rev'd Mary Lenn Dixon as deacon centered at St. Francis' in College Station but who also shares in ministry at St. Andrew's in Bryan and at St. Thomas' in College Station.

One of the exciting events of the year was a special service held at St. Thomas' in College Station in February for the chaplaincy ministry at Texas A&M. This year's budget challenges hit our college ministry especially hard. In response, the Convocation gathered for a special service to celebrate the ministry at Texas A&M and to provide an opportunity for donations for that ministry. It was an evening of joy and celebration.

The churches in Bryan-College Station are hosting and busily preparing for the 2012 Diocesan Council. They/We look forward to y'all being part of this year's Council as we continue moving forward in our common ministry in Christ.

The following congregations submitted reports.

St. Mary's, Bellville

St. Mary's, Bellville, continued to rebuild during 2011 in anticipation of beginning their search process for a new permanent rector in 2012. Mary Parmer of the Diocese of Texas led parishioners in two major workshops to develop core values and vision as a foundation for the search process. Stewardship, attendance, and participation remained on an energetic rebuilding track during the year. Enrollment at St. Mary's Day School also grew dramatically, though the school now faces a search process with the resignation of its Head of School in October.

St. Peter's, Brenham

Our year has been framed by two events. The first was a fund-raiser, our Italian dinner held in January. This event enabled us to contribute nearly \$3,000 each to the following ministries in the area: MAP (Medical Assistance Program), which provides

help for prescription medications; CASA (Court Appointed Special Advocates); and Faith Mission, a ministry for the homeless and for those with special needs in Brenham.

The other event was a friend-raiser, our Third Annual Art Show and Sale. This year we had 34 artists (our largest ever) the majority of whom are members of St. Peter's. As our friend-raiser, it has gained over these few years to be an event the community doesn't want to miss. We also had several artists not in this year's show who wanted to know how they could be in next year's show.

St. Andrew's, Bryan

2011 was an exciting, productive year for St. Andrew's. After retiring construction debt, we continued year two of a capital campaign to renovate facilities, including a fire suppression system throughout the church campus.

Plans for 2012 include completing a capital campaign and participating in a mission trip to the Navajo Nation. As a member of the Central Convocation, St. Andrew's looks forward to helping host the 2012 Diocesan Council.

Episcopal Student Center at Texas A&M/Blinn and Café Canterbury, College Station

Mr. Robert Chambers from the Diocese of Texas serves as President of the Episcopal Student organization at Texas A&M this year. Dr. Tammy Tiner, organic chemistry professor and member of St. Thomas' Episcopal Church, serves as our faculty advisor. Her daughter, Laura, is a member of the student organization. Our leadership team includes: Secretary Alexis Garcia and President Matt Johnson, who is also serving E-2 Company of the Corp of Cadets as Company Chaplain this year. Dr. Gary Springer, English professor and member of St. Thomas' Episcopal Church, has served as our faculty advisor for three years. His wife, Mary Ann, has served Canterbury as well, and we want to thank them for their love and dedication to this ministry. Dr. and Mrs. Springer will be leaving Texas A&M University this spring, and we are all sad to see them leave, but wish them well on the next part of their journey. Five students—Robert Chamber, Laura Brown, Cameron Valenta, Austin Smith, and Erika Peaslee—along with Max Williams, program coordinator, and I attended Gather Around the Table in Estes Park, Colorado, over the Christmas break. This is a biannual national gathering of Episcopal college students from across the United States. Money for two buses was raised to allow any student from Province VII free transportation to attend this event.

This year, Pastor Mindy Roll, campus minister for the ELCA, was invited to office in Canterbury House. This led to a combined service at Thanksgiving and a Thanksgiving feast for students at St. Thomas'. The wonderful side dishes were provided by members of St. Thomas' and the smoked turkey by Canterbury's food budget.

Café Canterbury continues to see new faces each week. Open Sunday–Wednesday from 6 p.m.–midnight, students meet friends and study in an environment of hospitality and grace. Like grace, everything served at the Café is free, but donations are accepted. One hundred percent of the donations go to end extreme global poverty and hunger by 2015 through the Millennium Development Goals adopted by the Episcopal Church.

We continue to recycle and compost, using compostable supplies for the café. The UCC student group meets at Canterbury House on Thursday evenings for their weekly meeting and dinner. Holy Eucharist is celebrated on Wednesday nights followed by a free family-style dinner. There is a Bible study on campus on Mondays and at Canterbury House on Tuesdays. A small group meets Tuesday nights to explore their faith and the moral and ethical questions of the day.

During Lent, students receive a daily Lenten meditation written by college students and young adults. The students lead stations of the cross on campus during Holy Week before leaving for Easter break.

St. Francis', College Station

St. Francis' has welcomed home the Rev. Mary Lenn Dixon after her years in training at the Iona School of the Diocese of Texas. Mary Lenn was ordained a deacon by the Rt. Rev. Andrew Doyle in a moving liturgy at Christ Church Cathedral in Houston on June 18th. As deacon, Mary Lenn's ministry is focused on enlarging our engagement with the marginalized in our community as we seek more fully to be an incarnational community of radical welcome.

St. Thomas', College Station

St. Thomas' began as mission in 1938 at its current site and will celebrate its 75th anniversary in 2013.

St. Thomas' campus is also home to The Early Learning Center, a fully accredited preschool for 120 children, three years old through kindergarten.

St. Thomas' is committed to outreach, and in partnership with the Brazos Valley Food Bank and other area churches, began a monthly mobile food pantry in September of 2011. In addition to the food pantry, St. Thomas' supports the Brazos Church Food Pantry, the local chapter of the Gulf Coast Regional Blood Center, and the Diocese of Texas mission to seafarers. St. Thomas' is also known throughout the Brazos Valley and the diocese for offering outstanding musical programs and concerts. Recently St. Thomas' hosted the Houston Chamber Choir and the Texas Early Music Project choir. In 2011 St. Thomas' added a full-time youth minister to its staff and in 2012 will add a full-time children's minister.

David Ottsen, Chair

Galveston Convocation

GRACE CHURCH, GALVESTON. The year started with a visit to Galveston by the Presiding Bishop and Bishop Doyle. Although the service was held at St. Augustine's, the rector and lay ministers of Grace were involved. In the spring Grace hosted a Community of Hope training with participants from several denominations of Galveston churches. During the summer the ECW spearheaded making Dress for Malawi and completed over 96 dresses. In the fall work started on replacing the chrismos that were lost during Hurricane Ike. In November we held our 7th Annual Neighborhood Thanksgiving Feast, and in December we hosted our annual ADA House dinner.

Grace is now a church in transition. In July our rector of eight years announced he had been called to another church. We now have an interim rector who started the week following our previous rector's last Sunday. In September and October we held parish

meetings to establish our Core Values and Vision Statement, and in November we conducted a Rector Profile Survey. In December we will establish a search committee. Through this process we found that our congregation is committed, strong, and passionate about our future.

HOLY TRINITY, DICKINSON. With Bishop Doyle performing the honors, Holy Trinity Episcopal Church in Dickinson installed its 13th rector on the evening of June 26, a year after the Rev. Stacy Stringer first came to Holy Trinity. During the past year numerous ministries have been born, revitalized, and re-directed, with ample lay leadership stepping up to nurture and equip existing and new participants. Children's Sunday School has seen a delightful and steady increase in the number of attendees as well as teachers, and the same is true for adult bible studies and spiritual formation opportunities. A new director of music joined Holy Trinity in August, and under John Kirk's leadership the choir is growing not only in numbers, but also in desire and ability to assist as key leaders of our worship services. In 2011 we found that Holy Trinity's mission to "love, serve, and welcome all" has been taking on flesh in new and surprising ways as the Lord leads us corporately and individually to expand our notion of "welcome" and "all."

ST AUGUSTINE'S, GALVESTON. We opened the year with the visit of the Presiding Bishop and Bishop Doyle to bless the Margaret Biehl Community Garden. In the spring we implemented the support group (St Augustine Spiritual Support "SASS") for those affected by HIV/AIDS, and during the summer we hosted a medical continuing education seminar regarding the recent developments in the treatment of HIV/AIDS. We held our third annual art show in the fall. In November we held our Fish Fry, Yard Sale, and Raffle to raise funds for the community garden and the victims of the wildfires.

ST. ANDREW'S PEARLAND. 2011 was the Year of Connection for St. Andrew's. We focused on connecting with God, one another, and with our neighbor. In addition, we focused on connecting our neighbor to God.

St. Andrew's spent much of the year moving the walls of the church out into the community. Two "The Church Has Left The Building" outreach events were held on Sunday mornings. Over 200 engaged in outreach projects on two occasions. Projects were provided for all ages and abilities: painting, cleanup, home repair among others.

St. Andrew's also engaged in 2 worship events, Andy 2 Go, in the community. Eleven venues were chosen for friends to invite neighbors to worship in homes over a weekend. Each venue had its own flavor or theme. There were children's and youth venues, venues with Mexican food and music, an ice cream sundae venue where music was provided by a bugle. Even one venue had a wonderful buffet dinner with music by a child, Ode to Joy played on a recorder! One venue was in a pasture with breakfast.

The parish had over 20,000 visitors for its annual Pumpkin Patch and supported relief for homeless, Joplin and Tuscaloosa tornado victims, Bastrop fire victims, and those affected by the tsunami in Japan. A Southern Malawi relationship was forged after sending Associate, Debbie Allensworth to Malawi. Ministries for micro finance, water wells, and mosquito nets have begun. Bishop Harrison confirmed 36 in September.

ST. CHRISTOPHER'S, LEAGUE CITY. St. Christopher's sent out four mission teams in 2010. Three teams, including youth, went to Alabama to help in tornado recovery and poverty areas. A fourth team joined forces with two other congregations to spend four days in Bastrop helping families clear ash and rubble from the destruction of the forest fires. St. Christopher's also sends a team once a month to work with Habitat for Humanity.

The Sixth Annual Community BBQ & Auction brought in over \$14,000 which was donated to local charities. The Community Garden continues to produce fresh vegetables for local residents who have financial difficulties. The Lay Eucharistic Visitors continue to serve three area nursing homes with a Sunday morning service including communion.

A new full-time Youth Minister, Jon Henson, was hired in May, and the youth ministries are flourishing. Barbara Moore was added to the staff as the Coordinator of Invitation, Welcoming, and Connection for the newcomer ministry.

ST. GEORGE'S, TEXAS CITY. 2011 has been a year of transition for St. George's with the rector, the Rev. Lillian Hyde, leaving in February, and the Rev. Doug Tucker serving as interim for six months. Then the Rev. Robin Reeves came in July as acting rector for the good people of St. George's. In the midst of all this, the family of God has continued taking care of one another and the community around them, serving up meals and love at the parish and through Mainland Street Ministries and the Salvation Army. Since August, members have been hosting home gatherings for parishioners, friends, and neighbors for a time of fellowship. Meanwhile, the faithful have kept the light on with Spirit-filled worship. Baptisms, Eucharists, and Burials have continued on in faithful Episcopal tradition. Backpacks, school supplies, pets, and motorcycles have all been blessed, and soon, coats and seafarer boxes will be blessed and sent on to bless others. New acolytes, lectors, and lay readers have been trained and an Advent cross-generational event will prepare us for Christmas. In spite of the clergy coming and going, St. George's has remained steady, thanks to the dedicated hearts and hands who serve here.

WILLIAM TEMPLE EPISCOPAL CENTER, GALVESTON. William Temple Episcopal Center exists to foster "individual cultural, educational, and spiritual growth of persons preparing for or engaged in the medical professions and allied services, at the University of Texas Medical Center in Galveston" (EDoT Canon 32.1).

WTEC lives into this mandate through ministries of presence and programming. The center is freely open to all UTMB students, providing space to study, pray, or relax with friends over a cup of coffee. A chaplain is available to provide spiritual guidance, a listening ear, and a welcoming heart.

Several programs and activities are available to students each week. Our fellowship dinner draws a diverse crowd of students to enjoy a home-cooked meal and share their triumphs and failures as they prepare for lives of service in the medical field. Bible study and theology on tap both help students connect their lives to scripture, but from different directions. Bible study starts with scripture, and through exploring the reading, connections are made to the students' lives. Theology on tap begins with a conversation about current events, and through conversation, seeks to find a narrative theme that

can be tied into a Biblical story or event. Movie nights and cooking classes provide relaxation and entertainment, and also help to ensure that students coming through the doors can find a tasty treat to help them power through long study sessions. Sunday evening Compline is our newest addition to the program lineup, and helps replenish students for another week of classes. Kyle Stillings is the Executive Director.

Stacy B. Stringer, Dean

East Harris Convocation

St. James', Houston

Episcopal Church Women Ministry

ECW at St. James' Church began 2011 by having a special Author Luncheon and Holiday Market planning meeting in January to select authors for 2011 and 2012. We selected Judge Vanessa Gilmore for 2011 and Mignette Patrick Dorsey for 2012. We also discussed ideas on how to make the event a success for our vendors and attendees, plus we sponsored the house chili for the church's annual Chili Cook-Off in February, and the Graduation Reception/Youth Day for high school and college graduates.

The Secret Butterfly program continued to be a fun way to let women of the church know they are special. New for this year was an off-site get together at Café Express where the butterfly exchanges took place. Participation in this program grew in 2011 and is expected to grow even more in 2012 as more women sign up to send a card, note or a small gift throughout the year.

In June, ECW sponsored a Father's Day Breakfast complete with Father's Day themed table decorations and props for all the men and fathers in the church. Some fathers even brushed up on their golf game by taking advantage of the putting green.

Several members attended the ECW Spring Spiritual Growth Retreat at Camp Allen and had a great time fellowshiping with other women in the Diocese of Texas.

In October, ECW attended The Annual Silver Tea. Sponsored by St. James House, the tea is an annual fund-raiser to provide financial assistance to those who cannot afford the cost of their care at St. James House, which provides a high level of care in a loving Christian environment.

The group ushered in the fall season by attending the 110th Annual Retreat. It was a great time to fellowship with other women in the Diocese of Texas. Members participated in various workshops and donated items to the diocesan outreach project. Members also learned how to make pillowcase dresses for children in Malawi, Africa. In 2012, ECW will sponsor a workshop at the church where members will sew dresses from the pillowcases the group has been collecting all year.

At the October meeting, members revised the bylaws and approved them.

As of this writing, ECW is gearing up for its 13th Annual Author Luncheon and Holiday Market taking place on December 3 featuring guest author Judge Vanessa Gilmore. More than 100 people attended in 2010, and we are expecting the same, or more to attend this year. Also in December, we will partner with the Brotherhood of St. Andrew to prepare Christmas gift packages for Jubilee Ministry.

We, as a women's ministry, look forward to the coming year, serving God, and serving our sisters in Christ.

Rochelle Rucker

West Harris Convocation

The West Harris Convocation continues to provide mutual support to the executive leadership among our rectors, vicars, and heads of congregations with regular monthly meetings under the expert facilitation of Dr. Jack Teistma, Director of Clinical Services at the Samaritan Center.

As we approach 2012 together, we especially welcome:

The Rev. Todd Bryant, rector of Ascension, Houston

The Rev. Bobbie Knowles, rector of Hope, Houston

The Rev. Robert Wareing, interim rector at St. Paul's, Katy

Meeting at St. Christopher's Church, Houston, (and well-fed by their parishioners largesse), we build mutually edifying relationships through which we share common experiences and best practices in our ministry together. We look forward to the ways God will reveal how our increased and enriched fellowship will bear fruit among our ministries, both individually and jointly.

Chris Bowhay, Dean

Northeast Convocation

Having worked hard on the various tasks of visioning during the last part of the 2010–2011 program year, the clergy of the Northeast Convocation have embarked on a season of reflection since reconvening in September. Eugene Peterson, through his recent memoir *The Pastor*, has facilitated our discussions.

We pray that such reflection will provide us with the needed grounding for the coming season of discernment. As we imagine the future mission and ministry of the Diocese in East Texas, we are aware of one overwhelming fact. The Spirit is powerfully present in our midst.

Art Callaham, Dean

Northwest Convocation

St. Luke's, Belton, and St. Joseph's, Salado

What a great year we have had. The year began with the Ordination service for our Priest, Fr. Bob on January 8. Two Sundays later we baptized three youth who attend St. Joseph's in Salado. Bishop Claude Payne presided and Fr. Bob performed his first Baptism. January quickly slid into February. It was decided to have a special Eucharist service on Valentine's Day with the renewal of wedding vows. There was some hesitation at first but the service was well attended and everyone enjoyed the opportunity to recommit themselves to their partners in life.

St. Luke's hosted the annual Verger's conference in March. We had a great bunch of people from around the diocese dedicated to the ministry of Verger. We hope to host such an event again in the future. March also ushers in our annual Feast of St. Joseph's. We honored St. Joseph in St. Joseph's Chapel featuring a homily by Fr. Joseph Webb. A feast was served after the service in the courtyard.

Joe and Sara Lewis hosted our "first" annual parish picnic at their ranch in May. The weather was perfect for an outdoor Eucharist followed by pit BBQ cooked up by our hosts Joe and Sara Lewis. The weather warmed up quite quickly and by the afternoon it was warm enough for the youth to go swimming in the river. Some of the adults got their feet wet also.

The entire year has been filled with many other events including the Feast of St. Mary, our annual Pumpkin Patch, and Halloween Carnival. We will celebrate a wedding service in November. December will feature our annual “Posada” through downtown Salado during the Christmas stroll and will be followed by a tamale dinner provided by the Spanish Clubs of Salado and Belton High Schools.

We have been blessed with a wonderful group of youth. Each of them volunteers to read, lead, and set an example for all to follow. Our acolyte program has grown from one acolyte to eight, and we have an acolyte master! The youth are supported by a great group of adults who share the vision that the youth are the Church of today.

There are many activities in which we extend hospitality. We pray hard and we play hard. We are busy building God’s kingdom and spreading the Word and love of Jesus Christ. If you are in the neighborhood, “Catch the excitement and help us grow!”

All Saints’, Cameron

Bishop High was able to confirm three new adult members for us and to baptize the newborn addition to our family during his visit. We were honored to be able to spend time with Bishop High prior to his “retirement.”

The Blessing of the Animals in October was a tremendous success again this year. We welcomed between 200–300 visitors from the community and blessed 50–60 precious animal friends, as well as providing free rabies shots to most of them. We look forward to having our first float, or at least our first in many years, in the community Christmas parade on December 3rd. We continue to support the Thrift Shop, a local outreach organization, and the Cameron Public Library financially. The church will provide the meat dishes for the Thanksgiving meals that will be distributed through the Thrift Shop this Thanksgiving. We continue to provide support for recovery ministries, and we are constantly seeking ways to better serve the local community.

Our membership in the Chamber of Commerce is providing us additional ways to make our presence known. We thank God for our continued blessings and look forward to expanding our ministry in the coming year.

St Martin’s, Copperas Cove

November 2010 through October 2011 was a period of change and growth in spirit for the people at St Martin’s. We said goodbye to our longtime organist/musician/friend and began the learning process of making due with our “black box.” With the dedicated focus of one missionary, we were successful in learning the ends and outs without TOO much pain and suffering. We continued the tradition of having a Thanksgiving Day service, and began the new outreach tradition of organizing, packing, and delivering bags of food to people in need throughout the community of Copperas Cove. We brought smiles, laughter, and a few tears to elderly in our two nursing homes as a contingent from the church came to visit, sing Christmas songs, and share the love of God with these wonderful folk. The candlelight singing of Silent Night was beautiful, bringing tears to the eyes as we shared Christ in the midst of us all. The new year was filled with the usual ups and downs, bringing out opportunities for folks to “show their mettle.” The roof finally failed, allowing water into several parts of the church—and costing a bundle to replace. Followed closely by the “giving up the ghost” by our main AC, the potential was there to really strap the church financially. But folks demonstrated

again (and again) how they could “practice what they preach” in their giving, providing \$ as they could and ending up with the two items not only being replaced but the bank balance not taking a major hit. The Church continued to provide outreach to the community through many activities, from blankets (w/deployed soldier’s photos on them) given to children of deployed soldiers, to supporting the Young Life program in the schools, to supporting the only homeless shelter operational in the counties surrounding Ft. Hood...people gave of themselves freely in letting the community know that Christ cares about them. We were graced with excellent folks willing to work together to meet the needs of the church—the Rally days gave us two “youth” acolytes (a first since Fr. Rich has been there), we have a large crop of greeters, lectors, etc., and have resurrected the ECW to again become a positive force in our community. With Fr. Rich helping do children’s Sunday school, two of our members stood up and are teaching adult Sunday school. The Church, for the first time in its 27 year history, went through the process of developing its Core Values in preparation of redoing the Mission and Visioning process. Three infants were baptized, and 15 animals and 11 people were blessed. We not only held an Eater Vigil service for the first time, but that Monday, we also received a fairly new organ at no cost. And, as of November 2011, we have an organist to play it ☺ People are looking outside themselves to see how they can help one another. The SPIRIT is alive and moving us forward. Thanks be to God! Amen & Amen.

St. Christopher’s, Killeen

Deployments and the downturn of the economy have taken its toll on the city of Killeen and the parish. It has been a harder year than any I have had here at this parish.

Nevertheless, there have been bright spots.

This year our Honduras Mission launched into life as a separate 501.c.3, with provision that the rector of St. Christopher’s have a voting seat on the board. The new organization is called Honduras Good Works.

This year our preschool became its own separate entity as well. We are working on hammering out the details of the relationship between the two.

Our Cursillo community is doing very well. We provided about 60% of the staff and a number of candidates for the November weekend.

St. John’s, Marlin

St. John’s, Marlin, remains a vibrant, albeit slightly small congregation. What may be missing in numbers is easily filled with enthusiasm for the love of God. This year was filled with celebrations. Our year started with the celebration of the life on this earth of one of our active members, Alice Ferda, who moved to be with her Maker. We also celebrated the 90th birthday of Louise “Weezie” Burton which was attended by many. We have had two craft fairs sponsored by the ECW in the fall and spring. The congregation is active in ministering to those in need. Each month food is provided to those less fortunate, and weekly, members take food to those in need with Meals on Wheels. During Advent and Lent Monday Brown Bag lunch Bible studies are held and a monthly newsletter keeps all informed on the activities of the church. Music remains a highlight with incredible organ preludes and postludes to begin and end our worship together with beautiful choir in between. Kairos meets in Marlin annually and visits the

local women's prison. Ultreya meets at St. John's, and during the year the Northwest Convocation Clericus met at St. John's. Representatives continue to attend Little Church Club. The vestry held a retreat led by Canon Normand and felt energized and prepared to continue the work of ministering to others. A great year in the life of this parish.

St. Francis', Temple

A rector was called, beginning his tenure in mid-September. The congregational outlook seems bright, as a feeling of hope replaces the ambiguity of not having a full-time rector for many years.

At the end of October, the revenues and expenses fell right in line with the year-to-date budget, and a small surplus is projected for the year end. At the November meeting, the vestry considered a proposed budget for 2012 developed by the treasurer and the rector that reflects a small deficit. A final budget will be considered at the December meeting.

In January 2012, Christian Formation classes for all ages on Sunday mornings will begin and a second service will be added. The most likely scenario is to have Holy Eucharist at 8:30, Christian Formation classes at 9:30, and Holy Eucharist with music at 10:30.

The rector led the stewardship campaign, with results at the end of October exceeding 2011 pledges. More pledges are expected.

Parish administration and finance will begin to use ACS Technology's software including member database, financial reporting, and possibly the Web site module. This will replace QuickBooks as the financial software.

The outdated Web site has been replaced with a temporary 5-page Web site until a permanent Web site is constructed.

St. Francis' Day School is operating within budget, and enrollment has increased by six students over last year.

St. Francis' Gift Shop will begin to implement changes in its operation to improve efficiency and financial reporting.

The congregation is enthusiastic and energized!

St. Alban's, Waco

St. Alban's is growing and increasing. In May, we welcomed back Bishop Claude Payne to our diocese to confirm, receive, and reaffirm 26 people. In October, we welcomed Bishop Philip Duncan to confirm, receive, and reaffirm 17 people. Therefore, we have welcomed 41 adults and 2 teenagers in 2011 through our newcomers/confirmation program. In January, St. Alban's began a third weekly Sunday Eucharist service, at 5:00 p.m. in the Mahan Commons, with blended music led by a song leader who is a student at Baylor. Significant Christian formation opportunities, including a parish-wide study of the Gospel of John, have contributed to a deepening of the faith and understanding in the community. A weekly Bible study offered on Tuesday evenings at Barnett's Pub in downtown Waco also attracted people into Christian formation, outside our church walls. St. Alban's is growing deeper as we live more fully into our mission statement: a family of God welcoming everyone home.

St. Paul's, Waco

2011 has been marked by a return to a sense of normalcy on one hand, and some significant transition on the other.

Our return to normalcy was made possible by the completion of a long-term renovation and expansion of our facilities. In 2011 the Rt. Rev. Rayford High came to St. Paul's to dedicate this extensive work, and it was a glorious celebration. Since that time we are settling into the new space. We are as giddy as little children in a new house! The old Christian Formation rooms are filling up, and our worship continues to strengthen the people of God.

Having spent so much of our time on facilities lately, it became clear to us that we needed to explore the ministry opportunities that are before us at this time. During Lent we embarked on a new Strategic Planning model, asking what do we feel that God is calling us to do right now and within the next 6 to 18 months. It came as no surprise that there is an overwhelming desire for our parish to do more hands-on outreach. We have identified five new outreach initiatives for our parish, and we have made outreach the primary focus of our 2011 Stewardship program.

While this return to normalcy and reinvigoration of outreach ministries is exciting, St. Paul's has also seen a significant amount of transition. We are thrilled to welcome Matthew Blake as the new headmaster of our day school, and Matt has already lead us through great strides of growth in enrollment, programs, and enthusiasm.

At the same time we grieved as we said goodbye to two beloved staff members. The Rev. Brad St. Romain, who was the associate rector for over six years, accepted the invitation from St. Francis' in Temple to become their next rector. He left us at the beginning of September. The Rev. Billy Tweedie, who was the Canterbury chaplain and curate, joined the staff of St. David's in Austin in August as his wife accepted a new job as well. Both men are doing well, but both are deeply missed at St. Paul's.

Due to these staff changes, 2011 finds St. Paul's deeply indebted to the retired and affiliated clergy in our parish. The Reverends Frank Mangum, Will Douglas, Mike Attas, and Judy Filer are invaluable to us always, but this year in particular. We are also deeply grateful to the long-term, deeply committed work of the rest of our staff. At the top of our list of things for which we are grateful is the movement of the Holy Spirit who has motivated countless lay people to do amazing things in the name of Christ. Thanks be to God!

Jeff Fisher, Dean

San Jacinto Convocation

The San Jacinto Convocation is made up of twelve parishes and missions located from east Texas to north Houston as well as two locations of St. Luke's Episcopal Hospital System. Over thirty priests and deacons, active and retired, full-time, part-time, and non-stipendiary serve the people of this section of our diocese.

The clergy of the San Jacinto Convocation meet the first Wednesday of each month for worship, lunch, and fellowship. Our facilitator, Suzanne Miller, continues to assist us as we focus on prayer, encouragement, and support for one another. Our time of checking in professionally and personally each month is highly valued and is of great benefit to the parishes and missions we serve. Six months of the year, Trinity, The Woodlands, the most central location within the convocation, graciously hosts us. On

the alternating months, we travel to host parishes for the hospitality of spiritual and physical nourishment. From time to time, our gatherings are also a place for information to be shared; guests have included the Right Rev. Andrew Doyle and the Venerable Russell Oechsel, a member of our convocation, but wearing his diocesan hat to share updates to mission funding. The clergy also participated in an annual event, a spring retreat at Camp Allen.

With leadership from St. James', Conroe; Good Shepherd, Kingwood; and Trinity, The Woodlands; the San Jacinto Convocation hosted Diocesan Council in February.

Some changes within the San Jacinto Convocation in the past year include:

- Our beloved regional bishop, the Right Rev. Rayford High, retired.
- The Rev. David Nelson was called as rector of Christ the King, Atascocita.
- The Rev. Rich Houser, formerly of St. Aidan's, Cypress, accepted a call as pastoral fellow at St. Luke's Hospital.
- The Rev. Warren Miedke, from St. Cuthbert's, was ordained deacon in June and accepted a call to serve at St. Aidan's.
- The Rev. Jerry Critchlow is serving as deacon at Good Shepherd, Kingwood.
- The Rev. Steve Ferguson, formerly the rector of Holy Comforter, Spring, accepted a call as pastoral fellow at St. Luke's Hospital. Our nearly permanent San Jacinto Convocation interim rector, the Rev. Nick Dyke, returned to his former parish as interim.
- The Rev. Susan Gerding, was placed as vicar at St. Luke's, Livingston.

(Any mistake or omission to this list is the responsibility of the Rev. Beth Fain, Dean of the Convocation. I'm sure that the clergy will let her know at our next clericus.!)

It is honor for us to serve the people of God in this corner of the Diocese of Texas.

Beth Fain, Dean

Southeast Convocation

Holy Trinity, Port Neches

2011 has been a good year at Holy Trinity. Under the steady and faithful leadership of the vestry, we combined our time, creativity, and money to accomplish many projects.

In 2010–2011, we supported our local Jefferson County ministries: Community Care-Prayer Outreach, Just Out-Fresh Start Ministry (for women transitioning from prison), Port Cities Rescue Mission, and Ubi Caritas. The proceeds from the ECW's 2011 Benefit Bridge Luncheon were given to Mid-County Meals-on-Wheels. The parish also participated in the Angel Tree project during Advent.

In addition to the above outreach projects, we offered many programs for the growth of the parish. We hosted a daytime Education for Ministry (EfM) group during the school year, ate ourselves silly during our 2nd annual Trunk or Treat at Halloween, supported two children for Camp Good News, and gave Bibles to our graduates in May. Bishop Wimberly visited in September 2011, receiving four people, confirming eleven people, and baptizing four people.

The "new economic reality" of our times means that there are many people hurting and in need. Where there is great need, there is great opportunity for ministry. Holy Trinity is striving to live into our Matthew 25 mission.

St. Stephen's, Beaumont

What an incredible year of blessing 2011 has been for St. Stephen's, Beaumont. In January, Bishop Dena Harrison joined us for confirmation and the dedication of our new 6,000 sq. ft. Christian Education Building named for Cleo Johnson and Alice Roberts, two deceased women who left money to the church specifically for this purpose. With Bishop Wimberly joining us in October, we have had a total of 22 confirmations, three individuals received, and one person who reaffirmed their faith. In addition to this, we have had six baptisms with more scheduled for November of this year. I am so pleased with our many Visioning sub-committees who have set new goals and objectives for the next three years and who diligently work for their completion. As we acknowledge in our theme for the year, we are Growing the Kingdom of Christ and that is reflected in every aspect of our church's life. We continue to strengthen our Children and Adult Christian Education. We have a new Director of Children's Ministry in Jamie Anderson, and she is crafting and building a strong program for our children. For Adults, this past semester, we have had ten different Wednesday, Sunday, and mid-week offerings for education—our greatest number to date. Our Outreach is broad based and well initiated by the Rev. Pat Ritchie, who serves as the deacon at the church. Our ECW is stronger than it has been for several years, and the Honorable Keith Giblin (now a new student at IONA) has started a new men's early morning group. We continue to make improvements to our physical plant and are most pleased with a new sign designed by parishioner, John Scott, that advertises both our church and All Saints' Episcopal School. We continue to thank God for the many blessings that we have received and take the task of taking the gospel to the world seriously (and joyfully!).

Nancy DeForest, Dean

Southwest Convocation

The clergy of the Southwest Convocation met faithfully during 2011 for worship, fellowship, and reflection on the upcoming Sunday Scriptures. We rotated clericus locations, so as to enjoy the beautiful worship spaces all over the convocation. Along with our spouses and families, we enjoyed a wonderful shrimp boil evening hosted by Bishop and Mrs. High at their San Bernard River house.

We welcomed into our fellowship the Rev. Bert Baetz, called to be rector of St. Mark's, Richmond, and the Rev. Paul Wehner, called to be rector of Calvary, Richmond. We have held closely in our fellowship the Rev. Peter Conaty and his wife, Susan, as they struggle with his cancer diagnosis. We said a fond farewell and congratulations to the Rev. Lance Ousley as he accepted a call to the Diocese of Olympia, Washington.

The Southwest Convocation looks forward to another year of service and shared ministry.

Susan Kennard, Dean

Division of College Ministry

Purpose: The purpose of the Division of College Ministry is to bring the light of Jesus Christ as received by the Episcopal Church to everyone in the college campus community, a unique place where faith and knowledge intersect, that it may transform the lives of all who teach and all who learn.

Mission: We are missions of the Episcopal Diocese of Texas to the communities of higher education within the diocese. The mission seeks to glorify and serve our Lord Jesus Christ through worship, scholarship, spiritual formation, fellowship, hospitality, reconciliation, and service.

As recognized student organizations on our respective campuses, we are inclusive, Christ-centered communities, places of radical hospitality where all are invited into a life of Christian discipleship, grounded in Word and Sacrament, expressed in seeking truth through responsible scholarship, service, evangelism, and active participation in the life of the Church. We serve as agents of Christ's grace and love to all involved in higher education—a family away from home for students, a haven of safety, a source of support, encouragement, and guidance, and a place of spiritual nourishment and hope to the campus community.

College missions receive their funding from the congregations within the Diocese of Texas. In 2011, new missionaries were named at Stephen F. Austin, Rip Gibbs; Paul Howell at Lamar University; and Owen Baker at the University of Houston. The Rev. Billy Tweedie, missionary at Baylor, has become an assistant at St. David's, Austin; the Rev. Todd Bryant, missionary at Rice, has become rector at Ascension, West Houston; and the Rev. John Newton, missionary at UT has become the Canon for Christian Formation. The positions at Baylor and Rice remain vacant at this time. The Rev. Beth McGill is the new missionary at UT, coming to the position from St. David's, Austin. There are currently active missions at Texas A&M University, University of Texas, Rice University, Baylor University, University of Houston, Le Tourneau University, Houston Community College (Midtown Campus), Southwestern University, Stephen F. Austin University, Sam Houston State University, Blinn College (Brenham), Lamar University, and Texas A&M Galveston (William Temple Center).

Three students from the Texas A&M Canterbury participated over spring break in a mission through Episcopal Peace and Fellowship to the homeless in New York City. They worshipped together, serviced the homeless, discussed affordable housing problems, and took in the sites before returning to Texas.

College Mission Leadership Team: The Rev. Sandi Mizirl, chair of the Division of College Missions, continues to serve Province VII as its college coordinator. The College Mission Leadership Team is made up of the lay and clergy serving on the above college and university campuses. The team met once this year with Canon Newton leading the group in a discussion of the diocesan mission and dreaming about the next steps for this important evangelism effort. According to the Episcopal Church's Strategic Planning Survey, **the Church needs to see campus ministry and young adult ministry as the most important evangelism and mission area there is.** It is where our culture is the most dynamic, most committed, and most culturally diverse.

A resolution passed the 162nd Council of the Diocese of Texas to put forward a resolution to the 77th General Convention of The Episcopal Church to support and fund an effort to develop two new college missions on community college campuses in each of the nine provinces of The Episcopal Church. This resolution is passing in dioceses around the country.

Sandi Mizirl, Chair

Division of Evangelism

Commission on Evangelism

In 2011 Bishop Doyle appointed the Rev. Jeff Fisher, rector, St. Alban's, Waco, to chair the Greenfield Commission. Their charge is to consider various opportunities for creative and fresh expressions of evangelism for the individuals and congregations of the Diocese of Texas. This work includes, but is not limited to, promoting opportunities for second (satellite) campuses, mother-daughter church starts, congregational gatherings in unusual locales, consultation, and resources for evangelism. Members of this Commission include the Rev. John Himes, Trinity, Marshall; the Rev. James Derkits, St. Mark's Between the Bayous, Houston; the Rev. Janice Jones, Grace, Georgetown; the Rev. Tom Day, St. Christopher's, League City; the Rev. Alex Montes-Vela, Santa Maria Magdalene, Manor; the Rev. Justin Lindstrom, St. Aidan's, Cypress; the Rev. Miles Brandon, St. Julian of Norwich, Austin; and Mary MacGregor, diocesan staff. Their work to date has included creating a theological statement on evangelism, leading a seminar and workshops at Clergy Conference, participating in the design and content of the new diocesan evangelism video, and serving as presenters at the Bishop's Evangelism Conference.

Mary M. MacGregor, Director of Evangelism and Congregational Development

MINISTRY & RENEWAL UNIT

Division of Lifelong Christian Formation

Christian formation is the Spirit's work of forming us into the person of Jesus Christ. As Christ is formed in us, we are empowered to live missional lives characterized by "love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control" (Galatians 6: 22–23). Christian formation is our destiny as God's image bearers. Our vocation as the people of God is to come to the "unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ" (Ephesians 4:13). Living into the full stature of Christ is a lifelong journey.

Christian education is an indispensable part of our formation as Christians. St. Paul tells us that we are "transformed by the renewing of our minds" (Romans 12:2). Christian formation, therefore, is a commitment to a life where we learn from the Living Christ. The Resurrected Rabbi still invites us to sit at His feet. Jesus longs to equip us to live on this earth with His mercy, grace, and compassion.

The lifelong formation team is committed to helping us grow into the full stature of Christ. That team consists of the Rev. Canon John Newton (as of February 1, 2011); Jamie Martin-Currie, Missioner of Christian Education (as of June 20, 2011); Matt Blank, Missioner for Youth and Young Adults (as of July 1, 2011); and Denise Trevino, Missioner for Intercultural Development (as of October 24, 2011). Below are just a few of the areas where we were the most effective in 2011.

Fall Faith Formation Conference

The new formation staff, under the direction of the Rev. Canon John Newton, hosted our first *Rooted & Connected: Faith Formation* in October. In order to focus on lifelong Christian formation, we intentionally offered plenaries and workshops for people who serve all ages. The pre-conference included not only the traditional new DRE and family

ministers session led by Lisa Puccio of Christ Church Cathedral and Jamie Martin-Currie, Missioner for Christian Education, but this year we added a pre-conference session for new youth ministers led by Matt Blank, our Missioner for Youth and Young Adults. Both were largely attended. Eight workshops were offered with tracks available for participants who work with families, children, youth, and adults. Having leaders of all ages in a conference together proved inspirational for all. A mobile resource library was greatly utilized at this gathering and an online evaluation requesting feedback for future events took place afterwards. We will host our next conference, *Forming Disciples*, in March 2012 and are excited about helping form leaders in our diocese.

Godly Play Trainings & Curriculum Consults

The Missioner for Christian Education hosted two Godly Play trainings—at Trinity, The Woodlands and St. Martin's, Houston—since her arrival in June. Four congregations expressed interest in beginning Godly Play this fall. The Resource Library is now lending out Godly Play materials to ease the Church's cost of starting up the program. Jamie Martin-Currie has been busy meeting rectors and formation leaders throughout our diocese. Curriculum consultations have occurred with over a dozen leaders and congregations on the topics of Eucharist instruction, confirmation, Advent camps, Christmas Eve family worship, community gardens, parenting, and Godly Play.

Convocational leaders

The members of the newly formed Children and Family Commission met with the missioner for Christian Education before the *Rooted & Connected* conference on October 20th. This ensemble of convocational leaders, which includes two clergy, chose the name *007 Groups* since they are charged with *bonding* the diocese. Diocesan mission, connection guidelines, and goals were discussed. Each convocation leader is making contact with their dean and all of the DRE's in their convocation. Plans are being made to connect the staff and volunteers of each parish serving children and families for Bible study, sharing of resources, and fellowship six times per year at various church locations. The next meeting of the Children and Family Commission is scheduled for March 2012.

Commissions

Several commissions are being formed to empower the people of the diocese in their work. In 2011, the following commissions were formed; the Commission for the Formation of Children and Families, the Commission for Older Adults, and the Commission for Young Adults.

Moving Forward

As we enter 2012, we seek to function and work as a team. The Lifelong Christian Formation team sees our shared work as:

- Supporting and assisting the people of the Diocese of Texas to live into the strategic vision articulated *by* the people of the Diocese of Texas.
- Focusing on our own formation as our primary “work.” An organization cannot grow past the maturity of its leaders. We strive to be non-anxious, servant leaders.
- Articulating a theology in line with the 1979 BCP whereby the laity functions as the *primary ministers* of the Church.
- Creating learning organizations that tap into people's commitment and capacity to learn.

- Helping people translate their unique, personal visions into a common shared vision that can galvanize the renewal of formation in their particular setting.
- Articulating Christian formation in the DOT as *a life of obedient discipleship* to Jesus Christ with an emphasis on the importance of our Episcopal identity.
- Viewing our work in light of the DOT's strategic vision, as opposed to the "tasks" we've been given to perform.

John Newton, Canon for Lifelong Christian Formation

Jamie Martin-Currie, Missioner for Christian Education

Division of Youth and Young Adult Ministry

The Division of Youth and Young Adult Ministry is a united body that works to transform the lives of youth through the grace of Jesus Christ. Its vision is to become a growing community rooted and connected through Christ.

The Youth Commission has steered the Division of Youth Ministry the past two years through a time of transition. Under the leadership of the Rev. Canon John Newton and Matt Blank, who serves as the Missioner for Youth and Young Adults, the Commission has been charged with building a strong youth community in the diocese by focusing on convocational youth ministry. The ten convocations have "Root Groups" made up of paid and volunteer youth ministers and meet once a month for fellowship and Bible study. Each group is facilitated and supported by a convocational leader. Youth ministers will be able to share ideas, fellowship, and study scripture with other youth leaders in the diocese. Spending time together will create a sense of community that extends into our congregations and also supports the mission of being united as one body.

The focus on building a strong community is also present in the programs that the Division of Youth will facilitate each year, which includes Happening, Y.E.S., and winter retreats. The functioning of these events largely depends on staff, volunteers, and youth.

Happening (grades 10–12) and Y.E.S. (grades 7–9) are spiritual renewal weekends that focus on building a strong faith in Jesus Christ. Both weekends make faith relevant to teens and allow youth to meet others across the diocese. Happening occurs three times a year (April, August, and November) and Y.E.S. occurs four times a year (January, April, August, and November). Both meet at Camp Allen and are run by a committed group of adults and youth. Matt Blank is the lay director for Happening, and the Rev. Patrick Hall (Holy Spirit, Houston) serves as the spiritual director. Pam Jones (St. David's, Austin) is the lay director for Y.E.S., and the Rev. Stephanie Linscott (MD Anderson Hospital, Houston) is the spiritual director. Happening and Y.E.S. have both moved to online registration and are constantly reevaluating the program so that it remains relevant and transformative to our youth.

The Division of Youth also facilitates three winter retreats. The goal of these retreats is to foster fellowship and help youth grow in their faith. The Intermediate Retreat (grades 4–6) is the first opportunity for youth to participate in a diocesan youth event. It is a great opportunity for youth to be away from home in a safe and loving community of believers. The Junior High Retreat (grades 6–8) and Intermediate Retreat are held during the same weekend of February at Camp Allen. The Midwinter Retreat (grades 9–12) is held at the end of December. The winter retreats are led by youth and children's

ministers from across the diocese. All three retreats allow youth to relax, enjoy fellowship, and grow closer to one another.

Missionpalooza is the Division of Youth mission trip that takes place each summer. The mission trip is open to youth from 6th to 12th grade and all youth sponsors. It is a great opportunity for youth to put their faith in action by serving those in need. Kathy Westmoreland (St. Mark's, Bay City) leads the trip each year.

The Division of Young Adult Ministry has established an independent commission, apart from the Youth Commission, under the leadership of Eric Moen (St. Martin's, Houston). The commission continues to challenge the ways that congregations are reaching out to the young adult community in the diocese. The number of dedicated young adult ministries in churches continues to grow.

John Newton, Canon for Lifelong Christian Formation
Matt Blank, Missioner for Youth and Young Adults

Diocesan Schools Commission

Surprisingly, total enrollment increased this year about 4% after last year's decrease of 3%, but there were wide variations among schools. The majority of schools (57%) experienced gains or losses below 5%, while 12% fell in the range of 6% to 10%, 17% in the range of 11% to 20%, and 12% in the range of 20+%. Of the total enrollment, 33% are in Early Childhood Programs (2–4 year olds), 33% in Lower Schools (K–5), 15% in Middle School (6–7), and 19% in Upper School (9–11). Several schools eliminated programs in the grades and now offer only early childhood programs.

A major issue facing our schools this year is the implementation of the action of the last General Convention requiring medical insurance and pensions for all church personnel, including personnel in church-related schools. The Diocesan Office has recently issued a statement regarding this matter which addresses the needs of the schools and recognizes the potential effect on many of our schools. This information has been sent to all our schools and the heads of congregations that have a school.

I continue to have an opportunity to visit schools throughout the diocese, including several schools as part of a visiting team for accreditation. All our schools have been re-certified as schools of the diocese recognized by the Bishop as Episcopal Schools in the Diocese. This has involved submission of an application with supporting documents and a visit to the school by a member of the Schools Commission.

The mission statements of our schools express their commitment to providing a strong and appropriate educational program in the context of a clear expression of the Christian faith and in a community where each child is recognized as a child of God. Episcopal schools serve not only the congregations which sponsor them, but the larger community as well, fostering intellectual and spiritual values that can make a lifelong impact on the children entrusted to them.

A. Dean Calcote, Chair

<u>SCHOOL PERSONNEL</u>			
Faculty: Full time	1,337	Degreed	989
Aides/instructional support	423		
Administrative/other	424		
TOTAL	2,184		

ORGANIZATION OF SCHOOLS

Through Prekindergarten	22	Through Grade 6	1
Through Kindergarten	12	Grade 8	7
TOTAL	34	Grade 12	8
ACCREDITED	20	Grades 6–12	1
Through Grade 1	1	Grades 9–12	2
Grade 2	1	TOTAL	27
Grade 3	1	ACCREDITED	26
Grade 5	5		

ENROLLMENT

Pre-nursery (2 year olds)	951	Grade 5	522
Nursery (3 year olds)	1,247	Grade 6	536
Prekindergarten (4 year olds)	1,464	Grade 7	542
Kindergarten	838	Grade 8	570
Primary/Other	25	Grade 9	542
Grade 1	592	Grade 10	518
Grade 2	547	Grade 11	511
Grade 3	539	Grade 12	538
Grade 4	531		
		TOTAL	11,013

	Range	Average
% Episcopalians	.04–65	16
% Minority	1–100	26
% Receiving Financial Aid	0.3–50	12.9

FACULTY SALARIES & BENEFITS

Medical Insurance	28
Retirement Program	37
Reduced tuition for faculty children	46
Financial aid for continuing education	26

FACULTY SALARIES

	Houston	Cities over 100,00	Cities under 100,00
Preschool only	(12 schools)	(9 schools)	(11 schools)
High range	56,500–3,996	41,000–13,426	35,000–6,262
Average high	30,278	25,520	26,604
Low range	43,000–3,996	30,000–3,800	33,375–3,930
Average low	19,042	15,932	13,541
(Includes both half-day and full-day programs.)			
Preschool & Grades	(8 schools)	(6 schools)	(12 schools)
High range	98,490–39,814	95,980–41,301	53,951–16,300
Average high	63,152	68,410	36,502
Low range	41,000–18,000	32,960–20,000	28,494–8,772
Average low	31,627	22,834	20,856

TUITION AND FEES

Preschool (2 or 3 day)	High	11,450	4,800	5,888
	Average	5,043	3,994	2,787
	Low	1,650	2,920	1,066
Preschool (5 day)	High	13,930	7,370	9,980
	Average	7,692	5,734	4,539
	Low	2,250	3,465	1,850
Kindergarten (Half-day)	High	9,893		3,825
	Average	8,763	5,615	3,519
	Low	6,887		3,200
Kindergarten (Full-day)	High	15,680	14,800	9,882
	Average	10,804	8,113	6,141
	Low	5,150	6,255	2,500
Lower School	High	15,680	15,850	9,882
	Average	11,841	11,281	6,490
	Low	7,040	6,784	2,500
Middle School	High	18,680	21,525	10,995
	Average	14,915	15,863	8,738
	Low	12,886	8,200	5,250
High School	High	22,760	23,175	12,710
	Average	15,002	22,158	10,501
	Low	8,000	20,850	8,568

<u>LOCATION</u>	<u>SCHOOL</u>	<u>GRADES</u>	<u>ENROLLMENT</u>	<u>ACCREDITATION</u>
Angleton	Holy Comforter	N-PK	77	SAES
Austin	All Saints'	N-K	80	SAES
	Good Shepherd	PN-K	162	SAES
	St. Andrew's	1-12	851	SAES/ISAS
	St. David's	PN-PK	117	NAEYC
	St. George's	PN-PK	69	SAES
	St. James'	PN-PK	104	SAES
	St. Mark's	PN-PK	121	[SAES]
	St. Michael's	PN-PK	33	
	St. Matthew's	PN-K	201	SAES
	St. Stephen's	6-12	683	SAES/ISAS
	Trinity	K-8	446	SAES
Bastrop	Calvary	PN-2	68	SAES
Beaumont	All Saints'	N-8	378	SAES
Bellville	St. Mary's	PN-PK	47	SAES
Bryan	St. Michael's	PN-12	131	SAES

LOCATION	SCHOOL	GRADES	ENROLLMENT	ACCREDITATION
College Station	St. Thomas'	N-K	121	SAES
Conroe	St. James'	PN-PK	34	SAES
Crockett	The Jordan School	N-PK	26	SAES
Friendswood	Good Shepherd	N-PK	34	SAES
Galveston	Trinity	PN-8	191	SAES/ISAS
Georgetown	Grace	PN-PK	65	SAES
Houston	Archway Academy	9-12	50	TEA
	Ascension	PN-5	105	SAES
	Cathedral	PN-K	80	NAEYC
	Emmanuel	PN-PK	73	SAES
	Episcopal High School	9-12	678	ISAS
	Grace	PN-PK	65	
	Holy Spirit	PN-8	326	SAES
	Holy Trinity	N-12	114	SAES
	Hope	PN-PK	34	
	Palmer Preschool	PN-PK	54	
	St. Andrew's	PN-PK	43	
	St. Christopher's	PN-PK	38	
	St. Cuthbert's	PN-PK	77	
	St. Dunstan's	PN-PK	29	
	St. Francis'	PN-8	844	SAES/ISAS
	St. James'	N-K	27	
	St. John the Divine	PN-K	118	
	St. Mark's	PN-8	385	SAES
	St. Martin's	PN-PK	266	SAES
	St. Stephen's	PN-12	174	SAES
	St. Thomas'	K-12	624	SAES
	St. Thomas the Apostle	N-5	104	SAES
Killeen	St. Christopher's	PN-PK	73	
Kingwood	Good Shepherd	N-K	215	SAES
La Grange	St. James'	PN-PK	13	
Lindale	St. Luke's	PN-K	80	SAES
Longview	Trinity	PN-12	295	SAES/SACS
Lufkin	St. Cyprian's	N-5	208	SAES/SACS
Marshall	Trinity	PN-8	243	SAES/SACS
Missouri City	St. Catherine of Siena	PN-PK	94	
Nacogdoches	Christ	N-6	109	SAES
Richmond	Calvary	PK-12	235	SAES
Round Rock	St. Richard's	PN-PK	72	[SAES]
Temple	Christ Episcopal	N-5	70	SAES
	St. Francis'	N-K	54	
The Woodlands	Trinity	PN-K	90	SAES
Tyler	All Saints'	PK-12	675	SAES/ISAS
Waco	St. Paul's	PN-6	152	SAES
Woodville	St. Paul's	PK-2	18	

PN (Pre-nursery) 2-year-olds

N (Nursery) 3-year-olds

PK (Prekindergarten) 4-year-olds

Children under 2 years of age are not included in enrollment although many schools have programs for such children.

ACCREDITATION

SAES Southwestern Association of Episcopal Schools

ISAS Independent Schools Association of the Southwest

NAEYC National Association for the Education of Young Children

[] Indicates schools in the process of seeking accreditation.

Both SAES and ISAS are recognized by the Commissioner of Education of the State of Texas as accrediting agencies.

Education for Ministry

Now over 35 years old, EfM is a four-year course of study in theological bible study and reflection for lay persons. As of November 1, 2011, there were 26 seminar groups in the Diocese of Texas with 232 students enrolled for the 2010–2011 academic year. Fifty-eight students graduated from the program in May 2011. EfM is offered worldwide, and there are over 35,000 graduates in the international program. In the years EfM has been in the Diocese of Texas, 1,003 people have graduated from the program.

Training events were held twice during 2011, both at Camp Allen. All mentors are required to renew their certification every 12 to 18 months in order to maintain a seminar group. Training events are scheduled for January and August 2012.

EfM is now offered online for students who are unable to enroll in a face-to-face seminar group. The Diocese of Texas now has an online group with a January start date.

The seminar group is the nucleus of the EfM program. A group consists of six to twelve participants and a trained mentor meeting weekly over the course of a nine-month academic year. These meetings are usually two and half to three hours in length.

Through study, prayer, and reflection, EfM groups move toward a new understanding of the fullness of God's kingdom.

- Study – Participants are given weekly assignments to study with the help of resource guides. They are responsible for setting their own learning goals. In the seminars, members have an opportunity to share their insights and discoveries as well as to discuss questions which the study materials raise for them.
- Reflection – Theological Reflection is the hallmark of EfM. The goal is to learn to think theologically. By examining their own beliefs and their relationship to our culture and the tradition and the tradition of our Christian faith, participants can learn what it means to be effective ministers in the world. In coming to terms with the notion that everything we do has potential for manifesting the love of Christ, we discover that our ministry is at hand wherever we turn.
- Worship – The seminar is supported by a life of prayer and regular worship. EfM groups are encouraged to develop a pattern of worship appropriate to their situations.

- The Mentor – Seminar groups work under the leadership of mentors who contract to serve as guides and administrators.
- Enrollment and Tuition – Enrollment is done directly through the mentor. The fee for one academic cycle is \$340 in the Diocese of Texas. Reduced tuition is available if the seminar group has enough students to support it.

For more information about EfM, please see www.texas-efm.org.

Lucy M. Wagner, Diocesan Coordinator

Division of Christian Leadership

The Iona Center

Training the Baptized for Leadership

The Iona Center in the Diocese of Texas had some significant changes occur in 2011. There has been a move toward greater emphasis on congregational development, the re-development of congregations with significant potential, and the creation and involvement with other dioceses in the new Iona Initiative. Please see details in the sections that follow. This work is under the direction of Mary M. MacGregor, Director of Evangelism and Congregational Development, her assistant Julie Heath, and Mr. Bob Schorr, Coordinator for Congregational Development and his assistant Rebecca Nelson-Gomez.

Clergy Leadership Development Activity:

The Iona School for Ministry

The Iona School for Ministry is now in its 8th year of providing a three-year formational experience for persons selected by the Commission on Ministry and its committees for both the bi-vocational priesthood and diaconate. The School has a rigorous curriculum of academic, practical, and liturgical instruction. As of June 2011, the School has graduated 27 persons who have been ordained to the priesthood and 20 persons to the diaconate. These clergy have been deployed across the Diocese of Texas serving in small congregations as vicars and rectors and as deacons in a number of our other congregations. The core curriculum is also open to lay professionals who serve at churches in the Diocese of Texas as either youth or Christian formation staff. Currently, two lay professionals are enrolled. Current faculty include highly qualified individuals, both lay and ordained, who are knowledgeable in their field of expertise. The Iona School meets one weekend a month for ten months of the year from September through June. Currently, each Diocese of Texas student pays approximately one-third the cost of tuition and room and board at Camp Allen, and the Diocese of Texas subsidizes the remainder. The other students pay full tuition plus room and board. The Academic Dean of the School is the Rev. Sam Todd. The Chaplain to the students is the Rev. Mary Green. The administrator is Julie Heath.

A number of other dioceses have sent students to Iona. Currently the dioceses of Oklahoma, Nebraska, and Wyoming are sending a total of 10 students. The ambitious engagement of students from out of state are part of a development called the Iona Initiative. This project is a collaboration between seven dioceses (Arkansas, N.W. Texas, W. Texas, Mississippi, Oklahoma, Wyoming, Nebraska), the Diocese of Texas, and the Seminary of the Southwest. It was initiated by dioceses who came to Texas to visit the School or heard about it. The goal of the Initiative is to have a local formation

program that is loosely modeled after the Iona School for Ministry in those dioceses starting in the fall of 2012. The plan is to deliver first-year core curriculum plus theory and practice courses via a variety of media by that date. Additional courses will be offered for the following two years until a full three-year program is developed. Bishop Dena Harrison chairs the steering committee for the Iona Initiative. This huge undertaking is being financially underwritten by the parties involved. This is an ambitious and needed project that holds great promise for the training of bi-vocational priests and deacons across the Episcopal Church.

Continuing Education for Clergy

The Episcopal Church requires all dioceses to establish programs for the continuing education of clergy. The Iona Center of the Diocese of Texas launched its program in the fall of 2004. This program was simplified in 2011 to make it easier for clergy to identify continuing education opportunities and account for them. Management was transferred away from the Iona Center to the Data Manager of the Diocese of Texas, Shirley Platt.

Clericus Groups with Professional Facilitation

Each convocation of our diocese, including clusters of clergy who serve as associates, has the opportunity to meet regularly with professional facilitators. Professional and personal development is the goal of these groups. The Diocese of Texas underwrites a significant portion of this work with the assistance of a fee structure for participating clergy. The Northeast and Southwest convocations are the exceptions with internal facilitation. This program has grown stronger over the past seven years, and it undergoes ongoing evaluation.

The Curate Program

Ordained persons who have recently graduated from seminary are required to meet on a number of occasions for two days a month at Camp Allen at what is called Curate Camp. The goal is to support these newly ordained persons for professional development, training, and shared learning. They are given the opportunity to interface with a number of experts representing a variety of disciplines. The Rev. Rhoda Montgomery and the Rev. Chuck Treadwell currently serve as facilitators/mentors for this program.

Iona Priest Clericus and Deacon Clericus

Persons who have graduated from the Iona School have opportunities to meet in their respective clericus for retreat, mutual support, and professional development. These clericus are often overnight opportunities and supported by diocesan staff.

Redevelopers' Group

Fifteen clergy who are working in congregations that have been assessed to have significant redevelopment potential are now meeting as a group five times a year with the Director of Evangelism and Congregational Development. These meetings are for peer learning, support, and education. It is the goal that the congregations being served by these redevelopers will grow in health and vitality.

Lay Leadership Development Activity:

The Bishop's Conference on Evangelism

Almost two hundred persons attended this conference in November 2011 at Camp Allen. It was an opportunity for Bishop Doyle to articulate his vision for evangelism for

the Diocese of Texas and its churches. Workshops, faith story sharing, and worship rounded out this well received opportunity.

Warden's and Vestry Conferences

The Director of Evangelism and Congregational Development and the Coordinator for Congregational Development work together to sponsor these three regional conferences held every February and March for senior wardens and vestry members. These conferences continue to grow in attendance with 480 persons participating in 2011.

Stewardship Conference

The Diocese of Texas has held significant stewardship conferences for many years but did not hold one in 2011 due to the departure of the chair of the Stewardship Commission, the Rev. Lance Ousley from the Diocese of Texas. The plan calls for online resources and gatherings to be held for stewardship education in 2012.

Crosspointes: Intersections of Faith and Leadership

Crosspointes is an extraordinary leadership formation experience. It consists of a Friday evening/Saturday seminar in a congregation and is then followed by six one-day modules that can be spread over two years. *Crosspointes* is open to individuals and teams from churches. The *Crosspointes* Design Team is editing the modules in order to make them available in shorter formats for vestry retreats and small group education.

Congregational Development Activity:

Bishop Doyle has asked for an increased emphasis in work with congregations. Mary MacGregor has been put in charge of this effort as her new title implies. She oversees a congregational development team including the bishops, treasurer, director of foundations, canon to the ordinary, and the coordinator of congregational development. They meet weekly and twice a year in retreat to assess and plan. Bob Schorr has done significant work with our church planters and with a number of congregations making major transitions. St. Aidan's, Cypress; Santa Maria Magdalene, Manor; St. Julian of Norwich, Austin; and St. Mark's Between the Bayous, Houston are a part of the church planters group. St. Peter's, Pasadena, and Grace, Houston, were chosen as strategic development congregations. Redeemer and St. Paul's, Houston, have seen major transitions in 2011. In addition, the work with the Redevelopers' Group is considered very important to strategic development. The Newcomer Ministry Project under the direction of Mary Parmer was rolled out in 2011. Significant resources and training have been created for congregations to closely assess and implement productive invitation, welcome, and connection methodology.

Congregational Coaches

Coaches and recommended consultants are available to our congregations to do a variety of development work including core value discernment, mission statement creation, visioning, strategic planning, newcomer ministry assessment, and conflict resolution. The coaches are supervised and trained. Only consultants who have done significant work within the diocese are recommended through this office.

Pre-Search Work and Search Committee Training

Guidance and training is offered for churches about to enter into searches for new ordained leadership. Meetings are held with churches in transition to guide the development work they are requested to undertake in these periods. Coaches are often

deployed to assist congregations in a variety of meetings which help them take a look at their values, mission, and vision. The Director of Evangelism and Congregational Development works closely with these congregations in what is called the “pre-search period” to resource them with best tools, processes, and advice as needed. This work is complete after the significant interview skills training, which is done with search committees to prepare them for their ministry.

Mary M. MacGregor, Director

Division of Communication

Communication/Diolog: *The Texas Episcopalian*

In 2011, the office of communication worked diligently to improve the communications efforts of the Church, internally and externally. We made many changes, moving away from a monthly newspaper to a quarterly magazine, redesigned the entire Web site and boosted output of news items via our RSS feed, Twitter, and Facebook. The number of articles about parish ministries and people profiled increased even though the number of pages published in print was less. Our goal for the next year is to increase the number of church leaders who are subscribed to the diocesan newsletter and the news feed from the Web site.

Our efforts were supported by Bishop Andy Doyle, who consistently publishes his sermons online along with Tweets and an active use of Facebook. This helps enormously in creating an exponential number of followers. We do our work for the diocese with a team of three people, resourcing our churches, institutions, and our diocesan center staff with Carol E. Barnwell, communication director; LaShane Eaglin, web administrator and graphics specialist; and Luke Blount, staff writer.

Please send your story ideas and news to: cbarnwell@epicenter.org, diocesan communication director, Carol E. Barnwell

New Publication

- Published four issues of the new *Diolog* magazine replacing the *Texas Episcopalian* newspaper. This included profiles in arts, people, places, and ministries as well as a focused coverage of one subject per magazine. The magazine was very positively received by readers, even though several voiced sadness at the loss of the more than 125-year-old newspaper.
- Added a staff writer instead of replacing administrative assistant

Created a number of videos and audio slideshows to highlight ongoing ministry and support publication on Web site.

New Web site

- Designed and launched a new Web site, two newly designed e-news publications, and posted more than 400 parish and national news articles to the diocesan Web site, promoted on Twitter and Facebook. Covered many diocesan events for publication online.
- Regularly design and update banners on Web site to promote upcoming events
- Set up a number of blogs, including one for the Texas Wildfires in Bastrop which helped raise more than \$100,000 in donations. Additional blogs include Mission Funding, Communications, Youth and Young Adults, and others.
- Established more than 50 groups on Web site community Cobblestone

- Designed and created Mission Funding online templates and E News letter
- Helped to develop Iona School webpages

Increased Electronic Presence

- Doubled Twitter followers to more than 500
Increased Facebook “Likes” to more than 900
- Doubled *Diolog* E-News distribution to 2,000 people and increased frequency from bi-weekly to weekly
- Created diocesan iPhone/Android App

Things We Did

- Helped to develop **Sharing Faith Project** and designed cards for use at the event
- Coordinated **Blessing of the Animals** at Houston’s City Animal Shelter (covered by Reuters)
- Assisted the Formation team with the redesign of office materials
- Designed bulletin inserts for special promotions including one for national distribution on Blessing of the Animals
- Designed stationery for both Commission on Black Ministry and Office of Formation
- Assisted other departments in designing materials, webpages
- Updated Communications Manual
- Setup online registration for Council
- Assisted with wildfire fund-raisers, traveled to Mississippi to report on tornadoes
- Hung and promoted five exhibitions in the **EDOT Gallery**, featuring more than a dozen Episcopal artists
- Traveled to Jordan at the invitation of the Jordan Tourism Board to report on holy sites in the country

Training/Consultation

- Cobblestone training for Executive Board, Suffragan Bishop Election Task Force, and others
- Consulted with churches on redesigning or new Web sites
- Diocesan staff on new Web site and other software as necessary
- Episcopal Church women on web pages/event promotion
- Diocesan staff on Constant Contact and Cobblestone
- Provided workshops on communications for several churches that included Lenten program/Evangelism Conference/Newcomer Project training

Carol Barnwell, Chair

Division of Diocesan Camps

Camp Allen Conference and Retreat Center

Founded in 1921, Camp Allen celebrated 90 years of summer camping on May 7, 2011 with a Saturday celebration attended by 300 guests. Camp Allen had over 52,000 visitors last year, including 7,510 youth. This year had many significant accomplishments, including hosting over 1,300 events for churches, non-profits, and universities.

Camp Allen launched a supplemental \$400,000 Happy Trails. The campaign is approximately 60% completed. This project will aid in completing the road work and infrastructure for the new Lakeside Meeting Center at Lake Coffield. This center can be used for retreats of up to 60 people. Visit our Web site at <http://campallen.org/>

The Camp Allen budget for 2011 is \$5,260,250 with a net change in assets of \$135,000 before depreciation. The summer camp program continues to grow with 1,700 campers attending one of 24 sessions. That is all time record. The rate for a week of camp is \$516. Camp Allen continues to closely survey its guests and to emphasize its theme of "Awaken Your Spirit in the Piney Woods." The greatest challenge of 2011 was the June wildfires, which caused evacuations in the area and closed the camp for three days.

2010 Audited Results

Revenues:	
Conference Center Fees	\$2,868,402
Summer Camp Fees	662,316
Campsites and Cabins	336,022
Discovery Fees	540,570
Gift Shop Sales	107,195
Gifts unrestricted	464,626
Equestrian and other income	68,065
Total Revenues	\$5,047,196
Expenses:	
Conference Center	\$2,910,002
Summer Camp	795,998
Discovery	708,055
Administrative	556,214
Total Expenses	\$4,970,269
Net change before depreciation	\$ 76,927
Depreciation	\$ 812,642

George J. Dehan, President

Division of Multicultural Ministries

(No Report Received)

Black Ministry

(No Report Received)

El Buen Samaritano

(No Report Received)

Hispanic Ministries

(No Report Received)

St. Vincent's House

St. Vincent's Episcopal House is a social service mission of the Diocese of Texas. It began in 1954 under the direction of Rev. Fred Sutton of St. Augustine of Hippo as an outreach Ministry of that parish.

Project Client Base/Fiscal Agent: St. Vincent's House is a full-service social service agency, open daily and located in Galveston and serving the poor and working poor on the Island and all of our currently distressed neighbors still in recovery after Hurricane Ike and who are struggling in the current economic downturn. Our Executive Director and Fiscal Agent is Michael Jackson. *EIN: 74-1384864, DUNS: 825794571. We are CCR registered.*

Ongoing Primary Programs at St. Vincent's House include: Low-Cost Child Care, Free Medical Health Care for the Uninsured, Food Pantry, Emergency Assistance including Salvation Army Vouchers, Referrals and Community Outreach Services, Transportation Service, Wel-Care Outreach and Video Program and the site of the Galveston Alternative Educational Center now funded by a grant from The State of Texas.

Current Operations: Due to the consistent performance of the direct services provided by St. Vincent's House, we have become the provider of "choice" for much of Galveston's population. The combined effects of the after effects of Hurricane Ike on the poor and the national economic downturn have been devastating in Galveston County. Our effective and rapid service delivery has made us the number one provider referred by the "211" system. Therefore, the demand for our services has risen dramatically. We are serving a rapidly changing demographic that truly reflects the cultural disposition of the Island. Moreover, UTMB has not fully returned to its prior functionality, and we have become the Health Care provider of choice for the large numbers of uninsured and underinsured residents of Galveston. Due to their cessation of Mental Health Services, our psychiatric clinic is operating well above capacity, and we have a consistent level of clients we cannot serve.

Who We Serve: In 2010, we served 6,014 clients with food and 1,200 with a Thanksgiving Feast, the transportation van made 12,689 trips, our clinic helped 5,768 medical clients with general health needs, and we served 3,316 with emergency assistance. We provided \$38,017.59 in direct aid and \$14,813 for nights in the Salvation Army. We received a record \$5 million in requests for emergency funds, well over the demand.

Staying the Course: Galveston County has still to recover from the after effects of Hurricane Ike. The influx of federal and private funds that helped those hit by Hurricane Katrina were not provided to those hoping to rebuild after Ike. For example, UTMB has acknowledged St. Vincent's role in assisting the underinsured and uninsured with medical care. They are pledging support therefore for the formation of an FQHC (Federally Qualified Health Center) at St. Vincent's House, an ongoing process.

Rise of Homeless Clients: Our homeless clients have risen dramatically. We had 3,445 homeless in 2010. In 2005 we only had 1,646. As of September 2011, we have served 2,898 homeless clients. Unfortunately, this rise has been rising incrementally. In January we had 238 clients, in the height of the winter season. In September we had 452. Prior to 2011, we were providing 5 nights per homeless client per month. Due to the rapid influx of clients, we are reaching for three nights and still spending close to

\$5,000 per month. We have received an additional \$5,000 from CDBG. However, we are still short of the projected near \$60,000 that our rising numbers indicate.

The management at St. Vincent's House is being proactive about this situation. We are currently adjusting our intake system in order to gather additional performance measures that would begin to better identify these clients. We have added indicators for veterans and disabled clients. And, we have formed a partnership with U.S. Vets, a residential program in Houston that is helping to at least relocate those who have served our country and find themselves living on the streets.

St. Vincent's Budget 2012

Income

Affiliated Organizations

Episcopal Diocese Mission Fund	\$ 60,000.00
Episcopal Foundation	\$105,000.00
St. Luke's Episcopal Health Charities	\$ 90,000.00
St. Martin's Episcopal Church	\$ 10,000.00
ECW	\$ 5,000.00
Subtotal	\$270,000.00

Foundations

ACAM	\$ 14,000.00
AT&T	\$ 3,000.00
Simmons	\$ 50,000.00
Baylor Methodist Phase V	\$ 75,000.00
Bromberg Trust	\$ 5,000.00
Catholic Campaign	\$ 25,000.00
First Preys	\$ 8,000.00
Houston Endowment	\$150,000.00
Mary Moody Northern	\$ 10,000.00
Meadows	\$ 50,000.00
Rockwell	\$ 30,000.00
Texas CJD	\$ 69,000.00
Subtotal	\$489,000.00

Grants

BP Chemical	\$ 10,000.00
City of Galveston Hotel/Motel	\$ 5,000.00
Harris and Eliza Kempner - CL	\$ 12,000.00
Harris and Eliza Kempner - PS	\$ 25,000.00
Junior League	\$ 1,000.00
United Way	\$ 30,000.00
City of Galveston, CDBG	\$ 5,000.00
Subtotal	\$ 88,000.00

Preschool

Clients	\$ 40,000.00
NCI	\$ 1,000.00
Subtotal	\$ 41,000.00

<u>Contributions/Donations</u>	
Clinic	\$ 3,500.00
Direct Aid	\$ 20,000.00
Education/Recreation	\$ 2,500.00
Mgmt/Gen	\$ 10,000.00
Preschool	\$ 4,000.00
Subtotal	\$ 40,000.00
Interest Income	\$ 1,000.00
Memorials	\$ 300.00
GBS	\$ 10,000.00
Subtotal:	<u>\$ 11,300.00</u>
<u>Total Income</u>	<u>\$939,300.00</u>

Expenses

<u>Management & General</u>	
Utilities	\$ 44,564.00
Insurance	\$ 33,150.47
Taxes	\$ 500.00
Professional Services/Fees	\$ 35,000.00
Subtotal	\$113,214.47

Preschool Personnel

Salary	\$152,630.00
FICA	\$ 14,059.00
Pension	\$ 18,128.00
Insurance	\$ 0.00
Maintenance	\$ 1,500.00
Equipment/Supplies/Printing	\$ 2,000.00
Training/CLE/Conferences	\$ 3,500.00
Kitchen/Food	\$ 15,000.00
CACEF Fees	\$ 2,000.00
Special Events/Field Trips	\$ 700.00
Contract Labor	\$ 1,000.00
Subtotal	\$210,517.00

Administration

Salary	\$117,100.00
FICA	\$ 10,127.00
Pension	\$ 3,279.00
Insurance	\$ 15,600.00
Training/Conference	\$ 4,000.00
Staff/Special Events	\$ 2,500.00
Printing	\$ 12,000.00
Contract Labor	\$ 2,500.00
Professional Membership	\$ 3,000.00

Community Relations	\$ 1,000.00
Postage	\$ 2,000.00
Subtotal	\$173,106.00

Clinic

Salary	\$ 55,206.00
Benefits	\$ 3,035.00
Equipment/Supplies	\$ 2,500.00
Training/Conference	\$ 2,000.00
Special Events	\$ 500.00
Periodicals	\$ 500.00
Professional Fees	\$ 5,000.00
Subtotal	\$ 68,741.00

Direct Aid

Salary	\$ 30,000.00
Benefit/FICA	\$ 4,995.00
Equipment/Supplies	\$ 1,000.00
Training/Conferences	\$ 700.00
Special Events	\$ 20,000.00
Shelter	\$ 20,000.00
Food Pantry	\$ 30,000.00
RX – Pharmacy Program	\$ 20,000.00
Gas	\$ 500.00
Financial Assistance	\$ 50,000.00
Subtotal	\$177,195.00

Maintenance Building/Grounds

Building/Grounds	\$ 98,337.00
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Transportation Program

Salary	\$ 19,500.00
Benefits/FICA	\$ 2,270.00
Vehicle Maintenance	\$ 5,000.00
Gas	\$ 24,048.00
Insurance	\$ 9,000.00
Registration/Inspection	\$ 500.00
Subtotal	\$ 60,318.00

G.A.E.C. Alternative School

Salary	\$ 65,648.00
Benefits/FICA	\$ 4,152.00
Supplies	\$ 5,000.00
Subtotal	\$ 74,800.00

Total Expenses

\$976,228.47

Michael Jackson, Director

Division of Renewal

Armed Forces

In addition to the world's largest military installation, Ft. Hood, in the Diocese of Texas, includes people of every branch of the Armed Services. Two military chaplains are endorsed by the diocese: one is active duty Navy; the other is Navy Reserve.

Many congregations, notably St. Christopher's, Killeen, feature active military outreach ministries. Some include military members in the Prayers of the People, others send care packages to deployed troops.

Christ Church Cathedral hosted an "Armed Forces Evensong" on November 13, 2011. The Rt. Rev. James Magness, Bishop for Federal Chaplaincies, was the preacher. Bishop Doyle presided.

Sean Cox, Chair

Cursillo

The Cursillo Movement gives feet and hands to the ministry section of the Catechism in the Book of Common Prayer, where we are told it is the duty of all Christians to follow Christ, to come together week by week for corporate worship, and to work, pray, and give for the spread of the Kingdom of God. **Cursillo is a method** to help us carry out our Christian duty. **The essence of the method** is to make it possible to live what is fundamental for being a Christian in order to become more effective in the way we bring Christ to others and others closer to Christ to spread the kingdom of God.

The goal of Cursillo is the goal of the Church: to restore all people to unity with God and unity with each other through Christ. It utilizes a specific strategy to achieve its goal:

- Identify those Episcopalians who are living an active Christian life and are living a witness to their love for Christ,
- Facilitate their attendance at a Cursillo weekend. The **three-day weekend** is a time of renewal, refreshment, and recommitment to living for Christ. The Weekend teaches participants how to live as Christians, serve the Church, and gives them a method to grow spiritually in the *fourth* day (the rest of their earthly life).
- **The Fourth Day is the centerpiece of the Cursillo movement.** It represents a lifetime of living out one's Baptismal Covenant that is reinforced through Fourth Day activities: the Group Reunion, the Ultreya (a gathering of Reunion Groups), and Spiritual Direction. Through these vital activities, members of the diocese prepare for and accomplish evangelistic ministry.

Cursillo produces leaders that go on to be active in all areas of ministry within the Diocese. Cursillistas were instrumental in the growth of Camp Allen into what it is today and continue to be vital to the health of the diocese. To quote one of the clergy who brought Cursillo to the diocese, "The impact on the diocese was startling and by 1996, the Cursillista strength in the diocese was 10% of the diocesan strength and now it exceeds that percentage."

Cursillo in the Diocese of Texas continues to do a great job in presenting powerful, Spirit-filled weekends and in empowering leaders within the Church. Begun in the 1970s and continuing through the present day, 9,300 Episcopalians have completed one of

234 Cursillo weekends. In 2011, four weekends were held at Camp Allen, and 68 new Cursillistas joined the movement. While the weekends are successful, activities within the Fourth Day Community vary in success. Some convocations struggle to maintain Reunion Groups and to meet in Ultreyas. Other convocations are thriving. The governing board (Secretariat) is directing several initiatives to strengthen the movement within the Fourth Day Community:

- Cursillistas are encouraged to wear their Cursillo crosses to every Church activity.
- Cursillistas are encouraged to continue or begin anew in a weekly Reunion Group and to seek out a Spiritual Advisor.
- Priests are encouraged to attend a weekend, and if they have already attended, they are encouraged to serve on a team. (Continuing Education Credits are available for attending a weekend.)
- Cursillo weekends have begun to be staffed by members of multiple convocations, pairing stronger convocations with weaker ones.
- Mananitas is now open to the entire 4th-Day Community, not just sponsors.
- Follow-up activities are being developed so that new Cursillistas as well as those who made their weekends awhile back can gain a better understanding of what we need to be doing.
- A Directory of Cursillistas with contact information is being created so that direct communication the Secretariat and the Fourth day might be improved.
- Convocations are encouraged to increase the number of convocational Ultreyas, and individual parishes are encouraged to hold parish Ultreyas monthly.
- Convocations are encouraged to pair with each other and with members of Catholic Cursillo, Methodist Walk to Emmaus, Presbyterian Cursillo, and Lutheran Via de Cristo groups in their Ultreyas.
- Cursillistas are encouraged to sponsor and pay for new candidates to attend, as well as contribute to the governing committee directly, so that the weekends can continue to be held and scholarships can be available.
- Cursillistas are encouraged to frequent the Web sites for new or updated information. In addition to the national Web site www.nationalepiscopalcurso.org there is an active diocesan Web site, www.episcopalcursootexas.org There are also some yahoo and Facebook groups:

Austin Convocation at <http://www.jsrsys.com/cursillo/>

East Harris Convocation at bestcursolover@groups.facebook.com

- And lastly, all Cursillistas are reminded that Christ is counting on you.
- Cursillo weekends for 2012 are scheduled as follows:
 - Cursillo 235February 2–5
 - Cursillo 236June 14–17
 - Cursillo 237August 9–12
 - Cursillo 238November 1–4

All who are interested in attending should contact their Cursillo representative in their parish or convocation or a member of the Secretariat and complete the registration forms.

As a very special acknowledgement, Cursillistas throughout the diocese would like to thank Bishop Rayford High for his continuous support throughout his life as a priest and throughout his tenure as Suffragan Bishop.

Patsy Thomson, Lay Director

Faith Alive

As diocesan representative for Faith Alive, I am pleased to report that two Faith Alive Weekends were held in 2011: Christ Church, Cedar Park, on February 25–27 and Palmer Memorial, Houston, on March 25–27. Evidence of the presence of the Holy Spirit was celebrated during both weekends. I have witnessed conversations that begin,..."Since our Faith Alive..." and they always have something positive and joyful to say. Again the diocese was represented well at Faith Alive weekends in other states by team members who traveled at their own expense to celebrate weekends and by the Music Team from St. Luke's on the Lake, Austin, who played for several Faith Alive events.

At this time no weekends are scheduled for 2012; however, interest has been expressed by several churches. We are seeking opportunities to witness our relationship with our Lord and Savior Jesus Christ as it impacts our day-to-day lives. We celebrate with song, sharing, focusing on prayer in our lives and being open to gaining new understanding through belief in Christ's *relationship* with us and ours with Him. We follow the statements of faith contained in the Baptismal Vows as written in The Book of Common Prayer.

I remain the contact person for the diocese and encourage contact by clergy or lay leaders to discuss the opportunity of having a Faith Alive Weekend in their parish. My contact information is as follows: (281) 373-1456; cell phone (713) 542-1043; or ppostma2@comcast.net

Pete Postma, Diocesan Representative

Kairos

The Coordinator of Restorative Justice continues to represent the Diocese of Texas on the Texas State Committee (Board of Directors). The ministry continues to grow. A new Kairos Outside for women who have a loved one incarcerated was started in Lubbock in 2011, bringing the total to eight cities serving this population. Kairos Inside serves 36 male units and four women's units. The female clergy of the DOT have stepped forward to be spiritual directors for this ministry. Many more men are needed as each team has seven clergy positions.

Kairos was brought to Texas by Fr. Mike Keppler and others in 1986.

Contact: Dr. Ed Davis, Coordinator of Restorative Justice: edsalpc@yahoo.com or (936) 662-3842.

Ed Davis, Liaison

Vocare

(No Report Received)

Division of Wider Ministries

World Mission

The Diocese of Texas continues to reach out into the world. During Lent last year, many parishes contributed to "Nets for Life" through the Episcopal Relief and Development fund. Over \$120,000 has been raised so far. Many parishes were also involved in the making of dresses for girls in Africa, which became the girl's "Sunday Best." The dresses were delivered to various churches in the Diocese of Southern Malawi when a group visited for the celebration of the 150th arrival of Anglicanism.

The Department of World Mission is divided into three sub groups: Companion Relationship with Southern Malawi, Small Grants, and the Millennium Development Goals.

Companion Relationship

The Diocese of Texas is in a Companion Relationship with the Diocese of Southern Malawi. Bishop Andy Doyle made a visit to Malawi in August and kept the diocese informed of his visit with almost-daily updates. In October, the Rev. Ted Hervey, the Rev. Janie Kirt Morris, Tom Gebhardt, and Robin Cooper went to the celebration of the arrival of Anglicanism to Malawi 150 years ago. The Archbishop of Canterbury celebrated Communion where 5,000 people were gathered. The delegation from Texas preached at various churches in the diocese, traveled extensively to view various ministries in Malawi, and distributed dresses that were made by the women from various congregations in Texas. We also checked on various projects that the diocese has helped to fund. The Diocese of Texas supports Malawi by funding a diocesan administrator and a projects manager. We also supported the tuition of two seminarians and a student at the Trinity Anglican Boarding School. We funded Bishop Doyle's visit, as well as Hervey's and Morris's trips. We are in contact with Warm Heart International which raises money for the drilling of water wells, as well as other organizations that work in Malawi. Bishop Tengatenga of Southern Malawi attended the clergy conference in October at Camp Allen.

Small Grant Fund

The Diocese of Texas sent \$3,000 for the purchase of solar panels for a school and clinic among the Tarahumara Indians in Northern Mexico

\$3,000 for a youth agricultural project in Liberia

\$3,000 for a kindergarten in Giza, the Anglican Diocese of Egypt

\$2,000 to *Honduras Good Works* for vitamins and antiparasite medications

Millennium Development Goals

\$20,000 was sent to Five Talents International for a microloan project in Peru

\$20,000 for a microloan project in Malawi

\$27,000 to Pure Water for the World for Honduras

Our next meeting is scheduled for 8 December 2011 in Houston.

Theodore E. Hervey, Jr., Chair

Millennium Development

(No Report Received)

Ecumenical and Interfaith Relations

The Episcopal Church aims to foster unity among the separated branches of the Christian Church for the sake of cooperation and mission in the world. Along with the national church, The Diocese of Texas participates in formal dialogues, conferences, and consultations seeking to nurture a spirit of cooperation and mutual respect. By doing this, we live into the God-given unity of our baptism. This approach to unity manifests itself in the ecumenical movement which is the Church's response to Jesus' prayer for his disciples in John 17:21: "that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me."

From the 76th General Convention, Interreligious Relation Statement, the Episcopal Church affirms that "*we are called and committed to be in companionship, partnership, and dialogue with ecumenical and interreligious groups. We believe that religions must stand together in solidarity with all who are suffering and witness to the dignity of every human being. Presence in mission becomes a courageous mode of peace-making in a violent world. Initiatives to encourage contact and dialogue and to advocate for religious freedom are imperative for reconciliation and today's heightened tensions among religions.*"

Ecumenical Relations

The Diocese of Texas supports the mission and efforts of the Texas Conference of Churches (TCC), whose purpose is to create opportunities for Christians of many traditions to come together to learn, worship, vision, and build relationships. I began as a Director on the Board as our representative in March 2011. We are working together with denominational church leaders and judicatory leaders to offer a variety of educational and dialogue opportunities that build unity among Christian churches. TCC will offer a Houston assembly in March 2012, bringing together an ecumenical community in the greater Houston area focused on ministry to and for immigrants in the changing landscape of Texas. I am grateful to the Rev. Martha Frances and the Rev. Uriel Osnaya-Jimenez for their help in planning this event.

I attended the National Workshop on Christian Unity in Pittsburg, PA, to begin developing relationships with ecumenical leaders across denominations in the US. Episcopal and ELCA ecumenical officers met together at this workshop to discuss ways in which we can partner more effectively to live into our "Called to Common Mission" full communion relationship of January 6, 2001.

Interfaith Relations

The Episcopal Church also engages in dialogue with people of numerous faiths and religious traditions, striving to act in God's name for the reconciliation of the world. The 1988 Lambeth Conference, a gathering of Anglican Bishops and ecumenical partners, commended: "*dialogue with people of other faiths as part of Christian discipleship and mission, with the understanding that...dialogue depends upon mutual understanding, mutual respect and mutual trust...*" The Episcopal Church encourages that dioceses work with a variety of interreligious organizations, promoting engagement and cooperation with different traditions in areas of common interest, such as peace and justice. EDOT is actively engaged in interfaith dialogues in many ways.

Bishop Doyle participated in several "Abrahamic Dinner Dialogue" panel discussions in 2011 sponsored by the Institute for Interfaith Dialogue in Houston. He also attended

the groundbreaking ceremony of the Texas Interfaith Peace Garden in Houston. Bishop Doyle remains active with the Christian judicatory leaders and rabbis in Houston who are collaboratively working together to promote fair and just immigration policies. It is a privilege to witness the Bishop of Texas preaching and teaching across denominational and religious lines of his desire that “we all be partners in building up a holy society, working together for the common good and seeing others as God sees us.”

Our diocese has a strong working relationship with Interfaith Ministries of Greater Houston (IMGH). Many of our clergy and lay participate in their annual Interfaith Dinner Dialogue, bringing together people of different faith traditions to discuss and share our faith. The diocese has formed a project team working closely with IMGH over the last year to simulate the model for their dinner dialogue to develop a similar dinner dialogue that will be our own EDOT *Sharing Faiths: Dinner Conversations*, to be held diocesan-wide in April 2012. The Steering Committee members are Carol Barnwell, Kathy Culmer, the Rev. John Newton, Lisa Dixon, and me, under the guidance of Bishop Doyle. Shirley Platt and Gail McGuire are providing our technical and registration support. We are grateful to IMGH for their generous donation of process, technical support, and consultation on our project, especially Lauren Santerre and Iesa Galloway.

Additionally, I serve on the IMGH Women’s Steering Committee to plan quarterly women’s interfaith dialogue events and an annual interfaith women’s retreat held at Camp Allen.

Many of our clergy participate in other interfaith dialogue and cooperative events. One of the goals of this committee for 2012 will be to provide a communication vehicle for ecumenical and interfaith happenings in the diocese to be shared and publicized via our Web site. There are so many good things happening that are important to share with each other in a more systematic way.

In preparation for the tenth anniversary of 9/11, ecumenical and interfaith partnerships around the diocese were strengthened. The Rev. Betty Adam of Christ Church Cathedral founded Compassionate Houston (CH), which made its missionary debut for compassionate service and action during that weekend. Many of our churches participated in this effort with service projects. The Rev. Martha Frances and I participated in an ecumenical and interfaith task force sponsored by the Anti-Defamation League to develop a 9/11 prayer litany focusing on peace and reconciliation for use in 9/11 services of various faith traditions. The diocesan Web site offered a webpage to promote 9/11 CH service projects, prayer resources, and sharing of various churches’ activities promoting peace and hope as we reflected on the events of ten years ago as well as our future together in this country and in the world.

During 2012, goals of this ministry will include: 1) forming a committee of clergy and lay persons who are interested in actively building these relationships and helping foster cooperation and unity in mission, peace, and reconciliation in our diocese and in the world; 2) developing a webpage for our diocesan Web site that provides current information and resources regarding ecumenical and interfaith relations, including upcoming events, programs, and educational resource links; 3) beginning a library of educational and resource material available for our churches at the Diocesan Library in Houston; and 4) refinement and development of policies and resources pertaining to ministry with our partners in full communion relationships and those in which we have ecumenical ministry relationships.

I will be forming the committee in 2012. If you are interested in becoming part of the team that supports, encourages, and provides opportunities for building ecumenical and interfaith relationships in dialogue and ministry around the diocese, please let me know. Together, we can build bridges that lead to friendship, peace, and justice.

Gena Davis, Chair

Division of Worship

Liturgy Commission

Our mission is to assist the bishop of the diocese in his role as chief liturgical officer and provide resources to support and materials for the training of others who function in the liturgy; support the annual and other liturgical events of the diocesan community; network with the national Liturgical Commission, seminaries, and academic community and others who shape the continuing development in the understanding and practice of the liturgy of the church.

The Liturgical Commission continues to lead regional trainings for lectors and Eucharistic ministers. Once again, we were involved with coordinating diocesan worship services including Clergy Conference Eucharist, the Deacon's Ordination, and Diocesan Council Eucharist. We have continued to refresh the resources available through our diocesan Web site in an effort to facilitate effective liturgical planning. We continue to collaborate with the Music Commission and their work. We are in collaboration with the Canon for Lifelong Learning, the Rev. John Newton, to provide liturgical workshops for future formation conferences.

With the 2011 budget of \$1,000, the Liturgical Commission has sought to provide assistance to diocesan churches and institutions in liturgical development. The Commission provided \$400 in assistance to the local Houston workshop of "Music That Makes Community"; \$100 towards the All Saints', Austin, Acolyte Festival; and \$500 towards providing Hispanic Prayer Books to the mission of St. Barnabas', Houston.

Kevin LJ Schubert, Chair

Music Commission

By appointment of the Bishop, the Music Commission serves the laity and clergy of the Diocese of Texas by providing support and educational services. Members each assisted in some capacity during the year with our newsletter, music for diocesan events, Choir Camp, the Youth Choral Festival and the Adult Choral Festival.

The Music Commission, which meets on a quarterly basis, consists of 24 members and three ex-officio members. The Music and Liturgical Commissions have continued to work together this year. We are planning a joint meeting in the summer of 2012.

Our bi-annual newsletter, *Exultate Deo*, was mailed to about 750 interested clergy, organists, music directors, and singers and is posted on the diocesan Web site on the Music Commission's webpage. It features articles of interest, suggested hymns selected by Commission members, and information about Music Commission events. The enhanced diocesan webpage has allowed us to post registration forms and information about our events, aiding our communications efforts.

We began our reporting year in November with the 7th Annual Youth Choral Festival at Christ Church Cathedral, led by guest conductor Joseph Painter of St. James', Conroe. The Choristers (in grades 3–12) joined together for Evensong.

The 19th Annual Diocesan Children's Choir Camp was held at Blinn College, Brenham, and St. Peter's, Brenham, in July. Twenty-five choristers were enrolled for the week, with Julia Hall of St. Mark's, Houston, as the guest choral conductor. Campers were housed at Blinn College, with local field trips for recreation and a service project at Camp for All. At the end of the week, a Children's Musical "I Need a Vacation" was performed at Blinn, and a closing Morning Prayer service at St. Peter's was sung, using the anthems learned. The Music Commission partnered with the Commission on Black Ministry to provide funds for Choir Camp scholarship requests. We invited choristers from the Diocese of West Texas, but none were able to attend. In 2012, we will be celebrating our 20th anniversary with special events being planned for Choir Camp alumni, including young singers and conductors who have gone on to vocal and conducting careers. We have begun to locate and identify the alumni group through a Facebook page.

The 52nd Annual Diocesan Choral Festival was held on Saturday and Sunday, October 15th and 16th at Christ Church Cathedral. Marguerite Brooks of the Yale Institute of Sacred Music was our guest conductor. About 100 singers from 19 parishes participated this year.

Though we hoped to hold another "Beyond Contemporary" workshop in 2010, it has been postponed next year because of the "Music that Makes Community" events held here in May and October. Our newest offering will be a Hymn Festival in Austin in May 2012 at St. Matthew's with guest conductor Thomas Pavlechko. The Youth Choral Festival has been moved to January to avoid UIL conflicts. A Festival of Lights will take place on January 21, 2012.

Music Commission members have been available to assist with several diocesan events this year, including Diocesan Council, the Little Church Club's meeting, the Stewardship Conference, the Iona program, the Evangelism Conference, and the Clergy Conference. Our exhibit booth was staffed at Diocesan Council and served as a place for informal consultations. One of the ongoing projects of the Music Commission is to provide workshops and individual consultations by Commission members for parishes and missions within the diocese. Any church needing assistance with music and worship may utilize this service. We hope to work with more parishes and ministries in need of assistance and look forward to another year with even more opportunities for service.

Linda Patterson, Chair

SERVICE AND PASTORAL CARE UNIT

Division of Human Need and Social Concern

Community of the Streets
(No Report Received)

Recovery Ministries

Recovery Ministries serves to link those in need of recovery from alcohol or other drug addictions with available resources to address the physical, mental, and spiritual aspects of the illness. Our Ministry is presently undergoing a time of introspection and re-visioning as we focus on crafting a new mission statement and a new set of goals for the next three years. Toward this end, we have committees meeting both in Houston and in Austin under the professional guidance of Mr. Drew Brooks, Executive Director of Faith Partners. I believe we will have some exciting news in the months ahead as our committees strategize on the unique role our diocese will soon play in recovery. Please contact me for any needed assistance during this time of transition or if you wish to become part of our team.

Bill Wigmore, Chair

Bioethics Commission

The Bioethics Commission serves the diocese through reflection on current issues of science and medicine through the church's teaching and beliefs. The Commission members can present programs on topics of interest to churches. Anyone interested in the Commission may contact Henry W. Strobel c/o Palmer Memorial Episcopal Church, 6221 Main Street, Houston, Texas 77030.

Henry W. Strobel, Chair

Restorative Justice Ministries

Under the umbrella of Restorative Justice Ministries is the Coordinator, the Restorative Justice Ministries Council, and Camp Good News. The Coordinator engages in a host of activities designed to assist incarcerated persons, families of incarcerated persons, and especially children who have a parent or other close family member in custody. Partnering with other ministries is very important in a world of limited resources. For example, the coordinator serves on Kairos Prison Ministry inside teams, serves on the International Council of that organization and continues the long-standing tradition of being an Episcopal delegate to the state Kairos Executive Committee. These commitments require attendance at six meetings a year. The Coordinator also serves as a facilitator for the award winning Bridges to Life ministry. He is chair of the Restorative Justice Ministries of Texas Board of Directors and, as a result, helps plan and execute six restorative justice workshops a year across the state. At these events, he displays materials about Diocese of Texas programs and especially Camp Good News and teaches a workshop or makes a presentation to the whole assembly.

The budget shortfall in Texas in 2011 led the Texas Department of Criminal Justice to propose the abolition of the prison chaplaincy. The Coordinator joined with 200 other men and women of God in Austin early in the legislative session from scores of denominations to explain the disastrous consequences of such a decision. This united front led the legislature to overwhelmingly reject the elimination of chaplains from our prisons. Spiritual direction, literacy education, addiction treatment, and ties to family are essential to reclaiming lives and public safety.

On a daily basis, the Coordinator answers calls from inmate families in need or recently released inmates seeking assistance in finding work, locating housing, or

obtaining prescription drugs. Financial assistance is always directed to vendors, not individuals to ensure monies go for the intended purpose. Another regular activity is writing a letter of encouragement to an Episcopalian just released from prison. More recently, a listing has been made available that allows the Coordinator to write newly incarcerated Episcopalians. In those letters, he offers to visit and/or bring the sacraments.

The Coordinator presides over the Restorative Justice Ministries Council, which meets annually and at such other times as counsel is needed. The Council is composed of both lay and clergy persons who are active in prison ministry and aftercare services. Both classes of members do a wonderful job of educating their congregations about needs they can ameliorate in their areas and beyond. Camp Good News owes its origin to the Council.

Camp Good News took place for the eleventh time in June 2011. As in previous years approximately half of the children were new to CGN and half were returnees. Seven of the campers who would "age out" by 2012 have expressed a desire to return to camp next year as novice assistant cabin counselors. We encourage this as a means of continuing to mentor and encourage this very at-risk population. The most exciting spiritual event of 2011 was baptizing a very ready spiritually mature returning camper. Praise God.

Contact: Dr. Ed Davis, Coordinator of Restorative Justice at edsalpc@yahoo.com or (936) 662-3842.

Ed Davis, Coordinator

Episcopal Community Outreach Ministries

ECOM's Mission is to assist the members of the diocese in loving their neighbors through the development of meaningful outreach opportunities. Feeding the hungry, clothing the naked, and healing the sick are tangible ways for each of us to love one another.

Our support of outreach ministries addresses the following kinds of needs: hunger, homelessness, abuse, neglect, gang intervention, substance abuse, medical assistance, crisis intervention, parenting skills, emergency assistance, and family counseling.

The Department is funded by Mission Funding support, and during 2011 our budget was reduced from \$90,200 to \$7,690. This caused the Mission Funding committee to feel that we would no longer be able to award convocations and diocesan-wide grants.

In June Sally Rutherford, Diocesan Outreach Coordinator, retired after 15 years with the diocese. I could never say enough about Sally's years of committed service to ECOM and to our diocese. She was the most outstanding volunteer I have ever had the opportunity to work with, and hardly a week went by that we didn't talk about some aspect of outreach in the diocese. We laughed at her retirement party because it just seemed like yesterday (1996) when we met for the first time and she came to work with the diocese to support ECOM efforts on behalf of congregations and the diocese.

The Department is made up of one representative from each of the 10 convocations and 10 at-large members appointed by the Bishop. Together, with the Diocesan Outreach Coordinator, they make up a team of dedicated individuals who are both knowledgeable about our outreach programs and ready and willing to assist

congregations with program development. We appreciate the following members who not only serve as members of ECOM but also act as experts on outreach projects within the diocese: Ann Cochran, the Rev. Victoria Mason, deacon, Kate Crady Boyd, Sally Rutherford, Diana Fleming, Alyssa Stebbing, Debby Leighton, Gloria White, the Rev. John Himes, the Rev. Linda Shelton, deacon, and the Rev. Russ Oechsel, deacon.

Plans are underway to hire a new Diocesan Outreach Coordinator, and we look forward to getting ECOM and our outreach effort back on track for 2012.

Our response to our Lord's command that we serve one another is inherent in our identity as Christians. Let us proclaim ourselves first as those who serve one another in love by meeting the needs of our brothers and sisters in Christ, whether those needs be physical, emotional, educational, or medical and regardless of age or race.

"...to love your neighbor as yourself is more important than all burnt offerings and sacrifices." Mark 12:33 NIV

Clark Moore, Chair

Episcopal Relief and Development (No Report Received)

Episcopal Migration Ministries

The Diocese of Texas continued its support of Episcopal Migration Ministry (EMM), the refugee resettlement and immigrant advocacy program of the Episcopal Church, in 2011. EMM, in its partnership with the U.S. State Department and other faith-based and public agencies, resettles refugees throughout the U.S. with the assistance of local affiliate agencies that provide the casework services. Refugees are resettled in our diocese in Austin and Houston through Refugee Services of Texas (RST)-Austin and Interfaith Ministries for Greater Houston (IMGH). Persons who have been forced to flee their home countries due to persecution based on their race, ethnicity, religion, membership in social groups, or political opinion are defined as refugees. At the heart of the program are Episcopal parishes and other faith communities supporting them in a variety of ways, including donations, mentoring friendships, networking, cultural orientation, and co-sponsorship.

As the liaison for this ministry, I am an advocate and encourager of active support for the needs of refugees and IMGH and RST, the affiliates who serve them. I provided background information about refugees and resettlement program to Christ Church, Nacogdoches' deacon, the Rev. Wanda Cuniff, when Burmese refugees suddenly moved there to work in the meat packing plant and the community's leaders partnered to respond to their needs. In Austin and Houston, I presented information on a variety of opportunities for both support and greater awareness: Information on EMM was shared at a booth at Diocesan Council in February. Donation requests were sent to Houston area churches in response to IMGH's Spring Donation Drive. In recognition of World Refugee Day in June, an interactive exhibit "Welcoming the Stranger" about EMM and refugee resettlement was presented at Houston's World Refugee Day Celebration at Baker Ripley Community Center. The exhibit was also presented to a gathering of Houston's Young Professionals and others interested in refugees at a mixer in Houston's mid-town area as part of World Refugee Day events. Churches in Houston

and Austin were notified of and invited to participate in both cities' observances with posters sent to each church.

Palmer Memorial, Houston, co-sponsored a refugee family of seven persons and provided donations for several apartments in 2011; Trinity, The Woodlands, provided furniture donations for two apartments, and St. Alban's, Austin, partnered with Refugee Services of Texas to provide donations for apartments and assisted in welcoming and mentoring two more arriving refugee families in 2011. St. Luke's on the Lake contributed donations to RST; and their member, Amanda Masterson, continued on the RST Advisory Board and co-chaired a Coat Collection and Christmas Drive in 2010—collecting, wrapping, and delivering gifts for refugees—and, she planned to do the same in 2011. In early November, information was sent to our Austin area churches' outreach chairs and clergy about RST's newest fund-raiser, a February 2012 bike ride, "Ride for Refuge," and needs for Christmas donations, along with an offer to visit any parish to share information about the year-round needs of this ministry.

It is a privilege to serve as an advocate for refugees and the ministry of resettlement, and I look forward to visiting with more of our churches throughout the diocese in the coming year.

Linda Shelton, Ministry Liaison

Jubilee Ministries
(No Report Received)

Seafarers' Ministry

Did you know that between 95% and 98% of all things we use and consume have been brought to the United States by seafarers sailing on ships as their means of work? These seafarers have temporarily left their families, friends, and worshipping communities in order to provide for their families by transiting goods around the world. Seafarers come to Houston from all over the world—even the United States—and enjoy the services provided by the port chaplains and our two Seafarers' Centers located at the beginning and end of the Houston Ship Channel which runs between I-10 east and Hwy. 225 east.

I attended an international conference of port chaplains this summer which sought to keep us abreast of what steps were being taken to combat piracy, which is costing lives of seafarers, trauma to seafarers, and resulting in millions of dollars of loss by shipping companies. Other spiritual, health, welfare, and advocacy resources were made known to the 200 port chaplains from 47 different countries of our world who attended this conference. The ministry to seafarers is a global endeavor and that the Episcopal Diocese of Texas provides for ministry to these seafarers through its Missionary Budget says a lot about our commitment to outreach, evangelism, pastoral care, multi-cultural and interfaith ministry, and world mission. This ministry to the seafarers was featured in the August 12th "Belief" section of the Houston Chronicle.

At our Houston Maritime Ministry Training Program in February 2011, we trained another 15 clergy and laypersons from North America and Dubai to safely, competently, and spiritually care for the seafarers and port communities in which they serve.

The primary responsibility of being a port chaplain is to visit seafarers onboard their vessels. In 2010, the chaplains visited 5,229 ships, which included 115,470 seafarers—

that's a lot of home/workplace visits! Each chaplain visits 5–9 ships per day in the eighth largest port in the world. Although many more seafarers are obtaining U.S. visas, which allow them shore leave while they are in port, security and time-in-port issues make going ashore difficult. For this reason, many services are now provided shipboard that seafarers were previously able to obtain by coming ashore to our seafarers' centers. The seafarers' centers remain a popular destination for those seafarers going ashore in order to say prayers in the Chapel, enjoy our wireless network for using Skype and Yahoo! Messenger to be in face-to-face contact with their families, buy souvenirs and necessity items, and simply to relax without the constant hum of the ship's engine!

I appreciate the support given to this ministry by Penny Horton and the Rev. John G. Williams who serve in various capacities on the Ministry Committee which oversees the Episcopal Port Chaplaincy. I also want to thank the many churches who support this ministry through their Mission Funding commitments and the many churches who donate Christmas gift boxes to the seafarers year after year (in December of 2010, we placed 10,209 gifts given by 251 churches and organizations on board 442 ships which included seafarers from 71 different countries)!

If you would like more information about this incredible multicultural, interfaith, world mission opportunity active in the Diocese of Texas, please check out our Web site at www.houstonseafarers.com, or contact me at (281) 620-7221 or (936) 825-1436, or camplacy@yahoo.com.

Lacy Largent, Port Chaplain

Division of Pastoral Care

Safe Church Ministry

Throughout 2011, Safe Church Ministry in our diocese has continued to expand. The Safe Church office continually processes the *SGChildren* and *SGPeople* trainings completed in our churches, schools, and institutions; supports our veteran trainers and prepares new ones for that ministry; answers myriads of questions on policy interpretation and best-practices; and provides guidance and support to the persons who have oversight of the Safeguarding records in their respective locations in the diocese.

The Numbers

Our *Safeguarding God's Children* (SGC) trainers completed 470 trainings in churches, schools, and diocesan institutions. *Safeguarding God's People* (SGP) trainers completed 50 trainings in their churches as of November 5, 2010. Since beginning the program in 2009, 480 people have recertified their SGC training using the online modules.

Number and types of trainings that were offered by Safeguarding office:

SGC trainer trainings	7	(4 in '10)
SGP clergy trainings	4	(5 in '10)
SGP/preventing sexual exploitation trainer training	7	(7 in '10)
SGP-preventing sexual harassment	3	(2 in '10)
Updates for SGC trainers	1	(2 in '10)
Online recertification. Administrator's training	5	(5 in '10)
Safeguarding. Administrator's Training	2	(4 in '10)

Seminary of the SW SGC training	2	(2 in '10)
Seminary of the SW SGP training	1	(1 in '10)
Number of SGC trainers	221	
Number of churches with SGP trainers	79	(out of 152)
Number of entities using online SGC recertification	46	
Number of users of online	633	(128 added in '11)

Evaluation of Goals set for 2011

- *Have an SGC trainer in each congregation, school and diocesan institution or have them partnered with a trainer near their location.* Continue trainings regionally and specifically invite those without a local trainer to choose someone to be trained for their church or school.
- *Have SGP-preventing exploitation trainer in each congregation or partnered congregations.* Continue regional trainings and contact rectors/vicars to encourage them to select someone to be trained for their church.
- *Complete and place on the webpage a FAQ addendum to SGC and SGP policies.* Underway – posting anticipated for January 2012.
- *Post articles online to supplement SGC and SGP training.* Reconsidering – currently using Constant Contact, group e-mail and conference calls.
- *Use webinars for trainer recertification and updates and for Administrator trainings.* Will re-evaluate in 2012 after SRS system is in place.
- *Begin to develop five-year recertification plan for SGP and 2nd five-year recertification for SGC.* Underway.
- *Present SGP-preventing harassment training in all parts of the diocese.* Not accomplished – set as a priority for 2012.
- *Work more closely with schools to respond to their unique Safeguarding needs and situations.* Continuing on a one-on-one basis.
- *Train and commission Master Trainers for SGC and SGP in the northwest and northeast portions of the diocese.* One Master Trainer for SGC in Northeast; one Master Trainer in Houston are for SGC Spanish trainings.

New goals for 2012

- Implement SRS – “paperless” Safeguarding record storage and management – throughout the diocese.
- Start SGPeople – preventing sexual exploitation in Spanish speaking locations.

Host Churches

In 2011 we continued to hold trainer trainings and SGP clergy-only in host churches and in our diocesan offices. This increased our accessibility and lowered the cost of training new trainers to churches and schools. Thanks to the following for graciously hosting SGC and SGP trainer trainings in 2011: Christ Church Cathedral, Houston; Holy Spirit, Houston; Seminary of the Southwest; Christ Church, Tyler; St. Stephen's, Beaumont; St. Aidan's, Cypress (Houston); Trinity Church, Houston; Epiphany, Houston.

Cecilia B. Smith, Safe Church Minister

Older Adult Ministry

Older Adult Ministry is being renewed and rethought in the Diocese of Texas. The Rev. Canon John Newton has formed a new commission that will help us identify the challenges of forming our senior adults. Clint Capers, a member of St. Alban's, Waco, is the chair of the Older Adults Commission. The OAC's mission statement reads as follows: "Our vocation as the people of God is to come to the 'unity of the faith and of the knowledge of the Son of God, to the measure of the full stature of Christ' (Ephesians 4.13). Living into the full stature of Christ is a lifelong journey. The OAC encourages life, faith, and finishing well as we mature by providing stimulating and challenging resources for older adults." We are very excited about the future of older adult ministry under the leadership of this newly formed diocesan commission.

Clint Capers, Chair

50+

January 12 Car & Telephone museum – 24 people
January 15 Annual report luncheon games day 63 people
January 22 Nacogdoches, TX. Millard's Cross, Visitors Center, Christ Church – 22 people
February 5 St James House. Brought gifts and played Bingo with residents – 11 people
March 5 San Antonio, TX. River Walk, Boat Ride and SAS shoe factory – 34 people
March 19 Galveston, TX. Work day at St. Vincent's – Provided plants, took tools and cleaned flower beds and cleaned up area. Provided 78 Hamburger meals
April 8 St James House. Brought gifts and played Bingo with residents – 9 people Brought Easter cut outs for those unable to play bingo.
May 11 College Station, TX. Tour Messina Hof Winery and Martha's Bloomers – 18 people
June 2 Tran star Center and Bible Museum – 24 people
July 23 Galveston, TX. The Reedy Chapel and Paddle Wheel Boat ride – 35 people
August 13 Galveston, TX. Historical Driving Tour – 18 people
August 27 Christ Church Cathedral and Minute Maid Park – 26 people
September 10.. Dayton/Liberty, TX. Sam Houston Regional Library & Research Center – 17 people
September 24.. Austin, TX. Bob Bullock Museum and the Capitol – 32 people
October 15 San Antonio, TX. River walk and shopping – 24 people
October 8 Schulenburg, TX. Tour of painted churches – 22 people
October 22 Galveston, TX. Work Day at St. Vincent's House. Provided and painted play stations and art work, donated four cases of can goods for the food pantry, and provided hamburger meal for 80 recipients – 31 people
November 12... Austin, TX. Bob Bullock Museum and George Washington Carver Museum – 18 people
November 12... Garage Sale to make money to buy Bingo prizes. Made \$ 505.00

December 3..... Annual Christmas Luncheon at Trinity Church Honoring the retirement of Rayford High. Honoring Rev. Garrett Wingfield and Rona Drake for their work with 50+
December 16... College Station, TX. Santa's Wonderland
December 17... San Marcos, TX. Christmas shopping
December 17... Sugar Land and Richmond, TX. Dinner at Kelley's Restaurant and tour of Christmas lights in Pecan Grove and the Richmond State School
Working on Senior Information Fair for May 8, 2012, at St. Martin's.

Barbara Groves

Deaf Ministries

(No Report Received)

Chaplains to the Retired – Austin Area

(No Report Received)

Chaplains to the Retired – Houston Area

These incredible servants have given much and served with distinction over the course of many years. They hold dear many instances of pastoral care the outside world will never know, could hardly imagine and would cherish. They have embraced the joy and pain of servant ministry. These are retired clergy, their spouses, and widows. Within our diocese, 381 of these special individuals now reside. About half of them live in the Houston area. The chaplains to the retired seek to let them know they are valued, remembered, and thanked. We do this through calls, cards, and visits. Many of the retired clergy continue to offer valuable service by assisting, supplying, and serving as interims.

Through the annual retreat for the retired, many of the retired gather, enjoy social interaction, and gain insights. They receive health screenings provided by St. Luke's Episcopal Hospital, insurance information, and the opportunity to laugh and grow. We invite the retired clergy from the Diocese of West Texas to join us.

We offer to each of the retired our caring and respect as they have surely earned both.

Ben Shawhan, Chaplain
Jim Alcorn, Chaplain

Chaplains to the Retired – Northeast and Southeast Convocations

These two convocations comprise the eastern portion of the Diocese of Texas, from Jefferson in the north to Port Arthur in the south. The Church Pension Fund reports that there are 49 clergy persons, their spouses and surviving spouses living in this area. Of this number, 21 are retired clergy and their spouses of the Diocese of Texas, 5 are surviving spouses of the clergy of the Diocese of Texas, 19 retired clergy and their spouses are outside of the Diocese of Texas, 4 are surviving spouses of clergy outside of the Diocese of Texas. We had two deaths during the year. Annie Kirk (Koonah) Murray died on December 6, 2010. She was the surviving spouse of the Rev. Jack Murray, late rector of Christ Church, Nacogdoches. Jane Routh Nickle died on January 13, 2011. She was the surviving spouse of the Rev. Dyson Nickle, late vicar of St. John's, Center, and the daughter of the Rev. Joe Routh, late Rector of St. Philip's,

Palestine. Two notable additions were made: the Rt. Rev. Rayford B. High, Jr. retired, adding the Bishop and his spouse, Pat, to our community.

The Chaplains of Provinces V, VI, and VII held their annual meeting at Camp Allen on October 18-20, 2011. The representatives of The Medical Trust gave a report on changes and additional coverage for 2012 in our Health Insurance. The speaker presented a program "Growing Old Gracefully."

The Annual meeting of the Retired Clergy, Spouses, and Surviving Spouses was held at Camp Allen, May 3-5, 2011. A St. Luke's Hospital team did health screening. Debra Klinger presented a report on Health Insurance. Bishop Doyle and his wife Jo Ann spent a morning with us. The Bishop spoke about future plans and hopes for the diocese and answered questions from the group.

Contact is made with families through home, hospital and nursing home visits, telephone, e-mail, and church services and meetings.

This ministry is a real joy, and I am blessed to be able to exercise it.

Jack D. Russell, Chaplain

St. James House

(No Report Received)

Community of Hope

(No Report Received)

Ubi Caritas Health Ministries

a healing ministry of the Episcopal Church

Proud Past, Bright Future

This coming year we will celebrate our 15th anniversary. The same passion that drove board, staff, and volunteers to seek to improve community health by opening a medical clinic for the uninsured and low income still burns today. Originally we asked how would we advance community health and well being? Originally, the Ubi Caritas goal was to determine how they could simply advance community health and well being, but what they weren't prepared for was the depth of what they would eventually stand for in the community. One of their nurses put it best when she said, "You know everyone. You cry when they are ill and sob when people die. After a while, we all realized we were family. Investing in others is how we advance community health."

In 1997, when Ubi Caritas first began, a handful of local Episcopalians came together to address the poor health outcomes that plagued the uninsured and underserved living within and surrounding the Southeast Texas town of Beaumont. It was obvious at the time that hospital emergency rooms were serving as the only form of health care for a significantly large population.

It was through Episcopal Health Charities (EHC), that a unique start-up grant was established to support the ministries' initial program needs, followed by a significant grant to purchase and renovate a building, which eventually became the Ubi Caritas clinic. Eight years ago, additional help from Mission Funding allowed the organization to enlist the help of the community and other foundations. For every dollar EHC and the diocese have invested, Ubi Caritas has raised fifteen more to support the health care needs of the community.

In the ever-changing health care environment, Ubi Caritas continues to seek additional support to expand services to the uninsured. A recent Gallup Poll indicated that the Beaumont/Port Arthur area had the 4th highest number of uninsured per capita, placing a significant challenge on the clinic to continue to enlist new partnerships and seek to develop community collaborations to address needs.

In 2008, a new \$1.4 million Ubi Caritas clinic was built by developing unique government and private sector partnerships. The old clinic was renovated to serve as a dental program, and Ubi Caritas moved from being a neighborhood ministry to a full-scale community health provider. Clinic services doubled in almost six months upon opening the new facility, and the board and staff scrambled to find resources to support the increased demand. Christus Health became a significant partner in helping to cover the cost of additional staff.

In the new era of integrated health care, accountable care organizations, patient-based medical homes, and health care reform, Ubi Caritas continues to strive to give their patients the newest advancements in the health industry in spite of their underinsured status. At the end of 2009, a leap of faith and a significant resource collided at just the right time to help the clinic integrate an Electronic Medical Records system. Being able to import lab results, diagnostic images, and hospital discharge summaries into the patient's record is invaluable in creating the best medical home possible for patients. The ability to create flow sheets and graphs for data, such as blood pressures, lab results, weight, and medication helps provide consistent health education and monitoring, resulting in better patient compliance.

An Ubi Caritas staff member recently had an encounter with a patient that emphasized just how much patients value services provided by the center. The staff member shared that a male patient began coming to the clinic in 2002. At the time, he didn't have any health problems but wanted to be established with a health care provider in case he got sick and needed to be seen. He has since found out he has high blood pressure and anxiety due to stress from being laid off. He said that he didn't know what he would have done if not for Ubi Caritas. He said he had watched the clinic grow like a tree and branch out, but never once felt like he hadn't received personalized care...expressing that he felt important coming to such a nice and modern facility to receive medical care even though he didn't have insurance.

With the help of foundations, the diocese, grants, corporate and individual giving Ubi Caritas can continue planting seeds of hope and continue to be a vital force for healing in the community they serve. Today, over 18,500 people list Ubi Caritas as their medical home, and the clinic provides over \$500,000 of charity care each year.

Ubi Caritas is Latin for "place of mercy," and in 15 short years the healthcare provider has become the charity of choice in the community. Each year new partners are added, some small and some large, but each joining with the same passion the clinic originally had to serve others in need.

Clark Moore, Executive Director

Department of Chaplaincy Services – St. Luke's Episcopal Health System

"We will not build just another hospital that would be a betrayal of our commission as a Church of God. We shall build a Church Hospital, in which all of the mountain moving powers of faith, and prayer, and human skill can be brought to bear upon individuals in need. It will be a hospital in which the Chapel will

stand close to its very heart, it will be a witness to a gallant and decisive fact of human experience, namely that, we are children of God...”

—The Rt. Rev. John E. Hines, Bishop of the Diocese of Texas, 1955–1964

The Chaplains of St. Luke’s Episcopal Health System send you greeting! We are pleased and honored to be able to partner with you in providing the best possible care of patients, family members, and parishioners who come into one of St. Luke’s Hospitals or health care institutions.

For nearly fifty-eight years, the Chaplains of St. Luke’s have been an essential part of the culture and care provided to our patients. Chaplaincy Services provide resources to patients, family members, caregivers, staff, and the congregations of the Episcopal Dioceses of Texas. Our reputation at St. Luke’s extends well beyond the boundaries of the Texas Medical Center and the Diocese of Texas. This positive and exceptional look to the future is due in large part because of the unique high-quality care and excellent staff that we have enjoyed over the decades.

The recruitment for high-quality staff continues today. As we continue to grow the health system, and as “baby boomers” continue to look forward to retirement, new qualified Chaplains are needed. We have openings for those who are called by God to the ministry at the bed side in the health system. This year we have the Rev. Steve Ferguson and the Rev. Richard Houser III as Fellows in our program. These Chaplains along with the Rev. Mark Crawford, the Rev. Ann Brotherton, the Rev. Lillian Hyde, and I represent the Episcopal clergy here in the Medical Center, providing daily pastoral care to patients and staff, some of whom are your parishioners.

The Rev. Randall Trego, with Barbara Carmichael, are Chaplains at St. Luke’s The Woodlands Hospital. They have a warm and fulfilling ministry as they oversee the pastoral care of the patients in The Woodlands area.

We have the Rev. Byron Gingrich as our Chaplain along with the Rev. Antonio Marquez who serve the patients and staff at our hospital in Sugar Land. The Rev. Connie Wolfe staffs our hospital at the Vintage, off of Highway 249 in Northwest Houston. Connie is enjoying her ministry as she continues to develop a robust Chaplaincy program at the hospital. Please take a moment, when you see her, to ask Connie about the wonderful activities she oversees at the Vintage Hospital. If you would like to volunteer in any of our hospitals please do not hesitate to contact me for further information.

It is a privilege to be the Director of Chaplaincy Services for St. Luke’s Episcopal Health System for another year. It has been a lifelong dream of mine to be a part of the best health care system in the country and to work collegially with our Bishop and chair of the hospital board, the Rt. Rev. Dena Harrison. It is also my honor to work with you; when you come in to see a parishioner, please stop by my office to have your parking validated, and to catch up for just a moment. It is my honor to serve you and the Diocese of Texas.

Gary H. Jones, Director

Division of Spiritual Formation
(No Report Received)

VIII. BOARDS OF DIOCESAN INSTITUTIONS

Episcopal High School (No Report Received)

Episcopal Theological Seminary of the Southwest

Seminary of the Southwest is preparing to observe its 60th Anniversary in 2012, and it is blessed by continued strength of program for divinity and lay students and by increased support from alumni, friends, and congregations for its future mission.

“At a time when seminaries are in fairly dramatic evolution due to financial pressures and dwindling enrollments, Seminary of the Southwest is blessed by its highest enrollments and highest annual fund receipts in its nearly 60-year history. I give much credit to our outstanding faculty who are educating and forming mature Christian leaders for the Church and society.”

Enrollment

A total of 135 students enrolled at Seminary of the Southwest for fall 2011. The 47 ordination track students are from the following dioceses: Alabama, Central Gulf Coast, Dallas, Fort Worth, Iowa, Kansas, Michigan, Mississippi, New York, North Carolina, Northwest Texas, Oklahoma, Olympia, Southeast Florida, Southern Florida, Southwest Florida, Texas, Vermont, West Missouri, West Texas, and Western Michigan.

Sixty-five percent of students receive financial aid for tuition through the seminary's scholarship aid and work programs.

Faculty

The Rev'd Dr. Cynthia Briggs is Academic Dean, and the Rev'd Micah Jackson is Dean of Community Life. Eleven highly qualified, mature Christian scholars hold permanent faculty positions in Old and New Testament, Church History, Christian Theology, Christian Ethics and Moral Theology, Liturgics and Anglican Studies, Preaching, Church Music, Contextual Theology for Ministry, Christian Formation, and Hispanic Church Studies.

Over 30 professionals from the Austin and San Antonio areas teach in the seminary's Center for Christian Ministry and Vocation and in The Online School for Spirituality and Mission.

Board of Trustees

The Rt. Rev'd Dena Harrison, Chair, Diocese of Texas

The Rev'd Lisa Mason, Treasurer, Diocese of Texas

Ms. Stacy Morales, Secretary (non-voting member), Seminary of the Southwest

The Rt. Rev'd C. Andrew Doyle, Ex. Officio, Diocese of Texas

Members: The Rev'd Dr. Jay Alanis (non-voting member), Lutheran Seminary Program in the Southwest; the Rev'd Dr. Michael Attas, Diocese of Texas; the Rev'd Susan Barnes, Diocese of Texas; Ms. Fredricka Brecht, Diocese of Texas; Ms. Carrielu Christensen, Diocese of Texas; the Rev'd Dr. Bob Dannals, Diocese of Dallas; Mr. Dick Davis, Diocese of Northwest Texas; Mr. Darin Digby, Diocese of West Texas; Mrs. Suzan Fenner, Diocese of Dallas; Dr. David J. Fine, St. Luke's Episcopal Health System; Ms. Christine Hertlein, Student Representative (non-voting member), Seminary of the Southwest; the Rev'd Christopher Jambor, Diocese of Fort Worth; the Rev'd Patrick Miller, Diocese of Texas; Mr. Ron Ogden, Diocese of Rio Grande; the Rt. Rev'd

David Reed, Diocese of West Texas; the Rt. Rev'd Gregory Rickel, Diocese of Olympia; the Rev'd Kathleen Russell (non-voting member), Seminary of the Southwest; the Rev'd Kathryn Ryan, Diocese of Dallas; Mr. Robert Schorr, Executive Chair, Diocese of Texas; Dr. Robert Schwartz, Diocese of West Missouri; the Very Rev'd Douglas B. Travis, Ex Officio (non-voting member), Seminary of the Southwest

Alumni

Southwest graduates are ministering in 50 states and 23 countries. Our more than 1,000 graduates serve as priests, counselors, authors, healers, and missionaries. They lead dioceses, direct the spiritual growth of children, guide the church in faithful service, or maintain a beacon of faith in unstable corners of the globe.

Advancement

Seminary of the Southwest is in year three of a major gifts campaign to address the needs for faculty endowments, scholarship endowments, and annual fund. The campaign goal of \$15.9 million is expected to be reached in 2012. The Rt. Rev'd Claude E. Payne is the honorary chair of the campaign.

Commencement 2011

The graduating class of 2011 included 10 graduates prepared for ordained ministry and 11 graduates who earned degrees in religion, pastoral ministry, chaplaincy, and counseling. As in recent years, the student body included a priest from the diocese of Peshawar, Pakistan, for one year of studies. The Rt. Rev'd Greg Rickel delivered the commencement address, and we gave a doctor of humane letters to Robert M. Ayres, Jr.

Lecture series

Distinguished scholars and leaders in the church deliver the three annual lecture series on the campus. The Payne lecture, hosted by the trustees to honor Bishop Claude Payne, featured Reggie McNeal, missional leadership specialist and author of *Missional Renaissance, Changing the Scorecard for the Church* in February 2011. The Harvey Lectures, hosted by Southwest students, occur in March, and Phyllis Tribble, professor of biblical studies at Wake Forest University School of Divinity was the speaker. Blandy lectures, organized and hosted by Southwest Alumni, featured Brother Curtis Almquist, former superior of the Society of St. John the Evangelist, who spoke to alumni, students, and friends in September 2011.

Details about the seminary's programs, faculty, and news are at www.ssw.edu

St. Luke's Episcopal Health System

During the 2011 St. Luke's Episcopal Health System Board of Directors Annual Retreat at Camp Allen, the theme, "Stronger Together," was introduced. As a System, St. Luke's has had a year of robust growth and improvement while preparing for substantial challenges ahead due to changes in national and state health policy. Such achievements would not be possible without the grace of God and the tireless dedication of our Boards of Directors, Leadership Teams and the hard work of our more than 6,800 System employees.

On behalf of all those who meet the needs of our patients every day, I am privileged to present this summary of 2011 achievements to the Episcopal Diocese of Texas.

ST. LUKE'S EPISCOPAL HEALTH SYSTEM (SLEHS)

St. Luke's Episcopal Health System is steadfast in providing *Faithful, Loving Care*[®] to communities throughout Greater Houston. Each and every member of the St. Luke's Family is dedicated to ensuring that our tradition as a healthcare leader continues.

***Faithful, Loving Care*[®]**

- The *Faithful, Loving Care*[®] (FLC) Steering Committee meetings, chaired by past SLEHS Board Member David Weekley, are held quarterly.
- The Health System is in the third year of its *Faithful, Loving Care*[®] journey. Since 2009, multiple initiatives have been deployed and System employees are continuously working toward consistency and hardwiring excellence. Two major initiatives are being implemented System-wide in the area of patient satisfaction:
 - **Hourly Rounding**, a proactive approach by St. Luke's clinical staff to meet the health needs of our patients, had a significant impact on patient satisfaction, quality and preventing falls.
 - **Discharge Phone Calls** are placed to St. Luke's patients as an extension of the care they receive in our hospitals. Patients are asked questions related to their recent hospital stay. The System achieved a 93 percent attempt rate for the number of patients who were called. A 65 percent completion rate was achieved throughout the System, which represented how many patients were actually spoken to. St. Luke's Episcopal Hospital is the System leader for discharge phone calls with an 82 percent completion rate.
- The momentum of the past two years to develop the skills of System executives continues through Leadership Development Institutes. Now, the same education and development opportunities are offered to SLEHS supervisors at Supervisor Development Institutes.

Accreditation

In 2009, St. Luke's Episcopal Hospital was one of the first large, academic hospitals to seek accreditation from Det Norske Veritas (DNV). Since that time, it has become clear that DNV's processes and philosophy are more aligned with the Health System's purpose, *Faithful, Loving Care*[®], than The Joint Commission (TJC). Five of the six St. Luke's Episcopal Health System hospitals have made the transition from The Joint Commission accreditation to DNV-only.

Human Resources

Organizational Development

For 2011, the System's Department of Organizational Development (OD) focused on a number of key priorities based on St. Luke's business goals:

Employee Engagement

A new campaign, the “EN” Crowd, was created to ENcourage employee participation in the 2011 Employee ENGagement Survey. More than 81 percent of SLEHS employees responded. Departments with 100 percent survey participation received special appreciation gifts.

Performance Management

- Created and implemented 30- and 90-Day New Hire Review, SLEH RN Annual Review, and Mid-Year Performance Conversation.

- Implemented System-wide Online Annual Performance Reviews for employees and managers.

Benefits & Compensation

Spirit of Wellness Program

- To encourage employees to become and remain healthier, the *Spirit of Wellness* program incentives were revamped to help offset the increase in medical premiums for 2012:
 - Onsite health screenings were offered at System facilities at no cost to employees and their enrolled spouses.
 - Each employee was eligible for a one-time \$100 reward for completion of the online CIGNA Health Risk Assessment.
 - Employees can earn Wellness Credits, up to \$40 per paycheck, toward decreasing their medical coverage costs.

- The System’s prescription provider, Medco, now offers employees a free pharmacy app for their smartphones. The app offers drug safety alerts, schedule reminders and a virtual prescription ID card.

- Cigna Health Plan participants now have access to Healthy Pregnancies, Healthy Babies, which is a comprehensive maternity program that includes pre-conception and prenatal education through print and online tools, incentives and individualized care plans.

Information Technology

In the evolving 21st century healthcare market, SLEHS executive and physician leaders are pursuing a fully integrated clinical software suite for the Health System with the adoption of a new health information technology strategy. Information Technology Services hosted a two-day event in August for all SLEHS medical staff and employees to explore the benefits of EPIC, an integrated patient care environment. More than \$50.0 million will be required to achieve full implementation of the new System, which promises substantial enhancements to patient outcomes.

Community Outreach

SLEHS was the second-largest participating organization at the Komen Houston Race for the Cure in October. More than 230 employees, friends and family were volunteers and race participants. In addition to being a race sponsor, St. Luke's supported the breast cancer awareness cause by raising more than \$11,000 in donations.

Development/Fundraising

The Office of Development surpassed the \$1 million mark in its fundraising efforts in 2011 and has made great strides through its various activities:

St. Luke's Foundation for Fundraising

As of October 4, the St. Luke's Foundation has been "organized and shall be operated exclusively for charitable, religious, educational and scientific purposes as defined in section 501(c)(3) of the Internal Revenue Code of 1986." Recruitment for an expanded Board of up to 21 members is beginning.

Direct Mail Raises More Than \$70,000

- For all of fiscal year 2010, Development raised \$108,700 from 320 households. As of the publication of this report, direct mail appeals have raised \$74,405 from 680 households, which includes gifts from 665 donors, totaling \$66,340, for The Nursing Excellence Fund. As a result, Development has successfully matched a very generous \$50,000 challenge gift from the Tellepsen Family through the spring and early summer direct mail appeals. This match inspired 514 new donors to give to St. Luke's—including a \$10,000 gift from a grateful patient who had not made a previous gift to the hospital.
- Thanks to the generosity of the Tallerine Family, who also issued a challenge grant of \$50,000, Development has used this same approach for the second wave of its direct response program. The November appeal was sent to more than 235,000 prospective donors and patient families.

SLEH Speakers Series

In July, 67 guests attended Development's first "friendraiser" event outside of the Houston area, hosted at the home of Jana and Scotty Arnoldy in Aspen, Colorado. Thanks to the leadership of the Arnoldys, as well as co-chairs Nancy Dunlap and Kathy and John Orton, the gathering was a great success. The focus of the event was to increase awareness of the outstanding work that takes place daily at SLEH, connect with community leaders and strengthen St. Luke's fundraising efforts. Featured speaker, Michel E. Mawad MD, Director of the Neurovascular Service, spoke about the proactive approaches St. Luke's takes to ensure that high-quality care is provided to its patients. Dr. Mawad and his colleagues are highly regarded for their expertise in the treatment and diagnosis of strokes, aneurysms and other neurological conditions.

President's Dinners

David J. Fine, Health System CEO, and his wife, Susan, hosted three President's Dinners at their home. At one event, Linda and Jerry Fields committed a generous second gift to bring their combined contribution to \$150,000 toward the purchase of a

new mobile coach for St. Luke's Blood Center. In addition to playing a vital role in collecting blood donations for patients throughout the Greater Houston area, the Fields' gift will replace a coach that was purchased in 1987 and has vastly exceeded its useful life. Daniel Yoshor MD, Chief of Neurosurgery, and John Goss MD, Surgical Director for Liver Transplant, were featured presenters at the dinners.

Philanthropy Workshop

Nearly 80 Board members, CEO Council members and Development staff participated in a Philanthropy Workshop in September. Generously underwritten by SLEHS Board Member Scotty Arnoldy, the workshop content was derived from research into donor motivation, grateful patient and family concepts, donor communication strategies and ethical considerations in engaging patients and their families. The interactive session provided hands-on opportunities on how to identify and engage prospective donors in charitable giving discussions.

Capital Campaign Preparation

Development has engaged the firm Marts and Lundy—one of a handful of top-notch fundraising consultants in the nation—to provide counsel as St. Luke's increases its capacity in preparation for a major capital campaign.

St. Luke's Online

- SLEHS's Web Center launched StLukesPMC.com for the newly acquired St. Luke's Patients Medical Center in Pasadena.

- A new video player feature and calendar of events was added to all SLEHS Web sites. Videos include patient stories, media interviews and patient and physician interviews. The calendars promote System-wide events, including free health screenings, seminars, healthy cooking demonstrations and support group meetings.

- Keeping up with the latest advertising and marketing strategies, St. Luke's has incorporated "Quick Response (QR)" tags on various marketing ads. The tags allow the public to scan the code with their smartphones, which takes them directly to a SLEHS Web site to obtain additional information or register for an event.

- St. Luke's continues to post daily Twitter updates, or "tweets," for all SLEHS facilities. Tweets include news, patient stories, upcoming events and general health-related articles.

Leadership Transitions

Debbie Mahannah, Vice President and Chief Human Resources Officer, SLEHS, will retire effective December 31. Her 20-year St. Luke's career was characterized by five promotions from her initial position in the St. Luke's Family as Senior Employee Relations Representative. Ms. Mahannah will assist SLEHS President and CEO David J. Fine in a part-time capacity with the Anglican Health Network in Africa.

Financial Matters

Net Patient Revenues

Total projected revenue for St. Luke's Episcopal Health System is expected to reach \$1.30 billion in 2011.

Number of Employees

More than 970 new hires joined the St. Luke's Episcopal Health System Family bringing the total number of employees in 2011 to 6,884.

Charity Care

In 2011, St. Luke's Episcopal Health System provided charity care valued at \$82.3 million for services to patients who are unable to pay for the services they have received.

Uncompensated Care

St. Luke's Episcopal Health System also absorbed in excess of \$106 million in bad debt as a result of services provided to patients who failed to pay their bills. This reflects a seriously adverse trend due to national economic conditions.

Standard & Poor's Credit Rating

Standard & Poor's affirmed St. Luke's Episcopal Health System's 'AA-' rating, with stable outlook. The 'AA-' long-term rating reflects St. Luke's improved balance sheet and continuing improvements in operating margins. As noted by S&P, this long-term rating also reflects:

- "St. Luke's sound business position as one of Houston's most renowned institutions, with additional delivery locations in growing suburban metropolitan service areas that have bolstered market presence, and increased patient volumes across the Health System."
- "Diverse physician relationships, including those with St. Luke's private practitioners, Texas Heart[®] Institute, Kelsey-Seybold medical group and academic providers from both Baylor College of Medicine and The University of Texas Medical School at Houston."

ST. LUKE'S EPISCOPAL HOSPITAL (SLEH)

- In its annual survey of "America's Best Hospitals," *U.S. News & World Report* ranked St. Luke's among the top healthcare institutions in the nation in six major areas of care. Texas Heart[®] Institute (THI) at St. Luke's Episcopal Hospital was recognized for the 21st consecutive year in the top 10 for Cardiology and Heart Surgery. Number four overall, THI is the only heart center in Houston, and the Southwestern United States, to be listed among the top five in its category. St. Luke's also ranked among the nation's top 50 in Diabetes and Endocrinology (35); Ear, Nose and Throat (43); Gastroenterology (30); Geriatrics (37); and Urology (31).

- As SLEH faces the difficult challenges of an evolving healthcare environment, the need to improve the patient and physician experience through improved operations will be critical.
 In March, SLEH signed a comprehensive agreement with GE Healthcare to implement a new generation of patient flow policies and procedures. This 18-month engagement will include new technology to facilitate improved patient throughput across the entire hospital. Efficiencies associated with these efforts are expected to reduce length of stay by nearly day, relative to national benchmarks.
- SLEH ranked tenth nationally for Medicare Case Mix Index (CMI), which reflects the clinical complexity and resource needs in the population of patients we care for. With a Medicare CMI of 2.1702, St. Luke's is in a cohort of institutions that includes Cleveland Clinic (#1), University of Pennsylvania (#4), University of Chicago (#6) and Vanderbilt (#9).
- Terry L. Wilkerson PE, was named Vice President, Facilities and Support Services, SLEH, effective June 13. Mr. Wilkerson leads Clinical Engineering, Valet Services, First Impressions, Emergency Preparedness, O'Quinn Medical Tower, Facilities Services, Security, Telecommunications, Food and Nutrition Services and Environmental Services.
- Thomas P. McIlwain MD, was named Vice President of Quality and Performance Improvement, SLEH, effective August 22. Dr. McIlwain provides leadership and guidance in the overall design, development, implementation and evaluation of quality performance improvement activities while working collaboratively with the SLEH leadership team, medical staff and SLEH's Chief Quality Officer. Additionally, Dr. McIlwain will serve as SLEH's Patient Safety Officer.
- Mary Elizabeth Jones RN, CNOR, was named Vice President, Professional Services, SLEH, effective October 10. As vice president, she is responsible for key clinical and outpatient services, which include Diagnostic and Therapeutic Radiology, Nuclear Medicine, Radiation Safety, Pathology, Pharmacy, Respiratory Therapy, Sleep Lab, Supply Chain Management and the Neuroscience Service Line.
- Richelle Webb Dixon FACHE, was named Assistant Vice President, Operations, SLEH, effective October 31. As assistant vice president, Ms. Dixon will be responsible for Ambulatory Services, which include THI Clinic, Heart and Lung Transplant Center, Heart Failure Program, Kidney and Pancreas Clinic, Kirby Glen Diagnostics & Treatment Center, Infusion, Radiation Therapy and Oncology Services.
- St. Luke's became the first hospital in Texas accredited as a Heart Failure Institute by the Healthcare Accreditation Colloquium. The accreditation is based on proficiency in managing heart failure while placing emphasis on quantity and quality of life.

- St. Luke's Women's Center is now the first imaging site in Houston and Southeast Texas to receive accreditation in Breast Magnetic Resonance Imaging by the American College of Radiology.
- St. Luke's inaugurated a Pancreas Transplant Program. Jacqueline Lappin MD, serves as surgical director and Bhamidipati V. Murthy MD, is the program's medical director. The innovative program offers patients needing a pancreas transplant, pancreas-after-kidney transplant or combined kidney-pancreas transplant.
- SLEH won LifeGift's first Donate Life Texas Registry challenge. More than 480 employees registered or indicated they were already registered to be an organ donor—translating into 10 percent of the hospital's workforce. SLEH competed against three other Texas Medical Center institutions—Memorial Hermann, Texas Children's Hospital and The Methodist Hospital in the challenge.
- St. Luke's received an Outstanding Leadership Award from the U.S. Department of Health and Human Services for its achievements in eliminating ventilator-associated pneumonia. SLEH was one of only two Texas hospitals among 37 hospital and healthcare facilities recognized, and the only Houston hospital to be recognized. The award highlights hospital efforts in the areas of prevention of central-line associated bloodstream infections and ventilator-associated pneumonia.
- The 22nd Annual St. Luke's Heart Exchange Golf Classic, held in September, raised more than \$90,000 to benefit the Heart Exchange Support Group. Doctors Denton A. Cooley, Founder and President Emeritus, THI and O.D. "Bud" Frazier, Chief of THI's Center for Cardiac Support, served as honorary chairs. Over the past 21 years, more than \$1.87 million has been raised at the annual event.

Auxiliary

- Bennie Sue Galindo was named St. Luke's Auxiliary President.
- During National Volunteer Week in April, SLEH Auxiliary's 117 members were recognized for donating 69,949 service hours in 2010—valued at \$1,494,118.
- The 15th Annual Easter project, "Food for Life," sponsored by the SLEH Auxiliary, collected food and monetary donations from employees to benefit the Southeast Area Ministries Food Pantry. The group serves eight zip codes in the southeast area of Houston, along the Gulf Freeway from Gulfgate to Friendswood and Clear Lake, and includes Western Pasadena and South Houston, an area with a high incidence of hardship.

TEXAS HEART[®] INSTITUTE (THI)

- Surgeons Billy Cohn and O.D. Bud Frazier were the first in the world to successfully implant a pulseless, continuous-flow artificial heart.

- Cardiologists at THI were the first in Houston to implement Optical Coherence Tomography (OCT), a new imaging tool that shows unprecedented detail of arteries. Used in conjunction with heart catheterization procedures, including angioplasty, OCT allows interventional cardiologists to make more informed decisions when assessing and treating arterial blockages.
- Hearts can now “talk” to physicians, nurses, medical students and others through patients’ smartphones. THI has launched the first-ever iPhone and Android application for the heart, known as the Auscultation Primer. The app, free to download via iTunes or the Android Market, extends the highly successful and unique podcast series and CD catalog of heart sounds offered by THI’s Robert J. Hall Heart Sounds Laboratory. James M. Wilson MD, THI director of Cardiology Education, is credited for creating the app.
- Four patients with end-stage heart failure received total artificial heart implants during a 12-day period at THI. The surgeries were performed by Igor Gregoric MD, Associate Chief of Transplant and Director of Mechanical Circulatory Support. The patients received the SynCardia temporary total artificial heart, approved in 2004 by the FDA following a 10-year clinical study. The device is approved as a bridge-to-transplant for patients whose hearts are failing on both sides.
- Former First Lady Laura W. Bush received the Denton A. Cooley Leadership Award at THI’s Annual Gala. The award, presented by THI’s National Advisory Council, recognizes leadership and meritorious contributions to the advancement of society. Previous honorees include Betty Ford; Michael E. DeBakey MD; Tom Brokaw; and Walter Cronkite.
- Joseph S. Coselli MD, Chief of Adult Cardiac Surgery and BCM Professor of Surgery, implanted the new Trifecta™ aortic stented tissue valve, which was designed to optimize blood flow through the heart valve. The surgery was the first in Texas performed using the new device.

ST. LUKE’S THE WOODLANDS HOSPITAL (SLWH)

- St. Luke’s The Woodlands Hospital was named one of the top 25 Regional Hospitals in the Houston metro ranking by *U.S. News & World Report*.
- Tektonic Athletic Development & Rehabilitation completed a successful relocation of its core services from Legends Sports Complex in Spring, Texas, to the Medical Arts Center II Building on the SLWH campus. Tektonic also began implementation of Gym Technik, a mobile mechanism for clients to create and monitor specific fitness, sports performance and physical therapy exercise programs.
- SLWH achieved accreditation as a Primary Stroke Center by DNV Healthcare as a result of its quality and competency in providing the highest level of immediate stroke emergency care.

- Andrew B. Starr MHA, MBA, FACHE, was named Chief Operating Officer, SLWH, and Assistant Vice President, SLEHS, effective February 28. Mr. Starr oversees Peri-Operative Services, Cardiovascular Services, Cath Lab, Physical Therapy and Athletic Development, Laboratory Support Services, Facilities, Marketing and Development.
- Ather Siddiqi MD, Pulmonologist and Chief of Medicine, SLWH, was named the 2011 Physician of the Year at St. Luke's The Woodlands Hospital. Award nominations were received by the SLWH management team based upon physicians' commitment to quality and excellence in healthcare, demonstrated level of patient-focused care, and leadership among their physician peers and patient care staff. Dr. Siddiqi is a member of the SLWH Medical Executive Committee and has been the only chief of medicine since the hospital's opening in 2003.
- St. Luke's The Woodlands Hospital treated its first patient with the newly-acquired Gamma Knife® Perfexion™ technology. As an alternative to traditional brain surgery, Gamma Knife® surgery is a well-established treatment method known as stereotactic radiosurgery, which delivers high doses of radiation to targeted areas of the brain, thereby minimizing exposure to healthy brain tissue. SLWH is the only hospital in North Harris and Montgomery County to offer the Gamma Knife® technology to the local community.
- SLWH continues its master plan expansion with:
 - Patient Tower fourth floor build-out adding 30 med/surg beds with telemetry capability, bringing the total to 184—more than doubling the capacity since the hospital's opening in 2003. The 21,800 square-foot addition is expected to be completed in May 2012.
 - Construction has commenced on an additional Medical Office Building on the SLWH campus.
 - Construction of the North Garage was completed in May. The South Garage construction has begun with expected completion by mid 2012.
- This summer, nine students were paired with physicians at SLWH and SLLH through the Medical Mentorship program to develop future healthcare professionals. The four-week program was designed to give high school juniors and seniors, as well as college undergraduates, the opportunity to directly experience day-to-day activities in a hospital environment with a mentor physician.
- SLWH hosted a community educational lecture series including “Food for the Brain” for National Stroke Awareness Month and “Coffee with the Cardiologist” covering various heart topics, ranging from hypertension to heart disease in women.

- SLWH and SLLH volunteers were honored in April at the annual Auxiliary Awards Luncheon that recognized the more than 29,000 service hours donated by volunteers at both hospitals in 2010, valued at \$600,000. Eighty-four SLWH volunteers also were recognized for reaching milestones in their hours of service.

ST. LUKE'S SUGAR LAND HOSPITAL (SLSL)

- Bryan J. Hargis MBA, CPA, FACHE, was named CEO of St. Luke's Sugar Land Hospital and Vice President of St. Luke's Episcopal Health System, effective March 1. Mr. Hargis is accomplished in leading mid-sized community hospitals to prominence and good financial health.
- On April 18, the SLSL Board of Directors approved Management's proposal to extend a rescission offer to all Class A Partners who were given a choice to sell back their shares for their initial investment plus compound interest, as provided by Texas law. The rescission offer at St. Luke's Sugar Land successfully closed on July 11 and the hospital will be reorganized as a not-for-profit St. Luke's facility, effective January 1, 2012.
- Frances Lerma RN joined SLSL as Chief Nursing Officer and Assistant Vice President, SLEHS, effective June 1. Ms. Lerma is a proven leader in the healthcare industry with more than 30 years of progressive management experience and a successful outcome-oriented track record.
- SLSL experienced a successful DNV survey in April—the first survey for the hospital.
- SLSL was a sponsor of the annual American Cancer Society Relay for Life, held in Sugar Land. The event gave community members the chance to celebrate the lives of people who have battled cancer, remember loved ones lost and fight back against the disease.
- In celebration of National Volunteer Week in April, SLSL volunteers were recognized for their great efforts in donating 8,376 service hours in 2010—valued at \$178,911.

ST. LUKE'S LAKESIDE HOSPITAL (SLLH)

- In September, St. Luke's Lakeside celebrated its second birthday providing Orthopedic and Spine Care, Sports Medicine and Cardiology services.
- St. Luke's Lakeside was recognized as one of *Modern Healthcare* magazine's "Best Places to Work in Healthcare." SLLH was the only Houston-area hospital recognized on the nationwide list of healthcare organizations.
- SLLH continued to lead the System in patient satisfaction scores with a 2011 YTD inpatient score of 88.9 percent.

- The Trans-Radial Approach for cardiac catheterizations is being performed by several of the cardiologists at SLWH and SLLH—they are among only five percent of cardiologists in the U.S. to offer this procedure. This unique technique allows the cardiologist to use the radial artery near the wrist as an entry point into the body, rather than the femoral artery in the leg/groin area.

ST. LUKE'S HOSPITAL AT THE VINTAGE (SLHV)

- St. Luke's Hospital at The Vintage (SLHV) held its grand opening in January. More than 200 guests attended. The event included the consecration of the All Saints' Chapel performed by Bishop Rayford B. High Jr. and dedication of the hospital lobby as the David M. Weekley Atrium.
- The SLHV Family has grown to 424 employees and currently has 218 physicians on staff. With this growth, SLHV has opened two new medical/surgical units, extended outpatient testing hours and expanded specialty services.
- In March, SLHV opened a new cardiac catheterization lab. The new technology will provide high-resolution digital images of coronary artery function to help physicians identify and correct any blockages or defects.
- In October, SLHV launched its spine surgery program. Using the latest equipment and minimally-invasive surgical techniques, physicians will be able to correct many spine abnormalities and conditions with minimal scarring and shorter recovery times.
- Steven Stern MD, Obstetrics and Gynecology, was welcomed as the first physician to office at Medical Office Building (MOB) located on the SLHV campus. Currently, there are multiple physicians, representing a wide range of specialties, with plans to relocate to the MOB.
- The SLHV Emergency Department made great strides in becoming the emergency care provider of choice in the Northwest Houston community:
 - Seeking accreditation as a designated Chest Pain Center and stroke certification.
 - Serving as an official Sexual Assault Nurse Examiner site—the only facility in Northwest Houston to provide this service 24 hours a day, seven days a week.

ST. LUKE'S PATIENTS MEDICAL CENTER (SLPMC)

- A Rededication Ceremony was held in February to introduce SLPMC (Pasadena) to the Health System. The Right Reverend Dena A. Harrison, Bishop Suffragan presided.
- The St. Luke's Patients Medical Center Family has grown to 480 employees and currently has 284 physicians on staff.

- SLPMC’s Emergency and Marketing departments have made tremendous strides in building relationships with the surrounding community’s EMS departments. The number of visits to the emergency department has increased by 24 percent as a result of these efforts.
- Cath Lab admissions have increased 26 percent since joining St. Luke’s Episcopal Health System.
- SLPMC is meeting the needs of its community through educational outreach programs and services, including health and wellness fairs, an educational series for disease prevention and sponsorships of various community events, including:
 - City of La Porte Health & Safety Fair
 - DOW Chemical Deer Park Complex Health & Safety Fair
 - Pasadena Independent School District Health Fair
 - City of Pasadena Police Department Fallen Heroes Fun Run (Sponsor)
 - McDonald’s Texas Invitational Basketball Tournament (Sponsor)

ST. LUKE’S EPISCOPAL HEALTH CHARITIES (SLEHC)

Advancing community health and targeting the prevention of disease among the underserved by bringing together the ministry of the Episcopal Diocese of Texas and the healing mission of the Health System has been the vision of St. Luke’s Episcopal Health Charities since its founding in 1997. To date, SLEHC has awarded \$82 million through more than 1,649 grants to 365 nonprofit health service programs in Southeast Texas.

Operations

In March, a new SLEHC Web site, slehc.org/, went live after a year of planning and design. The interactive portals for Project Safety Net and the Breast Health Portal allow visitors to customize data for use in health planning. The site permits streamlined delivery of information to various visitors including researchers, planners, providers, peer funders and those seeking health services for themselves or clients. The upgraded interactive portals will include the 2010 U.S. Census data as it is made available. In addition, the site will feature video clips that aid in explaining the unique nature and impact of the Charities’ research-informed grantmaking. Plans are currently underway to take Project Safety Net into the other 56 counties of the Episcopal Diocese of Texas.

Grantmaking

- The Charities received 94 grant proposals in 2011. Seventy-two grants were awarded, totaling \$3,138,704 million, to programs within the Diocese. Program Areas include:

Advocacy	\$ 65,000
Social Health	\$ 676,376
Homeless	\$ 569,829
Mental Health	\$ 189,700

Dental Health	\$ 81,000
Pharmaceutical Assistance	\$ 60,300
Community Health	\$1,046,999
Federally Qualified Health Centers	\$ 449,500

- The Episcopal Homeless Initiative’s (EHI) Partners in Stabilizing Lives was awarded a \$1.25 million grant from the Homeless Housing and Services Program in 2010. At the conclusion of the grant in August 2011, the partnership reported serving 2,405 clients through extensive and volunteer case management. Thirty-four volunteer case managers successfully completed training and are now active within the partnering organizations. Through this expansion of staff and volunteer training, The Beacon, Palmer Way Station and Community of the Streets have provided housing assistance to 1,103 clients.

- The Grantmaking Team held its 2011 Nonprofit Leadership Conference: *The Art and Science of Collaborative Leadership* at Camp Allen in May. The conference included panel discussions on proven collaborative tactics and solutions to challenges that embody the “art and science” of collaboration. Participants were shown how “big ideas” can be realized with meaningful dialogue and collaborative brainstorming. Since the first conference in 2007, attendance has grown from 35 participants to 100 Executive Directors, Board members and funders from 34 local, state and national nonprofit community partners.

- In March, the Hogg Foundation asked SLEHC to assess 10 grant applications from Harris County organizations that were requesting funding for mental health services. The Charities selected the program proposed by Metropolitan Houston and NAMI West Houston. NAMI’s Parents and Teachers as Allies program is a national demonstration project to train more than 300 school professionals and parents in Houston’s Sunnyside neighborhood. Parents and teachers will learn how to work together to identify the warning signs of mental illness in children and adolescents, and where to find treatment in the community.

- The Charities announced the formation of the Center for Collaborative Leadership at the Bishop’s Leadership Council Dinner in October. The Center will house SLEHC’s existing grantmaking and stewardship functions and build capacity to work collaboratively through an innovative approach to nonprofit leadership development and education. The new “Collaborative Leadership Program” will develop nonprofit leaders throughout the Episcopal Diocese and through its global partnerships.

Leadership

Mr. Jonathon Clarkson, Luisa Franzini MD, and the Rev. Susan Kennard joined the SLEHC Board of Directors.

Community Leadership Award

In October, the Bishop's Leadership Council named David S. Buck MD, MPH, as the 2011 Community Health Leadership Award recipient for his dedication to improving the health of homeless and underserved populations for the past 14 years. In 2000, he founded Healthcare for the Homeless – Houston (HHH), a consortium of more than 30 community-based agencies, clinicians, educational institutions and public organizations that work together to increase the quality of healthcare for the homeless. In the past year, HHH has served more than 10,000 homeless men, women and children through its clinics, outreach initiatives and support services.

Community-Based Research

- The Charities research staff submitted six abstracts accepted for presentation at the international conference, Community-Campus Partnership for Health: Community University Expo 2011 “Bringing Global Perspectives To Local Action.” The May conference was held in Canada.
- The SLEHC research team was awarded an additional \$10,000 grant from The Texas Annual Conference of the United Methodist Church to supplement ongoing research in Houston's Sunnyside neighborhood. The purpose of this initiative is to build sustainable, community-level improvement in the mental health of underserved minority children and families. The grant was used to host a conference for 47 Houston and Galveston clergy, other religious professionals and community partners for Psychological First Aid training.
- The Charities completed an evaluation on behalf of The Harris County Healthcare Alliance, which is a non-profit membership organization established in 2006 that addresses access issues in the county's healthcare system. The Alliance's vision is that Houston/Harris County will have a comprehensive, coordinated system that meets the healthcare needs of its residents. The evaluation was led by Jeanne Hanks DrPH, SLEHC Community Liaison.
- For the third year, the SLEHC research staff completed an evaluation of the Teen Leadership Forum hosted by the AIDS Foundation Houston. The forum takes youth that have aged out of the Camp Hope system and prepares them to transition into their young adult lives. This year, led by SLEHC Research Assistant Desiree Johnson, a youth empowerment model was implemented. The resulting report allows organizers the opportunity to enhance their programming to meet the needs of the youth they serve.
- Two interns successfully completed SLEHC's summer internship program, underwritten by a gift from SLEHC Board Member Judy Tate, and husband Charles. The students, one from the University of Chicago, and the other from the University of Houston, were selected to participate in the newly reorganized program that allows the interns a holistic view of Charities activities.

Community Outreach

Patricia Gail Bray PhD, was invited to participate in a county-wide steering committee formed by the Houston Endowment and the Robert Wood Johnson Foundation to prevent childhood obesity. The goal of the steering committee is to determine how to play a meaningful role in developing a community-wide movement in Houston. A \$2.5 million grant was awarded to the Harris County Environmental and Public Health Department as a result of steering committee efforts. SLEHC will continue to be a part of the grant activities during the next 18 months.

David J. Fine, President and CEO

St. Stephen's Episcopal School

St. Stephen's Episcopal School, a coeducational boarding and day school for students in grades 6–12, is a caring and diverse community, grounded in the Christian tradition, that nurtures moral growth and values the potential and dignity of every human being. The School challenges motivated students to live intelligently, creatively, and humanely as contributing members of society, developing the whole person by providing rigorous academic preparation, stimulating physical activities, and rich opportunities in the fine arts.

The School continues to benefit from the leadership of Robert E. Kirkpatrick, now in his fifth year as Head of School. We opened the 2011–12 school year on sound financial footing, having now balanced the operating budget for eight years in a row.

Annual giving participation rates again reached all-time highs last year. The quiet phase of the \$25 million *Frame the Future* Comprehensive Campaign continues with more than \$17 million raised, and a new dormitory and campus green under construction.

The total enrollment of the School for 2011 is 683; the 171 boarding students represent 9 states, 29 towns in Texas, and 15 foreign countries, bringing an unmatched diversity of race, ethnicity, and religion to our campus. Our 512 day students (202 in Middle School and 481 in Upper School) are from 40 different zip codes in the Austin area. Students of color represent approximately 26 percent of the enrollment, and approximately 42 percent when including international students. We awarded \$1.9 million in need-based financial assistance to 109 students (16% of the student body).

Bishop Hines' founding vision of a talented and diverse student population is alive and well, and the School continues to furnish its students with outstanding academic preparation. Last year, its students' mean SAT scores exceeded 1940 (623 Critical Reading, 672 Math, 645 Writing), its 113 graduating students enrolled at 67 different colleges and universities, and 25% percent of the School's graduating seniors were recognized as National Merit Semi-Finalists, National Achievement Scholars, National Hispanic Scholars, or National Merit Commended Students.

The Chapel is at the center of the St. Stephen's campus and experience, and includes significant opportunities for spiritual formation as well as student participation and leadership. The impact of spiritual development at St. Stephen's is seen in the commitment of our students to service to their community. Our students expended more than 5,000 hours of service to non-profit organizations this past year, including volunteer work with such organizations as Any Baby Can and Mobile Loaves and Fishes as well as the tutoring and mentoring of students in the

Breakthrough Program. The efforts of our students in support of Any Baby Can were recognized recently at the Helping Hand Home banquet where our participating students were named “Champions for Children.” St. Stephen’s has also been notified that the School will receive a Ken Bastian Community Service Award this year from the Southwestern Association of Episcopal Schools for “encouraging students to give of themselves” in community service.

Students also volunteer outside of the Austin area through summer programs, assisting with education and health initiatives in Haiti, Nicaragua, and El Salvador and the Jicarilla Apache Reservation in Northern New Mexico. In addition to our sister school in Haiti, Ecole Ste. Etienne, where we raise money to meet the whole budget of that school for school supplies, teachers, and meals, we have established a sister school relationship with St. Francis’ School, a school located on an Apache reservation in New Mexico.

The 2011–2012 school year is off to a great start, and we are optimistic about the future of St. Stephen’s Episcopal School as it works to produce graduates who possess sharp minds, humble and serving hearts, and strong spirits.

Clarke Heidrick, Executive Chair, Board of Trustees

Sewanee: The University of the South

- College of Arts & Sciences enrollment from the Diocese of Texas for the 2010–2011 academic year: 51 students, 25 of whom report themselves to be Episcopalians
- School of Theology enrollment from the Diocese of Texas: 1 Student in the summer Advanced Degrees Program
- Financial Aid to undergraduate students from the Diocese of Texas: \$569,735
- Support from Texas churches and the Diocese of Texas: \$28,433
- School of Theology Programs Center information for Texas: Education for Ministry (EfM) groups: 27. EfM Diocesan Coordination: Ms. Lucy M. Wagner, (832) 582-5983, lmwagner1219@sbcglobal.net

2011–2012 Statistics:

College of Arts and Sciences students: 1,478

- Undergraduate class of 2015: 433
- Student/faculty ratio: 10:1
- Majors offered (college): 36
- Minors offered (college): 32

School of Theology residential students: 141 enrolled in year round and summer program

University Fiscal Year: July 1, 2010–June 30, 2011

Unrestricted operating revenues: \$66.8 million

2011–2012 Highlights:

Last year, John McCardell was elected as the 16th Vice Chancellor of the University as the 15th Vice Chancellor resumes his role as a member of the college faculty. Dr. McCardell was formally installed as Vice Chancellor at the Founders’ Day Convocation on October 12, 2010.

On February 16, 2011, in a move to address the spiraling costs of higher education, the university’s Board of Regents approved a 10 percent reduction in tuition and fees at the College for this 2011–2012 academic year. To the same end, The School of Theology increased its per student basic scholarship by \$1,000.

On July 7, 2011, the University of the South joined six other members of the NCAA Division III Southern Collegiate Athletic Conference (SCAC) in announcing plans to leave the conference effective July 1, 2012, to form a new athletic conference beginning with the 2012–2013 season.

At the most recent Board of Trustees meeting, October 9–12, 2011, the Sewanee 2011–2021 Master Plan was presented and accepted by the Trustees. The campus master plan seeks to foster a physical environment to uphold Sewanee’s emphasis on “development of the whole person through a liberal arts education of the highest quality...while building a sense of community and lasting relationships.” The board also elected four new regents for six-year terms, one bishop, one clergy, and two lay persons, and one regent to fill the remaining two years of John Swallow’s term as he has taken a position as associate provost of the university.

At the Founders Day Convocation, honorary degrees were awarded to: the Rt. Rev. Scott Anson Benhase, 10th bishop of Georgia; the Rt. Rev. James Scott Mayer, Bishop of Northwest Texas; and William Ernest McKibben, the Schumann Distinguished Scholar at Middlebury College and the author of a dozen books about the environment. He is a frequent contributor to magazines including *The Atlantic Monthly*, *Harper’s*, *Orion Magazine*, *The New York Review of Books*, *Rolling Stone* and *Outside*.

Following the end of the Trustees Meeting, the Episcopal Foundation of Texas, along with several individuals and the Starr Foundation, was inducted into the Never Failing Succession of Benefactors at a special Dedication Ceremony. Our bishop, C. Andrew Doyle, accepted on behalf of the Episcopal Foundation of Texas.

Sandra P. Wilkens, Trustee

William Temple Episcopal Center

William Temple Episcopal Center (WTEC) exists “to foster individual cultural, educational, and spiritual growth of persons preparing for or engaged in the medical professions and allied services, at the University of Texas Medical Center in Galveston” (EDoT Canon 32.1).

WTEC lives into this mandate through ministries of presence and programming. The center is freely open to all UTMB students, providing space to study, pray, or relax with friends over a cup of coffee. A chaplain is available to provide spiritual guidance, a listening ear, and a welcoming heart.

Several programs and activities are available to students each week. Our fellowship dinner draws a diverse crowd of students to enjoy a home-cooked meal and share their triumphs and failures as they prepare for lives of service in the medical field. Bible study and theology on tap both help students connect their lives to scripture, but from different directions. Bible study starts with scripture, and through exploring the reading connections are made to the students’ lives. Theology on tap begins with a conversation about current events, and through conversation seeks to find a narrative theme that can be tied into a Biblical story or event. Movie nights and cooking classes provide relaxation and entertainment and also help to ensure that students coming through the doors can find a tasty treat to help them power through long study sessions. Sunday evening Compline is our newest addition to the program lineup and helps replenish students for another week of classes.

Kyle Stillings, Executive Director

IX. ADDITIONAL REPORTS

Altar Guild

The representatives for Altar Guild include Alice R. Scarbrough as diocesan directress and Denise Cluelow, Ginnie Rotsch, Barbara Rountree, Rhonda Cummins, Elizabeth Coffin, and Mary-Lynn Polk as regional representatives.

Last year's Annual Workshop was held at Camp Allen on March 23–26. We had approximately forty-five attendees. The workshop was lead by the Rev. Lacy Largent and the Rev. John Williams. The speaker was Trevor Floyd, addressing fabrics for our hangings and linens. We also had workshops for making linens, caring for linens, knitting, making Anglican rosaries, flower arranging, and the labyrinth.

During the last year, the Altar Guild for the Diocese of Texas sponsored a trip to tour English cathedrals and churches. There were twenty-one people on the tour. They were from the Diocese of Texas, the Diocese of West Texas, and the Diocese of New Jersey. The tour included Coventry Cathedral, Winchester Cathedral, Salisbury Cathedral, Westminster Abby, and Canterbury Cathedral. The group also attended Remembrance Sunday services at The Guard's Chapel in London. An Altar Guild workshop was also presented at St. Mark's in Houston on Saturday, March 5th. Participating as presenters were Bishop Rayford High, Alice Scarbrough, and Barbara Rountree. There were approximately eighty people present. The topic was "The Seasons and Colors of the Church." There was also a workshop at St. Peter's in Lago Vista on June 4th. The workshop was on the care of linens.

Elizabeth Coffin and Alice Scarbrough are working on putting together guidelines for the use of gluten-free wafers for communion. This should be ready after the first of the year. There also have been many questions and discussions concerning Altar Guild issues and information at the Altar Guild Online Community.

The *Annual Altar Guild Workshop* is scheduled for March 25–28, 2012, at Camp Allen. It promises to be a spiritual adventure with workshops on flowers, embroidery, and rope crosses as well as information about Communion wines. Jane Ames, the National Altar Guild Directress will be in attendance. The workshop will be lead by the Rev. John Williams. This workshop is open to Altar Guilds, vergers, flower guilds, and anyone interested in the liturgical arts.

A special thanks goes to Bishop High, Bishop Harrison, and Bishop Doyle for their continued support of the ministry of Altar Guild in our churches.

Alice Rotsch Scarbrough, Directress

Brotherhood of St. Andrew

The year 2011 marked a significant change in the Brotherhood of St. Andrew in the Diocese of Texas. Since 1970 all of the Brotherhood Chapters have been incorporated into one diocesan organization, The Texas Assembly. It had been noted for several years that the Chapters' support and interests in the Austin Convocation needed to be addressed differently than those in the Houston Area. This year the Austin Convocation became The Austin Assembly while the remaining convocations continue to be a part of the Texas Assembly, which is more focused in the Houston Area. The continuing effort is to strengthen the convocational Brotherhood ministry and to create convocation-based Brotherhood Assemblies.

The Austin Assembly created their own bylaws, held their own annual meeting, elected their own officers, and are beginning to plan Assembly activities.

The Texas Assembly revised the existing bylaws; elected new officers; hosted their own annual meeting and retreat, the Golf Tournament, and the Fall Boys Retreat; and helped sponsor the prison retreat in the Wayne Scott Unit. The Texas Assembly also sponsored two campers at Camp Good News. Volunteers at the Wayne Scott Retreat included Brothers from both Assemblies.

Plans for the coming year include appointing an Assistant Diocesan Coordinator for each Assembly and continuing to expand the Brotherhood activities and chapters.

David L. Hobbs, Diocesan Coordinator

Daughters of the King

The Annual Order of the Daughters of the King, Episcopal Diocese of Texas, met in Assembly twice during 2011: February 23–24 and September 23–24. Both Assemblies were at Camp Allen. We were able to give a chalice and paten to Bishop Doyle. We still have a chalice and paten to give away. We contributed \$500 to The New Mentoring Ministry; \$1,000 for a Province VII member to come to Assembly; and \$500 to Jeannie Loving, SAMS ministry, Honduras. We also gave \$500 to Alpha Fund, Master's Fund, Endowment Fund, and the Self-Denial Fund. We are very proud to announce that we have funded the Jr. Daughters Retreat again at Camp Allen. Our Jr. Daughters are growing like crazy for the last two years. Our new President, Jackie Eckersly, will be installed at our Spring Assembly, February 24–25, 2012. I'm proud to have served as president for three years and hope to continue serving in the Order of the Daughters of the King.

Jerry Ann Robinson, President

Episcopal Church Women

From October 2010 to September 2011, the Board of the Episcopal Church Women of the Diocese of Texas met four times under the leadership of President Kaye Pendarvis. In October the Board held the 2010 Annual Retreat in Beaumont, hosted by St. Mark's, Beaumont, and planned the 2011 Annual Retreat to be held at Camp Allen and hosted by St. Martin's, Houston. Our convocation coordinators held gatherings in many of the 10 convocations. We printed and distributed 900 calendars (750 in English and 150 in Spanish) to ECW groups and churches throughout the diocese.

The Board had excellent representation at the 162nd Council of the Episcopal Diocese of Texas held in The Woodlands in February. We hosted a Spiritual Growth Retreat in April 2011 that was attended by 58 women, and we planned the next Spiritual Growth Retreat for 2012.

We granted eight scholarships to young women totaling more than \$6,250 through the Vera Gang Scott Scholarship Fund and sent more than \$35,000 to the United Thank Offering through the combined efforts of 45 congregations in the Diocese of Texas. We supported the "Trees for Galveston Campaign" to replace trees lost during Hurricane Ike, with 16 donations totaling \$2,400, used to plant trees in Gus Allen Sr. Park near St. Vincent's House. We supported two projects of the Diocese of Texas' Southern Malawi Initiative: the Nets for Life Project, which aims to provide a mosquito net for each family in the diocese to try to prevent malaria; and the Little Dresses for Africa Project, which

provides dresses made from pillowcases for children in Malawi. We also sent donations to the Episcopal Relief and Development Fund to assist Anglican parishes in Japan devastated by the tsunami and earthquake, and those in Joplin, Missouri, affected by tornadoes. Finally, we made a donation to St. James House, to help underwrite their Silver Tea.

Betsy Sullivan, Diocesan ECW President

United Thank Offering

The 2010 Fall Ingathering collected \$21,519.83 from 39 churches. The 2011 Spring Ingathering collected \$15,362.67 from 35 churches. The total sent to the national United Thank Offering office for grants was \$36,882.50 from 47 churches.

Jacque Ellis, UTO Coordinator

