

J O U R N A L

**of the
One Hundred Sixty-second**

**ANNUAL COUNCIL
of the
DIOCESE OF TEXAS**

Volume I

**Trinity Church, The Woodlands
St. James', Conroe
Good Shepherd, Kingwood**

**February 11 & 12
2011**

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 162ND ANNUAL COUNCIL OF THE DIOCESE OF TEXAS

Volume I - Reports to Council

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I. FROM THE 161ST COUNCIL

UNFINISHED BUSINESS & CERTIFICATION OF MINUTES

I certify that there are no items of unfinished business remaining from the 161st Annual Council of the Episcopal Diocese of Texas. I also certify that the minutes (as contained in Volume II, Journal of the 161st Council) are a true and accurate account of the proceedings of that Council.

John A. Logan, Jr., Secretary

REGULAR COMMITTEES FOR THE 162nd (2011) COUNCIL

1. BISHOP'S ADDRESS

David F. K. Puckett, Holy Spirit, Houston, *Chair*
12535 Perthshire Rd., Houston 77024 (713) 468-7796
Reb Scarborough, Calvary, Richmond
Stacy Stringer, Holy Trinity, Dickinson
Nancy Wade, Good Shepherd, Austin

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*
Pat Hazel, St. David's, Austin
Lillian Hyde, St. George's, Texas City
David Harvin, Chancellor, *ex-officio*

3. COUNCIL MANAGEMENT

Cecilia Smith, Austin, *Chair*
Box 2247, Austin 78768 c: (713) 516-5747
Don Christian, St. Christopher's, Killeen
Richard T. Johnson, Trinity Church, The Woodlands
Ann Normand, Diocesan Center, Houston, *ex-officio*

4. DISPATCH OF BUSINESS

William Y. Fowler, Trinity Church, Galveston, *Chair*
2216 Ball Ave., Galveston 77550 (409) 765-6317
Glennnda Hardin, St. Stephen's, Liberty
Jane Leizear, Trinity Church, Marble Falls
Terry Nathan, St. David's, Austin

5. NOMINATIONS

Janice Jones, Grace Church, Georgetown, *Chair*
1314 E. University Ave., Georgetown 78626 (512) 863-2068
Margaret Waters, St. Alban's, Manchaca, *Vice Chair*

To 2011:

Stacy Stringer, Holy Trinity, Dickinson
Esther Garcia, St. Matthew's, Austin
John Himes, Trinity Church, Marshall
Henry Walters, St. Thomas', Houston

To 2012:

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

To 2013:

Patsy Barham, St. Matthew's, Henderson
Michael Shobe, Christ Church, Temple
Caroline Jones, Good Shepherd, Austin
Marilyn Luckett, Christ Church, Tyler
Rhoda Swanner-Montgomery, Christ Church Cathedral, Houston
Sam Dodson, *for the Executive Board*
Mike Besson, *for the Standing Committee*
Michael Tomsu, Vice-Chancellor, *ex-officio*

6. RESOLUTIONS

Bert Baetz, St. Mark's, Austin, *Chair*
2128 Barton Hills Drive, Austin 78704 (512) 444-1449
Dianne Delisi, Christ Church, Temple
Keith Giblin, St. Stephen's, Beaumont
John Pitts, Houston

7. SUPERVISORS AND TELLERS

David Sugeno, Trinity Church, Marble Falls, *Chair*
Box 559, Conroe 77305 (936) 756-8831
Larry Angle, St. Mary's, Houston (Cypress)
Elizabeth R. Dowell, Hope, Houston
Linda Gray, St. Francis', Tyler
Eric Zubler, St. Mary's, Houston (Cypress)

II. STANDING COMMITTEES OF THE COUNCIL

Pre-Council Report of the COMMITTEE for CONSTITUTION & CANONS to the 162nd Council

(Key to types of proposals)
A - Constitutional proposals, 2nd reading:
B - Constitutional proposals, 1st reading:
C - Canonical proposals:

(Proposals)
A-None
B-None
C-4

A. CONSTITUTIONAL AMENDMENTS
(Presented for second reading requiring 2/3rd majority approval from each Order)
NONE

B. CONSTITUTIONAL AMENDMENTS
(Presented for publication on first reading)
NONE

C. CANONICAL AMENDMENTS

Canon 9
THE VESTRY

EXISTING:

Section 9.1 *Election at Parish Meetings*

In each Parish shall be chosen from the qualified voters not less than three nor more than eighteen communicants to serve as members of the vestry. The number and the manner of electing the same shall be determined from time to time by the Parish at the annual Parish Meeting. The Parish Meeting at which the election takes place may be held no earlier than October 1st nor later than the annual Parish Meeting, as the vestry may determine, public notice of such election in any case to be given during the stated services the two (2) Sundays preceding; provided that, except to fill vacancies, the vestry members so elected shall not take office until the adjournment of the annual Parish Meeting, which shall be held on the first Monday in January or as soon thereafter as convenient, public notice of such annual Parish Meeting in any case to be given during the stated services the Sunday preceding.

(a) Members of the vestry shall regularly be elected to serve for three years, and shall hold office until their successors are elected and qualified, and their terms shall be so arranged that one-third shall go out of office each year. In new Parishes, when the Vestry is first chosen, one-third of the Vestry shall be chosen for one year,

one-third for two years, and one-third for three years, the full term thereafter to be three years.

(b) No person shall serve as member of the Vestry until he or she shall have subscribed to the following declaration:

“I am persuaded that the Holy Scriptures contain all doctrine required as necessary for eternal salvation through faith in Jesus Christ; and I accede to the Doctrine, Discipline, and Worship of the Protestant Episcopal Church.”

(c) In case a vacancy shall occur, the Vestry shall fill the vacancy until the next annual election by electing a communicant from the qualified voters of the Parish, and the Congregation shall then fill the unexpired term. Members of the Vestry chosen to fill unexpired terms, shall, like those elected for full terms, be communicants and qualified voters of the Parish.

(d) No retiring member of the Vestry elected by the Congregation for a full term, shall be eligible for re-election until a period of one year shall have elapsed, unless approved in writing by the Bishop.

Section 9.2 *Persons Eligible to Vote - Definitions of Confirmed Communicant and Communicant in Good Standing*

Men and women at least 16 years of age, who are enrolled confirmed communicants in good standing of the Parish, are entitled to vote for members of the Vestry and upon all questions requiring the action of the Congregation, but none shall be admitted to serve as members of the Vestry except those who are at least 18 years of age. Voting may be by absentee ballot under such rules and regulations as may have been established at a prior Parish Meeting.

For the purpose of Canon 9.2, an enrolled communicant in good standing of a Parish is a communicant in good standing who is enrolled as such in the records of such Parish.

For purpose of the Canons, a confirmed communicant or confirmed communicant in good standing is a communicant or communicant in good standing who has been confirmed by a Bishop of the Episcopal Church or a Bishop of a Church in communion with the Episcopal Church or has been received into the Episcopal Church by a Bishop of the Episcopal Church.

For purpose of the Canons, a communicant in good standing is a communicant who for the previous year has been faithful in corporate worship, unless for good cause prevented, and has been faithful in working, praying, and giving for the spread of the Kingdom of God.

PROPOSED:

Section 9.1 *Election at Parish Meetings*

In each Parish shall be chosen from the qualified voters not less than three nor more than eighteen communicants to serve as members of the vestry. The number and the manner of electing the same shall be determined from time to time by the Parish at the annual Parish Meeting. The Parish Meeting at which the election takes place may be held no earlier than October 1st nor later than the annual Parish Meeting, as the vestry may determine, public notice of such election in any case to be given during the stated services the two (2) Sundays preceding; provided that, except to fill vacancies, the vestry members so elected shall not take office until the adjournment of the annual Parish Meeting, which shall be held on the first Monday in January or as soon thereafter as convenient, public notice of such annual Parish Meeting in any case to be given during the stated services the Sunday preceding.

(a) ~~Regular members~~ Members of the vestry shall ~~regularly~~ be elected to serve for three years, and shall hold office until their successors are elected and qualified, and their terms shall be so arranged that one-third shall go out of office each year. In new Parishes, when the Vestry is first chosen, one-third of the Vestry shall be chosen for one year, one-third for two years, and one-third for three years, the full term thereafter to be three years.

(b) A Parish may decide to have one or two youth members of the vestry in addition to the regular members. Youth members of the vestry must meet all qualifications of vestry members specified in this Canon, except that they are required to be only 16 years of age. A Parish that chooses to have youth members of the vestry has the following options, to be determined from time to time by the Parish at the annual Parish Meeting:

- (1) The term of office for youth members of a vestry may be for fewer than three years.
- (2) The term of office for youth members of a vestry may begin at a date other than the adjournment of the annual Parish Meeting.
- (3) Youth members of a vestry either (a) may have voice, but no vote or (b) may vote except when the vote involves issues where a person under the age of 18 does not have capacity under Texas law.

~~(b)~~(c) No person shall serve as member of the Vestry until he or she shall have subscribed to the following declaration:

“I am persuaded that the Holy Scriptures contain all doctrine required as necessary for eternal salvation through faith in Jesus Christ; and I accede to the Doctrine, Discipline, and Worship of the Protestant Episcopal Church.”

~~(e)~~(d) In case a vacancy shall occur, the Vestry shall fill the vacancy until the next annual election by electing a communicant from the qualified voters of the Parish, and the Congregation shall then fill the unexpired term. Members of the Vestry chosen to fill unexpired terms, shall, like those elected for full terms, be communicants and qualified voters of the Parish.

~~(d)~~(e) No retiring member of the Vestry elected by the Congregation for a full term, shall be eligible for re-election until a period of one year shall have elapsed, unless approved in writing by the Bishop.

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For the purpose of Canon 9.2, an enrolled communicant in good standing of a Parish is a communicant in good standing who is enrolled as such in the records of such Parish.

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For purpose of the Canons, a communicant in good standing is a communicant who for the previous year has been faithful in corporate worship, unless for good cause prevented, and has been faithful in working, praying, and giving for the spread of the Kingdom of God.

IF AMENDED:

Section 9.1 *Election at Parish Meetings*

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services the two (2) Sundays preceding; provided that, except to fill vacancies, the vestry members so elected shall not take office until the adjournment of the annual Parish Meeting, which shall be held on the first Monday in January or as soon thereafter as convenient, public notice of such annual Parish Meeting in any case to be given during the stated services the Sunday preceding.

(a) Regular members of the vestry shall be elected to serve for three years, and shall hold office until their successors are elected and qualified, and their terms shall be so arranged that one-third shall go out of office each year. In new Parishes, when the Vestry is first chosen, one-third of the Vestry shall be chosen for one year, one-third for two years, and one-third for three years, the full term thereafter to be three years.

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(1) The term of office for youth members of a vestry may be for fewer than three years.

(2) The term of office for youth members of a vestry may begin at a date other than the adjournment of the annual Parish Meeting.

(3) Youth members of a vestry either (a) may have voice, but no vote or (b) may vote except when the vote involves issues where a person under the age of 18 does not have capacity under Texas law.

(c) No person shall serve as member of the Vestry until he or she shall have subscribed to the following declaration:

“I am persuaded that the Holy Scriptures contain all doctrine required as necessary for eternal salvation through faith in Jesus Christ; and I accede to the Doctrine, Discipline, and Worship of the Protestant Episcopal Church.”

(d) In case a vacancy shall occur, the Vestry shall fill the vacancy until the next annual election by electing a communicant from the qualified voters of the Parish, and the Congregation shall then fill the unexpired term. Members of the Vestry chosen to fill unexpired terms, shall, like those elected for full terms, be communicants and qualified voters of the Parish.

(e) No retiring member of the Vestry elected by the Congregation for a full term, shall be eligible for re-election until a period of one year shall have elapsed, unless approved in writing by the Bishop.

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Men and women at least 16 years of age, who are enrolled confirmed communicants in good standing of the Parish, are entitled to vote for members of the Vestry and upon all questions requiring the action of the Congregation, but none shall be admitted to serve as regular members of the Vestry except those who are at least 18 years of age. If a Parish determines to have them, youth members of a Vestry must be at least 16 years of age at the time their term begins. Voting may be by absentee ballot under such rules and regulations as may have been established at a prior Parish Meeting.

For the purpose of Canon 9.2, an enrolled communicant in good standing of a Parish is a communicant in good standing who is enrolled as such in the records of such Parish.

For purpose of the Canons, a confirmed communicant or confirmed communicant in good standing is a communicant or communicant in good standing who has been confirmed by a Bishop of the Episcopal Church or a Bishop of a Church in communion with the Episcopal Church or has been received into the Episcopal Church by a Bishop of the Episcopal Church.

For purpose of the Canons, a communicant in good standing is a communicant who for the previous year has been faithful in corporate worship, unless for good cause prevented, and has been faithful in working, praying, and giving for the spread of the Kingdom of God.

SUBMITTED BY: The Rev'd Reggie Payne-Wiens—rector, Mary Lou Adams, Alex Ogunmuyiwa, Lizzie Cain Clark, Lucia Chavez, Scott Madison, Christy Nisbett, Chike Okpara, Greg Vincent, and Seth Wallace, St. James' Episcopal Church, Austin

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

RATIONALE (The Committee):

Although the Committee strongly favors the involvement of youth in each Parish, the Committee does not agree that persons under 18 should be permitted to serve as voting Vestry members. First, each Vestry has serious legal responsibilities for the business affairs of a Parish, including decisions about finances, property acquisitions, construction and maintenance, and the calling of Rectors. Second, most Parishes are incorporated. Under the articles of incorporation and the bylaws of such Parishes, the board of directors of the corporation is the Vestry, which, in turn, serves as the legal agent of the Parish. However, under Texas law, persons under 18 cannot enter into a valid contract, which is contrary to the legal duties placed upon a Vestry. The Committee suggests that Parishioners younger than 18 could serve as *ex officio* members of a Vestry, which would address the legal concerns set forth above and would not require an amendment of Canon 9.

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'd Jim Stockton, The Episcopal Church of the Resurrection, Austin

RATIONALE (by Rev'd Stockton):

Holy Matrimony is one of the sacraments of the Church. By honored 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 smaller constituent body of the Church does not define for itself the sacraments of the Church. This amendment relieves the Diocese of Texas of either seeming to or 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 with the Constitution and Canons of the Episcopal Church. This amendment respects the descriptions of the sacrament of Holy Matrimony as found in the Book of Common Prayer and in the Book of Occasional Services (e.g. "Anniversary of a Marriage" pp. 163ff).

THE COMMITTEE PRESENTS THIS PROPOSAL WITHOUT RECOMMENDATION.

Canon 44 DISCIPLINE

EXISTING:

Section 44.1 *Title IV of the Canons of the Episcopal Church*

In all matters of ecclesiastical discipline, effective January 1, 1996, the Diocese shall follow and be governed by Title IV of the Canons of the Episcopal Church as adopted at General Convention in 1994, and as amended from time to time hereafter. Except as otherwise expressly provided or when the content otherwise requires, capitalized words as used in this Canon shall have the same meanings as those set forth in Title IV, Canon XV of the Canons of the Episcopal Church.

Section 44.2 *Ecclesiastical Trial Court*

There shall be within and for the Diocese an Ecclesiastical Trial Court for the Trial of any Priest or Deacon of the Diocese (excludes a Bishop) consisting of seven members, four Priests or Deacons, whose actual residence and canonical residence is within this Diocese, and three lay adult confirmed communicants in good standing of the Church in this Diocese. Annually, within two months following each Annual Diocesan Council, the members of the Ecclesiastical Trial Court shall elect a Presiding Judge from its members. The Presiding Judge shall serve for a term of one year and until his or her successor is hereby elected and qualified. The Ecclesiastical Trial Court shall make provision for a Church Attorney to be appointed by the Standing Committee to serve for a term of one year and until his or her successor is duly appointed and qualified. In the event of a vacancy in the office of Church Attorney, the Ecclesiastical Trial Court shall make provision for a successor to be appointed by the Standing Committee to serve the unexpired term of his or her predecessor in office.

Section 44.3 *Members*

Members of the Ecclesiastical Trial Court shall be divided into three classes and elected on nomination of the Bishop at the Annual Council of the Diocese. The composition of each class shall be as follows:

Class 1 shall be composed of two Priests or Deacons and one qualified lay person;
Class 2 shall be composed of one Priest or Deacon and one qualified lay person;
and
Class 3 shall be composed of one Priest or Deacon and one qualified lay person.

At the Annual Council of the Diocese held in 1996, the members of all classes shall be elected on nomination of the Bishop for the following terms:

Class 1 – 3 years
Class 2 – 2 years
Class 3 – 1 year

In each subsequent Annual Council, the member or members of each class whose terms expire shall be elected for a three-year term. No member of the Ecclesiastical Trial Court shall succeed himself or herself after the expiration of his or her full term, but he or she shall be eligible for reelection after the lapse of one year from the expiration of such full term.

Section 44.4 *Vacancy*

The death, disability rendering a person unable to act, termination of canonical residence in the Diocese, termination of place of abode within this Diocese, or Renunciation of Ministry in the case of a Priest or Deacon, resignation or declination (after election) to serve as a member of an Ecclesiastical Trial Court, shall constitute a vacancy on the Court.

Section 44.5 *Notice*

Notice of resignations, declinations to serve, or renunciation shall be given by members of the Court in writing to the Presiding Judge of the Court.

Section 44.6 *Election to the Episcopate or Ordination*

If any Priest elected to the Ecclesiastical Trial Court is elected a Bishop, or if any lay person elected to the Ecclesiastical Trial Court is ordained, that person shall immediately cease to be a member of the Ecclesiastical Trial Court. If either event occurs following the commencement of a Trial, the person shall continue to serve until the completion of the Trial and the rendering of a Verdict thereon.

Section 44.7 *Filling a Vacancy*

Vacancies occurring in the Ecclesiastical Trial Court, other than for cause under Section 8 of this Canon, shall be filled by a person from the same order elected by the vote of a majority of the persons present at the Annual Council meeting immediately following the date on which the vacancy occurred. The person so elected shall serve for the remainder of the term of the person whose vacancy he or she fills and shall be eligible for reelection when such term expires. A vacancy may be filled temporarily until the next Annual Council by a qualified person of the same order elected on nomination of the Bishop, by majority vote of the persons present at a regular or special meeting of the Executive Board following the creation of the vacancy.

Section 44.8 *Challenges*

A member of the Ecclesiastical Trial Court, or person elected to serve in the place of such member under this Section 8, may be challenged by either the Respondent or the Church Attorney for cause stated to the Court. In addition, the Respondent and the Church Attorney shall each have one peremptory challenge which may be used against a member of the Ecclesiastical Trial Court, or person elected to serve in the place of such member under this Section 8. Vacancies caused by challenges shall be filled by majority vote of the Court from persons otherwise qualified for election under the Canons of the Diocese and such person shall serve until the completion of the Trial and the rendering of a Verdict thereon. Following such Verdict, the member challenged shall resume his or her duties as a member of the Ecclesiastical Trial Court. Vacancies filled by the Court shall be from the same order as the person challenged was when first elected to the Court. The Trial Court may establish rules consistent with this Canon for considering and acting upon such challenges.

Section 44.9 *Federal Rules of Civil Procedure*

The Ecclesiastical Trial Court shall be governed by the portion of The Federal Rules of Civil Procedure set forth in Appendix A to these Canons, and any amendment of such Appendix as adopted by either the General Convention of the Episcopal Church or the Episcopal Diocese of Texas.

Section 44.10 *Federal Rules of Evidence*

The Ecclesiastical Trial Court shall be governed by The Federal Rules of Evidence as applied in criminal cases in the conduct of the Trial.

Section 44.11 *Clerk, Assistant Clerks*

The Ecclesiastical Trial Court shall appoint a Clerk and, if necessary, Assistant Clerks, who shall be Priests or Deacons or adult confirmed communicants in good standing of the Church in the Diocese, and who shall serve at the pleasure of the Court.

Section 44.12 *Reporter*

The Ecclesiastical Trial Court shall appoint a Reporter who shall provide for the recording of the proceedings and who shall serve at the pleasure of the Court.

Section 44.13 *Lay Assessors*

The Ecclesiastical Trial Court shall appoint at least one but no more than three Lay Assessors. Lay Assessors shall have no vote. It shall be their duty to give the Ecclesiastical Trial Court an opinion on any question of law, procedure, or evidence, but not on any question of doctrine, upon which the Court or any member thereof, or either party, shall desire an opinion. Any question of whether a question is a matter of doctrine shall be decided by the Court by a majority vote.

Section 44.14 *Records*

The Ecclesiastical Trial Court shall keep a record of the proceedings in each case brought before it and the record shall be certified by the Presiding Judge of the Court. If the record cannot be authenticated by the Presiding Judge by reason of the Presiding Judge's death, disability, or absence, it shall be authenticated by a member of the Court designated for that purpose by majority vote of the Court.

Section 44.15 *Counsel for the Respondent*

The Ecclesiastical Trial Court shall permit the Respondent to be heard in person and by counsel of the Respondent's own selection. In every Trial the Court may regulate the number of counsel who may address the Court or examine witnesses.

Section 44.16 *Respondent Pleas*

The Respondent shall then be called upon by the Court to plead to the Presentment and the plea shall be duly recorded, and on neglect or refusal of the Respondent to plead, the plea of not guilty shall be entered for the Respondent, and the Trial shall proceed; *Provided*, that for sufficient cause the Court may adjourn from time to time; and *Provided also*, that the Respondent shall, at all times during the Trial, have liberty to be present, and in due time and order to produce testimony and to make a defense.

Section 44.17 *Church Attorney, Complainant, and Victim*

In all Ecclesiastical Trials, the Church Attorney appointed pursuant to Section 2 of this Canon shall appear on behalf of the Standing Committee which shall then be considered the party on one side and Respondent the party on the other. Unless prohibited under the Federal Rules of Evidence, each Complainant and Victim shall be entitled to be present throughout and observe the Trial and for each to be accompanied by a person of their own choosing and counsel of their own choosing.

Section 44.18 *Instructions and Charge*

Before a vote is taken on the findings and in the presence of the Respondent and counsel, counsel for the parties may submit requested proposed instructions. The Presiding Judge of the Ecclesiastical Trial Court, after consultation with the Lay Assessors, shall declare which of the proposed instructions shall be issued and also instruct the members of the Court as to the elements of the Offense and charge them (i) that the Respondent must be presumed to be innocent until the Respondent's guilt is established by clear and convincing evidence, and unless such standard of proof be met the Respondent must be acquitted, and (ii) that the burden of proof to establish the guilt of the Respondent is upon the Church Attorney.

Section 44.19 *Vote*

A separate vote shall be taken first upon the findings as to the guilt of the Respondent.

Section 44.20 *Ballot*

Voting by members of the Ecclesiastical Trial Court on the findings shall be by ballot. No member shall disclose his or her vote or the vote of any member.

Section 44.21 *Two-thirds Vote*

(a) For a Judgment on an Offense involving Crime, Immorality, or Conduct Unbecoming a Member of the Clergy, the affirmative vote of two-thirds of the members of the Ecclesiastical Trial Court shall be necessary, and (b) For a Judgment on any other offense not involving Crime, Immorality, or Conduct Unbecoming a Member of the Clergy, the affirmative vote of two-thirds of the members of the Ecclesiastical Trial Court shall be necessary.

Section 44.22 *Findings of the Court*

The Presiding Judge shall cause the Respondent, the Church Attorney, each Complainant, and unless waived in writing, the Victim to be advised of and provided with a copy of the findings of the Court.

Section 44.23 *Matters in Excuse or Mitigation*

No vote shall be taken on the Sentence to be adjudged until thirty days from the date the Respondent was advised of the Judgment during which period the Respondent shall have a reasonable opportunity to offer to the Court matters in excuse or mitigation.

Section 44.24 *Statements of the Complainants or Victims*

During the same period, the Court shall provide an opportunity for statements from Complainants or Victims to the Court pertaining to the Sentence to be adjudged and imposed.

Section 44.25 *Recommendation of the Church Attorney, Vote*

During the same period, the Church Attorney may make a recommendation to the Court as to the Sentence to be adjudged. The members of the Court shall vote upon the Sentence. No member shall disclose his or her vote or the vote of any member.

Section 44.26 *Two-thirds Vote to Adjudge and Impose a Sentence*

The concurrence of two-thirds of the members of the Ecclesiastical Trial Court shall be necessary to adjudge and impose a Sentence upon a Respondent found guilty by the Court.

Section 44.27 *Communication of the Judgment or Acquittal and Sentence*

The Judgment or acquittal and any Sentence adjudged on a Judgment shall be communicated promptly to the Bishop, the Ecclesiastical Authority, if there be no Bishop, the Standing Committee, the Ecclesiastical Authority of the Diocese in which the Respondent is canonically resident, the Respondent, each Complainant, and, unless waived in writing, the Victim.

Section 44.28 *Notice and Appeal*

The Bishop or Ecclesiastical Authority, if there be no Bishop, shall cause written notice to be served on the Respondent, the Church Attorney, each Complainant, and unless waived in writing, the Victim of (i) the Judgment, (ii) the Sentence adjudged, and (iii) the Sentence to be pronounced by the Bishop. Within thirty days after the service of that notice, the Respondent may appeal to the Court of Review by serving a written notice of appeal on the Bishop, or upon the Ecclesiastical Authority, if there be no Bishop, and a copy on the Presiding Judge of the Ecclesiastical Trial Court and the Presiding Judge of the Court of Review. The notice shall be signed by the Respondent or the Respondent's counsel and shall briefly set forth the decision from which the appeal is taken and the grounds of the appeal.

Section 44.29 *Pronouncement of Sentence*

After Judgment by an Ecclesiastical Trial Court, the Bishop shall not pronounce Sentence on the Respondent before the expiration of thirty days after the Respondent shall have been served as set forth in Section 28 with the notice of the decision of the Court and the Sentence adjudged, not, in case an appeal is taken, shall Sentence be pronounced pending the hearing and final determination thereof.

Section 44.30 *Conflict*

Should any provision of this Canon conflict with Title IV of the Canons of the Episcopal Church, the latter shall prevail.

Section 44.31 *Expenses of the Diocese*

Any legal fees and other disbursements of the Church Attorney shall be the responsibility of this Diocese, unless the Trial was held as a service or convenience to another Diocese from which the Presentment issued, in which case the responsibility therefor shall be that of the Diocese from which the Presentment was issued. Any legal fees and cost incurred by the Respondent shall be the responsibility of the Respondent. The record of proceedings of the Diocese Ecclesiastical Trial Court shall be the expense of the Diocese. Expenses of the Diocese relating to the Ecclesiastical Trial Court shall be deemed to be necessary and proper expenses of the Diocese and shall be included in the assessment budget.

[Federal Rules of Civil Procedure as modified and adopted for use in the administration of Title IV, The Canons of the Protestant Episcopal Church in the United States and the Episcopal Diocese of Texas.]

APPENDIX A TO CANON 44

Rule 4. *Summons*

(a) Form. The summons shall be signed by the clerk, identify the Court and the parties, be directed to the accused and state the name and address of the Church Advocate. It shall state the time within which the accused must appear and defend, and notify the accused that failure to do so will result in a judgment of guilt and place the accused at risk for a sentence to be pronounced at a later date. The court may allow a summons to be amended.

(c) Service with Complaint (Presentment); by Whom Made

(1) A summons may be made by a person who is not a direct party and who is at least 18 years of age.

(d) Waiver of Service; Duty to Save Costs of Service; Request to Waive.

[The provisions of FRCP 4(d) shall apply noting that the "Plaintiff" shall be the Church as represented by the Church Advocate; the "Defendant" shall be the accused; and the "Complaint" shall be the Presentment.]

(e) Service Upon Individuals Within a Judicial District of the United States.

[The provisions of FRCP 4(e) shall apply noting that service may be made upon individuals in any territorial area wherein Episcopal jurisdiction of this Church is recognized.]

(l) Proof of Service. If service is not waived, the person effecting service shall make proof thereof by affidavit or sworn statement to the court.

Rule 5. *Service and filing of Pleadings and Other Papers* [FRCP 5, as written.]

Rule 6. *Time* [FRCP 6, as written.]

Rule 8. *General Rule of Pleadings* [FRCP 8, as written.]

Rule 10. *Form of Pleadings* [FRCP 10, as written, deleting the file number and its designation.]

PROPOSED:

Section 44.1 *Title IV of the Canons of the Episcopal Church*

In all matters of ecclesiastical discipline, effective ~~January~~July 1, ~~1996~~2011, the Diocese shall follow and be governed by Title IV of the Canons of the Episcopal Church as adopted at General Convention in ~~1994~~2009, and as amended from time to time hereafter. Except as otherwise expressly provided or when the content otherwise requires, capitalized words as used in this Canon shall have the same meanings as those set forth in Title IV, Canon ~~XV~~2 of the Canons of the Episcopal Church. The predecessor to this Diocesan Canon shall stand repealed on July 1, 2011.

Section 44.2 ~~*Ecclesiastical Trial Court*~~ *Disciplinary Board*

There shall be within and for the Diocese an ~~Ecclesiastical Trial Court for the Trial of any Priest or Deacon of the Diocese (excludes a Bishop)~~a Disciplinary Board consisting of seven members, four Priests or Deacons, whose actual residence and canonical residence is within this Diocese, and three lay adult confirmed communicants in good standing of the Church in this Diocese. A member of the Standing Committee may serve on the Disciplinary Board. Annually, within two months following each Annual Diocesan Council, the members of the ~~Ecclesiastical Trial Court~~Disciplinary Board shall elect a ~~Presiding Judge~~President from its members. The ~~Presiding Judge~~President shall serve for a term of one year and until his or her successor is hereby elected and qualified. ~~The Ecclesiastical Trial Court shall make provision for a Church Attorney to be appointed by the Standing Committee to serve for a term of one year and until his or her successor is duly appointed and qualified. In the event of a vacancy in the office of Church Attorney, the Ecclesiastical Trial Court shall make provision for a successor to be appointed by the Standing Committee to serve the unexpired term of his or her predecessor in office.~~

Section 44.3 *Members*

Members of the ~~Ecclesiastical Trial Court~~Disciplinary Board shall be divided into three classes and elected on nomination of the Bishop at the Annual Council of the Diocese. The composition of each class shall be as follows:

Class 1 shall be composed of two Priests or Deacons and one qualified lay person;
Class 2 shall be composed of one Priest or Deacon and one qualified lay person;
and
Class 3 shall be composed of one Priest or Deacon and one qualified lay person.

At the Annual Council of the Diocese held in ~~1996~~2011, the members of all classes shall be elected on nomination of the Bishop for the following terms:

Class 1 - 3 years
Class 2 - 2 years
Class 3 - 1 year

In each subsequent Annual Council, the member or members of each class whose terms expire shall be elected for a three-year term. No member of the ~~Ecclesiastical Trial Court~~Disciplinary Board who has served a full three-year term shall succeed himself or herself after the expiration of his or her full term, but he or she shall be eligible for reelection after the lapse of one year from the expiration of such full term.

Section 44.4 *Vacancy*

The death, disability rendering a person unable to act, termination of canonical residence in the Diocese, termination of place of abode within this Diocese, ~~or~~ Renunciation of Ministry in the case of a Priest or Deacon, ~~or~~ resignation or declination (after election) to serve as a member of an ~~Ecclesiastical Trial Court~~the Disciplinary Board shall constitute a vacancy on the ~~Court~~Board.

Section 44.5 *Notice*

Notice of resignations, declinations to serve, or renunciation shall be given by members of the ~~Court~~Disciplinary Board in writing to the ~~Presiding Judge~~President of the ~~Court~~Board.

Section 44.6 *Election to the Episcopate or Ordination*

If any Priest elected to the ~~Ecclesiastical Trial Court~~Disciplinary Board is elected a Bishop, or if any lay person elected to the ~~Ecclesiastical Trial Court~~Disciplinary Board is ordained, that person shall immediately cease to be a member of the ~~Ecclesiastical Trial Court~~Board. If either event occurs following the commencement of a Trial when the person is serving on a Hearing Panel and proceedings before the Hearing Panel have

begun, the person shall continue to serve until the completion of the Trial proceedings and the rendering of a Verdict thereon issuance of an Order.

Section 44.7 *Filling a Vacancy*

Vacancies occurring in the ~~Ecclesiastical Trial Court~~Disciplinary Board, other than for cause under Section 8 of this Canon, shall be filled by a qualified person from the same order ~~elected by the vote~~on nomination of a the Bishop by majority vote of the persons present at the Annual Council meeting immediately following the date on which the vacancy occurred. The person so elected shall serve for the remainder of the term of the person whose vacancy he or she fills and shall be eligible for reelection when such term expires. A vacancy may be filled temporarily until the next Annual Council by a qualified person of the same order elected on nomination of the Bishop, by majority vote of the persons present at a regular or special meeting of the Executive Board following the creation of the vacancy.

Section 44.8 *Challenges*

A member of the ~~Ecclesiastical Trial Court~~a Conference Panel or Hearing Panel, or person ~~elected~~appointed to serve in the place of such member under this Section 8, may be challenged by either the Respondent or the Church Attorney for ~~cause stated to the Court~~. In addition, the Respondent and the Church Attorney shall each have one peremptory challenge which may be used against a member of the Ecclesiastical Trial Court, or person elected to serve in the place of such member under this Section 8. ~~Vacancies caused by challenges shall be filled by majority vote of the Court from persons otherwise qualified for election under the Canons of the Diocese and such person shall serve until the completion of the Trial and the rendering of a Verdict thereon. Following such Verdict, the member challenged shall resume his or her duties as a member of the Ecclesiastical Trial Court. Vacancies filled by the Court shall~~ be conflict of interest or undue bias by motion made to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding. The President of the Disciplinary Board shall fill any vacancies on any Conference Panel or Hearing Panel caused by challenges with another member of the Board from the same order as the person challenged was when first elected to the Court. The Trial Court. In the event there is no remaining member of the Board from the same order to fill a vacancy on a Conference Panel or a Hearing Panel, the Bishop, in consultation with the President of the Board, may appoint a person from the same order qualified to serve on the Disciplinary Board to fill the vacancy. Such person shall serve on the Panel in question only until the completion of the proceedings before the Panel. The Board may establish rules consistent with this Canon for considering and acting upon such challenges.

~~Section 44.9~~ — ~~Federal Rules of Civil Procedure~~

~~The Ecclesiastical Trial Court shall be governed by the portion of The Federal Rules of Civil Procedure set forth in Appendix A to these Canons, and any amendment of such Appendix as adopted by either the General Convention of the Episcopal Church or the Episcopal Diocese of Texas.~~

Section 44.9 Intake Officer

The Intake Officer shall be a Priest or Deacon or adult confirmed communicant in good standing of the Church in the Diocese appointed from time to time by the Bishop after consultation with the President of the Disciplinary Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name and contact information of each Intake Officer throughout the Diocese.

~~Section 44.10~~ — ~~Federal Rules of Evidence~~

~~The Ecclesiastical Trial Court shall be governed by The Federal Rules of Evidence as applied in criminal cases in the conduct of the Trial.~~

Section 44.10 Investigator

The Bishop shall appoint one or more Investigators in consultation with the President of the Disciplinary Board. Each Investigator may, but need not, be a member of the Church.

Section 44.11 Advisors

In each proceeding under Title IV, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Canon, and shall not include Chancellors or Vice-Chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

~~Section 44.12~~ — ~~Reporter~~

~~The Ecclesiastical Trial Court shall appoint a Reporter who shall provide for the recording of the proceedings and who shall serve at the pleasure of the Court.~~

Section 44.12 Church Attorney

Within two months after each Annual Diocesan Council, the Bishop, in consultation with the President of the Disciplinary Board, shall appoint a Church Attorney to serve for a term of one year and until his or her successor is duly appointed and qualified. In the event of a vacancy in the office of Church Attorney, the Bishop, in consultation with the President of the Board, shall appoint a successor to serve the unexpired term of his or

her predecessor in office. The Bishop may remove the Church Attorney for any good and sufficient reason, as determined in the Bishop's sole judgment. If, in any particular proceeding, the Church Attorney is unable to represent the Church for any reason, the Bishop, in consultation with the President of the Board, may appoint a substitute Church Attorney for that particular proceeding. The Church Attorney and any successor or substitute must be an adult confirmed communicant in good standing of the Church in this Diocese and a duly licensed attorney.

~~Section 44.13~~ — *Lay Assessors*

~~The Ecclesiastical Trial Court shall appoint at least one but no more than three Lay Assessors. Lay Assessors shall have no vote. It shall be their duty to give the Ecclesiastical Trial Court an opinion on any question of law, procedure, or evidence, but not on any question of doctrine, upon which the Court or any member thereof, or either party, shall desire an opinion. Any question of whether a question is a matter of doctrine shall be decided by the Court by a majority vote.~~

~~Section 44.14~~ 44.13 — *Clerk, and Assistant Clerks*

~~The Ecclesiastical Trial Court~~Disciplinary Board shall appoint a Clerk and, if necessary, Assistant Clerks, ~~who shall be Priests or Deacons~~to assist the Board with records management and administrative support. Each Clerk shall be a Priest or Deacon or adult confirmed ~~communicants~~communicant in good standing of the Church in the Diocese, and ~~who shall serve at the pleasure of the Court~~Board. ~~The Clerk and any Assistant Clerk may be a member of the Board.~~

~~Section 44.14~~ — *Records*

~~The Ecclesiastical Trial Court shall keep a record of the proceedings in each case brought before it and the record shall be certified by the Presiding Judge of the Court. If the record cannot be authenticated by the Presiding Judge by reason of the Presiding Judge's death, disability, or absence, it shall be authenticated by a member of the Court designated for that purpose by majority vote of the Court.~~

~~Section 44.15~~ — *Counsel for the Respondent*

~~The Ecclesiastical Trial Court shall permit the Respondent to be heard in person and by counsel of the Respondent's own selection. In every Trial the Court may regulate the number of counsel who may address the Court or examine witnesses.~~

~~Section 44.16~~ — *Respondent Pleas*

~~The Respondent shall then be called upon by the Court to plead to the Presentment and the plea shall be duly recorded, and on neglect or refusal of the Respondent to plead, the plea of not guilty shall be entered for the Respondent, and the Trial shall proceed; *Provided*, that for sufficient cause the Court may adjourn from time to time;~~

~~and *Provided also*, that the Respondent shall, at all times during the Trial, have liberty to be present, and in due time and order to produce testimony and to make a defense.~~

~~Section 44.17 — Church Attorney, Complainant, and Victim~~

~~In all Ecclesiastical Trials, the Church Attorney appointed pursuant to Section 2 of this Canon shall appear on behalf of the Standing Committee which shall then be considered the party on one side and Respondent the party on the other. Unless prohibited under the Federal Rules of Evidence, each Complainant and Victim shall be entitled to be present throughout and observe the Trial and for each to be accompanied by a person of their own choosing and counsel of their own choosing.~~

~~Section 44.18 — Instructions and Charge~~

~~Before a vote is taken on the findings and in the presence of the Respondent and counsel, counsel for the parties may submit requested proposed instructions. The Presiding Judge of the Ecclesiastical Trial Court, after consultation with the Lay Assessors, shall declare which of the proposed instructions shall be issued and also instruct the members of the Court as to the elements of the Offense and charge them (i) that the Respondent must be presumed to be innocent until the Respondent's guilt is established by clear and convincing evidence, and unless such standard of proof be met the Respondent must be acquitted, and (ii) that the burden of proof to establish the guilt of the Respondent is upon the Church Attorney.~~

~~Section 44.19 — Vote~~

~~A separate vote shall be taken first upon the findings as to the guilt of the Respondent.~~

~~Section 44.20 — Ballot~~

~~Voting by members of the Ecclesiastical Trial Court on the findings shall be by ballot. No member shall disclose his or her vote or the vote of any member.~~

~~Section 44.21 — Two-thirds Vote~~

~~(a) For a Judgment on an Offense involving Crime, Immorality, or Conduct Unbecoming a Member of the Clergy, the affirmative vote of two-thirds of the members of the Ecclesiastical Trial Court shall be necessary, and (b) For a Judgment on any other offense not involving Crime, Immorality, or Conduct Unbecoming a Member of the Clergy, the affirmative vote of two-thirds of the members of the Ecclesiastical Trial Court shall be necessary.~~

~~Section 44.22 Findings of the Court~~

~~The Presiding Judge shall cause the Respondent, the Church Attorney, each Complainant, and unless waived in writing, the Victim to be advised of and provided with a copy of the findings of the Court.~~

~~Section 44.23 Matters in Excuse or Mitigation~~

~~No vote shall be taken on the Sentence to be adjudged until thirty days from the date the Respondent was advised of the Judgment during which period the Respondent shall have a reasonable opportunity to offer to the Court matters in excuse or mitigation.~~

~~Section 44.24 Statements of the Complainants or Victims~~

~~During the same period, the Court shall provide an opportunity for statements from Complainants or Victims to the Court pertaining to the Sentence to be adjudged and imposed.~~

~~Section 44.25 Recommendation of the Church Attorney, Vote~~

~~During the same period, the Church Attorney may make a recommendation to the Court as to the Sentence to be adjudged. The members of the Court shall vote upon the Sentence. No member shall disclose his or her vote or the vote of any member.~~

~~Section 44.26 Two-thirds Vote to Adjudge and Impose a Sentence~~

~~The concurrence of two-thirds of the members of the Ecclesiastical Trial Court shall be necessary to adjudge and impose a Sentence upon a Respondent found guilty by the Court.~~

~~Section 44.27 Communication of the Judgment or Acquittal and Sentence~~

~~The Judgment or acquittal and any Sentence adjudged on a Judgment shall be communicated promptly to the Bishop, the Ecclesiastical Authority, if there be no Bishop, the Standing Committee, the Ecclesiastical Authority of the Diocese in which the Respondent is canonically resident, the Respondent, each Complainant, and, unless waived in writing, the Victim.~~

~~Section 44.28 Notice and Appeal~~

~~The Bishop or Ecclesiastical Authority, if there be no Bishop, shall cause written notice to be served on the Respondent, the Church Attorney, each Complainant, and unless waived in writing, the Victim of (i) the Judgment, (ii) the Sentence adjudged, and (iii) the Sentence to be pronounced by the Bishop. Within thirty days after the service of that notice, the Respondent may appeal to the Court of Review by serving a written notice of appeal on the Bishop, or upon the Ecclesiastical Authority, if there be no~~

~~Bishop, and a copy on the Presiding Judge of the Ecclesiastical Trial Court and the Presiding Judge of the Court of Review. The notice shall be signed by the Respondent or the Respondent's counsel and shall briefly set forth the decision from which the appeal is taken and the grounds of the appeal.~~

Section 44.29 ~~Pronouncement of Sentence~~

~~After Judgment by an Ecclesiastical Trial Court, the Bishop shall not pronounce Sentence on the Respondent before the expiration of thirty days after the Respondent shall have been served as set forth in Section 28 with the notice of the decision of the Court and the Sentence adjudged, not, in case an appeal is taken, shall Sentence be pronounced pending the hearing and final determination thereof.~~

Section 44.30 44.14 *Conflict*

Should any provision of this Canon conflict with Title IV of the Canons of the Episcopal Church, the latter shall prevail.

Section 44.31 44.15 *Expenses of the Diocese*

~~Any legal fees and other disbursements of~~The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Advisors, and the Clerk shall be the responsibility of this Diocese, unless the Trial was held as a service or convenience to another Diocese from which the Presentment issued, in which case the responsibility therefor shall be that of the Diocese from which the Presentment was issued.~~Any legal fees and cost~~costs incurred by the Respondent shall be the responsibility of the Respondent. In the event of a final Order dismissing the complaint, the reasonable legal fees and costs incurred by the Respondent may, in the Bishop's sole discretion, be reimbursed by the Diocese. The record of proceedings of the ~~Diocese Ecclesiastical Trial Court~~Board shall be the expense of the Diocese. Expenses of the Diocese relating to the ~~Ecclesiastical Trial Court~~disciplinary proceedings under Title IV shall be deemed to be necessary and proper expenses of the Diocese and shall be included in the assessment budget.

~~[Federal Rules of Civil Procedure as modified and adopted for use in the administration of Title IV, The Canons of the Protestant Episcopal Church in the United States and the Episcopal Diocese of Texas.]~~

APPENDIX A TO CANON 44

Rule 4. ~~Summons~~

~~(a) Form. The summons shall be signed by the clerk, identify the Court and the parties, be directed to the accused and state the name and address of the Church Advocate. It shall state the time within which the accused must appear and defend, and notify the accused that failure to do so will result in a judgment of guilt and place~~

~~the accused at risk for a sentence to be pronounced at a later date. The court may allow a summons to be amended.~~

~~(c) Service with Complaint (Presentment); by Whom Made~~

~~(1) A summons may be made by a person who is not a direct party and who is at least 18 years of age.~~

~~(d) Waiver of Service; Duty to Save Costs of Service; Request to Waive.~~

~~[The provisions of FRCP 4(d) shall apply noting that the "Plaintiff" shall be the Church as represented by the Church Advocate; the "Defendant" shall be the accused; and the "Complaint" shall be the Presentment.]~~

~~(e) Service Upon Individuals Within a Judicial District of the United States.~~

~~[The provisions of FRCP 4(e) shall apply noting that service may be made upon individuals in any territorial area wherein Episcopal jurisdiction of this Church is recognized.]~~

~~(f) Proof of Service. If service is not waived, the person effecting service shall make proof thereof by affidavit or sworn statement to the court.~~

~~Rule 5. Service and filing of Pleadings and Other Papers [FRCP 5, as written.]~~

~~Rule 6. Time [FRCP 6, as written.]~~

~~Rule 8. General Rule of Pleadings [FRCP 8, as written.]~~

~~Rule 10. Form of Pleadings [FRCP 10, as written, deleting the file number and its designation.]~~

IF AMENDED:

Section 44.1 Title IV of the Canons of the Episcopal Church

In all matters of ecclesiastical discipline, effective July 1, 2011, the Diocese shall follow and be governed by Title IV of the Canons of the Episcopal Church as adopted at General Convention in 2009, and as amended from time to time hereafter. Except as otherwise expressly provided or when the content otherwise requires, capitalized words as used in this Canon shall have the same meanings as those set forth in Title IV, Canon 2 of the Canons of the Episcopal Church. The predecessor to this Diocesan Canon shall stand repealed on July 1, 2011.

Section 44.2 *Disciplinary Board*

There shall be within and for the Diocese a Disciplinary Board consisting of seven members, four Priests or Deacons, whose actual residence and canonical residence is within this Diocese, and three lay adult confirmed communicants in good standing of the Church in this Diocese. A member of the Standing Committee may serve on the Disciplinary Board. Annually, within two months following each Annual Diocesan Council, the members of the Disciplinary Board shall elect a President from its members. The President shall serve for a term of one year and until his or her successor is hereby elected and qualified.

Section 44.3 *Members*

Members of the Disciplinary Board shall be divided into three classes and elected on nomination of the Bishop at the Annual Council of the Diocese. The composition of each class shall be as follows:

Class 1 shall be composed of two Priests or Deacons and one qualified lay person;
Class 2 shall be composed of one Priest or Deacon and one qualified lay person;
and
Class 3 shall be composed of one Priest or Deacon and one qualified lay person.

At the Annual Council of the Diocese held in 2011, the members of all classes shall be elected on nomination of the Bishop for the following terms:

Class 1 - 3 years
Class 2 - 2 years
Class 3 - 1 year

In each subsequent Annual Council, the member or members of each class whose terms expire shall be elected for a three-year term. No member of the Disciplinary Board who has served a full three-year term shall succeed himself or herself after the expiration of his or her full term, but he or she shall be eligible for reelection after the lapse of one year from the expiration of such full term.

Section 44.4 *Vacancy*

The death, disability rendering a person unable to act, termination of canonical residence in the Diocese, termination of place of abode within this Diocese, Renunciation of Ministry in the case of a Priest or Deacon, or resignation or declination (after election) to serve as a member of the Disciplinary Board shall constitute a vacancy on the Board.

Section 44.5 *Notice*

Notice of resignations, declinations to serve, or renunciation shall be given by members of the Disciplinary Board in writing to the President of the Board.

Section 44.6 *Election to the Episcopate or Ordination*

If any Priest elected to the Disciplinary Board is elected a Bishop, or if any lay person elected to the Disciplinary Board is ordained, that person shall immediately cease to be a member of the Board. If either event occurs when the person is serving on a Hearing Panel and proceedings before the Hearing Panel have begun, the person shall continue to serve until the completion of the proceedings and the issuance of an Order.

Section 44.7 *Filling a Vacancy*

Vacancies occurring in the Disciplinary Board, other than for cause under Section 8 of this Canon, shall be filled by a qualified person from the same order elected on nomination of the Bishop by majority vote of the persons present at the Annual Council meeting immediately following the date on which the vacancy occurred. The person so elected shall serve for the remainder of the term of the person whose vacancy he or she fills and shall be eligible for reelection when such term expires. A vacancy may be filled temporarily until the next Annual Council by a qualified person of the same order elected on nomination of the Bishop by majority vote of the persons present at a regular or special meeting of the Executive Board following the creation of the vacancy.

Section 44.8 *Challenges*

A member of a Conference Panel or Hearing Panel, or person appointed to serve in the place of such member under this Section 8, may be challenged by either the Respondent or the Church Attorney for conflict of interest or undue bias by motion made to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding. The President of the Disciplinary Board shall fill any vacancies on any Conference Panel or Hearing Panel caused by challenges with another member of the Board from the same order as the person challenged. In the event there is no remaining member of the Board from the same order to fill a vacancy on a Conference Panel or a Hearing Panel, the Bishop, in consultation with the President of the Board, may appoint a person from the same order qualified to serve on the Disciplinary Board to fill the vacancy. Such person shall serve on the Panel in question only until the completion of the proceedings before the Panel. The Board may establish rules consistent with this Canon for considering and acting upon such challenges.

Section 44.9 *Intake Officer*

The Intake Officer shall be a Priest or Deacon or adult confirmed communicant in good standing of the Church in the Diocese appointed from time to time by the Bishop after consultation with the President of the Disciplinary Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name and contact information of each Intake Officer throughout the Diocese.

Section 44.10 *Investigator*

The Bishop shall appoint one or more Investigators in consultation with the President of the Disciplinary Board. Each Investigator may, but need not, be a member of the Church.

Section 44.11 *Advisors*

In each proceeding under Title IV, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Canon, and shall not include Chancellors or Vice-Chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

Section 44.12 *Church Attorney*

Within two months after each Annual Diocesan Council, the Bishop, in consultation with the President of the Disciplinary Board, shall appoint a Church Attorney to serve for a term of one year and until his or her successor is duly appointed and qualified. In the event of a vacancy in the office of Church Attorney, the Bishop, in consultation with the President of the Board, shall appoint a successor to serve the unexpired term of his or her predecessor in office. The Bishop may remove the Church Attorney for any good and sufficient reason, as determined in the Bishop's sole judgment. If, in any particular proceeding, the Church Attorney is unable to represent the Church for any reason, the Bishop, in consultation with the President of the Board, may appoint a substitute Church Attorney for that particular proceeding. The Church Attorney and any successor or substitute must be an adult confirmed communicant in good standing of the Church in this Diocese and a duly licensed attorney.

Section 44.13 *Clerk and Assistant Clerks*

The Disciplinary Board shall appoint a Clerk and, if necessary, Assistant Clerks, to assist the Board with records management and administrative support. Each Clerk shall be a Priest or Deacon or adult confirmed communicant in good standing of the Church in the Diocese and shall serve at the pleasure of the Board. The Clerk and any Assistant Clerk may be a member of the Board.

Section 44.14 *Conflict*

Should any provision of this Canon conflict with Title IV of the Canons of the Episcopal Church, the latter shall prevail.

Section 44.15 *Expenses of the Diocese*

The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Advisors, and the Clerk shall be the responsibility of this Diocese. Any legal fees and costs incurred by the Respondent shall be the responsibility of the Respondent. In the event of a final Order dismissing the complaint, the reasonable legal fees and costs incurred by the Respondent may, in the Bishop's sole discretion, be reimbursed by the Diocese. The record of proceedings of the Board shall be the expense of the Diocese. Expenses of the Diocese relating to disciplinary proceedings under Title IV shall be deemed to be necessary and proper expenses of the Diocese and shall be included in the assessment budget.

SUBMITTED BY: The Rev'd David Puckett—rector, Holy Spirit, Houston

RATIONALE (by Rev'd Puckett):

The proposed amendment to Canon 44 has been drafted by the Chancellor after close study of the requirements of new Title IV of the Canons of the Episcopal Church dealing with clergy discipline. The Chancellor has also prepared for your consideration the following explanation of the proposed amendment:

The purpose of existing Canon 44 is to implement in this Diocese the requirements of existing Title IV of the Canons of the Episcopal Church dealing with clergy discipline. In 2009 General Convention adopted a wholesale revision of Title IV, which becomes effective on July 1, 2011. The new Title IV is set forth in the 2009 Constitution & Canons, which can be found on line at <http://generalconvention.org/gc/publications>. New Title IV sets forth comprehensive procedures for clergy discipline that will apply in every diocese. But new Title IV leaves it to each diocese to create by diocesan canon the infrastructure within that diocese necessary to perform those clergy disciplinary procedures.

The purpose of these changes to Canon 44 then is to provide for the creation and selection of the Disciplinary Board and other diocesan officers required to implement new Title IV. The rationale for the specific changes is as follows:

(a) The changes to Section 44.1 are to provide for the effective date of the new Canon 44 and on that date to repeal the existing Canon 44.

(b) Section 44.2 converts the existing Ecclesiastical Trial Court into the Disciplinary Board mandated by new Title IV and the role of the Presiding Judge of that Court into the role of President of the Disciplinary Board. In addition, new Title IV requires the diocesan canon to specify whether a member of the Standing Committee may serve on the Disciplinary Board.

(c) Sections 44.3 through 44.7 continue with respect to the new Disciplinary Board the existing provisions for the election of members of the Ecclesiastical Trial Court and the filling of any vacancies on the Court.

(d) New Title IV requires each diocese to provide a system for challenges as to the membership of any Conference Panel or Hearing Panel of the Disciplinary Board. Section 44.8 fulfills that requirement by establishing a standard for disqualification of a Panel member, a method of determining a challenge, and a method for filling any vacancy on a Panel as a result of the disqualification of a member. It eliminates the existing peremptory challenge allowed to either the Respondent or Church Attorney because it is impractical with Panels consisting of only three members and in any event is inconsistent with the spirit of new Title IV. Note that no diocesan action is required to create Conference Panels or Hearing Panels because under Title IV the President of the Disciplinary Board appoints other members of the Board to constitute those Panels on a case by case basis.

(e) Sections 44.9 through 44.13 create the positions and provide the method of selection of the Intake Officer, Investigator, Advisors, Church Attorney, and Clerks that are required for the new disciplinary procedures of Title IV.

(f) The reasons for the repeal of existing Sections 44.9 through 44.29 are that either (i) those provisions are already covered by new Title IV and hence require no further diocesan implementation or (ii) they are inconsistent with the new Title IV disciplinary procedures.

(g) Section 44.15 continues current practice with respect to the allocation of the expenses of clergy disciplinary proceedings with the exception that it now allows, at the Bishop's sole discretion, the reimbursement of the legal fees and expenses incurred by a Respondent if the charges against the Respondent are ultimately dismissed.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PROPOSED NEW CANON

Canon 49 PASTORAL CARE

Section 1: Clergy in this diocese shall be permitted to offer and to officiate at a prayer service for couples making commitment to one another, to God, and to the Church for whom a registration of marriage with the State may incur extraordinarily punitive consequences or for whom the sacrament of Holy Matrimony is canonically inaccessible.

Section 2: Clergy shall provide pastoral care, discernment, and spiritual formation in preparation for the use of such service of prayer.

Section 3: No clergy shall be required to officiate at any such service of prayer.

Section 4: Clergy shall respect and express the Church's teaching that Holy Matrimony is the desired norm for Christian couples making commitment to one another, to God, and to the Church.

SUBMITTED BY: The Rev'd James Stockton—rector, Andy Lyon—lay delegate, Linda Bryant—lay delegate, Sam Giancarlo—lay delegate, Shawn Oujezdsky—lay delegate, Susan Ledenham—alternate delegate, and Betty Stinson—lay delegate, The Episcopal Church of the Resurrection, Austin; the Rev'd Judith Jones—vicar, and Lewis Jones—lay delegate, St. Paul's Episcopal Church, Pflugerville; the Rev'd Reggie Payne-Wiens—rector, St. James' Episcopal Church, Austin; the Rev'd Robert P. Viggiano—non-parochial, Episcopal Diocese of Texas; and James C. Williams—bishop's warden, Christ Church, San Augustine.

RATIONALE (by Rev'd Stockton):

This canon respects the polity of Episcopal Church which currently provides no rite and ceremony of mutual commitment for couples for whom Holy Matrimony is practically or canonically unavailable. Examples of couples for whom clergy might exercise the pastoral option provided by this canon include, but are not limited to, gay couples and lesbian couples who are currently excluded from the sacrament of Holy Matrimony by the canons of the Episcopal Church; couples living on fixed incomes for whom a regularly licensed marriage would incur reductions in their income and thereby threaten their ability to live within their means; and couples of whom one is or both are of immigrant status and for whom the process of applying with the state for a regular marriage license could expose one or both to deportation. This canon provides a pastoral choice that helps to manifest the welcome of the Episcopal Church and of the Diocese of Texas to all sorts and conditions of persons, regardless of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age. This canon supports and is supported by the commitment of the Diocese of Texas to welcome and value in our institutions, missions, ministries, and parishes all persons as blessings to our collective life as we engage together in mission and ministry. This canon helps to demonstrate and is based in the commitment of the Diocese of Texas to ensuring that all people in our communities and their relationships shall receive the pastoral care, time, attention and honor that they are due as God is revealed in and through them and as God works to change us all into a holy people.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

RATIONALE (The Committee):

The Committee does not recommend the adoption of proposed new Canon 49 because its adoption would be unconstitutional. In Article 1.1 of the Constitution of the Diocese, the Church in this Diocese accedes to the Constitution and Canons of the Episcopal Church and acknowledges the authority thereof. Under Article X of the Constitution of the Episcopal Church, all Dioceses of the Church are required to use the Book of Common Prayer, and no alteration thereof or addition thereto is permitted unless authorized by General Convention or permitted by the Bishop of the Diocese. Proposed Canon 49 regarding prayer services for couples making commitments to each other outside Holy Matrimony improperly attempts to legislate in an area in which the Constitution vests authority exclusively in General Convention and the Bishop of the Diocese. In addition, proposed new Canon 49 condones the commission of an act of doubtful legality in view of various state and federal laws that prohibit the unions

described in Section 1. Finally, the Committee notes that, in 2009, General Convention created a Church-wide process that could ultimately lead to the authorization of new liturgies similar to those proposed in new Canon 49.

Maria Wyckoff Boyce, Chair

COMMITTEE ON NOMINATIONS

The Committee on Nominations met on November 18, 2010, at Camp Allen. With prayerful consideration and seeking a diverse list of nominees, we are pleased to place in nomination the following names:

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

Thomas Granville Gebhard, Jr. St. David's, Austin

John Hancock Christ Church, Temple

Andrew Lyon Resurrection, Austin

Dorothy Bertone Miller Hope, Houston

Chester T. (Chet) Scheel St. Paul's, Waco

Standing Committee, Clergy – elect 1

Jeff W. Fisher St. Alban's, Waco

Desmond Goonesekera St. Cuthbert's, Houston

Genevieve Razim Trinity Church, The Woodlands

James V. Stockton Resurrection, Austin

Executive Board, Lay – elect 3

Mark O. Duncan Calvary, Richmond

Ann Foxworth Resurrection, Austin

Kathryn Harriss Hope, Houston

Kenneth F. Hoffman St. Aidan's, Cypress

S. Wayne Mathis Grace Church, Alvin

Cornelius D. Perry Hope, Houston

David R. Reeves Trinity Church, Marshall

Robert Bruce Sterk Grace Church, Georgetown

Shelly Schluter Vitanza St. Mark's, Beaumont

John Bennet Waters St. Alban's, Austin

Executive Board, Clergy – elect 2

Howard Castleberry Christ Church, Temple

Daryl T. Hay St. James', La Grange

Lisa S. Hines Calvary, Bastrop

Lisa Wynne Hunt St. Stephen's, Houston

James C. Nelson Good Shepherd, Friendswood

Andrew Parker St. Timothy's, Lake Jackson

F. Stuart Shelby St. Martin's, Houston

Trustee of the Church Corporation – elect 1

Charles Hall St. John the Divine, Houston

Eugene Sepulveda St. James', Austin

Trustee of the University of the South – elect 1

Richard Truett Houser III St. Aidan's, Cypress

Robert Moore Good Shepherd, Friendswood

Chuck Treadwell St. Paul's, Waco

General Convention Deputies/Alternates, Clergy – elect 4/4

Susan J. Barnes.....	St. Matthew's, Austin
David A. Boyd	St. David's, Austin
Mark T. Crawford	St. Luke's Episcopal Hospital, Sugar Land
Janet Wiley Dantone.....	St John the Divine, Houston
Frank E. Fuller	St. Mark's, Beaumont
Susan Kennard	St. Mark's, Bay City
Justin Alan Lindstrom.....	St. Aidan's, Cypress
Patrick Miller	St. Mark's, Houston
Joe D. Reynolds.....	Christ Church Cathedral, Houston
Jim Stockton	Resurrection, Austin
Chuck Treadwell	St. Paul's, Waco

General Convention Deputies/Alternates, Lay – elect 4/4

Clint B. Capers.....	St. Alban's, Waco
Laurie Rayson Eiserloh.....	St. David's, Austin
Thomas C. Fitzhugh III.....	Christ Church Cathedral, Houston
Kerry K. Hancock.....	Christ Church, Temple
David Harvin	St. Martin's, Houston
Ora Houston	St. James', Austin
Sandra M. Kelley.....	All Saints', Austin
Muffie (Linda L.S.) Moroney.....	Christ Church Cathedral, Houston
Mary Foster Parmer	St. David's, Austin
Cornelius D. Perry	Hope, Houston
Elizabeth Brient Smith.....	St. Paul's, Waco
Trey Yarbrough.....	Christ Church, Tyler

Provincial Synod Delegates/Alternates, Lay – elect 4/4

David A. Bollinger	Good Shepherd, Tomball
James S. Cowan.....	Trinity Church, Houston
Elizabeth Dowell	Hope, Houston
Jacqueline L. Frahm	St. Alban's, Waco
Don McManus.....	Grace Church, Georgetown
Alyssa Stebbing	Trinity Church, The Woodlands
Carroll Tucker	St. Paul's, Waco
Kathryn Gray Whaley	All Saints', Stafford

Provincial Synod Delegates/Alternates, Clergy – elect 4/4

Bob Bliss.....	St. Luke's, Belton/St. Joseph's, Salado
Jeff W. Fisher.....	St. Alban's, Waco
Patrick McKenzie Hall.....	Holy Spirit, Houston
Eric Hungerford.....	Trinity Church, The Woodlands
Bobbie Knowles	Hope, Houston
Beth Magill	St. David's, Austin
Alex Montes-Vela.....	St. Mary Magdalene, Manor
John Bradford St. Romain.....	St. Paul's, Waco
Stephen F. Whaley	All Saints', Stafford

Janice L. Jones, Chair

COMMITTEE ON RESOLUTIONS

A Resolution on the Role of the Church in a Time of Public Fear and Scarcity

Whereas in this time of economic and geopolitical uncertainty, fear threatens to separate the children of God from one another;

Whereas fear has led to disrespectful public discourse as well as scapegoating, bullying and hate crimes in response to actual, or perceived, differences including those of race, skin color, religion, national origin; sexual orientation, gender, gender identity, disability or immigration status, among others;

Whereas Jesus advocated on behalf of the outcasts of his day. He invited everyone to sit at the table and break bread with Him;

Whereas our congregations benefit from the talents, resources, leadership and unselfish gifts of all sorts and conditions of humanity;

Therefore, be it resolved that the 162nd Council of the Diocese of Texas invites every congregation, and every individual, actively to cultivate an ethic of love for all God's children;

Be it further resolved that congregations are encouraged to develop and model the capacity for respectful conversation among those of differing identities and views;

Be it further resolved, that institutions of the Episcopal Diocese of Texas be safe and supportive places for all people including young people;

Be it further resolved that the Episcopal Diocese of Texas denounces bullying, scapegoating, hate crimes and other manifestations of fear;

Be it further resolved, that the Episcopal Diocese of Texas shall publicly support legislative efforts to preserve human dignity.

Rationale: This resolution makes a public statement about our baptismal vows in relation to our actions in the church and the world. Today, the people of God face significant challenges. These include: economic instability, unemployment, terrorism, war and ecological degradation. In response to these challenges, we are tempted to turn inward and to lash out at others. We forget that Jesus calls us to be in community with one another, to strive for justice and peace and to respect the dignity of every human being.

In these difficult times, the church is in a unique position to lead: to offer refuge and to advocate on behalf of people who are marginalized and hopeless. Drawing upon our Anglican heritage of unity in the midst of diversity, the church provides a forum for healing and reconciliation.

Submitted by: James Barron, Trinity Church, The Woodlands; the Rev'd David Boyd, rector, St. David's, Austin; James Cowan, Trinity Church, Houston; Laurie Eiserloh, St. David's, Austin; Ora Houston, St. James', Austin; the Rev'd Lisa Hunt, rector, St. Stephen's, Houston; S. Wayne Mathis, Grace, Alvin; the Rev'd Alejandro Montes, San Mateo, Houston; the Rev'd Alex G. Montes-Vela, missionary, St. Mary Magdalene, Manor; Sandra Montes, San Mateo, Houston; the Rev'd Uriel Osnaya-Jimenez, Santa Maria Virgen, Houston; Carole A. Pinkett, St. James', Houston; the Very Rev'd Joe Reynolds, dean, Christ Church Cathedral, Houston

The Committee on Resolutions recommends the adoption of this resolution.

Resolution Regarding the Sin of Bullying

Whereas the suicide rate among teenagers in this country is known to be tragically high, and

Whereas the suicide rate among gay teenagers and gay-perceived teenagers is well established to be three to four times higher than non-gay; and

Whereas obedience to the teachings of Jesus Christ disallow the bullying of teenagers at all, much more so to the point that they would take their lives; and

Whereas the people of the Diocese of Texas are grieved that so many teenagers who are gay or perceived to be gay have been bullied and have committed suicide, including within the area of our own diocese; and

Whereas our baptismal covenant includes a vow to strive for justice and peace among all people and to respect the dignity of every human being;

Be it resolved that the 162nd Council of the Diocese of Texas calls on the Executive Board of this diocese to issue a press release in thirty days condemning the bullying of any child, straight, gay, or perceived to be gay; and be it further

Resolved that the 162nd Council of the Diocese of Texas calls on the Executive Board to communicate with State and Federal legislators whose constituencies reside within the diocese to express and urge support of anti-bullying legislation; and be it further

Resolved that the 162nd Council of the Diocese of Texas encourages all the people of the diocese, clergy and lay, to communicate with their State and Federal legislators to express and urge support of anti-bullying legislation; and be it further

Resolved that the 162nd Council of the Diocese of Texas encourages all the people of the diocese, clergy and lay, to support in prayer, in word, and in deed, the efforts of school systems, public and private, to implement anti-bullying programs that educate students regarding the dangers and sin of bullying.

Submitted by Andy Lyon, lay delegate, the Episcopal Church of the Resurrection, Austin.

The Committee on Resolutions does not recommend this resolution for adoption. The Committee on Resolutions believes this resolution is encompassed in the first resolution.

Resolutions for the 162nd Diocesan Council Regarding Criminal Justice

1. Whereas, Christ came into the world to transform human beings and Scripture calls upon Christians to respect the dignity of every person; be it,

Resolved, that the 162nd Council of the Episcopal Diocese of Texas re-commit itself to the Biblical call to forgive those who have offended the law and paid their debt to society and grant them the second chance that Christ offers them recognizing the power of God to transform and in this way, we proclaim release to the captives and set the prisoners free.

Submitted by: The Reverend James C. Morgan, St. Stephen's, Huntsville; the Reverend Joseph Mills, Grace Episcopal, Alvin; and Dr. Edwin S. Davis, St. Stephen's, Huntsville.

The Committee on Resolutions recommends the adoption of this resolution.

2. Whereas, the teachings of the *Old and New Testaments* repeatedly call upon the people to fairly apply God's Justice; be it

Resolved by the 162nd Council of the Episcopal Diocese of Texas, that justice be recognized as a goal not just for offenders, but most importantly for victims and the community harmed by crime alike.

Submitted by: The Reverend James C. Morgan, St. Stephen's, Huntsville; the Reverend Joseph Mills, Grace Episcopal, Alvin; and Dr. Edwin S. Davis, St. Stephen's, Huntsville.

The Committee on Resolutions recommends the adoption of this resolution.

3. Whereas, the state recognizes that incarceration is not the solution to all law-breaking; be it

Resolved, that the 162nd Council of the Episcopal Diocese of Texas calls for alternatives to prison for first-time non-violent offenders which make them aware of the harm they have done to others and require accountability, restitution and community service.

Comment: This proposal is in harmony with Resolution C010 (2000), 73rd General Convention.

Submitted by: The Reverend James C. Morgan, St. Stephen's, Huntsville; the Reverend Joseph Mills, Grace Episcopal, Alvin; and Dr. Edwin S. Davis, St. Stephen's, Huntsville.

The Committee on Resolutions recommends the adoption of this resolution.

4. Whereas, there is much missionary activity engaged in by our people in our parishes and missions that could be replicated in other "missionary outposts" if the people were made aware of the need and the means to do this work; be it

Resolved, that The Episcopal Diocese of Texas request parishes and missions report such activities to the Diocese for the edification of the whole Church; and be it further

Resolved, that the Diocese extends thanks to the many ministries of the church, including those who feed the poor, pray for the sick, clothe the naked, visit the prisoners, mentor to children, provide shelter to the homeless and do other good work.

Submitted by: The Reverend James C. Morgan, St. Stephen's, Huntsville; the Reverend Joseph Mills, Grace Episcopal, Alvin; and Dr. Edwin S. Davis, St. Stephen's, Huntsville.

The Committee on Resolutions recommends the adoption of this resolution.

5. Whereas, our children, next to the Word of God, are our most precious resource; be it

Resolved, that The Episcopal Diocese of Texas urges the national church to call a conference to share knowledge among the dioceses conducting camps for children of the incarcerated and to invite all non-participating dioceses to explore the possibility of offering similar opportunities to the highest at-risk population (for incarceration) in the United States.

Comment: This proposal is in harmony with Resolution D012 (2006), 75th General Convention.

Submitted by: The Reverend James C. Morgan, St. Stephen's, Huntsville; the Reverend Joseph Mills, Grace Episcopal, Alvin; and Dr. Edwin S. Davis, St. Stephen's, Huntsville.

The Committee on Resolutions recommends the adoption of this resolution.

6. Whereas, The Episcopal Church of the United States passed Resolution 2003-A125 (Ministry to Prisoners and their Families); be it

Resolved, that The Episcopal Diocese of Texas, respond to the resolution, which, "urged dioceses and congregations to become familiar with the criminal justice system and form ministries which assist prisoners and their families" following arrest, during trial

and incarceration, and during their post release readjustment period; “to support the establishment of and/or expansion of occupational, therapeutic treatment, and academic programs in prison where prisoners may be prepared for re-entry into society; and, be it further

Resolved, that the parishes and missions of the Episcopal Diocese of Texas be firmly committed to a system of justice that seeks to provide the victims and the perpetrators with rehabilitative services so that healing may take place and citizens can live in peace; and, be it further

Resolved, that to aid in reentry, the Texas Department of Criminal Justice house inmates as close to their family and loved ones as possible and institute programs of its own or with approved volunteers to strengthen positive family relationships and prepare all for harmonious living upon release.

Comment: This proposed resolution is in harmony with Resolutions B-055 (2000), 73rd General Convention and, A-125 (2003), 74th General Convention.

The Standing Commission on National Concerns heard eloquent testimony concerning the need for rehabilitation programs for prisoners, so that they can successfully reintegrate into their communities. It noted that, according to Bureau of Justice reports, approximately 650,000 state and federal prisoners reenter society each year; but about half of all former prisoners are returned to prison for a new crime or parole violation within three years. While, what are called, “reentry” programs offer employment training, mental health and substance abuse treatment, behavior modification and family assistance classes, it is clear that security concerns trump investment in rehabilitation. The states and federal governments need help. Volunteers are that help. The Commission believes that to truly “set the prisoners free,” programs must be provided during the time prisoners are incarcerated to give them hope for a better future and the skills necessary to succeed before they are released. Programs such as “Amicus” in Minnesota, Kairos throughout the United States and Bridges to Life in Texas offer examples of such efforts. The Church is the source of the majority of these volunteers.

The 74th General Convention concurred in Resolution 2003-A125 (“Ministry to Prisoners and their Families”), in which the Convention “urged dioceses and congregations to become familiar with the criminal justice system and form ministries which assist prisoners and their families during sentencing, while in prison and during their readjustment period; to support the establishment of and/or expansion of occupational, therapeutic treatment, and academic programs in prison where prisoners may be prepared for re-entry into society.”

Submitted by: The Reverend James C. Morgan, St. Stephen’s, Huntsville; the Reverend Joseph Mills, Grace Episcopal, Alvin; and Dr. Edwin S. Davis, St. Stephen’s, Huntsville.

The Committee on Resolutions recommends the adoption of this resolution.

General Convention Resolution for Mission to Community Colleges

WHEREAS, the Episcopal Diocese of Texas is a leader in the area of mission and evangelism to colleges and universities; and

WHEREAS, the College Missioners' Association of the Diocese of Texas and parishes involved in this mission affirm the need to expand this mission to community colleges;

BE IT RESOLVED, that this 162nd Council of the Diocese of Texas submit the following resolution to the 77th General Convention of The Episcopal Church:

WHEREAS, the House of Deputies concurring, the 77th General Convention of The Episcopal Church reaffirm our commitment to the Episcopal Church Strategic Planning Survey Report's statement that "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, most culturally diverse"; and

WHEREAS, The Episcopal Church recognize the increasing importance of community colleges as critical places for evangelism and Christian formation, particularly among racially, ethnically, and socioeconomically diverse populations;

BE IT RESOLVED, that to respond to this pastoral need, the General Convention support the creation of two new campus ministries at community colleges in each of the nine Provinces of the Episcopal Church, and provide training for local leaders of these mission initiatives; and

BE IT FURTHER RESOLVED, that the General Convention direct the Office of Young Adult & Campus Ministries at the Episcopal Church Center, in cooperation with the Provincial Coordinators for Campus Ministry, to oversee a process for application for and allocation of grants to fund these new missions; and

BE IT FURTHER RESOLVED, that the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$760,000 for the implementation of this resolution.

Submitted by: The Rev'd Sandi Mizirl, Episcopal College Ministry, College Station; the Rev'd Dr. Rhoda Montgomery, St. Thomas', College Station; Ms. Joy Jauer, Episcopal College Ministry, College Station; Mr. Robert Chambers, Episcopal College Ministry, College Station; Mrs. Ginger Lenihan, St. Thomas', College Station; Mr. Dwight Allen, St. Thomas', College Station; the Rev'd Janice Jones, Grace, Georgetown

The Committee on Resolutions recommends the adoption of this resolution.

Bert Baetz, Chair

III. REPORTS OF THE BISHOPS

Report of Bishop Doyle

It has been a privilege and an honor to be your bishop diocesan in 2010. You have invited me into your homes, into your lives, and into the life of your communities. You have honored me with your kind words of welcome, your hospitality, your interest in my own ministry and the ministry we share. As I told one group previously gathered, we have spent time this year going deeper with one another—getting to know one another in a deeper way as bishop and people.

We are at a great moment in our diocesan life together. There is a great energy for mission and creative ways of approaching evangelism and growth. We are rediscovering our love of Jesus Christ and relishing our time with scripture and exploring the life of prayer. We are resting in our mutual sense that we are reconciled by Christ alone and that as a diverse diocese we may come to know, love, and live in mission together. We are building the Kingdom of God through our common witness and ministry. We are seeing that together, across divisions, we may not only worship together but that we can also enjoy one another's company and may make a witness to the world around us of the power of Jesus' love which binds us together.

With this excitement for the future and for the work that is before us, we still look over our shoulders at the past divisions and rancor and we look forward to what may lie before us. There is fear and some trepidation as we look into the future. I remain confident in the very best of the Diocese of Texas and in God's spirit in this place to ride the events that are before us. We are a diocese formed in the fields of hard labor and in the building up of cities. We are a diocese that was grown through experimentation, failure that brought learning, and a sense that we were and are one Church across the diverse city centers and geographies of the 49 counties which is our diocese.

There are a number of issues that face the diocese and rest squarely on our shoulders to labor through in the upcoming years. The first issue which is important but not urgent is the foreseeable change in the wider Episcopal Church regarding same-sex unions. As you know, I am working on putting together a Task Force to help deal with how we as a family might lead through the General Convention in 2012. We are a diverse diocese with many different ideas about how to move into the future. The goal is getting there as a family which has always been a strength of our diocese. Year after year, we have faced change in the Church dating back to our very first years as an infant missionary diocese. Every issue we have faced and it has been our love of one another as family which has enabled us to live with the diversity of opinion. I am confident we will do this well and do this respecting one another.

We as a diocese are coming out of a recession. The recession has occurred in parallel with a massive rethinking and reshaping of how Americans give and how they live out their lives as stewards. It is easiest to see that in the struggle to maintain a healthy Mission Funding program. It is also clear when we look at the overall stewardship of the diocese which is climbing steadily and bearing fruit locally. However, we are challenged by the changing structure of health care costs for our employees. 2011 will bring with it changes regarding the diocesan budget process and the roll out of the new insurance programs. The burden upon our treasurer's office is tremendous as we move dollars towards mission while at the same time face the reality that less money

is being sent to the diocese to re-distribute. The finance committee of the Executive Board is working overtime on recommendations to help us shape the future of ministry as a diocese. I am grateful for the stewardship of every congregation in the diocese and especially those who have given to the missionary budget and see the importance of common mission beyond the congregation. Bob Biehl has been a great help to us, and his wisdom has been superbly given and applied. We could not be running a better ship financially. David Fisher is also doing a fine job with the foundations and is working well with me and the chairs of the foundations to develop strategies for growth.

The third issue that is important and urgent is the growth of the diocese. We have been losing members since 2002. Both our average Sunday attendance and our membership are down. We have taken some immediate steps to begin to change the curve and that is to focus our attention on the issue of congregational health and wellness, the importance of leadership, and the need to grow as well as seed new congregations. We have also increased our bishops' visitations, strategically allowing for more new member classes and greater assimilation of people into the life and ministry of our Church. However, we cannot administer our way out of this decline. We cannot simply do what we are doing now more efficiently or better. We are going to have to start new congregations, new services, satellite services, experiment with new forms of mission and community. I have been working on a strategic plan to help focus our attention in this area. We must bend our foundations and all of our efforts on evangelism and mission. We must invest in leadership that is realizing their missionary potential given their context. We must be intentional about welcoming newcomers—this is front door evangelism. We must engage in Greenfield evangelism that seeks to take the community life of the Church and the Church's story of Jesus Christ out into the world around us. It has been exciting to spend time in this area and to work with the staff in shaping the conversations around us. Task forces, committees, small groups, and many are shaping this new conversation. 2011 will be the year of rethinking our diocesan staffing and the goals of our office in this area. Mary MacGregor has done a tremendous job in this area, and I am grateful for her work and ministry. I am also grateful for the work of Bob Schorr who is a great asset to the Diocese of Texas. We are poised to leap in this area, and we must capture the emerging energy for growth in its many forms.

We are as a diocese resting upon the foundations of our inherited mission: formation, leadership, reaching out to serve, and responsive stewardship.

This year with the help of the Executive Board subcommittee on vision and mission, I have worked on the organization of our staff around these values. I have set a vision for the work of your diocesan office: your diocesan staff exists to serve the people of the Diocese of Texas, regardless of age or race/ethnicity, through communication, networking of relationships, and connecting resources. We have been doing this, but we are focusing our attention in doing this in every area. There are three principal areas of ministry in the diocese: canonical, formation and spirituality, evangelism and congregational development, and outreach.

Janie Stevens has done an excellent job in Christian Formation. She has set a wonderful tradition of excellence for this ministry. I am sad that she is retiring, and we will celebrate her ministry with us as is due such a faithful and hardworking family member. We were also sad to see the unplanned but necessary departure of Ewart

Jones from the diocesan staff. Ewart also did a wonderful job. These two transitions gave the Executive Board and me the opportunity to revision the ministry of Formation and Spirituality for the diocese. I listened first to a number of people and stake holders of different ages, ethnicities, and experience in the diocese. I worked with the subcommittee on vision to look at possibilities for the future of lifelong Christian formation in the diocese. I decided to search and hire differently and so as I write this, we are coming to the end of a search process for a Canon for Christian Formation whom I will introduce at Diocesan Council. The Rev'd Susan Kennard and the search committee, which included Ms. Luz C. Cabrera, Mrs. Phyllis C. Hartman, the Rev'd Justin Lindstrom, the Rev'd Genevieve Razim, the Rev'd Stacy Stringer, Mrs. Debbie A. Vickery, and Mr. Edward Ziegler did an excellent job for the diocese in listening to our vision, using the goals we developed over the past few years, and looking at the possibility of creating a new structure for mission that is possible for us. I cannot say enough about the leadership of this group and the quality of their work. This will be a significant and keystone hire for the diocese as we embark on this new episcopate.

Communications is another area of focus this year for your diocesan staff. We have worked on communicating differently, through a variety of media, with a variety of content. We are redoing our Web site to be more user-friendly. Carol Barnwell has done an excellent job rethinking a communication strategy with me for the diocesan staff and the diocese as a whole.

Thanks to the Suffragan bishops and their shared episcopacy. We have been able to give a great deal of attention to our congregations and to our institutions. I am so proud and grateful for their leadership. They are doing an excellent job, and we as a diocese should give thanks to them for leading us with the diverse and important gifts for ministry that they provide. I have been serving on the St. Luke's Health Charities Board and on the Episcopal High School Board. Both of these are excellent institutions. I am pleased with the new work at Episcopal High School and encourage you to read their report in this volume of the *Journal*. I will begin to come onto committees of the Health System Board for St. Luke's this year. This will not add too many additional meetings as Bishop Harrison will continue with the majority of these. However, I will begin to go deeper into the Health System in order to better understand both the service and financial sides of the organization.

2010 was a significant year in dealing with the revision of Title IV of the Episcopal Church Constitution and Canons. We have worked diligently on improving our discipline process for clergy. I have an excellent team that has helped and guided me through the year: Canon Ann Normand, the Rev'd Cecilia Smith, Chancellor David Harvin, and Ms. Shadow Sloan. The complexities are growing as we deal with conflict, clergy misconduct, and safeguarding God's people. The burden on the Church in these areas is huge. This team has very adeptly helped us to move through a trying year.

We have also recruited outstanding clergy for the diocese. We have a growing, diverse, and young college of presbyters in the Diocese of Texas. This is in large part due to Canon Normand's work regarding deployment. The congregational coaches and Mary MacGregor have really helped to attract and call fantastic clergy through a ministry of transitions. We are building a strong clergy core for the future mission of the diocese. We must however continue to build a younger family of clergy and a more diverse group if we are to achieve our goals for growth in all areas of ministry.

I continue to work on building relationships with my fellow bishops and have enjoyed attending the House of Bishops meetings. Your Suffragans and I have also met with our Province VII bishops to build support for the wider mission and ministry of the province. The province itself has undergone a number of new elections, and as we move through 2011, we will see a continued change in bishops that will change our provincial make-up.

The Presiding Bishop has appointed me to serve on a combined special committee of the House of Bishops and Executive Council on the Long Range Planning for the Episcopal Church. This has been very exciting work. I attended one meeting by phone and another in person. We are working on everything from structure, to vision, to assessments. It is a wonderful, creative group in which to provide service to the wider Church, and I am blessed that the Presiding Bishop thought of me for the work.

As many of you know, I made a trip to Canterbury to visit with the Archbishop and the members of the Compass Rose Society. This was a tremendous visit as we continue to build strong ties with the rest of the Anglican Communion. My time with Archbishop Rowan Williams was spent discussing mission and church planting. We also shared resources regarding leadership and alternative training for clergy. It was a wonderful visit, and we were blessed to see the good work the Communion is doing from our own Haiti to Africa.

I will attend my last College of Bishops meeting this May. I have enjoyed the time with the other new bishops, and we have built a significant fellowship of bishops with diversity from across the Church. One of the individuals in my class with whom I have become acquainted is Archbishop David Chillingworth, the primus of Scotland. He and I have continued to visit, and we are working with the Communion Office to make an Africa pilgrimage together in August of 2011. While there, I hope to visit with our companion diocese and with Bishop Tengatenga.

Bishop High took a sabbatical this past year. Bishop Harrison will take one this coming year. I will be visiting about a sabbatical sometime in 2013. These are important opportunities for refreshment and discernment. My expectation with the bishops is that we come back refreshed for ministry. I want Bishop Harrison to serve with me for a long time to come. I believe the three of us have made and continue to make a great team of bishops for the Diocese of Texas. It has been a special honor to serve with Bishop High who was assigned to me as a mentor through the process of discernment as a young postulant many years ago. It will be an honor to celebrate his ministry at Diocesan Council as he begins the process of resigning. My hope is that he and Pat will retire to Houston where he will continue in an active role in the diocese. He and I are currently working on a plan for his continued ministry out of the Houston office—if I have my way that is!

I have asked the Standing Committee for permission to hire an Assistant Bishop for East Texas. They have given me permission. While we already have the money in the budget for this position (which is currently occupied by Bishop High), I must receive permission from Diocesan Council. Therefore, I will be asking for such permission in my Bishop's Address. The search process is already underway, and I am hopeful it will be complete in early spring.

I want to conclude my report with a few *thank yous*. I am grateful for a wonderful family who has been a lot of support in this past year. I love being your bishop, and we

love being part of this diocese. JoAnne and I give thanks to you all for you and for your ministries. While she currently attends Christ Church Cathedral with the girls, she is excited about traveling with me and getting to know the diocese. Our kids are flourishing as well.

I am also grateful for your diocesan staff. Each and every one of them plays an important role in the life of the diocese. They give it their all and are constantly working to be of service to you and to your congregations. I could not do this ministry though without the bishop's office staff. Alice Kerr and Rebecca Sweitzer are wonderful, and I could not do the many things I do without their guidance and their knowledge of the diocese and of our history. Then there is Stephanie Taylor who is incredible and does so very much to keep me on time, at the right place, doing the right things. I could not function half as well as I do without these gifted people. I am proud to have them on our team. I also want to express my gratitude to Sally Rutherford, George Dehan, Russ Oeschel, and Jaime Case for the contributions that each of them have made to our life together in the Diocese of Texas.

All in all, it has been a busy year, a good year, and a blessed year. Among all of this wonderful work, there will be a couple of events that will last a lifetime in my heart and I will relish always as profound moments of God's grace breaking into our world. I was invited by a parish to do a 12-year-old's confirmation before he died of cancer. Aiden was a gift to me as he was a gift to his family and his church. What a glorious moment. May he rest with the saints in light, and may we all have a small measure of his courage for the life that is ahead of us.

During one confirmation, Dominic Taliaferro from off the street came down to confess his faith with the other confirmands. His children attended the after-school program and he had simply entered the sanctuary seeing the lights on. In his eyes was the greatest desire for a life transformed. May we have each day his sense of hope and life and wonder about what lies ahead of us.

The installation of Janet Gilmore as the rector of St. Mark's, Rosenberg was incredible. So many family and friends were there gathered to celebrate her life and her ministry. The congregation is on fire and growing. But it was their love and compassion for one another that was so very tangible in the sanctuary. May all of our ministries be so bound one to another in Christ's love that we may weather whatever storm may lie ahead of us.

C. Andrew Doyle, D.D.
IX Bishop of Texas

Report of Bishop High

What a year 2010 has been for me, as one of your Bishop Suffragans in the Diocese of Texas. When I look back on 2010, I realize that I began the year doing one of the services which I most enjoy as a bishop: ordinations to the priesthood. What a joyful time this was for me in 2010 as I had the privilege of ordaining several persons to the Sacred Order of Priests. During the course of the year I was deeply humbled and honored to officiate at the funerals of several of our clergy. What a special time it was to be a part of a service to celebrate the life and ministry of those faithful priests who have served this diocese and the larger Church so very well and were so deeply loved by many, many people. During each funeral I was made deeply aware of the different gifts each one of these persons brought to the ministry and how deeply they have touched my life as a friend and fellow clergy person.

As one who has been around a pretty long time in the ordained ministry, it always amazes me new things can happen, and there are still surprises which occur during one's ministry. I had a couple of firsts this year. I had never done a baptism in a fire station before, but early in the year I had the opportunity to do five baptisms at the Vidor Volunteer Fire Department Station. It wasn't your usual Sunday morning baptismal service! Yet we felt God's Holy Spirit there and the excitement of these newly baptized Christian men and one young girl.

The second first for me was just as exciting and just as sacramental. Pat and I went to the College World Series in Omaha, Nebraska, for five days; and we were joined by our son, son-in-law, and grandson as we cheered for TCU. While there, we discovered the welcoming and friendly people of Omaha and the graciousness and hospitality of the Episcopal Church in the Diocese of Nebraska. And of course, during April I had a wonderful spring turkey hunt in the northwest part of the Diocese of Texas bagging four nice gobblers!

As one of your bishops, I too am involved in a variety of ministries beyond the borders of the diocese. I was invited to become a part of the Advisory Committee for the Denominational Health Plan of the Medical Trust and attended my first meeting at the Church Pension Fund offices in New York this past summer. My role is to simply bring to the Medical Trust staff the concerns, suggestions, and all sorts of questions from our active clergy, retired, and lay employees. I continue my participation in the Anglican Health Network as a member of the Executive Committee. Several of us began with the idea of bringing together health systems throughout the Anglican Communion to share resources, offer continuing education, and begin two pilot projects for health insurance for those Anglicans who are unable to afford any kind of governmental health insurance where they live. I am joined by another member of the Diocese of Texas, Mr. Lee Hogan. This is very challenging, hard work and yet so terribly rewarding when one sees lives touched and a difference made in the health of our sister and brother Anglicans.

This past year I was able to have a sabbatical leave. I spent the first part at the School of Theology, Sewanee, attending classes, meeting with professors and students, as well as worshiping on a daily basis. I was refreshed and renewed and loved being back on The Mountain. At the end of the sabbatical, Pat and I hosted our Annual Southwest Convocational Shrimp Boil at our river house on the San Barnard River in southern Brazoria County. As always, we feasted well, heard lots and lots of good stories from the sister and brother clergy and spouses, and had boat rides on the river.

As I look back over 2010, I feel I am the luckiest person around to serve as your bishop, doing what I love and being with so many saints throughout our diocese. I will miss all those Sunday visits and seeing our many friends. May God richly bless you all as you seek to do Christ's mission in this great diocese.

Faithfully in Christ, Rayford B. High, Jr.

+ Rayford B. High, Jr.

Report of Bishop Harrison

Serving as a bishop is a blessing and a privilege. During the year 2010 I have had many opportunities to experience the Church in local, diocesan, national, and international settings. Through it all, I have been grateful for the people and clergy of the Diocese of Texas for your commitment to God's mission wherever it takes us. You are truly the ministers who make the work of bishops possible.

In the Austin area this year, we continue to give thanks for two new church starts, St. Julian of Norwich in Austin and St. Mary Magdalene in Manor. In addition to these new congregations, Grace Church, Georgetown, has opened a very successful satellite location known as Grace West. These initiatives are exciting and encouraging for us all as we focus on how we might reach out to those who do not yet have a Christian community in which to worship and serve.

There are three diocesan institutions in the Austin area, and all are doing very effective work. El Buen Samaritano continues to develop its programs to serve ever-greater numbers of people. St. Stephen's Episcopal School offers an exemplary education, with almost seven hundred students from around the world. The Seminary of the Southwest continues to grow in enrollment and to focus on the development of lay and clergy leaders for the Church. We can all be proud of these institutions and grateful for the difference they make.

Part of my work is centered in Houston with St. Luke's Episcopal Health System. This year saw the continuing expansion of the System, which now includes the original Medical Center facility, Episcopal Health Charities, and five suburban hospitals. The health care environment is nothing if not challenging, and we are fortunate to have exemplary staff, medical and board leadership for this ministry.

In February at Diocesan Council, we began a Companion Relationship with the Diocese of Southern Malawi. Along with the Seminary of the Southwest, we welcomed Bishop James Tengatenga to spend his sabbatical among us this year. This allowed him to visit many congregations and inform us about the challenges and opportunities in Malawi.

The World Mission Board has had a busy and exciting year as the Rev'd Susan Barnes completed her term as Chair and the Rev'd Ted Hervey became the chair. This group guides our diocesan outreach and our support of the Millennium Development Goals around the world. These dedicated folks make it possible for us to reach out in many creative and helpful ways.

As the number of deacons in the diocese begins to increase, I note an exciting and inspiring focus on outreach in many of the places in which they serve. Their witness and their ministry as "bridges" to the world are having significant and lasting impact.

My participation as a trustee of Episcopal Relief and Development took me to South Africa and Zambia this year. We had the opportunity to visit many projects sponsored by The Episcopal Church in both countries and to learn about conditions and needs in local situations in Africa. Episcopal Relief and Development is also coordinating a massive response to the Haiti earthquake on our behalf. Please continue to support this great organization as it ministers in both crisis situations and long-term development.

Please remember also that a number of our congregations are still working to recover from the effects of Hurricane Ike. This storm is no longer in the headlines, but its aftermath continues to challenge us. Your prayers and support are needed.

During this year I participated in consecrating two new bishops, the Rt. Rev'd David Bailey of the Diocese of Navajoland and the Rt. Rev'd Michael Vono of the Diocese of the Rio Grande.

We are blessed to have an incredibly gifted diocesan staff, and it is my daily privilege to serve with them. The retirement of Janie Stevens as Christian Formation Missioner is a bittersweet moment for me in 2010. Janie and I met many years ago at a conference, and although we will miss her on the staff, I will look forward to her continuing friendship.

As I look back on the year, I am primarily grateful for all the people of our diocese and the great witness for Christ they joyfully offer.

Dena A. Harrison, Bishop Suffragan

IV. REPORTS OF OFFICERS OF THE DIOCESE

Archivist

(No Report Received)

Historian

(Vacant)

Registrar

As registrar of the Diocese of Texas, I certify that for 2010, 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 162nd Council are to be filed online. Forms of other materials for 2011 (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 12, 2011. 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 12th, 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 2010 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

	<u>Unaudited Sept. 30, 2010</u>	<u>Audited Dec. 31, 2009</u>
ASSETS		
Cash and Marketable Securities	\$ 455,410	\$ 541,970
Prepaid Expenses	78,817	54,959
Accounts Receivable – Assessments & Askings	545,753	780,685
Less: Allowance for Doubtful Accounts	(187,536)	(546,830)
Accounts Receivable – Other	324,838	767,364
Fixed Assets	437,476	555,725
Less: Accumulated Depreciation	<u>(254,999)</u>	<u>(313,392)</u>
TOTAL ASSETS	<u>\$1,399,759</u>	<u>\$1,840,481</u>
LIABILITIES		
Accounts Payable – Trade	\$ 19,139	\$ 544,038
Accounts Payable – Other	150,519	207,511
Taxes Payable	3,600	4,304
Deferred Revenue	97,971	33,845
Line of Credit	550,000	750,000
Notes Payable	14,096	40,948
Long – Term Payables	<u>173,334</u>	<u>173,334</u>
TOTAL LIABILITIES	<u>\$1,008,659</u>	<u>\$1,753,980</u>
NET ASSETS		
Net Assets	\$ (27,637)	\$ (389,799)
Net Assets – Special Accounts	<u>418,737</u>	<u>476,299</u>
TOTAL NET ASSETS	<u>\$ 391,100</u>	<u>\$ 86,501</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$1,399,759</u>	<u>\$1,840,481</u>

The information presented below is for the period January 1 - September 30, 2010.

	YEAR TO DATE AMOUNTS	2010 ADOPTED BUDGETS
DIOCESAN BUDGET		
REVENUES		
Current Year Assessments	\$2,639,816	\$3,519,755
Other Income	<u>1,115,795</u>	<u>1,412,902</u>
TOTAL REVENUES	<u>\$3,755,611</u>	<u>\$4,932,657</u>
EXPENDITURES		
Insurance – Property & Workman’s Comp.	\$ 62,771	\$ 98,000
Clergy – Salaries, Housing, Pension, Social Security Reimbursement and Business & Travel Expense	851,317	1,136,705
Professional Staff – Salaries, Pension, Social Security, Business & Travel Expense	1,403,875	1,955,252
Diocesan Center Operating Expense	530,685	741,500
Canonical and Administrative Expense	336,140	455,700
Commission and Committee Expense	303,743	540,500
Special Accounts – NET	<u>251,240</u>	<u>0</u>
TOTAL EXPENDITURES	<u>\$3,739,771</u>	<u>\$4,927,657</u>
NET CHANGE IN ASSETS	<u>\$ 18,841</u>	<u>\$ 5,000</u>

INSURANCE BUDGET		
REVENUES		
Current Year Assessments	\$3,535,495	\$4,715,300
EXPENDITURES		
Insurance and HSA fundings	\$3,365,465	\$4,675,300
Other Supplemental Expenses	<u>52,576</u>	<u>40,000</u>
TOTAL EXPENDITURES	<u>\$3,418,042</u>	<u>\$4,715,300</u>
NET CHANGE IN ASSETS	<u>\$ 117,453</u>	<u>\$ 0</u>

The information presented below is for the period January 1 - September 30, 2010.

	YEAR TO DATE AMOUNTS	2010 ADOPTED BUDGETS
MISSIONARY BUDGET		
REVENUES		
Current Year Missionary Commitments	\$1,842,879	\$2,485,168
Program Revenue	75,714	85,500
Other Income	<u>5</u>	<u>102</u>
TOTAL REVENUES	<u>\$1,918,597</u>	<u>\$2,570,770</u>
EXPENDITURES		
Mission Congregations	\$ 584,982	\$ 796,750
College Ministry	440,945	581,823
Outreach	319,656	614,685
Diocesan Support Ministries	154,240	172,024
Bishop's Program Contingency	23,225	58,806
Cooperative Projects	46,516	62,021
National Church Response	177,205	236,273
Budget Shortages/Other Expenses	<u>33</u>	<u>48,388</u>
TOTAL EXPENDITURES	<u>\$1,746,802</u>	<u>\$2,570,770</u>
NET CHANGE IN ASSETS	<u>\$ 171,795</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 five meetings of the Executive Board since the report to the 161st Council. Another meeting is scheduled for December 8, 2010.

Wednesday, December 9, 2009. Following a lengthy discussion concerning congregations in arrears on their Diocesan Assessments, the Board adopted a resolution stating that it would verbally oppose any attempt to seat congregations whose arrearage had not been excused by the Bishop. The 2010 Diocesan Budget was adopted for presentation to the 162nd Council. The budget was again a "flat" budget with minimum salary increases for administrative staff only. The 2010 Missionary Budget was adopted for presentation to the 162nd Council. The Missionary Budget was down about \$600,000 from the 2009 adopted budget as the result of a few large decreases in acceptances. A new three-part presentation of the Budget was adopted:

the insurance budget, the diocesan operation's budget, and the missionary funding budget. Regular annual physical examinations for the clergy were commended by the Board.

Saturday, February 13, 2010. At a meeting of the Executive Board immediately following the adjournment of the 161st Council, the following officers of the Executive Board were elected: vice-president, Bishop High; treasurer, Bob Biehl; secretary, John A. Logan, Jr.; Nominations Committee representative, Kerry Hancock; General Funds Appeal Committee chair, David Bollinger.

Wednesday, March 10, 2010. The Finance Committee reported that after the printing of the *Journal* for the 161st Council, an additional \$127,000 had been received for the Missionary Asking Budget which would be distributed, as previously decided, between Multicultural Ministries, Budget shortfalls, Bishop's Contingency, and E.C.O.M. The Committee reported that the Assessment formula is being reviewed for possible adjustments and/or changes. New appointments to the Board subcommittees were announced by the Bishop. The Board agreed that there is a need for a process that will address parishes in "trouble"—one that will let the parish know there is a problem (the parish often being the last to know). The Bishop nominated the Reverend Alex Montes-Vela to fill the unexpired term of the Reverend Stacey Fussell. The nomination was seconded and adopted. Supply clergy and licensing were discussed following complaints about the lack of cancellation notices. A motion was adopted to provide that a two-Sunday notice-of-cancellation be required. Another motion was adopted to bring compensation for supply clergy into line with that of the dioceses of Louisiana and West Texas.

Wednesday, June 16, 2010. Concerning the matters referred to the Governance Committee, it was reported that the Committee felt, after review and study of procedures followed in other dioceses, that the process for the election of bishops in the diocese is more transparent than in other dioceses. The Committee does not recommend any changes in the present election process in the diocese. After studying a number of factors in response to a resolution from the 161st Council to study the possibility of extending Council by twenty-four hours, the Committee's ultimate decision was that it was not in favor of extending the business portion of Council and recommended that Council not be extended. The Board received a draft copy of "Structure for Mission" from the subcommittee on Vision and Mission. Collaborative work between the various ministries remains a goal. Audit reports from all of the diocesan institutions were "clean." Members of the Board were reminded of the necessity for everyone to sign (no) Conflict of Interest statements. The boards of all diocesan entities, including parishes and missions, will be required to sign such statements. The Finance Committee reported that it was becoming more and more difficult to meet the new General Convention requirement for "parity" between laity and clergy. A decision for a simplified process for determining assessment rates was postponed pending further study.

Wednesday, September 1, 2010. The Governance Committee recommended that the Annual Council not be extended. The Finance Committee reported that letters had been sent to congregations who were in arrears, and as a result, many have become current. The Finance Committee opened a discussion of the 2011 budget, with the Bishop suggesting that the budget process needs to focus on the most critical strategic

areas of the diocese. Following discussion, the following 2011 Budget of \$4,778,000.00 was adopted for presentation to the 162nd Council: Part A (Insurance budget), \$4,778,000.00; Part B, \$11,934,078.00 (32.84% for the Diocesan Budget, or 3,919,144.00; 42% for the Diocesan Missionary Asking, or \$5,012,319; 25.16% to be spent on local option missionary work, or \$3,002,614). The Finance Committee was still studying the lay/clergy “parity” issue. It was announced that the Camp Allen capital campaign to raise \$2,300,000 had been successfully completed.

A final 2010 meeting of the Executive Board will be held at Camp Allen on December 8, 2010.

John A. Logan, Jr., Secretary

Executive Board – Subcommittee on Governance

The 161st Diocesan Council passed a resolution calling for the study of the feasibility of extending council meetings by 24 hours. The Bishop assigned this task to the Executive Board Subcommittee on Governance (“the Committee”).

The Committee held conversations with one of the authors of the resolution to be clear about the rationale behind the resolution before conducting any research. The Committee also conferred with Mr. Robert Biehl, treasurer of the diocese and the Rev’d Cecilia Smith, who works with diocesan council host churches on all logistical matters. Mr. Biehl indicated that the daily cost of council is approximately \$50,000 and the daily diocesan staff costs related to council is approximately \$5,000.

The Committee believes that since the current council format allows the delegates to complete the business of the diocese in one day, the principal benefit of extending council would be for social/educational reasons. The Committee further believes that an effective way to extend council and control costs is to negotiate with the host hotel to extend the conference room rate for one day before council begins and one day after council has concluded. It may be sensible from a cost standpoint for conveners of events to contact other area hotels for meeting or event space. The diocese does not expect to cover the costs for outside-of-council events.

Finally, the Committee believes that an effective way to communicate and schedule events to occur before or after council is to provide an appropriate link as part of the council portion of the diocesan Web site. If delegates approve of this approach, the work to implement the steps outlined herein would be undertaken beginning with the 163rd council meeting.

Samuel A. Dodson, Chair

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’d John Himes, Mr. Frederick deB. Bostwick, and Mr. Tim Nutt (terms expiring in 2011); the Rev’d William Fowler and Mr. Robert Hays (terms expiring in 2012), and the Rev’d Jim Nelson, Mrs. Maria Boyce, and Mr. Carvel Glenn (terms expiring in 2013). Officers elected by the Board were Mr. Robert Hays, president; the Rev’d William Fowler, vice-president; Mr. Robert J. Biehl, treasurer; Mr. David N. Fisher, secretary; and Mrs. Nancy L. Lennard, assistant secretary/treasurer.

The Foundation established the following committees:

- Executive Committee – Conducts foundation business between meetings of the board. Members are the Bishop of Texas (chair), 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, and Jim Nelson.

In 2010, The Bishop Quin Foundation continued to focus on funding various programs within the Diocese of Texas. Over \$1,000,000 in grants were funded through October 31, 2010, as follows:

Bishop’s Curate/Intern Placement Program	\$487,330
Strategic Mission Grants	\$186,468
Support of the Episcopate	\$ 11,250
Resource Development	\$ 41,250
Information Technology Support	\$ 15,000
Sabbatical Grants	\$ 15,000
Hurricane Ike Insurance Deductible Assistance	\$300,000

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 continues to benefit smaller churches (annual

operating budgets less than \$750,000) throughout the diocese with grants of up to \$50,000, paid over a three-year period. This program is designed to strengthen congregations throughout the diocese by directly providing funds for programmatic offerings that the congregations demonstrate their ability to sustain beyond the grant period.

Through the first three quarters of 2010, the assets of The Bishop Quin Foundation have increased in value over the comparable period in 2009. The market value of the Permanent Fund at September 30, 2010, was \$26,851,386 vs. \$23,417,143 at September 30, 2009. The market value of the Revolving Fund at September 30, 2010, was \$2,334,764 vs. \$3,952,787 at September 30, 2009. Total market value on September 30, 2010, was \$29,186,150 vs. \$27,369,931 on that same date in 2009. 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, and 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. In 2010, a new institutional investment consultant was retained after a thorough search was conducted. This arrangement provides easier access to the top investment managers in the nation, enhanced diversification, and a more favorable fee schedule. 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: David T. Harvin, Helen L. Toombs, Peter Boyd, James Shoemake, and I are ably assisted by Robert J. Biehl, treasurer of the Diocese; 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, 2010**

	Book Value	Market Value
Protestant Episcopal Church Council:		
Participating Funds	\$20,588,090	\$21,316,874
Episcopal Housing Trust	2,973,316	2,973,316
Clergy Housing Trust	683,309	683,309
Diocesan Properties Fund	9,995,660	9,995,660

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

Cash and Cash Equivalents	\$ 973,969	\$ 973,969
Bonds	5,730,262	6,004,126
Stocks	9,459,859	9,910,596
Other Investments	4,424,000	4,428,183
Total	<u>\$20,588,090</u>	<u>\$21,316,874</u>

**THE EPISCOPAL HOUSING TRUST
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$ 7,738	\$ 7,738
Notes and Mortgages	449,015	449,015
Accounts Receivable	(2,346)	(2,346)
Real Estate	2,518,909	2,518,909
Total	<u>\$2,973,316</u>	<u>\$2,973,316</u>

**THE CLERGY HOUSING TRUST
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$167,964	\$167,964
Notes and Mortgages	525,984	525,984
Accounts Receivable	(10,639)	(10,639)
Total	<u>\$683,309</u>	<u>\$683,309</u>

**DIOCESAN PROPERTIES FUND CUSTODY
STATEMENT OF ASSETS**

Cash and Cash Equivalents	\$ 188,155	\$ 188,155
Notes and Mortgages	761,795	761,795
Accounts Receivable	1,026,089	1,026,089
Real Estate	8,019,621	8,019,621
Total	<u>\$9,995,660</u>	<u>\$9,995,660</u>

Episcopal Foundation of Texas

The value of the Episcopal Foundation of Texas has increased nicely through the 2nd and 3rd quarters of 2010 as a result of improvements in the financial markets. At the end of the 3rd quarter 2010, the assets of the Foundation totaled 43.7 million dollars, up approximately 1.4 million dollars from the beginning of 2010. The increase in the value of the Foundation will provide a small increase in the funds available for grants in 2011. Below is a list of the funds granted to the various institutions the Episcopal Foundation of Texas supported during 2010.

Diocesan Grants:

St James House	\$ 75,000
St. Vincent's House	100,000
El Buen Samaritano	100,000
St. Stephen's School – Capital Campaign	100,000
University of the South	33,000
Episcopal Theological Seminary of the Southwest	100,000
Episcopal Theological Seminary SW Rather House Renovation	100,000
Camp Allen	50,000
Hurricane Ike Relief	97,254
The Bishop Quin Foundation	120,000
The Bishop Quin Foundation Strategic Mission Grants	<u>197,000</u>
Total	\$1,554,000

Tithe Grants:

Compass Rose Society	\$ 40,000
Faith in Practice	2,000
Episcopal Relief & Development	10,000
Society of St. John	30,000
Bishop's Discretionary Fund	30,000
Ecuador Central	24,000
Camp Allen (Westside Homeless Children to Camp)	10,000

The accounting firm of Blazek & Vetterling LLP has completed auditing the Episcopal Foundation of Texas for the year 2009. 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, recommending them to the Right Reverend Dena Harrison for postulancy, and continuing in relationship with these persons as they prepare for ordained ministry. These committees 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 meets between August and May and is made up 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'd Victoria Mason, are two of those eighteen.

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 have taken on a new responsibility this year. For the first time in recent history, we will not use the General Ordination Exam but will administer our own Diocese of Texas written exam to our graduating seniors at Camp Allen in January 2011.

The Diocese of Texas currently has nine men and women in preparation for ordination at Seminary the Southwest, Virginia Theological Seminary, and Vanderbilt Divinity School. At the Iona School for Ministry, ten men and women are in preparation to serve as deacons and eight men and women to serve as bi-vocational priests.

In June 2010, twelve men and women were ordained as deacons at Christ Church Cathedral. Two of those will continue to serve as deacons, three as transitional deacons in preparation to serve as bi-vocational priests, and seven others as transitional deacons serving as curates.

As we seek to identify men and women to serve in an ever-changing Church, the three committees of the Commission continue to prayerfully consider and change how discernment is done in the Diocese of Texas. As we continue to refine and improve our process, the materials used by parishes and missions for discernment changes almost monthly. A tip for congregations: If you have any spiral-bound discernment manuals, please put them in the recycling bin because we now provide materials in folders or electronically so that they will always contain the most current information.

In 2011, we are hoping to change materials so that parish discernment committees can do more in-depth discernment. Our improved process will allow those committees to consider all four possible outcomes (deacon, bi-vocational priest, seminary-prepared priest, or lay minister) as a possibility for God's call.

Beth Fain, Chair

Examining Chaplains

The Examining Chaplains met to review the seminary transcripts and results of the General Ordination Examinations and orally examined seven candidates for ordination

to the diaconate. They subsequently examined them in preparation for ordination to the priesthood and recommended them for ordination. Chaplains also worked with one candidate previously ordained in a church not in communion with the Episcopal Church in order to prepare him for ordination in this church. The Chaplains in consultation with the Executive for Ministry have developed an examination for use in lieu of the General Ordination Examination. It will take place over three days at Camp Allen in early January and will include both written essays, oral questions, and an opportunity for each candidate to lead one of the Daily Offices and preach a homily on assigned texts. Current Chaplains are Miles R. Brandon, A. Dean Calcote, Mark T. Crawford, James M. L. Grace, Edward L. Stein, and Mary Vano.

A. Dean Calcote, Chair

Deacon's Report

In June of 2010, members of the fourth class of deacons from the Iona School of Ministry were graduated and ordained. The class includes: Andrea Conklin, who was placed at St. Andrew's in Houston and Nancy Ricketts, who was placed at St. Michael's in Austin.

In addition, we have welcomed the Reverend Jerry Critchlow from California, who will be licensed to serve as deacon at Good Shepherd in Kingwood. We bid adieu to the Reverend Jody Tomberlin who has moved to North Carolina. We wish her well in her ministry there.

Our twenty-three 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 continues to be involved in the Austin Recovery ministry, a twelve-step recovery ministry. This deacon has listened to over 200 5th steps during the past two years. Another deacon started and helps 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 serves as a board member of St. Luke's Episcopal Health Charities. Several deacons are involved in ministry to the elderly at assisted living facilities and nursing homes. Three deacons are involved in Kairos Prison Ministry. Another has recently been trained and received clearance from TDCJ to minister in a prison. Several deacons are involved in grief and loss groups or in the program called Walking the Mourner's Path. One deacon serves as an advocate for those with disabilities. Several deacons are chaplains to law enforcement departments or fire departments. Some teach first communion and/or confirmation classes. One deacon has begun participating in the Women's Storybook Project of Texas. Several deacons have led mission trips to Galveston assisting with hurricane relief. Another deacon is a mentor and director to the leaders of various outreach projects. This deacon spends time prayerfully discerning new leaders and raises them up and sends them out.

In addition to this work in our communities, several deacons serve in diocesan-wide roles. The Reverend Linda Shelton coordinates the diaconal curriculum for the Iona School, the Reverends Betty Divine and Pat Ritchie supervise 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 Gill Keyworth is diocesan Jubilee Officer, the Reverend Victoria Mason is chair of the Committee for the Diaconate, and the Reverend Linda Shelton is the diocesan Liaison for Episcopal Migration Ministries. The Reverend Gill Keyworth and the Venerable Russ Oechsel serve jointly as diocesan Emergency Response Coordinators.

A retreat was held for deacons at Camp Allen in September. The Reverend Lacy Largent graciously offered the use of the rectory for the retreat. A peaceful time was had by all in attendance. In addition, the deacons attended a Clericus in October, prior to Clergy Conference. Discussions at the October clericus involved a customary for budgeting diaconal expenses, a teaching on diaconal preaching, and ministry agreements.

Russ Oechsel, Jr., Archdeacon

Standing Committee

Standing Committee members (each serving 3-year terms)

2011 Mrs. Sandra Kelley, All Saints', Austin, President
The Rev'd David Boyd, St. David's, Austin

2012 The Rev'd Sean Cox, St. Andrew's, Bryan
Mr. Clint Capers, St. Alban's, Waco

2013 Ms. Linnet Deily, Trinity Church, Houston
The Rev'd Michael Besson, St. John's, La Porte

The final meeting of the 2009 committee members met on February 12 and 13, 2010, in Killeen, Texas, under the leadership of Interim President David Boyd. Present were, Clint Capers, Sean Cox, Sandra Kelley, and Barbara Williams.

Items of business:

- Acceptance of the resignation of Frankie Rodriguez from the Standing Committee.
- The consent of seven Episcopal elections.
- The acceptance of a request for a release from Holy Orders.

The final item for the 2009 Committee was the election of Sandra Kelley as president for 2010 and Sean Cox as secretary.

The 2010 Standing Committee convening at Camp Allen began each session meeting with Bishop Doyle. The Bishop kept the committee apprised of items relating to Title IV involving clergy moral behavior and other inhibitions/depositions. Approved seven Episcopal elections.

Throughout the year, in connection with the Commission on Ministry, the Standing Committee met with postulants and candidates for the diaconate and priesthood as they discerned their call to ministry.

The final meeting of 2010 was December 9, 2010, at Camp Allen for interviews with candidates for ordination to the priesthood.

Sandra Kelley, President

Ecclesiastical Trial Court

The Ecclesiastical Trial Court of the Diocese of Texas had no matters brought before it in this reporting period. Its only action was to elect a presiding judge and to make provision for a church attorney as required under Canon 44.2.

Lisa S. Hines, Presiding Judge

VII. EXECUTIVE BOARD UNITS, DIVISIONS, & DEPARTMENTS

FINANCE AND STEWARDSHIP UNIT

Division of Finance

**THE EPISCOPAL DIOCESE OF TEXAS
2011 DIOCESAN BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 162ND DIOCESAN COUNCIL**

Part A - Insurance

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>	
Revenue and Support			
Insurance Assessments	\$4,715,300	\$4,778,000	1)
Less: Allowance for Uncollectible	<u>-0-</u>	<u>(143,340)</u>	2)
Net Assessments	4,715,300	4,634,660	
 Other Revenues – Reimbursements			
St. Luke's Episcopal Health Sys. Clergy	-0-	115,000	
Premiums from Individuals	<u>-0-</u>	<u>3,340</u>	
 Total Revenue and Support	<u>\$4,715,300</u>	<u>\$4,753,000</u>	
 Expenditures			
 Group Health Insurance	\$3,939,300	\$3,991,800	
Health Savings Account Deposits	736,000	701,200	
Insurance Reserve	<u>40,000</u>	<u>60,000</u>	
 Total Expenditures	<u>\$4,715,300</u>	<u>\$4,753,000</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 2011 is based upon an anticipated 3.5 percent increase in budgeted healthcare costs over 2010 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 3% of the Insurance Assessment Revenues in 2011. In 2010, the provision was combined with the Diocesan Assessment budget's uncollectible amount.

THE EPISCOPAL DIOCESE OF TEXAS
2011 DIOCESAN BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 162ND DIOCESAN COUNCIL

Part B – Diocesan Operations

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>	
Revenue and Support			
Diocesan Assessments	\$3,769,450	\$3,919,150	
Less: Allowance for Uncollectible	<u>(249,695)</u>	<u>(117,575)</u>	1)
Net Assessments	3,519,755	3,801,575	
 Revenue & Support from Foundations (Schedule A)	 1,141,900	 1,109,900	
 Other Funding			
St. Luke's Episcopal Health System	190,000	80,000	
IONA Program Revenues	45,000	40,000	
Safeguarding People Revenues	4,000	4,000	
Safe Church Background Revenues	5,000	7,500	
Stewardship Conference Revenues	-0-	5,000	
Commission on Ministry Revenues	5,000	5,000	
Congregational Development Revenue	2,000	500	
Other Income			
Brochure Sales	4,000	5,000	
Texas Episcopalian Contribution	10,000	11,000	
Operating Account Interest	--	--	
Other Income	<u>1,002</u>	<u>1,555</u>	
 Total Other Funding	 266,002	 159,555	
 Total Revenue and Support	 <u>\$4,927,657</u>	 <u>\$5,071,030</u>	

Note:

- 1) Provision for those churches unable to pay their Diocesan Assessment. This provision is 3% of the Diocesan Assessment Revenues in 2011. In 2010, the provision also included the Insurance Assessment budget's uncollectible amount of 3%.

See Accompanying Schedules and Notes

THE EPISCOPAL DIOCESE OF TEXAS
2011 DIOCESAN BUDGET
 AS APPROVED BY THE EXECUTIVE BOARD
 FOR RECOMMENDATION TO THE 162ND DIOCESAN COUNCIL

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>
Expenditures		
Liability Insurance Expense	\$ 98,000	\$ 87,000
Compensation (Schedule B)		
Clergy Staff	940,255	998,500
Lay Staff	<u>1,869,827</u>	<u>1,859,500</u>
Total Compensation	2,810,082	2,858,000
Diocesan Center Operating Expense (Schedule C)	741,500	761,000
Business and Travel Expense (Schedule D)		
Clergy Staff	196,450	216,400
Lay Staff	<u>85,425</u>	<u>65,500</u>
Total Business and Travel Expense	281,875	281,900
Canonical and Administrative Expense (Schedule E)	455,700	483,630
Commission and Committee Expense (Schedule F)	<u>540,500</u>	<u>599,500</u>
Total Expenditures	<u>\$4,927,657</u>	<u>\$5,071,030</u>

See Accompanying Schedules and Notes

THE EPISCOPAL DIOCESE OF TEXAS
2011 DIOCESAN BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 162ND DIOCESAN COUNCIL

Schedule A
Foundations' Support and Other Income

	<u>2010</u> <u>Adopted</u> <u>Budget</u>	<u>2011</u> <u>Proposed</u> <u>Budget</u>	
Revenue and Support from Foundations			
Church Corporation Participating Funds			
Diocesan Overhead Reimbursement	\$ 326,250	\$ 326,250	1)
Safe Church Minister Grant	50,000	25,000	2)
Resource Development Program	75,000	75,000	
Episcopal Endowment Fund Support	40,000	35,000	3)
Information Technology Support	20,000	20,000	
Diocesan Center Maintenance Fund	<u>5,000</u>	<u>3,000</u>	3)
Total Church Corp. Participating Funds	516,250	484,250	
 Bishop Quin Foundation			
Diocesan Overhead Reimbursement	180,650	180,650	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	345,650	
 Episcopal Foundation of Texas			
Diocesan Overhead Reimbursement	225,000	225,000	1)
Rent & Expense Reimbursement	<u>55,000</u>	<u>55,000</u>	
Total Episcopal Foundation of Texas	<u>280,000</u>	<u>280,000</u>	
 Total Revenue and Support - Foundations	 <u>\$1,141,900</u>	 <u>\$1,109,900</u>	

Notes:

- 1) These amounts represent reimbursements for allocated expenses associated with supporting the foundation's activities for 2010 and 2011.
- 2) The PECC granted these funds to support the Safe Church minister on a declining schedule.
- 3) Church Corporation support decreased principal of the Fund in line with investment performance.

THE EPISCOPAL DIOCESE OF TEXAS
2011 DIOCESAN BUDGET
AS APPROVED BY THE EXECUTIVE BOARD
FOR RECOMMENDATION TO THE 162ND DIOCESAN COUNCIL

Schedule B - Clergy Staff Compensation

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>	
Stipend			
Diocesan Bishop (Doyle)	\$187,250	\$187,950	
Suffragan Bishop (High)	84,620	35,610	1)
Suffragan Bishop (Harrison)	84,620	85,320	
Assisting Bishop	-0-	43,360	1)
Canon to the Ordinary (Normand)	56,750	57,450	
Canon for Multicultural (Case)	29,805	-0-	
Canon for Formation	-0-	59,300	2)
Safe Church Minister (Smith)	54,960	50,660	
Secretary of the Diocese (Logan)	<u>4,050</u>	<u>4,750</u>	
Total Stipend	502,055	524,400	
Housing Allowance and Maintenance			
Diocesan Bishop (Doyle)	35,000	35,000	
Suffragan Bishop (High)	35,000	14,600	1)
Suffragan Bishop (Harrison)	35,000	35,000	
Assisting Bishop	-0-	17,500	1)
Canon to the Ordinary (Normand)	40,000	40,000	
Canon for Multicultural (Case)	15,000	-0-	
Canon for Formation	-0-	30,000	2)
Safe Church Minister (Smith)	35,000	40,000	
Secretary of the Diocese (Logan)	<u>8,000</u>	<u>8,000</u>	
Total Housing Allowance and Maintenance	203,000	220,100	
Pension/Social Security and Medicare Tax Reimbursement			
Diocesan Bishop (Doyle)	70,000	63,300	
Suffragan Bishop (High)	40,500	19,000	1)
Suffragan Bishop (Harrison)	40,500	42,000	
Assisting Bishop	-0-	22,800	1)
Canon to the Ordinary (Normand)	32,000	36,400	
Canon for Multicultural (Case)	16,700	-0-	
Canon for Formation	-0-	33,600	2)
Safe Church Minister (Smith)	33,500	34,300	
Secretary of the Diocese (Logan)	<u>2,000</u>	<u>2,600</u>	
Total Pension/Social Security Reimbursement	<u>235,200</u>	<u>254,000</u>	
Total Clergy Staff Compensation	<u>\$940,255</u>	<u>\$998,500</u>	

Notes:

- 1) Bishop High has announced his retirement effective April 30, 2011. Subsequent to that and subject to Council's approval, an Assisting Bishop will be appointed for the Northeast region.
- 2) A Canon for Formation will be hired with an expected start date of January 1, 2011 to head Youth and Christian Formation for the Diocese.

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Schedule B
Lay Staff Compensation

	<u>2010 Adopted Budget</u>	<u>2011 Proposed Budget</u>	
Lay Staff Compensation			
Lay Staff Salaries			
Diocesan Center Administrative Staff	\$ 774,892	\$ 882,900	1)
Diocesan Center Financial Staff	501,317	502,200	2)
Diocesan Center Ministry Staff	330,808	212,250	3)
Reserve for Salary Adjustment	<u>6,000</u>	<u>15,000</u>	
Total Lay Staff Salaries	1,613,017	1,612,350	
Pensions and Benefits	136,592	126,500	
Employer FICA	<u>120,218</u>	<u>120,650</u>	
Total Lay Staff Compensation	<u>\$1,869,827</u>	<u>\$1,859,500</u>	

Notes:

- 1) The administrative staff will receive no Cost of Living increase for 2011; positions have been added to assist in transition and as part of a staff restructuring. Includes 3 merit increases.
- 2) No Cost of Living increases in 2011.
- 3) No Cost of Living increases in 2011. The decrease in expense is due to the consolidation of the Youth and Christian Formation positions into the Canon for Formation's role.

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Schedule C
Diocesan Center Operating Expense

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>	
Diocesan Center Operating Expense			
General Office Expense			
Office Equipment – Supply, Lease & Maint.	\$ 76,000	\$ 80,000	
Communications	60,000	50,000	
Office Supplies & Printing Expenses	50,000	40,000	
Postage, Shipping, & Delivery	27,000	24,000	
Payroll Processing Expense	11,000	11,000	
Miscellaneous Office Expense	7,500	9,000	
Depreciation – Equipment	<u>37,000</u>	<u>34,000</u>	
Total General Office Expense	268,500	248,000	
Headquarters Operating Expense			
Utilities	90,000	80,000	
Rent – Austin Office	60,000	65,000	
Janitorial, Maintenance, & Repair	60,000	80,000	1)
Interest and Bank Fees	25,000	30,000	
Storage	24,000	20,000	
Miscellaneous Operating Expense	<u>10,000</u>	<u>4,000</u>	
Total Headquarters Operating Expense	269,000	279,000	
Other Expense			
Information Technology	137,000	155,000	2)
Depreciation – IT Equipment	23,000	38,000	
Database Services - Raiser's Edge	15,000	16,000	
Administrative Contingencies	15,000	15,000	
Contract Assistance	10,000	10,000	
Interest – Vehicles	<u>4,000</u>	<u>-0-</u>	
Total Other Expense	204,000	234,000	
Total Diocesan Center Operating Expense	<u>\$741,500</u>	<u>\$761,000</u>	

Notes:

- 1) Increase reflects more closely actual operating expenses for the Houston, Austin, and Tyler Diocesan Offices.
- 2) Expenditures have been increased as the Diocese continues to move forward with electronic communications and meetings thereby allowing reductions of other hard costs.

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Schedule D
Business and Travel Expense

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>	
Business and Travel Expense			
Clergy Staff			
Diocesan Bishop (Doyle)	\$ 49,500	\$ 55,000	
Suffragan Bishop (High)	36,000	15,000	1)
Assisting Bishop	-0-	21,000	1)
Suffragan Bishop (Harrison)	36,000	36,000	
Canon to the Ordinary (Doyle/Normand)	22,500	22,500	
Canon for Multicultural (Case)	12,500		
Canon for Formation	-0-	25,000	2)
Safe Church Minister (Smith)	9,000	7,000	
Secretary of the Diocese (Logan)	2,700	2,700	
Diocesan Bishops, Retired	6,750	12,200	
Depreciation – Vehicles, Clergy	<u>21,500</u>	<u>20,000</u>	
Total Clergy Staff	196,450	216,400	
Lay Staff			
Ministry Staff	44,200	28,500	
Financial Staff	34,425	31,000	
Administrative Staff	<u>6,800</u>	<u>6,000</u>	
Total Lay Staff	<u>85,425</u>	<u>65,500</u>	3)
Total Business and Travel Expense	<u>\$281,875</u>	<u>\$281,900</u>	

Notes:

- 1) Bishop High will retire in 2011, and an assisting bishop appointed to the Northeast region.
- 2) Canon for Formation to be hired with a start date of January 1, 2011.
- 3) Reduction in expense due to transfer of Formation and Youth activities to the Canon for Formation.

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Schedule E
Canonical and Administrative Expense

	2010 Adopted <u>Budget</u>	2011 Proposed <u>Budget</u>	
Canonical and Administrative Expense			
Canonical Support for Presiding Bishop's Office	\$100,000	\$100,000	
Legal Expense	100,000	100,000	
<i>Texas Episcopalian</i> – Postage Expense	45,000	25,000	1)
<i>Texas Episcopalian</i> – Printing Expense	40,000	70,000	1)
<i>Texas Episcopalian</i> – Editorial Expense	20,000	20,000	
<i>Texas Episcopalian</i> – Mail Service Expense	12,000	12,000	1)
Safe Church Ministry – Safeguarding Programs	45,000	31,500	2)
Safe Church Ministry – Background Checks	15,000	12,000	
<i>Journal</i> Expense	20,000	10,000	3)
Diocesan Audit	25,000	25,000	
Provincial Synod Assessment	12,600	12,600	
Support for University of the South	5,500	5,500	
Archives	5,500	2,000	
Episcopal Assistance	3,500	5,000	
Austin Area Inter-religious Ministries	-0-	6,000	4)
Texas Conference of Churches	-0-	5,000	4)
Millennium Development Goals	-0-	35,430	4)
Provincial Synod Delegates	<u>6,600</u>	<u>6,600</u>	
Total Canonical and Administrative Expense	<u>\$455,700</u>	<u>\$483,630</u>	

Notes:

- 1) Changes in *Texas Episcopalian* Expenses are the result of the movement towards a quarterly magazine with increased electronic distribution.
- 2) Decrease in Safe Church Ministry proposed expenses in 2011 reflects change to a new provider for background checks and usage of online training capabilities.
- 3) Decreased costs due the publication of the *Journal* in electronic format.
- 4) These items were moved from the Missionary Budget to the Diocesan Budget at the Executive Board's direction.

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Schedule F
Commission and Committee Expense

	<u>2010</u> <u>Adopted</u> <u>Budget</u>	<u>2011</u> <u>Proposed</u> <u>Budget</u>	
Commission and Committee Expense			
Congregational Development Consultant	\$105,000	\$118,000	1)
Conferences/Clergy Gatherings–October Conf.	85,000	85,000	
Conferences/Clergy Gatherings–Various	20,000	22,500	
Conferences/Congregational Development	15,000	15,000	
Conferences/Council	10,000	10,000	
Conferences/Business Services Workshop	4,500	3,500	
Conferences/Retired Clergy Conference & Retreat	8,500	15,000	4)
IONA – School for Ministry	90,000	90,000	
IONA – Intern Training	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	50,000	
Commission on Ministry	44,000	44,000	
Christian Formation	35,000	42,500	2)
Communications	23,000	30,000	2)
Stewardship Department	10,000	25,000	3)
Executive Board	7,500	9,000	
Chaplains to the Retired	-0-	6,000	2)
Standing Committee	2,000	3,000	
Contingency for Budget Shortages	<u>10,000</u>	<u>10,000</u>	
Total Commission and Committee Expense	<u>\$540,500</u>	<u>\$599,500</u>	

Notes:

- 1) Increase in Congregational Development Consultant costs reflective of increased usage of congregational consultant's time at contracted rates.
- 2) The Finance Committee has directed these budgets to be transitioned from the Mission Funding Budget to the Operating Budget.
- 3) The Diocese will host The Episcopal Network for Stewardship national meeting in April in place of the normal Stewardship Conference in 2011.
- 4) The Church Pension Fund will be sponsoring a Planning for Tomorrow Workshop at Camp Allen for retiring Clergy during 2011.

THE EPISCOPAL DIOCESE OF TEXAS
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NOTE

The 2011 Missionary Commitments presented below are as of **December 15, 2010**. The **“2011 Committed To-Date”** column represents responses from 114 churches, which is approximately the same 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.

	<u>2010 Adopted Budget</u>	<u>2011 Requested Budget</u>	<u>2011 Committed To-Date</u>
Revenue and Support			
Current Year Missionary Commitments–Net	\$2,485,168	\$4,942,043	\$1,977,957
Interest from Operating Accounts	102	-0-	-0-
Program Revenues	85,500	-0-	66,000
Miscellaneous Income	<u>-0-</u>	<u>-0-</u>	<u>43</u>
Total Revenue and Support	<u>\$2,570,770</u>	<u>\$4,942,043</u>	<u>\$2,044,000</u>
Expenditures			
Mission Congregations	\$ 796,750	\$ 1,019,800	\$ 754,043
College Ministry	581,823	824,819	407,019
Outreach	614,685	664,019	375,647
Diocesan Support Ministries	172,024	223,537	127,058
Bishop’s Mission and Program Contingency	58,806	300,000	30,000
Cooperative Projects	62,021	53,868	42,525
Ministry Enhancements	-0-	-0-	-0-
National Church Response	236,273	1,756,000	304,638
Budget Shortages	<u>48,388</u>	<u>100,000</u>	<u>3,070</u>
Total Expenditures	<u>\$2,570,770</u>	<u>\$4,942,043</u>	<u>\$2,044,000</u>

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	2010 Adopted <u>Budget</u>	2011 Requested <u>Budget</u>	2011 Committed <u>To-Date</u>	
Breakdown of Program Funding				
Mission Congregations				
Mission Clergy Travel	\$ 50,000	\$ 75,000	\$ 50,000	
Calling and Moving Clergy	20,000	50,000	13,752	
New Mission Work	10,000	25,000	1,000	
Austin, St. Mary Magdalene	125,000	175,000	142,262	
Austin, St. Julian of Norwich	150,000	150,000	122,629	
Houston/Alief, Christ the King	44,000	44,000	44,000	
Houston, St. Aidan's	25,000	-0-	-0-	MC1)
Support for Multicultural Ministry	70,000	125,000	27,000	
Austin, San Francisco de Asis	50,200	100,000	100,000	
Houston, Santa Maria Virgen	63,000	68,000	68,000	
Houston, Lord of the Streets	50,000	51,000	51,000	
Houston, San Pablo	59,300	59,300	59,300	
Houston, St. Alban's	67,500	67,500	67,500	
Tyler, St. John the Baptist	12,750	30,000	7,600	
Total Mission Congregations	<u>\$796.750</u>	<u>\$1.019.800</u>	<u>\$754.043</u>	
College Ministry				
College Missioners' Travel	\$ 5,000	\$ 12,000	\$ 7,900	
College Work Centers	8,000	40,000	8,839	
College Missioners' Leadership Team	17,000	36,600	3,000	
Waco, Baylor University	45,255	53,070	35,275	
Brenham, Blinn College	7,150	7,150	1,700	
Houston, Houston Community College	32,700	32,700	4,000	
Austin, Huston-Tillotson College	4,550	-0-	-0-	NR)
Kilgore, Kilgore College	1,050	-0-	-0-	NR)
Beaumont, Lamar University	8,650	20,000	19,357	
Longview, LeTourneau University	3,450	7,500	600	
Prairie View, Prairie View A&M	3,950	10,000	1,400	
Houston, Rice University and the Texas Medical Center Schools	70,000	85,000	84,000	
Huntsville, Sam Houston State University	20,750	46,200	20,300	
Georgetown, Southwestern University	1,250	3,000	3,000	

See Accompanying Notes

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	2010 Adopted <u>Budget</u>	2011 Requested <u>Budget</u>	2011 Committed <u>To-Date</u>	
Breakdown of Program Funding <i>(continued)</i>				
College Ministry <i>(continued)</i>				
Nacogdoches, Stephen F. Austin University	19,118	24,000	16,200	
College Station, Texas A&M University	170,000	188,392	94,191	
Houston, Texas Southern University	12,050	-0-	-0-	NR)
Houston, University of Houston	17,050	29,700	15,586	
Austin, University of Texas	130,000	160,807	80,403	
Galveston, Texas A&M (Wm. Temple)	<u>4,850</u>	<u>68,700</u>	<u>11,268</u>	
Total College Ministry	<u>\$581.823</u>	<u>\$824.819</u>	<u>\$407.019</u>	
Outreach				
Austin Area Interreligious Ministries	\$ 5,982	-0-	-0-	DB)
Children at Risk – Camp Allen Scholarship	39,000	\$ 39,780	\$ 39,780	
Community of Hope	11,410	25,500	6,050	
Community of the Streets	26,598	30,640	20,144	
El Buen Samaritano	30,000	59,084	22,376	
Episcopal Community Outreach Ministries	46,725	90,200	12,357	
Interfaith Ministries for Greater Houston	3,277	3,343	3,343	
Prison Ministries Coordinator	56,700	56,700	14,000	
Prison Ministries Council	6,712	9,100	6,350	
St. Vincent's House	61,774	61,774	44,284	
Seafarers' Ministry	69,900	71,298	71,000	
Texas Conference of Churches	5,000	-0-	-0-	DB)
Ubi Caritas	50,000	51,000	47,970	
William Temple Healthcare Ministries	23,941	-0-	-0-	OR1)
EDOT Disaster Relief and Development	26,366	-0-	-0-	OR2)
World Mission	30,600	30,600	15,595	
Millennium Development Goals	85,000	40,000	47,800	OR3)
Companion Diocese of Southern Malawi	<u>35,700</u>	<u>95,000</u>	<u>24,598</u>	
Total Outreach	<u>\$614.685</u>	<u>\$664.019</u>	<u>\$375.647</u>	

See Accompanying Notes

THE EPISCOPAL DIOCESE OF TEXAS
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	2010 Adopted Budget	2011 Requested Budget	2011 Committed To-Date	
Breakdown of Program Funding <i>(continued)</i>				
Diocesan Support Ministries				
Addiction Recovery	\$ 5,300	\$ 7,543	\$ 7,543	
Chaplains to Retired Clergy/Spouses	5,100	-0-	-0-	DB)
Christian Education/Formation	6,050	-0-	-0-	DB)
Commission on Black Ministry	5,550	12,000	9,047	
Commission for Hispanic Ministries	3,550	12,000	5,065	
Communications Division	5,050	-0-	-0-	DB)
Iona Center	37,471	47,000	31,262	
Liturgical Commission	50	1,000	1,000	
Music Commission	6,750	11,184	10,324	
Singles Ministry	2,200	-0-	-0-	NR)
Spiritual Formation	24,419	20,810	18,450	
Youth Ministry	70,534	112,000	44,367	
Total Diocesan Support Ministries	<u>\$172.024</u>	<u>\$223.537</u>	<u>\$127.058</u>	
Bishop's Mission & Program				
Contingency				
Support for Congregations	\$30,000	\$150,000	\$ 20,000	
Program	18,806	100,000	5,000	
Vocational Counseling and Support	3,500	15,000	-0-	
Coaches and Consultants	6,000	30,000	5,000	
Consultants for Schools	500	5,000	-0-	
Total Bishop's Mission and Program				
Contingency	<u>\$ 58.806</u>	<u>\$300.000</u>	<u>\$ 30.000</u>	

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	2010 Adopted <u>Budget</u>	2011 Requested <u>Budget</u>	2011 Committed <u>To-Date</u>	
Breakdown of Program Funding <i>(continued)</i>				
Cooperative Projects				
Epiphany Community Health Outreach Service (ECHOS)	\$ 18,200	\$ 15,600	\$ 7,200	
Health Outreach for People in East Texas (the Hope Project)	9,282	7,846	7,513	
Iglesia El Buen Pastor, Piedras Negras	4,500	4,500	4,500	
Matagorda Episcopal Hospital Outreach Program (MEHOP)	14,000	12,000	12,000	
Safe Place Episcopal Fund	3,569	3,212	3,212	
Storybook Project	4,920	4,100	4,100	
St. John's After School Program	2,500	2,000	1,000	
Trinity Center	<u>5,050</u>	<u>4,500</u>	<u>3,000</u>	
Total Cooperative Projects	<u>\$ 62,021</u>	<u>\$ 53,868</u>	<u>\$ 42,525</u>	
Ministry Enhancements				
Commission on Black Ministry	\$ -0-	\$ -0-	\$ -0-	NR)
Music Commission	<u>0-</u>	<u>-0-</u>	<u>-0-</u>	NR)
Total Ministry Enhancements	<u>\$ -0-</u>	<u>\$ -0-</u>	<u>\$ -0-</u>	
National Church Response	<u>\$ 236,273</u>	<u>\$1,756,000</u>	<u>304,638</u>	
Budget Shortages	<u>48,388</u>	<u>100,000</u>	<u>3,070</u>	
Total Program Funding	<u>\$2,570,770</u>	<u>\$4,942,043</u>	<u>\$2,044,000</u>	

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NOTES

- MC1) – St. Aidan's funding has been reducing by \$25,000 annually as they move towards self-sufficiency.
- NR) – No request for funding was received from this ministry.
- DB) – These expenses have been moved to the Diocesan Budget at the direction of the Executive Board.
- OR1) – William Temple House's request has been consolidated into the College Ministry section of the Budget.
- OR2) – EDOT Disaster Relief is completing their mission in Galveston in late 2010 or early 2011.
- OR3) – Millennium Development amount reduced as the Diocesan Budget is now carrying the .7% of that 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):

2011 Base Percentage
(2010 levels times 1.0277)

	<u>Total Operating Revenue</u>	<u>PF</u>
UP TO & =	40,687	13.75%
40,688	81,370	14.75%
81,371	167,481	15.25%
167,482	325,483	15.75%
325,484	488,225	16.25%
488,226	976,450	16.75%
976,451	1,627,417	17.25%
= To & OVER	1,627,418	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 2011 break points was 2.77 per cent.

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 32.84%
- (2) Missionary Commitment Asking = FBR x 67.16%

THE DIOCESAN OBLIGATION = (FBR x 32.84%) + IA

THE MISSIONARY COMMITMENT ASKING = FBR x 67.16% - (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 2011, the Operating Revenue used was that of 2009.)
- 2) For 2011 the Executive Board divided the Missionary Asking between the Asking for ECUSA (14.71%), the Diocesan Missionary Asking (27.29%) and Local Outreach Asking (25.16%). In contrast to prior years, the Diocesan Asking was exactly equal to the amounts requested in the Mission Funding Catalogue.

2011 Diocesan Assessments & Missionary Askings

	2009 Operating Revenue	2011 Base Percent	2011 Insurance Assessment	2011 Diocesan Assessment	2011 Missionary Asking
PARISHES					
Alvin, Grace Church	\$ 227,664	15.75%	\$ 15,307	\$ 11,775	\$ 15,060
Angleton, Holy Comforter	237,993	15.75%	16,001	9,572	12,241
Atascocita, Christ the King	185,847	15.75%	12,495	9,613	12,294
Austin, All Saints'	1,093,090	17.25%	73,493	53,943	68,990
Austin, Good Shepherd	1,778,125	17.75%	119,551	103,649	132,559
Austin, Resurrection	242,956	15.75%	16,335	12,566	16,072
Austin, St. Alban's	351,494	16.25%	23,632	18,757	23,989
Austin, St. Christopher's	146,820	15.25%	9,871	7,353	9,404
Austin, St. David's	2,278,318	17.75%	153,181	132,805	169,849
Austin, St. George's	251,848	15.75%	16,933	13,026	16,660
Austin, St. James'	513,515	16.75%	34,526	26,738	34,196
Austin, St. John's	182,943	15.75%	12,300	9,462	12,102
Austin, St. Luke's on the Lake	838,106	16.75%	56,349	48,709	62,295
Austin, St. Mark's	495,860	16.75%	33,339	26,860	34,352
Austin, St. Matthew's	1,170,406	17.25%	78,691	66,302	84,796
Austin, St. Michael's	646,935	16.75%	43,496	34,336	43,914
Bastrop, Calvary Church	307,058	15.75%	20,645	15,882	20,312
Bay City, St. Mark's	258,387	15.75%	17,372	13,365	17,092
Baytown, Trinity Church	507,180	16.75%	34,100	27,898	35,680
Beaumont, St. Mark's	1,102,449	17.25%	74,122	69,772	89,234
Beaumont, St. Stephen's	542,859	16.75%	36,499	29,861	38,190
Bellaire, San Mateo	260,700	15.75%	17,528	13,174	16,849
Bellville, St. Mary's	137,732	15.25%	9,260	6,925	8,856
Belton, St. Luke's	103,567	15.25%	6,963	5,187	6,633
Brenham, St. Peter's	306,231	15.75%	20,589	15,839	20,257
Bryan, St. Andrew's	467,151	16.25%	31,409	24,930	31,883
Burnet, Epiphany	234,365	15.75%	15,757	8,880	11,357
Cedar Park, Christ Church	210,531	15.75%	14,155	9,792	12,524
College Station, St. Francis'	171,688	15.75%	11,543	7,994	10,223
College Station, St. Thomas'	462,585	16.25%	31,102	24,686	31,571
Columbus, St. John's	47,806	14.75%	3,214	3,140	4,016
Conroe, St. James the Apostle	469,827	16.25%	31,588	29,138	37,265
Dickinson, Holy Trinity	183,786	15.75%	12,357	9,506	12,157
Eagle Lake, Christ Church	114,638	15.25%	7,708	6,066	7,758
Freeport, St. Paul's	45,911	14.75%	3,087	3,015	3,857
Friendswood, Good Shepherd	489,255	16.75%	33,500	26,645	34,076
Galveston, Grace Church	243,937	15.75%	16,401	12,962	16,577
Galveston, Trinity Church	523,869	16.75%	35,222	30,343	38,807
Georgetown, Grace Church	554,575	16.75%	37,286	19,421	24,839
Hempstead, St. Bartholomew's	74,772	14.75%	5,027	3,622	4,632
Henderson, St. Matthew's	140,653	15.25%	9,457	7,044	9,009
Houston, Church of the Ascension	613,923	16.75%	41,277	33,770	43,189
Houston, Christ Church Cathedral	3,102,697	17.75%	208,607	180,859	231,306
Houston, Emmanuel Church	551,863	16.75%	37,104	30,356	38,824
Houston, Church of the Epiphany	545,731	16.75%	36,692	30,019	38,392
Houston, Grace (St. Geo & St. Pat's)	268,957	15.75%	18,083	12,338	15,780
Houston, Holy Spirit	1,015,371	17.25%	68,268	57,140	73,078
Houston, Hope	173,046	15.75%	11,635	8,950	11,447
Houston, Palmer Memorial	2,235,209	17.75%	150,282	130,293	166,635

	2009 Operating Revenue	2011 Base Percent	2011 Insurance Assessment	2011 Diocesan Assessment	2011 Missionary Asking
PARISHES <i>(continued)</i>					
Houston, Church of the Redeemer	263,335	15.75%	17,705	13,780	17,624
Houston, St. Andrew's	256,782	15.75%	17,265	13,675	17,490
Houston, St. Barnabas'	72,555	14.75%	4,878	3,514	4,495
Houston, St. Christopher's	353,372	16.25%	23,759	18,858	24,118
Houston, St. Cuthbert's	737,031	16.75%	49,554	36,640	46,860
Houston, St. Dunstan's	1,208,783	17.25%	81,272	68,476	87,576
Houston, St. Francis'	1,176,319	17.25%	33,907	60,116	76,884
Houston, St. James'	473,674	16.25%	31,847	24,133	30,865
Houston, St. John the Divine	6,075,673	17.75%	408,493	354,157	452,941
Houston, St. Luke the Evangelist	95,937	15.25%	6,450	4,980	6,370
Houston, St. Mark's	649,448	16.75%	43,665	28,297	36,189
Houston, St. Martin's	8,835,961	17.75%	594,081	515,057	658,727
Houston, St. Mary's	493,705	16.75%	33,194	24,587	31,445
Houston, St. Paul's	162,889	15.25%	10,952	9,045	11,567
Houston, St. Stephen's	667,520	16.75%	44,880	36,718	46,960
Houston, St. Thomas'	633,267	16.75%	42,577	33,601	42,973
Houston, St. Thomas the Apostle	546,123	16.75%	36,718	30,041	38,420
Houston, St. Timothy's	222,428	15.75%	14,955	10,461	13,379
Houston, Trinity Church	1,186,764	17.25%	79,791	60,325	77,151
Huntsville, St. Stephen's	221,451	15.75%	14,889	11,496	14,703
Jasper, Trinity Church	65,265	14.75%	4,388	3,161	4,043
Katy, Holy Apostles'	1,193,072	17.25%	80,215	40,151	51,350
Katy, St. Paul's	183,298	15.75%	12,324	9,481	12,125
Kilgore, St. Paul's	89,690	15.25%	6,030	4,649	5,946
Killeen, St. Christopher's	272,997	15.75%	18,355	14,120	18,059
Kingwood, Good Shepherd	1,050,368	17.25%	70,621	65,062	83,209
Lago Vista, St. Peter's	178,632	15.75%	12,010	7,535	9,637
La Grange, St. James'	248,706	15.75%	16,722	11,624	14,866
Lake Jackson, St. Timothy's	464,908	16.25%	31,258	25,471	32,576
La Marque, St. Michael's	200,353	15.75%	13,471	10,363	13,253
Lampasas, St. Mary's	144,487	15.25%	9,714	7,236	9,254
La Porte, St. John's	342,586	16.25%	23,033	17,942	22,947
League City, St. Christopher's	540,699	16.75%	36,353	29,742	38,038
Liberty, St. Stephen's	222,007	15.75%	14,926	9,729	12,442
Livingston, St. Luke's	172,657	15.75%	11,608	8,728	11,163
Longview, St. Michael & All Angels	155,263	15.25%	10,439	8,113	10,375
Longview, Trinity Church	678,048	16.75%	45,588	37,297	47,701
Lufkin, St. Cyprian's	550,082	16.75%	36,984	30,258	38,698
Marble Falls, Trinity Church	347,899	16.25%	23,391	15,355	19,638
Marlin, St. John's	87,010	15.25%	5,850	4,358	5,573
Marshall, Trinity Church	482,477	16.25%	32,439	25,747	32,929
Nacogdoches, Christ Church	359,905	16.25%	24,198	19,206	24,564
Navasota, St. Paul's	110,000	15.25%	7,396	5,509	7,046
Orange, St. Paul's	201,561	15.75%	13,552	10,425	13,333
Palestine, St. Philip's	217,402	15.75%	7,532	12,659	16,190
Pasadena, St. Peter's	197,940	15.75%	13,308	10,238	13,094
Pearland, St. Andrew's	413,861	16.25%	27,826	22,086	28,246
Port Neches, Holy Trinity	200,683	15.75%	13,493	10,380	13,275
Prairie View, St. Francis of Assisi	76,935	14.75%	5,173	3,925	5,019
Richmond, Calvary Church	518,686	16.75%	34,873	28,968	37,048
Rosenberg (Richmond), St. Mark's	99,360	15.25%	6,680	4,987	6,379
Round Rock, St. Richard's	642,104	16.75%	43,171	24,874	31,812

	2009 Operating Revenue	2011 Base Percent	2011 Insurance Assessment	2011 Diocesan Assessment	2011 Missionary Asking
PARISHES <i>(continued)</i>					
Sealy, St. John's	82,461	15.25%	5,544	4,307	5,508
Silsbee, St. John's	170,269	15.75%	11,448	8,425	10,775
Spring, Holy Comforter	351,232	16.25%	23,615	18,608	23,799
Stafford, All Saints'	398,877	16.25%	26,818	22,225	28,424
Sugar Land, Holy Cross	573,149	16.75%	38,535	31,654	40,483
Temple, Christ Church	503,297	16.75%	33,839	27,685	35,407
Temple, St. Francis'	193,508	15.75%	13,010	10,009	12,801
Texas City, St. George's	148,968	15.25%	10,016	7,460	9,541
Tomball, Good Shepherd	243,641	15.75%	16,381	16,002	20,466
Tyler, Christ Church	1,043,208	17.25%	70,139	59,097	75,580
Tyler, St. Francis'	236,198	15.75%	15,881	12,217	15,625
Waco, Holy Spirit	282,502	15.75%	18,994	14,612	18,688
Waco, St. Alban's	371,630	16.25%	24,986	19,832	25,364
Waco, St. Paul's	1,205,225	17.25%	81,032	65,762	84,104
West Columbia, St. Mary's	145,127	15.25%	9,757	7,268	9,295
Wharton, St. Thomas'	248,880	15.75%	16,733	12,475	15,954
The Woodlands, Trinity Church	1,492,929	17.25%	100,376	76,286	97,564
PARISH TOTAL	\$69,852,288		\$4,644,196	\$3,805,538	\$4,867,023

	2009 Operating Revenue	2011 Base Percent	2011 Insurance Assessment	2011 Diocesan Assessment	2011 Missionary Asking
MISSIONS					
Anahuac, Trinity Church	\$ 49,042	14.75%	\$ 2,473	\$ 1,611	\$ 2,060
Austin, San Francisco de Asis	65,374	14.75%	3,297	2,801	3,582
Austin, St. Julian of Norwich	144,400	15.25%	7,281	5,162	6,602
Calvert, Epiphany	24,395	13.75%	1,230	801	1,025
Cameron, All Saints	60,943	14.75%	3,073	2,952	3,775
Carthage, St. John's	59,235	14.75%	2,987	2,869	3,670
Center, St. John's	31,214	13.75%	1,574	1,237	1,582
Copperas Cove, St. Martin's	48,580	14.75%	2,450	2,192	2,804
Crockett, All Saints'	21,053	13.75%	1,062	1,383	1,768
Cypress, St. Aidan's	364,407	16.25%	18,375	11,967	15,305
Galveston, St. Augustine of Hippo	47,461	14.75%	2,393	1,981	2,534
Hearne, St. Philip's	9,460	13.75%	477	311	397
Hitchcock, All Saints'	54,933	14.75%	2,770	2,566	3,282
Houston (Alief), Christ the King	241,429	15.75%	12,174	9,608	12,288
Houston, Lord of the Streets	90,666	15.25%	4,572	2,977	3,808
Houston, St. Alban's	150,727	15.25%	7,601	7,549	9,654
Houston, Santa Maria Virgen	250,175	15.75%	12,615	11,271	14,415
Jacksonville, Trinity Church	46,985	14.75%	2,369	2,501	3,199
Jefferson, Christ Church	32,969	13.75%	1,662	1,600	2,046
Leigh, St. Paul's	26,346	13.75%	1,329	1,730	2,213
Lindale, St. Luke's	64,749	14.75%	3,265	3,136	4,011
Madisonville, Holy Innocents'	27,943	13.75%	1,409	1,262	1,614
Matagorda, Christ Church	52,993	14.75%	2,672	2,733	3,496
Mexia, Christ Church	47,377	14.75%	2,389	2,110	2,699
Missouri City, St. Catherine's	277,710	15.75%	14,004	11,791	15,080
Palacios, St. John's	35,501	13.75%	1,790	1,690	2,161
Pflugerville, St. Paul's	55,090	14.75%	2,778	2,669	3,413
Rockdale, St. Thomas'	35,997	13.75%	1,815	2,208	2,823
San Augustine, Christ Church	30,254	13.75%	1,526	1,366	1,747
Taylor, St. James'	72,346	14.75%	3,648	2,775	3,549
Tyler, St. John's	33,472	13.75%	1,688	2,001	2,560
Woodville, St. Paul's	100,271	15.25%	5,056	4,796	6,135
MISSION TOTAL	\$ 2,653,497		\$ 133,804	\$ 113,606	\$ 145,297
GRAND TOTAL	\$72,505,785		\$4,778,000	\$3,919,144	\$5,012,320

Health Insurance

All eligible active clergy, retired clergy, surviving clergy spouses, diocesan lay employees, and the eligible dependents of each of these groups are covered by the Diocese of Texas under the group medical plans offered by the Episcopal Church Medical Trust (an affiliate of the Church Pension Fund). 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 averaging 7.7% from 2010 rates have been instituted for all plans except the HDHP for 2011. A rate increase of approximately 3.0% will be applicable to the Cigna High Deductible Plan in 2011. 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 2010. In addition, this group has been asked by 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 been studying this situation throughout 2010 and will make recommendations to the Bishop during 2011 that will allow for a smooth implementation of the DHP before the January 1, 2013 deadline. I am indebted to the 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. Please note that is extremely important that pension assessments be paid currently for the active clergy by their parishes to be eligible for this benefit. 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 to a maximum of \$240,000 of coverage. 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 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, 2010, stood at over \$9.1 billion, which represents an increase of almost \$1.4 billion from 2009. These assets are in excess of the required reserves by over \$1.833 billion. The Pension Fund paid out a total of \$270,359,000 in pensions and other benefits during fiscal year 2010, compared with \$256,397,000 in the previous year. The increases represent a greater number of beneficiaries and higher individual pension payments as a result of increases granted by the Board of Trustees.

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

<u>Beneficiaries</u>	<u>2010</u>	<u>2009</u>
Retired Clergy		
Normal Retirement	3,379	3,292
Early Retirement	3,219	3,120
Disability Retirement	441	443
Surviving Spouses	<u>2,565</u>	<u>2,583</u>
Total	9,604	9,438

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 rector or priest-in-charge. Pension assessment quarterly 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. Delay in reporting changes results in retroactive adjustments, which are sometimes difficult to manage. 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.

Robert J. Biehl, Chair

Property Insurance

Almost all of the 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.

Robert J. Biehl, Chair

Division of Stewardship

The Division of Stewardship hosted the 2010 Bishop's Conference on Stewardship at Camp Allen on July 31 & August 1. Bishop Andy Doyle celebrated our opening Eucharist with the Rev'd David Mosser from First Methodist in Arlington, Texas. Our plenary speakers included: Bishop Doyle; Tom Gossen, executive director of TENS; the Rev'd Laurel Johnston, stewardship officer for ECUSA; and the Rev'd Steve Rottgers,

rector of Grace Church in Georgetown, Texas. We also held 12 workshops at the conference this year, with four specific workshops for a clergy-only track. Our workshops included presentations by the Rev'd David Mosser; Tom Gossen; Terri Parsons, former stewardship officer for ECUSA; the Rev'd Laurel Johnston; the Rev'd Steve Rottgers; Kathy Culmer, the mission funding coordinator for the diocese; the Austin Episcopal Environmental Guild; TES Energy Services; and the Church CO+OP; as well as Mary MacGregor, the Rev'd Lillian Hyde, and the Rev'd Lance Ousley leading a panel discussion. Each participating congregation received a membership to TENS – the Episcopal Network for Stewardship with its monthly newsletters. In addition to the Bishop's Conference, several congregations utilized our services to assist with their stewardship ministries. We continue to see significant success from those congregations who attend the conferences and implement the stewardship strategies we offer.

The Division of Stewardship continues to seek new ways to address issues of stewardship from the many aspects of our lives in ministry. Likewise, the Division is continuously working with the Iona Center in developing stewardship development coaches, capital campaign coaches, legacy stewardship programs, and multicultural stewardship programs. We are continuing in the process of restructuring into a group of working committees in several areas of stewardship to better serve the needs of our congregations and diocese.

P. Lance Ousley, Chair

General Funds Appeal

No general funds appeal has been scheduled by the diocese since the 161st Diocesan Council.

David Bollinger, Chair

CONGREGATIONAL DEVELOPMENT AND CONVOCATIONS UNIT

Division of Mission & Church Extension

Congregational Development

(No Report Received)

Division of Convocations

Austin Convocation

The delegates to Diocesan Council met with representatives of the diocesan staff for the annual pre-Council meeting on January 24, 2010.

The clericus of the Convocation continue its pattern of meeting every other month during the academic year. We begin with social time before lunch is served, and then conduct the business portion of the meeting once everyone is through with their meal.

At the January 2010 meeting, the meeting schedule through May 2011 was presented. At the May 2010 meeting, we discussed clergy "happenings" (retirement, new assignments, etc.) of the Austin Convocation, discussed the financials of the Convocation, and bid "farewell" until after summer. At the September meeting, we

recognized new attendees, and the Rev'd Cecilia Smith gave us an update on Safeguarding training and the diocesan council meeting scheduled for February 2011. Everyone was reminded that the next meeting would take place on November 11, 2010, which is Veteran's Day, and that Bishop Andy Doyle would join us on March 3, 2011.

A weekly newsletter is created by the Dean's office and distributed via e-mail to all those that are part of the clericus and associated with the Austin Convocation, such as those at academic institutions, offices of churches, etc. Submissions are accepted until Wednesday of each week, and the newsletter is distributed on Thursdays.

We have worked with the diocesan office to schedule the 2011 pre-Council meeting at St. David's, Austin, for January 23, and the clericus plans to meet in January, March, May, September, and November of 2011.

David A. Boyd, Dean

Central Convocation

There have been several clergy changes in our convocation this past year. The Rev'd Bob Gribble ended his tenure at St. Mary's in Bellville, which is now being served by the Rev'd David Hoster. Bob has served this diocese for 30 years and has given much for our ministry for which we are grateful. The Rev'd Lisa Hines, who had headed St. Thomas' in College Station throughout most of the year was called by Calvary in Bastrop and moved there in September. The Rev'd Rhoda Montgomery became rector of St. Thomas' the same month. The Rev'd Lee Ligon-Borden, who had served as assisting priest at St. Bartholomew's in Hempstead has recently moved from that congregation, transitioning to non-parochial. We have had good attendance at our monthly clericus, and it continues to be a supportive and caring group, which of course, aids all in our several ministries.

The following congregations submitted reports:

St. Peter's, Brenham

2010 has been quite an eventful year for St. Peter's. After quite some time of searching for a youth minister (part-time), we were able to hire Mr. Doug Peck, a ceramics professor at Blinn College. Everyone, and most importantly our youth, is pleased with Doug's enthusiasm and energy. We held our first Creative Arts Camp this past summer for upper elementary children which went very well and was well received by those participating. We are looking forward to hosting the camp again next summer. Our Second Annual Art Show and Sale, held in early November, was even more successful than last year's inaugural event. Artists in our congregation, along with invited friends and family, meant a show with 24 artists in a variety of visual arts: painting, sculpting, jewelry, gourd-making, stained glass, and rubbings. The show started as a result of addressing the question, "How can we encourage others to come to St. Peter's?" So, the show for St. Peter's isn't as much a fund-raiser as a Friend-Raiser. We also worked through an MMR Review, using diocesan materials and facilitator and continue to work toward implementing the goals we established.

St. Andrew's, Bryan

St. Andrew's continues to minister to the Downtown Bryan community and beyond. Despite the economic challenges of 2010, the parish grew in numbers and depth with plans in 2011 for work in mission and outreach. Come and see!

St. Francis', College Station

As a new parish, we continue to explore our understanding of ministry within the context of our core values as an Embracing, Encouraging, and Empowering faith community. We also continue to discern our vision of ministry within the context of our mission statement—To Love and To Serve. We have focused this year on our capacity to move beyond our walls and ourselves and to engage the community and the world.

We have pledged to ourselves:

- We will not go astray from our core understandings of God and the reality that we are bound together in Jesus Christ
- We will not be afraid about what is happening in the world about us, and not let fear be a factor in the living out of our faith
- We will be passionate about our mission to bear witness to Jesus Christ.

We live out our mission in small ways, and sometimes ineffectively, but knowing that God is present in every act of grace.

St. Thomas', College Station

St. Thomas Episcopal Church spent 2010 saying goodbye and hello! The Rev'd Lisa Hines did a splendid job as locum tenens for this dynamic, growing parish located across the street from Texas A&M University. The parish showered Lisa with prayers, well wishes, and gifts at her going away party in August. The following week, the parish welcomed its new rector, the Rev'd Rhoda S. Montgomery, D. Min, and her husband Rob.

In addition to its Sunday morning worship, St. Thomas' began a new Sunday evening candlelit worship called Wellspring. Each Sunday evening, a different form of worship takes place—worship that ranges from the most traditional Anglican chant to more modern music.

St. John's, Columbus

As a small church tucked away in the historic residential area of town, one goal of St. John's this year has been to raise our profile in the larger community. We have done that by actively participating in the community's Ministerial Alliance, including hosting the community-wide Thanksgiving Service, expanding our (already strong) outreach program, regularly advertising in the local media, and by creating a new Arts and Crafts Fair which features hand-crafted items by our very talented congregation, their families and friends. A highly motivated vestry took it upon themselves to do some seriously needed building repairs and to renovate an attached apartment for the use of their supply priest. All of the above was done from special donations from many individuals. Liturgically, we created and celebrated a Creation Cycle within the season of Pentecost (September–October). It included the fashioning of a bright new set of vestments that seems to express how we feel about ourselves at this moment in time.

Episcopal Student Center at Texas A&M and Café Canterbury

President Matt Johnson, 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 Evangelical Lutheran Church of America, 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.

David Ottsen, Chair

Galveston Convocation

Holy Trinity, Dickinson

This has been an exciting and eventful year for Holy Trinity, Dickinson. The year began with us in full search for a new rector. We were blessed with the arrival of the Rev’d Stacy Stringer in July, and we are in the midst of new growth and enthusiasm under her leadership. We have had some wonderful church-wide activities with Rally Day lunch for all and giant water slides for the young and young at heart. There was also a combined service for All Saints followed by a Fall Festival that included lunch under the trees with traditional games for the kids. Participation in our children’s programs has increased both on Sunday mornings when our numbers have almost doubled and at special events such as our Nativity Pageant and VBS. This year was our 80th Strawberry Festival, and we had the largest crowd we have had for several years. Daughters of the King instituted a Prayer Shawl ministry that is creating multiple beautiful shawls each month. We are looking forward to continued growth in the next year.

St. Andrews, Pearland

St. Andrew’s in Pearland designated 2010 as the Year of Service. Each year, the church focuses on one area of mission on which to concentrate. 2009 was the Year of Discipleship. 2011 will be the Year of Connection.

During the Year of Service, St. Andrew's took Acts 1:8 (bringing Good News to the local, national, and international community) and Jeremiah 29:7 (seek peace and prosperity for the community) as its direction from God. Logging thousands of hours and dollars in service to our neighbors worldwide, the church ministered in and with people of the Pearland area, Colorado, Haiti, the Dominican Republic, Spain, and Malawi.

The Year culminated on a Sunday morning, where church was called off and parishioners served in the community, meeting those who are not normally in church on Sunday. Completing 15 service projects, St. Andrew's had an attendance that Sunday greater than the average attendance for the year. All ages and abilities had a place to serve.

In addition, our sponsored seminarian, Isaias Ginson, graduated from the Seminary of the Southwest and was ordained deacon. St. Andrew's hosted 25,000 people in October at its annual Pumpkin Patch in its 11th year of creating community, family space.

St. Michael's, La Marque

St. Michael's began its "Family Sunday Morning" project in January this year. The parish, after a long process of planning in the fall, made the decision to focus on Sunday mornings. They gather now each Sunday for continental breakfast, Christian formation, Eucharist, music practice, and then lunch for all! It meant going to one service, but they wanted to create a morning experience for all ages together. Now they have many from the congregation spending all of Sunday morning and early afternoon together!

The "Service Table" was also a product of their planning project. Each and every month, a community agency or school or group is featured at the "service table" in the parish hall. They do whatever it takes to bridge to that group during the entire month. It has been a great way to focus on their ministry to the community beyond the parish walls! Their two "big" yearly service events took place at the church: the 5th annual sponsorship of the graduation for this year's women who completed the residential treatment program at the ADA Women's Drug Treatment Program and our 7th annual Thanksgiving dinner for 120 people with severe and persistent mental illnesses.

St. Michael's sponsored two great neighborhood-wide events this year: a July 4th Community Picnic on the grounds of the church as well as a St. Michael's Day community outreach program inviting their neighbors to come by and look them over.

Robert T. Flick, Dean

East Harris Convocation

The East Harris Convocation welcomed the following new clergy and laity:

Mr. Matt Blank, Youth Minister, St. Mark's Houston

The Rev'd Canon James L. Grace, Christ Church Cathedral

The Rev'd Glenice Robinson-Como, Christ Church Cathedral, The Beacon

The Rev'd Gena Davis, Trinity Church, Baytown

The Rev'd Robert Flick, St. Michael's, La Marque, to Lord of the Streets

The Rev'd Miki Rios, Trinity Church, Baytown

The Rev'd Michael Roeske, Trinity Church and Lord of the Streets

The Rev'd Barbara Van Black, Trinity Church, Houston

The Rev'd Robert Gilman, Palmer Memorial

Ms. Kim Rogers, Palmer's Youth Minister

Mr. Garhett Wagers, Head of School, St. Mark's School

The convocation observed the following clergy and laity transitions:

Mr. Anthony Arona, Youth Ministry, from Palmer Memorial to St. Martin's

The Rev'd Betty Divine, from St. Mark's to St. James'

The Rev'd Nan Doerr, Redeemer, Retired

The Rev'd Robert Long, from St. Paul's to Austin, Texas

Mrs. Carol Nyberg, Trinity Church, Houston

Mrs. Robin Perry, Palmer Memorial

The Rev'd Murray Powell, from Lord of the Streets to St. Stephen's, Houston

The Rev'd Genevieve Razim, from Palmer Memorial to Trinity, The Woodlands

Mrs. Gay Strickland, Palmer Memorial

The Rev'd Stacey Stringer, from Trinity Church, Houston, to Holy Trinity, Dickinson

The Rev'd Kristin Sullivan, from Palmer Memorial to Epiphany, Houston

The convocation parishes reported the following:

Grace Church (Formerly St. Patrick and St. George) The congregation continued its work as a parish and a school. It changed its name to Grace to reflect its ministry to the families in the southwest part of Houston.

St. Mark's welcomed Garhett Wagers as the new Head of School. On August 18, 2010, the Rt. Rev'd C. Andrew Doyle installed him as the fifth head of school. The school also celebrated its 50th year.

Christ Church Cathedral continued to expand its outreach ministries through the Dunn Center. Hosted the Moving Forward Conference, a conversation on full inclusion of LGBT into the ministry of the greater Church. They look forward to the hosting the deans of the Episcopal Church at a conference in May of 2011.

St. Alban's/San Albán continued its ministry to senior citizens through their weekly Senior Activities every Tuesday by offering food, fun, and fellowship. They continued to work with Iglesia San Pablo furthering the understanding of being One Church.

The East Harris Convocation continued to enjoy regular gatherings of a *Peer Support Group*. This group met at Trinity Church in the spring and at St. Mark's in the fall. The group continues to be well served and facilitated by Mr. Cliff Eslinger

Patrick J. Miller, Dean

West Harris Convocation

After taking a period of self-reflection with consultation with our Diocesan Staff, the West Harris Convocation relaunched our efforts to provide mutual support to the executive leadership among our rectors, vicars, and heads of convocations with regular monthly meetings under the expert facilitation of Dr. Jack Teitsma, Director of Clinical Services at the Samaritan Center. Meeting at St. Christopher's Church, Houston, (and well-fed by their parishioners' largesse), we are beginning to build and rebuild 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

The clergy of the congregations of the Northeast Convocation have embarked, this year, on a process of discerning what the notion of “convocation” might mean for geographically dispersed, mainly rural, churches in our area.

A visioning discussion at our May clericus meeting yielded the following as areas of exploration for the year: 1) Developing a sense of identity and creating fellowship among Episcopalians in our region, 2) Promoting the spiritual growth of both clergy and laity, 3) Providing a vehicle for the sharing of resources among parishes.

Since September, the clergy of the convocation have met on a monthly basis for conversation, support, and exploration. In September, we gathered at St. Matthew’s in Henderson to celebrate the Holy Eucharist and share the joys and concerns of ministry in our various settings. In October, we met at Christ Church in Nacogdoches to discuss the history of East Texas with Professor Archie McDonald of Stephen F. Austin State University. In November, we returned to St. Matthew’s to participate in an Asset Mapping exercise using a model provided by the Alban Institute.

In the coming months, we will continue, God willing, to explore other facets of what it might mean to be a convocation of small and medium-sized congregations in East Texas. In doing so, we hope to discern a new vision for ministry in this area and provide greater support for one another in our current and future vocations.

Art Callaham, Dean

Northwest Convocation

The following churches provided reports this year:

All Saints’, Cameron

We baptized four young people this year, and are expecting the birth of a child in a couple of weeks. What a blessing!

Speaking of blessings, the Blessing of the Animals was a tremendous success this year. With absolutely perfect weather and the addition of a pony ride, we received over 200 visitors from the community and blessed 70–80 precious friends, along with providing free vaccinations. Our youth put together and led a fabulous, contemporary Epiphany service for us and are preparing an evening of lessons and carols for the community on the evening of December 19th. The church was able to award ten scholarships for higher education this year to graduating seniors in the Cameron community, and we continue to support the Thrift Shop, a local outreach organization, and the Cameron Public Library financially. And we continue to provide support and space for AA and associated recovery activities.

The young children have enjoyed Godly Play this year, and the adults have had some lively studies during the Christian Formation hour, most recently Money and Faith. We are grateful for the ministry and involvement of the Rev’d Merry Wilburn, who adds so much to our worship and programs.

Our church Web site was updated and linked to our Facebook page, so that people not on Facebook can follow event notices and happenings posted on Facebook, such as having access to the photographs of the blessing of the animals. We also opened an account on SmugMug.com to facilitate access to pictures of our events for our members and those of the community. We thank God for our continued blessings and look forward to expanding our ministry in the coming year.

St. Paul's, Waco

St. Paul's Church, Waco, has spent all of 2010 in a major construction and expansion program. We have added a 70-seat chapel, renovated the old office spaces into an Early Childhood Development area and some public restrooms just off the narthex. We have also renovated an area upstairs into a beautiful music rehearsal space and Great Room for education and receptions. We have replaced the entire heat and AC system, which, for a building this old and this big, was no small task.

During this period of renovation, we also did some much needed repairs and painting in the nave. A beautiful celestial scene was painted on the ceiling above the altar. During that time, we worshiped in the parish hall. At times it felt like camping out, but it was a fun period of transition and flexibility for our church.

In the meantime, Formation, Outreach, Fellowship, and Worship have continued to grow and expand as we strive to serve God in Waco. Late last year, we added a new outreach ministry called Open Table. This ministry brings 12 people with expertise in various life skills around a table with one client at time, helping them make changes in each area of their life until they can make it on their own. We have one graduate so far, and she is doing beautifully. The committee is hard at work with its next client, and is helping two other churches in town start their own Open Table ministry.

2010 brought a transition in the leadership of the Episcopal Student Center at Baylor as well. The Rev'd Andrea Polvino finished her two-year curacy with us, and now the Rev'd Billy Tweedie serves in that role. We look forward to seeing that ministry continuing to flourish under his leadership.

2010 has also brought a transition of leadership to St. Paul's Episcopal Day School. Rich Webb concluded his work with us as headmaster, taking a similar job in California. The school is doing well under the interim leadership of Debbie Bennett. We anticipate hiring a permanent Head of School by June of 2011.

In 2010, we also welcomed several new staff members to our Music Program. Dr. Alan Raines, director of choral activities at Baylor University, has joined us to conduct our 11 o'clock choir. Megan Stewart, a student at Truett Seminary has joined us to lead our 9 o'clock music.

Finally, St. Paul's has amazing staff members who continue to do great work. Our program staff works diligently to provide meaningful ministry at St. Paul's. Our support staff is also deeply committed to God's work. We are blessed to have them all.

Christ Church, Temple

The year 2010 will probably become one of the most eventful and significant years in the history of Christ Church. In January, we presented at the parish meeting our plans to continue with the rebuilding, restoration, and renovation of the historic church building. We also celebrated the ordination of our new curate, the Rev'd Howard Castleberry, to the priesthood. The same weekend, members of our congregation traveled to Houston to attend the ordination to the priesthood of one of our own members, the Rev'd Chad Martin. We all were delighted by the witness of teachings of the Anglican Bishop of Pakistan, the Rt. Rev'd Mano, who came to Christ Church to join in the ordination of Fr. Castleberry.

In February, the Annual Parish Retreat was held at Laity Lodge near Leakey, Texas. The speaker this year was Rev'd Mark Labberton, author of *The Dangerous Act of Worship: Living God's Call to Justice*. The challenges of the weekend were followed by

the Lenten teaching series, “Inconvenient Blessings: Spiritual Growth Through Suffering.” We were glad to receive a teaching from a representative of Voice of the Martyrs ministry to lead off the program.

During the spring, we worked in earnest on the planning and implementation of a capitol campaign—the Living Stones 2010—which would enable us to begin construction on the church building. The Commitment Sunday for the campaign was Pentecost Day. Follow up continued through the summer.

As the school year began, we initiated two very significant new ministries in the life of the congregation. One program, the Alpha Series, really began in 1998 at Christ Church, but one had not been organized since 2002. On Tuesday, August 31, around 75 gathered for supper, small groups, and teaching by Nicky Gumbel. We also began a new Wednesday Eucharistic service, Midweek Manna, in September. Midweek Manna features a blend of contemporary and traditional music, accompanied by soprano, violin, cello, and piano. The service seeks to provide a warm, welcoming, and contemplative experience of Eucharist in a relaxed environment.

The last months of the year saw the energy of the congregation and vestry focused upon the nearing of the Living Stones 2010 project. In October, the architect produced the 50%-complete construction drawings. In November, the Church Corporation reviewed the plans, financing, and stewardship of the project and gave the vestry the green light for proceeding with the endeavor. In December, we are making plans for the relocation of services to the parish hall for most of 2011 while the construction work is performed.

Even though 2010 saw much activity in Christ Church, we eagerly await 2011 and the completion of the work on the church. May the Lord likewise build us into those living stones, a spiritual house, and holy priesthood acceptable to God.

St. John's, Marlin

St. John's, Marlin, remains resilient and resourceful. This year marked a year of transition as St. John's bid farewell to Rev'd Judy Filer and welcomed Pastoral Leader Wendy Huber. During 2010, St. John's celebrated four confirmations. Our Sunday service attendance has remained steady despite the changes in leadership. One family transferred out and two people transferred into St. John's. Daughters of the King held an installation of four new members. The ECW has been involved, not only in the church, but in the community as well. St. John's outreach is growing more and more. Programs include: Faith, Hope, & Charity; The Samaritan House; and Meals on Wheels. Those are only a few of the areas where St. John's has reached out to the community. A member of the parish completed the FIND program and serves the diocese as a spiritual director. During the fall, St. John's joined with the Presbyterian Church and hosted the annual Blessing of the Animals. The ECW served chili and baked goods at the blessing, which was attended by numerous community members. With more members joining the choir, members who are capable of playing different instruments, and the addition of a chime choir, our music program is growing more and more every month. Cursillo and Ultreya communities remain very active. St. John's also continues to host Kairos prison ministries regularly. St. John's regularly sends large delegations to the Small Church Club. St. John's continues to pray for the growth and continued service to our wonderful community.

St. Alban's, Waco

St. Alban's is celebrating growth. Since 2005, St. Alban's has grown 60% in average Sunday attendance. In July, we welcomed our new assistant rector/curate, the Rev'd Jimmy Abbott, to our clergy staff. In June, 32 people from St. Alban's traveled to Houston for his ordination to the diaconate. Bishop Harrison came in October to confirm, receive, and reaffirm nine adults. In early December, we offered our annual Advent Evening of Worship, featuring Vivaldi's *Magnificat*, accompanied by our excellent choir and by strings from the Central Texas String Academy. On December 19, we celebrated our first ordination to the priesthood here in over 30 years, as Bishop Doyle ordained Jimmy Abbott to the priesthood. In January 2011, we are preparing to offer a third weekly Sunday Eucharist service, at 5:00 p.m. in the Mahan Commons, with blended music. St. Alban's is growing, and having fun along the way, as we aim to be a family of God welcoming everyone home.

William C. Treadwell, 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 hospital locations for St. Luke's Episcopal Health 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. Last year, we said goodbye to our facilitator of many years, Fredricka Brecht, and welcomed Suzanne Miller 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 other 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'd Bishop High, our regional bishop.

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

- The Rev'd Robin Reeves finished her service as interim of St. James', Conroe, and accepted a call to serve as Bishop's Fellow at St. Luke's Episcopal Hospital. On her final day of service, in a kairos moment, the Rev'd John Worrell, a beloved priest for over 50 years, was buried from St. James' as the Rev'd Jerald Hyche, called as St. James' tenth rector, served at his first Eucharist in the parish.
- The Rev'd Genevieve Razim accepted the call to serve part-time as assistant priest at Trinity Church, The Woodlands.
- Curates were placed at St. Mary's, Cypress (the Rev'd Meredith Holt) and Trinity Church, The Woodlands (the Rev'd Eric Hungerford).
- The Rev'd Eric Zubler, assistant rector at St. Mary's, accepted a call to serve at St. Stephen's, Bath, in the Diocese of East Carolina.
- A second campus of the St. Luke's Hospital System in the San Jacinto Convocation opened December 2010. The chaplain for The Vintage campus is the Rev'd Connie Wolf.

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

Beth Fain, Dean

Southeast Convocation

St. Mark's, Beaumont

This was a very challenging year for us, as it seemed to be for most. Parish income dropped this year due to general economic difficulties, and we have tried to discipline our work accordingly. We were blessed to have Bishop James Tengatenga of Southern Malawi with us this spring, and that was a real boost to our mission consciousness. We started the training of a fine group to be Stephen Ministers, who will bring a new depth to our pastoral care program in coming years. We completed a large gift to the capital campaign of All Saints Episcopal School here in Beaumont, and had a very constructive engagement with the School Board in their role leading an Episcopal School. The evangelism efforts of the parish, led by our lay minister for evangelism, Jason Ballard, paid off with three separate confirmation classes being presented during the year. Though Mr. Ballard has moved on to other work, we hope to continue this level of effort to spread the Good News. Our Christian formation work scored a great success with a Fall Festival that focused parents on the effects of media on their children. The highlight for fall was the privilege of hosting the diocesan Episcopal Church Women's annual retreat, and it seemed to be almost as much fun for them as it was for us. Our social ministries in the Food Pantry and Friday Morning ministry to street folks have prospered and received wide recognition, and our Mission committee has met regularly to further these outreach and mission ministries. We move toward the new year reorganizing our evangelism efforts and setting up for a search for a new youth minister. The new year, by God's grace, should be a time when these efforts bear new fruit and show good growth in our part of the vineyard.

St. Stephen's, Beaumont

We kicked off the year with a January Joint Service of Confirmation (12 new individuals for confirmation or reception) and Groundbreaking for our new Christian Education Building with the Rt. Rev'd Rayford High, Bishop Suffragan officiating. Due to the generous bequests of Alice Roberts and Cleo Johnson, the new building, which will be 6,000 sq. ft., will be fully paid for. On October 1st, we moved into the new building which houses our after school program (PLUS) and Christian Education for children newborn to 18. The congregation generously stepped forward to fund the furnishings. You can imagine how ecstatic we are after utilizing portable buildings for the past 10–12 years. During the summer, we sent six from our church to Uganda for the Runners for Hope ministry, delivering shoes, school supplies, and other items to children in that country. Our Wednesday Night Live education programs continue to be well attended as we all grow and learn together. Our theme for the year is Building the Kingdom of Christ, and we are so pleased that many take this charge to heart.

St. Stephen's, Liberty

St. Stephen's continued to experience some growth in 2010, and despite the economic downturn, we have remained financially stable and are excited about the future. This year our theme was "Celebrating Mission & Ministry in 2010," and we took every opportunity to recognize and celebrate individuals and groups who gave of themselves for the work of the Lord. So many people poured their hearts into our

various ministry areas, including outreach, Friends-In-Deed, our Stephen Ministry start-up, stewardship, office volunteers, ushers & greeters, acolytes and acolyte wardens, lay readers, Christian formation, worship planning, altar guild, Episcopal Church Women, the men's fellowship group, and parish family ministries. Both of our ever-popular annual community-wide events, the Shrove Tuesday Pancake Supper and Oktoberfest, were huge successes, and we participated in the ecumenical community Thanksgiving service at the Methodist church. A highlight of the year was our visioning event called "Shaping Our Destiny: God's Plan for St. Stephen's," where congregational coach Dave Bollinger guided us in focusing on four major goals for the future: enhancing our worship experience, enriching our spiritual lives, expanding and improving our outreach programs, and revitalizing our youth ministry. We were blessed with a visitation from Bishop Rayford High, who confirmed seven new Episcopalians, five adults and two children. Our vestry worked hard to support our vision goals and passed a formal resolution for St. Stephen's to be fully committed to and engaged in lifelong Christian formation. We continue to be a church in mission, transforming lives as we empower others for ministry through worship, education, outreach, and evangelism.

St. Paul's, Orange

St. Paul's is a vibrant parish whose primary focus is on outreach. During this past year, we have diligently supported several organizations and causes.

For many years, we have sent monthly packages to our troops in Iraq and Afghanistan. What began as a simple act of kindness has turned into a major production. Monies are collected and articles such as books, stationary, and toiletries are packaged and shipped to individuals (some we know intimately, and others we have never met). But, along with the necessities, we pack our love and prayers for their safe return.

Another organization we have strongly supported is the LifeShare Blood Center of Southeast Texas. Over the years, we have held quarterly blood drives, and that continues through today. But this year, we went one step further and actually renovated our old nursery into a blood donation lab. The cost of this renovation was done primarily through a gumbo fundraiser which required many volunteers. Our "chief cook" has won many gumbo competitions, and when word got out about who was cooking, it did not take long to sell out of gumbo. Needless to say, the fundraiser was a huge success, and our most recent blood drive was done in the new facility.

An additional success of note is our local Order (St. Clare) of Daughters of the King had a significant recruitment and practically doubled the size of their group. This organization has been vital to the life of our parish, providing prayers and service to, not only our church, but to the City of Orange Police Department as well.

With God's help, we will continue with these and other outreach opportunities as they become available.

Holy Trinity, Port Neches

2010 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 2009–2010, 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 2010

Benefit Bridge Luncheon were given to Just Out-Fresh Start. 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, hosted Girl Scout Twilight Camp for Jefferson County in July, 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. We spent the summer remodeling our parish kitchen.

Bishop Doyle visited in January and received four people, confirmed two people, and baptized two people.

The great recession was slow to come to mid-Jefferson County, but arrived with a vengeance. It will be slow to leave. We have many new residents who came for jobs that disappeared. There is great need but great opportunity. We have added a Parish Food Closet to help with some of this need. Holy Trinity is striving to live into their Matthew 25 mission.

St. John's, Silsbee

During 2010, St. John's continued to answer the call to discipleship in many and varied ways.

We continue to engage in as many educational and fellowship opportunities as we can, including weekly Bible study on Wednesdays as well as Christian Formation classes for adults and elementary school children on Sunday mornings. These classes were all enthusiastically received and are all well attended. The able assistance of the Rev'ds Tracie Middleton and Jack Leighton helping out with the adults has made for enriching education for all. We added a fellowship event on Wednesday evenings in which people gather to eat popcorn and watch episodes of the British comedy, *The Vicar of Dibley*.

Attendance has become an issue at St. John's, and the vestry and Fr. John are in discussions about why this might be the case. This issue and how to attack it will be in the forefront of decision making for 2011.

Our outreach projects took a new and different turn this year as the congregation, with the leadership of our deacon, Tracie, planted a fall garden in the large plot of land in back of the church. The produce from the garden is being given to the Hardin County Christian Care Center and Beaumont's Some Other Place for those who are in need and do not have many opportunities to enjoy fresh vegetables.

We encountered multiple unexpected expenses this year and give thanks to God that, although it is incredibly close, our budget remains (almost) balanced. In trying times, we thank God for abundance.

We continue to minister in the name of Jesus Christ in Hardin County and, with God's help, will have an even better year in 2011 than we had in 2010, in spite of continued economic uncertainty.

St. Paul's, Woodville

St. Paul's, Woodville has been hit hard by the economy. We have also lost some members to death and transfers out. The most positive development has been our ongoing Adult Christian Formation. We switched from the Kerygma curriculum in the spring and began to develop our own unique form of Bible Study. Attendance and

participation have been very good, and we believe that this is a real strength of our parish.

St. Paul's Episcopal School has also been suffering from the economic woes of our area, and the church has been active in fundraisers along with school parents. We held a very successful Tool and Trade Days sale in September, and are holding the 1st Annual St. Paul's School Golf Tournament in October. Fr. Secaur has announced his retirement, effective at the end of 2010, and he and his wife will remain Woodville residents.

John Bedingfield, Dean

Southwest Convocation

The Southwest Convocation met at venues in the west and east alternately each month for the convenience of those on both ends of our convocation. We have decided to continue to rotate through different venues for 2010–2011, alternating between the second Tuesday of the month on the west end and the second Thursday of the month on the east end, except in July and August. With a high concentration of bi-vocational clergy on our western front, meeting every other month in the western congregations offers an opportunity for them to participate without loss of work time due to longer travel. Our Thursday meetings will better accommodate the schedules of those on our east end. Our meetings are structured starting with Eucharist followed by lunch and discussion. The discussion is a responsive sharing of concerns and a celebration of successes. We have a wonderful diversity of retired, full-time, and bi-vocational priests that deeply color our rich conversation. This diversity affords our convocation a broad perspective on issues of leadership, growth, and pastoral responsiveness in our congregations and with one another. This is important because of all our churches in the convocation, only one is multi-clergy staffed. And we are proud to have St. Luke's Episcopal Hospital in Sugar Land as part of our convocation, as well.

We have realized more change in the leadership in our convocation this year. Stacey Fussell left St. Catherine's in Missouri City for a parish in Pennsylvania, and Mike Besson has been named their new rector. Frankie Rodriguez left Calvary in Richmond, and Scotty Innes is the interim rector there. Ralph Morgan has been called as rector at Christ Church in Eagle Lake. He previously was locum tenens there. We also have celebrated with St. Mark's in Rosenberg as Janet Gilmore was installed as their rector. We look forward to what God has in store for us in 2011.

We currently are exploring new ways we can forge more partner relationships in ministry among the churches in our convocation. We expect much fruit from this collaborative process.

P. Lance Ousley, 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 a mission of the congregations 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, fellowship, spiritual formation, hospitality, reconciliation, and service.

Canterbury: As recognized student organizations on our respective campuses, we are inclusive, Christ-centered communities 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 are funded through the Missionary Budget which is supported by the congregations within the Diocese of Texas. In 2010, we restarted the mission at Stephen F. Austin and named a new college missionary, Ms. Mary Adams. A new missionary was named at the University of Houston, Mr. Mark Ball, and after the first of the year, a new missionary will be named at Lamar University. We now have 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), Huston-Tillotson University, Lamar University, and Texas A&M Galveston (William Temple Center).

The Spring Break Mission trip was to Belize where students and college missionaries built a boys' and girls' restroom at a rural school. This work was coordinated through Rachel Battle of the Sage Foundation.

College Mission Leadership Team: The College Mission Leadership Team is made up of the lay and clergy serving on the above fourteen college and university campuses. The team meets quarterly to plan and coordinate diocesan-wide events for college students, for ongoing education, encouragement, and new initiatives in the area of college missions. The missionaries believe campus ministry is an instrument for the unity of the Church, an energy source for mission, and a fount of creativity. 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, most culturally diverse.

A resolution was submitted to 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 colleges in each of the nine provinces of The Episcopal Church.

Sandi Mizirl, Chair

Division of Evangelism

MINISTRY & RENEWAL UNIT

Division of Christian Formation

This has been an interesting and unusual year in Christian Formation in the diocese. Due to my diagnosis of cancer at the end of 2009, the Rev'd Carissa Baldwin, chair of the Christian Formation Steering Committee, had to take on more responsibilities for the formation and education ministry for the diocese. She performed this task admirably, and we were all saddened by her acceptance of a call to a ministry position in California. However, we know she goes with God's blessings and will be a magnificent person for this job.

The Steering Committee, with huge leadership and help from Erin McClure, and occasional leadership from me, kept the programs running. Several Godly Play trainings were held in Houston and Austin. While on sabbatical two-and-a-half months last year, a committee and I put together materials for a Eucharist Instruction program for the diocese. This program is now on the Web and contains lessons, teacher's guide, home pages, and resource pages. It can be downloaded from the Web site www.epicenter.org by clicking on Christian Formation at the bottom of the home page and then on Eucharist Instruction curriculum on the first Christian Formation page. Designed for children ages 4–8 in a variety of schedules, it affords all churches to use the program to enhance children's experience with communion. It is not a First Communion instruction, but operates on the theology of baptism as our becoming members of the Church. A companion piece on Baptismal Instruction is being finalized and should be on the Web site by January 2011.

The Department of Christian Formation also has oversight of special needs. We now have resources available through the resource library for congregations to use with sight-impaired members and for them to begin special needs services. The diocese provides opportunities for special needs families to participate in church community through the Cathedral's Lighthouse Program, St. John the Divine's Wonder-Fully Made Program, and Good Shepherd Friendswood's new Horizon School. Additionally, the Cathedral and St. Mark's, Houston, have started a special needs service—"Rhythms of Grace"—that meets at the Cathedral the first Sunday of the month and at St. Mark's the third Sunday, October through May. The diocese sponsored six people involved in leadership roles with special needs to attend the Autism & Asperger's Conference in Galveston, keynoted by Dr. Temple Grandin.

The annual Christian Formation Conference in September was held at Camp Allen and featured keynote speakers Vicki Garvey (Diocese of Chicago), Ruth Ann Collins (Church Center), and Laurie Bailey (Diocese of Louisiana) along with workshop presenters on a variety of subjects. All three bishops were present for portions of the conference, which had the Charter for Lifelong Learning as its focus. A copy of the Charter can be downloaded from the diocesan Christian Formation Web site as well.

Two members of the Steering Committee, Carol Nyberg-Caraviotis and myself, also served on a committee to write a curriculum/study guide for the Anglican Covenant which will be rolled out at Diocesan Council in 2011. This piece will help congregations understand the Anglican Communion, the covenant, and our place in the Church.

The Resource Libraries in Houston, Austin, and a very small one in Tyler continue to be used frequently. The catalogue can be viewed online, and resources can be mailed to you or you can come by and pick them up.

It has been an honor and privilege to serve the past ten years as the Missioner for Christian Formation for this diocese. The diocese has a church-wide reputation for providing excellent resources of people and programs, ably led by our bishops. A new position—Canon for Christian Formation—will be put in place in January 2011. This will involve a reorganization of the departments of Youth and Christian Formation, allowing us to more fully live into our lifelong learning mission and to be more present in the diocese. Thank you for allowing me this most exciting and fun ministry.

Janie Stevens, Missioner for Christian Formation

Diocesan Schools Commission

Total enrollment this year dropped about 3%, but there are wide variations among the schools. Early childhood programs (PN, two-year-olds, through kindergarten) experienced the greatest increase with ten programs adding students and four programs losing students. Schools with grades experienced the reverse. Four lower schools (grades 1–5) decreased in enrollment, while only one increased; four with middle schools (grades 6–8) decreased, but three gained; two high schools gained while five decreased. Of the total enrollment this year, 39% of students are in early childhood programs, 25% in lower school, 16% in middle school, and 20% in high school. One new school opened, St. Michael's, Austin (PN–PK), and five added grades. Two schools eliminated grades and offer only an early childhood program, and one school dropped two grades and now offers PK through second grade.

I have had the opportunity to visit many of our schools this year, including serving on three occasions as a member of visiting teams in the accreditation process for the Southwestern Association of Episcopal Schools, an accrediting agency recognized by the Department of Education of the State of Texas. I have also visited with several school boards and vestries to clarify relationships, worked with one church considering opening a parish day school, and answered many phone calls and e-mails regarding school problems and/or desiring information. All our schools are facing a potential problem with the action of the last General Convention requiring medical insurance and pensions for all church personal. This raises the question of the status of faculty and staff in church schools. The National Association of Episcopal Schools, the Southwestern Association of Episcopal Schools, and our own diocesan office are well aware of the impact that meeting this requirement might have on our schools, and are seeking to address the issue.

Our schools continue to provide an important outreach ministry to the communities in which they are located, serving not only Episcopalians who make up a minority of students enrolled, but many students who have no or minimal church connection. Regular chapel, religious instruction, an emphasis on character development and service, and a commitment to fostering intellectual and spiritual values can make a lifelong impact on their students and the larger community.

A. Dean Calcote, Chair

ORGANIZATION OF SCHOOLS

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

SCHOOL PERSONNEL

Faculty: Full time	1,316	Degreed	1,095
Aides/instructional support	380		
Administrative/other	562		
TOTAL	2,243		

ENROLLMENT

Pre-nursery (2 year olds)	890	Grade 5	504
Nursery (3 year olds)	1,165	Grade 6	538
Prekindergarten (4 year olds)	1,326	Grade 7	562
Kindergarten	626	Grade 8	549
Primary/Other	232	Grade 9	485
Grade 1	565	Grade 10	514
Grade 2	544	Grade 11	527
Grade 3	543	Grade 12	488
Grade 4	504	TOTAL	10,562
	Range	Median	
% Episcopalians	1–70	12	
% Minority	1–75	19	
% Receiving Financial Aid	0.1–50	9	

FACULTY SALARIES & BENEFITS

Medical Insurance	37
Retirement Program	34
Reduced tuition for faculty children	35
Financial aid for continuing education	25

FACULTY SALARIES

	Houston	Cities over 100,00	Cities under 100,00
Preschool only	(12 schools)	(7 schools)	(8 schools)
High range	56,545–6,116	41,340–15,000	35,000–12,500
Median high	31,000	37,000	21,300
Low range	40,000–3,780	32,832–13,500	26,000–7,200
Median low	17,280	23,250	13,000
(Includes both half-day and full-day programs.)			
Preschool & Grades	(9 schools)	(4 schools)	(13 schools)
High range	95,579–39,450	99,020–51,000	56,822–24,490

Median high	53,461	74,500	31,863
Low range	39,968–15,000	35,000–23,200	33,376–6,997
Median low	32,000	28,320	22,636

TUITION AND FEES

Preschool (2 or 3 day)	High	10,630	4,100	5,500
	Median	4,410	3,680	2,675
	Low	1,650	2,574	1,120
Preschool (5 day)	High	13,820	6,950	8,110
	Median	7,050	5,300	3,250
	Low	2,135	2,340	2,500
Kindergarten (Half-day)	High	9,060		3,600
	Median		4,728	3,180
	Low	8,280		3,100
Kindergarten (Full-day)	High	14,700	14,000	9,618
	Median	10,175	7,250	5,875
	Low	6,150	6,105	2,500
Lower School	High	15,000	16,100	8,626
	Median	10,425	14,000	5,875
	Low	7,050	7,250	2,500
Middle School	High	17,740	21,000	10,102
	Median	13,000	16,000	8,390
	Low	11,505	7,730	7,293
High School	High	22,185	22,610	11,078
	Median	13,760		9,700
	Low	8,800	19,450	7,897

LOCATION	SCHOOL	GRADES	ENROLLMENT	ACCREDITATION
Angleton	Holy Comforter	N–PK	76	SAES
Austin	All Saints'	N–K	78	SAES
	Good Shepherd	PN–K	161	SAES
	St. Andrew's	1–12	840	SAES/ISAS
	St. David's	PN–PK	116	NAEYC
	St. George's	PN–PK	67	SAES
	St. James'	PN–PK	63	SAES
	St. Mark's	PN–PK	107	[SAES]
	St. Michael's	PN–PK	28	
	St. Matthew's	PN–K	203	SAES
	St. Stephen's	6–12	664	SAES/ISAS
	Trinity	K–8	414	SAES

LOCATION	SCHOOL	GRADES	ENROLLMENT	ACCREDITATION
Bastrop	Calvary	PN-K	55	SAES
Beaumont	All Saints'	N-8	386	SAES
Bellville	St. Mary's	PN-PK	48	SAES
Bryan	St. Michael's	PN-12	125	SAES
College Station	St. Thomas'	N-1	118	SAES
Conroe	St. James'	PN-K	47	SAES
Crockett	The Jordan School	N-PK	26	SAES
Friendswood	Good Shepherd	N-PK	28	SAES
Galveston	Trinity	PN-8	198	SAES/ISAS
Georgetown	Grace	PN-PK	60	SAES
Houston	Archway Academy	9-12	60	TEA
	Ascension	PN-5	104	SAES
	Cathedral	PN-K	81	NAEYC
	Emmanuel	PN-PK	67	[SAES]
	Episcopal High School	9-12	664	ISAS
	Grace	PN-PK	60	
	Holy Spirit	PN-8	310	SAES
	Holy Trinity	N-12	141	SAES
	Palmer Preschool	PN-PK	61	
	St. Andrew's	PN-PK	54	SAES
	St. Christopher's	PN-PK	37	
	St. Cuthbert's	PN-PK	75	
	St. Dunstan's	PN-PK	47	
	St. Francis'	PN-8	835	SAES/ISAS
	St. James'	N-K	25	SAES
	St. John the Divine	PN-K	117	
	St. Mark's	PN-8	380	SAES
	St. Martin's	PN-PK	246	SAES
	St. Michael's	PN-PK	29	
	St. Stephen's	PN-12	154	SAES
	St. Thomas'	K-12	628	SAES
	St. Thomas the Apostle	N-5	86	SAES
Killeen	St. Christopher's	PN-PK	87	
Kingwood	Good Shepherd	N-K	180	SAES
La Grange	St. James'	PN-PK	14	
Lindale	St. Luke's	PN-K	76	SAES
Longview	Trinity	PN-12	322	SAES/SACS
Lufkin	St. Cyprian's	N-5	191	SAES/SACS
Marshall	Trinity	PN-8	246	SAES/SACS
Missouri City	St. Catherine of Siena	PN-PK	85	
Nacogdoches	Christ	N-6	114	SAES
Richmond	Calvary	PK-12	255	SAES
Round Rock	St. Richard's	PN-PK	88	[SAES]
Temple	Christ Episcopal	N-6	95	SAES
	St. Francis'	N-K	42	

LOCATION	SCHOOL	GRADES	ENROLLMENT	ACCREDITATION
The Woodlands	Trinity	PN–K	85	SAES
Tyler	All Saints'	PK–12	662	SAES/ISAS
Waco	St. Paul's	PN–6	157	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, 2010, there were 27 seminar groups in the Diocese of Texas with 237 students enrolled for the 2010–2011 academic year. Fifty-four students graduated from the program in May 2010. EfM is offered worldwide, and there are over 25,000 graduates in the international program.

Training events were held twice during 2010, both at Camp Allen. All mentors are required to renew their certification every 12 to 18 months in order to maintain a seminar group.

EfM is now offered online for students who are unable to enroll in a face-to-face seminar group. The Diocese of Texas offered its first online seminar group starting in January 2010.

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-a-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 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 is moving into its seventh year. Its mission is to train the baptized for leadership. It is a center without walls that delivers multiple types of training through different venues and methods. Mary M. MacGregor, Director of Leadership Development for the Diocese of Texas, is the director of the Iona Center.

Clergy Leadership Development Activity:

The Iona School for Ministry

The Iona School for Ministry is now in its 7th 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 2010, the School has graduated 24 persons who have been ordained to the priesthood and 19 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. This fall, the theological formation piece was opened to lay professionals, and the first of these students enrolled. Faculty include highly qualified individuals, both lay and ordained, who are very 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 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 School currently has three students from the Diocese of Oklahoma. There is great interest in the wider Church for Iona School offering online opportunities. Conversations are currently underway with the Seminary of the Southwest to examine the possibility of creating a collaborative project which would extend online offerings by 2013.

The Academic Dean of the School is the Rev'd Sam Todd. The Chaplain to the students is the Rev'd Mary Green. The administrator is Julie Heath. Forty-one persons are serving as instructors this current academic cycle.

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 includes guidelines, accounting, approval of opportunities, grants, and assistance for clergy seeking ways to shape their own continuing education. The clergy of the diocese have become accustomed to the expectation of their participation. Plans are in the works to streamline approvals and accounting for this cycle which will end August 31, 2011.

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. This opportunity has proven to be extremely helpful to clergy in a similar model across the country called "The Clergy Committee." Professional and personal development are the goals 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 six years and undergoes ongoing evaluation.

The Curate Program

Ordained persons who have recently graduated from seminary are required to meet two days a month for 8 months for professional development, training, and shared learning. They meet at Camp Allen and have the opportunity to interface with a number of experts representing a variety of disciplines. The Rev'd Rhoda Montgomery and the Rev'd Chuck Treadwell currently serve as facilitators/mentors for this program.

Lay Leadership Development Activity:

Warden's and Vestry Conferences

The Director of Leadership 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 over 500 persons participating in 2010.

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. The prerequisite of the weekend to access the modules was eliminated in 2010 in order to share the excellent resource of the modules to all interested persons. *Crosspointes* is open to individuals and teams from churches. The *Crosspointes* Design Team will be editing the modules in order to make them available in shorter formats for vestry retreats and small group education. It is the goal to have this work completed by the end of 2011.

Congregational Development Activity:

Mr. Bob Schorr, Coordinator for Congregational Development, works closely with the Iona Center in most aspects of his work. This is a team effort to resource the congregations in numerous ways to support their mission and ministry.

Stewardship Conference

The Diocese of Texas has held significant stewardship conferences for many years. This year, The Bishop's Conference on Stewardship was held at Camp Allen with Terry Parsons as keynoter, complimented by numerous other presenters. In June 2011, The

Episcopal Network for Stewardship will hold its national conference at Camp Allen, and this opportunity will take the place of the diocesan conference. The Rev'd Lance Ousley and the Stewardship Task Force, including the Rev'd Lillian Hyde, the Rev'd Paul Moore, the Rev'd Bob Goolsby, and Mr. Al Curry work in tandem with the Director of Leadership Development to make this conference an outstanding opportunity.

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, and conflict resolution. The coaches are under the supervision of the Director of the Iona Center and 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 and recommended 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 Leadership 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

In the spring of 2010, a redevelopment of the diocese's Web site at www.epicenter.org began. During the summer, Carol E. Barnwell, director of communications, reviewed seven content management systems and chose Ekklesia 360 because of its ability to provide interactive pieces for the new site. DC Details has been working on drafts of a new information architecture and design for the site which will go live at the 162nd Council, February 12, 2011. The new site will have improved search capabilities, easier access to all pages, and more ability to engage readership. A review of the analytics of the site showed that the visitor page received the third most hits, and so the communications team has spent a great deal of research and time formulating new and interactive pieces for people in this portion of the site.

It will also contain a section for clergy and laity to interact in small or large, private or public groups, sharing documents and files while working on events or projects.

LaShane Eaglin, webmaster, has done an excellent job maintaining the diocesan Web site in its current version while keeping the homepage current and fresh.

With the new Web site redesign, all electronic communication pieces will also receive a fresh redo, so that all are branded similarly. This includes the bishop's twitter and blog pages, e-news, and the new magazine format.

We have worked all year to increase our electronic footprint and improve the delivery of our communications efforts to niche groups within the diocese.

Bishop Andy Doyle.....<http://texasbishop.blogspot.com/>

EDOT Communications <http://edotcomm.blogspot.com/>

We are Called <http://edotministry.blogspot.com/>

EDOT Relief and Development.....www.ikerelief.blogspot.com/
EDOT Young Adult Ministrywww.edotyongadults.blogspot.com/
EDOT Youth Ministry www.edotyouth.blogspot.com/

Facebook pages include:

Bishop Andy Doyle

www.facebook.com/home.php?#/c.andrew.doyle?ref=ts

Canon to the Ordinary, Ann Normand

www.facebook.com/home.php?#/profile.php?id=100000267872243&ref=search&sid=1819157159.3877663347..1

Director of Communication, Carol Barnwell

www.facebook.com/home.php?#/search/?q=Search#!/cebarnwell

Diocese of Texas

www.facebook.com/home.php?#/profile.php?id=1819157159&ref=name

EDOT Mission Funding Opportunities

www.facebook.com/search/?q=Search#/group.php?gid=133120892459&ref=ts

Episcopal Church and the Visual Arts fan page

www.facebook.com/search/?q=Search#/ECVAtexas?ref=search&sid=1819157159.620569322..1

Episcopal Church and the Visual Arts group page

www.facebook.com/search/?q=Search#/group.php?gid=67103353938&ref=search&sid=1819157159.620569322..1

EDOT Relief & Development

www.facebook.com/home.php?#/pages/Texas-Episcopal-Disaster-Relief-and-Development/135769573374?ref=share

EDOT Young Adult Ministry

www.new.facebook.com/group.php?gid=25778894761

Several staff use Twitter regularly including Bishop Andy Doyle and Communications Director, Carol E. Barnwell. To follow:

Andy Doyle (texas bishop) <http://twitter.com/TexasBishop>

Carol Barnwell (cebarnwell) <http://twitter.com/cebarnwell>

Hurricane Relief <http://twitter.com/ikerelief>

Additionally, the Office of Communication has several electronic newsletters EDOT Dialog to a general audience of leaders in the diocese, subscribe at: <http://visitor.constantcontact.com/manage/optin/ea?v=001Y9XAqyV8VF1IAAt0VDGpCMw%3D%3D>

EDOT Clergy receive Out of the Ordinary

EDOT Christian Formation for DREs

www.epicenter.org/images/edot/Dialog/ChristianFormationNews.htm

Others using Constant Contact include: the Division of Youth, Hurricane Relief, Safe Church Ministry, Mission Funding, and Stewardship.

Our YouTube channel continues to supplement our news with video and audio Soundslides to help bridge the gap between print and electronic media. See <http://www.youtube.com/user/carolbarnwell> for a list of features. These are also on the diocesan Web site at www.epicenter.org under resources.

The Office of Communication plans the annual Episcopal Night with the Astros. In 2010, the event helped raise more than \$8,000 for planting new congregations.

More than 35,000 households are connected as members of the Diocese of Texas and One Church, through the monthly diocesan newspaper, *Texas Episcopalian*, with news and events of interest to, and reflecting the ministries of, congregations of the Diocese of Texas, the Episcopal Church, and the global Anglican Communion.

The Office of Communication produced and printed this year's Mission Funding Catalog, the accompanying video, and notebook, all on a DVD/CD. Slide presentations on a number of the ministries included continue to be added to the Web site to showcase individual ministries.

Go to Meeting has recently been utilized to allow more people to meet online for committees and focus groups, saving time and gasoline. These will continue to become an important way we gather and work together in the 59,000 square miles that is the Diocese of Texas.

The Office of Communication assists other departments in the diocese with layout and design work and is available to congregations for consultation in print and electronic media. A special partnership with Constant Contact allows our congregations to have access to electronic newsletters for as little as \$10 a month. Additionally, the diocesan communication director is a spokesperson with media in matters regarding the Episcopal Church, the diocese, and at times, for congregations and schools. This includes placing stories in local media as well as responding to requests for information, responding to crises, and providing information at critical times.

Carol Barnwell, Chair

Texas Episcopalian

The Office of Communication published ten issues of the *Texas Episcopalian*, January–June and September–December 2010, mailed to around 29,500 households. With much study, the editor and publisher have decided to alter the frequency and format of the *Texas Episcopalian*. A quarterly magazine by the same name will begin publication in March 2011. Carol E. Barnwell has been editor of the official diocesan publication since August 1992. She believes that direct delivery of a printed publication remains critical in supporting a shared sense of mission between the 153 churches, schools, and institutions of the Diocese of Texas. A modest number of subscribers have signed up to receive notice of online publication but many still prefer to receive a hard copy. The *Texas Episcopalian* will continue to be published online quarterly, beginning in 2011.

Council information, nominees, resolutions, and proposed changes to the constitution and canons—which are normally printed in the January issue of the newspaper—will appear online only with a supplemental format for pre-Council meetings in January and February.

Additional news will be published more frequently online and in expanded versions of the Dialog and Out of the Ordinary (the lay leader and clergy e-newsletters).

Carol Barnwell, Editor

Division of Diocesan Camps

Camp Allen Conference and Retreat Center

Founded in 1921, Camp Allen will celebrate 90 years of summer camping on May 7, 2011, with a Saturday celebration. Camp Allen had over 48,000 visitors last year including 7,310 youth. This year had many significant accomplishments including hosting over 1,300 events for churches, non-profits, and universities.

Camp Allen launched a \$2.3 million Capital Campaign named Blazing Trails and completed the final fund raising phase in 2010. Some of the projects completed were a new dining room, acquisition of 117 acres, establishment of a maintenance endowment fund, building of a fire exit road, and pool renovation at the main center. Those wishing to donate to the Stepping Stones engraved walkway honoring a love one can still do so at \$300 per paver. Visit our Web site at www.campallen.org

The Camp Allen budget for 2010 is \$5,065,250 with a net change in assets of \$103,000 before depreciation. The summer camp program continues to grow with 1,600 campers attending one of 24 sessions. The rate for a week of camp is \$498 and is expected to be increased by \$12 per week for the 2011 summer. Camp Allen continues to closely survey its guests and to emphasize its theme of "Awaken Your Spirit in the Piney Woods."

George J. Dehan, President

2009 Audited Results

Revenues:	
Conference Center Fees	\$2,884,782
Summer Camp Fees	661,474
Campsites and Cabins	335,644
Discovery Fees	536,745
Gift Shop Sales	117,039
Gifts unrestricted	392,605
Equestrian and other income	73,391
Total Revenues	\$5,001,680
Expenses:	
Program Services	\$2,335,202
General and Administrative	1,998,681
Interest on debt	96,463
Maintenance Expenses	464,702
Special events	34,295
Total Expenses:	\$4,929,343
Net change before depreciation	\$72,337
Depreciation	\$904,536

Division of Multicultural Ministries

(No Report Received)

Black Ministry

MISSION: The mission of the Commission on Black Ministry (COBM) is to further the vision of the Episcopal Diocese of Texas by helping promote the Diocese as “a diverse worshipping community of missionaries reaching out and transforming lives.” We strive to sensitize clergy and laity to a broader understanding of diversity; especially cultural and racial diversity, within the whole body of Christian faith in order to co-create, through God, congregations where racism does not exist.

The COBM endeavors to strengthen the inclusion of African and Caribbean Anglican communities of faith into the full life of the Diocese of Texas and seek to enhance the synergy between the supportive historical backgrounds of the Historical Black Churches in the diocese and those who are part of the African Diaspora.

2010 Goals of the Commission:

- Continue to increase Black leadership (lay and clergy) in the Diocese of Texas by identifying and nominating candidates for diocesan positions.
- Assist the diocese by providing information and guidance to clergy and lay leaders in the diocese about Blacks in the Diocese of Texas.
- Increase the visibility and effectiveness of the Commission on Black Ministry throughout the Diocese of Texas.
- Identify and sponsor youth of color to national, provincial, and diocesan activities for exploring ministry and leadership roles in the Episcopal Church.
- Continue to provide scholarships to youth of color to attend Camp Allen’s summer camp programs and music camp sponsored by the Diocesan Commission on Music.

2010 Accomplishments:

- **Camp Allen and Music Camp Youth Summer Programs**

Despite a significant reduction in resources, COBM was able to provide support to six youths to attend summer camp at Camp Allen and four youths to attend the Music Camp held at Blinn College. This represents about one-half of our former level of support.

- **Partnering with the John Epps Chapter of the Union of Black Episcopalians (UBE)**

The Commission on Black Ministry has met all year with members of UBE to pool our time and talent in these tight economic times. Three key outcomes were: 1) assistance with travel costs to increase Texas representation at the National UBE conference in July; held in Charleston, South Carolina, 2) Youth Mission trip to St. Augustine of Hippo and St. Vincent’s House in Galveston, and 3) Joint support for COBM and UBE members to attend the Conference for Full Inclusion held at Christ Church Cathedral, October 1–2, 2010.

COBM and UBE are currently in the planning stages for a jointly sponsored program honoring Absalom Jones in February 2011, featuring the Reverend Canon Harold T. Lewis, rector of Calvary Episcopal Church, Pittsburgh, Pennsylvania.

There were accomplishments against each goal in 2010 making it another great year!

Hugh Walker and Francene Young, Co-Chairs

El Buen Samaritano

October 1, 2010, marked El Buen Samaritano's 23rd anniversary and a new fiscal year. Having grown from its original humble beginnings at a little rock house to its current three-building campus, today, El Buen Samaritano continues to expand its programs and services with a purpose to serve the entire family. Fulfilling its role as a social ministry of the Episcopal Diocese of Texas, El Buen Samaritano Episcopal Mission addresses poverty in Central Texas as follows:

Health and Human Services:

Underlying issues of poverty include hunger, high levels of stress, and unhealthy behaviors. El Buen Samaritano's Health and Human Services ensure that families have access to the resources they need to maintain their emotional and physical well-being. The Human Services Program provides an array of services which include emergency food assistance, patient advocacy services, patient navigation services, case management services, and behavioral health services. Due to various contributing factors, many of them having to do with the economic downturn, El Buen Samaritano has seen a 67-percent increase in the monthly average number of families receiving food assistance in the last three years. From September 2009 to October 2010, the food pantry served 22,590 individuals.

Additionally, aware of increasing health care costs, El Buen Samaritano offers health services to families in need, specifically to individuals who are uninsured (Texas has the highest percentage of uninsured in the United States) at a greatly reduced rate. El Buen Samaritano's Wallace Mallory Clinic is the only community health provider in Central Texas that by design offers culturally sensitive and bilingual primary and preventive medical services. In 2009–2010, the Wallace Mallory Clinic saw 4,717 individuals, witnessing a 45-percent increase in the number of patients seen.

Education and Healthy Living:

Following its principle—which states that a family approach to education can, in many cases, break the cycle of low literacy, poverty, and depression—the organization's education programs are designed so all members of the family are learning at El Buen Samaritano at the same time. Nearly 74 percent of the adults in Central Texas who need a GED diploma are lacking the minimum literacy skills necessary to enroll in a GED exam-preparation class. The Adult Education Program offers classes in Adult Basic Education, five levels of English as a Second Language, Computer Skills, GED preparation, Citizenship Preparation, and life-skills workshops. In 2009–2010, slightly more than 1,600 adults enrolled in El Buen Samaritano's Adult Education Program. On the other hand, the State of Texas currently has the fastest growing child population in the country, and studies show that the child population of Central Texas is growing at twice the state rate. Within this rapidly growing population, the majority of growth is among low-income, Spanish-speaking households, which, statistically speaking, coincide with high drop-out rates. El Buen Samaritano addresses this issue through its Early Childhood and Youth Education programs, which are designed to instill in children and youth a love for learning. These programs include the Child Learning Center, Reading Buddies, Summer Camp, Outdoor Kids, and the Youth Tutoring program. In 2009–2010, El Buen Samaritano drew 1,121 children and youth to its Early Childhood and Youth Education programs and activities.

In addition to direct health and human services, El Buen Samaritano recruits, trains, and manages *Promotores de Salud* who inform and encourage their peers to take steps to live a healthier lifestyle. Additionally, the agency's Healthy Living Program offers a variety of health-education workshops, which focus on developing healthy eating habits, incorporating exercise into people's lives, and monitoring and maintaining their health. This program includes health screenings, nutritional cooking classes, prenatal health education, breast health education, teenage pregnancy prevention programs, and family-based fitness programs. These programs reach approximately 6,000 people each year.

Through ongoing efforts in primary care, preventative services, and targeted efforts to enhance existing skills by increasing opportunities to prepare for life and work, El Buen Samaritano's families are exhibiting improved performance in their individual health. This indicates not only their family's school and work performance, but also their improved performance as members of the community and the greater civic society.

In 2009–2010, based on feedback gathered in *pláticas* or focused conversations with clients last fall, El Buen Samaritano realigned its programs and services to a more family-focused model of service delivery, providing the tools that adults and children need to be healthy and successful in life while responding to more funding opportunities. Additionally, in an effort to increase the efficiency of its programs, El Buen Samaritano restructured all three agency departments and created what is currently the Health and Human Services Department and the Education and Healthy Living Department.

While the agency was busy realigning programs and services, it managed to accomplish several milestones, among these, an 18-percent growth in the number of children served through our Child Learning Center and the incorporation of a new youth program: Outdoor Kids. The Wallace Mallory Clinic saw a 45-percent increase in the number of patients served as well as the implementation of breast and cervical cancer services, and the addition of a patient navigator. Additionally, the agency recently launched its new Web site and celebrated the graduation of Austin's first group of state-certified *promotores de salud*, or community health workers, on September 18, 2010.

As El Buen Samaritano continues to implement changes with a focused purpose to make a stronger impact on those it serves, I encourage you to remain actively involved in our mission. We were thrilled to host Austin's first-ever Día de la Mujer Latina's Health Fiesta on Saturday, September 25, 2010, where nearly 350 people received or registered for free medical exams and about 750 people received health education and health resource information. Our 20th Annual Hands for Hope Thanksgiving Event on Saturday, November 20, 2010, provided 1,200 Austin families in need with Thanksgiving care packages, including a turkey and traditional Thanksgiving trimmings.

We are thankful for your support and hope that you will continue to bless us with your participation.

Victor Azios, Executive Director

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 the Rev'd 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.

Post-Ike:

All of our basic services have been rebuilt and are fully functional. However, despite the large displacement of population, 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 2009, we served 6,182 clients in our Free Clinic; we served 5,854 from our "Loaves and Fishes" Food Pantry; we served 102 families in our Preschool and stayed at our capacity of 64 children throughout the year; we provided 9,729 trips with Transportation Van to and from medical appointments, "Meals on Wheels," and other essential trips; we provided 134 people with emergency assistance to keep on utilities and prevent eviction at a total cost of \$17,955.48. We provided 761 homeless clients with stays at the Salvation Army at a cost of \$5,480. Please note that we counted 2,127 homeless clients among those who asked for our help with all services. We provided a total of 22,407 units of care to citizens of Galveston County who needed our direct core services in 2009.

Innovative New Programs: The Hope Renaissance Mile Project

St. Vincent's House designated the area around its immediate block as the walking path for the Hope Mile, which features walking to increase personal health and includes four properly spaced, moderate exercise stations. We are providing incentives, pedometers, and points in order to encourage members of our community to not only walk the Hope Mile but to join us in our diabetes tolerant cooking classes, our exercise efforts, our community garden, and Wel-Folio project which will track their progress as they work toward good health. The computers to track individual and group data are already acquired, and the programming is complete.

A prototype walking course is set up around St. Vincent's House. The course includes one master directional sign and four stop and exercise stations. The first group to officially do the course has 30 ladies from Shiloh A.M.E. Church completing and now regularly doing the course. Other individuals and groups are joining in since the inaugural date of the Hope Mile, September 25, 2010.

We held our first public "Hope Mile Walk" on St. Vincent's Day on September 25, 2010. We received a great deal of media support and hosted hundreds of visitors and walkers. Longtime community activist Maggie Williams was honored as a "Houston's Hero" as part of this premier Galveston event, which kicked off St. Vincent's efforts to further "hope" our community by encouraging physical fitness and wellness.

Michael Jackson, Director

ST. VINCENT'S HOUSE BUDGET 2010

INCOME

Affiliated Organizations	
Episcopal Diocese-Mission Fund	60,000.00
Episcopal Foundation	100,000.00
St. Luke's Episcopal Health Charities	85,000.00
St. Martin's Episcopal Church	10,000.00
Total	255,000.00

Contributions	
Clinic	2,500.00
Direct Aid	20,000.00
Education/Recreation	2,500.00
Mgmt & Gen	10,000.00
Preschool	4,000.00
Total	39,000.00

Foundations	
Shield-Ayres Foundation	20,000.00
Houston Endowment	75,000.00
Meadows Foundation	150,000.00
Dow Corporation	10,000.00
Mary Moody Northen	10,000.00
Baylor Methodist-Phase IV	150,000.00
Rockwell	75,000.00
American Medical Association	10,000.00
Total	500,000.00

Grants	
Harris & Eliza Kempner Fund-CL	12,000.00
Harris & Eliza Kempner Fund-P/S	25,000.00
Jr. League of Galveston Co-D/A	1,000.00

City of Galveston Hotel/Motel Tax	5,000.00
BP Chemical	10,000.00
United Way	10,000.00
Total	63,000.00
Interest Income	1,000.00
Memorials	100.00
Miscellaneous Income	
Mgmt & Gen	5,000.00
Preschool	2,000.00
Total	7,000.00
Parkboard of Trustees-City of Hotel/Motel	1,500.00
Preschool Security	
Clients	15,000.00
NCI	1,000.00
Total	16,000.00
Scholarships	
SECC	3,000.00
Total	3,000.00
Special Events 1	
GBS	17,000.00
Total 1	17,000.00
USDA Breakfast Program	10,000.00
TOTAL INCOME	912,600.00

EXPENSE

Employee Salaries	
Clinic	19,123.00
Mgmt & Gen	210,557.00
Preschool	132,810.00
Van Program	21,000.00
Total	383,490.00
Total Employee Benefits (Church Pension 9%)	
Clinic	1,721.00
Mgmt & Gen	16,908.00
Preschool	20,002.00
Van Program	1,715.00
Health Ins	10,000.00
Total	50,346.00

Total Payroll Taxes (FICA/Med 0.756%)	37,007.00
Bank Service Charges	1,000.00
Building & Grounds	
Maintenance	8,500.00
Pest Control	2,131.00
Property Taxes	300.00
Security	1,500.00
Total Building/Grounds	12,431.00
Cable Television	300.00
Community Relations	2,000.00
Conferences	
Clinics	500
Edu/Arts & Rec	1,000.00
Mgmt & Gen	3,200.00
Preschool	3,500.00
Total	8,200.00
Contract Labor	
Clinic	1,000.00
Edu/Arts & Rec	3,500.00
Mgmt & Rec	2,500.00
Preschool	3,500.00
Total	10,500.00
Direct Aid	
Clinic-Rx	15,500.00
Financial Assistance	28,000.00
Food Pantry	14,000.00
Gas Fund	300.00
Shelter	13,000.00
Total	70,800.00
Equipment Rental/Maintenance	
Clinic	200.00
Edu/Arts & Rec	500.00
Mgmt & Gen	9,000.00
Preschool	2,000.00
Van Program	4,500.00
Total	16,200.00
Gasoline Van Program	12,000.00

Insurance	
Director's & Officers	463.00
General Property	8,840.49
Preschool	412.00
Terrorism	215.00
Umbrella	2,758.34
Van Program	3,605.00
Worker's Compensation	7,886.71
Floor	1,648.00
Total	25,828.54
Membership Dues/Licenses	
Edu/Recreation	700.00
Mgmt & Gen	1,800.00
Preschool	700.00
Clinic	700.00
Total	3,900.00
Memorial	800.00
Miscellaneous	
Edu/Recreation	2,500.00
Mgmt & Gen	5,000.00
Preschool	1,500.00
Van Program	300.00
Total	9,300.00
Office Supplies	
Clinic	2,000.00
Edu/Recreation	700.00
Mgmt & Gen	4,500.00
Preschool	1,000.00
Total	8,200.00
Permits	300.00
Postage & Delivery	3,000.00
Printing/Publication	
Clinic	100.00
Direct Aid	75.00
Edu/Recreation	700.00
Mgmt & Gen (Newsletters/Brochures)	3,500.00
Preschool	100.00
Total	4,475.00

Professional Fees	
Accounting DRDA	16,000.00
Audit (Allen)	3,250.00
CACEP Processing	2,000.00
Clinic	500.00
Total	21,750.00
Special Events	
GBS Concert	17,000.00
Sponsorships/Donations	2,500.00
Subscriptions/Periodicals	
Clinic	300.00
Mgmt & Gen	500.00
Preschool	100.00
Total	900.00
Supplies (Not Office)	
Clinic	500.00
Arts/Edu/Recreation	5,000.00
Mgmt & Gen	1,650.00
Preschool Edu/Rec	1,650.00
Preschool Food	14,000.00
Preschool Kitchen	3,000.00
Total	25,800.00
Telephone	
Cellular	2,000.00
Internet	750.00
Local/Long Distance	12,000.00
Total	14,750.00
Utilities	
Electric	30,000.00
Gas	1,500.00
Water	3,500.00
Total	35,000.00
TOTAL EXPENSE	777,776.00

Division of Renewal

Armed Forces

Christ Church Cathedral hosted the second annual Armed Forces/Veteran's Day Evensong on November 14, 2010; the Rev'd John Price preached. Three military chaplains (2 active duty and 1 reserve) are canonically resident in the Diocese of Texas. Many thanks to congregations actively reaching out to military families, especially St. Christopher's, Killeen.

Sean Cox, Chair

Cursillo

(No Report Received)

Faith Alive

As diocesan representative for Faith Alive, I regret that I have little to report this year. In the Diocese of Texas, we had one Faith Alive Weekend scheduled, but, sadly, it never took place for many reasons. However the diocese was represented well, by the Music Team from St. Luke's on the Lake, Austin, who played for several Faith Alive events in other states.

Our hopes for 2011 are much brighter. We have two Faith Alive Weekends scheduled: Christ Church, Cedar Park, February 25–27 and Palmer Memorial, Houston, March 25–27. We are excited about the opportunity to witness our relationship with our Lord and Savior Jesus Christ as it impacts our day-to-day lives. We pray that these two parishes will experience the presence of the Holy Spirit through these weekend events through 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. In fact, recently a church went beyond just reciting the vows and had nine people, both children and adults, come forward for baptism at a Faith Alive Weekend in another state. While this is unusual, it has added an exciting new purpose for Faith Alive Weekends.

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 church.

Pete Postma, Diocesan Representative

Kairos of Texas

Those who have been to Cursillo have insight into what Kairos is. Like Cursillo, Kairos is a continuing ministry beginning with a three and one-half day scripted weekend featuring talks, meditations, and activities witnessing to the power of Christ in one's life. It is followed by weekly gatherings and monthly reunions bringing together the whole team and all Kairos "graduates." The participants are, however, not free-world people, but inmates in our federal and state prisons. Kairos was brought to Texas by the Reverend Mike Keppler of the Episcopal Diocese of Texas and others in 1986. It has since spread to 40 prisons and state jails (not county jails). In addition, there is Kairos Outside for the female loved ones of inmates. All told, there are 48 locations participating in one of these two ministries doing two weekends a year.

The three and one-half day Kairos weekend is not the focus of Kairos. It is the teaching and induction of new participants into the ministry community. Once a month, all Kairos Inside “graduates” gather for a “reunion.” All other weeks, small groups of inmates meeting as “families” engage each other in “prayer and share.” Over 100 Episcopalian volunteers contribute to the success of Kairos ministry. Episcopal parishes in Marlin and Huntsville host Kairos team meetings every six months. More Episcopal volunteers and parish halls are needed to support this ministry.

Please get involved. Why? Christ calls us to visit the prisoners (Matthew 25:36). Paul tells us that we are a new creation in Christ Jesus and that Christ came into the world to transform its people (2 Corinthians 5:17–18). Ninety-eight percent of the men and women presently serving time will be released and live next door to someone. Wouldn't it be wonderful if they experienced the transforming power of Christ in their lives while in prison and, upon release, lived in complete harmony with their neighbors!

Please accept the invitation to serve. There are many ways: prayer, agape gifts, financial support, serving on an inside team or on the outside support team, and/or attending a Kairos closing ceremony. For information, contact Dr. Ed Davis, coordinator of Restorative Justice at (936) 291-3153 or edsalpc@yahoo.com.

Ed Davis, Liaison

Vocare

Vocare, a retreat program centered on discernment and vocation for young adults, continued its steady transformation in 2010. In an effort to distinguish itself from other “talk-and-response” type ministries, Vocare has shifted to a seminar-style approach. This approach has necessitated the following changes:

- Evaluating the make-up of the Vocare Steering Committee
- Changing the Vocare schedule to reflect a more contemplative context
- Reducing the number of presentations from 12 to 8, while keeping the content of all 12 talks
- Recruiting experts to make presentations during the weekend instead of relying strictly on staff members
- Allowing for more question-and-answer time during presentations
- Being more open with participants about the weekend's goals before and during the weekend
- Providing ample time for fellowship and informal processing

Another significant aspect of the Vocare transformation is allowing for separate weekends for different age groups. Acknowledging that there are fundamental differences between college students and young adults out of college (the program targets young adults in the age range of 18–30), the goal is to have two Vocare weekends per year. One would target college students; the other, those out of college and into their early 30s. A Vocare for college students was held in March of 2010.

Work is also being done on the presentation outlines, as they are now 30 years old. This will allow presenters a framework for their seminar, while still allowing them to share their particular experience. It is the hope that these changes make Vocare a relevant and beneficial ministry for young adults in the Diocese of Texas.

Kyle Stillings, Chair

Division of Wider Ministries

World Mission

At Council 2010 in Killeen, the diocese entered into a formal Covenant with the Diocese of Southern Malawi as a companion diocese. Bishop Andy Doyle and Bishop James Tengatenga signed the formal document. Bishop Tengatenga spent his sabbatical at the Seminary of the Southwest in Austin working on a book about the history of Malawi.

The Rev'd Susan Barnes served as the Board chair for many years and was succeeded by the Rev'd Ted Hervey.

The World Mission Board has been reorganized into four subcommittees which are Malawi Companion Relations, Grants, Millennium Development Goal Grants, and Navajo Companion Relations. Below are the reports from the various subcommittees.

Malawi Companion Relationship

The Malawi subcommittee currently supports seven projects in Malawi; (1) scholarships for Trinity School (the only Anglican boarding school), (2) Love's Harvest, (3) Malawi Pilgrimages, (4) Nets for Life, (5) People to People projects, (6) Simple Gifts for Orphan Care, and (7) Water for Malawi. \$5,250 was approved to support one seminarian for three years and \$1,500 to support the leader of the pilgrimage to Malawi. The subcommittee has been offering to speak to interested church groups about these eight projects, and is currently in the process of scheduling presentations at approximately thirty churches, which have voiced interest. Members of the subcommittee were invited to the annual meeting of the ECW, and as a result of their presentation, the ECW voted to make Malawi the focus of their 2011 mission and outreach work.

We are working in conjunction with Warm Heart International to raise funds for water wells in Malawi. Warm Heart just completed the successful drilling of two new wells. We are currently working with the ERD in promoting a diocesan-wide Nets for Life Lenten program. We are beginning to publicize a pilgrimage to Malawi, which will take place in June of 2011. Finally, the Malawi subcommittee presented two seminars at Clergy Conference.

Millennium Development Goals

The mission is to seek grant proposals from the Anglican community and beyond that serve the Millennium Development Goals set by the United Nations for presentation to the World Missions Board for funding .7% of the Diocese of Texas budget.

These MDG Goals for 2009 were the focus:

- Promote gender equality and empower women
- Reduce child mortality
- Improve maternal health

Our funding choices were:

\$30,000 Anglican Church of Tanzania: Women's Empowerment Project
\$20,000 Amistad Mission–Bolivia: Preventive Healthcare in Andean Villages
\$20,000 Five Talents–Peru: Micro-Enterprise for Women in Poverty
\$15,000 Mothers' Union–Southern Malawi: Support for Mothers' Union Literacy Development Program

\$3,600 Pure Water for the World–Haiti: Hygiene Instruction and Clean Water Filter Systems

\$541(Balance of funds) Episcopal Relief and Development, designated to Nets for Life.

We also chose three MDGs for 2010:

2: Achieve universal primary education

3: Promote gender equality and empower women

7: Insure environmental sustainability

Small Grants Subcommittee

The World Mission Grants subcommittee exists for the purpose of funding development projects in economically impoverished regions for the purpose of enhancing the quality of life. These grants are not to exceed \$3,000, with the possibility for a follow-up grant not to exceed \$1,500, for a total maximum amount of \$4,500 for any single project.

These grants are targeted for the meeting of human need, not for evangelistic purposes. Preference is given to projects that address Millennium Development Goals. Preference is also given to organizations with ties to the Anglican Communion, particularly those with ties to the Episcopal Diocese of Texas.

\$927 to North American Indian Ministries (NAIM)

\$3,000 College tuition for two female students at St. John's University, Tanzania

\$2,900 to help set up an emergency shelter for at-risk women and youth in Kathmandu, Nepal

\$3,000 help to purchase tools for a Cassava and Gari plantation in Liberia for training for impoverished youth

Work was also done on revising our grant application guidelines.

Navajo Companion Relationship

A new Bishop of Navajoland was consecrated in August. As he is learning the ins and outs of that small diocese, most discussion has been to remind them that we are interested in pursuing a dialog that will benefit both the Diocese of Texas and the Diocese of Navajoland.

Theodore E Hervey, Jr., Chair

Millennium Development

(No Report Received)

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; and 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.

We are pleased to have brought on several new members this year, including the Rev'd Dr. Nathan Jennings, professor of liturgics and Anglican studies. His presence

strengthens our relationship with the seminary community and the wider Church in general. The Liturgy Commission, in the past year, continued to serve the diocese primarily by coordinating, planning, and assisting with diocesan liturgies, including Diocesan Council Eucharist, Clergy Conference Eucharist, and the deacons' ordination. The Commission also assists with diocesan gatherings, such as the Christian Formation Conference by offering workshops focused on liturgy. As in years past, we continue to collaborate with the Music Commission, meeting together with them once a year.

James Derkits, 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, workshops, the Youth Choral Festival, or 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 Liturgy commissions have continued to work together this year, holding a joint meeting together in July at the Cathedral for common discussion and fellowship.

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. Increased postage expenses may force the 2011 issues to be available for download and no longer mailed. 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 6th Annual Youth Choral Festival. The rehearsal was lead by guest conductor Ben Hutto of the National Cathedral Choir School, who had also prepared the diocesan youth choir the previous year. The choristers joined together for a lovely Evensong.

The 18th Annual Diocesan Children's Choir Camp was moved to Blinn College, Brenham, and St. Peter's, Brenham, in July. Thirty-six choristers were enrolled for the week, with Courtney Daniell-Knapp of Palmer Memorial Church as the guest choral conductor and co-directors Linda Patterson of St. Peter's and the Rev'd Canon Ed Stein of Christ Church Cathedral. 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 Musical Revue and a closing Family Eucharist were held, showcasing the anthems that the children learned. The Music Commission partnered with the Commission on Black Ministry to honor Choir Camp scholarship requests. We consulted with the Diocese of West Texas to invite their choristers, but none were able to attend. We hope that they will be able to participate and send choristers next year.

The 51st Annual Diocesan Choral Festival was held on Saturday and Sunday, October 16th and 17th at Christ Church Cathedral. Dr. Martin Neary was our guest conductor. One hundred and sixteen singers from 19 parishes sang in the Festival service.

Though we hoped to hold another “Beyond Contemporary” workshop in 2010, it has been postponed to early 2011. A planning group has met to begin the planning process. In addition, we have been working on a possible Hymn Festival in Austin.

Music Commission members have been available to assist with several diocesan events this year, including Diocesan Council, the Stewardship Conference, the Iona program, and 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 churches and ministries in need of assistance and look forward to another year with even more opportunities for service.

Linda Patterson, Chair

Division of Youth Ministry

The Division of Youth helps youth and the adults who minister with them to know Christ and to make him known in the world.

The Covenant Community is our prayerful, intentional, and accountable approach to all youth programs and events.

Contemplation. Prayer is an acknowledgement of the presence of God in our lives as well as in the life of our ministry. We must desire to cover youth ministry in prayer and realize that ministry is a call and not a job.

Community. With the knowledge that we come from different backgrounds, have different theologies, and are shaped by different experiences, we join with each other to tend the Spirit and share the burdens and joys of ministry.

Companioning. We move from prayer and community to presence, revealing the beauty of youth ministry to all with whom we interact. We become intentional about accompanying young people in their walk with Christ.

Clarity. We gain understanding through prayer and interaction. This leads to discerning how we are called to minister to youth.

Action. Grounded in our faith, participation in the sacraments, and desire for community, we begin to take action in fulfilling our call. Programs and ministries are developed from these cornerstones.

Reflection. We look back on our actions in the light of scripture and our Christian tradition. We determine how the Spirit is moving or blocked through our programs and actions.

Return to Contemplation. We start the cycle again, asking God for healing, guidance, and renewal.

The Division of Youth facilitates four programs throughout the year that are the staples of diocesan youth ministry.

Happening (grades 10–12) and **Y.E.S.** (grades 7–9) are spiritual renewal weekends focused on making faith relevant to those specific stages of life. They are comparable to the Cursillo weekends offered for adults. Happening and Y.E.S. weekends occur in January, April, August, and November at Camp Allen, and are each run by a dedicated Steering Committee. Shelly Linderman (Holy Apostles’, Katy) is the lay director for Happening, and the Rev’d Patrick Hall (Holy Spirit, Houston) is the spiritual director.

Trish Thompson (Holy Apostles', Katy) is the lay director for Y.E.S., and the Rev'd Stephanie Linscott (MD Anderson Hospital, Houston) is the spiritual director. These programs are evaluated continually in conjunction with the Diocesan Youth Steering Committee to ensure the best possible experience for attendees.

The **Christian Leadership Conference (CLC)** is a youth-planned event that seeks to give youth practical applications for their faith. CLC consists of: a weeklong program delivered by a keynote speaker (in 2010: the Rev'd Beth Magill, St. David's, Austin), three days of workshops presented by various members of the diocese, and various worship experiences and opportunities. The theme of CLC 2010 was "Take a Stand," focusing on how to identify and stand against evil, and to stand up for what is good and right. The youth leadership team, along with several adults, work throughout the year to plan CLC and meet three times during the year at St. Andrew's, Bryan. Susannah Jones, St. Andrew's, Bryan, served as youth lay director. CLC 2011 will be held one week later than usual, June 28–July 2, to allow youth to attend the national Episcopal Youth Event. The theme for CLC 2011 is "Hide and Seek." The Rev'd Brad Sullivan (Emmanuel, Houston) serves as spiritual director for CLC.

Diocesan Winter Retreats are a popular component of diocesan programming. The Intermediate Retreat (grades 4–6) is the first opportunity for youth to participate in a diocesan youth event. The Junior High (grades 6–8) and Intermediate retreats are held on the same weekend in late February and provide important leadership opportunities for older youth. The Midwinter Retreat (grades 9–12) is held in late December. The themes for 2010 were: "Ohana (Extended Family)" (Intermediate), "Community of the Spirit" (Junior High), and "Unplugged" (Midwinter). These retreats are led by youth ministers and adult volunteers from across the diocese.

Missions continue to be a staple of youth ministry. It's a year-round effort by youth and adults from all over the diocese. 2010 was the fourth year for the **Missionpalooza Grant Program**, which provides monetary support for mission work by church youth communities throughout the diocese.

The **Center for Youth Ministry** provides continuing education and training for those who minister with youth. "Balance" was the theme for the annual spring conference. This conference provides continuing education for those who minister with youth. Keynote speakers were the Rev'd Stacy Stringer (Holy Trinity, Dickinson), the Rev'd Patrick Hall (Holy Spirit, Houston), and Bishop C. Andrew Doyle.

Each fall, youth ministers gather for a retreat at Camp Allen. The theme for 2010 was "From Echo to Understanding" and was led by the Rev'd Patrick Miller (St. Mark's, Houston) and Vance Garvey (Christ Church, Tyler). It was a time of fellowship, sharing, and partnering of ministry.

Young Adult Ministry continues to grow in importance and stature throughout the diocese and takes many forms. Following Christ's example, young adult ministry in the Diocese of Texas seeks to reach and nurture young adults through Advocacy, Relationships, and Resources.

Advocacy: Making known the importance of young adults in the greater body of the Church and developing and utilizing their gifts.

Relationships: Fostering healthy connections between young adults and facilitating networking opportunities.

Resources: Providing information that will aid young adults in discerning their calls within and outside of ministry.

The number of dedicated young adult ministries in churches continues to grow. Additionally, Houston area churches participate in monthly young adult gatherings, and the diocese sponsors several young adult socials in Houston and Austin.

Vocare is a weekend for young adults to explore the notion of vocation as it applies to their lives. In response to the wide range of experience in the “young adult” age range, Vocare now offers a fall event targeted at young professionals and a spring event targeted at college-age students.

The diocese’s young adult ministry continues to grow and seek new opportunities to gather, encourage, and empower this critical population.

Erin Puckett McClure, Assistant for Youth

SERVICE AND PASTORAL CARE UNIT

Division of Human Need and Social Concern

Community of the Streets

(No Report Received)

Recovery Ministries

(No Report Received)

Bioethics Commission

The Bioethics Commission of the Diocese of Texas draws its membership from the lay and clergy constituencies of the diocese. The focus of the Commission is on the intersection of Biomedical and Scientific advances in theory and technology with the doctrine, discipline, and practice of the Episcopal Church. The Commission members are available to present materials at churches. Questions may be addressed to the Rev’d Henry W. Strobel, c/o Palmer Memorial Episcopal Church, 6221 Main Street, Houston, Texas 77030.

Henry W. Strobel, Chair

Restorative Justice Ministries

The Diocese of Texas created this ministry because Christ came into the world to reconcile man to God and bring Shalom, or peace, to earth. Those who have gone astray are not to be thrown away. Such an approach would reject the message that God is in the business of transforming the hearts of all people. Restorative Justice has as its core value reconciliation of people in conflict—victims of crime and their perpetrators; the community and those who disrupt it. Healing the wounds of those affected by crime and those who have committed it is supremely important to healing and restoration of peace.

Jesus calls on us to spread the good news and live out the life described in Matthew 5 and elsewhere where we are told that to enter the Kingdom we must care for the spiritually and economically poor, the ill, the deprived, and the prisoner. Indeed, we are told to love our enemies—love them right into the Kingdom! To comply, we must do more than punish! We must hold people accountable for their unacceptable behavior,

own up to the harm they have done, repent, and act to make it right or repair the damage.

To fulfill his charge, the coordinator of Restorative Justice makes pastoral visits in federal and state prisons, assists formerly incarcerated persons with emergency funds for housing, clothing, and prescription drugs, sits on the board and partners with organizations engaged in similar activities, serves on Kairos and Bridges to Life teams working in prisons, and provides Bibles and books to assist jail ministry. He also serves as a volunteer victim-offender mediator for the Texas Department of Criminal Justice and as a general and family law mediator for the courts in Montgomery, Tyler, and Hardin counties.

Children are a major concern of Restorative Justice Ministries. Separation from parents is very traumatic for children. To help hold families together, RJM has been engaged in the Storybook Project at the Huntsville Unit for five years. Inmate fathers read appropriate-level books and write a message on the inside cover to their children. The readings are recorded, and the books and the CD are mailed to the children.

The most dramatic child-centered activity of Restorative Justice Ministries is Camp Good News for children of the incarcerated. Thirty-four children age 10–15 participated in early June 2010. Approximately 45% of the campers were returning campers. Children are allowed to return until they age out. Those campers who are exemplary and wish to volunteer as counselors after reaching the age of 16 may do so. The camp is free to the children/families. Funding comes largely from donations from parishes in the diocese.

Supporting Angel Tree, a nation-wide project of Prison Fellowship Ministries (PFM), is the third child-focused ministry supported by Restorative Justice Ministries. This long-standing project provides Christmas presents to the children of inmates in the name of the absent parent. The inmate applies through the unit chaplain, and the request is forwarded to PFM which disseminates the names and a gift suggestion to churches that volunteer to purchase, wrap, and deliver the presents to the children's address or at a Christmas party. The Coordinator encourages Episcopal churches to participate in this annual giving event in their locality.

Every Episcopalian released from prison receives a letter of encouragement and offer of assistance from the coordinator.

The coordinator is blessed with a Restorative Justice Ministries Council made up of laity and clergy. The Council is a source of ideas and a sounding board for the coordinator. Bishop High is a working member and spiritual leader of the Council. He and a majority of the Council are engaged in prison ministry, after care, and fundraising. At its October 2010 meeting, the Council addressed the question of whether the Episcopal Diocese of Texas should make legislators aware of the Church's stand on issues affecting criminal justice as other denominations do, publicizing the second week in November annually as Restorative Justice Week in the United States (and 29 other nations), and the financing of Camp Good News.

The coordinator and members of the Council are available to visit churches in the diocese to preach, teach, and make Sunday school and Lenten presentations about restorative justice. For information, contact Dr. Ed Davis, coordinator at (936) 662-3842 or edsalpc@yahoo.com.

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.

2010 Goals and Services, Original budget \$90,200 – Amended Budget \$46,725 because of Mission Funding shortfall.

Awarded a total of 33 grants to outstanding outreach efforts on behalf of many of our congregations who are actively involved in these particular programs. In almost every application, the local congregation was either matching financial support or providing board and/or volunteer leadership within the outreach effort. We had requested \$70,257 and were pleased to award \$46,622.61 in outreach grants to these organizations. This represented 99.9 percent of the outreach department's budget.

Robinson Girls' Group Home, St George's, Austin	\$1,500
Released Prisoner Mentoring Ministry, All Saints', Austin	\$1,200
(All Saints' will match this grant) New Ministry	
Memory Powered by Active Connections (MPAC), St. Matthew's	\$1,423
Loaves & Fishes, All Saints'	\$1,000
Micah 6, All Saints'	\$1,000
Kids Hope USA, St. Alban's	\$1,500
Hill Country Ministries,	
Christ Church, Cedar Park, St. Julian's, & St. Peter's, Lago Vista	\$1,000
The Storehouse, St. Paul's, Pflugerville	\$300
Bellville Christian Food Pantry, St. Mary's, Bellville	\$1,000
Family Promise of Bryan/College Station, St. Thomas'	\$2,200
Medical Prescription Assistance, St. Peter's, Brenham	\$1,000
Voices for Children, CASA of Brazos Valley, St. Andrew's, Bryan	\$1,000
St. John's After School Program, St. John's, La Porte	\$3,000
Hospitality Apartments (Human Resources Development Foundation	\$1,500
St. Mark's, Houston)	
New Hope Housing, Christ Church Cathedral	\$1,000
Palmer Place Apartments, Palmer Memorial, Houston	\$500
Crisis Pregnancy Center, St. Michael's, La Marque	\$1,000
The Church Has Left the Building, St. Andrew's, Pearland	\$1,000
From Bondage to Freedom House, Trinity Church, Marshall	\$2,500
Loaves and Fishes, Christ Church, Tyler	\$2,500
Christian Women's Job Corps, St. Paul's, Waco	\$1,000
Community Cancer Association – United Cancer Assistance	\$2,500
World Hunger Relief, Inc., St. Paul's, Waco	\$1,000
Montgomery County Emergency Assistance, St. James', Conroe	\$1,500
TEAM Tomball Emergency Assistance Ministries, Good Shepherd	\$1,000
Boys and Girls Country, St. Mary's, Houston (Cypress)	\$1,000

Good Shepherd Mission, St. Stephen's, Huntsville	\$2,500
The Hardin County Christian Care Center, St. John's, Silsbee	\$1,000
Family Dental Program, Ubi Caritas	\$1,000
Calvary Community Garden, Calvary, Richmond	\$1,500
Brazosport Medical Center, St. Paul's, Freeport	\$ 2,000
WHAM West Houston Assistance Ministries, Ascension, Houston	\$1,500
Seminary grant recommended by Bishop Harrison	\$2,000

- Supported the outreach office of the diocese, providing a network for community ministries to share information and work together.
- Supported a comprehensive outreach online directory via www.epicenter.org.
- Provided articles for the *Texas Episcopalian* on outreach programs within congregations and presented a detailed outreach report to members of Council.
- Sponsored the Bishops' Outreach Conference at Camp Allen on October 8 & 9, with outstanding presentations by Dr. Ruby Payne, Bishop Doyle, and Michelle Shonbeck. Over 100 participants representing 78 congregations developed skills for developing outreach programs in their local communities. We want to thank Episcopal Health Charities and St. John the Divine for their financial support in underwriting this year's conference.
- Sally Rutherford, diocesan outreach coordinator continues to be the cement that holds the department together working as a resource for all congregations in the diocese and the diocesan staff.
- Produced conference brochure and other materials.
- Collaborated with the Rev'd Linda Shelton, deacon, in support of the Episcopal Migration Ministries to work with congregations within the diocese to organize resettlement programs.
- Provided assistance in IONA School for training diaconal students.
- Initiated planning for a 2012 Bishops' Outreach Conference at Camp Allen.

The Episcopal Community Outreach Ministry (formerly the Department of Ministry to Human Needs) was created in 1984 as a mandate from the Executive Board and Council that the diocese and its members should be intentional about our outreach. The Department seeks to bring each of us to a closer understanding and realization of our baptismal covenant, to love one another and to seek justice for every person.

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 in the diocese: Ann Cochran, Clarissa Martin, Diana Fleming, Evelyn Nolen, Pat Ritchie, Susan Robertson, Pam Reed, Jacque Ellis, Gil Keyworth, Celene Meyer, Linda Shelton, and Gloria White.

Our response to our Lord's command that we serve man 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
Sally Rutherford, Outreach Coordinator

Episcopal Relief and Development
(No Report Received)

Episcopal Migration Ministries

Episcopal Migration Ministries (EMM), the refugee resettlement and immigrant advocacy program of the Episcopal Church, partners with the U.S. State Department and other faith-based and public agencies to resettle refugees throughout the U.S. with the assistance of local affiliate agencies that provide the casework. EMM resettles and serves refugees in our diocese in Austin and Houston through Refugee Services of Texas (RST) – Austin and Interfaith Ministries for Greater Houston (IMGH). Refugees are those 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. At the heart of the program are Episcopal churches and other faith communities supporting refugees in a variety of ways, including donations, mentoring friendships, networking, cultural orientation, and co-sponsorship. The number of refugees arriving in Austin and Houston continued to increase this year, and the need for support of the affiliates and refugees they serve continues to increase, as well.

As the liaison for this ministry, I reach out to churches to present information regarding Episcopal Migration Ministries, the needs of refugees and the affiliates who serve them, and to ask for support. In addition to six individual presentations at churches in the greater Austin and Houston areas and a presentation to the Central Convocation's Clericus group, an information booth was provided at Diocesan Council. In April, I presented information on our diocese's exhibit and video "Welcoming the Stranger..." to the national meeting of Episcopal Migration Ministries' affiliates and development sponsors in Washington D.C. and shared information at the North American Association for the Diaconate's ministry fair in Chicago. In recognition of World Refugee Day in June, the exhibit was presented to a gathering of Houston's Young Professionals and others interested in refugees at a mixer in Houston's midtown area. This led to discussion of a possible collaboration for an exhibit and refugee experience simulation with Catholic Charities for the churches and community in the Sugar Land area in the future.

Palmer Memorial, Houston, partnered with Christ the King, Houston, to co-sponsor a refugee mother and her child and provided donations for several apartments. Trinity Church, Houston, and St. Alban's, Austin, both furnished apartments and other donations to assist arriving refugee families. I have assisted Refugee Services of Texas in Austin in sharing information with Episcopal churches about their fundraisers and need for donations. Presentations on resettlement and church support opportunities in both cities are anticipated for several more churches in 2011. It is a privilege to serve as an advocate for refugees and the ministry of resettlement, and I look forward to having more opportunities to build support for it in our churches throughout the diocese in the coming year.

Linda Shelton, Diocesan Refugee Ministry Liaison

Jubilee Ministries

The mandate of Jubilee Ministry is to be a “ministry of joint discipleship in Christ with poor and oppressed people, wherever they are found, to meet basic human needs and to build a just society.” Within the Episcopal Church, it is a part of the Advocacy Center whose focus is domestic and international peace and justice, giving a voice to the voiceless.

After site visits, potential Jubilee Centers are recommended to the Executive Council of the Episcopal Church by Bishop Doyle and myself, the Jubilee officer. In the Diocese of Texas, there are currently eight centers.

In April, I attended “Called to Serve: The Church Responds to Domestic Poverty” conference in Newark, New Jersey. It was a joint conference of Jubilee Ministries, Episcopal Community Services in America, and National Episcopal Health Ministries. Jubilee officers met together and discussed their various ministries before going into a three-day session of speakers and workshops.

In January, the first issue of Jubilate, the Jubilee Ministry newsletter, appeared online. I have worked with the DJO of Colorado and the National office on this publication.

Three new Texas Jubilee Centers have been designated by The Executive Council in 2010. We welcome ECHOS at Epiphany, Houston, the Way Station at Palmer Memorial, Houston, and Trinity Center at St. David’s, Austin.

Gill Keyworth, Diocesan Jubilee Officer

Seafarers’ Ministry

The Ministry to Seafarers is an incredible form of World Mission. Instead of traveling overseas to reach the world with the Gospel, the world comes to us! Each chaplain meets people from no less than ten different countries each day, making this an incredible multicultural ministry! An ecumenical crew of chaplains visits the people of the sea aboard ships in the Port of Houston—the eighth largest port in the world!

The ministry of the Seafarers’ chaplain is one of outreach, pastoral care, evangelism, practical service, advocacy, and hospitality. There are between 50–60 ships in port each day between the Turning Basin near the Ship Channel Bridge in Houston and Port Road near Seabrook. Five full-time chaplains and a few very dedicated volunteers cover this large geographical region by visiting seafarers on board their vessels—assisting them with personal and spiritual needs, communication assistance (international phone cards, SIM cards for their mobile phones, Internet cards for getting to visit with their families visually as well through Skype and Yahoo Messenger), shopping for them when there are no seafarers allowed to go ashore aboard the vessel, providing Bibles (47 languages available), and providing information about coming ashore to one of our Centers. The chaplains also touch base with others who work within the Port, bless ships, pray, speak at maritime events, and are present at our two Seafarers’ Centers located on each end of the ship channel. Almost 25,000 seafarers visit the Seafarers’ Centers each year, and over 110,000 miles are added to the Seafarers’ Vans each year in transporting them to the Center from various shipping terminals.

The chaplain also delivers to the ships the many thousands of Christmas gifts local churches and organizations provide each year—in 2009, 10,378 gifts were placed on

board 432 ships which had seafarers from 69 different countries! Thanks to all of you who participate in the Christmas Shoebox Program!

Seafarers are drawn to the Seafarers' Centers by the "home away from home" atmosphere our staff and volunteers create in welcoming the seafarers. Their first priority when they arrive at the Center is to get in touch with their families and loved ones, which they can do by phoning home or by enjoying our wireless networks at both centers. They can also play basketball, watch sports or foreign language channels, relax at our beverage center, play billiards, swim, or just visit with other seafarers from other ships. The seafarers particularly enjoy parties, and the Seafarers' Centers host parties as well as parties being hosted by various church groups that might have a barbecue outside by the pool, decorate the center for a festive atmosphere, and sometimes provide music, give-a-ways, and chocolate! It might be fun for you to consider throwing a party for the seafarers and come meet the world!

In what other ways can you support ministry to the seafarers of the world? In addition to the Christmas Gift program, you can also support the seafarers' ministry by volunteering at either the Houston or Barbours Cut center, by donating magazines, paperbacks, jigsaw puzzles, playing cards, videos/DVD's, Play Station 2 games, knitted scarves, or calendars.

Port Security factors continue to create many challenges to maritime ministry, but we are working through them step by step to increase the seafarers' access to shore leave and a brief break from being onboard their vessel. Imagine living at your job 24-hours a day for months at a time! Being advocates for the rights and safety of seafarers is a major emphasis of the ministry during these times.

The Houston Maritime Ministry Training Program, a two-week course, continues to be full each year with the mission of training newly appointed port chaplains serving in North America. I teach the safety, ship visitation, pastoral care, and emergency response courses offered during the Houston School.

I appreciate the support given to this ministry by Penny Horton and the Rev'd 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.

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

2010 has been a year of continued growth, learning, and expansion for Safe Church Ministry. The main work of the Safe Church office is to process the trainings completed in our churches, schools, and institutions; support our trainers and prepare new ones for that ministry; answer myriads of questions on policies and procedures; and provide guidance and support to the persons who keep the Safeguarding files in their respective

locations in the diocese. The Spanish translations of the *Safeguarding God's Children and People* policies and the Administrators' guides were completed and made available.

The Numbers

Our *Safeguarding God's Children* (SGC) trainers completed 470 trainings in churches, schools, and diocesan institutions. *Safeguarding God's People* trainers completed 50 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.

We increased the number and types of trainings that we offered:

SGC trainer training	4	(2 in '09)
SGP Clergy trainings	5	(5 in '09)
SGP/preventing sexual exploitation trainer training	7	(2 in '09)
SGP-preventing sexual harassment	2	(none in '09)
Updates for SGC trainers	2	(2 in '09)
Online recertification administrator's training	5	(5 in '09)
Safeguarding administrator's training	4	(new in '10)
Seminary of the SW, SGC training	2	(1 in '09)
Seminary of the SW, SGP training	1	(1 in '09)
Number of churches with SGC trainers	105	(out of 151)
Number of schools with SGC trainers	55	(out of 61)
Number of churches with SGP trainers	51	(out of 151)
Number of diocesan institutions with SGC trainers	4	(out of 7)

Goals for 2011

- Have an SGC trainer in each congregation, school, and diocesan institution or have them partnered with a trainer near their location.
- Have SGP-preventing exploitation trainer in each congregation or partnered congregations.
- Complete and place on the webpage a FAQ addendum to SGC and SGP policies
- Post articles online to supplement SGC and SGP training.
- Use webinars for trainer recertification and updates and for Safe Church Administrator trainings.
- Begin to develop a five-year recertification plan for SGP and a 2nd five-year recertification for SGC.
- Present SGP-preventing harassment training in all parts of the diocese
- Work more closely with schools to respond to their unique Safeguarding needs and situations.
- Train and commission Master Trainers for SGC and SGP in the northwest and northeast portions of the diocese.

Master Trainers and Others

In 2010, we commissioned two teams of Master Trainers to lead the new trainer workshops for local SGC and SGP trainers. Master Trainers include: Kathy Buskirk, Molly Bennett, Tracie Jae, and Kari Ann Lessner for SGC and Linda Astala, Cheryl Christie, and Tracie Jae for SGP/exploitation. This regionalization of training has increased our responsiveness to needs of congregations and schools and decreased the cost of new trainer trainings. Thanks also to the Rev'd John Bedingfield, the Rev'd Janne Osborne, the Rev'd Bill Fowler, the Rev'd Bob Bliss, the Rev'd Susie Comer, and Jay Brown who have led SGP clergy-only trainings.

Much appreciation is owed to the SGC and SGP trainers now working in their congregations and schools, taking the Safe Church trainings to employees and lay people who minister to our children, youth, and adults. They do the important work of training and supporting our Safe Church Ministry.

My personal thanks to my wonderful assistant, Marty Brickley, who graciously and very professionally answers questions, sends requested materials, and offers wise insight and true service to all who call.

Host Churches

In 2010, we began to hold trainer trainings and SGP clergy-only trainings 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 SGC trainer trainings in 2010: St. Dunstan's, Houston; Christ Church, Nacogdoches; Grace Church, Georgetown; St. Thomas', Wharton; Christ Church, Temple; St. Mark's, Austin; Christ Church Cathedral, Houston; Holy Spirit, Houston; Seminary of the Southwest; St. Francis', College Station; Resurrection, Austin; and Holy Comforter, Spring.

Cecilia B. Smith, Safe Church Minister

Senior Adult Ministry

The "older generation"—those over 85—are the fastest growing segment of the U.S. population. In underserved communities, the elders, along with children, are most vulnerable to increased disability and the adverse health consequences of stresses on the community caused by poverty, isolation, and inadequate access to primary and mental health care.

In addressing these ongoing challenges for Senior Adult Ministries within the diocese, many groups and individual churches continue their ministries and many new ministries have evolved.

The diocese continues to partner and sponsor events promoting healthier living for seniors, while making resources more readily available. The events include lunchtime sessions in Harris County and the annual 3-day conference at Camp Allen in February.

"Hand in Hand with Seniors" a group sponsored by St. Luke's Episcopal Health Charities and the Episcopal Diocese of Texas' Community Outreach Ministries in partnership with Senior Ministries, provides an informative and fun lunchtime program for elders. Margie Jenkins the author of *You Only Die Once: Preparing For the End of Life With Grace and Gusto* was our featured speaker at St. John the Divine in Houston on March 9, 2010.

The seventh annual Abundant Living Conference "Staying Well-Living Longer" was held at Camp Allen. The conference is for seniors, family members, and their caregivers. Presenters include faculty, researchers and gerontologists at UTMB, and other nationally and internationally known experts on aging.

The 50+ Episcopalians began at Christ Church Cathedral in 1997. Their chair, Barbara Groves, was instrumental in the creation of this older activity group and continues to lead and see that ongoing needs are addressed. The mission of the 50+ Episcopalians is to feed the mind, body, and soul. The main goal of the 50+ is to have each Episcopal church develop its own senior ministry program. Under the guidance of

this group, senior ministries have been established at many Episcopal churches within the diocese.

The diocese participated in several area-wide Caregivers conferences sponsored by Interfaith Care Partners and St. Luke's United Methodist Church.

St. James' House, Baytown, (<http://www.stjameshouse.org/>), a ministry of the Episcopal Diocese of Texas was established in 1960 to provide a home for senior adults of all faiths where they could have a feeling of security to enjoy a full spiritual life and a restful and useful place to spend their remaining years. Admission is open to all people regardless of race, color, religion, national origin, or ability to pay.

I have been asked by Bishop Andy Doyle to serve as a resource coordinator for ministries with seniors. I hope to be of service to clergy and congregations that need resources around a wide range of seniors issues and will be a reference for busy ministers looking for help for individuals with special needs. mwilliams616@comcast.net

Margaret (Marge) Williams, Coordinator

Deaf Ministries

(No Report Received)

Chaplains to the Retired – Austin Area

The Rev'd Carroll McPherson marked his 100th birthday in September 2009. The church participated with his family at his home to celebrate. Present were his wife Martha and other members of his family. Bishops Harrison and Payne presented greetings from the Presiding Bishop and Bishop Doyle. The Rev'd Morgan Allen, rector of Good Shepherd, Austin, Carroll's home parish, brought greetings from the congregation. Greetings were also sent from the dioceses of West Texas and Northwest Texas. Bringing congratulations from the clergy of the Diocese of Texas were chaplains to the retired, the Reverends Don Legge and Roland Timberlake. Most recently, Carroll celebrated his one-hundred-first birthday in 2010.

Don Legge and Roland Timberlake

Chaplains to the Retired – Houston Area

According to the Pension Fund printout for the Diocese of Texas, approximately 200 retired clergy and 98 widows live within our boundaries. Many of these have retired here from other dioceses. Chaplains serving in the greater Austin area are the Rev'd Don Legge and the Rev'd Roland Timberlake. The Rev'd Jack Russell serves in East Texas, and the Rev'd Ben Shawhan and the Rev'd Jim Alcorn serve the greater Houston area. We give greetings on birthdays and anniversaries, visit the hospitalized, assist with inquiries about health care, and make referrals for those needing help in emergencies. We help plan the annual Retiree Spring Conference at Camp Allen. In addition to our retirees, invitations have been extended to the Diocese of West Texas and may be sent to the Diocese of Fort Worth. Seventy-six clergy and widows attended last year. We worked directly for the Rt. Rev'd Rayford High and with the able assistance of his secretary, Martha Harvey.

Ben Shawhan, Chaplain

Chaplains to the Retired – Northeast and Southeast Convocations

A wide variety of retired clergy, their spouses, and surviving spouses reside in these convocations: 14 clergy persons, 11 spouses, and 5 surviving spouses canonically resident in the Diocese of Texas; plus 10 clergy persons, 9 spouses, and 5 surviving spouses canonically resident outside the Diocese of Texas. Those canonically resident outside the Diocese of Texas represent 13 dioceses.

During 2010, the Rev'd Canon and Mrs. Robert DeWolfe and the Rev'd Edward and Mrs. Baggett have moved to Tyler. Canon DeWolfe is serving as interim rector of St. Francis', Tyler, and Fr. Baggett is chaplain at The Hospice of East Texas, Tyler.

The annual gathering marked the beginning of a new practice—the retired clergy community of the Diocese of West Texas joined us for this meeting. Kelsey-Seybold from Houston provided health screenings. Program and entertainment was under the direction of Bishop High. Presentations were made regarding the Pension Fund and the Medical Trust.

The Provincial meeting of Chaplains was held again at Camp Allen. Dennis Sullivan, CEO of the Church Pension Fund, spoke of the health of the Pension Fund. Representatives of the Pension Fund and the Medical Trust made presentations.

Throughout the year, the Chaplain made visits to homes and hospitals, and at parish and convocational events. Many of the retired clergy persons are providing regular sacramental services at small congregations; some provide occasional services.

The parish clergy are to be thanked for the day-to-day pastoral care given to the retired clergy family.

I thank God for the relationships I have been able to have as chaplain.

Jack D. Russell, Chaplain

St. James House

This year at St. James House, we celebrated 50 years of service to the community.

St. James House held its very successful golf tournament on May 14th. We are looking forward to our next tournament on March 18, 2011, at Eagle Point Golf Club.

On October 19th, we had our annual Silver Tea at the home of Bette and Ralph Thomas. We were honored to have both Bishop Doyle and Bishop High at this great occasion.

After 23 years of service, Maria Elena Garcia announced her resignation as executive director of St. James House. She will be missed by the residents, families, and staff.

We are happy to report that Jim Levermann will be acting director.

St. James House continues to be committed to providing the highest level of professional long-term and retirement living in a warm, loving, and Christian environment.

Marcy Poirier, Administrative Assistant

The Community of Hope (No Report Received)

Ubi Caritas Health Ministries

1 John 4:19 says, "We love, because He first loved us." If I were to characterize the kind of year this Episcopal Ministry has had here in Beaumont, I would have to say, "We are blessed so that we may bless others." After almost three decades in ministry, I believe this is the first time that I can recall having enough resources to meet the needs, and because of those blessings, we were able to expand our programs and help so many more people. In the last year, we have doubled our medical services. This time last year, we were seeing an average of 18 to 20 people a day at our medical clinic. This year, that number pushed up to 40 a day, and we see it expanding beyond that in the future.

Ubi Caritas is one of the first charitable clinics in Texas to be totally paperless. Our Electronic Medical Records system, which is now fully integrated, has helped to increase efficiency and reduce waste. We give thanks to the generous donor who made that possible. We hope in the coming year to find resources to convert the old file room into two additional exam rooms. This year, we also converted the old medical clinic into a modern dental clinic, and we began serving dental patients this summer. The Dental Clinic is now seeing 118 people a month. For the most part, these are people who have never had access to a dentist, and for the first time, now have the opportunity to receive oral hygiene and professional dental care. This program has been an amazing collaboration of volunteer dentists, the local Dentist Society, Lamar's Dental Hygiene program, and the Ubi Board who helped make the funds available to hire support staff.

When I look at this year, it is clear to see that when we are generous with people in need, God honors that service with so many generous blessings. We want to thank those special parishes in the diocese that designate Ubi Caritas through Mission Funding. We also want to thank the ECW's in our diocese who have so generously given to help provide medical services for the 1,000+ children we see each year. We were pleased to offer the ECW a tour of the medical and dental clinics during the ECW's Annual Meeting this year in Beaumont. What a blessing the women of the diocese are to all of us.

We are the medical home for almost 16,000 people and provide over 10,000 medical services each year. Those we serve have few options when it comes to health care since they are uninsured or underinsured. A more detailed report may be found at our Web site: <http://www.ubicaritas.org/>

It is an abiding pleasure to be part of this Episcopal outreach effort and to share in the comfort, joy, and relief of those we serve. With the support of the diocese, Ubi Caritas Health Ministries will continue to be a faith-based partnership, seeking to perceive clearly and respond creatively to the economic, social, and health challenges of the people of Beaumont. We pledge to mobilize resources in order to provide accessible, affordable, and accountable health care and health education, promoting the healing and wholeness of body, mind, and spirit.

We particularly appreciate our Board of Directors who are active and involved in the development of this caring ministry. Board members include: The Right Reverend C. Andrew Doyle, chair; David Lowell, president; the Rev'd John Bedingfield, vice president; Richard Swope, treasurer; Sandra Benski, secretary; and members: Kathy Doane, Judge Keith Giblin, the Rev'd Pat Ritchie, Sharon Mailey, Edra Bogucki, Dot Way, R.N., Bob Birdwell, M.D., Priscilla Kujawski, Chris Stedman, Anita Judice, and

Jerome Dick. The support from both Mission Funding and Episcopal Health Charities enables us to represent our faith and Church in this community as a wonderful example of Christian ministry. Our thanks to all who help make this possible.

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 the mountain moving powers of faith and prayer and human skills can be brought to bear upon individuals in need. It would be a hospital in which the Chapel would stand close to its very heart, it would be a witness to a gallant and decisive fact of human of experience mainly that “We are children God...”

—The Rt. Rev’d John E. Hines, Bishop of Texas, 1955–1964

Grace and peace to you from St. Luke’s Health System chaplains! We are pleased and honored to be able to partner with you in providing the best possible pastoral care to you and to your parishioners when they come to one of our healthcare institutions.

For nearly fifty-six years, the chaplains at St. Luke’s have been an essential part of the continuing legacy of the hospital and the diocese. Chaplaincy services are a resource to the patients, family members, staff, and the congregations of the Diocese of Texas. Its reputation, which extends well beyond the boundaries of the Texas Medical Center and the Diocese of Texas, is due in large part to the excellent staff recruitment that we have enjoyed over the years.

That recruitment continues today, as our staff ages and chooses to retire or moves into other ministries. We continually have openings for those who feel that they are called by God to the ministry at the bedside in the health system. St. Luke’s Hospital has a unique and valuable program for clergy in transition. This year, we have the Rev’d Andrea Polvino and the Rev’d Robin Reeves as Fellows in our program. These chaplains along with the Rev’d Mark Crawford, the Rev’d Mary Green, the Rev’d Ann Brotherton, and I represent the Episcopal Church here in the Medical Center, providing daily pastoral care to patients and staff, some of whom are your parishioners.

The Rev’d Randall Trego and Barbara Carmichael are our chaplains at St. Luke’s The Woodlands Hospital. Randall has an extensive and fulfilling ministry as they have opened another hospital and our health system continues to grow in the Woodlands’ area. Please take time to ask Randall of the wonderful activities that he oversees.

Recently, we have sent the Rev’d Byron Gingrich to be our chaplain, along with the Rev’d Antonio Marquez to serve St. Luke’s Sugar Land Hospital. Most recently, we have been able to assign the Rev’d Connie Wolfe to our newest hospital at The Vintage on Highway 249 in northwest Houston. Connie is enjoying her ministry as she is opening a new hospital and developing a pastoral care department there. If you would like to volunteer or know of someone who would like to become a hospital chaplain, please speak with Connie.

It is my honor and privilege to be the director of chaplaincy services for St. Luke’s Episcopal Health System. It’s been a lifelong dream of mine to work here, and it is by God’s calling and blessing that I am able to do so. If I can be of assistance to you as

you think about the services that the hospital can provide you and your congregation, please contact me for further discussion.

Gary H. Jones, Director

Division of Spiritual Formation

Our mission is “to promote spiritual growth across the Diocese by offering educational and experiential opportunities in Christian spirituality, through which we may personally and communally ‘come to maturity, to the full stature of Christ,’ thus being equipped to discern and do God’s will on earth, as in heaven.” Our ministry nurtures God’s people in developing “eyes to see” and “ears to hear” God’s call in their hearts and lives. We are a resource for days of prayer, workshops, and retreats, and through our program for training spiritual directors, we are a resource for those seeking spiritual direction.

Areas of focus in 2010 included dialogue with Bishop Doyle about his vision for spiritual formation, deepening our emphasis on our Anglican spiritual heritage, increasing collaboration with other diocesan entities, and increasing knowledge and understanding of this diocesan commission around the diocese. We are presently in the process of compiling a catalog of Spiritual Formation Offerings which will be posted on our webpage. Church groups seeking class, workshop, and retreat leaders may directly contact those individuals.

“Formation In Direction” (FIND), the diocesan school for spiritual direction, celebrated its 10th graduating class in June, bringing the total number of spiritual directors commissioned in the diocese to 93. The school, which meets centrally in the diocese at St. Andrew’s in Bryan, is a three-year course.

About 20 faculty members, all of whom are also trained spiritual directors, instruct the first-, second-, and third-year classes in courses on prayer techniques, the history of Christian spirituality (which includes Anglican spirituality), and the psychology of spirituality. Faculty also oversee students in a variety of practicums, including having a directee under supervision in the third year. Graduates serve their parish, convocation, and diocese in a variety of ways. They may have individual directees for one-on-one monthly meetings, and they are equipped to offer quiet days, workshops, retreats, or other exercises in spiritual formation. Conservative estimates are that this year, FIND graduates served approximately 1,780 people in the area of spiritual growth. Applications for the class of 2014 will be accepted April–June, and a discernment retreat for candidates will be held at Camp Allen on July 29–30.

The Spiritual Formation Commission members as of November 2010 are Bill Laucher, Pat Bodley, Ashley Brandon, Wanda Cuniff, Janice Jones, Bill Moore, John Newton, Carol Nyberg, John Price, Fleetwood Range, Mary Robbins, Suzanne Tubbs.

Stacy Stringer, Chair

VIII. BOARDS OF DIOCESAN INSTITUTIONS

Episcopal High School

Founded in 1983 by a group of Houston business and Episcopal Church leaders as an institution of the Diocese of Texas, Episcopal High School is an intellectual and spiritual community committed to educating the minds and hearts of students. Through the Four Pillars—academics, arts, athletics, and religion—EHS encourages critical thinking, intellectual risk-taking, responsibility for one's own actions, personal integrity, ethical awareness, respect for diversity, and individual leadership. For over 26 years, the School has responded to the needs and capabilities of each student, providing opportunities for growth and achievement in a Christian community that reflects the beliefs and traditions of the Episcopal Church.

The School admits students of all races, colors, and national/ethnic origins to all the rights, privileges, programs, and activities accorded or made available to its students. The School does not discriminate on the basis of race, color, or national/ethnic origin in the administration of its educational and admission policies, scholarship and loan programs, or athletic and other school-administered programs. To reflect the community it serves, EHS strives to maintain a student body that represents social, economic, ethnic, and academic diversity. Approximately 20 percent of the students receive support from the generous Financial Aid Program. The School's faculty represents diversity in age, experience, and ethnicity. The student-to-faculty ratio is 7 to 1.

Accredited by the Independent Schools Association of the Southwest, EHS also holds memberships in the National Association of Independent Schools, the National Association of Episcopal Schools, the Independent Schools Association of the Southwest, the National Association of Secondary School Principals, the Council for the Advancement and Support of Education, the Educational Records Bureau, the College Board, the National Association of College Admission Counselors, the Texas Association of College Admission Counselors, and the Southwest Preparatory Conference.

Under the leadership of Head of School Ned Smith, EHS completed its 26th year of operation in June 2010, with an enrollment of 660 young men and women from the Greater Houston Metropolitan Area. After 26 years of fundraising and building, the School has established a premier campus that harmoniously reflects its academic, artistic, athletic, and religious programs. Generous gifts from parents, trustees, alumni, alumni parents, grandparents, friends, and foundations helped balance the \$18.5 million operating budget. The 25th Anniversary Campaign, chaired by Will Galtney, continued to raise funds for the new academic and sciences building and parking garage. The endowment fund ended the fiscal year on June 30 with a market value of \$22.6 million.

Members of the Class of 2010 were offered more than \$10.1 million in scholarships based on their academic, artistic, or athletic accomplishments. The graduates enrolled in colleges and universities across the United States and abroad, including Agnes Scott College, American University, Amherst College, Auburn University, Barnard College, Baylor University, Boston College, Clemson University, College of Charleston, Davidson College, Emory University, Fordham University, George Washington University, Hampton-Sydney College, Howard University, Kenyon College, Louisiana State University, Michigan State University, Millsaps College, Mississippi State University,

New York University, Pepperdine University, Rhodes College, Rice University, Roanoke College, Santa Clara University, The University of the South, Skidmore College, Syracuse University, Texas A&M University, Texas Christian University, Texas Tech University, Trinity University, University of Alabama, University of Arkansas, University of Colorado at Boulder, University of Georgia, University of Houston, University of Mississippi, University of Texas at Austin, University of Southern California, Vanderbilt University, Wake Forest University, and Washington and Lee University.

Under the direction of the Rev'd Adam Greene, the religious program included daily chapel, as well as a number of special services (Advent Chapel: "A Festival of Lessons and Carols," Grandparents Day Chapel, All Saints' Day, Ash Wednesday, Maundy Thursday, and a monthly Holy Eucharist). Students of all religions and faiths attended the services, 30 percent of them Episcopalians. Record numbers of students served the community after school and on weekends by participating in outreach projects at Habitat for Humanity, Ronald McDonald House, The Harris County Association of Retarded Citizens, The Mental Health and Mentally Retarded of Harris County, Lord of the Streets Breakfast Kitchen, Gordon Elementary School's Reading Program, and many other social service agencies. Seniors contributed more than 9,000 hours to the community during their two-week outreach requirement in January.

The athletic pillar thrived as more than 70 percent of the students participated in one or more sports. SPC championships were won in football, girls' lacrosse, and baseball. The EHS onstage department of dance, theatre, and music captured six Tommy Tune Awards for best costumes, best ensemble, best choreography, best direction, best actress, and best musical, "The Drowsy Chaperone."

The EHS Alumni Association, led by a directors' council, continued to coordinate class reunions, renew friendships, and participate in fundraising activities for the School.

Ned Smith, Head of School

Members of the Board of Trustees

Chairman: The Rt. Rev'd C. Andrew Doyle

Head of School: Ned Smith

Executive Chairman: William F. Galtney Jr.

To 2010

Cynthia J. Adkins, W. Craig Childers, Jonathan M. Clarkson, the Rev'd James W. Nutter, Duncan K. Underwood

To 2011

James P. Bailey Jr., Minnie M. Baird, Lacy Crain, Charles D. Fraser Jr., M. D., Amanda Whitehead Johnson '87, Lacy H. Williams

To 2012

William E. Chiles, William F. Galtney Jr., Frederick R. McCord, Lisa O'Leary, Mary Williams Watt, Thomas M. Wright

To 2013

L. James Andras, George V. Kane III, Melinda Budinger Hildebrand, Matthew S. Khourie, Cecil James Looke III, Lynda K. Underwood

To 2014

Karey D. Dye, the Rev'd Dr. Russell J. Levenson Jr., Michael L. Mizell, D.D.S., Harry N. Pefanis, Jan Rask, Lawrence J. West

Episcopal High School and Episcopal High School Endowment Fund
Consolidated Statements of Financial Position as of June 30, 2010

	<u>2010</u>
ASSETS	
Cash and cash equivalents	\$10,242,077
Tuition and fees receivable, net of allowance of \$15,243 in 2010 and \$18,936 in 2009	32,260
Pledges receivable, net	7,638,995
Inventories, prepaid expenses, and other assets	1,208,039
Investments	22,629,588
Cash restricted for acquisition of long-term assets	5,543,634
Property and equipment, net	<u>50,575,720</u>
TOTAL ASSETS	<u>\$97,870,313</u>
LIABILITIES AND NET ASSETS	
Liabilities:	
Accounts payable and accrued expenses	\$ 1,962,937
Accrued payroll expenses	522,071
Funds held for others	548,056
Deferred tuition and fees	<u>7,325,973</u>
Total liabilities	<u>10,359,037</u>
Net assets:	
Unrestricted	53,858,234
Temporarily restricted	13,693,323
Permanently restricted	<u>19,959,719</u>
Total net assets	<u>87,511,276</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$97,870,313</u>

Episcopal High School and Episcopal High School Endowment Fund
Consolidated Statement of Activities for the year ended June 30, 2010

	<u>UNRESTRICTED</u>	TEMPORARILY <u>RESTRICTED</u>	PERMANENTLY <u>RESTRICTED</u>	<u>TOTAL</u>
REVENUE:				
Tuition and fees, net of financial aid of \$1,784,976	\$12,516,051			\$12,516,051
Fees related to auxiliary services	1,872,575			1,872,575
Other program revenue	216,260			216,260
Contributions	1,153,938	\$ 7,330,147	\$ 106,519	8,590,604
Fundraising events	1,152,791			1,152,791
Cost of direct benefits provided to donors	(278,656)			(278,656)
Investment return	<u>1,795,718</u>			<u>1,795,718</u>
Total revenue	18,428,677	7,330,147	106,519	25,865,343
Satisfaction of donor restrictions:				
Expenditures for program expenses	630,592	(630,592)		
Expenditures for capital projects	<u>12,554</u>	<u>(12,554)</u>		
Total	<u>19,071,824</u>	<u>6,687,001</u>	<u>106,519</u>	<u>25,865,344</u>
EXPENSES:				
Program expenses:				
Instruction	11,764,820			11,764,820
Auxiliary services	2,080,375			2,080,375
Other programs and activities	<u>96,583</u>			<u>96,583</u>
Total program expenses	13,941,778			13,941,778
Management and general	3,185,274			3,185,274
Fundraising	<u>1,339,176</u>			<u>1,339,176</u>
Total expenses	<u>18,466,228</u>			<u>18,466,228</u>
CHANGES IN NET ASSETS	605,596	6,687,001	106,519	7,399,116
Net assets, beginning of year	<u>53,252,638</u>	<u>7,006,322</u>	<u>19,853,200</u>	<u>80,112,160</u>
Net assets, end of year	<u>\$53,858,234</u>	<u>\$13,693,323</u>	<u>\$19,959,719</u>	<u>\$87,511,276</u>

Episcopal Theological Seminary of the Southwest

Seminary of the Southwest in Austin continues to build on its commitment to quality theological education for divinity and lay students and to strengthen its position to serve the Church for the long-term.

“Things are going very well at Southwest,” said the Very Rev’d Douglas Travis to the Board of Trustees meeting on the campus in October 2010. “The total student head count for the fall 2010 semester is 17% above 2009 and it is the highest head count in 10 years. We were blessed by a significant increase in gifts for the annual fund in 2009–10 actually breaking the record for annual fund gifts raised in any previous year.”

Enrollment

A total of 130 students enrolled at Seminary of the Southwest for fall 2010.

The 47 ordination track students are from the following dioceses: Alabama, Dallas, Iowa, Mississippi, New York, North Carolina, Northwest Texas, Oklahoma, Olympia, Rio Grande, Southeast Florida, Southwest Florida, Texas, West Texas, and Peshawar, Pakistan.

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

Faculty

The Rev’d Dr. Cynthia Briggs Kittredge was appointed Academic Dean in June 2010, and the Rev’d Micah Jackson was appointed Dean of Community Life in August. 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 area 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

Mr. Darin Digby, Treasurer, Diocese of West Texas

Ms. Janie McMahan, 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; Mrs. Suzan Fenner, Diocese of Dallas; Dr. David J. Fine, St. Luke’s Episcopal Health System; Mr. Ted Gammill, Diocese of Arkansas; Andy Lobban (non-voting member), Student Representative; the Rev’d Lisa Mason, Diocese of West Texas; Mr. Thomas Ortiz, Diocese of Texas; Dr. Lynwood Randolph, Diocese of Texas; 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 Rt. Rev’d Dabney Smith, Diocese of Southwest Florida; the Very Rev’d Douglas B. Travis, Ex Officio (non-voting member), Seminary of the Southwest

Alumni

Southwest graduates are ministering in 47 states and 24 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 two 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 2010

The graduating class of 2010 included 19 graduates prepared for ordained ministry and 8 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 Honorable John C. Danforth delivered the commencement address and was awarded a doctor of divinity *honoris causa* along with James Scott Mayer, MDiv '92, Bishop of Northwest Texas.

Lecture Series

Distinguished scholars and leaders in the church deliver the three annual lecture series on the campus each year. The Payne lecture, hosted by the trustees to honor Bishop Claude Payne, featured the Rev'd Dr. William Abraham who lectured on "Episcopal Evangelism: Unfortunate Oxymoron or Underestimated Opportunity" in February 2010. The Harvey Lectures, hosted by Southwest students, occur in March, and Dr. Kathryn Tanner, theologian, writer, and educator spoke in 2010. Blandy lectures, organized and hosted by Southwest Alumni, featured author Jeff Sharlet in September who spoke about the intersection of politics, fundamentalism, and culture.

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

Douglas B. Travis, Dean and President

St. Luke's Episcopal Health System

St. Luke's Episcopal Health System is a source of high-quality, compassionate care for communities throughout Greater Houston. 2010 has been a year of continued growth and achievement, affirming our commission to serve God and all His people.

This year began the Health System's journey into a new paradigm of healthcare reform. With the untiring support of the System Board of Directors, a dedicated Leadership Team and more than 6,000 committed employees; the Health System will succeed in its adaptation to new government mandates.

With appreciation for God's many blessings, it is an honor as Chief Executive Officer of St. Luke's Episcopal Health System to present this summary of 2010 activities to the Episcopal Diocese of Texas.

David J. Fine, President

ST. LUKE'S EPISCOPAL HEALTH SYSTEM

St. Luke's Episcopal Health System remains dedicated to providing *Faithful, Loving Care*® in all that we do for our patients, their families, and one another. Such a significant undertaking remains rooted in our unique culture and core values—Integrity,

Excellence, Goal Orientation, Valuing People and Stewardship—the guide we use to serve our communities.

Faithful, Loving Care®

- The *Houston Chronicle* named St. Luke's Episcopal Health System as one of the 2010 Top Work Places. The designation recognizes outstanding Houston-area businesses based on employee surveys. Companies are measured on several qualities, such as leadership, career opportunities, workplace flexibility, compensation, and benefits. SLEHS was featured among the top 100 companies in the November 7 edition of the *Houston Chronicle*.

- St. Luke's brought a strong close to the second leg of its three-year initiative with the Studer Group to hardwire excellence and *Faithful, Loving Care®*. System executives and managers attended three Leadership Development Institutes in 2010, which were designed to develop the skills necessary to lead by raising accountability and consistency while aligning leadership with the goals of our organization.

- All Supervisors and Assistant Managers were invited to attend the first Supervisor Development Institute (SDI). The SDIs were created to provide supervisors and assistant managers with the skills and tools to achieve and exceed individual and organizational goals. This year, leaders focused on a Studer Group practice known as Performance Conversations. This methodology enables the performance of managers and staff to be reviewed to determine leadership strengths, professional development needs, and future potential in order to prepare for leadership opportunities and challenges ahead, as well as to determine gaps in performance that may inhibit the achievement of strategic objectives.

- A new advertising campaign was launched this year to bring the System's brand message of *Faithful, Loving Care®* to Greater Houston communities. The campaign featured grateful St. Luke's patients from across SLEHS, which were used in print and radio ads, billboards, online banner ads, television commercials, and on the Web. Three campaigns were launched this fall using multiple media: one story specific to the Komen Race using an employee/patient; another specific to St. Luke's The Woodlands Hospital; and a third specific to St. Luke's Episcopal Hospital. The new campaign will create a distinct look and feel to bolster St. Luke's awareness and engage the audience in dialogue via the Web.

- As part of a new online recognition program, the GIVES Program allowed System employees to nominate individuals and teams from each operating company who have exemplified a commitment to SLEHS core values. Nominations are for five levels of recognition, ranging from a thank you e-card to a quarterly and annual System recognition by way of Bravo and Standing Ovation Awards. As of September, 37 Bravo awards had been awarded System-wide.

- SLEHS continued the Spirit of Wellness program, which emphasized the importance of preventive health measures, health education, and disease management to employees. The program offered assistance and incentives to System employees who wanted to improve overall health and wellness. Examples of the Wellness program initiatives include: Weight Watchers at Work; Traffic Light Café labeling to indicate the nutritional value of different choices; discount programs for Jenny Craig and gym memberships; and coaching calls from CIGNA. Participation in the program and

completion of a Health Risk Assessment enabled employees to earn Wellness Credits toward decreasing their medical coverage costs.

- Executive Feedback, located on the System's Intranet, *The Source*, was replaced with "employeevoice." The online communication system offers a user-friendly interface for employees to voice their ideas for improving operations, and for leadership to respond to, or act on, those ideas. The new site went live in April.

- SLEHS employees assisted with disaster relief for those affected by the catastrophic earthquake in Haiti. All proceeds from various System activities were given to support the Diocesan Haiti Fund.

- In October, SLEHS joined 35,000 participants in the fight against breast cancer at the 20th Susan G. Komen Houston Race for the Cure. The 2010 team, composed of more than 40 employees, was double the size of last year's team. St. Luke's towels were distributed to more than 6,000 race participants.

International Outreach

With a mission to formalize the clinical, educational, and research relationship between St. Luke's Episcopal Health System and the Sultanate of Oman, a delegation, led by Drs. Massumi, Mawad, and Fine visited Muscat, Oman, in March 2010.

The St. Luke's delegation met with the Ministers of Health, Higher Education, Foreign Affairs, and Justice and the Governor of Muscat, among other government officials. It also visited with the Royal Hospital and the Sultan Qaboos University Hospital Executive Team, the Oman Medical Specialty Board, and the Research Council to engage in discussions regarding the execution of a Memorandum of Understanding between the parties. The delegation had an opportunity to visit and thank the Minister of Royal Diwan for a \$3.0 million gift from His Majesty the Sultan to create an endowed chair for cardiac electrophysiology studies and research at the Texas Heart[®] Institute, held by Dr. Massumi.

A follow-up visit to Oman was undertaken by members of the St. Luke's International Services Department and SLEH clinical leadership including: Warren Whitehead, VP, International Services; Tania Matar, Director, International Services; Marie Clark, AVP, Nursing-SLEH; Cheryl Lindy, Director, Nursing Education and Research; Sue Maisey, Director, Non-Invasive Cardiology; and Derrick Johnson, Manager, Cath Lab Operations.

Online Excellence

- SLEHS Web Center launched two new Web sites. The first, StLukesHouston.com, for St. Luke's Episcopal Hospital, replaces SLEH.com. The second, StLukesTexas.com, represents the entire Health System. The launch of these two sites was part of a larger effort to rollout a new look for all sites throughout SLEHS—StLukesWoodlands.com; StLukesSugarLand.com; StLukesLakeside.com; StLukesEmergency.com; and StLukesVintage.com.

StLukesHouston.com received the 2010 Web Marketing Association Award for Healthcare Provider Standard of Excellence. No other Texas Medical Center healthcare entity received such a distinction for outstanding achievement in Web site development.

- St. Luke's "tweets" daily for all SLEHS facilities. Employees, patients, medical institutions, media outlets, and national publications that use Twitter can now follow

SLEHS tweets link to recent media stories, facts, photos, and current events. Followers include: medical institutions, such as Mayo Clinic, MD Anderson Cancer Center, Texas Children's Hospital, Texas Hospital Association, Harris County Hospital District, American Medical Association; media, such as KPRC-TV, KHOU-TV, NPR, "Today Show," *New York Times*; patients (past and current); and community entities, such as the Houston City Council and local organizations.

twitter.com/StLukes SLEHS:	St. Luke's Episcopal Health System
twitter.com/StLukes Houston:	St. Luke's Episcopal Hospital
twitter.com/StLukes SLWH:	St. Luke's The Woodlands Hospital
twitter.com/StLukes SLLH:	St. Luke's Lakeside Hospital
twitter.com/StLukes SLSL:	St. Luke's Sugar Land Hospital
twitter.com/StLukes SLHV:	St. Luke's Hospital at The Vintage

Fundraising

- Seasoned Houston fundraiser, Jon K. Gossett, has joined the Health System as Vice President and Chief Development Officer. Gossett has served as executive director of development for The Houston Grand Opera and Executive Vice President for HGO Endowment, Inc. He was the Senior Vice President for Development at American Public Media Group, which includes Minnesota Public Radio, Southern California Public Radio, Classical South Florida, and 20 national radio programs, including "A Prairie Home Companion" and "Marketplace Report." Mr. Gossett's arrival is much anticipated as St. Luke's evaluates options for the System's continued growth and renewal of the St. Luke's Texas Medical Center location.

Leadership Transitions

- Jack Sandefur, Assistant Vice President and Interim Chief Information Officer, retired in February, after 15 years with the St. Luke's Family. During his tenure with St. Luke's, he served as Director of Information Management since 1997 and has more than 30 years of management experience in implementing and supporting information technology.

- After 15 years of service to SLEH, Mark LaRocco, PhD, Vice President and Patient Safety Officer, retired in December. A healthcare executive with both academic and clinical experience, he ensured quality care was delivered in pathology, oncology, respiratory care, sleep medicine, and pharmacy. He also led the hospital's programs in patient safety, performance improvement, regulatory affairs, and accreditation.

- John C. Joe, MD, MPH, joined SLEHS as Chief Medical Information Officer. Dr. Joe brings extensive experience in primary healthcare delivery; healthcare administration and finance; health information systems design and development; clinical process redesign and systems implementation; and health information exchange design, funding governance, planning, and implementation.

- James Albin was named Chief Information Officer for SLEHS. He brings nearly 30 years of progressive experience in health information services, information technology strategic planning, LEAN process improvement, and integration/operation of enterprise-wide healthcare information systems. Mr. Albin will be responsible for ensuring St. Luke's meets all new government requirements mandatory for health information exchange.

St. Luke's Episcopal Hospital (SLEH)

John Scott Arnoldy was appointed Chair of the SLEH Board of Directors. He is Chairman, President, and CEO of Tritten Corporation, a privately held worldwide engineering and manufacturing firm based in Houston. Mr. Arnoldy also has served on the System Board of Directors since 2009. Other new SLEH Board Members include Robert T. Blakely, William M. Hitchcock, Rufus W. Oliver III, the Rev'd Carol R. Petty, Joseph H. Pyne, and Dan C. Tutcher.

St. Luke's The Woodlands Hospital (SLWH)

Debbie Sukin, CEO, St. Luke's The Woodlands and St. Luke's Lakeside Hospital and Group Vice President, St. Luke's Episcopal Health System, received the Regent's Early Careerist Healthcare Executive Award from the American College of Healthcare Executives (ACHE). Award recipients are selected for demonstrating leadership ability; innovative and creative management; executive capability in developing his/her organization and promoting its growth and stature in the community; participation in local, state or provincial hospital and health association and civic/community activities and projects; participation in local and national ACHE activities; and interest in assisting ACHE in achieving its objectives.

St. Luke's Sugar Land Hospital (SLSL)

- David J. Fine, President and CEO, St. Luke's Episcopal Health System, became Chair of the St. Luke's Sugar Land Hospital Board of Managers.
- David S. Koontz, Senior Vice President, St. Luke's Episcopal Health System, was appointed Interim Chief Executive Officer of SLSL.

St. Luke's Lakeside Hospital (SLLH)

St. Luke's Lakeside Hospital, the first hospital in Montgomery County to offer sports medicine as a major service line, celebrated its one-year anniversary in October.

St. Luke's Hospital at The Vintage (SLHV)

Chester Jones, Executive Chair of SLEHS Board, was named Chair of the St. Luke's Hospital at The Vintage Board of Directors.

St. Luke's Patients Medical Center (SLPMC)

St. Luke's Episcopal Health System acquired a majority interest in Patient's Medical Center (4600 E. Sam Houston Parkway South), a 61-bed acute care hospital in Pasadena, Texas, as the Health System's fourth joint venture hospital. Patients Medical Center opened in 2007 to provide inpatient and outpatient medical and surgical services to the residents of Pasadena, Deer Park, La Porte, Baytown, and Clear Lake.

Net Patient Revenues

Total projected revenue for St. Luke's Episcopal Health System is expected to reach \$1.30 billion in 2010.

Number of Employees

The System made 771 new hires in 2010, bringing the total number of employees to 6,432. We are grateful for each commitment made to work with a clinical or support unit.

Charity Care

In 2010, St. Luke's Episcopal Hospital and St. Luke's The Woodlands Hospital provided charity care valued at \$70.5 million. This is for services to patients who are unable to pay for the care they have received.

Uncompensated Care

St. Luke's Episcopal Health System also absorbed nearly \$90.0 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

St. Luke's Episcopal Health System was re-affirmed in its 'AA-' rating, with stable outlook, by Standard & Poor's. The 'AA-' long-term rating reflects St. Luke's improved balance sheet and operating performance. The long-term rating also reflects St. Luke's sound business position as one of Houston's most renowned institutions, with 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)

- *U.S. News & World Report's* annual survey ranked St. Luke's among the top healthcare institutions in the nation in five major areas of care. The Texas Heart[®] Institute at St. Luke's Episcopal Hospital was recognized for the 20th consecutive year in the top 10 for Heart 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 Gastroenterology (38), Geriatrics (44), Kidney Disorders (45), and Urology (39).

- 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.

- SLEH successfully completed its triennial Joint Commission hospital accreditation survey in November. The surveyors were impressed with the positive culture and open communication exhibited at all levels of the organization.

- St. Luke's annual DNV Survey was conducted in May, and the Hospital received full NIAHO accreditation. Several "noteworthy efforts" were cited in the final survey report, including:

- Medical Staff and Board leadership's involvement in the SLEH quality management system
- STEMI program's rapid delivery of care 24 hours a day
- Central Sterile Processing Department for use of LEAN performance improvement

- Overall appearance and operations of the Pearland and Holcombe Community Emergency Centers

The DNV lead surveyor commended St. Luke's leadership for its "commitment to excellence" and thanked all of the hospital's caregivers for the "tireless and compassionate care" witnessed during the visit.

- Ronald LaPensee joined SLEH as Vice President of Operations. He oversees Radiology, Nuclear Medicine, Main Emergency, Security, Emergency Preparedness, Pharmacy, Food, and Nutrition departments and the Community Emergency Centers.

- Philip A. Salem, MD, Director, St. Luke's Cancer Research Center, was honored for his contributions to cancer medicine with the establishment of the Philip A. Salem, MD, Chair in Cancer Research. In October, Dr. Salem received a Lifetime Achievement Award from the Arab American Cultural Community Center in Houston.

- St. Luke's is one of only four sites in the nation selected to evaluate an advanced telemedicine system that will allow physicians to learn innovative techniques via the Internet. Zvonimir Krajcer, MD, Interventional Cardiologist and Co-Director, SLEH Peripheral Vascular Intervention and Research Program, tested the remote proctoring robot prototype while performing an endovascular abdominal aortic aneurysm repair.

- SLEH is among select hospitals to offer radial artery "wrist" cardiac catheterization—used only one percent of the time in the U.S. The newer method results in reduced bruising and bleeding, anywhere between 58 to 73 percent, compared to groin access.

- St. Luke's celebrated a ribbon-cutting ceremony honoring Dr. Denton A. Cooley with the naming of the Transplant Service as St. Luke's Cooley Transplant Center™. The event hosted hospital executives, Board Members, referring physicians, nurses, and staff. The Center continues to be a leader in transplantation in Heart, Lung, Kidney, and Liver as well as implantation of left ventricular assist devices (LVADs).

- St. Luke's Organ Donor Committee, comprised of St. Luke's and LifeGift staff, created a Wall of Heroes memorial to recognize those who have saved lives through organ donation.

- St. Luke's Diagnostic & Treatment Center–Kirby Glen premiered a new panoramic, wide-open, high-field MRI in October—the first location in the Texas Medical Center (TMC) to offer kinematic joint studies. Patient benefits include more space and comfort; accommodation of any patient size at any position; unlimited joint positioning; and improved image quality.

- SLEH 7 South 3 ICU was awarded the Beacon Award for Critical Care Excellence for 2009–2010 by the American Association of Critical Care Nurses. This unit is one of only 30 in the U.S. to have received this award twice. Only eight units have received the award three times, including St. Luke's 7 South 1 & 2 ICU. The nation's top hospital intensive care units, from among an estimated 6,000 units, are recognized for excellence in the care of acutely and critically-ill patients. SLEH is one of only five Texas hospitals to earn the award.

- At the annual What's Right in Healthcare Studer Group conference held in Dallas in October, St. Luke's Episcopal Hospital was presented an HCAHPS Excellence in Patient Care Award in the "Patients Who Gave a Rating of 9 or 10 (high)," greater than 500 beds category. The award was presented to David J. Fine, President and CEO, St. Luke's Episcopal Health System with Quint Studer, CEO and Founder of the Studer

Group.

- St. Luke's Integrative Medicine Program has collaborated with the Pets Are Wonderful Support Houston (PAWS Houston), which allows patients' pets to visit the hospital in an effort to encourage wellness and healing.

- Herbert L. DuPont, MD, Chief of Internal Medicine, SLEH, received the 2010 Alexander Fleming Award for Lifetime Achievement by the Infectious Disease Society of America, which recognizes a career that reflects major contributions to the acquisition and dissemination of knowledge on infectious diseases.

- SLEH joined John Goss, MD, in celebrating his 1,000th liver transplantation procedure. Home to the largest liver transplant program in the Texas Medical Center, SLEH performs approximately 75 liver transplants annually. St. Luke's liver transplant success is the best in the nation, with a one-year adult patient survival rate of 96.5 percent, compared to the national expected survival rate of 89.38 percent.

- The SLEH Department of Pharmacy, in collaboration with the University of Houston's College of Pharmacy, received the 2010 American Society of Health-System Pharmacies Best Practices Award—the highest national honor a hospital pharmacy department can receive. The award recognizes outstanding practitioners in health system innovation who have successfully implemented systems that improved the quality of patient care and demonstrated best practices.

- The Texas Nurses District 9 Foundation named four St. Luke's nurses as Outstanding Nurses of 2010. Twenty Houston nurses were honored with the foundation's President's Award, which recognizes leading advocates for nurses and the nursing profession. Award recipients were nominated by peers and co-workers as exemplary nurses. Nancy Hunter, RN; Sharon Newman-Kemp, RN; Patrick Laird, RN; and Amelia Pacardo were recognized at the 20th Annual Nursing Celebration ceremony in November.

- SLEH earned the HealthGrades Distinguished Hospital for Clinical Excellence Award for the fourth consecutive year, for a total of five awards. St. Luke's ranked number one in critical care, general surgery, and gastroenterology services in Texas. Additionally, SLEH ranks in the top five percent in the nation for Stroke Care, Vascular Surgery, Overall Pulmonary Care, Overall GI Services, Critical Care, and General Surgery, as well as in the top 10 percent in the nation for Cardiology Services.

Auxiliary

- St. Luke's Auxilians were honored at the 42nd Annual Awards Ceremony and Luncheon in April, recognizing members for more than 63,000 volunteer service hours donated to St. Luke's in 2009—a service valued at more than \$1.10 million.

- St. Luke's Auxiliary sponsored its Annual Golf Tournament in May. More than \$2,400 was raised to benefit the Auxiliary's general fund, which is used to sponsor programs for patients and Greater Houston communities.

- The 14th 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, which serves eight zip codes in the southeast area of Houston.

St. Luke's Community Emergency Centers® (CEC)

- One of the most visited emergency centers in Houston, St. Luke's CEC-Holcombe celebrated its 10th anniversary in July.
- CEC-Pearland celebrated its one-year anniversary since joining one of Houston's fastest-growing suburban communities in 2009.

TEXAS HEART® INSTITUTE (THI)

- Dr. Denton A. Cooley was awarded the American Surgical Association's 2010 Medallion of Scientific Achievement for his "distinguished service to surgery." The Medallion is the highest honor bestowed by the group, which is the oldest and most prestigious surgical association in the U.S., established in 1880.
- THI's Center for Coronary Artery Anomalies has collaborated with the Houston Independent School District to launch a community research program. It will conduct voluntary screenings of 10,000 Houston area middle school students for certain difficult-to-detect congenital heart abnormalities that are thought to predispose young people to Sudden Cardiac Death. The project is being underwritten by a \$5 million donation by the Kinder Foundation, founded by Houston philanthropists Rich and Nancy Kinder.
- THI celebrated a milestone in improved patient care with the 1,000th Carotid Artery Stent (CAS) procedure at SLEH. CAS has emerged as a less-invasive treatment for stroke-causing blockages in the carotid artery, meaning patients generally have fewer risks for complications, shorter hospital stays and recovery times, and lower cost.
- The 200th successful procedure using the FDA-approved TandemHeart® for short-term, extracorporeal circulatory support was completed at SLEH. The device, which can be placed rapidly by both interventional cardiologists in a catheterization lab and by cardiac surgeons in an operating room, provides effective and reliable temporary support for critically-ill patients.
- Physician scientists at THI were awarded a \$1.5 million grant by the National Institutes of Health to fund research into treatments for patients with end-stage heart failure, which would combine heart-assist devices and adult-stem cell treatments.
- St. Luke's Cooley Transplant Center™ physicians have implanted nearly 700 LVADs to date. The HeartMate II Left Ventricular Assist System, a second-generation blood pump, which has undergone extensive laboratory and clinical testing by THI, received FDA approval for use as a destination therapy.

ST. LUKE'S THE WOODLANDS HOSPITAL (SLWH)

- DNV re-validated St. Luke's The Woodlands accreditation. SLWH also was deemed Stroke Certified by DNV—the first hospital in Texas to receive such recognition.
- St. Luke's The Woodlands Hospital acquired TEKTONIC Athletic Development & Rehabilitation, a technologically and clinically advanced physical rehabilitation and human performance testing and training facility with specialization in sports medicine and performance training. TEKTONIC services include: physical therapy; work injury rehabilitation; human performance and physical fitness testing via a human performance lab; sports performance training; nutrition counseling; strength training; and cardiac endurance conditioning.
- St. Luke's The Woodlands Hospital decentralized its pharmacy department,

making it the first hospital in Montgomery County with positioned clinical pharmacists to rotate among the Intensive Care Units to enhance critical care interventions.

- SLWH achieved the status as a “Breast Imaging Center of Excellence” and was awarded accreditation by the American College of Radiology in all six modalities of diagnostic imaging. SLWH is the only hospital in Montgomery County to have received this recognition as of June 2010.

- St. Luke’s The Woodlands received the Pathway to Excellence designation by the American Nurses Credentialing Center. The designation identifies work environments where nurses can flourish; substantiates the professional satisfaction of nurses, and identifies the hospital as one of the best places to work.

- The Texas Department of State Health Services recognized SLWH with the 2009 Five-Star Hospital Award designation for its enhanced women and children’s healthcare services.

- Chest Pain Accreditation with PCI from the Society of Chest Pain Centers was granted to SLWH for integrating the industry’s best practices into its cardiac care services.

- In April, 69 SLWH volunteers were recognized for reaching milestones in their hours of service. Ten volunteers also were recognized for five years of service at the 6th Annual Awards Ceremony. Collectively, hospital volunteers provided 23,357 hours in 2009, valued at more than \$460,000.

ST. LUKE’S SUGAR LAND HOSPITAL (SLSL)

- Cardiologist Bernardo Treistman, MD, Chief of Cardiology, SLSL, received the Gold Medal of Honor—one of Peru’s highest civilian honors—for Distinguished Services to the Nation as Honorary Consul of Peru in Houston for the past 28 years. The award recognized his contribution in the service of his country and to the medical field and medical community of Peru.

- In celebration of National Healthcare Volunteer Week, St. Luke’s Sugar Land Hospital held a volunteer appreciation reception in April to recognize individuals who donated 12,433 service hours in 2009—valued over \$250,000.

- SLSL was accredited by the Intersocietal Commission for the Accreditation of Vascular Laboratories. The accreditation validates the laboratory’s attention to a high level of patient care and quality testing. The hospital also received accreditation by the Intersocietal Commission for the Accreditation of Echocardiography Laboratories, which recognizes the hospital’s commitment to quality testing for the diagnosis of heart disease.

- St. Luke’s Sugar Land is the only hospital in Fort Bend County to provide advanced imaging technology with the recently acquired endoscopic ultrasound. This minimally invasive equipment provides an effective method in the assessment and diagnosis of benign and malignant tumors.

- The Proxsys System was implemented at SLSL to facilitate the verification of insurance coverage and co-pays and obtain pre-certification for physicians and the hospital. Utilizing a Web-based program, a medical necessity check is performed, an electronic order is generated, and the patient can be scheduled for a procedure.

- In collaboration with MD Anderson Cancer Center Regional Care, SLSL hosted a luncheon to celebrate Breast Cancer Awareness Month. The Sugar Land community was invited to hear experts speak on “Breast Cancer and Family History.”

- The Fort Bend Junior Service League collaborated with SLSL to present the League’s second cookbook, *Treasures from the Bend, Rich in History and Flavor*. Named the “Official Cookbook of Fort Bend County” by the Fort Bend Chamber of Commerce, the book is the winner of the 2009 Tabasco Award for the Southwest Region. Proceeds from the sale of the book will benefit Fort Bend Seniors Meals on Wheels, a community program that serves more than 1,000 meals a day in Fort Bend County.

- St. Luke’s Sugar Land Hospital sponsored the Indo American Chamber of Commerce of Greater Houston’s Charity Golf Tournament benefiting Parham USA, a 501(c)(3) non-profit organization established in 1999 to support education programs and raise awareness about the problem of illiteracy among underprivileged children in India.

- The second annual Grant-A-Starr Fun Run was sponsored by St. Luke’s Sugar Land to benefit the Grant-A-Starr Foundation, a non-profit organization created to advance diagnostic testing for children.

ST. LUKE’S LAKESIDE HOSPITAL (SLLH)

- With 21 active physician partners and 159 employees, St. Luke’s Lakeside celebrated its one-year anniversary. Since opening, SLLH has performed more than 1,900 surgeries and treated 5,000 outpatients and 1,400 emergency patients.

- The medical staff and clinical team remain dedicated to serving cardiovascular and orthopedic patients in a specialized environment that is second-to-none. As of October, SLLH was the highest rated hospital in the Health System for overall rating of care, at 100 percent, as measured by the NRC Picker Inpatient Survey.

- DNV re-validated accreditation for St. Luke’s Lakeside.

- SLLH offers “Camp Lakeside” for orthopedic patients having joint replacement surgery. The Camp, an interactive ‘prehab’ program offered in a group setting, is designed to prepare patients and their caregivers for the surgery. The program’s overall goal is to educate patients to be more confident partners in their own care plan.

- Employees challenged one another to the first annual “Lakeside Share-the-Love Food Fight.” Physicians, employees, and patients participated in the contest to raise food and funds for the underserved. A total of 1,000 pounds of food was collected and donated to the Montgomery County Food Bank.

- St. Luke’s Lakeside was recognized by Entergy Texas for its outstanding energy-efficient design, including incorporating efficient lighting and air conditioning equipment into its facilities. The high-efficiency systems are estimated to save annual greenhouse emissions of 136 metric tons of carbon dioxide equivalent, which translates to an estimated 190,000 kilowatt-hours of electricity annually, according to Environmental Protection Agency calculations.

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

- As of November, St. Luke’s Hospital at the Vintage completed its final facility occupancy and life safety inspections and received its 100 percent Texas Department of State Health Services (TDSHS) approval on October 20, originally planned for October

31. This approval is a prerequisite to perfecting the hospital's license which is usually received 30 to 45 days after all inspections are completed. SLHV received its final license and permission to see patients within two days after TDSHS approval.

- Thanks to the leadership of the Health System Board, the 54 physician investors, and hospital management, SLHV will care for its first patient on December 1. The first procedure performed will be a Caesarean Section and more than 20 labor and deliveries are scheduled in the opening month.

- Recruitment of leadership and other key positions commenced in April 2009 upon the start of construction. Since then, more than 100 SLHV employees joined the staff with 62 physicians approved for medical staff privileges.

- A new Medical Office Building (Class A) on the SLHV campus will adjoin the hospital via a connector and is scheduled for completion in March 2011.

- St. Luke's Community Emergency Center—The Vintage closed its doors on November 15 in anticipation of the opening of SLHV.

ST. LUKE'S PATIENTS MEDICAL CENTER (SLPMC)

- SLPAC, with a 283-member medical staff and 417 employees, is licensed by the Texas Department of State Health Services, certified by Medicare, and accredited by Det Norske Veritas (DNV).

- In 2009, Patients Medical Center ER provided care to approximately 10,000 individuals. Over the next five years, that number is expected to increase by as much as 50 percent. The hospital completed expansion of its emergency room in 2010, which added five beds to the four-bed unit. The expansion included a 944-square-foot addition to the ER and the renovation of 2,382 square feet in the existing area to enhance privacy for patients and their families. Renovations improved space allocation for the nurse station, physician work areas, public waiting rooms, addition of a fast track area, and the ability to handle patients exposed to hazardous materials.

- In 2010, physician and employee satisfaction scores were 92 percent and 89 percent, respectively. For the third quarter of 2010, the patient satisfaction score, "very satisfied," was 66 percent—above the national average.

- With an active and strong presence in the community, the hospital has donated funds to Sam Rayburn High School for heart monitors to be used in physical education classes as part of the "In Training...Get Fit" Program. SLPAC also participates in health and wellness/safety fairs throughout surrounding communities and is an official American Heart Association training site.

- For National Hospital Week in 2010, SLPAC medical staff and employees donated \$1,500 for underserved children at the Boys and Girls Harbor in La Porte, Texas.

ST. LUKE'S EPISCOPAL HEALTH CHARITIES (SLEHC)

Since 1997, St. Luke's Episcopal Health Charities has advanced community health and targeted 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. To date, SLEHC has awarded \$82 million through more than 1,649 grants to 365 nonprofit health service programs in Southeast Texas.

Grantmaking

- The Charities received 140 grant proposals in 2010 and awarded 103 grants, totaling \$3.7 million, to programs within the diocese. In addition to SLEHC's \$3.7 million, an additional \$2.3 million was leveraged through collaborative and matching grant opportunities with other public and private grantmakers.

- In partnership with St. Luke's The Woodlands Hospital, SLEHC awarded a \$50,000 operating grant to The Community Clinic in Montgomery County. The Clinic, a nonprofit healthcare center, provides medical, dental, mental health, and social services to those who have no insurance and do not meet criteria to receive care in another setting, such as governmental or county assistance programs.

- Two years after the launch of its organizational capacity-building initiative, SLEHC realized a major victory in its efforts to strengthen the effectiveness and build the sustainability of the Diocesan Community Health Ministries it funds. The Episcopal Homeless Initiative, a collaborative that includes Cathedral Health and Outreach Ministries (The Beacon), Community of the Streets, and Palmer Way Station, received \$1.25 million in federal funding to develop a proposal to the City of Houston focusing on stabilizing the lives of the city's homeless.

- St. Luke's Episcopal Health Charities grantee organizations serving Houston's homeless received more than \$8,000 worth of unsold items from the O'Quinn Medical Tower at St. Luke's pharmacy, which closed in 2009. Community of the Streets and The Beacon volunteers distributed the items, ranging from books and greeting cards to cosmetics.

Leadership

- Michelle Lyn, MD, Associate Professor, Baylor College of Medicine and Medical Director, St. Luke's Sugar Land Pediatric Emergency Center, joined the SLEHC Board as Executive Chair.

- In October, the Bishop's Leadership Council named Sandra Martin as the 2010 Community Health Leadership Award recipient for her more than 40 years of outstanding leadership. Ms. Martin is the founder and CEO of the Center for Child Protection, which is a nationally-accredited children's advocacy center serving the children of Travis County in Austin since 1989. SLEHC has contributed more than \$270,000 to the Center since awarding its first grant in 1999.

- SLEHC kicked-off 2010 with an Advisory Board Luncheon hosted by the Right Reverend C. Andrew Doyle, IX Bishop of the Diocese of Texas. The Advisory Board, comprised of former Board Chairs and Committee Chairs is preparing for SLEHC's 15th Anniversary in 2012, "Looking Back as We Move Forward," which will capture stories of SLEHC's early years.

Achievement

In October, SLEHC was awarded the Outstanding Foundation Award—the highest honor bestowed to a foundation—from ESCAPE Family Resource Center. Past award recipients include Houston Endowment, Inc. and Spindletop Charities, Inc.

Community-Based Research

- Susan B. Komen Race for the Cure collaborated with SLEHC for a community

assessment in Fort Bend County focusing on access to care and awareness of breast health issues. A Community Research Team was recruited and trained through SLEHC's Center for Community-Based Research. Area providers and uninsured women, ages 35–64, were identified to assess the need for services in rural areas of the county. The final report, released in June, will be used to direct Komen's grantmaking.

- SLEHC funded \$75,000 to assess underserved African-American women's access to breast health services in Harris County. For African-American women, breast cancer incidence rates are low; however, mortality rates are high. Research included epidemiological identification and location of these women; a demographic and spatial profile of targeted neighborhoods; followed by participatory groups and a survey conducted by a trained community-based research team. The project is scheduled for completion in the second quarter of 2011.

- With funding from the Cancer Prevention & Research Institute of Texas and in partnership with The Rose, SLEHC's Epidemiology Team will aid in tracking breast health screenings in 10 counties. The larger project is a breast and cervical cancer education initiative for underserved women with the goal of increasing screenings by 25 percent. SLEHC will assist in developing a specialized tracking tool that can be used by other organizations.

- The Charities and the Houston Area Conference of the United Methodist Church initiative was created to build sustainable community-level improvement in the mental health of underserved minority children and families. The project follows SLEHC's Healthy Neighborhoods' Initiative model for community-based research and includes a community collaborative to direct the identification of key informants and priority issues.

- SLEHC has been working with Quennel Munir, Manager of Indigent Care, SLEHS, to promote use of The Charities' online, bilingual, interactive directory, Project Safety Net, which identifies and locates area clinics that serve the uninsured, to provide information on available services. The directory can be used by hospital staff to help find medical homes and community-based care for individuals who present in the emergency room as uncompensated care patients. To date, SLEHC has trained more than 105 social workers, nurses, and case managers.

- The Charities' Research Team has begun exploring collaborative opportunities with THI regarding primary care, prevention, and public health outreach utilizing promoters/community health workers to facilitate cardiovascular disease prevention in underserved communities. Additionally, initial steps have been taken with the Center for Disease Control to develop a Wisewoman site for Texas, for screening and evaluation of underserved women to prevent heart disease and strokes.

Community Outreach

St. Luke's Episcopal Health Charities' Capacity Building Initiative kicked-off its third year in January with the *Strong Roots and New Branches: Long-Term Community-Wide Outcomes* conference. Since its inception, the conference has grown from 35 to nearly 100 participants from local, state, and national foundations and nonprofit grantees throughout the 57-county Episcopal Diocese of Texas.

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, inclusive of all faiths and 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 fourth year as Head of School. We opened the 2010–11 school year on sound financial footing, having now balanced the operating budget for seven years in a row. The School is now developing a revised financial plan that will guide us over the next five years.

Annual giving participation rates, especially by *current* parents, reached all-time highs last year (in excess of 80% compared to NAIS averages in the 65% range). The quiet phase of the \$25 million *Frame the Future* Comprehensive Campaign has been launched. *Frame the Future* will enable the school to complete a major portion of the ten-year Master Site Plan for the campus that was approved by the Board of Trustees in 2008.

The total enrollment of the School for 2010 is 669; the 165 boarding students represent 10 states, 31 towns in Texas, and 14 foreign countries, bringing an unmatched diversity of race, ethnicity, and religion to our campus. Our 505 day students (208 in Middle School and 304 in Upper School) are from 42 different zip codes in the Austin area. Students of color represent approximately 26 percent of the enrollment, and approximately 40 percent when including international students. We awarded \$2.5 million in grants to students last year and have increased our financial aid budget some 35% over the last seven years in order to meet growing need. Approximately 18% of our students receive some form of financial assistance.

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 1957 (634 Critical Reading, 673 Math, 650 Writing), its 113 graduating students enrolled at 73 different colleges and universities, and 22% of the School's graduating seniors were recognized as National Merit Semi-Finalists, National Hispanic Scholars, or National Merit Commended Students.

The School continues its efforts to support students who may be at risk academically as well as have other material or social needs. We also continue our commitment to serving others, and our students share in this commitment with more than 5,000 hours of service to non-profit organizations, including volunteer work with such organizations as Any Baby Can, Mobile Loaves and Fishes, and the tutoring and mentoring of students in the Breakthrough Program as well as foster parenting dogs with Texas Hearing and Service Dogs.

Students also volunteer internationally through summer programs assisting with education and health initiatives in Haiti, Nicaragua, and El Salvador, and the Jicarilla Apache Reservation in Northern New Mexico. Plans are also under way to extend service learning to China in partial fulfillment of Bishop Hines' dream that St. Stephen's

students be “dedicated to the recovery of humans.” 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.

Chapel at St. Stephen’s includes significant opportunities for student participation and leadership, and the monitoring of our commitment to and celebration of diversity and equity in all areas of school life (and the appointment of a Director of Diversity, Yvonne Adams, to assist us with this). Our Upper School and Middle School Chapel Committees worked hard this past year. They facilitated the writing of a school prayer, working out a way to make it a school community project. The prayer has been set to music by our Jazz Band Director and Choral Director. Not only does it take a village to raise a child, it takes a community to write and live out a prayer. We now have one that has worked well in the ups and downs of our community life. We also have worked on a purpose statement for our chapel, and the whole school community is currently working on an Episcopal identity statement.

The 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, great and humble hearts, and strong spirits.

Clarke Heidrick, Executive Chair, Board of Trustees

University of the South

College of Arts & Sciences enrollment from the Diocese of Texas for the 2009–2010 academic year: 44 students, 20 of whom report themselves to be Episcopalians.

School of Theology enrollment from the Diocese of Texas for the 2009–2010 academic year: 2 students in the summer Advanced Degrees Program.

2009–2010 Financial aid awarded to all undergraduate students from the Diocese of Texas: \$528,183.00

2009–2010 Amount of support from Texas churches and the Diocese of Texas: \$42,300.00

Governing Board Representatives from Texas:

Board of Trustees

The Rt. Rev’d C. Andrew Doyle

The Rt. Rev’d Rayford High, Bishop Suffragan

The Rt. Rev’d Dena Harrison, Bishop Suffragan

The Rev’d William C. Treadwell (2011)

Peter Hafner Squire (2010)

Sandra Pratt Wilkens (2012)

School of Theology Programs Center information for Texas:

Education for Ministry (EfM) groups: 29

EfM Diocesan Coordinator: Ms. Lucy M. Wagner, lmwagner1219@sbcglobal.net, (713) 871-6836

About Sewanee

The University of the South, popularly known as Sewanee, is home to both an outstanding liberal arts college and a seminary of the Episcopal Church. Located atop the Cumberland Plateau between Nashville and Chattanooga, Tenn., Sewanee’s

13,000-acre campus—the second largest campus in the United States—provides vast opportunities for research, recreation, and reflection. Within the traditionally strong curriculum of humanities, sciences, and graduate theological studies, Sewanee faculty members promote intellectual growth, critical thinking, and hands-on research. According to its mission statement, Sewanee “is an institution of the Episcopal Church dedicated to the pursuit of knowledge, understanding, and wisdom in close community and in full freedom of inquiry, and enlightened by Christian faith in the Anglican tradition, welcoming individuals from all backgrounds, to the end that students be prepared to search for truth, seek justice, preserve liberty under law, and serve God and humanity.”

Sewanee’s Relationship to the Episcopal Church

The University of the South, an institution of the Episcopal Church, was founded by church leaders from the southeastern United States in 1857. Sewanee is the only university in the nation that is owned and governed by dioceses of the Episcopal Church, specifically the 28 dioceses that are successors to the original founding dioceses.

The University’s Board of Trustees is composed of the bishops of the 28 dioceses, together with clerical and lay representatives elected by each diocese and representatives of other University constituencies. The Board of Regents, to which the Board of Trustees delegates some of its responsibilities for governance, is composed of Episcopal bishops, priests, and lay people, and may include a limited number of members of other Christian bodies. The Chancellor of the University, elected by the Board of Trustees, is a bishop from one of the 28 dioceses. The historic ownership and governance of the University by these Episcopal dioceses has produced a living synergy of leadership, resource, and mutual support, enriching the Church and advancing the University’s role in American higher education.

2009–2010 Statistics

College of Arts and Sciences students: 1,436

Undergraduate Class of 2012: 402

SAT combined (middle 50% range): 1120–1340

ACT (middle 50% range): 25–30

High School GPA: 3.6

Female 52%, Male 48%

Student/faculty ratio: 10.5 to 1

Percentage of college students declaring Episcopal heritage: 27.7%

Majors offered (college): 36

Minors offered (college): 32

College Tuition and Fees: 43,932

College Faculty: Full Time–127, Part Time–29

School of Theology residential students: 71

Newly enrolled students: 22

Returning students: 45

Female 23, Male 44

School of Theology Tuition and Fees: \$18,170

School of Theology Faculty: Full Time–10, Part Time–9

School of Theology summer graduate students: 60

Degrees offered (seminary): Master of Divinity, Master of Arts in Theology, Master of

Sacred Theology, Doctor of Ministry. Doctor of Ministry in Preaching, Other programs: Diploma of Anglican Studies, Certificate of Theological Studies

University Fiscal Year July 1, 2008–June 30, 2009:

Unrestricted operating revenues: \$67.6 million

Endowment: \$274 million (Sept. 30, 2009)

Additional Facts

- Thirty-three percent of Sewanee students receive need-based financial aid.
- Sewanee had 25 Rhodes Scholars, 38 Watson Fellows, and 27 National Collegiate Athletic Association Postgraduate Scholars.
- Thirty percent of students participate in intercollegiate sports.
- More than half of the students are active in community service projects.
- Education for Ministry has enrolled more than 80,000 participants since 1975 and has more than 7,500 active students.

2009–2010 News and Events

Finances and Academic Grants

Associate Professor of Chemistry Rob Bachman has been awarded a major grant from the National Science Foundation in support of his research into new liquid crystalline materials. The grant will provide \$276,000 in funding over the next three years and will provide for supplies, equipment, and research internships for four Sewanee students.

Sewanee's Chemistry and Biology departments were awarded a \$350,000 grant from the National Science Foundation to support the purchase of a new mass spectrometry system.

Karen Kuers, professor of forestry in the Department of Forestry and Geology, is part of a team that received a \$494,980 grant from the National Science Foundation (NSF) to establish an ecological research and education network among faculty at primarily undergraduate institutions.

College of Arts and Sciences

In October, the University experienced tragedy when four Sewanee crew team members were struck by a tractor trailer while driving to practice at Lake Dimmick—Kathryn (Katy) Christianson, C'12, of Chattanooga, and Kathleen Beach, C'13, of Clarksville, TN.

Nineteen students, including eleven from Sewanee, explored vocations in service this summer as part of the eighth Summer Discernment Institute. Students interested in ministry or service with non-profit organizations spent six weeks as interns in locations from Atlanta to Kenya.

The Sewanee Outing Program organized 27 Sewanee cyclists to ride 150 miles and raise \$8,700 for the National Multiple Sclerosis Society. The SOP has trained Sewanee students to ride in the MS150 for the past eight years, raising a total of more than \$64,000.

Three Sewanee sophomores have been selected as the 2010–2011 Carey Fellows. The fellowships carry a scholarship and a one-semester paid internship. Sophomores planning to declare a business minor and who have maintained a 3.3 grade point average are eligible to compete for this honors program.

Will Watson, C'12, biked across the country this summer in support of Falling Whistles, a campaign for peace in Congo. Watson and four other young men, from Duke, Dallas Baptist University, and the University of Arkansas, began their ride May 28 in Wilmington, N.C., and finished in Los Angeles.

The Sewanee women's soccer team was named 2009 Tournament Champions at the Birmingham-Southern Invitational after defeating Mississippi College and Berry College over the weekend.

The University announced the first three 2009–2010 recipients of the Pearigen Award for Commitment to Community: Bevin Williams, Annie Maselli, and Will Watson.

Recent Sewanee graduate Jordan Casey C'09, of Charleston, S.C. was awarded an NCAA postgraduate scholarship. With 27 postgraduate scholarship recipients, Sewanee ranks among the nation's leading institutions in any NCAA division.

Approximately 340 members of the class of 2010 graduated on May 16 during the Baccalaureate Service in All Saints' Chapel.

The University of the South created the Center for Religion and Environment, which connects the University's College of Arts and Sciences, its School of Theology, and its All Saints' Chapel in order to develop educational programs and public forums that unite environmental learning and action with faith practices. The new center is the latest manifestation of Sewanee's longtime commitment to the environment.

Throughout the course of this past year, honorary degrees were bestowed upon the following:

- Dr. Cleveland Sellers, Jr. received an honorary Doctor of Civil Law.
- Jim Lehrer received an honorary Doctor of Humane Letters.
- Dr. Bonnie Anderson received an honorary Doctor of Canon Law.
- James M. Fail received a Doctor of Civil Law.
- Morton M. Kondracke received an honorary Doctor of Humane Letters.
- John Meacham received an honorary Doctor of Letters.
- David Beckmann received honorary Doctor of Civil Law degrees.
- Barbara Pierce Bush received honorary Doctor of Civil Law degrees.

Faculty and Administration

The Rt. Rev'd J. Neil Alexander, Bishop of the Diocese of Atlanta, was elected the 23rd chancellor of the University of the South. Alexander succeeded the Rt. Rev'd Henry N. Parsley Jr., who had served as chancellor since May 2003.

David C. Humphreys, C'79, president and chief executive officer of TAMKO Building Products, Inc., of Joplin, Missouri, was elected chair of the University's Board of Regents, succeeding Claude B. Nielsen, C'73, in that role. Martha Boal Willis, C'82, chief marketing officer of Oppenheimer Funds, was elected secretary of the Board, succeeding Richard Lodge, C'71, of Nashville. The elections came during the regents' fall 2009 meeting held October 11–13 at the University, and were followed by the election of new regents by the University's Board of Trustees on October 14. Those elected by the Trustees to serve on the Board of Regents are:

- The Rt. Rev'd John C. Bauerschmidt, H'07, Bishop of Tennessee (six-year term)
- The Rt. Rev'd Rayford B. High, C'63, Bishop Suffragan of Texas (two-year term, filling the seat vacated by the newly-elected chancellor, Bishop Neil Alexander of the Diocese of Atlanta)

- The Rev'd R. Leigh Spruill, T'96, rector of St. George's Church, Nashville (six-year term)
- Mr. Anthony C. Gooch, C'59, retired attorney, New York, NY (six-year term)
- Mr. W. Alexander Moseley, C'70, attorney, Mobile, AL (six-year term)

The Board of Trustees of the University of the South elected a distinguished historian and national leader in liberal arts education to be the University's 16th president and vice chancellor—John M. McCardell Jr., president *emeritus* of Middlebury College, following a national search that began in February 2009. McCardell's appointment was effective July 1. He succeeds Joel Cunningham, who retired June 30, 2010, after 10 years as vice chancellor.

Jennifer Bachman, chemistry lab coordinator and inventory specialist at Sewanee, was awarded certification as a Certified Scientific Materials Manager at the annual meeting of the National Association of Scientific Materials Managers (NAOSMM) held last month in Boise, ID.

Sewanee's Executive Director of the Associated Alumni Jay Fisher, C'79, was appointed acting dean of admission and financial aid in August 2009. Officer Susan Askew, C'86, served as acting executive director of the Associated Alumni during the time Fisher led the admission and financial aid programs.

For the fourth time in eight years, a member of Sewanee's faculty was named Tennessee Professor of the Year by the Carnegie Foundation for the Advancement of Teaching and the Council for the Advancement and Support of Education (CASE). David Haskell, a member of the biology faculty since 1996, was selected from among more than 300 top professors in the United States nominated for Professor of the Year.

President Barack Obama appointed Ken Smith, associate professor of forestry and geology at Sewanee, as a member of the Board of Directors of the Valles Caldera Trust. Smith was nominated for the position by N.M. Senators Jeff Bingaman and Tom Udall.

The Rev'd Dr. Walter Brownridge, associate dean for community life at The School of Theology, was appointed to serve on the Standing Commission on Constitutions and Canons for the Episcopal Church. The appointment, made by Dr. Bonnie Anderson, president of the House of Deputies, is for a term ending with the General Convention in 2015.

Vice Chancellor Joel Cunningham, on behalf of the Board of Regents, named the Very Rev'd Dr. William S. Stafford, dean of The School of Theology, to the Charles T. Quintard Chair of Dogmatic Theology.

The Reverend Marion Josiah Hatchett, Th.D., died August 7 in Sewanee, Tennessee. For 30 years, from 1969 to 1999, he served with distinction as professor of liturgy and church music at the School of Theology of the University of the South in Sewanee. A priest of the Episcopal Church, he served parishes in the dioceses of Upper South Carolina and South Carolina prior to his appointment to the faculty at Sewanee.

Professor and author Dr. Joseph E. Monti retired from the faculty of the University of the South School of Theology effective June 30. Monti, who came to Sewanee in 1982, was professor of Christian ethics and theology.

The Rev'd Dr. Robert Hughes, professor of systematic theology and Norma and Olan Mills professor of divinity at the School of Theology, was named the inaugural recipient of a major new award for scholarship in pneumatology—the study of the Holy

Spirit.

The School of Theology appointed Karen M. Meridith as director of the Education for Ministry program. Mary Ann Patterson was appointed director of communications and church relations.

The School of Theology

The University of the South's School of Theology added a new degree offering as part of its Advanced Degrees Program—The Doctor of Ministry in Preaching, a new track in the existing Doctor of Ministry (D.Min.) degree program.

The School of Theology was chosen as one of six sites worldwide to host a regional group, working on a major new project of the Anglican Communion. The Rev'd Dr. Robert MacSwain OGS, instructor of theology and Christian ethics at Sewanee, has been named the coordinator of the North American regional group.

The 2009 DuBose Lectures featured the Rev'd Dr. Michael Battle, Provost and Canon Theologian of the Cathedral Center of St. Paul in the Episcopal Diocese of Los Angeles. The recipients of the 2009 DuBose Awards for Service were the Rev'd Dr. Joseph N. Green Jr. and the Rev'd James McKeown. The Rev'd Green was the first African American to earn a degree from the School of Theology, earning his STM in 1965. Recently retired, he served Grace Episcopal Church in Norfolk, VA, for 30 years. The Rev'd McKeown is known for his social justice work, especially serving the homeless.

On May 14, 33 students from The School of Theology received recognition during a Convocation for the Conferring of Degrees and Presentation of St. Luke's Crosses. The Rt. Rev'd Neil Alexander, chancellor of the University and bishop of the Episcopal Diocese of Atlanta, presided at the Eucharist and presented St. Luke's crosses to the graduates. Vice Chancellor Joel Cunningham and the Very Rev'd Dr. William S. Stafford, dean of The School of Theology, presented the diplomas.

During the course of the year, honorary degrees were presented to the following:

- The Rt. Rev'd C. Andrew "Andy" Doyle received an honorary Doctor of Divinity degree.
- The Rev'd Barbara Cawthorne Crafton received an honorary Doctor of Humane Letters.
- The Rt. Rev'd Jean Zaché Duracin received an honorary Doctor of Divinity.
- The Rev'd Joseph N. Green, Jr. received an honorary Doctor of Canon Law.

The Diversity, Social, and Environmental Team of The Episcopal Church and the Young Adult and Campus Ministries, in partnership with The School of Theology, hosted a vocational discernment conference for young people of color. Aptly titled "Why Serve: Discerning God's Call," the conference welcomed 40 young people representing diverse ethnic, socioeconomic, and cultural backgrounds from 17 dioceses.

The School of Theology hosted the Oklahoma IV 2010 Consultation—a gathering of lay and ordained Native American leaders in the Episcopal Church that will focus on the recognition of indigenous peoples and their traditions while furthering the cause for reconciliation. The consultation was sponsored in part by the School of Theology in collaboration with the Indigenous Theological Training Institute (ITTI), The Episcopal Church office of Native Ministry, and the Executive Council's Committee on Indigenous Ministry (ECCIM).

Rayford B. High

William Temple Episcopal Center

The Diocese of Texas founded the William Temple Episcopal Center (WTEC) in 1963 to serve the needs of students at University of Texas Medical Branch in Galveston. Since 2008, it has also housed the staff and volunteers working to rebuild homes after Hurricane Ike.

Student attendance at weekly meals and fellowship has more than doubled since the last *Journal* report, with an average 60 students gathering together every Wednesday evening. Our Bible study continues to draw new faces each week, and introduces students from a variety of religious traditions to an Episcopalian way of approaching scripture.

Students are invited to think of WTEC as their home away from home. More importantly, returning students are inviting new students to come and be part of the community. WTEC is used as a study space and social gathering place seven days a week, with students frequently sharing meals as well as study tips. The coffee bar is now also staffed primarily by students, and it has become one of the most effective ways of introducing new students to the space.

Kyle Stillings, Director

IX. ADDITIONAL REPORTS

Altar Guild

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

At last year's workshop at Camp Allen, we had approximately sixty attendees. The workshop was lead by the Rev'd Lacy Largent and the Rev'd John Williams. We had individual workshops in linen embroidery, knitting, Anglican rosaries, flowers, and care of brass and silver. It was an opportunity to grow spiritually and to exchange and share Altar Guild information.

Since the last Council report, the Altar Guild has presented two regional workshops. The first one was "The Rector's Discretionary 'FUN'" at St. Thomas', Wharton, in February. Participating as presenters were Bishop Rayford High, Alice Scarbrough, and Rhonda Cummins. There were approximately thirty people. The second one was "The Seasons and Colors of the Church" at St. Richard's, Round Rock, in October. Participating as presenters were Bishop Dena Harrison and Alice Scarbrough. We have also done four local Altar Guild trainings. In January, Elizabeth Coffin, Mary-Lynn Polk, and Alice Scarbrough went to St. Bartholomew's, Hempstead. In April, Barbara Rountree and Alice Scarbrough went to St. Timothy's Episcopal Church, Lake Jackson. In July, Denise Cluelow, Ginnie Rotsch, and Alice Scarbrough went to St. Cyprian's Episcopal Church, Lufkin. On October 10, Alice Scarbrough and Juanita DaBoll did a training session in Spanish at San Francisco de Asis Episcopal Church, Austin. Denise Cluelow, Ginnie Rotsch, and Alice Scarbrough also attended the Annual ECW workshop at St. Mark's, Beaumont, and had an Altar Guild booth.

Elizabeth Coffin and Mary-Lynn Polk have answered questions from several churches by e-mail and phone regarding repairs and procedures. They also did training

at St. Peter's, Lago Vista. They assisted them in a reorganization of their Altar Guild. Elizabeth Coffin has also been working with the questions about gluten-free communion wafers. Also, Mary-Lynn Polk and Elizabeth obtained vendors for the 2010 Altar Guild Workshop at Camp Allen. Rhonda Cummins was consulted about designing the Altar Guild sacristy at Trinity Church, Galveston, and candles and followers at St. John's, Palacios.

The Annual Altar Guild Workshop is scheduled for March 23–26, 2011, at Camp Allen. It promises to be a spiritual adventure with workshops on flowers, making linens, care of linens, Anglican rosaries, and fabrics for churches. It will also include time with the Rev'd John Williams and the Rev'd Lacy Largent. This workshop is open to Altar Guilds, vergers, flower guilds, and anyone interested in the liturgical arts.

Special thanks go to Bishop Rayford High and Bishop Dena Harrison for their continued support of the ministry of Altar Guild in our churches.

Alice Rotsch Scarbrough, Directress

Brotherhood of St. Andrew

(No Report Received)

Daughters of the King

(No Report Received)

Episcopal Church Women

(No Report Received)

United Thank Offering

The Fall 2009 Ingathering collected \$35,596.35 from 50 churches. The Spring 2010 Ingathering collected \$20,758.22 from 40 churches. The total sent to the national UTO office for grants was \$56,354.57 from 64 churches.

Jacque Ellis, UTO Coordinator