



The Fifteenth Annual Synod of
the Gulf Atlantic Diocese of
the Anglican Church in North America

November 3–4, 2023
The Rt. Rev. Alex Farmer, Bishop

ENCOURAGE & BUILD UP

1 Thessalonians 5:11

2023 Synod Guide



From the Bishop

THE RT. REV. ALEX FARMER, BISHOP OF THE GULF ATLANTIC DIOCESE

Dear clergy and lay delegates,

I am so glad to welcome you to the Cathedral for our 2023 Synod. We have much news to share with you of the work being done throughout the Diocese. *Thank you* for your participation in this year's Diocesan Synod.

At the forefront of our time together will be an opportunity to digest the Five-Year **Strategic Plan** born out of our strategic planning event last May by seventy lay and clergy leaders. Be sure your questions are answered by the time we part on Saturday afternoon. I am excited to share it with you.

By God's grace, I am pleased to tell you that the Diocesan staff has planned a wonderful clergy retreat and Synod weekend. Once again, we all owe a huge debt to the clergy, staff, and volunteers at St. Peter's Anglican Cathedral for their work to support and host this Synod. Father Marcus and his team continue to be valuable partners in preparing the weekend.

In preparing me to discern the vision for the Diocese I committed to at our last Synod, the Lord began to turn my heart towards St. Paul's words from his first letter to the Church at Thessalonica: "Therefore encourage one another and build one another up, just as you have been doing" (1 Thess 5:11). My prayer is that in receiving the Strategic Plan, and living it out, we will work together to be mutually encouraged and built up in this *kairos* moment.

Please take seriously your responsibility to share in the governance of this Diocese by reading through this packet. And pray!

Pray for those traveling and those family members left behind, for the health and safety of all participants, and pray for our worship together. Pray for the nominees to the various positions, and for wisdom in identifying the ones whom God has called to serve. Pray for discernment about the budget and other financial documents enclosed.

Special thanks go out to Deacon Luke Memminger, Diocesan Intercessory Prayer Coordinator, for his team's advanced prayer cover, and also for those participating in intercession throughout the weekend.

May God Almighty, Father, Son, and Holy Spirit, who called the Gulf Atlantic Diocese into existence; protect, strengthen, and flourish the same, for the glory of our Lord Jesus Christ. Amen.

+Alex



About this Guide

THE REV. DR. SAMUEL J. HOROWITZ, COMMUNICATIONS DIRECTOR

This guide has been distributed digitally to delegates and made available to the whole Gulf Atlantic Diocese. Hyperlinks are added throughout to help navigate the different sections, but you may find it helpful to print a copy for reference during Synod. Minor updates to the Synod Guide will be posted to the Synod 2023 event page on our website.

Please review the contents of this document prior to Synod. The Ministry Reports delivered on Saturday morning will assume familiarity with what's been printed here, for example. The sections of this Guide are arranged in the approximate order they will be referenced on Saturday.

This guide was revised and updated October 29.



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**MINISTRY
REPORTS**



From the Archdeacon

THE VENERABLE DR. JESSICA H. JONES

It has been my great honor to serve the diocese this past year as Bishop Alex's Archdeacon. Some of the projects of which I am especially proud are the Strategic Plan, as well as the work we have done to raise up leaders, to Safeguard Our People, and to reach the next generation.

Our strategic plan was written by over 70 leaders and reflects a collaborative spirit and Kingdom focus. Please take note of the three new initiatives outlined in the strategic plan as we believe they will have a tremendous impact on our shared ministry together. We also want to invite you to attend the workshop on the strategic plan and see how you can get involved. We are grateful to all of those who helped us look toward the future to determine where the Lord is leading us. Further up and further in! *If you are interested in helping with the implementation of the Strategic Plan, please [click/tap here](#) or scan this QR code.*



Another way the Lord has led us this year is to strengthen our Safeguarding policies. We hired a Director of Safeguarding, the Rev. **Leah Slawson**, who will work in 2024 to build a robust response team and to help overhaul our training across the diocese. We are excited to launch a new learning management system and online classroom in early 2024 to alleviate the workload on our churches without compromising the training and preparation required to keep our congregations safe.

Regarding leadership, we welcome **The Mission, Pensacola** as a new church in our diocese as well as seven licensed or transferred clergy. Bishop Alex extended licenses to the Rev. Canon Dr. **Marshall MacClellan**, Rev. **Steve Abbott**, and Rev. **Greg Hershberger**, all domiciled in the Special Jurisdiction of Armed Forces and Chaplaincy. Regarding transfers, the Rev. **Ron** and Rev. **Lisa Browning** and the Rev. **Bud Williams** are serving at The Mission, Pensacola, and the Rev. **Brian Garrison** is now serving at Good Samaritan in Middleburg, FL. We are thrilled to have all seven clergy join us.

The final shift this year to mention is the addition of a fourth pillar, or strategy, for ministry. For the last five years we have focused on three strategies: planting churches, strengthening congregations, and raising leaders. During the strategic planning process, it became clear that evangelism was one of the areas our parish leadership teams felt the least prepared to lead well in their contexts.



As a result, adding the fourth strategy of reaching the next generation *for the next generation of the Church* became an integral component of our future. We cannot further the Kingdom if we are not reaching those outside our walls. We are all called to the Great Commission and this fourth strategy seeks to ensure the ministries we begin now will continue long after we are gone. Of course, a core element of that is reaching youth, since most Christians meet Jesus before they turn 18 years old. We are excited to redirect our strategy toward reaching out and are looking forward to partnering with each of you to do so across our diocese.

CANON FOR LEADERSHIP REPORT

Our work to build leadership pipelines continues across the diocese and we have seen tremendous fruit over the last year. There were **10 ordinations** since our last Synod gathering and we currently have **29 in the discernment process**. The Rev. **Scott Perry** has come on board with the diocese to serve as our Liaison for Parish Discernment Teams, and the Rev. Dr. **Bob Ayres** came on board as the Chair of the Ordination Preparation Team. Scott has traveled across the diocese to meet in person with each parish team, and Bob increased the number of canonical examiners to 12, ensuring we have four full teams, one in each deanery. These two leaders have already made a significant impact on the efficiency of the process as well as the pastoral care for those involved in discernment.



POSTULANTS FOR HOLY ORDERS

When considering the future of our diocese, please continue to lift up the Postulants in our discernment process who are pursuing holy orders in the near future:

Nick Audas: Adoration Church, Orlando, FL

Katie Black-Bowling: Redeemer, Jacksonville, FL

Peter Fenoff: Resurrection, Jacksonville, FL

Jason Goble: Trinity School for Ministry, Pittsburgh, PA

Angela Jones: Trinity, Thomasville, GA

Beth Kirby: Servants of Christ, Gainesville, FL

Rachel Kirk: Christ Church, Jacksonville, FL

Lenny Konschewitz: The Table, St Johns, FL

Stephanie Kreamer: Incarnation, Tallahassee, FL

Joseph Reigle: St. Peter's Anglican Cathedral, Tallahassee, FL

Justin Smith: Servants of Christ, Gainesville, FL

Mark Wilson: Church of the Apostles, Fairhope, AL

ORDINATIONS

There have been 10 ordinations since last year's Synod:

Curtis Froisland: Ordained a deacon December 21, ordained a priest June 2, and serving at Grace, Fleming Island.

Gabe Holloway: Ordained a priest February 11, and serving at Church of the Apostles, Fairhope, AL.

Jack McNeil: Ordained a priest February 15, and serving at Grace, Fleming Island.

Megan Trautman: Ordained a deacon March 31, and serving at Servants of Christ, Gainesville, FL.

Peter Lebhar: Ordained a deacon March 31, and serving at Incarnation, Tallahassee, FL

Leah Slawson: Ordained a deacon May 7, and serving at Christchurch, Montgomery, AL.

Adriene Wright: Ordained a deacon August 26, and serving at St. Peter's, Tallahassee, FL.

Kathy Ayres: Ordained a deacon October 14 and serving at Servants at Christ, Gainesville, FL.

Dolly McLemore: Ordained a deacon October 28 and serving at Christchurch, Montgomery, AL.

STRATEGIC INITIATIVES

Looking ahead, the primary areas for the next five years include launching the diocesan Center for Ministry, our Networks, and our Grow Fund. The Center for Ministry will offer theological education and practical ministry training for lay leaders and eventually those seeking diaconal ordination. The Center will help us realize the goal of having at least one deacon in every parish to offer the threshold ministry of interpreting the needs of the community to the church, and equipping the church to meet the needs of the community. The Networks will enable both laity and clergy to learn alongside each other and to benefit from others as partners in ministry, and the Grow Fund will help support strategic projects like curacies that will strengthen our pipeline.

Our clergy continue to develop as professionals, as well as caretaking their souls for long-range ministry through two clergy conferences each year, a deacon's retreat, and our Missional Leadership Alliance groups under the direction of Michelle Herbst.

The Missional Leadership Alliance

REPORT FROM MS. MICHELLE HERBST

The Missional Leadership Alliance (MLA) began in 2021 and exists to develop clergy as leaders to strengthen our ministries and to provide us with common language and shared purpose as we seek to pass on what we've learned as we raise up missional leaders and plant new churches. Here's a [link to the MLA webpage](#).



MLA PHASE 1 (TWO-YEAR COHORT FOR NEWLY ORDAINED CLERGY)

We are launching our first MLA phase 1 cohort this fall, and six newly ordained (or soon to be ordained) clergy are participating! Seminaries focus on biblical and theological formation; this cohort seeks to create space for new clergy to mature within the context of a learning community, helping them become even more effective missional leaders. A variety of topics, selected by Bishop Alex, will be offered in order to prepare for missional leadership for years to come.

Bishop **Neil Lebhar** will serve as the Phase 1 facilitator, and key diocesan and provincial leaders will lead interactive discussions on various topics. Participants will be assigned helpful readings and meet monthly on Zoom to process learning. There will also be in-person gatherings connected to the Fall and Spring Clergy Conferences and a three-day retreat in the summer of 2024 or 2025.

MLA PHASE 2 (ONGOING DEVELOPMENT AND SUPPORT FOR ALL ACTIVE CLERGY)

Our thirteen clergy process groups launched in October for the 23-24 year. At our Fall Clergy Conference just before Synod, Rev. Aaron Buttery (Provincial Canon for Next Generation Leadership) led the clergy to consider how to reach the Next Generation of the Church, regardless of age.

Spring Clergy Conference will be held at Advent Christian Village Feb 21-23, and will be focused on spiritual refreshment and formation. Deacons will have a day-ahead retreat Feb 20-21.

CANON FOR NEXT GENERATION DISCIPLESHIP REPORT

The strategic planning process required significant data collection from all of our churches, including strengths, challenges, and hopes for the future. Some of the most interesting data came from patterns identified regarding the next generation of the church. Specifically, we learned that roughly 45% of our churches have a designated person for children and/or youth, whereas the national average is 60%, indicating this is an area of opportunity for us. It is also worth noting that whereas our membership of

parishioners between the ages of 16-30 has remained stationary for 10 years, the numbers reported for ages 0-15 have decreased from 24% to 16%. Covid obviously affected our children's ministries, which also leaves opportunity to revitalize and discover new ways to engage our neighborhoods and communities.

When you pair these statistics with the data on evangelism, a unique connection presents itself. When asked about areas of flourishing, only 4% of our congregations mentioned evangelism as an area of flourishing, and 45% reported not offering any type of evangelism training in the last two years. It was here that the 70 leaders writing the strategic plan began to see this connection: *if we are to reach the next generation of the Church, we must engage our communities, our neighbors, and our youth.* As a result, two key goals in our 2023-2028 strategic plan are to help churches identify a point person for youth/children's ministry, and to offer evangelism training for leaders. Our clergy conference in the Fall of 2024 will focus on this topic, and our diocesan Center for Ministry will also offer courses designed to help with evangelism training. We are eager to reach beyond the walls of our churches, to reach the lost, and to introduce our neighbors and their children to Jesus.

In addition to these opportunities, our diocesan programs continue to flourish. *Soul in the City, Dynamos, and Camp Araminta reported record numbers in 2023* and the leadership teams of each strive to redirect spiritual gains discovered at these events to the care of the home church and its pastors. Our young adult demographic, comprised mostly of college students, gather each year as well and are the inspiration for another of our next gen goals in our strategic plan: to ensure that each major university in our diocese has an Anglican parish committed to partnering in ministry for those students. Please pray for these efforts and for the next generation of the Gulf Atlantic Diocese.

We hope you are excited to see the ways the Lord is using our diocese to reach the next generation, for the next generation of the church, and we welcome your partnership in prayer and ministry to do so!



From the Executive Administrator

The Year in Review

From a business administration perspective, considerable effort was spent in 2023 installing key infrastructure pieces to best administer our diocesan mission moving forward. In Finance, our Treasurer Dennis Kelemen transitioned our accounting system to QuickBooks Online and he switched our payroll provider to OnPay. Both of these moves reduced costs, and we have begun documenting our analysis of alternatives and recommendations into a diocesan Church Finance Manual to assist our churches.

On the Communications front, Sam Horowitz revamped our website into a new, appealing layout that should prove more useful for information sharing, and he led our transition to a new diocese-wide database management system with improved capability at significantly reduced cost. Additionally, Ministry Coordinator Michelle Herbst has adopted new scheduling tools and processes to maximize Bishop Alex's schedule availability and engagement with clergy and churches.

These are just the highlights; many more new structures and processes have been successfully put in place this year, and we look forward to optimizing them for the benefit of our diocesan missional ministries, churches, and clergy.

The Year Ahead

As we roll into 2024, our focus will be two-fold: 1) assessing our current status, and 2) implementing our new Strategic Plan toward a "Flourishing 50."

In order to perform the support-side "Analysis & Advisory" function, we need to assess the current status of our churches. We will send a data request in early 2024, that will enable the analysis of where we are as a diocese. With this information, we will then be able to give advisory recommendations to each church on best practices and how they can learn from others and get to their next level of flourishing.

Additionally, as key components of our Strategic Plan, the Grow Fund and Diocesan Networks Initiatives will provide significant benefits to our diocese.

The Grow Fund is a new and innovative mutual support concept that has already demonstrated success, while the Church Administrators from across our diocese have been meeting as a **Diocesan Network** since the beginning of 2023, so they have a head start and their lessons learned will guide this Initiative for additional groups.



2024 will be an exciting year of new opportunities and capabilities. We look forward to working with all our churches to identify our diocese current status and next steps toward a Flourishing 50, and getting our Strategic Plan Initiatives underway!



From the Canon for Congregations

THE REV. CANON MARK ELDREDGE

The Year in Review

2023 has been a year of transitions. Several churches this year have been in the process of leadership changes, including Servants of Christ in Gainesville, FL, Trinity in Thomasville, GA, and St. Andrew's in Douglas, GA. Servants was able to call Fr. David Trautman as their rector earlier this year, and Bishop Neil Lebhar has been tending to Trinity while they navigate the process of discerning who their next rector will be. St. Andrew's is earlier in that process, and I am pleased that Fr. James Guthrie is now serving them in an interim capacity.

I had the privilege of consulting with three congregations who expressed a desire to grow healthier. I visited those churches, met with key leaders, and have been providing follow-up coaching.

Finally, I have been working with several rectors who identify as being “late in their career.” We have been creating succession plans appropriate to each congregation.

Looking Ahead

I consider it a privilege to have served in this Congregational Health role since 2016, and now it's time for me to work through my own transition. I am letting go of my role on Bishop Alex's staff to take on increased responsibilities with the American Anglican Council. I remain a priest of this diocese and Ame and I will stay in Jacksonville—at Resurrection Anglican Church.

If we truly want to see *all* of our churches flourish, there are two things that will help get us to that vision. One is a dedicated Canon for Congregations who can be more proactive by not splitting time in different ministries. That work involves leadership transitions, assessing congregational health/strengths/weaknesses, establishing vision, coaching clergy, equipping lay people, and more. The other is providing funds for outside consulting. Our diocese covers a large geographical territory and a great diversity of styles and approaches to ministry. Sometimes people from outside the diocesan staff are

able to be heard more easily in parishes, and sometimes they are just able to offer specific expertise. Meeting this need may be an area of opportunity for one of our new Strategic Initiatives, the Grow Fund.



It has been a privilege and honor to serve the Gulf Atlantic Diocese and now two bishops as the Canon for Congregations. In order to be faithful and to work for the greater good of Anglicanism in North America, this step is necessary. Nonetheless, I look forward to serving congregations in the Diocese in revitalization and leadership transition processes through my main role as the AAC's Director of Anglican Revitalization Ministries.



From the Canon for Church Planting

THE REV. CANON TAYLOR BODOH

The past year has been the most fruitful year for church planting in the history of the Gulf Atlantic Diocese. Since our last Synod: three of our church plants have reached the official launch phase; small groups are multiplying all around; children's ministries and stewardship strategies are forming; Christian leaders are being raised up among the deaf community; two lay planters have entered the ordination process; our plants are raising up new potential deacons and priests; we now have an approved and confirmed church planting couple for Tampa, and a second "green-lighted" couple in discernment about planting in Puerto Rico. For all of this and more, we give all the praise and glory to God!

This diocese has matured into a true "church planting diocese" – we are not simply planting an occasional church every now and then; rather, we are strategically planting multiple kinds of churches at once, nurturing them into maturity, and ensuring that there are future planters waiting in the wings. Our church planting infrastructure is well-established and humming, including all seven systems [called for by the ACNA](#): strategic leadership, assessment, funding, training, coaching, leadership pipeline, and ongoing support.. Indeed, other dioceses across the ACNA are asking to participate in our [assessment](#) events, or to use our [Church Planting Curacy](#) as a strategic model, and planters from other diocese have attended our annual Church Planters' Retreat. I have also begun to raise up Lenny Konschewitz from The Table Church as an apprentice to my role as Canon for Church Planting.

There is really too much to share. But here are a few glory sightings and one prayer request for each of the church plants.

Church Plant Updates

ADORATION CHURCH (ORLANDO, FL)

Glory Sightings: Bishop Alex confirmed or received twenty-three saints on his recent visit to Adoration! They have launched regular Sunday worship, often with over 60 in attendance, as well as three missional communities in different neighborhoods in greater

Orlando. The Rev. Cameron MacMillan is heading up an important stewardship drive with his flock, and his fellow planter Nick Audas, who has been gaining experience as a preacher, is now in the ordination process.



Prayer Request: This congregation needs a bigger space! Please pray for the Lord to open up the local YMCA or some other option with accommodations for their growing children's ministry as well.

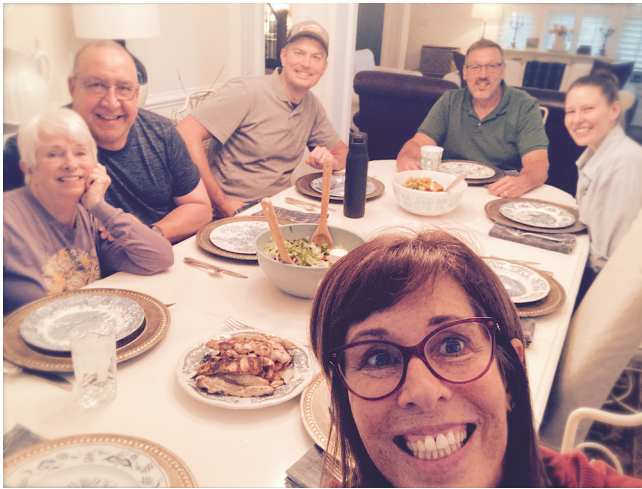




INCARNATION (JACKSONVILLE, FL)

Glory Sightings: The Rev. Paul and Kim Hassell have been looking for true partners in the Gospel at Incarnation Jacksonville, and not only do they now have a gifted InterVarsity staff member attending their house church, they are also raising up a diaconal candidate to plant a second house church nearby.

Prayer Request: For the Lord to multiply their house church from one location to two.



THE TABLE CHURCH (SAINT JOHNS, FL)

Glory Sightings: The Table Church in north St. Augustine recently moved into a local school on Sundays to accommodate their growing congregation of over 75 people. Perhaps more significantly, they now have six Home Groups with two or more leaders in each! They alternate Sundays between house groups and their larger Eucharistic feast.

Prayer Request: For their Home Groups to produce future church planters.



DEAFCHURCH TOGETHER

Glory Sightings: DeafChurch Together continues to expand as a missional movement to the deaf community – one of the most unreached people groups in the world. The Rev. Bob Ayres is working closely with two diocesan parishes, Incarnation Tallahassee and Christ the King, and focusing on raising up the next generation of leaders. To that end, they took a group of deaf Christians and an interpreter on a trip to Israel in the summer of 2023, including two teenagers!

Prayer Request: For God to raise up the next generation of deaf Christian leaders.





RISE CHURCH (PORTLAND, ME)

Glory Sightings: Though Rise Anglican Church is not technically in our diocese, the Rev. Dan Wolf was originally raised up, assessed, funded, and sent out from us in 2020. This was a big year for their plant as they were literally gifted a beautiful church building in the city of Portland, Maine – one of the top five most secular cities in the country.

Prayer Request: For the Lord to use their new building as a launching pad for future church plants in the Diocese of New England.



Looking Ahead: Tampa & ¿Puerto Rico?

Pray for the amazing couple that has already confirmed their intentions to plant in Tampa. They will begin their CP Curacy at Incarnation Tallahassee in the new year. There are many saints in the Tampa area who are eager for GAD to plant there, and some have begun to give financially toward our future effort! I also recently preached at Trinity Anglican Church, a C4SO church plant in Ybor City (Tampa), that we continue to encourage and welcome in our GAD planter's cohort.

Pray for the young couple finishing up seminary in the Spring who are considering a curacy at The Table Church, followed by a move to plant in San Juan, Puerto Rico. The planter's parents lead a Spanish-speaking ministry in St. Augustine.

Finally, I want to encourage our diocese to keep praying, prioritize giving, and send forth our best leaders into the harvest field of church planting (Luke 10:2). The work is not easy, but the Spirit of the Lord is doing it! We have now become a church planting diocese, but we still have so much to learn and so many places to reach, for the glory of His name.



From the Communications Director

THE REV. DR. SAMUEL J. HOROWITZ

My first year on the staff has been a full one! We launched a new diocesan website in Eastertide, in order to better communicate with the Diocese during the fourth Global Anglican Future Conference. Having originally been ordained as a priest of Rwanda, I felt especially privileged to have been a part of that delegation. You can read more about our [coverage of GAFCON IV on our website](#).

The new website is more than just a visual refresh. It's much more customizable and allows more flexible means of publishing—like sending out event coverage as emails, or publishing the Communiqué as both an email and website newsletter.

During the Strategic Planning Process, I led a subcommittee through a process of developing a Communications Plan for the Diocese. Over the next few years I will put together a team to develop best practices not just for the Diocesan staff but for congregations of different sizes as well. We'll work hard to resource smaller congregations, and make sure that together as a Diocese we are communicating not just our vision and values, but the gospel of Jesus Christ.

In 2024 you can expect progress on digital resource hubs for clergy and lay ministers—a centralized online place where can find and share resources and important materials. We'll also be developing a social media strategy for the Diocese to better inspire, equip, and inform.



This year we'll also be announcing specific ways to help our smallest congregations with their online presence, and launch communications-related networks to facilitate better communication and media practices throughout the Diocese.



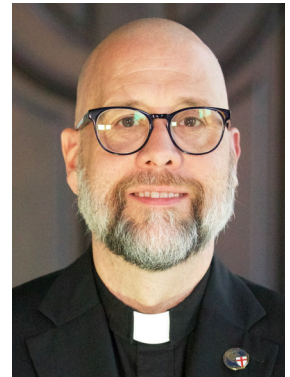
From the Canon for Global Mission

THE REV. CANON DR. KEITH ALLEN

The focus of 2023 was the development of the strategic plan for the Gulf Atlantic Diocese, which will give shape and direction to all that we do together in the years ahead. In my role I will seek to live out the priority of doing ministry together in networks. I hope to build a network of people who will work together to live out the Great Commission in the following ways:

- Strengthen the parishes of the diocese in understanding and living out the Great Commission. [strengthening churches]
- Building strategic partnerships between parishes and global partners that will allow us to accomplish the work of seeing the Kingdom come and the gospel advance to the ends of the earth. [planting new works]
- Connecting those who are feeling called to short-term or long-term missions with the right mission sending partners to equip them and enable them to go and make disciples of all nations. [equipping and sending the next generation]

I would like to have one Global Missions representative from each parish that will meet on a quarterly basis with the Global Missions Team. This group will seek to identify best practices, effective resources, and missional opportunities that we can share across the diocese. We will work to connect parishes with common partners and passions. We will promote opportunities for people from across the diocese to partner together to do the work of mission.



Please reach out to me at missions@gulfatlanticdiocese.org if you would like to be a part of this team.



Annual Report of the Standing Committee

THE REV. CANON DR. MICHAEL PETTY, CHAIR OF THE STANDING COMMITTEE

Between November 2022 and November 2023, the Standing Committee met monthly to discuss and deal with various issues. Here are some monthly highlights:

November 2022: Met with postulants for Holy Orders at Synod so that members could become familiar with each applicant in preparation for considering consent to ordination.

December: Welcomed three new members elected by Synod: Fr. Keith Allen, Mr. Bill Wilhelm, and Mrs. Emily Wilson. Consent was granted for the Rev. Gabe Holloway and the Rev. Jack McNeil to be ordained to the priesthood. Housing allowances for Bishop Alex, Archdeacon Jessica Jones and Fr. Sam Horowitz were approved.

January 2023: Met jointly with the Diocesan Council for the Joint Leadership Meeting and then met separately to consider several matters. Fr. Michael Petty was re-elected chair of the committee and Mrs. Emily Wilson was elected secretary. Consent was granted for the ordination of Leah Slawson, Meg Trautman, and Peter Lebhar to the diaconate. Bishop Alex's job description was reviewed and a time-line was proposed for the completion of a 360 evaluation of the bishop's ministry.

February: Appointed Fr. Keith Allen and Archdeacon Jessica Jones to a subcommittee charged with the task of drafting questions for Bishop Alex's 360 review. Received the resignation of Katrina Rolle and discussed and discussed possible replacements.

March: Consent was granted to the admission of The Mission, Pensacola to the Gulf Atlantic Diocese. Monika Woods was appointed to replace Katrina Rolle. A draft of Bishop Alex's 360 review was presented and approved.

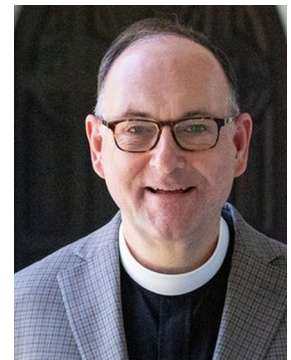
May: Welcomed Monika Woods to the Standing Committee. Received a report from Bishop Alex on GAFCON. Consent was granted to the transfer of Fr. Brian Garrison into the Diocese from the Episcopal Diocese of Central Florida to serve at Good Samaritan, Middleburg, FL. Bishop Alex's 360

review was finalized. A motion to increase the membership of the Standing Committee from 6- 8 (4 laity, 4 clergy) was passed and sent the Constitutions and Canons Committee.

July: Reviewed the results of Bishop Alex's 360 review. Evaluation forms were sent to all members of Standing Committee and Diocesan Council

August: Consent was granted for Kathy Ayres, Adriene Wright, and Dolly McLemore to be ordained to the diaconate. Discussed the results of the 360 review with Bishop Alex. Discussed meeting with the Diocesan Council on September 15-16 for the Joint Leadership Meeting.

September: Met with the Diocesan Council to review and discuss the Gulf Atlantic Diocese Strategic Plan in preparation for its presentation to Synod.





SYNOD BUSINESS



Synod Agenda

Friday, November 3

5:00 P.M. Reception (*South Transept*)

5:45 Dinner (*Served from the Parish Hall*)

Clergy vest in the North Transept and line up outside the West Doors of the Cathedral by 6:50 p.m.

7:00 Opening Eucharist

Saturday, November 4

8:00 A.M. Coffee & Refreshments (*Parish Hall*)

8:30 Morning Prayer (*Cathedral*)

All delegates must officially check in and sign for their ballot in the Narthex by 9:00 a.m.

9:00 Call to Order & Welcome (*Cathedral*)

Opening Business

Certification of Delegates & Quorum

Approval of the Minutes of the 2022 Synod

Adoption of the Rules of Order

Bishop Grants Seat & Voice to Clergy from Other Jurisdictions and Retired Diocesan Clergy

Recognition of the Rev. Canon Aaron Buttery

Motion to Receive The Mission (Pensacola, FL)

Recognition of New Clergy

State of the Diocese Report from Bishop and Canons

Break — please visit the ministry displays in the South Transept

Report from the Canon for Global Mission (Panel Discussion)

2024 Budget Review & Approval

2024 Compensation and Benefits Guidelines Review & Approval

Elections: Standing Committee, Diocesan Council, and Delegates to Provincial Assembly

Break — please visit the ministry displays in the South Transept

11:15 Morning Workshops (*Various Locations*)

12:15 P.M. Midday Prayer (*Led in workshops*) followed by Lunch (*Served from the Parish Hall*)

1:30 Afternoon Workshops (*Various Locations*)

2:30 *Break — Snacks are available in the Narthex and South Transept*

2:45 Reconvene in the Cathedral

Report from the Canon for Governance and Amendment of Constitution & Canons

Report on Election Results

Closing Prayer and Blessing from the Bishop

3:30 Adjourn *until October 19, 2024*



Report from the Secretary of Synod

MR. JUSTIN SMITH

Congregations as of Synod 2023

CENTRAL DEANERY

All Saints Anglican Church, Tallahassee, FL
 Apostles By-the-Sea, Rosemary Beach, FL
 Christ Church Anglican, Crawfordville, FL
 Incarnation Tallahassee, Tallahassee FL
 St. Luke's Comm. of Life, Tallahassee, FL
 St. Paul Anglican Church, Lynn Haven, FL
 St. Peter's Anglican Cathedral, Tallahassee, FL
 Trinity Anglican Church, Thomasville, GA

NORTHEASTERN DEANERY

All Souls Anglican Church, Jacksonville, FL
 Christ Church Anglican, Jacksonville, FL
 Christ Church Anglican, Savannah, GA
 Church of Our Savior, Jacksonville Beach, FL
 Church of the Redeemer, Jacksonville, FL
 Holy Trinity Anglican Church, Jacksonville, FL
 Paramount Church, Jacksonville, FL
 Resurrection Anglican Church, Jacksonville, FL
 St. Andrew's Anglican Church, Douglas GA
 St. Barnabas Anglican Church, Jacksonville, FL
 St. Peter's in the Glen, Glen St. Mary, FL

SOUTHERN DEANERY

Celebration Anglican Fellowship, Celebration, FL
 Christ Church, Vero Beach, FL
 Christ The King Anglican Church, St. Augustine, FL
 Christ's Anglican Fellowship, High Springs, FL
 Good Samaritan Anglican Church, Middleburg, FL
 Grace Anglican Church, Fleming Island, FL
 New Life Anglican Fellowship, Lake Placid, FL
 Prince of Peace Anglican Church, Melbourne, FL
 Servants of Christ Anglican Church, Gainesville, FL

WESTERN DEANERY

Christchurch, Montgomery, AL
 Church of the Apostles, Montrose, AL
 Good Shepherd Anglican Church, Opelika, AL
 Holy Spirit Anglican Church, Mobile, AL
 The Mission, Pensacola, FL*
 Resurrection Anglican Church, Shalimar, FL
 St. Andrew's Anglican Fellowship, Pensacola, FL
 St. Francis at the Point, Point Clear, AL
 St. Michael's Anglican Church, Andalusia, AL
 St. Peter's Mission, Daleville, MS

** Pending 2023 Synod approval*

Delegate Certification

124 clergy eligible for certification
 (**62** needed for a quorum)

62 lay delegates eligible for certification
 (**31** needed for a quorum)



Clergy Delegate Certification

Canon II.1: Clergy, in good standing, who are domiciled in the Diocese and actively engaged in the parochial, missionary, or educational work of the Church, under the Ecclesiastical Authority of the Diocese, shall be members of the Synod:

The Rev. Dr. Sherry Adams
 The Rev. David Alford *Incarnation Tallahassee*
 The Rev. Canon Dr. Keith Allen *Christ Church Vero Beach*
 The Rev. Kim Allen *Christ Church Vero Beach*
 The Rev. David Allert *Christ The King Anglican Church*
 The Rev. Lincoln Anderson *The Good Shepherd Anglican Church*
 The Rev. Lynne Ashmead *The Table St. Johns*
 The Rev. Dr. Bob Ayres *Servants of Christ Anglican Church*
 The Rev. Kathy Ayres *Servants of Christ Anglican Church*
 The Rev. Charles Bailey *All Souls Anglican Church*
 The Rev. Dr. Valerie Balias *St. Andrew's Anglican Fellowship*
 The Very Rev. David Ball *Church of Our Savior*
 The Rev. Daniel Barker *Resurrection Jacksonville*
 The Rev. Brook Batchelor *All Souls Anglican Church*
 The Rev. Bryan Biba *Christ Church Savannah*
 The Rev. Gary Blaylock *St. Francis at the Point*
 The Rev. Canon Taylor Bodoh *Incarnation Tallahassee*
 The Rev. Dr. Travis Boline *All Saints Anglican Church*
 The Rev. Craig Brown *St. Peter's in the Glen*
 The Rev. Ron Browning *The Mission Anglican Church*
 The Rev. Lisa Browning *The Mission Anglican Church*
 The Rev. Dr. Susan Bubbers *Celebration Anglican Fellowship*
 The Rev. Frank Busbey *Holy Spirit Anglican Church*
 The Rev. Morgan Clark *Christchurch Montgomery*
 The Rev. Preston Colangelo *Christ Church Wakulla*
 The Rev. Christopher Colby *Holy Spirit Anglican Church*
 The Rev. John Commins
 The Rev. Canon Dr. Suddath Cummings *St. Peter's Anglican Cathedral*
 The Rev. Irma Daleen *Incarnation Tallahassee*
 The Rev. Stephen Dantin *Christ Church Savannah*
 The Rev. Mark DiCristina *Church of the Apostles*
 The Rev. Bill Driscoll *Church of the Redeemer*
 The Rev. Kirk Duffy *Christ Church Anglican Savannah*
 The Rev. Steven Edwards *Good Samaritan Anglican Church*

The Rev. Canon Mark Eldredge *Resurrection Jacksonville*
 The Rt. Rev. Alex Farmer *Bishop*
 The Rev. Dr. John Fonville *Paramount Church*
 The Rev. Bruce Ford *Church of Our Savior*
 The Rev. Curtis Froisland *Grace Anglican Church*
 The Rev. Brian Garrison *Good Samaritan Anglican Church*
 The Rev. Damon Gibbs *The Table Saint Johns*
 The Rev. Vicki Gladding *St. Peter's Mission*
 The Rev. Susan Godwin *Church of the Apostles*
 The Rev. Debra Gordon *Christ Church Vero Beach*
 The Rev. Dr. Frank Gough *Resurrection Shalimar*
 The Rev. Jeffrey Grossman *New Life Anglican Fellowship*
 The Rev. Dr. James Guthrie *St. Andrew's Anglican Church*
 The Rev. Jon Hall *Incarnation Tallahassee*
 The Rev. Paul Hassell *Incarnation Jacksonville*
 The Rev. Whitey Haugan *All Souls Anglican Church*
 The Rev. Dorie Head *All Souls Anglican Church*
 The Rev. Ann Hemphill *Resurrection Jacksonville*
 The Rev. Jeanne Higgins *Church of the Redeemer*
 The Rev. Shari Hobby
 The Rt. Rev. Jim Hobby
 The Rev. Justin Hogg *Trinity Anglican Church*
 The Rev. Gabe Holloway *Church of the Apostles*
 The Rev. Dr. Samuel Horowitz *Grace Anglican Church*
 The Rev. Walt Howard *Church of the Apostles*
 The Rev. Taylor Ishii *Church of the Apostles*
 The Rev. Benjamin Jefferies *The Good Shepherd Anglican Church*
 The Rev. Chris Jones *St. Luke's Anglican Community of Life*
 The Ven. Dr. Jessica Jones *Grace Anglican Church*
 The Very Rev. Marcus Kaiser *St. Peter's Anglican Cathedral*
 The Rev. Matt Kirk *Christ Church Jacksonville*
 The Rev. Canon Bill Krizner *St. Peter's Anglican Cathedral*
 The Rt. Rev. Neil Lebharr
 The Rev. Peter Lebharr *Incarnation Tallahassee*
 The Rev. Sally Lufburrow *Christ Church Savannah*
 The Rev. Cameron MacMillan *Adoration Anglican Fellowship*
 The Rev. Greg Malley *Christ Church Savannah*
 The Rev. Dr. James Manley *Servants of Christ Anglican Church*
 The Rev. David Marten *St. Peter's Anglican Cathedral*
 The Rev. Michael Mayo *Servants of Christ Anglican Church*



The Rev. Jim McCaslin *Church of Our Savior*
 The Very Rev. Mike McDonald *Grace Anglican Church*
 The Rev. Brent McHugh *Grace Anglican Church*
 The Rev. Dollene McLemore *Christchurch Montgomery*
 The Rev. Jack McNeil *Grace Anglican Church*
 The Rev. Luke Memminger *Grace Anglican Church*
 The Rev. Diane Millott *St. Andrew's Anglican Church*
 The Rev. Robert Millott *St. Andrew's Anglican Church*
 The Rev. Jay Mueller *Prince of Peace Church*
 The Rev. Dr. Mark Murray *The Table Jacksonville*
 The Rev. Dr. Jim Needham *Christ Church Wakulla*
 The Rev. Larry O'Connell *All Souls Anglican Church*
 The Rev. B.E. Palmer *Grace Anglican Church*
 The Rev. Kay Parker *Holy Spirit Anglican Church*
 The Rev. Lang Pegram *Christ The King Anglican Church*
 The Rev. Scott Perry *Apostles By-the-Sea*
 The Rev. Canon Dr. Michael Petty *St. Peter's Anglican Cathedral*
 The Rev. Dr. Gary Pollitt *St. Barnabas Anglican Church*
 The Very Rev. Dr. Joseph Porfidio *Resurrection Church Jacksonville*
 The Rev. Canon David Pucik *St. Peter's Anglican Cathedral*
 The Rev. Sheryll Qualls *St. Paul Anglican Church*
 The Rev. Alan Reid *Christchurch Montgomery*
 The Rev. Susan Rhodes *Servants of Christ Anglican Church*
 The Rev. Gus Richard
 The Rev. Tracy Roberts *St. Luke's Anglican Community of Life*
 The Rev. Dr. Samuel Rollason *St. Francis at the Point*
 The Very Rev. Canon Andrew Rowell *Christchurch Montgomery*
 The Rev. Matt Rusch *Holy Trinity Anglican Church*
 The Rev. Dr. Cameron Scalera *Prince of Peace Church*
 The Rev. Scott Schultz *Church of the Redeemer*
 The Rev. Don Schulze
 The Rev. Robert Seawell *Church of the Apostles*
 The Rev. Michael Shaw
 The Rev. Leah Slawson *Christchurch Montgomery*
 The Rev. Craig Stephans *Christ Church Savannah*
 The Rev. Dan Thompson *Church of the Apostles*
 The Rev. David Trautman *Servants of Christ Anglican Church*
 The Rev. Megan Trautman *Servants of Christ Anglican Church*
 The Rev. Lynn Turner-Perez *Prince of Peace Church*
 The Rev. Hunter van Wagenen *Christ Church Vero Beach*

The Rev. Dr. Woody Volland *Christ Church Vero Beach*
 The Rev. Dr. Pete Wait *St. Barnabas Anglican Church*
 The Very Rev. John Wallace *Apostles By-the-Sea*
 The Rev. Raymond Waterman *Christ's Anglican Fellowship*
 The Rev. Mike Webb *St. Barnabas Anglican Church*
 The Rev. Bud Williams *The Mission Anglican Church*
 The Rev. Donald Wilson *Christ The King Anglican Church*
 The Rev. Dr. Adriene Wright *St. Peter's Anglican Cathedral*
 The Rev. Dr. Sharon Wulbern *St. Barnabas Anglican Church*



Lay Delegate Certification

According to **Canon II.2**: Lay delegates are chosen by each parish, and the number of delegates varies according to average Sunday attendance. The Senior Warden is normally the first lay delegate representing a parish. Parishes may elect a number of alternate delegates who will not be granted a vote unless another delegate from the parish is unable to fulfill their duties.

Canon II.4: Lay members of the Standing Committee and the Diocesan Council, if they are not delegates to the Synod, shall nonetheless have the privilege of seat, voice, and vote at the Synod.

Rick Allen (Senior Warden, All Saints Anglican Church)
 Garry Allshouse (Senior Warden, Christ Church Wakulla)
 Bill Blomberg (Senior Warden, Christ Church Vero Beach)
 Mary Bodiford (Senior Warden, Holy Spirit Anglican Church)
 Darby Callicutt (Additional Delegate 1/1, Church of the Apostles)
 Ramona Chance (Senior Warden, Servants of Christ Anglican Church)
 Judy Conk (Senior Warden, Celebration Anglican Fellowship)
 Jen Crews (Additional Delegate 1/1, Church of Our Savior)
 Andrew Deas (Senior Warden, St. Andrew's Anglican Church)
 Cecil DeMonbrun (Senior Warden, Resurrection Shalimar)
 Jennifer Ellison (Additional Delegate Grace Anglican Church)
 Emmett Evans (Additional Delegate 1/1, Christ Church Vero Beach)
 Jay Fant (Alternate, Holy Trinity Anglican Church)
 Sue Ford (Senior Warden, Trinity Anglican Church)
 Art Fourier (Senior Warden, The Good Shepherd)
 Kelly Froisland (Additional Delegate 2/4, Grace Anglican Church)
 David Garmus (Additional Delegate 3/4, Grace Anglican Church)
 Kathleen Graminski (Alternate, St. Paul Lynn Haven)
 Vivien Griffis (Senior Warden, St Peter's In the Glen)
 Kimberly Grossman (Alternate, New Life Anglican Fellowship)
 Valerie Hanks (Additional Delegate 1/2, Christ Church Savannah)
 Kim Hassell (Diocesan Council/Incarnation Jacksonville)
 Emily Hathcock (Senior Warden, Grace Anglican Church)
 Ted Hellmuth (Senior Warden, Christ the King Anglican Church)
 Doug Hixon (Senior Warden, Christchurch Montgomery)
 Dan Hooper (Senior Warden, Good Samaritan Anglican Church)
 Hudson Horne (Additional Delegate 1/1, All Souls Anglican Church)
 Chuck Howard (Alternate, The Mission Pensacola)
 Deanna Howard (Senior Warden, St. Barnabas Anglican Church)
 Richard James (Senior Warden, Christ Church Savannah)
 Beth Kidder (Senior Warden, St. Luke's Anglican Community of Life)
 Jonathan Kremer (Senior Warden, Incarnation Tallahassee)
 Frankie Lancaster (Senior Warden, St. Michael's Anglican Fellowship)
 Nathaniel Lyon (Additional Delegate 1/1, Prince of Peace Church)



Erin MacDonald (Additional Delegate 2/2, Christ Church Savannah)
 Monty Manley (Alternate, Church of Our Savior)
 Jim Maples (Alternate for Senior Warden, St. Peter's Anglican Cathedral)
 James Matti (Senior Warden, Christ Church Jacksonville)
 Robert McBride (Additional Delegate 1/2, Christchurch Montgomery)
 Robert McCown (Senior Warden, All Souls Anglican Church)
 John Medina (Additional Delegate 1/4, St. Peter's Anglican Cathedral)
 David Mica, Sr. (Diocesan Council/St. Peter's Anglican Cathedral)
 Michelle Munley (Additional Delegate 1/1, Christ Church Jacksonville)
 Courtney Murray (Alternate, Church of the Redeemer)
 Barbara Newman (Senior Warden, Resurrection Jacksonville)
 Julie O'Steen (Diocesan Council/St. Peter's Anglican Cathedral)
 Dustin Potter (Senior Warden, Prince of Peace Church)
 Bruce Prevatt (Additional Delegate 2/4, St. Peter's Anglican Cathedral)
 Spencer Roberts (Senior Warden, Paramount Church)
 Eddie Rowe (Senior Warden, Church of the Apostles)
 Cathleen Schultz (Additional Delegate 1/1, Church of the Redeemer)
 Quinn Straub (Alternate, Apostles By-the-Sea)
 Ashley Trafton (Additional Delegate 3/4, St. Peter's Anglican Cathedral)
 Gypsie Van Antwerp (Senior Warden, St. Francis at the Point)
 Bill Wilhelm (Standing Committee/Trinity Anglican Church)
 Mark Wilkerson (Additional Delegate 2/2, Christchurch Montgomery)
 Emily Wilson (Standing Committee/Servants of Christ Anglican Church)
 Scott Wilson (Senior Warden, St. Andrew's Pensacola)
 Casey Woods (Additional Delegate 4/4, Grace Anglican Church)
 Monika Woods (Standing Committee/Grace Anglican Church)
 Claire Wright (Additional Delegate 1/1, Incarnation Tallahassee)
 Vanessa Zein-Eldin (Additional Delegate 4/4, St. Peter's Anglican Cathedral)

ALTERNATE LAY DELEGATES

Carmen Rose Baseline (Alternate, St. Barnabas Anglican Church)
 Clint Combs (Alternate, Church of the Redeemer)
 Kelly Crawley (Alternate, Prince of Peace Church)
 Melanie Johnson (Alternate, Trinity Anglican Church)
 Ross Langford (Alternate, Christ Church Wakulla)
 Mike Lege (Alternate, Christ the King Anglican Church)
 Hannah McDonald (Alternate, Grace Anglican Church)
 Gray McKinnon (Alternate, St. Andrew's Anglican Church)
 Autumn Mueller (Alternate, Prince of Peace Church)
 Beth Palmer (Alternate, Grace Anglican Church)
 Ruth Seawell (Alternate, Church of the Apostles)



Tim Smith (Alternate, Christ Church Jacksonville)
Jean Williams (Alternate, All Saints Anglican Church)
Mark Williams (Alternate, Christ Church Anglican - Savannah)
Christian Yates (Alternate, Holy Trinity Anglican Church)

NOTE

Christ's Anglican Fellowship and St. Peter's Mission are represented by their parent churches/deaneries.



Minutes of the 2022 Synod

SUBMITTED BY THE REV. LYNNE ASHMEAD, SECRETARY OF THE 2022 ANNUAL SYNOD

Saturday November 5, 2022

Morning Prayer was led by the Rt. Rev. Jim Hobby and the Rev. Shari Hobby.

Call to Order & Welcome: The Rt. Rev. Alex Farmer

Certification of Delegates & Quorum: The Rev. Lynne Ashmead, Secretary of Synod

- Of the 122 clergy certified to vote, there were 68 present. Of the 68 lay delegates certified to vote, there were 44 present. **A quorum was declared.**

Approval of the Minutes of the 2021 and Adoption of the Rules of Order:

- Secretary Ashmead called for a motion to accept the minutes of the previous Synod as submitted. **Motion:** Mr. George Watson moved (The Rev. Dr. James Manly seconded) that the minutes of the 2021 Synod be approved as submitted. **Motion passed.**
- Secretary Ashmead announced that Diocesan Canons (last page of Canons) require Synod to approve Rules of Order for conducting business of the Synod. The rules established at the previous Synod were proposed for approval and use of this Synod. Secretary Ashmead called for a motion that they be adopted. **Motion:** Mr. David Wilder moved (The Rev. Sam Rollason seconded) that the Rules of Order established at the 2021 Synod be approved for use at the 2022 Synod. **Motion passed.**

The Rt. Rev. Alex Farmer thanked the Rev. Lynne Ashmead for her terms/service as Secretary of Synod, as this is her last meeting as Secretary.

- Introduction of Guests and Granting of Seat and Voice: The Rt. Rev. Alex Farmer

As Synod President, Bishop Alex Farmer called for a vote to grant Seat & Voice to Clergy from other jurisdictions and Retired or Inactive Diocesan Clergy. **Motion:** The Very Rev. Marcus Kaiser moved (The Rev. Frank Busbey seconded). **Motion passed.**

- Clergy Recognition: Bishop Farmer recognized the Rev. Dr. Jack Gabig, our Clergy Retreat speaker and guest from Trinity School for Ministry.

State of the Diocese Report from Bishop and Canons

- Bishop Alex: The 2022 Synod Theme is One Spirit, One Mind, One Mission. “Only let your manner of life be worthy of the gospel of Christ, so that whether I come and see you or are absent, I may hear of you that you are standing firm in one spirit, with one mind striving side by side for the faith of the gospel.” (Philippians 1:27). The Gulf Atlantic Diocese is standing firm. We are leading the Province as well as the Diocese in standing firm. We are building a strong team around Deans and Canons. Last night, we celebrated The Rev. Canon James McCaslin and Mr. Harris Willman for their service to the Gulf Atlantic Diocese since its inception. Their retirement leaves a gap that we hope to fill with a new, talented team. Bp. Alex highlighted Mrs. Michelle Herbst’s missional ministry associated with her support position. She will manage the Bishop’s calendar. The Rev. Dr. Sam Horowitz is our new Communications Director. Bp. Alex and Jody will be traveling around to get to know the Diocese and all situations. It is a joy to be with everyone. There have been three “reverse walkabouts” where analysis questions are being asked (e.g., what are we doing well, not doing well, what needs clarity?) There are four regional Deans plus a new



Cathedral Dean: The Very Rev. Marcus Kaiser (Cathedral), the Very Rev. Andrew Rowell (Western Deanery), the Very Rev. Michael McDonald (Southern Deanery), the Very Rev. David Ball (Northeast Deanery) and the Very Rev. John Wallace (Central Deanery). There is potential for growth and church planting in the Southern Deanery (Tampa, Orlando). The Canons want to plant churches, strengthen churches, and raise up leaders (young and older adults). There are lots of human and financial resources in our Diocese. We need to share our incredible ministries for the benefit of all. We have the expertise to face every challenge before us.

One Spirit: our chief aim is unity around the Holy Spirit, having one mind, keeping the main thing the main thing: striving side by side for the Gospel. We are looking for ways to move by waiting on the Holy Spirit. How is He leading us?

One Mind: to be of one mind, we need to spend time together, which is a gift after the isolation of Covid. We have new connections within the Diocese. Bp. Alex is calling for a strategic planning meeting in May of 2023 to discern what the Lord is doing and where He is guiding.

Finally—One Mission: faithfulness to the Gospel of Jesus Christ. We rejoice in the Gospel but recognized all the world is out there needing the regenerating love of Jesus Christ.

We can do all better if we are unified together in One Spirit, One Mind, One Mission.

- Archdeacon and Canon for Leadership (The Ven. Dr. Jessica Jones): Began with a brief history and summary of the role of Archdeacon. One of her primary areas of responsibility is the raising up of leaders, including clergy transfers, those seeking ordination, and oversight of the next generation discipleship programs. She highlighted the role of deacon, and she continues the call of the Rev. Mark DiCristina, our former Canon for Holy Orders, to raise up at least one deacon in every parish.

Transfers and Licenses (transferred from other dioceses or have been licensed to serve):

the Rev. Daniel Barker transferred from the Anglican Diocese of the Living Word;
 the Rev. Bryan Biba is serving at Christ Church, Savannah, GA;
 the Rev. Justin Hogg is serving at Trinity, Thomasville, GA;
 the Rev. Cameron MacMillan is planting Adoration Church in Orlando, FL;
 the Rev. Lang Pegram is serving at Christ the King, St. Augustine, FL;
 the Rev. David Pucik is serving at St. Peter's Anglican Cathedral, Tallahassee, FL;
 the Rev. James Shevlin is a priest of the Anglican Diocese of the Living Word licensed to serve at New Life Anglican Fellowship

Ordinations (those who have been ordained as deacons and priests since last year's Synod:

the Rev. Susan Godwin, ordained Deacon, serving at Church of the Apostles, Fairhope, AL;
 the Rev. Debra Gordon, ordained Deacon, serving at Christ Church, Vero Beach, FL;
 the Rev. Gabe Holloway, ordained Deacon, serving Church of the Apostles, Fairhope, AL;
 the Rev. Jack McNeil, ordained Deacon, serving at Grace Anglican Church, Fleming Is., FL;
 the Rev. Scott Perry, ordained Priest, serving at Apostles by the Sea, Rosemary Beach, FL.

Postulants for Holy Orders (those who are on the path to be ordained for ministry:

Kathy Ayres, Servants of Christ, Gainesville, FL;
 Katie Black-Bowling, Redeemer, Jacksonville, FL;



Peter Fenoff, Resurrection, Jacksonville, FL;
 Curtis Froisland, Grace Anglican, Fleming Island, FL;
 Angela Jones, Trinity, Thomasville, GA;
 Stephanie Kreamer, Incarnational, Tallahassee, FL;
 Peter Lebhar, Incarnation, Tallahassee, FL;
 Dolly McLemore, Christ Church, Montgomery, AL;
 Leah Slawson, Christ Church, Montgomery, AL;
 Justin Smith, Servants of Christ, Gainesville, FL;
 Megan Trautman, Trinity, Thomasville, GA;
 Tanner Trotter, Incarnation, Tallahassee, FL.
 Mark Wilson, Apostles, Fairhope, AL;
 Adriene Wright, St. Peter's, Tallahassee, FL;

One of our tasks is to restore the original purpose of Deacons, highlighting their roles as witness to the world, liturgical functions, and pastoral care.

The Archdeacon will assume tasks usually performed by the Canon to the Ordinary. Three functions are Next Generation Leadership and facilitating clergy and congregation transfers into our Diocese, as well as overseeing the process for Holy Orders. Jessica+ thanked the Rev. Mark DiCristina, our former Canon for Holy Orders for his diligence in raising up leaders over the last seven years. She also thanked the Ordination Preparation Team (the Rev. Dr. Travis Boline, the Rev. Canon Dr. Michael Petty, the Rev. Canon Dr. Sudduth Cummings, the Rev. Dr. Bob Ayres, the Rev. Morgan Clark, and the Rev. Matt Kirk) for their service.

Next Generation: incredible fruit continues to come from our parish children's and youth ministries, as well as Soul in the City, Dynamos, and Camp Araminta. Mission starts with our own children. The Gulf Atlantic Diocese has thriving children's and youth ministries. Jessica+ thanked the selfless lay leaders and clergy who started these programs years ago and prioritize the next generation now. Please continue to pray for the next generation.

- Canon for Congregations (The Rev. Canon Mark Eldredge): The local church is the hope of the Lord; God's Kingdom on earth is established in the local churches and depends on strengthening them. How do we do what we know we're supposed to do? It is the Great Commandment and the Great Commission. In Acts 2: 42, the Holy Spirit comes first to the local church, where they devoted themselves to the Apostles' teaching and to the fellowship, to the breaking of bread and to prayer. The question is how do we as the Anglican Church (GAD) do what we know we're supposed to do in this culture? Mark+ has been working with congregations during 2022. Much work still needs to be done in both areas throughout the diocese. Moving forward in 2023, the goals are to:

Continue to work through the deanery structure to promote the implementation of church health strategies in every congregation;

Offer one-on-one consultation from the diocese to proactively partner to bring greater strength in congregations prioritizing this;

Coach or help identify a coach for every rector in the diocese who wants coaching;

Be "on-call" to any congregation that wants consulting.

Mark+ will oversee Rector Transitions in congregations (helping those in need of a Rector).



- Canon for Church Planting (The Rev. Canon Taylor Bodoh): This was an interactive report (panel discussion) among church plants:

Nick Audas & Cameron MacMillan—Altamonte Springs (Adoration Church Plant, Orlando). Nick is was with CRU for 10 years and planted a church in New York City;

The Rev. Paul and Kim Hassell (Incarnation Jacksonville). Currently reaching out to the unchurched community in the Springfield area of Jacksonville.

The Rev. Dr. Bob Ayres (Deaf Church): one of least-reached, scattered people groups in the world. Has prepared the Lectionary in ASL (a national and international ministry);

Lenny and Caly Konschewitz (The Table, St. Johns), who came right before the Covid 19 pandemic. Lenny and Caly were church planters in Ireland.

Taylor+ Bodoh also talked about our long-distance relationship with the Rev. Dan Wolf and Rise Anglican Church in Portland, Maine, which is beginning to bear fruit.

Taylor+ asked us to pray that more church planters will be raised up. Also, please GIVE generously to the Diocese, as part of the budget goes to church planting. If you know someone that you see as a church planter, let Taylor+ know,

- Treasurer's Report (Mr. Dennis Kelemen and Mr. Chris McCarthy)

2022 Budget Review (Dennis): Calendar year expenses running above budget through October, 2022.

Budget vs. Actual:

Income: Budget for 2022 is \$700K; actual January through September is around 70%, which is on track.

Expenses: Higher than budget, with anticipated year-end loss of \$60-\$80K due to unanticipated legal fees and expenses associated with the search and consecration of the new Bishop of the Diocese.

Loss to be funded by Operational Reserves.

Highlights of Balance Sheet:

\$233.3K cash in bank

Unrestricted funds are operating funds

Temporarily restricted funds include Curacies

Permanently restricted funds include the Bishop's Discretionary Fund, Camp Araminta, etc.

2023 Budget Review & Approval (Mr. Denis Kelemen and Mr. Chris McCarthy):

Expected Income is \$750K. (Churches are asked to contribute 5% of their income to the Diocese and 5% to local missions.) All were requested to give their 5% tithe to the Diocese based on 2022 end-of-year actual income.



Expenses (Pie Chart): \$750K broken out as \$194,700 for Church Planting (26%); \$251,100 for Congregations (33%) and \$304,200 for Leadership (41%)

ACNA Tithe will be \$67,524.

The Finance Committee and Diocesan Council recommended adoption of the 2023 Budget. (Bp. Alex asked if there was any discussion. Mr. David Mica, a member of Diocesan Council called on clergy and parishes to meet their budgeted giving to the Diocese and more to provide resources for what needs to be done.) Bp. Alex called for a vote to adopt the budget. **Recommendation for adoption was approved.**

2023 Compensation and Benefits Guidelines Review and Approval (Mr. Chris McCarthy, Executive Administrator):

Research and analysis were done for Clergy compensation and benefits. We will not be using the on-line tool from last year as it did not serve some of the smaller churches. Changes include health care for clergy themselves (but if congregations are able, families of clergy should be included, as well). Retirement should be at least 5% (would like to have 10%). There is a paragraph included for clergy who are not rectors. Bishop Alex wants to move toward including lay and other support staff in a future version of this guide.

The Finance Committee and Diocesan Council **recommended adoption** of the 2023 Compensation and Benefits Guideline. **Recommendation for adoption was approved.**

Elections (The Rev. Gary Blaylock, Chair of the Elections Committee)

- Nominations for Provincial Council (two Lay and three Clergy) were presented. Delegates were asked to vote for one in each order.
- Nominations for the GAD Standing Committee (two Lay and three Clergy) were presented. Delegates were asked to vote for one in each order.
- Nominations for the GAD Diocesan Council (five Lay and four Clergy) were presented. Delegates were asked to vote for one in each order.
- Nominations for the GAD Ecclesiastical Trial Court (three Lay and four Clergy) were presented. Delegates were asked to vote yes or no.
- Nomination for Diocesan Secretary of Synod was presented. Delegates were asked to vote yes or no.

Break (Delegates and Guests were asked to visit the ministry displays in the South Transept), followed by Morning Workshops, Midday Prayer (led in workshops), Lunch, and Afternoon Workshops.

Report on Election Results:

- Two Provincial Council members (5 years to 2027): Mr. Mark Wilkerson (lay); the Very Rev. John Wallace (clergy).
- Two Standing Committee members (3 years to 2025): Mr. Bill Wilhelm (lay); the Rev. Morgan Clark for full term (clergy). The Rev. Canon Keith Allen, who received the second-most number of votes for clergy, will fill the remaining 2 years of Bishop Alex's term (to 2024).
- Two Diocesan Council members (3 years to 2025): Mrs. Kim Hassell (lay); the Rev. Jon Hall (clergy).



- GAD Ecclesiastical Trial Court members (2 years to 2024): 3 Lay - Mr. Tony Ladd, Mr. Bill Norwood, Mr. Charlie Stambaugh; 4 Clergy - the Rev. Dr. Travis Boline, the Rev. Dr. Sudduth Cummings, the Rev. James Manley, the Rev. David Marten.
- Diocesan Synod Secretary (2 years to 2024): Mr. Justin Smith

Report from the Canon for Global Mission (The Rev. Canon Keith Allen):

- Bishop Alex reminded us that our mission is to Jerusalem, Judea, Samaria, and to the ends of the earth. Canon Keith Allen was Southern Dean but has been asked to take on the position of Canon for Global Mission.
- Canon Keith presented mission moments to conclude our Synod. He is a resource and servant to help catalyze for mission and the nations. He hopes to have a web page soon which will help in long-term strategy for mission and reaching the nations.
- Canon Keith introduced the Rev. John Chol Daau, a former “Lost Boy of Sudan.” Canon Keith interviewed John+ about South Sudan and the war in Sudan (Islamist regime fighting those in South Sudan). Today, more than 90% of women cannot read. Together with his wife, they started Good Shepherd Academy (400 students) to provide Christian education to create the next generation of leaders. Many leaders were killed during the war, so leadership development is needed. The cost to educate one student for one year is \$180. There is still tribal turmoil, brokenness, and bitterness in South Sudan. John+ has been involved in reconciliation and peace, training pastors and teachers. During the war, many became pastors. Canon Keith shared that Trinity School for Ministry has reached out to foreign leaders such as John+ for them to be able to go back and work in South Sudan. John+ invited us to visit and worship with them. “Come visit us to build relationships. Send technical people to come and teach. Pray for us always.” Canon Keith challenged us to think and pray how we could support John+ (prayer; financially). There will be a mission page (GAD webpage) to help us collaborate.
- We prayed for the Rev. John Dau.

Archdeacon Jones introduced Mrs. Beth Kirby, the first person Bp. Alex hired for children’s ministry. Beth presented a gift from the Camp Araminta community of a photo Bp. Alex’s consecration: children who were at his consecration signed the mat of the photograph. They presented this a token of their appreciation of Bp. Alex’s participation in and support of Camp Araminta.

Motion: The Rev. Daniel Thompson moved (the Rev. Gary Blaylock seconded) that Synod be adjourned.

Motion passed.

We had closing prayer and Blessing by Bishop Alex.

We adjourned at 2:55 P. M.

Respectfully submitted,
The Rev. Lynne Ashmead, Secretary [of the 2022 Annual Synod]



Rules of Order

These Rules of Order shall be established by the Synod of The Gulf Atlantic Diocese for conducting the business of the Synod. These rules shall not be amended, suspended or repealed except by an affirmative vote of a majority of the members present.

Parliamentary Procedure

1. No motion shall be considered or debated until it is seconded, and, when seconded, it shall be stated by the President before debate begins.
2. If the motion in debate contains several distinct propositions, any member may have the same divided.
3. When a motion is under consideration, no further motion shall be received unless to lay upon the table, postpone indefinitely, postpone to a certain time, commit, or amend; and motions for any of these purposes shall have precedence in the order herein named. If the motion to lay upon the table carries, the Synod shall proceed as if no such motion had been offered. A motion to lay on the table or adjourn shall be decided without debate. The motion to adjourn shall always be in order. At the conclusion of debate, and prior to vote being taken, the motion in its final form shall be stated by the Secretary.
4. On a question being put by the President, it shall be determined by voice vote for or against it; but any member may require the count of votes, and Tellers for that purpose shall be appointed by the President. A majority of the members present may, previous to a decision by count, require the ayes and nays to be taken, which shall be done by calling the names of the clerical members and then the names of the lay delegates of each parish, and all votes by ayes and nays shall be entered upon the minutes.
5. A question, once decided, shall not be reconsidered during the same session without an affirmative vote of two-thirds, nor without a motion for that purpose being made by one of the majority on the prior decision; nor shall any question be reconsidered more than once.
6. All decisions determined by vote within the Synod shall be by simple majority with the exception of the election of a bishop (Canon I) or unless an exception be made by a two-thirds vote of the delegates, or unless otherwise established by Canon or by the Rules of Order.
7. All questions of order shall be decided by the President, subject to an appeal to the Synod. A simple majority is required to overrule the President.



Treasurer's Report

MR. DENNIS KELEMEN

I am pleased to report that our diocese financial position at Q3 2023 has improved over last year's solid Q3 position. Total assets are up to \$280k; subtracting \$20.5k in liabilities gives a total equity position of \$262.5k, which is a \$35k increase since a year ago. Income for the year is \$37k more than planned, at 107% of the budgeted amount.

The 2023 budget passed at the 2022 Synod was balanced, with expenses matching anticipated income of \$750k. Current expenses through Q3 2023 are approximately \$21,400 above budget, however income is also over budget as described above, contributing to a year-to-date net gain of approximately \$7,000.

The 2024 budget proposed for your approval anticipates income of \$855k, with matching expenses of \$855k, resulting in a balanced budget in support of our current four Missional Ministries and three new Strategic Plan Initiatives. More of our churches are pledging to support our Diocese Mission at the 5% level, with some at 6% or more. As in the past, the Bishop has requested that the additional 5% (for a

cumulative 10% tithe) be given to external missions, based on individual church discretion.

The diocesan Parish Reviews of churches continued in 2023. The review process is designed to ensure churches are effectively complying with standard accounting processes and controls, along with the Safeguarding Our People Policies of the diocese. This year 15 reviews were completed or are in process. An assessment of the Parish Review status of each church has recently occurred, in anticipation of a thorough review and revamp of the diocesan Parish Review Program that is planned for 2024.

Respectfully submitted,

Dennis Kelemen
Treasurer





Year-to-Date Financial Report

Financial Status (Balance Sheet – Appendix A):

- A) **Total Assets** increased to \$283,020, with an increase in cash in the bank.
- B) **Total Liabilities** increased to \$20,465, with accrued staff travel expenses.
- C) **Unrestricted Funds** available for the ongoing Diocesan Mission is stable at \$101,592, after a reduction in Retained Earnings in 2022 due to bishop search and consecration expenses.
- D) **Diocese-Restricted Funds**, limited for uses designated by the Diocesan Council, currently only hold the Risk Management Fund at \$9,250 of the desired \$50k.
- E) **Donor-Restricted Funds**, limited for purposes specified by the donor, are up to \$151,713. This includes \$14k DeafChurch Together (new in 2023), \$19k Bishop's Discretionary, \$68k General Church Planting, \$25k TPA Church Plant, and \$21k Good Samaritan Revitalization Fund.
- F) **Total Equity** increased by \$35k from SEP 2022 to SEP 2023.

Income Summary (By Source – Appendix B):

- A) **Pledge Income** YTD at 105% of Pledge:
 - B) NE Deanery - 110% of Pledge
 - C) SO Deanery - 102% of Pledge
 - D) CE Deanery - 92% of Pledge
 - E) WE Deanery - 123% of Pledge
- F) **Interest Income** YTD is \$4,516, due to new interest-bearing Savings Account.
- G) **Other Income** YTD is \$37,344, from scheduled Reserve Funds transfers and Unrestricted Gifts.
- H) **Total Income** YTD is \$601,393, which is \$37k more than planned.

Budget Update (Operating Statement – Appendix C):

- A) **Total Income** YTD is \$601,393 or \$37k above the budgeted amount.
- B) **Missions Giving** (to ACNA) YTD is \$53,186 or \$2.5k above the budgeted amount.
- C) **Ministry Expenses** YTD are \$70,480 or \$17k less than budgeted amount, primarily due to OPT reimbursements in the Leadership Missional Ministry.
- D) **Admin Expenses** YTD are \$470,811 or \$35k above the budgeted amount, primarily due to Bishop setup in TLH, an unplanned Safeguarding Inquiry, phasing out a legacy database system, and new office rent in TLH.
- E) **Total Expenses** YTD were \$594,477 or \$21k above the budgeted amount.
- F) **Net Operating Income** YTD is positive \$6,915.

The above descriptions correspond to the financial statements attached to this report.



Financial Status (Balance Sheet— Appendix A)

	SEP '23	SEP '22	\$ Change	% Change	
Assets					
Total Bank Accounts	280,681	233,264	47,417	20.3%	
Accounts Receivable	300	1,770	(1,470)	-83.1%	
Other Current Assets	2,038	9,468	(7,429)	-78.5%	
Total Assets	283,020	244,502	38,517	15.8%	(A)
Liabilities					
Accounts Payable	0	4,106	(4,106)	-100.0%	
Credit Cards	5,687	4,835	852	17.6%	
Camp Araminta	6,357	7,679	(1,322)	-17.2%	
Payroll Liabilities	649	196	454	231.7%	
Other Current Liabilities	7,772	0	7,772	100.0%	
Total Liabilities	20,465	16,815	3,650	21.7%	(B)
Equity					
Unrestricted Funds					
Retained Earnings	94,677	179,223	(84,547)	-47.2%	
Net Income	6,915	(80,072)	86,987	-108.6%	
Total Unrestricted Funds	101,592	99,151	2,441	2.5%	(C)
Diocese-Restricted Funds					
Operating Reserve (3 mo. Exp.)	0	0	0	0.0%	
Bishop's Sabbatical	0	0	0	0.0%	
Out-Year Travel (GAFCON, etc.)	0	0	0	0.0%	
Risk Management	9,250	0	9,250	100.0%	
Total Diocese-Restricted Funds	9,250	0	9,250	100.0%	(D)
Donor-Restricted Funds					
Bishop's Discretionary	19,084	14,972	4,113	27.5%	
DeafChurch Together	14,355	0	14,355	100.0%	
Disaster Relief	1,545	1,240	305	24.6%	
Renewal Ministries	1,333	1,333	0	0.0%	
Dynamos	(31)	1,294	(1,325)	-102.4%	
Church Planting					
> General Church Planting	68,413	109,697	(41,285)	-37.6%	
> TPA Church Plant	25,000	0	25,000	100.0%	
Next Generation	520	0	520	100.0%	
Good Samaritan Revit. Fund	21,494	0	21,494	100.0%	
Total Donor-Restricted Funds	151,713	128,536	23,177	18.0%	(E)
Total Equity	262,555	227,687	34,868	100.0%	(F)



Income Summary (By Source— Appendix B)

JANUARY–SEPTEMBER 2023

	JAN-SEP Year-to-Date				Annual Pledge
	Actual	Pledge	\$ Over Pledge	% of Pledge	
Income					
40000 Pledges					
40100 Northeastern Deanery					
40103 All Souls Anglican Church	16,321	15,939	382	102%	21,250
40106 Christ Church Anglican, JAX	4,087	3,717	370	110%	4,960
40109 Christ Church Anglican, Savannah	40,650	30,078	10,572	135%	40,100
40112 Church of Our Savior (Dean)	20,984	21,753	(770)	96%	29,000
40115 Church of the Redeemer	20,137	18,000	2,137	112%	24,000
40121 Holy Trinity Anglican Church	16,935	14,580	2,355	116%	19,439
40124 Paramount Church	0	900	(900)	0%	1,200
40127 Resurrection Anglican, JAX	6,308	8,262	(1,954)	76%	11,013
40130 St. Andrew's Anglican, Douglas	7,528	7,128	400	106%	9,500
40133 St. Barnabas Anglican Church	5,153	5,157	(5)	100%	6,870
40136 St. Peter's in the Glen	0	75	(75)	0%	100
Total 40100 Northeastern Deanery	138,102	125,589	12,513	110%	167,432 (B)
40200 Southern Deanery					
40203 Church of the Good Samaritan	6,137	4,320	1,817	142%	5,758
40206 Servants of Christ	12,362	11,358	1,004	109%	15,140
40209 Grace Anglican (Dean)	56,000	59,625	(3,625)	94%	79,500
40212 Christ The King	10,116	10,089	27	100%	13,450
40215 Christ's Anglican Fellowship	859	789	70	109%	1,050
40218 Celebration Anglican Fellowship	0	675	(675)	0%	900
40221 Christ Church Anglican, Vero	39,698	35,550	4,148	112%	47,400
40227 New Life Anglican Church	273	750	(477)	36%	1,000
40230 Prince of Peace Ch - Melbourne	25,323	25,128	195	101%	33,500
Total 40200 Southern Deanery	150,768	148,284	2,484	102%	197,698 (C)
40300 Central Deanery					
40303 All Saints Anglican Church	8,211	7,578	633	108%	10,103
40306 Apostles By-the-Sea Angl. (Dean)	6,975	9,000	(2,025)	78%	12,000
40309 Christ Church Anglican, Wakulla	2,250	2,160	90	104%	2,885
40315 Incarnation Tallahassee	12,000	10,746	1,254	112%	14,322
40318 St. Luke's Anglican Church	2,826	2,822	5	100%	3,762
40321 St. Peter's Angl. Cathedral (Cath.)	83,175	92,799	(9,624)	90%	123,727
40324 Trinity Anglican Church	16,696	19,431	(2,735)	86%	25,905
40327 St. Paul's Lynn Haven	1,500	501	999	299%	667
Total 40300 Central Deanery	133,633	145,037	(11,403)	92%	193,371 (D)
40400 Western Deanery					
40403 Christchurch, Montgomery (Dean)	46,250	49,491	(3,241)	93%	65,984
40406 Church of the Apostles	57,426	37,503	19,923	153%	50,000
40409 Holy Spirit Anglican Church	4,398	4,572	(174)	96%	6,087
40411 The Mission Anglican Church	7,284	n/a	n/a	n/a	n/a
40412 Resurrection Anglican, Shalimar	3,905	2,907	998	134%	3,875
40415 St. Andrews, Pensacola	1,200	1,053	147	114%	1,400
40418 St. Francis at the Point	11,269	12,429	(1,160)	91%	16,571
40421 St. Michael's, Andalusia	100	450	(350)	22%	600
40424 St. Peter's Mission	0	68	(68)	0%	68
40427 Church of the Good Shepherd	5,197	3,186	2,011	163%	4,250
Total 40400 Western Deanery	137,028	111,659	25,369	123%	148,835 (E)
Total 40000 Pledges	559,532	530,569	28,963	105%	707,336 (A)
41000 Interest/Investment Income					
41010 Interest Income	4,516	100	4,416	4516%	100
Total 41000 Interest/Investment Income	4,516	100	4,416	4516%	\$ 100 (F)
42000 Other Income					
42020 Other Gifts & Offering - Unrestricted	2,860	1,266	1,594	226%	1,266
42030 Reserve Funds Transferred	34,485	32,583	1,902	106%	41,233
Total 42000 Other Income	37,345	33,849	3,496	110%	42,499 (G)
Total Income	601,393	564,518	36,875	107%	749,935 (H)



Budget Update (Operating Statement— Appendix C)

JANUARY–SEPTEMBER 2023

	JAN-SEP YTD 2023		Variance	Annual Budget
	Actual	Budget		
Income				
40000 Pledges				
Total 40100 Northeastern Deanery	138,102	125,589	12,513	167,432
Total 40200 Southern Deanery	150,768	148,284	2,484	197,698
Total 40300 Central Deanery	133,633	145,037	(11,404)	193,371
Total 40400 Western Deanery	137,028	111,659	25,369	148,835
Total 40000 Pledges	559,532	530,569	28,963	707,336
Total 41000 Interest/Investment Inc.	4,516	100	4,416	100
Total 42000 Other Income	37,345	33,849	3,496	42,499
Total Income	601,393	564,518	36,875	749,935 (A)
Expenses				
50000 Missions				
51000 ACNA (10% Tithe on Q3-Q2 Inc.)	53,186	50,643	(2,543)	67,524
Total 50000 Missions	53,186	50,643	(2,543)	67,524 (B)
60000 Ministry Expenses				
Total 61000 Leadership	19,426	32,761	13,335	43,226
Total 62000 Church Health	354	4,944	4,590	6,597
Total 63000 Church Planting	50,701	49,372	(1,329)	65,833
Total 60000 Ministry Expenses	70,480	87,077	16,596	115,656 (C)
70000 Administrative Expenses				
Total 71000 Personnel	335,305	327,578	(7,727)	436,771
Total 72000 Finance Expenses	8,728	7,775	(953)	9,700
Total 73000 Admin and Legal	17,680	10,013	(7,667)	13,350
Total 74000 Operations	81,244	78,773	(2,470)	91,950
Total 75000 IT Systems	13,666	7,650	(6,016)	10,200
Total 76000 Communications	642	1,125	483	1,500
Total 77000 Facilities	7,338	1,650	(5,688)	2,200
Total 81000 Bishop's Office	6,208	751	(5,457)	1,000
Total 70000 Administrative Expenses	470,811	435,315	(35,496)	566,671 (D)
Total Expenses	594,477	573,035	(21,443)	749,851 (E)
Net Operating Income	6,915	(8,543)	15,458	84 (F)



2024 Narrative Budget

A Note from Bishop Alex

Gulf Atlantic Diocese, I am pleased to share with you our Narrative Budget 2024 which reflects the work of our strategic planning. “Again this year, the new format shows how we are stewarding the resources of the Diocese for greatest impact. In 2023 I continued my initial visits to all the churches. In addition, noteworthy major events were GAFCON IV in Kigali, Rwanda and our Strategic Planning Event in May. In 2024, we will begin to work on the “One-Year Goals” described in our Strategic Plan, and we will have a noteworthy Provincial Assembly in June where we will institute a new Archbishop for ACNA. As we work together, know that your Diocesan staff is focused on resourcing our parishes present and future to the Glory of God!

<h3><u>Leadership</u></h3> <p>To develop the current and future church leaders in our diocese This investment supports the ordination process, lay leader training, and clergy development. This will account for 33% of our annual expenses, or about \$279,000.</p>		
<p><u>2023 Highlights:</u></p> <ul style="list-style-type: none"> ➤ Conducted a 2-day Strategic Planning Event involving over 70 diocesan leaders ➤ Completed 10 Ordinations, 4 Clergy Transfers, and 3 Clergy License-only ➤ Filled the Ordination Preparation Team (OPT) Director position and increased to 12 members to improve the process ➤ Launched Missional Leadership Alliance (MLA) Phase 1 training for new clergy ➤ Hosted 67 clergy at our first-ever multi-day Spring Clergy Conference 	<p><u>Planned for 2024:</u></p> <ul style="list-style-type: none"> ➤ Establish a new Center for Ministry ➤ Launch a new online Learning Management System ➤ Review and propose changes to ordination tracks ➤ Build an MLA Phase 1 curriculum database 	
	<p><u>Unfunded Needs in 2024:</u></p> <ul style="list-style-type: none"> ➤ Hire a full-time Canon for Leadership ➤ Support one Missional, one Antioch, and one Youth Curacy per year ➤ Offset Clergy Conf reg. fees to maximize attendance 	
<h3><u>Church Health</u></h3> <p>To strengthen existing churches to fulfill the Great Commission in their community Revitalizing local congregations is essential for a thriving Anglicanism in our times. This will use 33% of our expenses, or about \$280,000.</p>		
<p><u>2023 Highlights:</u></p> <ul style="list-style-type: none"> ➤ Consultations with 3 churches on growth, with follow-up coaching ➤ Completed a successful Rector Search at Servants of Christ in Gainesville, FL ➤ Facilitating other ongoing and imminent Rector Searches ➤ Began succession planning for multiple churches with long-time Rectors ➤ Coordinated the Deans' Advisory Council for the Bishop 	<p><u>Planned for 2024:</u></p> <ul style="list-style-type: none"> ➤ Establish the new “Diocesan Networks” initiative ➤ Coordinate a diocese-wide Church Health Assessment, and identify individual next steps toward flourishing ➤ Provide finance/IT/comms assistance for small churches 	
	<p><u>Unfunded Needs in 2023:</u></p> <ul style="list-style-type: none"> ➤ Hire a full-time Canon for Church Health ➤ Fully support small church development by providing finance/IT/comms services, full-time rector support, etc. ➤ Build a Risk Management Reserve Fund (\$50k) 	



Next Generation

To raise up the next generation of leaders for the next generation of the Church

This investment supports our next generation discipleship ministries and programs such as Camp Araminta. This will account for **15%** of our annual expenses, or about **\$132,000**.



2023 Highlights:

- > Hired an Associate for Next Gen Discipleship
- > Reviewed and updated the Christian Sexuality curriculum
- > 274 campers and leaders participated in Camp Araminta in July
- > Hosted 80 youth and leaders at two Dynamos discipleship weekends
- > 61 participants served at Soul in the City
- > Young adult-led Petra weekend renewed the Anglican Faith of 20 young adults

Planned for 2024:

- > Develop training and coaching on practical evangelism
- > Prepare way for College Ministry at churches in university towns
- > Develop plan for a Family Ministry rep at every church

Unfunded Needs in 2024:

- > Hire a full-time Canon for Next Generation
- > Hold a weekend retreat for all Children & Youth Leaders
- > Host a Family Ministry Conference for the Diocese
- > Launch youth ministry internships in each Deanery



Church Planting

To encourage missional initiatives and the planting of churches

Obedying Jesus' Great Commission; raising missional leaders and multiplying Gospel ministry into new communities. This will account for **19%** of our annual expenses, or about **\$164,000**.



2023 Highlights:

- Achieved launch phase for 3 Diocesan Church Plants – The Table, Adoration Church, and Rise Anglican
- Added two future Church Planters – for Tampa and potentially Puerto Rico
- Supported current Church Planters with an annual retreat, monthly coaching, and an ongoing collaboration network
- Continued development of potential church plant Host Parishes in the Central and Western Deaneries

Planned for 2024:

- Grow 3 current Plants so accepted at 2024 Synod
- Begin 2 new CP Curacies for Tampa & Puerto Rico; and launch 2 new Greenhouse churches
- Green-light at least 2 new Church Planter candidates
- Develop 2 new CP Host Churches: CE & WE Deaneries

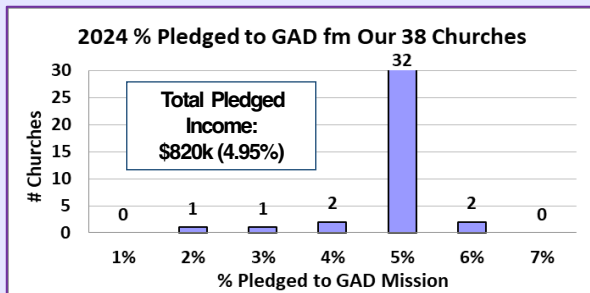
Unfunded Needs in 2024:

- Hire a full-time Canon for Church Planting
- Initiate one Church Plant Curate per Deanery (4 total)
- Build a Church Planting Reserve Fund for unplanned, short-notice Church Plant/Conversion opportunities

2024 Pledged Income

GAD requests churches split their 10% Tithe:

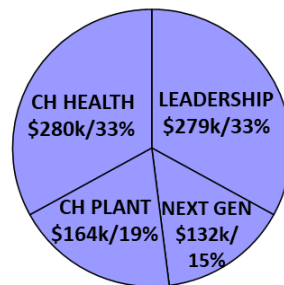
- 5% to Diocese Mission
- 5% to External Missions



2024 Budgeted Expenses

Total: \$855,000 (incl. \$30k from Restricted Funds)

Total Budget Breakdown by Missional Ministry*



* Includes Proportional % of All Expenses

Tithe to ACNA Mission		
Missional Ministry	Leadership	\$33,000
	Church Health	\$58,100
	Next Generation	\$9,300
	Church Planting	\$60,100
Gen & Admin	Bishop Office	\$1,000
	Personnel	\$498,700
	Finance	\$11,400
	Admin/Legal	\$7,600
	Operations	\$83,000
	IT Systems	\$7,200
	Comms	\$5,100
	Facilities	\$10,000
TOTAL		\$855,000



2024 Budget Pledged Support	2023 Tithe		2024 Tithe on Q3-Q2 Oper. Income		
	% to GAD Mission	Pledged Amount	% to GAD Mission	Pledged Amount	% to Ext. Missions
Western Deanery		= Not Q3-Q2			
1 Christchurch, Montgomery (*Dean)	4.8	\$ 65,984	4.85	\$ 70,000	17
2 Church of the Apostles	5	\$ 50,000	5	\$ 67,231	10
3 (The) Good Shepherd Anglican Church	5	\$ 4,250	5	\$ 5,700	5
4 Holy Spirit Anglican	5	\$ 6,087	5	\$ 5,581	5
5 (The) Mission, Pensacola	n/a	n/a	5	\$ 16,450	5
6 Resurrection, Shalimar	5	\$ 3,875	5	\$ 2,750	8.5
7 St. Andrews Pensacola	5	\$ 1,400	5	\$ 1,671	5
8 St. Francis at the Point	5	\$ 16,571	5	\$ 15,352	unk
9 St. Michael's Anglican Church	5	\$ 600	5	\$ 761	unk
10 St. Peter's Mission	5	\$ 68	5	\$ 582	10
Total Western Deanery	4.91%	\$ 148,834	4.94%	\$ 186,077	11.02%
Central Deanery					
1 All Saints Anglican Church	5	\$ 10,103	5	\$ 10,864	5
2 Apostles By-the-Sea (*Dean)	4	\$ 12,000	4	\$ 11,822	6.5
3 Christ Church Anglican, Wakulla	5	\$ 2,885	5	\$ 2,885	unk
4 Incarnation Tallahassee	5	\$ 14,322	6	\$ 21,949	9
5 St. Luke's Anglican Community of Life	5	\$ 3,762	5	\$ 3,786	unk
6 St. Paul Lynn Haven	5	\$ 667	5	\$ 1,299	5
7 St. Peter's Cathedral (*Cath.)	5	\$ 123,727	5.1	\$ 144,544	8
8 Trinity Anglican Church	5	\$ 25,905	5	\$ 25,954	10
Total Central Deanery	4.92%	\$ 193,371	5.06%	\$ 223,104	7.81%
Northeastern Deanery					
1 All Souls Anglican Church	5	\$ 21,250	5	\$ 24,537	6
2 Christ Church Anglican, Jacksonville	2	\$ 4,960	3	\$ 6,780	unk
3 Christ Church Anglican, Savannah	5	\$ 40,100	5	\$ 50,045	5
4 Church of Our Savior (*Dean)	5	\$ 29,000	5	\$ 35,420	5
5 Church of the Redeemer	4	\$ 24,000	5	\$ 28,750	10
6 Holy Trinity Anglican Church	5	\$ 19,439	5	\$ 19,816	>5
7 Paramount Anglican	1.07	\$ 1,200	2.5	\$ 5,017	0
8 Resurrection Anglican Church, Jax	5	\$ 11,013	5	\$ 9,419	5
9 St. Andrew's Anglican Church, Douglas	5	\$ 9,500	5	\$ 12,999	5
10 St. Barnabas Anglican Church	5	\$ 6,870	5	\$ 7,051	10
11 St. Peter's in the Glen	5	\$ 100	unk	\$ 500	unk
Total Northeastern Deanery	4.52%	\$ 167,432	4.78%	\$ 200,333	4.99%
Southern Deanery					
1 Celebration Anglican Fellowship	7.5	\$ 900	6.25	\$ 750	3.75
2 Christ Church Vero Beach	5	\$ 47,400	5	\$ 44,413	10
3 Christ the King	5	\$ 13,450	5	\$ 15,500	5
4 Christ's Anglican Fellowship	5	\$ 1,050	5	\$ 1,395	5
5 Good Samaritan Anglican Church	3.5	\$ 5,758	5	\$ 9,490	5
6 Grace Anglican Church (*Dean)	5	\$ 79,500	5	\$ 86,373	5
7 New Life Anglican Fellowship	5	\$ 1,000	5	\$ 1,457	5
8 Prince of Peace, Melbourne	5	\$ 33,500	5	\$ 33,250	unk
9 Servants of Christ	5	\$ 15,140	5	\$ 17,761	10
Total Southern Deanery	4.95%	\$ 197,698	5.00%	\$ 210,389	5.68%
Total Pledged Income	4.82%	\$ 707,335	4.95%	\$ 819,903	7.29%
Other Income					
Interest Income		\$ 100		\$ 7,200	
Restr. Fund - Church Planting		\$ 33,333		\$ 30,000	\$58k Balance
Restr. Fund - Missional Curacies		\$ 5,200		\$ -	\$0 Balance
Restr. Fund - Antioch Curacies		\$ 2,700		\$ -	\$0 Balance
Other Gifts & Offerings		\$ 1,266		\$ 1,200	
Total Other Income		\$ 42,599		\$ 38,400	
Total Income		\$ 749,934		\$ 858,303	
USED FOR BUDGET		\$ 750,000		\$ 855,000	+14%



2024 Proposed Operating Budget

		Budget
EXPENSES		
Missions		
	ACNA (10% Tithe Q3-Q2 Oper. Income)	70,517
Missions		70,517
Ministry		
	Leadership	
	Clergy Ordination	11,000
	Clergy Development	20,000
	Center for Ministry	2,000
	Leadership	33,000
	Church Health	
	Training & Development (fm Dio)	58,147
	Networks - Deanery Mtg Support	0
	Church Health	58,147
	Next Generation	
	Camp Araminta	4,800
	Dynamos	2,250
	Next Gen Scholarships	750
	Curriculum	500
	Petra	1,000
	Next Generation	9,300
	Church Planting	
	Existing Plant & Support	53,250
	Planter Assessment	5,000
	Greenhouse Initiative	1,800
	Church Planting	60,050
Ministry		160,497
Purple = New Strategic Plan Initiatives		
Gen & Admin		
	Bishop Office	1,000
	Personnel	498,736
	Finance	11,400
	Admin/Legal	7,650
	Operations	82,950
	IT Systems	7,200
	Communications	5,100
	Facilities	9,950
Gen & Admin		623,986
EXPENSES		855,000



GULF ATLANTIC DIOCESE 2024 CLERGY COMPENSATION GUIDE

Approved and adopted
at the Annual Synod Meeting
on November 4, 2023

With thanks to the Finance Team – The Rev. Jon Hall, Chris McCarthy,
Dennis Kelemen, Kim Hassell, and Tracy La Cagnina



To the Vestries and Clergy of the Gulf Atlantic Diocese:

The compensation of our clergy is an important decision for every Vestry. Each year the Finance Committee provides guidelines as a standard for the fair compensation of our diocesan clergy. It should be the goal of every church to provide compensation that is sufficient and generous. For the Scripture says, "You shall not muzzle an ox when it treads out the grain," and, "The laborer deserves his wages" (1 Timothy 5:18). However, after twenty years as a Rector, I know the reality that discussing compensation is awkward, and each church has limited resources. This guide becomes a helpful tool for vestries and clergy in good stewardship of our resources.

The relationship between a church and its clergy should be one of mutual blessing and generosity. I have found this to be true for most of the churches I visited over my first year as Bishop. Compensation should be thought of as a stipend that is given to free the clergy to focus on the work of vocational ministry - vision casting, leadership development, preaching and teaching, and stewardship.

As a Rector, I always felt the responsibility of both caring for my family but equally helping the church avoid setting a deficit budget. This balance often causes Rectors to find it difficult to negotiate for an adjustment to their compensation and benefits. Because of this reality, each Vestry should consider appointing an advocate, perhaps the Senior Warden, that will meet with the Rector once a year to discuss the needs of all the clergy and their families. Then, if desired, negotiate with the Vestry and Finance Committee on their behalf to arrive at a compensation package that is sufficient and generous. Likewise, the Rector should be an advocate for their clergy and staff, along with the Senior Warden or other Vestry advocates such as a personnel committee.

I understand that some churches, because of their size or limited budget, will find it difficult to compensate their clergy adequately. In those cases, acknowledgment of what is reasonable vs. what the Parish can afford is always helpful. The business adage, 'the Truth is our friend' helps in these situations. Inflation has been uniquely high again this past year and has increased both living expenses for employees and operating expenses for Parishes. This may have also had a negative impact on parishioner giving. Rectors should be communicating with their congregations at a focused annual stewardship campaign or event, and the Diocese is willing to provide resources to this end.

Last thoughts. How we talk about money and seek to honor our clergy will go a long way toward blessing these servant leaders. In the unlikely event that Vestry and clergy reach an impasse, please know that I am always willing to enter into a dialogue towards reconciliation. Remember that our Compensation Guide requires that "an agreement must be made with consent of the bishop if a church or church plant will be paying less than the Minimum Compensation." This is meant to open a conversation, and my goal will be to discuss how we can work toward reaching minimum standards. You should expect me to bring this up on my visitations. This Diocese has some of the most gifted and anointed leaders in the Province. By God's grace, we can honor them and under their care we will see our ministries flourish and bring many more people into the Kingdom throughout our Diocese.

Praying for you all in your vital partnership,

+Alex



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ACTIVE CLERGY COMPENSATION GUIDE

Total Compensation packages for clergy fall into the categories of cash compensation, reimbursable expenses, required benefits, and recommended benefits. Each of these categories is described in detail on the following pages.

I. CASH COMPENSATION

A. SALARY

Salary is the cash amount which is paid directly to a member of the clergy, exclusive of housing, utilities, and Social Security Self-employment tax allowance of paragraph IV A. Decisions about clergy compensation, like all important decisions, should be made in the context of prayer. In the context of prayerful reflection, the first step in determining salary is to determine the most appropriate category based on the congregational situation and required responsibilities.

We have analyzed numerous sources of data to arrive at a recommended range of compensation for our clergy shown in the table on page 5. We have concluded that the most appropriate starting point for calculating reasonable cash compensation is the budget of the congregation, which will reflect the size of the church, the demands of the position, and, to some degree, the economic realities of the surrounding community. Salaries for clergy should take into account the salaries and cost of living in the community they are called to serve as well as the specific financial needs of the clergy and his or her family. We have made allowance for adjustments of the range based on multiple additional factors.

B. HOUSING ALLOWANCE

Congregations should provide a housing allowance for their clergy. Clergy that live in church owned housing are also eligible for a housing allowance for furnishings and other allowable housing expenses. The housing allowance must conform to the tax code and requires an annual Vestry vote. The allowance must be church designated and be done in advance of the allowance being taken, meaning that it cannot be acted upon retroactively.



Notes:

- If housing and utilities are provided in the form of Church-owned facilities, the cash compensation ranges may be reduced by 25%.
- The ranges in the table have been calculated using data collected from Anglican Dioceses from around the Province as well as other denominational sources. The amounts shown represent typical salaries for Rectors with 6-10 years of experience. Smaller churches with smaller budgets will generally pay their clergy at the lower end of the scale while larger churches with larger budgets will pay at the higher end of the scale. The budget ranges given below should be referenced as a starting point for salary considerations. Some other factors that should be considered are: length of service in pastoral ministry; duties and responsibilities of the position; the needs of the clergy and his or her family; and the local cost of living.
- The two most important elements in determining clergy compensation are the welfare of the clergy person's family and the congregation's ability to pay.
- An annual cost-of-living adjustment should be built into the hiring agreement. The annual Social Security Cost of Living Allowance (COLA) is a good standard. The below chart represents a 3.0% COLA increase to the 2023 Clergy Compensation Ranges.

2024 Clergy Compensation Ranges (Salary + Housing Allowance Only)			
Annual Budget	Lower	Middle	Upper
Less than \$250k	\$66,500	\$79,750	\$92,750
Between \$250k - \$500k	\$77,250	\$95,500	\$113,500
Greater than \$500k	\$87,750	\$110,750	\$134,000

The Diocesan Minimum Compensation for full time clergy is \$59,750. An agreement must be made with consent of the bishop if a congregation or church plant will be paying less than the Minimum Compensation.



Compensation rate should also take into consideration these variable factors:

Special Skills and Qualifications

Skill in counseling; publications; recognition as an expert in a field; administrative leadership; fund-raising ability; ability to deal with media; post seminary education and/or doctoral or advanced degree work; average income for the church; average Sunday attendance; years of experience.

Job Complexity

Size of staff; variety of duties to be performed; stress factors; goals and objectives of congregation; quality of the lay leadership; transitional or stable membership.

C. GUIDELINES FOR THE COMPENSATION OF ASSISTING CLERGY

Determining the salary for assisting clergy is complex because of the range of skills, resources and particulars of the congregation they serve. As a guideline, in many places the compensation for assistants and associates ranges from 50-75% of the Rector's compensation.

D. GUIDELINES FOR SUPPLY CLERGY RATES

In an effort to provide guidelines in this area, the Committee believes the following schedule represents a reasonable recommendation for supply clergy to be paid by the Vestry of the church for whom services are supplied, given the time supply clergy spend preparing for and leading the services, and traveling to and from the church. Supply clergy and congregations may agree to alternative fees depending on relevant circumstances.

- 1 Sunday service with Sermon \$200.
- 2 Sunday services with Sermon \$300.

Clergy may also be paid for each additional service on the same weekend in an amount to be agreed upon between the congregation and the clergy person. Clergy are to be reimbursed for travel costs at the current IRS reimbursable mileage rate.



II. REIMBURSABLE EXPENSES

A. TRAVEL (JOB-RELATED)

The church may provide the clergy person with an automobile, through lease or purchase, and pay the expenses of the same, with documentation to be submitted to the Vestry. Otherwise, the church is expected to pay mileage per the IRS guidelines and other documented out-of-pocket travel expenses.

B. CONTINUING EDUCATION

All clergy are encouraged to engage in regular continuing education to strengthen their ministries. Churches are expected to provide both time and money to make such study possible. Continuing education time should be focused on vocational development, workshops, courses, or intentional study in areas that undergird present or future ministry and develop or strengthen talents and skills. This time is not to be used as additional vacation or leisure time.

Churches shall contribute a stated amount each year (usually \$500-\$1,000, in no case less than \$350) toward the expenses of continuing education projects. Any funds carried forward does not reduce the Vestry's obligation to budget a sum for continuing education each year.

C. SABBATICALS

After seven years of service, a priest is eligible for sabbatical leave that has accrued at the rate of two weeks per year of service. Churches should build a provision into their budgets to cover the expenses of a sabbatical, which include program and travel costs as well as liturgical and pastoral care coverage for the congregation.

D. DISCRETIONARY FUND

The church should provide funds from the operating budget each year for a separate discretionary fund to be dispersed by the Rector only. This is intended to aid individuals/families in financial need confidentially, or to cover the costs of non-budgeted mission or discipleship materials. Use must be within the stated mission of the church.

The discretionary funds are subject to audit and are to be included in the financial reports following standard accounting procedures. Discretionary funds remain with the congregation when the clergy departs.

E. BUSINESS ENTERTAINMENT (JOB-RELATED)

Entertaining on behalf of the church should be reimbursed upon submission of receipts and explanation of reason for expense (subject to guidelines and budget set by the Vestry). Vestries are encouraged to put an annual dollar amount in the operating budget to cover these expenses.



F. HOSPITALITY EXPENSE

The Vestry shall pay or defray church-related hospitality expenses incurred upon submission of receipts and explanation of reason for expense (subject to guidelines and budget set by the Vestry). This includes the costs of hosting church members for meals and events at the Rector's home.

G. MOVING

When a congregation issues a call, it is highly recommended that the congregation pay the expenses associated with the relocation. Clergy and congregations are encouraged to discuss the anticipated expenses in advance and to set aside funds to cover these expenses.



III. REQUIRED BENEFITS

A. RETIREMENT PLAN

The Gulf Atlantic Diocese requires each church, mission and other ecclesiastical organizations to pay into a retirement/pension plan for their full-time clergy. It is recommended that churches participate in the retirement plan of the Anglican Church in North America.

In addition to paying salary and housing allowance, the church is expected to contribute annually to such a qualified retirement plan. The Committee recommends the church contribution not be lower than 5% of the clergy person's cash compensation (salary and housing allowance).

For clergy, the recommendation is a 5% minimum baseline employer contribution, plus a 1-for-1 employer match up to an additional 5%. This gives a maximum contribution of 15% of the clergy's compensation (with 10% paid by the church).

For full-time lay employees, the recommendation is a straight 1-for-1 employer match up to 7.5% (no minimum baseline employer contribution). This gives a maximum contribution of 15% of the lay employee's compensation (with 7.5% paid by the church).

B. HEALTH INSURANCE

Adequate medical insurance is required for full-time clergy. The minimum standard for a health insurance plan should be similar to the ACNA plan selections. Vestries should provide insurance coverage unless alternate coverage has been obtained by the clergy person. Plan selection and coverage level is determined jointly by clergy and vestry. The church should pay the premium or reimburse the clergy person for premiums paid for employee only coverage. Vestries are encouraged to provide funding for spouse and dependent children coverage as their budgets and the IRS regulations allow but clergy may be required to pay a portion of the cost of insurance for spouse and/or children. Questions about the ACNA health insurance plan and enrollment information are available from the ACNA office and website.

C. LIFE INSURANCE COVERAGE

Vestries should provide full-time clergy with \$50,000.00 in life insurance through the ACNA group plan or equivalent or better coverage through another plan. Clergy may waive this coverage if they so wish.

D. DISABILITY/SICK LEAVE/EXTENDED SICK LEAVE

Every congregation should have a written plan that details how the clergy person will be paid in the event of personal or family illness, an extended sickness, or short/long term disability and how long payments will continue. Short-term and long-term disability insurance coverage is available through the ACNA and other sources.



Short-Term Disability: Most churches will likely choose to self-insure for short term disabilities and fund payments to the clergy from operating income (the ACNA short term policy has a two-week waiting period and then provides coverage for only 11 weeks).

Long-Term Disability Insurance: The ACNA long term policy has a 90-day waiting period then pays 60% of the clergy person's salary, as long as total disability continues, to at least age 65. The church might agree to pay the clergy person for the first 90 days of disability, after which payments for any continued disability would be paid through a long-term disability policy. The clergy person then receives payments under the long-term policy, beginning on the 91st day, as long as/she is disabled. It is highly recommended Vestries provide long-term disability insurance for clergy. Of course, the clergy person could purchase his/her own policy instead.

E. DAYS OFF/ VACATION

A normal work week for full-time clergy is 40 hours to be determined by the needs of the ministry. Clergy are expected to have at least one continuous 24-hour period reserved for personal and family use.

In addition, clergy will have time off in observance of the following national holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day and Independence Day. When the holiday is a workday or falls on a normally scheduled day off, the clergy person will be entitled to take another day off in that week.

Clergy shall have a total of one month (twenty workdays) of vacation time per year, which will include at least two Sundays.

F. HOUSING PROVIDED BY THE CONGREGATION

Where housing is provided by the congregation:

The clergy person shall have full use of the provided housing as a personal residence, utilities shall be contracted for and paid by the church, and care and maintenance of the grounds are at the church's expense.

The church may contribute to an appropriate tax-deferred investment vehicle [i.e. 403(b)], which shall be the property of the clergy person, no less than 3% of what the estimated cash housing allowance would be for housing in the area. The intent of this provision would be in lieu of accumulating real estate equity.

In the event of the clergy person's death, the Vestry is urged to compassionately consider the short-term housing needs of the deceased Rector's dependents.



IV. RECOMMENDED BENEFITS

A. SOCIAL SECURITY SELF-EMPLOYMENT TAX ALLOWANCE

Self-Employment Tax: Clergy are considered self-employed for purposes of paying Social Security and Medicare tax [15.3% of cash compensation (salary and housing allowance)]. Ordinarily an employer would withhold half that amount (7.65%) from the employee's salary, and the employer would contribute the other half (7.65%), but that arrangement is not permitted for clergy under the tax code.

If the church wants to provide clergy with what would be their share of the tax, it can increase the clergy person's salary by that amount, which is 7.65% of cash compensation (salary and housing allowance). NOTE: This income is fully taxable and reportable as income to the clergy. It is not, however, considered part of cash compensation for purposes of determining the congregation's pension contribution.

B. DENTAL AND VISION INSURANCE

Dental and vision insurance coverage is available through ACNA or other resources. These are considered negotiated benefit options.



ELECTION INFORMATION



Standing Committee - Lay Representative

ELECT 1 OF 3

The Standing Committee is an elected group of clergy and laypersons who serve to assist the Bishop in effective leadership of the diocese. They support the Bishop the way a vestry supports a rector, and annually review the Bishop. The Standing Committee also helps review and approve congregation and clergy transfers.



Catherine Datres

*All Souls Anglican Church
Jacksonville, FL (Northeastern
Deanery)*

I have served as a leader in the business sector for 10+ years and successfully led a team of 40 individuals in the past 6 years.

2021-24: Serving 2nd year of 3 year commitment on Vestry. Treasurer both years. 2021-23: Attended Perspectives course, took coordinator training and co-coordinated Perspective course at church. 2019-21: Served on Young Life Board as donor coordinator for Jacksonville Area Director. 2019: Led STMT in Ireland. Focus of mission was hosting a financial workshop in partnerships Every Nation Belfast

5+ years co-coordination Salvation Army Bell Ringing and Operation Shoe box for All Souls. 20+ years as food deliverer for Meals on Wheels



John Grant

*St. Peter's Anglican Cathedral
Tallahassee, FL (Cathedral/Central
Deanery)*

I became a Christian as a young child and grew up in the Baptist Church. In 2005, my wife Christie and I joined St. Peter's, where I have served as a vergar, as Vestry Secretary, on the Adult Formation Committee, as parts of Bible studies and an Acts Group, as well as mission teams and discernment committees. I work as a lawyer, and enjoy running, reading novels and listening to Atlanta Braves baseball.



Nancy P. Ford

*Church of Our Savior
Jacksonville, FL (Northeastern
Deanery)*

I was born in Augusta, Georgia and as the daughter of an Episcopal priest, moved considerably however we settled in Jacksonville when I was age 10. After graduating from a local high school I obtained my undergraduate and master's degrees from Florida State University. I was employed at Mayo Clinic Florida as a liver transplant social worker. I was a volunteer at Assembly 2012 in Black Mountain NC. Married for 49 years to the Rev. Bruce M. Ford, Assisting Priest at Church of Our Savior in Jax Beach, FL, and we have two grown sons, Matthew and Christopher, lovely daughters-in-law, Heather and Beth and a wonderful 14-year-old grandson, Noah.



Standing Committee - Clergy Representative

ELECT 1 OF 3

The Standing Committee is an elected group of clergy and laypersons who serve to assist the Bishop in effective leadership of the diocese. They support the Bishop the way a vestry supports a rector, and annually review the Bishop. The Standing Committee also helps review and approve congregation and clergy transfers.



Bryan Biba

*Christ Church Anglican
Savannah, GA (Northeastern
Deanery)*

Fr. Bryan Biba is the Assistant Rector at Christ Church Anglican in Savannah, GA. He earned an M.A. in theology from Wheaton College and M.Div with a certificate in Anglican Studies from Duke Divinity School in Durham, NC. Since his ordination in 2015, Bryan served as Curate at St. Peter's Anglican Cathedral in Tallahassee, FL, Associate Rector at Christ Church Cathedral in Plano, TX, and Interim Priest at Redemption Anglican Church in Frisco, TX. In addition to his parish ministry, Bryan currently serves as a staff chaplain at Memorial University Medical Center in Savannah, GA. Bryan is happily married to Laura McClain-Biba and they enjoy cooking with their four year-old son, Simeon, and two year-old daughter, Adelaide. Fr. Bryan is an oblate of the Order of St. Benedict, St. John's Abbey in Collegeville, MN.



Robert Seawell

*Church of the Apostles
Fairhope, AL (Western Deanery)*

Founding Pastor and Rector of Church of the Apostles in Fairhope, AL, which was organized in 2000. My wife, Ruth, and I have been married for 38 years and have four grown children and seven grandchildren. Apostles is my third parish to serve having served one for 4 years as a young Curate and then the other for 10 years as Rector. I served two separate terms on diocesan Standing Committees prior to moving into the Gulf Atlantic Diocese, and then during my tenure as Dean of the Western Deanery, served on our

Diocesan Council. I am entering my third year in a Clergy MLA Cohort group of which I was the facilitator for the first two. I find these monthly times to be very life giving. I am a pastor at heart and believe in the rhythms of the life of the church as the best way for God's people to grow and mature in their walk with our Lord Jesus.



Brook Batchelor

*All Souls Anglican Church
Jacksonville, FL (Northeastern
Deanery)*

Brook began lay ministry after being born-again on a Happening retreat (similar to Dynamos). In the mid-90s he was called to the Vineyard Church (still under the guidance of John Wimber), serving for 10 years as a worship leader in Baton Rouge and Atlanta, and as a church-planting pastor in Macon, GA. In 2003, Brook was called back home to the Anglican Church, and was ordained while serving at Holy Cross Cathedral in Loganville, GA. In 2013, Brook, his wife Dawn, and their three daughters moved to Jacksonville when he was called to be the Rector of All Souls Anglican Church.

Brook also serves on the Board of SOMA USA, a mission to the Anglican Church worldwide, which seeks to equip and renew the Anglican Church throughout the world, including by bringing the equipping ministry of the Holy Spirit. He has served one Term on the Standing Committee of our diocese (2014-16).



Diocesan Council - Lay Representative

ELECT 1 OF 2

The Diocesan Council is an executive body with power to implement policies and programs adopted by Synod. The Council is composed of the Bishop, Secretary, Chancellor, Deans, Standing Committee Chair, Treasurer, three clergy (elected), and three laypersons (elected). The Bishop has authority and responsibility for budgetary and fiscal management, but the Diocesan Council works to propose and submit the budget annually, and oversees the work of the Finance Committee, Nominating Committee, and the Constitution & Canons Committee.



Ellen Boyer

*Grace Anglican Church
Fleming Island, FL (Southern
Deanery)*

Ellen Boyer is a member of Grace Anglican Church in Fleming Island Florida along with her husband and 2 children. Ellen has been a member of Grace for the past 10 years and during this time has served the church in multiple capacities. She has a heart of servitude and to everyone she encounters. Ellen leads humbly and loves sharing the love she has received from the Lord with others. This has led Ellen to stepping outside her comfort zone as called and serving in areas in which she would not have chosen on her own.

Ellen has served in the following capacities: small group leader, youth group leader, Soul in the City administrator, vacation bible school teacher, chalice bearer and usher to name just a few. Ellen loves our Lord and is faithful to his calling and to the service of others. She is passionate about this work and continues to look for opportunities in which she can serve beyond her home church at Grace whether that be in missions or within the Anglican Diocese. Ellen looks forward to continuing her walk and finding new ways in which she can continue to serve.



Pete Rosten

*Church of the Apostles
Fairhope, AL (Western Deanery)*

My wife and I live in the beautiful town of Fairhope Alabama on the Eastern Shore of Mobile Bay. We are members of Church of the Apostles – Eastern Shore

I am an Information Systems and Data Manager and work directly with the Alabama 13th Judicial Circuit in Mobile Alabama. My work includes serving the Systems and Data needs of the Mobile County Juvenile Court, Probation and Detention Center.

I love the Lord and his Word. He has been very dear to my family and me by his overwhelming love. I am grateful for His mercy and faithfulness. Like it says in Psalm 16, "I say to the Lord, You are my Lord for I have no good apart from You...The lines have fallen for me in pleasant places. Indeed, I have a beautiful inheritance."



Diocesan Council - Clergy Representative

ELECT 1 OF 3

The Diocesan Council is an executive body with power to implement policies and programs adopted by Synod. The Council is composed of the Bishop, Secretary, Chancellor, Deans, Standing Committee Chair, Treasurer, three clergy (elected), and three laypersons (elected). The Bishop has authority and responsibility for budgetary and fiscal management, but the Diocesan Council works to propose and submit the budget annually, and oversees the work of the Finance Committee, Nominating Committee, and the Constitution & Canons Committee.



Gary Blaylock

*St. Francis at the Point
Point Clear, AL (Western Deanery)*

Over the 30+ years of my priesthood, I've led small churches and large. I planted a new church in 1994 and helped oversee two mergers of churches, one in 1997 and in 2008 the merge of Church of the Nativity into Christ Church. Currently, I'm the Rector at St. Francis at the Point in Point Clear, AL. for the last 10 years. I've served as the Dean of a Region and on various Diocesan committees over the years.



Jeff Grossman

*New Life Anglican Fellowship
Lake Placid, FL (Southern Deanery)*

My story begins in the suburbs of New York City where I was raised Jewish. Being raised Jewish is a multifaceted experience that encompasses religious observance, cultural identity, historical awareness, and a strong sense of community. The Lord was at work in me from an early age and I felt a sense that there was something more.

It took a long time for that sense of something more to manifest as the recognition of Christ as my Savior, but better late than never, and I was baptized on Pentecost, 2008.

Like many, I began my church life in the Episcopal Church, and began the discernment process there,

prior to joining the Anglican Church in 2014. That process continued and I was ordained a deacon in 2019 and a priest in 2021.

I am the Rector of New Life Anglican Fellowship Church in Lake Placid, FL; a small but mighty congregation at the southern end of the diocese. I am bi-vocational and have thirty plus years of business management and finance experience.

I am the proud father of six boys who range in age from 13 to 38. Our son Harley was killed in 2014 while serving our country in the United States Army. I live in Sebring, FL with my amazing wife Kim, two of our sons, and two dogs.

It would be a blessing and honor to serve the Gulf Atlantic Diocese.



Frank Gough

*Resurrection Anglican Church
Shalimar, FL (Western Deanery)*

Frank earned his BA from Warner University, his M.Div. from Sewanee, and his D.Min from Newburgh. He has been the rector of Resurrection in Shalimar since 2010. He has also served as a Chaplain in the US Air Force Auxiliary, Civil Air Patrol since 2001, and recently stepped down after 5 years as the Wing Chaplain, overseeing the largest Wing in Civil Air Patrol.

Frank left ministry in the Episcopal church in 2004 to plant a new Anglican church and is a "plankholder" in the Gulf Atlantic Diocese. Prior to being ordained a priest by Bishop John Howe in 2000, he was a youth minister for over 17 years, much of that while also being employed in the recreational boating industry and as a commercial rescue diver. He and his wife Sharon have been married for 33 years and have two adult children.



Provincial Assembly - Lay Delegates

VOTE YES/NO FOR EACH CANDIDATE. THERE ARE 4 NOMINEES FOR 4 POSITIONS, PLUS 1 ALTERNATE.

The Provincial Assembly of the Anglican Church in North America meets every 5 years. The next meeting is in June of 2024 in Latrobe, PA. Provincial Council will meet just prior, as will ACNA Canons/ Archdeacons and Diocesan Administrators. Therefore this slate includes our Executive Administrator and Provincial Council Lay Delegates.



Chris McCarthy

*Executive Administrator of the Gulf Atlantic Diocese;
Church of Our Savior, Jacksonville, FL
(Northeastern Deanery)*

Chris McCarthy joined the Gulf Atlantic Diocese staff in August 2022, after serving in ACNA parish leadership for 7 years at Church of Our Savior in Jacksonville Beach, FL as a Vestry Member, Senior Warden, and then Business Manager. Additionally, he has been a member of the Gulf Atlantic Diocese Finance Committee since 2019, serving as Chairman from 2019-2023. In his diocesan role as the Bishop's Executive Administrator, he manages all "support-side" business functions of the diocese while assisting member parishes with the same. He continues to attend and serve at Church of Our Savior in Jax Beach.



Karissa Bodoh

*Provincial Council Delegate;
Incarnation, Tallahassee, FL
(Central Deanery)*

Karissa and her husband, the Rev. Canon Taylor Bodoh, planted Incarnation Tallahassee in 2015. Though her roles are ever-changing, she currently serves as Incarnation's Connections Coordinator. Prior to church planting, the Bodohs started and led an InterVarsity campus ministry at FSU for 10 years. Karissa found her passion for raising up leaders while discipling students and mobilizing them to reach their peers. More recently, she taught liberal arts and led chapel at a Christian school; now she home-educates her two favorite students (daughters Avila and Norah).



Mark Wilkerson

*Provincial Council Delegate;
Christchurch, Montgomery, AL
(Western Deanery)*

I am an attorney who has served in various roles with Christchurch and our predecessor Episcopal church, including Warden, Rector search committee chair, building committee member, convention delegate and lay teacher. Most recently, I had the privilege of serving on the Gulf Atlantic Bishop nominating committee. I have also been active with various ecumenical Christian ministries, including prior service on the board of Prison Fellowship Ministries, where I led a CEO search in 2011 and for a period served as chair of the Board standing committee.



David Mica, Sr.

*Diocesan Council Senior Member;
St. Peter's Anglican Cathedral,
Tallahassee, FL (Cathedral/Central
Deanery)*

I was raised in an ecumenical family with my father raised Lutheran and my mother Catholic. I happily married into the Anglican tradition as my wife is a cradle Episcopalian. I was confirmed in 1980 in the diocese of Central Florida and later became actively involved in St John's Episcopal Church in Tallahassee. I was active with the children's ministry, outreach programs, served on the Vestry, chaired the Finance Committee, served as a diocesan convention delegate, and served as Chair of a Rectors Search Committee.

I am a founding and charter member of St Peter's Anglican Church and currently serve on the Diocesan Council. I am active in leadership of St. Peter's Men's Council and involved in our Church outreach efforts in the community. I serve on the North Florida Board of Directors of the Fellowship of Christian Athletes. I believe deeply in the Great Commission and the Lord has blessed me on foreign missions to Cuba and Mexico.



In the secular professional world, I retired in 2020 after thirty-five years with the oil and gas industry as Executive Director of the Florida Petroleum Council. Since then, I have founded the consulting firm Mica, Mica and Mica LLC.

My wife of 43 years, Karen, was chair of and is active in the flower ministry at St Peter's. We have three wonderful adult children and six grandchildren.

school-aged special needs child, Aidan. Beth is currently employed as a part-time ESE teacher in the public school system, and part-time office administrator at Servants. Her latest involvements beyond the Diocesan level include serving on the leadership team of the Anglican Access Leadership Network, serving as a parent ambassador for the Agape Year program at New Wineskins Global Mission Conference, and representing the Gulf Atlantic Diocese at Provincial Council as an alternate lay delegate.

Alternate Lay Delegate

VOTE YES/NO. THERE IS 1 CANDIDATE FOR 1 POSITION.



Beth Kirby

*Provincial Council Alternate;
Servants of Christ Anglican Church,
Gainesville, FL (Southern Deanery)*

Beth was raised in the Episcopal Church, moving to Jacksonville in the mid-1980's and participating in various renewal programs in the Diocese of Florida throughout high school and young adulthood. Joining St. Michael's Episcopal in 2002, she served there as children's ministry director and worked on the preschool staff until 2006 when Servants of Christ was planted. A founding member of Servants, she continued to work as children's ministry director and then parish ministry coordinator until 2014. Beth has been a member of the Camp Araminta Vision Team since 2007 and continues to serve as leadership coordinator. She leads the Altar Guild and serves on the worship team at Servants. At the Diocese level, she has served on the Diocesan Council twice, in 2009-2011 and 2019-2021.

Beth has been married to Jamey Kirby since 1995. Jamey is employed as a high school social studies teacher and just finished a term as head of the Dynamos Steering Committee. They have two college-aged children, Kieran and Kaiti, and a middle



Provincial Assembly - Clergy Delegates

VOTE YES/NO FOR EACH CANDIDATE. THERE ARE 4 NOMINEES FOR 4 POSITIONS, PLUS 1 ALTERNATE.

The Provincial Assembly of the Anglican Church in North America meets every 5 years. The next meeting is in June of 2024 in Latrobe, PA. Provincial Council will meet just prior, as will ACNA Canons/ Archdeacons and Diocesan Administrators. Therefore this slate includes our Archdeacon and Provincial Council Clergy Delegate.



Jessica Jones

Archdeacon of the Gulf Atlantic Diocese; Grace Anglican Church, Fleming Island, FL (Southern Deanery)

Jessica Jones was raised in parish and diocesan ministry and was ordained in 2017. She serves as the Bishop's Archdeacon, overseeing the strategic plan. She has served in a variety of parish positions, including as a worship leader, as a Director for Christian Formation, and as an Executive Pastor. Jessica holds a Ph.D., a Specialist's degree, and a Master's degree, all in Educational Leadership, a Doctorate in Worship Studies, and her undergraduate degree is in Music Education. Jessica is the Associate Academic Dean, Thesis Director, and Professor at the Webber Institute for Worship Studies. She formerly served as the Provincial Canon for Next Generation Leadership for the Anglican Church in North America (ACNA), currently serves as their Diocesan Canon Coordinator, and serves on the Vision 2030 strategic planning team for the ACNA.



John Wallace

Provincial Council Delegate; Apostles By-the-Sea, Santa Rosa Beach, FL (Western Deanery)

I'm married to my best friend, Ashley. Together we have 4 awesome kids. I've been a follower of Jesus since my youth and a priest since 2007. I served as the Priest for College and Young Adults at St Peter's Anglican Church in Tallahassee from 2007 to 2012. My family and I planted Apostles By-the-Sea Anglican Church in

2012. I've served as the chair of the Standing Committee, was a finalist candidate for bishop, and currently serve as the Dean of the Central Deanery.



Marcus Kaiser

Dean of the Cathedral, Tallahassee, FL (Central Deanery)

Marcus is the Dean and Rector of St. Peter's Anglican Cathedral. After serving in the U.S. Navy, he was ordained and served congregations in South Carolina. He has been active in the ACNA as the chair of the provincial Liturgy Task Force, as a board member of both SOMA (Sharing of Ministries Abroad) and the American Anglican Council (AAC), and previously served as a board trustee of Nashotah House Theological Seminary. He and his wife, Kim, have four boys ranging from 9 to 20 years old. He is excited about our diocese and seeing us work more closely together for the benefit of Jesus and His Kingdom.



Andrew Rowell

Dean of the Western Deanery; Christchurch, Montgomery, AL (Western Deanery)

The Very Reverend Andrew Rowell was raised as the son of a Baptist minister and became a follower of Jesus at the age of fifteen. He is married to Miriam "Mimi" Suber Rowell, who is a Critical Care Registered Nurse. Andrew and Mimi have two sons, Ebenezer ("Eben"), who is five, and Ezekiel ("Zeke"), who is two.

Fr. Andrew serves as Rector of Christchurch in Montgomery, Alabama. He is the Dean of the Western Deanery and serves on the Constitution and Canons Committee. Fr. Andrew serves the ACNA as a member of Provincial Council, the Governance Task Force, and the Board of Directors for ARDF-US. He serves on the Board of Trustees of the American Anglican Council and the Steering Committee for the Anglican Legal Society. He has a



Provincial Assembly - Clergy Delegates

VOTE YES/NO FOR EACH CANDIDATE. THERE ARE 4 NOMINEES FOR 4 POSITIONS, PLUS 1 ALTERNATE.

passion for preaching and teaching God's Word, for sending the church out into the world to proclaim the good news of Jesus Christ, and for good and godly order in the Church.

Prior to becoming Rector of Christchurch, Andrew was Associate Rector for Evangelism & Discipleship (2012-15) and Associate Rector for Youth & Families (2008-12) at St. Peter's Anglican Cathedral in Tallahassee, Florida.

Andrew received his undergraduate degree from Duke University (1995, magna cum laude), his law degree from the University of Virginia (1999), and his Masters of Divinity from the Duke University Divinity School (2008, summa cum laude). In his prior professional life, Andrew served as a homeless shelter night manager, a speechwriter for the U.S. Secretary of Health and Human Services, a clerk for the late Honorable Francis Allegra of the Court of Federal Claims, and a tax attorney at Hogan & Hartson (now Hogan Lovells) in Washington, D.C.

Holy Spirit, Roanoke, Va. Raised as a Southern Baptist, Fr. Allen began his Christian ministry in 1990, working in various staff positions in Southern Baptist churches throughout the Carolinas.

Since 2017, Fr. Allen has served as the ACNA Provincial Canon for Myanmar. In 2016, he was Chairman of the Board for Rwanda Ministry Partners, and from 2011 to 2014 a Board Member for Anglicans for Life.

Fr. Allen recently earned his Doctor of Ministry degree in Organizational Leadership from Asbury Theological Seminary, and he holds degrees in Global Studies and Biblical Studies from Liberty University School of Divinity and Southeastern Baptist Theological College. He is married to Rev. Kimberly Allen and they have two adult children.

Alternate Clergy Delegate

VOTE YES/NO. THERE IS 1 CANDIDATE FOR 1 POSITION.



Keith Allen

*Diocesan Canon for Global Mission;
Christ Church, Vero Beach, FL
(Southern Deanery)*

Fr. Allen began serving as the Rector of Christ Church Vero Beach in January 2020 and more recently as the Canon for Global Mission for the Gulf Atlantic Diocese. For ten years prior, he served as Rector of Holy Trinity Anglican Church in Madison, Miss, and Dean for the Mid-South Anglican Convocation (ADOTS) from 2012 to 2016. His Anglican ministry began in 2004 as the Church Planter and Vicar for Church of the Holy Spirit – The River in Blacksburg, Va. He later served as Executive and Teaching Pastor for Church of the



Provincial Assembly - Youth Delegation

DELEGATES ARE APPOINTED; NO VOTE REQUIRED.



Hannah McDonald

*Grace Anglican Church
Fleming Island, FL (Southern Deanery)*

Hannah McDonald grew up in Fleming Island, FL with a love for the Church from a young age. From years of investment at Grace Anglican Church and other diocesan youth events she discerned a calling to vocational ministry as a teenager. In her early college years she had several meaningful experiences serving in youth ministry and has a passion for investing in church and youth ministry. She is currently finishing her undergraduate degree in Religion at Berry College and working in the Berry College Chaplain's Office as their Ministry Team Leader. Hannah will graduate in the spring of 2024. She then plans to work in youth ministry within the Gulf Atlantic Diocese and start pursuing a Masters of Divinity.



Kaiti Kirby

*Servants of Christ Anglican Church
Gainesville, FL (Southern Deanery)*

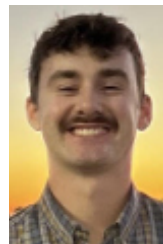
Kaiti was raised in the Anglican Church at Servants of Christ in Gainesville, FL. She participated in Camp Araminta and Dynamos throughout her high school years, and continues to serve as a counselor at Camp Araminta. In 2021-2022 she participated in an Anglican gap year program called Agape Year, run by two missionaries at Church of the Ascension in Pittsburgh, PA. At that time she also served as a youth representative on the Gulf Atlantic Diocese Bishop Nominating Committee. Currently Kaiti is majoring in mechanical engineering at Carnegie Mellon University in Pittsburgh where she is part of InterVarsity Christian Fellowship and attends Church of the Ascension.



James Kaiser

*St. Peter's Anglican Cathedral
Tallahassee, FL (Cathedral/Central Deanery)*

Hello, my name is James Kaiser, and I am currently a member of St. Peter's Anglican Cathedral. I have been a Tallahassee resident for about three years, and have absolutely loved my time in the Gulf Atlantic Diocese. I am currently a Junior at Florida State University majoring in Computer Science. I am also a data processor at a local bank, Prime Meridian Bank. While maintaining a work-school-life balance has certainly been challenging, I have also tried my best to make time for volunteering and missions in addition to serving the Church as a lay eucharistic minister and subdeacon. I have also had the absolute pleasure of taking part in the development through teaching a Sunday School class and acting as an adult leader at youth events. While I may currently work in banking, I plan on entering a career in ministry after attending seminary prior to my time at FSU. Thank you and God bless!



John Driscoll

*St. Peter's Anglican Cathedral
Tallahassee, FL (Cathedral/Central Deanery)*

Hello! My name is John Driscoll. I grew up in the Anglican Church with my dad being the pastor at Redeemer! I feel called to youth ministry and I hope to continue to be a part of the ACNA! I currently go to school at FSU and I will be graduating spring of 2024.

Alternate Youth Delegate



Sample Ballot

THE 2023 NOMINATING COMMITTEE RECOMMENDS CONSIDERATION BE GIVEN TO HAVING REPRESENTATION FROM ALL 4 DEANERIES ON EACH GOVERNING BODY (STANDING COMMITTEE & DIOCESAN COUNCIL).

GAD Standing Committee							
Current Membership							
LAY Representatives				CLERGY Representatives			
Until	Name	Church	Dnry*	Until	Name	Church	Dnry*
2024	Mrs. Monika Woods	Grace AC	SO	2024	The Rev. Michael Petty	St. Peter's	CE
2025	Mrs. Emily Wilson	Svnts of Christ	SO	2025	The Rev Cn Dr Keith Allen	CC Vero Bch	SO
2026	Mr. Bill Wilhelm	Trinity AC	CE	2026	The Rev. Morgan Clark	CC Mntgmry	WE

New Member Election							
LAY [Choose ONE]				CLERGY [Choose ONE]			
↓	Name	Church	Dnry*	↓	Name	Church	Dnry*
<input type="checkbox"/>	Mrs. Catherine Dares	All Souls AC	NE	<input type="checkbox"/>	The Rev. Bryan Biba	CC Ang.-SAV	NE
<input type="checkbox"/>	Mr. John Grant	St. Peter's	CE	<input type="checkbox"/>	The Rev. Robert Seawell	Ch of Apos.	WE
<input type="checkbox"/>	Mrs. Nancy Ford	Ch of Our Sav.	NE	<input type="checkbox"/>	The Rev. Brook Batchelor	All Souls AC	NE

*4 Deaneries: CE = Central, NE = Northeast, SO = Southern, WE = Western

GAD Diocesan Council							
Current Membership							
LAY Representatives				CLERGY Representatives			
Until	Name	Church	Dnry*	Until	Name	Church	Dnry*
2024	Mr. David Mica Sr.	St. Peter's	CE	2024	The Rev. Dan Thompson	Ch of Apostles	WE
2025	Mrs. Kim Hassell	Incarn. JAX	NE	2025	The Rev. Jon Hall	Incarn. TLH	CE

New Member Election (3 yrs to 2026)							
LAY [Choose ONE]				CLERGY [Choose ONE]			
↓	Name	Church	Dnry*	↓	Name	Church	Dnry*
<input type="checkbox"/>	Mrs. Ellen Boyer	Grace AC	SO	<input type="checkbox"/>	The Rev. Gary Blaylock	St. Fr. at Pt	WE
<input type="checkbox"/>	Mr. Pete Rosten	Ch of Apostles	WE	<input type="checkbox"/>	The Rev. Jeff Grossman	Nw Life AFell	SO
				<input type="checkbox"/>	The Rev. Frank Gough	Resurr. AC	WE

*4 Deaneries: CE = Central, NE = Northeast, SO = Southern, WE = Western



This election ballot approves/disapproves 4 Lay & 4 Clergy Delegates (w/Alternates) to the ACNA Provincial Assembly that will occur June 26-28, 2024 in Latrobe, PA. In conjunction with this Assembly there will be an ACNA Canons & Admins Meeting on June 24 for our Archdeacon and Executive Administrator, and a Provincial Council meeting on June 24-25 for our Provincial Council Delegates.

GAD Provincial Assembly (Every 5 years)			
Proposed LAY Delegates [Mark EACH Name]			
Approve?	<u>Name</u>	<u>Diocesan Role</u>	<u>Deanery*</u>
Yes No	1) Mr. Chris McCarthy	Executive Administrator	NE
Yes No	2) Mrs. Karissa Bodoh	Prov. Council Delegate	WE
Yes No	3) Mr. Mark Wilkerson	Prov. Council Delegate	CE
Yes No	4) Mr. David Mica, Sr.	Diocesan Council Sr. Member	CE
Yes No	Alt.) Mrs. Beth Kirby	Prov. Council Alternate	SO
Proposed CLERGY Delegates [Mark EACH Name]			
Approve?	<u>Name</u>	<u>Diocesan Role</u>	<u>Deanery*</u>
Yes No	1) The Ven. Dr. Jessica Jones	Archdeacon	SO
Yes No	2) The Very Rev. John Wallace	Prov. Council Delegate	CE
Yes No	3) The Very Rev. Marcus Kaiser	Cathedral Dean	CE
Yes No	4) The Very Rev. Andrew Rowell	Western Dean	WE
Yes No	Alt.) The Rev. Canon Dr. Keith Allen	Canon for Global Mission	SO

***4 Deaneries: CE = Central, NE = Northeast, SO = Southern, WE = Western**

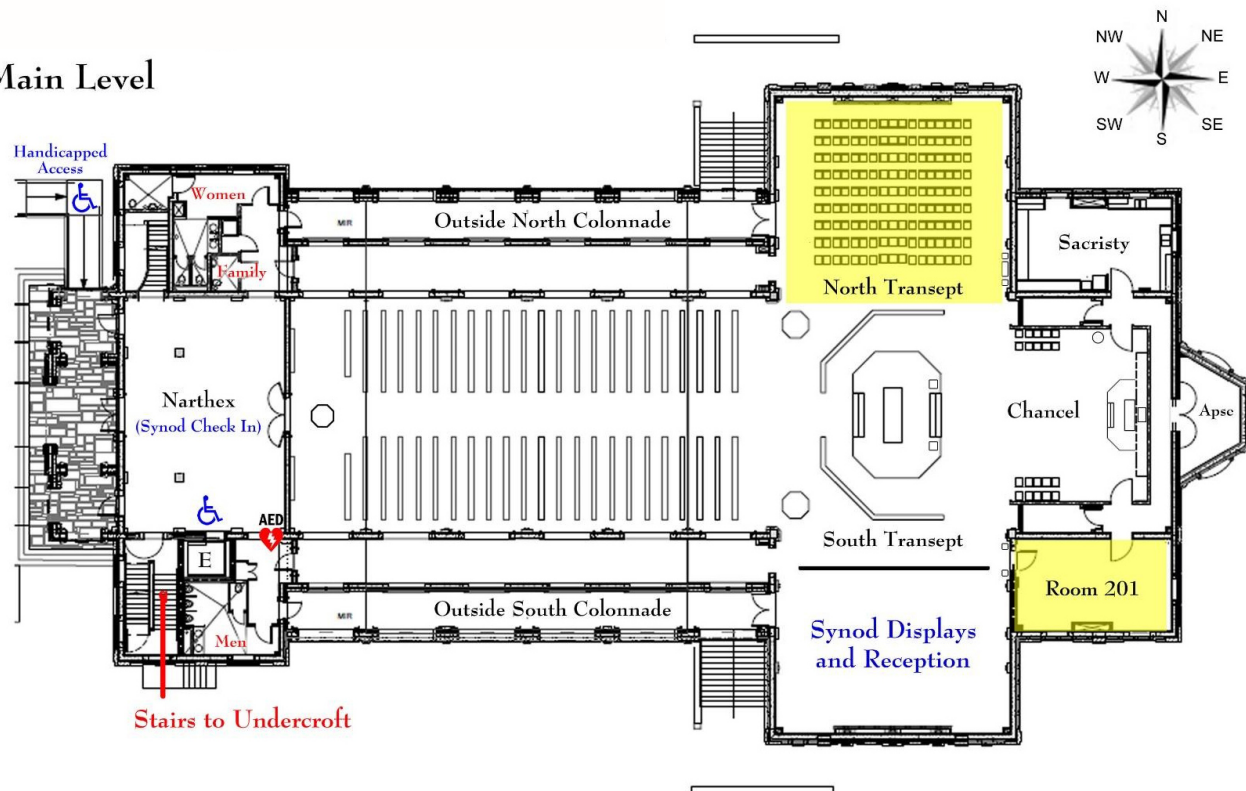


WORKSHOPS

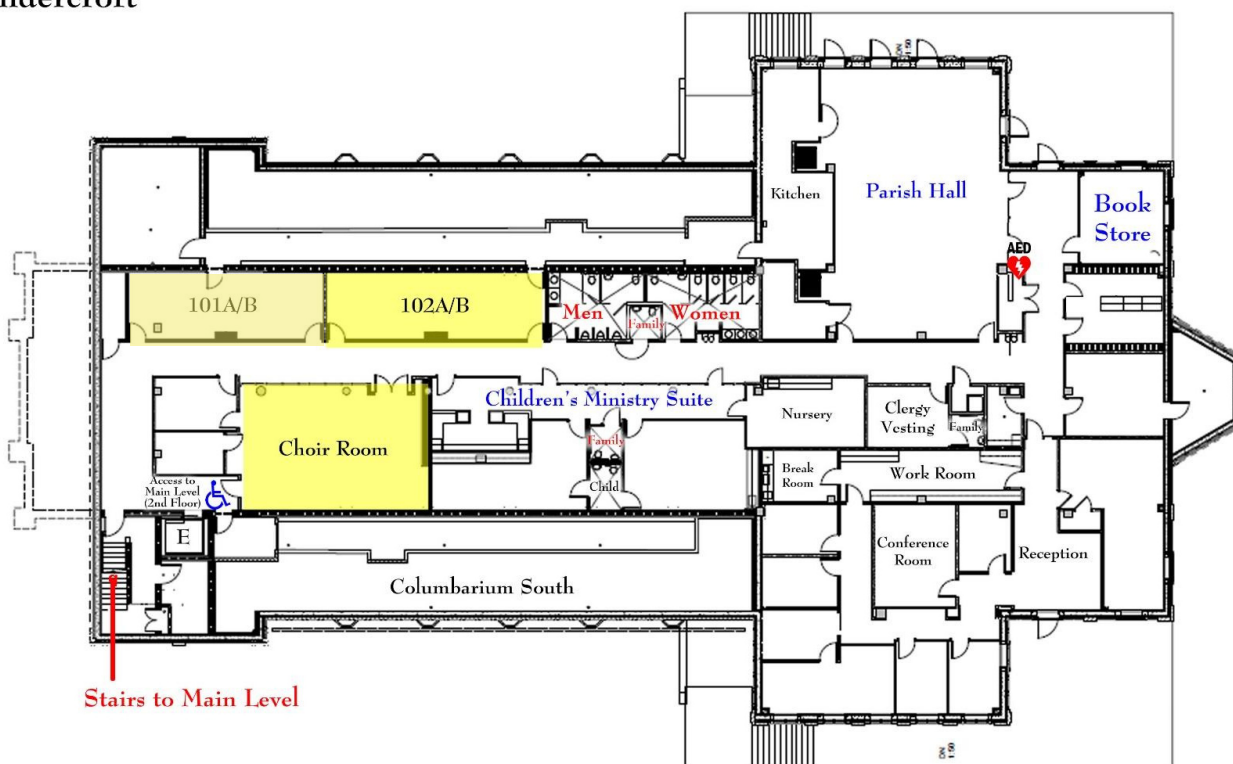


Map of the Cathedral

Main Level



Undercroft





Morning Workshops

The Three New Initiatives of the Strategic Plan

Bishop Alex Farmer, Archdeacon Jessica Jones, Executive Administrator Chris McCarthy

North Transept

This workshop will outline the three new initiatives of the Strategic Plan: The Center for Ministry, The Networks, and The Grow Fund. We will outline how these three initiatives encapsulate much of the work accomplished in the strategic planning event in May 2023 and how these three initiatives will help us plant churches, strengthen congregations, raise leaders, and reach the next generation of the church.

Reaching Youth through 5 Essential Values

Rev. Canon Aaron Buttery, Provincial Canon for the Next Generation Leadership Initiative.

Room 102

This workshop will offer a practical guide to leading a values-based ministry based on reaching lost youth through 5 Essential Values. Participants will receive a Free Printed Book on the values and we will also spend time discussing how to set expectations for the leader shepherding your youth in your parish.

Incarnational Evangelism: Mission in Your Neighborhood

Rev. Dan Wolf, Planting Pastor of Rise Church, Portland, ME

Choir Room

As we move into an increasingly post-Christian cultural environment, how do individuals and churches rediscover the lost art of non-anxious hospitality? In our churches, neighborhoods, and workplaces, how do we create a culture of prayerful invitation into life in Christ that is a non-threatening yet intentional witness to the Gospel? Join church planters Dan and Carrie Wolf as they share simple, practical tools to invite people to "the table before the Table" so that unchurched people can encounter Jesus. They will share stories and answer questions about everyday life on mission in a post-Christian context.

Discipleship through Celebrate Recovery

Rev. Dollene McLemore, Deacon at Christchurch, Montgomery, AL

Room 201

Celebrate Recovery is a Christ-centered recovery program for everyone with a hurt, hang-up, or habit. God is using Celebrate Recovery to set people free from the things that bind them. Celebrate Recovery provides a specific model that promotes healing and trust in God, and provides support, accountability, and discipleship which helps believers to find their place in the Body of Christ. In this workshop, we will cover: why every church needs a Celebrate Recovery, how Celebrate Recovery can be a community mission field, how your church can start Celebrate Recovery, and to offer support and guidance from other Anglican Ministry Leaders of Celebrate Recovery.

Coalition for Christian Outreach

Bob Shettler, CCO Regional Director for Florida

Room 101

College students are the greatest mission field in America. Our teaching and discussion will be on how to reach these students with the Gospel of Jesus, connect them to a local church, and give them a vision for lifelong ministry for the Kingdom of God.

Midday Prayer

BOOK OF COMMON PRAYER, P. 69

OPENING SENTENCE

Family Prayer at Midday will be officiated by the workshop presenters.

God has not destined us for wrath, but to obtain salvation through our Lord Jesus Christ, who died for us so that whether we are awake or asleep we might live with him. Therefore encourage one another and build one another up, just as you are doing.

I THESSALONIANS 5:9-11

PSALM 113:1-4

The Psalm may be read in unison, or responsively.

- 1 Praise the Lord. Sing praises, you servants of the Lord; *
O praise the Name of the Lord.
- 2 Blessed be the Name of the Lord, *
from this time forth for evermore.
- 3 The Lord's Name be praised *
from the rising up of the sun to the going down of the same.
- 4 The Lord is high above all nations, *
and his glory above the heavens.

The Officiant and People proclaim together

Glory be to the Father, and to the Son,
and to the Holy Spirit: *
as it was in the beginning, is now,
and ever shall be, world without end.
Amen.

PHILIPPIANS 4:6-7

Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.

A period of silence may follow.

THE PRAYERS

The Officiant offers up suitable prayers, and offers thanks for the meal about to be served. Then the People say the Lord's Prayer together.

**Our Father, who art in heaven,
hallowed be thy Name,
thy kingdom come, thy will be done,
on earth as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those who trespass against us.
And lead us not into temptation,
but deliver us from evil.
For thine is the kingdom, and the power,
and the glory, for ever and ever. Amen.**

CONCLUDING COLLECT

Blessed Savior, at this hour you hung upon the Cross, stretching out your loving arms: Grant that all the peoples of the earth may look to you and be saved; for your tender mercies' sake. **Amen.**

Lunch will be served from the Parish Hall at 12:20.

Lunch Gatherings

Postulants in the Ordination Process (w/ Standing Committee): *Youth House*

Ordination Discernment Process (w/ Fr. Bob Ayres and Fr. Scott Perry): *Room 101*

Clergy Spouses (w/ Jody Farmer): *Room 102*

Strategic Plan Q&A (w/ Archdeacon Jessica Jones): *Choir Room*

Church Administrators (w/ Chris McCarthy): *Room 201*



Optional Lunch Meeting Groups

Clergy Spouse Luncheon

Jody Farmer

Location: Room 102

Jody Farmer is excited to host a luncheon gathering for all diocesan clergy spouses. Jody has a heart for clergy spouses and is eager to get to know you and to learn how the diocese, and she, can support you in your unique role.

Discerning A Call: Forming And Supporting Those Called (Ordination Process Lunch)

The Rev. Dr. Bob Ayres and the Rev. Scott Perry

Location: Room 101

This gathering is offered for anyone with an interest in the ordination process: those discerning a call, those already in the ordination process, and also leaders who support those called to ordained ministry. We will discuss the process, answer questions, encourage one another, and seek to continue to cultivate our diocesan mission of raising up missional leaders. In particular, the topic of the vocational diaconate will be explored.

An Overview and Q&A on the Strategic Planning Process

The Ven. Jessica Jones, Ph.D.

Location: Choir Room

The strategic planning process consisted of four phases beginning in Jan 2023. During those four phases, over 70 leaders from across the diocese contributed to the process. The overview of the four phases will be covered during this lunch, as well as discussion of the 146 statements and the 54 goals generated in phase 3 and how leadership pared it down to 14 SMART goals. Most of the time will be spent answering any questions participants might have regarding the process or the implementation of the plan.

Church Administrators Luncheon

Mr. Chris McCarthy

Location: Room 201

This gathering is for all Church Administrators, to bring their ideas and best practices from being a part of the Gulf Atlantic Diocese Admin Network group in 2023, and to give their recommendations on how best to implement the Networks Strategic Plan Initiative in 2024. Request that all Church Admins attend the Strategic Plan morning workshop in preparation for this lunchtime discussion.



Afternoon Workshops

The Three New Initiatives of the Strategic Plan

Bishop Alex Farmer, Archdeacon Jessica Jones, Executive Administrator Chris McCarthy

North Transept

This workshop will outline the three new initiatives of the Strategic Plan: The Center for Ministry, The Networks, and The Grow Fund. We will outline how these three initiatives encapsulate much of the work accomplished in the strategic planning event in May 2023 and how these three initiatives will help us plant churches, strengthen congregations, raise leaders, and reach the next generation of the church.

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Praying with Expectation: A Guide to Spiritual Authority for Every Believer

Rev. Alan L. Reid, Pastoral Associate at Christchurch Montgomery

Room 201

All authority in Heaven and Earth was held by Jesus in Matthew 28:18 and immediately after that Jesus sends the disciples in and with that authority to make disciples. A global mission organization, Novo, has developed and launched hundreds of cohorts focused on learning to pray with that same authority. This training has grown out of ministry success around the world and is a practical application to help everyday believers grow in their confidence to engage their neighbors and move towards living missionally right where they already are. Over 10,000 people have been trained and there is a tremendous amount of spiritual fruit. These cohorts happen in diverse contexts across many denominations and have spread to nearly 40 states and were in 23 countries last year. This ministry presentation will share an overview of the training, the topics which are covered, and give you a taste for what makes these cohorts unique.

Reaching Muslims for Christ

Rev. Matt Walter, Director of Tampa Muslim Outreach

Room 101

In past centuries the church in Europe and the US has labored to send missionaries overseas to unreached Muslim peoples. Now through immigration those unreached Muslim nations are coming to live among us here in the US, where we can share the Gospel with them with relative freedom and ease. Come and learn what Muslims believe and how your congregation can reach them with the Good News. We will conclude with a discussion aimed at overcoming personal obstacles to reaching Muslims.



GOVERNANCE



MEMORANDUM

To: Delegates to Synod 2023
From: The Constitution and Canons Committee of the Gulf Atlantic Diocese
Re: Proposed 2023 Amendments to the Constitution and Canons of the Gulf Atlantic Diocese
Date: October 25, 2023

Dear Synod Delegates,

Following review of suggested changes to the Constitution and Canons of the Gulf Atlantic Diocese, including comments submitted by both Joint Leadership and the delegates to Synod 2023 during the comment period of September 18 to October 6, the Constitution and Canons Committee of the Gulf Atlantic Diocese propose that the following six (8) amendments be approved by you, delegates to Synod 2023.

Please note again that, because of the lengthy comment period provided, we will not entertain “wordsmithing from the floor” during the business portion of Synod 2023. Rather we will vote on each proposed change as contained in our final document, simply for the sake of time and efficiency.

Here are the changes proposed and brief explanations therefor. In all things, may God give us wisdom as we seek to provide good and godly governance to our Diocese.

1. Our first recommendation is that we amend Canon 8, Section 2 as follows:

Section 2. The Standing Committee shall be composed of ~~three-four~~ (43) lay and ~~three-four~~ (43) clerical members, nominated by the Committee on Nominations and elected by the Synod for 43-year, rotating terms. As terms expire, the Committee on Nominations shall nominate persons for each vacancy. The Synod, at its annual meeting, shall elect one members of ~~the each~~ appropriate order to fill each vacancy. No member who has served a full term shall be eligible for re-election until one year after his or her term has expired. Those members of the Standing Committee serving as of November 1, 2023, shall have their terms extended by one (1) year as a means of affecting the increased membership in the Standing Committee.

Rationale: At the Joint Leadership Strategic Planning Meeting of May 15, 2023 (the JLSPM), it was proposed that an enlarged Standing Committee would better represent our growing Diocese. The transition from three to four members of each order will necessitate a one (1) year increase in term length for those currently serving. This final sentence can be removed at a later date.

2. Our second recommendation is that we amend Canon IX, Section 2 as follows:

Section 2. The Diocesan Council shall be composed of the Bishop, Secretary of the Synod, Chancellor of the Diocese, the Deans ~~of the Deaneries~~, Chair of the Standing



Committee, the Treasurer, and six (6) members-at-large (three (3) clergy and three (3) lay) elected by the Synod. The terms of at-large members shall be 3-year, staggered terms. No member who has served a full term shall be eligible for re-election until one year after his or her term has expired. The Secretary of the Synod, the Chancellor of the Diocese, the Deans, and the Treasurer shall have seat and voice, but no vote on the Diocesan Council.

Rationale: During the JLSPM, much discussion revolved around relative inefficiencies in our governance. One example of such is the sometimes unwieldy nature of our Diocesan Council (DC) meetings, which have sometime lacked focus due to the many voices in the room. A number of decisions were made at the JLSPM to address this issue, such as allowing Diocesan Staff to make presentations but not remain present for entire meetings. Moreover, it was determined that the Deans should remain present as members of DC with voice, but that removing their power to vote would more appropriately place the decision-making task in the hands of elected members of the DC, along with the Bishop and the Chair of the Standing Committee. In the interests of clarity, the Secretary, Chancellor, and Treasurer are all specifically seated with voice but no vote in DC matters.

Further Rationale: Concern was raised at the first review of this amendment by the current Diocesan Council that the balance between clerical and lay representation remains imperfect (five (5) to three (3), given that the Bishop and the Chair of the Standing Committee are both clergy and there are three each of elected clergy and lay members). After deliberation, it was determined that this amendment is a vast improvement over the prior imbalance (as the Deans (both regional, the cathedral dean, and others so appointed by the Bishop) would add at least five (5) additional clergy to the voting body of the Council) have now been explicitly given voice and no vote) and that the Bishop and the Canon for Governance will strive to evaluate the ways in which a proper balance of voices is achieved in this newly reorganized Diocesan Council.

3. Our third recommendation is that we amend Canon XIV, Section 1, as follows:

Section 1. The Bishop shall have authority and responsibility for budgetary and fiscal management. The Bishop, with the consent of Diocesan Council, shall have the authority to appoint a Finance Committee to develop regulations and govern the financial systems of the Diocese including, but not limited to: collection and handling of funds; authorization of obligations and payment thereof; accounting; budgetary control; appointment, compensation and conditions of service of staff; pension arrangements; procurement and handling of equipment, materials and supplies; custody of funds; control of capital assets; human resources; diocese and congregation internal review policies and, delegation of authority for such matters. There shall be at least three (3) members of the Finance Committee, two (2) of whom must also be elected members of the Diocesan Council, appointed by the Bishop for a 3-year rotating term with one- third of the members rotating off and replaced by the Bishop each year in January. Members may be reappointed for additional terms.



Rationale: During the JLSPM, it was determined that having members of the DC serve on the Finance Committee would increase the lines of communication between the FC (which serves as a subcommittee of the DC) and the DC.

4. Our fourth recommendation is that Canon VI, Sections 1, 2, and 3 be amended as follows:

Section 1. The Committee on Nominations shall consist of the two (2) Diocesan Council members (one each clergy and lay) and the two (2) Standing Committee members (one each clergy and lay) scheduled to rotate off in the current year ~~plus the four (4) who have rotated off in each of the prior two years~~ and the Deans. The Committee on Nominations shall serve as a subcommittee of the Standing Committee, which shall supervise its activities.

Section 2. The Committee on Nominations shall be charged with developing a slate of candidates for each office to be filled by election at a meeting of the Synod. In so doing, the Committee on Nominations shall seek to nominate candidates who are representative of the Diocese.

Section 3. The Committee on Nominations shall be responsible for receiving and publishing all nominations for offices elected by the Synod, with the exception of the nomination and election of a Bishop, ~~and shall be charged with nominating candidates representative of the Diocese.~~

Rationale: Finding fit candidates for the many offices that become vacant each year is a challenge for any diocese. During the JLSPM, it was determined that our Nominating Committee could be strengthened to do the work given them to do by (1) adding the Deans (who may have a better sense of who in their deaneries might serve well in various roles), (2) adding the outgoing SC committee members and removing the four (4) more distant DC members, and (3) making it clear that the NC is responsible in their efforts to the SC.

Note: The JLSPM desired that the NC consist of equal numbers of lay and clergy members. Given that the Deans, who are all four clergy, have now been added to the NC, this would require the appointment or election of an additional four lay members to so accomplish that directive. As there is no current method for adding individuals to the NC aside from prior election to the SC/DC or appointment as a Dean, we have declined to make this amendment pending further direction from the Diocesan Council.

5. Our fifth recommendation is that Canon VII, Section 2 and 4 be amended as follows:

Section 2. The Committee on Constitution and Canons shall consist of three (3) clergy and three (3) lay persons appointed by the Bishop with the advice and consent of the Standing Committee. At least one (1) member shall be a practicing attorney. In addition, the Diocesan Chancellor and the Canon for Governance, if such has been appointed, shall be ~~an~~ ex-officio members of the Committee.



Section 4. If there is a Canon for Governance, such Canon shall serve as chair of the Committee on Constitutions and Canons. If there is not a Canon for Governance, the Committee on Constitution and Canons shall elect a chair from among its membership.

Rationale: In the interest of continuity on issues of governance, Bishop Alex has appointed Fr. Andrew Rowell, an attorney with expertise in canon law, as Canon for Governance. These amendments provide for the Canon to serve on the committee ex-officio and to chair the committee.

6. Our sixth recommendation is that Canon I, Section 5 and 7 be amended as follows:

Section 5. Delegates ~~shall may vote for~~ cast a ballot for one of the candidates presented or may cast a ballot to abstain. If one candidate receives affirmative votes on two-thirds of the ballots cast in each order, delegate vote in each order, he is elected and his name shall be sent to the College of Bishops for confirmation. If no candidate is elected, delegates shall revote up to four additional times. If no candidate is elected following the initial vote and four additional votes, the delegates shall vote by majority to: a) revote; (b) send up to three names to the College of Bishops for their choosing; or c) reject all names. If all names are rejected, responsibility reverts to the Bishop Nominating Committee to produce a new slate of candidates. ~~Within ninety (90) days, the~~ The Electing Synod shall be reconvened as promptly as reasonably possible by the Bishop and Standing Committee for a new vote.

Section 7. Election shall be done by Orders (lay and clergy), with ~~a~~ an affirmative vote of two-thirds of the total ballots cast ~~vote~~ in each Order required for election.

Rationale: During the last Bishop election, a question was raised as to whether a delegate could prayerfully vote for neither candidate by abstaining or, failing that, would be counted as a “non-vote.” This would have raised the possibility that, for example, if there were 100 clergy delegates and 97 of them abstained from voting, a Bishop could have been elected by a 2 to 1 vote. The decision was made to allow abstentions to count as a “no vote” for both candidates, meaning that a bishop would have had to obtain 67 votes in the previous example to “win” the clergy order vote. These amendments simply seek to clarify that abstentions are allowed and that the two-thirds requirement applies to the total possible number of votes available, including, for purposes of calculation, those who abstain.

It was further noted by the prior Chair of the Bishop Nominating Committee that the ninety (90) day window for reconvening the electing synod was woefully unrealistic. We thus offer for consideration the requirement for expediency without a concrete deadline.

7. Our seventh recommendation is that Canon VIII, Section 5 be amended as follows:



Section 5. The Standing Committee shall fill all vacancies in its own body or in any appointed Committee or elected office that may occur between meetings of the annual Synod, except for the Ecclesiastical Trial Court which shall have the power by canon to fill vacancies by majority vote of the remaining members of the Court. Such persons shall serve until the next annual Synod.

Rational: There existed an inconsistency between Canon VIII.5 and Canon XIII.1.d., which this amendment seeks to remedy.

8. Our eighth recommendation is that Canon VIII, Section 5 be amended as follows:

The Diocese shall be divided into deaneries for the purpose of common ministry, communication, pastoral care, accountability, and fellowship. The Bishop may also appoint additional non-Regional Deans. Under the direction of the Bishop, the Regional Deans will work collaboratively with the Rectors and clergy of their deanery to lead them in support of the mission and ministry of the Gulf Atlantic Diocese. They, along with any other appointed Deans, will provide support for the Bishop and his staff ~~Canon to the Ordinary and Canon for Ordination Preparation~~ in discernment and preparation of candidates for ordained ministry. The Deansy will report regularly to the Bishop, keeping him informed of challenges and opportunities in the deaneriesy and the Diocese and providing the Bishop with godly advice.

Rationale: As we currently have differing titles to those holding authority within the diocese (*i.e.*, an Archdeacon rather than a Canon to the Ordinary), this language has been amended to make clear that the Deans help identify and shepherd candidates for ministry at the deanery level, while others conduct formal review at the diocesan level. The amendment also seeks to recognize that the Bishop may (and has) appoint(ed) additional Deans (such as a Cathedral Dean and the Dean for Bi-vocational Ministry) who serve in ways that bless the Bishop and the Diocese.

Respectfully submitted,

The Constitution and Canons Committee for the Gulf Atlantic Diocese
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