

# SYNOD GUIDE



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

OCTOBER 17-18, 2025

IN THE  
FLESH  
I LIVE BY  
FAITH  
GALATIANS 2:20

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## CREDITS & ATTRIBUTIONS

The Proposed 2025 Budget artwork is based on work by Liz Cohn, Communications Director at Grace Anglican Church, Fleming Island.

Photographs of the Nominees for Diocesan Leadership were submitted by the Nominees.

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## ABOUT THIS GUIDE

REV. CANON DR. SAMUEL HOROWITZ, CANON FOR COMMUNICATIONS & I.T.

This document is being distributed to the delegates to the Annual Synod of the Gulf Atlantic Diocese and made available to the public. The arrangement of the materials corresponds to the flow of the Synod meeting. However, it is important for delegates to read through this *Synod Guide* before they arrive.

If you have an iPad or other tablet available, you may find it helpful to load this document on it for use during Synod. There are hyperlinks throughout that you can click or tap. If you will only have your phone with you, you should print anything you might need ahead of time because viewing the *Synod Guide* on a small screen is tedious. There will be a handout distributed in-person with the Agenda, Map of the Cathedral, meeting locations, and other “day of” materials.

Please read Bishop Alex’s letter on the next page. He provides important background and context to this Synod and outlines important goals for this gathering.

There is no way to share *everything* that has happened in the Diocese this year, but the included Ministry Reports give some insight into the wonderful things happening among us. When the staff give verbal reports on Saturday, October 18, they will assume you have read these already.

One important part of the Annual Synod is attending to family business. We will need delegates to be familiar with the proposed budget, Clergy Compensation Guide, and other business materials.

The candidates for diocesan leadership roles have provided photos and short bios of themselves. Please pray through these names in the days leading up to Synod. To make the voting process easier, a sample ballot is provided (you can fill out the sample ahead of time, but be sure to copy your selections to the official ballot, which will be distributed in-person).

The Constitution & Canons Committee is proposing a number of changes this year. Please review them, and ask questions. A Question & Answer session will be held on the Tuesday Evening prior to Synod. [Contact the Diocesan Office](#) if you would like to attend.

## Frequently Asked Questions

1. **Will I receive a printed copy of this Synod Guide when I arrive at the Cathedral?** No. Only a handout with the Agenda, a Map, and a few other things will be printed for you. Please print a copy of any other materials you want with you.
2. **Are the Ministry Reports the same as the Saturday morning Reports?** No. The Saturday morning talks are a supplement to the Reports in this Guide.
3. **Where are the Workshop Descriptions? Do I need to pick one ahead of time?** Our keynote speaker will conduct an extended workshop for all participants around the central theme of understanding the human body as a gift from God.
4. **Who do I contact with questions about...**
  - ... late registration for Synod:  
Michelle Herbst  
[[mherbst@gulfatlanticdiocese.org](mailto:mherbst@gulfatlanticdiocese.org)]
  - ... financial or governance details:  
Catherine Datres  
[[execadmin@gulfatlanticdiocese.org](mailto:execadmin@gulfatlanticdiocese.org)]
  - ... making a correction in this document:  
Canon Samuel Horowitz  
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## FROM BISHOP ALEX

THE RIGHT REV. ALEX FARMER, SECOND BISHOP OF THE GULF ATLANTIC DIOCESE

Dear Lay and Clergy Leaders of the Diocese,

Thank you for taking the time to read through this Synod Guide. Governance matters like budgets, elections, and canonical changes are important and deserve careful preparation. The reports from the staff are well worth your attention as well—there is a lot happening in our diocese that should encourage us all. Our Lord Jesus is at work among us! You should feel free to share the Synod Guide with others in your church who may be interested in all that is going on.

Taking the time to prepare and then attend synod is a sacrifice, and I thank you for all who will join us in Tallahassee. Hearing the testimonies given in the State of the Diocese report will hopefully be a great encouragement. I look forward to giving you an update on our Strategic Plan as well as signs of God's continued grace and blessing in our diocese.

The Rev. Canon Dr. Sam Allberry will be our preacher during the Opening Eucharist and then our keynote speaker Saturday morning. He will speak to how the Gospel informs our understanding of our bodies, and then further apply that understanding to matters of gender and sexuality. I am grateful for his continuing work in this area, and his willingness to challenge the prevailing culture of our day on these issues, which is vital for our witness to the wider world around us.

The Finance Committee and Diocesan Council have once again put together a thoughtful budget for you to consider. We are able to grow our ministry budget because of the increasing faithfulness in pledges from our parishes. I believe that is a testimony to the fruitfulness of the work we are doing toward becoming Fifty Flourishing Churches. It is not just my staff, but the work of a great many as we produce programs like Camp Araminta, Soul in the City, Equipping the Saints, and more.

The Nominating Committee worked hard to produce a slate of well-qualified servants to step into leadership roles in representation of the wider Gulf Atlantic Diocese. Don't just read the blurbs they sent in about themselves, but please also take the time to pray about your choice and for their future work. Canon Andrew Rowell's material at the end of these

pages explains very well the changes proposed and recommended by our Constitution and Canons Committee.

Finally, let me take time to once again thank our wonderful Cathedral for hosting Synod. St. Peter's models for all of us each year what Christian service and hospitality look like, and I cannot thank them enough for all their year-round servant leadership in the Diocese.

I look forward to seeing you all soon,

Onward and Upward,

+ Alex





**MINISTRY  
REPORTS**



## FROM THE ARCHDEACON

THE VEN. JESSICA H. JONES, PH.D.

Once again, I am eager to report to you the many things that are bearing fruit in the Gulf Atlantic Diocese, first within our own leadership teams, and second, within our churches.

### Diocesan Staff Additions

In 2025, we brought on Canon Bryan Biba who has significantly increased the efficiency of the process while maintaining a relational and pastoral approach, and also made great strides to increase the number of people in the pipeline. Read more from him below on the internships he's arranged as well as the connections he is building throughout the Anglican Church in North America.

In addition to Bryan, our new Executive Administrator, Catherine Datres, and our new Associate for Global Missions, the Rev. Dan Thompson, have both become invaluable assets to our team. I encourage you to read their reports to see the many ways they have already contributed to the flourishing of the diocese and our churches.

We also brought on Canon Scott Perry to take over as Canon for Congregational Development as Canon Bill Krizner moved back into local parish ministry. Canon Scott has served the Diocese for years as our Parish Liaison for the ordination process. Bishop Alex and I have long wanted to expand his involvement; we are excited to see how he has already hit the ground running. We know you will be as eager as we are to serve alongside him in 2026.

The coming year will also see the addition of Canon Herb Bailey as our Director of Intercultural Ministry. We can hardly wait to see Herb alongside parishes as well as the diocesan staff to ensure our leadership teams are meeting the needs of our contexts well.

### Strategic Plan Update

We are just about at the halfway point in the implementation of our Strategic Plan. We launched at Synod 2023 and birthed a plan with 81 subgoals. Of the 81, each has been categorized into green (completed or ongoing), yellow (initiated or scheduled), or red (paused); since it is halfway, we also have a category for those subgoals that have not yet begun. Based on those four labels, we have accomplished (percentages are rounded):

40 green (completed or ongoing) = **49%**

19 yellow (initiated or scheduled) = **24%**

8 red (paused) = **10%**

14 not yet started = **17%**

The subgoals that were paused were delayed due to factors beyond our control (such as transitions in staff members) but are all on track for completion in 2026.



The Strategic Plan also launched three initiatives: The Grow Fund, Ministry Networks, and the Center for Ministry (C4M). One of the best ways to remain connected for each of your parish needs are through the Networks. We now have fifteen such networks, including our newest: Church Musicians. The updated list [can be viewed here](#).

Additionally, the Center for Ministry, which was created to offer theological education and practical ministry training for lay leaders and eventually those seeking diaconal ordination, is launching four new courses in 2026 in partnership with the Charles Simeon Institute. Canon Bryan and I are working closely with Jennifer Webster and Canon Michael Petty of CSI to develop this new program; you should expect to hear more on it from Canon Bryan.

Following our 44% growth of the Equipping the Saints conference from 2024 to 2025, the momentum for 2026's conference continues to increase. This event, offered by the Center for Ministry and the Charles Simeon Institute, is planned for April 17–18 at St. Peter's Anglican Cathedral. The topics that will be offered include:

**A Discernment Weekend** (Raising & Equipping Leaders); **The Sacraments in Theology & Practice** (Inspiring Worship); **Biblical Literacy: Narratives in the Old Testament** (Intergenerational Discipleship); **Launching an Effective, Biblical, Stewardship Program** (Wise Stewardship); **Emotionally Healthy Spirituality** (Healthy Community); and **Loving Your Neighbor** (Evangelistic Mission).



## STRATEGICALLY STRENGTHENING CHURCHES

These six marks of a flourishing church continue to be the benchmarks toward which we strive. In mid-August we sent out the newly revised church flourishing survey. We asked 68 questions covering those six categories, in an attempt to understand what each church would say is their strongest area of flourishing. Each of the questions were coded on a 5-point scale, and the category averages for all churches were as follows:

6 Flourishing Marks: Average Scores by Domain (in descending order):

|                                |      |
|--------------------------------|------|
| Inspiring Worship              | 4.06 |
| Healthy Community              | 3.64 |
| Evangelistic Mission           | 3.43 |
| Wise Stewardship               | 3.39 |
| Intergenerational Discipleship | 3.32 |
| Equipping Leaders              | 3.09 |

We also analyzed each category by prompt to discover the average score on the self-assessment as well as how many churches answered with the highest possible answer. Please [see those results here](#).

We were able to examine quantitative scores by category per church to determine how many of our congregations are flourishing in multiple areas. For the sake of this exercise, we identified flourishing as maintaining an average of 3/5 in any category. Based on that, the following was determined:

- 100% of our churches are flourishing in at least one of the six categories
- 54% self-assessed at an average of 3/5 on all six categories
- 100% of churches self-assessed at an average of 3/5 in the “Inspiring Worship” category

These data points will help the Canon Scott Perry and Fr. Craig Brown as they continue their work to strengthen our churches, both developmentally and in congregational health. These results, as well as the answers to the open-ended questions, will guide their time with rectors, and therefore will inform the time the Bishop spends with the Vestry and leadership of each church. Thank you for your willingness to participate in this project!

## Clergy Transitions

Regarding our clergy, since last year we have had shifts in some of our churches’ leadership. Last year we announced the retirement of the Rev. David Allert from Christ The King (St. Augustine, FL), and welcomed the Rev. Dr. Craig Sanders, their new rector, in July. The Rev. Ron Browning retired as rector of The Mission (Pensacola, FL), who welcomed the Rev. Daniel Hixon in July as well. We also said goodbye to John Fonville, Shari Hobby, Ben Jefferies, Michael Mayo, and Hunter Van Wagenen, all of whom transferred to other dioceses or jurisdictions and we wish them well in their continued ministry. In 2025 we also officially welcomed eleven clergy (both canonically resident and license-only):

- The Rev. Canon Dr. Rob Cornelison
- The Rev. Ronda DeFazio
- The Rev. Jacob Dunn
- The Rev. Daniel Hixon
- The Rev. Bob Horowitz
- The Rt. Rev. Dr. John W. Howe
- The Rev. Karen Howe
- The Rev. Canon Dr. Jonathan Kanary
- The Rev. Dr. Jack Lindsay
- The Rev. Dr. Craig Sanders
- The Rev. Monica Warren

## THE MINISTRY OF OUR DEACONS

Lastly, we are looking at how we best care and support our deacons across our diocese. The role of a deacon, or threshold minister, can sometimes be isolating. It is a priority that we ensure our deacons feel valued and supported in their vital ministries. We are planning ahead to our Deacons’ Retreat 2026 with this in mind and are excited to spend time as threshold ministers with our Bishop.

The Gulf Atlantic Diocese continues to grow, continues to flourish, and continues to draw amazing men and women who lead with integrity and seek to point people to Jesus. I am proud to serve alongside each of you. As always, please let me know if you have any questions.



## Six Marks of Flourishing: Averages for Each Prompt

| MARK               |     | PROMPT                                                                                                                                                                                                                                                                                            | AVG         | #/24 |
|--------------------|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------|
| Worship            | W4  | Service has energy, or expectant joy, in worship most of the time                                                                                                                                                                                                                                 | 4.58        | 19   |
| Worship            | W5  | We can readily identify ways we see the Spirit move as a regular occurrence                                                                                                                                                                                                                       | 4.08        | 13   |
| Worship            | W6  | Musicians are very skilled and consistently select songs that encourage participation and are connected to the Scripture readings/liturgical calendar                                                                                                                                             | 4.17        | 15   |
| Worship            | W7  | We have a prayer ministry, we offer prayer during communion, and we offer prayer appointments during the week (or healing prayer)                                                                                                                                                                 | 4.17        | 16   |
| Worship            | W8  | In general, most members' prayer life seems to be mature and deeply integrated into their lives                                                                                                                                                                                                   | 3.92        | 11   |
| Worship            | W9  | Preaching is always focused on Scripture; we consistently utilize a preaching cohort and have a system in place for feedback for the preacher                                                                                                                                                     | 3.58        | 7    |
| Worship            | W10 | There is intentional effort made each week to provide transitional phrases to help newcomers understand the transitions in the liturgy, and why we do what we do.                                                                                                                                 | 3.58        | 9    |
| Worship            | W11 | Most members exhibit they are intentionally growing deeper in their love of the Lord                                                                                                                                                                                                              | 4.42        | 17   |
| <i>Worship</i>     |     |                                                                                                                                                                                                                                                                                                   | <b>4.06</b> |      |
| MARK               |     | PROMPT                                                                                                                                                                                                                                                                                            | AVG         | #/24 |
| Stewardship        | S1  | Our annual stewardship campaign is effective                                                                                                                                                                                                                                                      | 3.08        | 11   |
| Stewardship        | S2  | Do you have a legacy giving program at your church? (No = 0, Yes = 3)                                                                                                                                                                                                                             | 0.63        | 5    |
| Stewardship        | S3  | We have a written process in place for fiscal management; our budget is effective and we consistently end the year in the black                                                                                                                                                                   | 4.50        | 20   |
| Stewardship        | S4  | We have held a capital campaign and it was effective                                                                                                                                                                                                                                              | 3.00        | 11   |
| Stewardship        | S6  | How well do you feel your church enacts the Awareness section of the Safeguarding policy (screening, background checks, and training)?                                                                                                                                                            | 4.46        | 13   |
| Stewardship        | S7  | How well do you feel your church enacts the Interaction section of the Safeguarding policy (ensuring appropriate coverage, ratios, bathroom policies, pastoral care policies, etc)?                                                                                                               | 4.46        | 15   |
| Stewardship        | S8  | How well do you feel your church enacts the Reporting section of the Safeguarding policy (are the Reporting mechanisms posted, have you communicated protocol, do people know where to go to report, etc)?                                                                                        | 4.46        | 13   |
| Stewardship        | S9  | How well do you feel your church enacts the Compliance section of the Safeguarding policy (documentation filed, compliance tracking, insurance coverage, etc)?                                                                                                                                    | 4.58        | 16   |
| Stewardship        | S11 | Yes, we utilized a 360-degree annual review of our Rector                                                                                                                                                                                                                                         | 2.83        | 8    |
| Stewardship        | S12 | We have a written succession plan in place                                                                                                                                                                                                                                                        | 3.08        | 12   |
| Stewardship        | S13 | Yes, the staff set goals and they were reviewed annually                                                                                                                                                                                                                                          | 2.58        | 7    |
| Stewardship        | S14 | The staff clearly focuses on holiness and spiritual formation as a team (the staff regularly identifies ways they see God's glory in ministry and their personal life, they regularly pray for each other, they frequently read/study together, they celebrate ministries that are bearing fruit) | 4.00        | 14   |
| Stewardship        | S15 | Yes, clergy set goals and they were reviewed annually                                                                                                                                                                                                                                             | 2.50        | 4    |
| Stewardship        | S16 | It is expected that the Rector will take ample time off for rest and annual retreat; it is expected that the Rector will continue professional development as he/she is able                                                                                                                      | 3.83        | 14   |
| Stewardship        | S17 | Yes, we have the rector's sabbatical scheduled (even a rough estimate of when)                                                                                                                                                                                                                    | 2.83        | 7    |
| <i>Stewardship</i> |     |                                                                                                                                                                                                                                                                                                   | <b>3.39</b> |      |



| MARK                |     | PROMPT                                                                                                                                                                                                                  | AVG         | #/24 |
|---------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------|
| Mission             | M1  | Our mission statement is clear, concise, and well communicated                                                                                                                                                          | 4.42        | 18   |
| Mission             | M2  | Our Rector determines our vision by consulting with staff and Vestry                                                                                                                                                    | 4.50        | 19   |
| Mission             | M3  | We have a clear process for following-up and can show the process is effective and working                                                                                                                              | 3.75        | 11   |
| Mission             | M8  | We do frequently host events or offer programs that prioritize compassion, justice, or mercy                                                                                                                            | 3.33        | 11   |
| Mission             | M10 | Did your church participate in any short-term mission trips this past year? (No = 0, Yes = 3)                                                                                                                           | 1.00        | 8    |
| Mission             | M11 | We are aware and are currently contributing to church planting efforts in our diocese                                                                                                                                   | 3.58        | 12   |
| Mission             | M12 | We are aware of the diversity among our broader community and efforts are successful to include voices from among each group in order to best serve our community; women's voices are heard regularly from the platform | 3.42        | 11   |
| <i>Mission</i>      |     |                                                                                                                                                                                                                         | <i>3.43</i> |      |
| MARK                |     | PROMPT                                                                                                                                                                                                                  | AVG         | #/24 |
| Discipleship        | D2  | We consistently offer adult education outside of the sermon (such as adult discipleship courses during the week or during an adult Sunday school hour; does not include small groups)                                   | 4.25        | 17   |
| Discipleship        | D3  | We have members attending between the ages of 18-25 and we have directed ministry for this age group                                                                                                                    | 3.00        | 8    |
| Discipleship        | D4  | We have members attending between the ages of 13-17 and we have directed ministry for this age group (jr and sr high)                                                                                                   | 3.67        | 13   |
| Discipleship        | D5  | We have members attending between the ages of 1-12 and we have directed ministry for this age group (children's ministry)                                                                                               | 4.00        | 17   |
| Discipleship        | D6  | We have a Discipleship Pathway; it is written down and clearly communicated; it helps direct our programs and small groups in discipling members                                                                        | 2.75        | 7    |
| Discipleship        | D7  | Our congregation has strong knowledge of the ACNA catechism, "To be a Christian" and leaders readily integrate it or reference it in our discipleship of members                                                        | 3.33        | 7    |
| Discipleship        | D8  | We have Lay Catechists and offer a formal training program for them                                                                                                                                                     | 1.92        | 3    |
| Discipleship        | D9  | We intentionally host intergenerational events outside of Sunday morning (at least quarterly)                                                                                                                           | 3.67        | 14   |
| <i>Discipleship</i> |     |                                                                                                                                                                                                                         | <i>3.32</i> |      |



| MARK              |    | PROMPT                                                                                                                                                                                                                                                                                                                                                                                     | AVG         | #/24 |
|-------------------|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------|
| Leadership        | L1 | What is the estimated PERCENTAGE of Regular Sunday Attenders who also serve as Lay LEADERS, with responsibility over programs or people? (=11-20%)                                                                                                                                                                                                                                         | 0.96        | 0    |
| Leadership        | L2 | What is the estimated PERCENTAGE of Regular Sunday Attenders who serve as VOLUNTEERS (without responsibility over programs or people)? (40-60%)                                                                                                                                                                                                                                            | 2.96        | 2    |
| Leadership        | L3 | We have a system in place to identify future lay leaders; the leadership team regularly discusses our pipeline; leaders are invited, trained, and celebrated                                                                                                                                                                                                                               | 3.00        | 3    |
| Leadership        | L4 | We frequently have lay leaders involved in diocesan events such as Synod, Equipping the Saints, Networks, or Next Gen (Araminta, Dynamos, Soul in the City)                                                                                                                                                                                                                                | 3.67        | 9    |
| Leadership        | L5 | Our clergy frequently participate in clergy care groups (MLA), clergy calls, clergy conferences, or Next Gen                                                                                                                                                                                                                                                                               | 4.50        | 19   |
| Leadership        | L6 | Yes, we train every few years (including using the diocesan training)                                                                                                                                                                                                                                                                                                                      | 2.92        | 9    |
| Leadership        | L7 | We have a system in place to identify future aspirants (people who enter the discernment process to be ordained as clergy); and/or we consistently have someone in the process                                                                                                                                                                                                             | 2.25        | 3    |
| Leadership        | L8 | We hold elections for vestry membership, and we currently have at least 5 vestry members from different households who are not related to staff or clergy                                                                                                                                                                                                                                  | 4.42        | 19   |
| <i>Leadership</i> |    |                                                                                                                                                                                                                                                                                                                                                                                            | <i>3.09</i> |      |
| MARK              |    | PROMPT                                                                                                                                                                                                                                                                                                                                                                                     | AVG         | #/24 |
| Community         | C1 | What estimated PERCENTAGE of your Regular Sunday Attenders participated in any activity of the church OUTSIDE of Sunday service? (40-60%)                                                                                                                                                                                                                                                  | 3.67        | 6    |
| Community         | C2 | What estimated PERCENTAGE of your Regular Sunday Attenders participated in any SMALL GROUP (please do not count Sunday mornings; small groups can be home groups, Alpha, Celebrate Recovery, Wednesday courses, or some other form of discipleship; this is not to denigrate the value of Sunday school or worship; this is meant to identify reach outside of primary programs)? (20-40%) | 2.42        | 2    |
| Community         | C3 | We have a clear process for pastoral care and can document its effectiveness                                                                                                                                                                                                                                                                                                               | 3.42        | 6    |
| Community         | C4 | We offer adult small groups and those groups are open to new members; facilitators are usually trained                                                                                                                                                                                                                                                                                     | 3.33        | 10   |
| Community         | C5 | We are actively taking steps toward caring for the emotional health of the members of the congregation                                                                                                                                                                                                                                                                                     | 3.25        | 8    |
| Community         | C6 | Members seeking marriage are required to complete pre-marital counseling                                                                                                                                                                                                                                                                                                                   | 4.75        | 22   |
| Community         | C7 | Members engage in meaningful relationships with each other and are open to new people                                                                                                                                                                                                                                                                                                      | 4.67        | 24   |
| <i>Community</i>  |    |                                                                                                                                                                                                                                                                                                                                                                                            | <i>3.64</i> |      |



## FROM THE EXECUTIVE ADMINISTRATOR

MS. CATHERINE DATRES

### Transition

I joined the Gulf Atlantic Diocese staff mid-March and have been getting settled into the Executive Administrator role. It has been exciting for me to leverage my skills built over the decades in the banking industry. I am truly grateful for the help of many who have taught me the nuances associated with ministry work.

I am looking forward to the remainder of my first year and the continued learning. I hope to meet more of you in future network meetings as well as the various events held by the Diocese. Make sure to visit the network opportunities on the Gulf Atlantic Diocese [website](#). I have seen how we use these networks to communicate key information as well as connect parishes where one is able to provide assistance to another.

### Grow Fund

The Grow Fund was launched in 2023. The first funded project was to support the revitalization of Good Samaritan Church. Seven parishes opted to join this effort, and as of August this year, 25/36 payments had been made. The Diocese is on track to complete the remaining commitment which will end March of 2026.

We have seen the desired success of the revitalization effort at Good Samaritan which is indicated by ASA from the start of the project at 55 and last reported numbers ASA reached 84 in total a 52% increase.

The next step is to formalize the Grow Fund process and kinds of projects that will be funded in the Diocese, applying what we have learned during Good Samaritan's revitalization. We plan to release that process in early 2026. If you have any questions regarding future efforts, please reach out to me at (904) 701-4230.

### Policy and Procedures

In addition to establishing the Grow Fund procedures, we are beginning to build a set of policies for the diocesan office which can be made available as templates for parishes.

*Travel Policy* - Travel is a significant portion of our

budget and it was deemed appropriate to roll out a documented policy for travel. The policy covers appropriate forms for requesting travel, detailed explanation of allowable expenses, and requirements for submitting expenses for reimbursement. This policy is now available; for a copy, [contact me](#).



*Gift Policy* - In 2026, we will be developing an explicit process for understanding and documenting how a gift received by the Diocese can be used.

### Annual Reviews

The Diocese underwent an external review following the same process we require of the parishes. The results are available for reading upon request sent to [ExecAdmin@gulfatlanticdiocese.org](mailto:ExecAdmin@gulfatlanticdiocese.org). The review was successful, and we did not have any significant findings requiring remediation.



## REPORT ON STRENGTHENING CHURCHES

THE REV. CANON SCOTT PERRY



I have gotten to meet many of you and become acquainted with many of our congregations in my work as Parish Liaison for the Ordination Process over the last few years, and I am thrilled to have been called into a role that allows me to come along and

support all of our parishes in this role of Canon for Congregational Development! I will remain multi-vocational as I continue my ministry as Associate Priest at Apostles By-the-Sea in Santa Rosa Beach, FL, and work for a manufacturing company in Lynn Haven.

### Bishop Visitation Process

I am grateful for the work begun last year by Canon Bill Krizner to enhance the episcopal visit process. To build on what he started, I will be incorporating on-site visits to our churches, guided by the self-reporting from the diocesan Flourishing Survey. Hopefully, those results will help identify opportunities to flourish that may not have previously been considered. It is not meant to be a report card!

Rather, my visits ahead of the Bishop's episcopal visits are intended to be pastoral in nature, even as they help to inform the Bishop of the general health and needs of the churches. Additionally, each visit is intended to highlight opportunities for networking and the sharing of best practices among the parishes.

Ultimately we as a staff want to assist the churches in our diocese to better understand what it means to flourish, provide resources for their flourishing, and foster connections (networks) for them to assist others so that "the entire body grows and builds itself up in love" (Eph. 4:16).

### Rector Search Processes

Another part of my role is coming alongside a church during their search for a new rector. We celebrate a those who have recently completed or in the final stages of that process. To that end, we joyfully welcome Fr. Craig Sanders to Christ the King (St. Augustine, FL), Fr. Daniel Hixon to The Mission

(Pensacola, FL), and Fr. Curtis Froisland to Church of the Redeemer (Jacksonville, FL).

To better aid churches in transition, we are revising our Rector Vacancy Policy and the Search Manual. We expect these resources to be valuable in future rector searches.

If you have any questions about how the diocesan staff and I are working alongside our churches, or the Flourishing Assessment, please [reach out to me by email](#).

### Congregational Health

THE REV. CRAIG BROWN, ASSOCIATE FOR CONGREGATIONAL HEALTH

This has been a busy year for our diocesan ministry to the spiritual, physical, relational, and organizational vitality of our churches and the people they serve. It is exciting to see God at work in hearts and lives, bringing them more and more deeply into communion with Him.



### SACRED MENTAL HEALTH

This ministry, designed to bring people closer to God in even the darkest places of their lives, has continued to grow. Earlier this summer we brought a Level 2 retreat to Christchurch, Montgomery, and we will offer a Level 3 retreat in the Spring. Practicum opportunities for further growth and learning are also in development.

### SPIRITUAL DIRECTION

Our spiritual direction network meets monthly to pray, and to learn more about how this vital ministry can serve those in our diocese. This past Spring we held our first spiritual director's retreat, something which we are eager to do on a yearly basis. We are also continuing to explore how best to provide opportunities for training for those who are called to be spiritual directors.



### MEDIATION AND RECONCILIATION

I have had the privilege of working with a number of people in our diocese to assist in processes of mediation and reconciliation. The restoration of conflicted or broken relationships is one of the most important gifts God gives to His Church, and it is a joy to see God at work in this way.

### COUNSELING AND COACHING

As a mental health professional, I am always honored to privately work one-one-one with clergy on issues pertaining to their ministries and personal lives. If you would like to discuss how I can best journey with you, [please contact me](#).



## REPORT ON PLANTING CONGREGATIONS

THE REV. LENNY KONSCHWITZ, ASSOCIATE FOR CHURCH PLANTING  
MS. MICHELLE HERBST, MINISTRY DIRECTOR

We plant churches because we want to see more people come to faith! Studies show that planting new churches is one of the best ways to see unchurched and dechurched people come to Christ.

Therefore, our mission is to cultivate a diocesan ecosystem that plants multiplying churches led by healthy Church Planters and supported by healthy Host Parishes and Launch Teams.

As leaders in our diocesan Church Planting efforts, we cultivate this ecosystem by:

- **Recruiting** new planters and Launch Team members
- **Empowering** our current planters through training, coaching, funding, and ongoing support
- **Multiplying**—help new church plants emerge from our current churches!

### 2025 Highlights and Milestones

#### REDEEMER ANGLICAN CHURCH, TAMPA

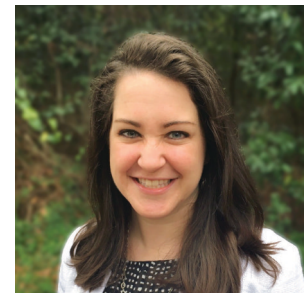
The Tampa Church Plant has a name: Redeemer Anglican Church! The Lebhars moved to Tampa on August 1<sup>st</sup>. They purchased a house, and have already started making connections. They are making good progress toward their goal of making 100 new contacts in their first 100 days.

#### APRIL 2025 ASSESSMENT

Based on the recommendations from the Assessment Team, Bishop Alex issued Yellow Lights to two planting candidates (i.e., we see great potential but identified specific goals to be met before a planting partnership can move forward). These candidates are actively working on those goals, and we are excited for what the Lord seems to be stirring.

#### PLANTING CURATE GABRIEL ROMAN

He and his family have been with The Table St. Johns for close to a year now. Gabe has been preaching regularly, meeting weekly with Fr. Lenny for mentoring, and organizing missions outreaches and prayer events. The biggest area of fruitfulness has been the youth group—since he took over this ministry, the youth have visibly grown a lot in their



faith. His wife Elaina is a very gifted worship leader and intercessor. Both have a real gift of prayer and are very natural evangelists. They're organizing block parties in their neighborhood, allowing them to connect with unchurched people. According to our curacy plan, they will be trained at The Table for two more years before being sent out to plant a new church.

#### NOVEMBER 2025 ASSESSMENT

We will host a second assessment this November—the first time we've hosted two such events in one year! We have formally invited three candidates to participate.

#### DEVELOPING HOST PARISHES

We're working with Canon Molly Ruch and Always Forward (the Provincial church planting office) to identify consultants who will be able to help interested churches prepare to become Host Parishes for Church Plants. Host Parishes serve as incubators for new churches, helping Planting Curates prepare to plant and providing financial, administrative, and pastoral support; they may also send congregants to join Launch Teams. We have several churches interested in consultation.

### More Information

For more about our church planting approach and continuing updates, check out the [Gulf Atlantic Diocese website](#) or [email us](#).



## From our Plants: Glory Sighting & Prayer Requests

### ADORATION CHURCH, ORLANDO

*Fr. Nick & Sofia Audas + Fr. Cameron & Hannah MacMillan*  
*Photo: Fall leadership retreat*



**Glory Sighting:** We have been gathering for worship at our local YMCA, which has been providing a lot of evangelistic opportunities! One testimony: the homeless man who hangs out at the YMCA has become active in our church, helping with setup on Sundays and being embraced by the congregation.

**Prayer Request:** The man who owns the building where we have offices is selling it, so we need the Lord to provide a new office space.

### THE TABLE ST. JOHNS

*Fr. Lenny & Cally Korschewitz + Gabriel & Elaina Roman*  
*Photo: August outreach house party*



**Glory Sighting:** We've finally been able to meet weekly for worship since June, so we decided to celebrate our official launch after school started again

on August 17th. This launch has given us an opportunity to spread the word about our church in the community and to solidify our vision and serving teams.

**Prayer Request:** For grace and wisdom as we continue to build out the details of the administrative framework of The Table Church.

### REDEEMER ANGLICAN CHURCH, TAMPA

*Fr. Peter & Naomi Lebhar*



**Glory Sighting:** We had our first “flag planting” Eucharist service on Sunday, Sept. 7, in the Lebhar’s living room. It was a powerful time of worship. We’ll meet for six Sunday afternoons beginning October 5 to clarify our vision and gather a launch team.

**Prayer Request:** That the Lord would gather and solidify a Launch Team for Redeemer by January. We are already on our way! But, it’s a challenge to start from scratch in a new city.



## INCARNATION JACKSONVILLE

Fr. Paul & Kim Hassell

Photo: Andy and Lara share their son with Robin, a single man who had never held a baby before!



**Glory Sighting:** God continues to bless us with partnership through St. Barnabas Anglican, our Host Parish, and Mt. Sinai Missionary Baptist, a partnering church in our neighborhood. We have had two *Worship & Prayer* nights with the three churches and it has been a rich time of worship, prayer, fellowship, and growing collaboration. Our next quarterly *Worship & Prayer* gathering is November 5. The church also welcomed our first baby, and we celebrate that blessing of being more inter-generational.

**Prayer Request:** For growth of our community so that we can do more to connect with neighbors, and that God would bring more core members willing to plant a house church in Oceanway.

## INCARNATION EAST

A lay-led missional community under Incarnation Tallahassee

Lay Missioners: John & Krista Bump + Rector: Fr. John Hall

Photo: Gathering for Worship & Community



**Glory Sighting:** After planting Incarnation East a year ago, it has been a blessing to see God moving in families that may have been far from Jesus, or without a church home, or unengaged in the mission of Jesus to seek and save the lost. Our church is engaging with nine families and twenty six children.

**Prayer Request:** For us to be good soil for the word of God and that we would bear fruit in our next discipleship cycle, *Becoming a CoJourneyer*. We are in need of a children's discipleship leader and connections to missional folks who can help us multiply into more simple Anglican churches in the inner city of Tallahassee and beyond.



## REPORT ON REACHING THE NEXT GENERATION

THE REV. CANON CHRISTOPHER JONES

Next Generation Ministry is about the growth of our diocese as we raise the next generation of faithful Christians and welcome a new generation of converts! Our diocesan ministries are strengthening each year and many of our churches have thriving children's and youth programs. I am encouraged by the desire of many rectors in churches where there is little to no youth presence to see new flourishing youth ministries planted.

Though the challenges are great, we are seeing encouraging signs of growth—one congregation, for example, has experienced a 200% year-over-year increase in youth participation! I am continuing to encourage rectors to embrace the vision for vibrant youth ministry, advocating for creative solutions to overcome these barriers, and championing the transformative power of God at work in the lives of the next generation. As the Lord breathes life into our children's and youth ministries, my hope and confidence in the future of these ministries across our diocese continues to deepen.

### Next Generation Networks

The Diocese's Next Generation Networks have moved to monthly meetings (previously quarterly). The change was born out of discussion amongst children and youth leaders at Camp Araminta who wanted more, and deeper, connection to other leaders in the Diocese. The purpose of the meeting is to share resources, brainstorm and workshop new ideas, address challenges together, receive updates on diocesan NextGen ministry, and spend time in prayer for one another and for the next generation of our diocese. The first meeting featured the Rev. Craig Brown, who introduced an opportunity to partner with him on the Sacred Mental Health initiative, serving youth, young adults, and parents. This partnership aims to equip youth, ministry leaders, and parents with tools and resources to more effectively address mental health concerns among children, teens, and young adults.

### Anglican Campus Fellowship

The campus ministry that we planted in 2024 is continuing to grow. While growth is exciting, *with whom* the ministry is growing is even more exciting; we are beginning to attract students who are new to the faith and others who are questioning faith. The Lord is

also opening doors to a few sub-cultures on campus that are not yet being reached! We praise the Lord for that! Most of our students are still from the University of North Florida, but we hope that we will be able to draw in students from other campuses in Jacksonville. While this will necessarily be a gradual and incremental process, the initiative at UNF is not designed as a local ministry only. Our long-term vision is that it will serve as a model that can be adapted at other universities in proximity to parishes throughout our diocese.



### Plug In!

For the sake of our church, both now and in the future, please consider becoming more involved in these programs, and encourage others in your home church to do the same. If we are serious about the next generation of the church tomorrow, we must invest in that generation today! If you're not sure how, [get in touch with me](#).



## REPORT ON LEADERSHIP

THE REV. CANON BRYAN BIBA

The Lord has blessed me tremendously to serve the Gulf Atlantic Diocese as Canon for Leadership this past year. I am excited to report on God's work among us through you, the leaders of the church:

### Ordination Process Revisions

Following the recommendations of the Strategic Plan, we are continuing our revisions of the ordination process. This round of revisions has been motivated by three goals: 1) simplification, 2) digitization, and 3) enrichment.

On the first goal, I have simplified the ordination process manual by reducing pages and appendices. On the second goal, most of the forms submitted by rectors, aspirants, and postulants may now be submitted online. With the help of our Canon for Communications, Fr. Sam Horowitz, the system is now integrated with our existing database. On the third goal, we are enriching our process by adding an emotional intelligence assessment for aspirants, an updated psychological evaluation process for postulants, and a spiritual growth inventory for candidates. Scan or tap the QR code to check out our newly revised ordination manual.



### Aligning Church Planting Assessment and Ordination Discernment

This year I collaborated with Fr. Lenny Konschewitz and Michelle Herbst to better align the church planting assessment and ordination discernment process. In addition to simplifying steps through the elimination of reduplication, we hope this creates a pathway for new leaders from outside of our diocese who might be called to ordained ministry generally and church planting in particular.

### Collaboration with the Province

I was blessed to learn from and collaborate with other leaders throughout the Province. In June, I attended a Symposium on Anglican Theological Formation sponsored by the Robert E. Webber Center and the 2025 Provincial Council, both at Trinity Anglican Seminary in Ambridge, PA. One of the fruits of the symposium was the creation of the Anglican Formation Network which connects our Center for Ministry (C4M) and the Charles Simeon Institute

(CSI) to other seminaries and diocesan-based training centers. Rather than reinventing the wheel, the various dioceses in the ACNA are learning from one another and sharing resources together. Thanks be to God!



In July, Archdeacon Jessica and I attended a collaborative learning event with Canons for Leadership, OPT Chairs, and bishops from six other dioceses focused on the ordination process. It was helpful to compare our process with the processes of our Anglican peers. Beyond deepened relationships, the meetings resulted in a proposal to develop a shared Canonical Exam for ordination candidates, in partnership with Trinity Anglican Seminary. I look forward to sharing more specifics on this initiative next year.

### Summer Internships

This past summer, we had six ministry interns at five different parishes (St. Peter's, Tallahassee; Trinity, Thomasville; Grace, Fleming Island; Christ Church, Savannah; St. Andrew's, Douglas). Many of these interns participated in a discernment retreat sponsored by the Charles Simeon Institute located at Monastery of the Holy Spirit in Conyers, GA. Going forward, we will be partnering with the Charles Simeon Institute to place Summer Fellows throughout the Diocese. We hope to add at least two additional internship placements at parishes next summer. Please let me know if your parish is interested in hosting a summer intern.

### Center for Ministry | Charles Simeon Institute Partnership

In fulfillment of the strategic plan, the Center for Ministry is developing a four-course Anglican formation track for postulants. While this track is specifically designed to supplement the formation of postulants who have already completed degrees at a non-Anglican seminaries, it is open to current clergy seeking continuing education as well as interested lay leaders. Courses will be taught by qualified GAD instructors using a weekend-intensive format hosted by parishes throughout the diocese. We are hopeful



that this track will better prepare candidates for canonical exams in Anglican Doctrine, Church History, Liturgy & Worship, and Pastoral Leadership. In addition, we are partnering with Trinity Anglican Seminary to create an optional church-based pathway for postulants to earn an Anglican Studies Certificate. Our first courses will be launched in early 2026. Please let me know if you are interested in joining us.

### Recruiting Trips

This coming year, I plan to visit key seminaries in order to recruit leaders and build strong relationships with faculty and staff. If you are an alumnus of Trinity Anglican Seminary, Nashotah House Theological Seminary, Beeson Divinity School, Gordon-Conwell Theological Seminary, Asbury Theological Seminary, Reformed Theological Seminary, Duke Divinity School, or Palm Beach Atlantic University's School for Ministry, please let me know. I would appreciate any introductions or

connections you may have.

### Discerning the Call at Equipping the Saints

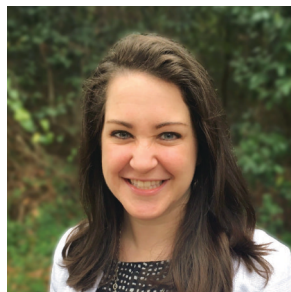
I am excited to announce that Equipping the Saints 2026 will feature a *Discerning the Call* track. This mini-retreat is for lay people throughout the diocese who are interested in exploring a potential call to ordained ministry. Rectors, please prayerfully consider who the Lord might want you to invite to participate in this special event.

### Conclusion

Beyond simply administrating and improving the discernment process, my ultimate goal is to ensure our diocese continues to identify and form men and women who lead with “skilled hands and integrity of heart” (Psalm 78:72). May the Lord continue to bless us with his favor and raise up leaders in our diocese for His church.

### Missional Leadership Alliance

MS. MICHELLE HERBST,  
MINISTRY DIRECTOR



The **Missional Leadership Alliance** (MLA) began in 2021 and is intended 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.

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

We had our first class of graduates this summer! Five female deacons and two male priests graduated and will be joining our Phase 2 process groups this fall! In their feedback forms, graduates gave the cohort an average overall score of 5 (6 being the highest “Unbelievably helpful” rating). In their written comments, they noted the relationships with other cohort members was especially life-giving. They also noted the amount of time required was doable for a

busy clergy schedule, which was our goal! Overall, they felt the topics and presenters were helpful, with a few suggestions for tweaks in the future.

With newly ordained clergy joining, we now have two priests, four vocational deacons, and two transitional deacons (who will become priests) in the cohort. They meet monthly for Zoom workshops on various topics, and gather before Synod and Spring Clergy Retreat for in-person workshops. Four of these clergy are bi-vocational, so we have a cohort group that has their Zoom gatherings in the evening. We'll have a “Knowing Yourself in Ministry,” which new clergy must attend during one of the two summers they're in the cohort, next year. In October, their in-person workshop ahead of Synod will be “Leading out of Sensitivity to the Spirit.”

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

Phase 2 participants meet monthly in Zoom process groups to reflect upon learning and ministry life together. The Rev Canon Dr. Sam Allberry will be speaking to clergy during our Clergy Conference ahead of Synod. Our Spring Clergy Retreat will be held at Epworth By-the-Sea (March 3-5, 2026).



## REPORT ON GLOBAL MISSION

THE REV. DAN THOMPSON, ASSOCIATE FOR GLOBAL MISSION

I am grateful for the opportunity to be a part of the global missions team for the Diocese and the Anglican Church. Having assumed this office just a few months ago, my main task has been to find the global mission contact for each parish and begin to learn what global mission partnerships are happening in our diocese.

Our first time meeting in a context of global missions was just a few weeks ago at New Wineskins, which over 100 people from our diocese attended. In addition, Dawn Batchelor from All Souls (Jacksonville) led a team from our diocese doing children's ministry for the conference.

New Wineskins was a great learning opportunity for me, as I attended the Anglican Frontier Mission pre-conference and learned about their heart for the most unreached portions of our world. During the main conference, there was an opportunity to be a part of 90 workshops among other breakout sessions and lunches. We were challenged with the reality of the persecuted Church and we rejoiced with the work of the Holy Spirit throughout the world.

Going forward, I would like to know the global mission contact for each church. I would also like to learn what global partnerships are being made by each parish and other missions partners you have in your churches. Please contact me at [dtompson@gulfatlanticdiocese.org](mailto:dtompson@gulfatlanticdiocese.org).

I am now thinking about how to implement some of the ideas that came out of the session where all the attendees from the Gulf Atlantic Diocese gathered together.

While we see significant partnerships and great missions connections through short-term trips in some churches, could we not **create some opportunities across the Diocese**? Could we create short-term opportunities so we can have **youth/adults** from the Diocese join together? Could we create **internship opportunities** with missions entities so youth and young adults could be exposed to different opportunities and allow the Holy Spirit to speak to them about missions as a vocation?

Could we partner with other dioceses and draw from the different gifts in our churches to create **ongoing**

**opportunities**? How can we create opportunities among our leaders to do targeted ministry equipping in sister parishes? Could we create an opportunity for global-missions-minded people in our diocese to gather to learn how to equip our local parishes?



Coming away from New Wineskins, I would like to hear from those who attended to get your takeaways and find a way to continually communicate what the Lord is doing among us as a diocese.

As your parish does short term trips or other partnership functions with sister parishes or dioceses, please let me know so I can keep communicating it to the wider diocese.

Lastly, I want to mention training resources for local parishes. Please check out those materials and offer them to your parishes:

- [Anglican Introduction to Missions](#) from New Wineskins
- Fulfilling the Great Commission Anglicanly (for adults) and Frontier Mission Kids (for children) [from Anglican Frontier Missions](#)

*How then will they call on him in whom they have not believed? And how are they to believe in him of whom they have never heard? And how are they to hear without someone to preach? And how are they to preach unless they are sent? How beautiful are the feet of those who preach good news!*

ROMANS 10:14-15, ESV



## FROM THE CHAIR OF THE STANDING COMMITTEE

THE REV. CANON DR. KEITH ALLEN

I want to begin by saying what a joy it has been to serve the Gulf Atlantic Diocese the past three years on the Standing Committee, and this year as the Chair. Standing Committee is made up of godly, faith-filled servants and I have been honored to serve with each of them (Emily Wilson, Fr. Morgan Clark, Bill Whilhelm, Fr. Robert Seawell, Nancy Ford, Fr. Brook Batchelor, and Pete Rosten).

In addition, it has been a joy and privilege to serve Bishop Alex as he and his staff have developed and begun to execute the strategic plan for the Diocese. Our bishop is shepherding us well and leading us into a season of flourishing. What a joy to watch as our diocese continues to lead the way taking on key leadership roles throughout the ACNA. The Gulf Atlantic Diocese has clergy and laity serving in every sphere of the life of our province and is providing a model for others to follow, from governance to global missions we are leading the way. I think we should all be grateful to the Lord and mindful of all the blessings we have as a diocese.

The Standing Committee has several key functions which include working with those who are discerning their called to ordained ministry, serving as a sounding board for the bishop as to his key initiatives, and working to maintain good clergy care and discipline within the diocese. I offer a few highlights from the past year.

### Ordinations

God continues to both raise up young leaders from within our diocese, as well as call leaders from outside to come and serve among us. The Standing Committee has been blessed to affirm and welcome the following for ordination this year:

- Drew Ibach (transitional diaconate, Christ Church, Savannah)
- Rachel Kirk (permanent diaconate, Christ Church, Jacksonville)
- Luke Memminger (priesthood, Grace, Fleming Island/Good Samaritan, Middleburg)
- Nick Audas (priesthood, Adoration, Orlando)

We will meet with the following Postulants at this year's Synod: Alice Sanderson, Angela Jones, Will Henry Lawrence, Beth Kirby, Chad Watson, Jordan

Franco, and Ralph Roberts.

Please join us in praying and thanking the Lord for these leaders as they discern their calling.



### Initiatives

The Diocese has launched our Learning Management System (LMS) which allows us to provide ongoing training to our clergy and laity alike. The first application of this system was to move our Safeguarding Training in house, which allows us to train to our standards and specific needs. Those who have taken the Safeguarding Our Children course know that these materials are high quality. The course also reduces the costs for each parish to train all those who need to be certified.

The goal of Fifty Flourishing Churches has taken another step as we have begun to assess and equip parishes according to the six marks identified last year, to move each of us toward greater flourishing. I have been encouraged to see the differing strengths we already possess as a diocese. We have parishes that are excelling in each of the marks of flourishing and can serve as models and resources for us all.

### Clergy Care/Discipline

Our bishop continues to foster relationships and develop systems to care for our clergy. Prior to each visit the rector receives a visit or call from the Canon for Congregational Development to discuss the current state of the parish and how the bishop may best serve them during his visit. In addition, the bishop continues to prioritize the care of souls through our Spring Clergy Retreat. He also has been proactive in handling situations requiring correction and supervision and the Standing Committee can affirm that he serving us all well as our shepherd. Each of these efforts is to ensure that each parish is served by clergy who are spiritually, emotionally, and physically prepared care for them.

As I complete my service on the Standing Committee I rejoice as I see the Diocese positioned to move from strength to strength!

The logo is an oval emblem with a light purple background. It features a white cross with a central vertical bar and a horizontal bar. To the left of the cross is a white scroll, and to the right is a white chalice. Below the cross and chalice are three white wavy lines representing water. At the bottom of the oval are two white staves or poles.

**SYNOD  
BUSINESS**



## SYNOD SCHEDULE AND AGENDA

### Friday, October 18

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 6:45 p.m.*

7:00 Opening Eucharist (*Cathedral*)

### Saturday, October 19

7:30 A.M. Doors open

8:00 Morning Prayer (*Cathedral*)

*All delegates must officially check in and sign for their ballot in the Narthex by 8:30 a.m. for Quorum Count.*

8:30 Call to Order and Welcome — The Rt. Rev. Alex Farmer (*Cathedral*)

Opening Business

Certification of Delegates & Quorum

Approval of the Minutes of the 2024 Synod

Adoption of the Rules of Order

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

Parish Transitions

Recognition of New Clergy

State of the Diocese Report from Bishop & Staff

2026 Budget Review & Vote (with Q&A) — Staff & Finance Committee

2026 Clergy Compensation Guide Review & Approval — Staff & Finance Committee

Elections — The Rev. Jon Hall

*Break — Please visit the ministry displays in the South Transept*

10:15 Jesus and Sexuality — The Rev. Canon Dr. Sam Allberry (2 teaching sessions)

12:30 P.M. Midday Prayer followed by Lunch (*Served from the South Transept*)

1:45 Breakouts by Parish (*see chart for locations*)

2:45 *Break — Please visit the ministry displays in the South Transept*

3:00 Vote on Amending Diocesan Canons — The Rev. Canon Andrew Rowell

Missional Testimony — The Rev. Chris Royer, Anglican Frontier Missions

Report on Elections — The Rev. Jon Hall

Closing Prayer and Blessing — The Rt. Rev. Alex Farmer

Announcement of Synod 2026 Dates and Location

3:30 Adjourn



# REPORT FROM THE SECRETARY OF SYNOD

MS. BETH KIRBY

## Congregations as of Synod 2025

### CENTRAL DEANERY

All Saints Anglican Church, *Tallahassee, FL*  
 Apostles By-the-Sea, *Rosemary Beach, FL*  
 Christ Church Anglican (Wakulla), *Crawfordville, FL*  
 Incarnation Tallahassee, *Tallahassee, FL*  
 St. Luke's Anglican Community 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 Jacksonville, Anglican, *Jacksonville, FL*  
 Christ Church Anglican, *Savannah, GA*  
 Church of Our Savior, *Jacksonville Beach, FL*  
 Church of the Redeemer, Anglican, *Jacksonville, FL*  
 Holy Trinity Anglican Church, *Jacksonville, FL*  
 \*Incarnation Jacksonville, *Jacksonville, FL*  
 Paramount Church, *Jacksonville, FL*  
 Resurrection 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

\*Adoration Church, *Orlando, FL*  
 Celebration Anglican Fellowship, *Celebration, FL*  
 Christ Church, *Vero Beach, FL*  
 Christ The King Anglican Church, *St. Augustine, FL*  
 Good Samaritan Anglican Church, *Middleburg, FL*  
 Grace Anglican Church, *Fleming Island, FL*  
 New Life Anglican Fellowship, *Lake Placid, FL*  
 Prince of Peace Church, *Melbourne, FL*  
 \*Redeemer Anglican Church, *Tampa, FL*  
 Servants of Christ Anglican Church, *Gainesville, FL*  
 \*The Table, *Saint Johns, FL*

### WESTERN DEANERY

Christchurch Anglican, *Montgomery, AL*  
 Church of the Apostles (Eastern Shore), *Fairhope, AL*  
 The Good Shepherd Anglican Church, *Opelika, AL*  
 Holy Spirit Anglican Church, *Mobile, AL*  
 The Mission Anglican Church, *Pensacola, FL*  
 St. Andrew's Anglican Fellowship, *Pensacola, FL*  
 St. Francis at the Point, *Point Clear, AL*  
 St. Michael's Anglican Fellowship, *Andalusia, AL*  
 \*St. Peter's Mission, *Meridian, MS*

## Quorum

122 clergy eligible for certification  
 (61 needed for a quorum)

59 elected lay delegates eligible for certification  
 (30 needed for a quorum)

## Notes

Church plants and Mission fellowships, indicated by an asterisk (\*), are represented by their parent parishes.

Synod will:

- Consider a motion to disaffiliate with St. Paul Anglican Church, Lynn Haven.
- Consider a motion to receive Adoration Church, Orlando, as a parish in the Southern Deanery.
- Recognize that Christ's Anglican Fellowship, High Springs has become a fellowship within the parish of Servants of Christ, Gainesville.
- Recognize that Paramount Church, Jacksonville, has come under the authority of the Diocese of the Rocky Mountains.
- Recognize the dissolution of Resurrection Church, Shalimar.



## CERTIFICATION OF DELEGATES

### 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. Lincoln Anderson *Good Shepherd*

The Rev. Lynne Ashmead *The Table St. Johns*

The Rev. Nick Audas *Adoration Church*

The Rev. Dr. Bob Ayres *Christ The King*

The Rev. Kathy Ayres *Christ The King*

The Rev. Charles Bailey *All Souls*

The Rev. Canon Herb Bailey *St. Peter's Cathedral*

The Rev. Dr. Valerie Balus *St. Andrew's [Pensacola]*

The Rev. David Ball *Church of Our Savior*

The Rev. Daniel Barker *Resurrection Church (Jacksonville)*

The Rev. Brook Batchelor *All Souls*

The Rev. Bryan Biba *Christ Church [Savannah]*

The Rev. Katie Black-Bowling *Church of the Redeemer*

The Rev. Gary Blaylock *St. Francis at the Point*

The Rev. Dr. Travis Boline *All Saints*

The Rev. Chris Brown *St. Andrew's [Douglas, GA]*

The Rev. Craig Brown *St. Peter's in the Glen*

The Rev. Lisa Browning *The Mission [Pensacola]*

The Rev. Dr. Susan Bubbers *Celebration*

The Rev. Frank Busbey

The Rev. Morgan Clark *Trinity [Thomasville]*

The Rev. Preston Colangelo *St. Peter's Cathedral*

The Rev. John Commins

The Rev. Canon Dr. Rob Cornelison

The Rev. Irma Daleen *Incarnation Tallahassee*

The Rev. Steve Dantin *Christ Church [Savannah]*

The Rev. Ronda DeFazio

The Rev. Mark DiCristina *Apostles (Eastern Shore)*

The Rev. Kirk Duffy *Christ Church [Savannah]*

The Rev. Jacob Dunn *St. Francis at the Point*

The Rev. Steven Edwards *Good Samaritan*

The Rev. Mark Eldredge *Resurrection (Jacksonville)*

The Rt. Rev. Alex Farmer

The Rev. Peter Fenoff *Resurrection (Jacksonville)*

The Rev. Curtis Froisland *Redeemer [Jacksonville]*

The Rev. Brian Garrison, *Good Samaritan*

The Rev. Joseph Gasbarre, *Christ Church [Savannah]*

The Rev. Damon Gibbs, *The Table St. Johns*

The Rev. Milton Gibson, *St. Francis at the Point*

The Rev. Vicki Gladding, *St. Peter's Mission*

The Rev. Susan Godwin, *Apostles (Eastern Shore)*

The Rev. Debra Gordon, *Christ Church Vero Beach*

The Rev. Jeffrey Grossman, *New Life*

The Rev. Dr. James Guthrie, *St. Andrew's [Douglas, GA]*

The Rev. Jon Hall *Incarnation Tallahassee*

The Rev. Paul Hassell *Incarnation Jacksonville*

The Rev. Dorie Head *All Souls*

The Rev. Ann Stewart Hemphill *Resurrection (Jacksonville)*

The Rev. Jeanne Higgins *Redeemer [Jacksonville]*

The Rev. Daniel Hixon *The Mission [Pensacola]*

The Rev. Gabe Holloway *Apostles (Eastern Shore)*

The Rev. Canon Dr. Samuel Horowitz *Grace*

The Rev. Walt Howard *Apostles (Eastern Shore)*

The Rev. Drew Ibach *Christ Church [Savannah]*

The Rev. Taylor Ishii *Apostles (Eastern Shore)*

The Rev. Canon Christopher Jones *All Souls*

The Ven. Dr. Jessica Jones *Grace*

The Very Rev. Marcus Kaiser *St. Peter's Anglican Cathedral*

The Rev. Canon Dr. Jonathan Kanary *St. Peter's Cathedral*

The Rev. Matt Kirk *Christ Church Jacksonville*

The Rev. Rachel Kirk *Christ Church Jacksonville*



The Rev. Lenny Konschewitz *The Table St. Johns*  
 The Rev. Stefanie Kreamer *Incarnation Tallahassee*  
 The Rev. Canon Bill Krizner *St. Peter's Cathedral*  
 The Rt. Rev. Neil Lebhar  
 The Rev. Peter Lebhar *Redeemer [Tampa]*  
 The Rev. Sally Lufburrow *Christ Church [Savannah]*  
 The Rev. Cameron MacMillan *Adoration*  
 The Rev. Greg Malley *Christ Church [Savannah]*  
 The Rev. Dr. James Manley *Servants of Christ*  
 The Rev. Michael Mayo  
 The Rev. Trina McCarthy *All Saints*  
 The Rev. Mike McDonald *Grace*  
 The Rev. Dolly McLemore *Christchurch [Montgomery]*  
 The Rev. Barbara McMillen *Christ The King*  
 The Rev. Jack McNeil *Grace*  
 The Rev. Bill McNeill *St. Andrew's [Douglas, GA]*  
 The Rev. Luke Memminger *Good Samaritan*  
 The Rt. Rev. John Miller *Christ Church Vero Beach*  
 The Rev. Diane Millott *St. Andrew's [Douglas, GA]*  
 The Rev. Robert Millott *St. Andrew's [Douglas, GA]*  
 The Rt. Rev. Martyn Minns  
 The Rev. Jay Mueller *Prince of Peace*  
 The Rev. Dr. Mark Murray *Redeemer [Jacksonville]*  
 The Rev. Dr. Jim Needham *Christ Church (Wakulla)*  
 The Rev. Larry O'Connell *All Souls*  
 The Rev. B.E. Palmer *Grace*  
 The Rev. Lang Pegram *Christ The King*  
 The Rev. Canon Scott Perry *Apostles By-the-Sea*  
 The Rev. Canon Dr. Michael Petty *St. Peter's Cathedral*  
 The Rev. Dr. Gary Pollitt *St. Barnabas*  
 The Very Rev. Dr. Joe Porfidio *Resurrection (Jacksonville)*  
 The Rev. Alan Reid *Christchurch [Montgomery]*  
 The Rev. Susan Rhodes *Servants of Christ*  
 The Rev. Tracy Roberts *St. Luke's*  
 The Rev. Canon Andrew Rowell *Christchurch [Montgomery]*

The Rev. Matt Rusch *Holy Trinity*  
 The Rev. Dr. Craig Sanders *Christ The King*  
 The Rev. Dr. David Sandifer  
 The Rev. Dr. Cameron Scalera *Prince of Peace*  
 The Rev. Scott Schultz *Redeemer [Jacksonville]*  
 The Rev. Robert Seawell *Apostles (Eastern Shore)*  
 The Rev. Michael Shaw  
 The Rev. Leah Slawson *Christchurch [Montgomery]*  
 The Rev. Justin Smith *Servants of Christ*  
 The Rev. Dr. Craig Stephans *Christ Church [Savannah]*  
 The Rev. John Strachovsky  
 The Rev. Dan Thompson *Apostles (Eastern Shore)*  
 The Rev. David Trautman *Servants of Christ*  
 The Rev. Megan Trautman *Servants of Christ*  
 The Rev. Dr. Jeffrey Trostle *St. Peter's Cathedral*  
 The Rev. Lynn Turner-Perez *Prince of Peace*  
 The Very Rev. John Wallace *Apostles By-the-Sea*  
 The Rev. Mike Webb  
 The Rev. Bud Williams *The Mission [Pensacola]*  
 The Rev. Donald Wilson *Christ The King*  
 The Rev. Dr. Adriene Wright *St. Peter's Cathedral*  
 The Rev. Dr. Sharon Wulbern *St. Barnabas*



## Lay Delegate Certification

### PARISH DELEGATES

**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.

Jean Williams *All Saints*  
 Catherine Dattres *All Souls*  
 Susan Twigg *All Souls*  
 Louise Brummett *Apostles (Eastern Shore)*  
 Pete Rosten *Apostles (Eastern Shore)*  
 Taylor Johnson *Apostles (Eastern Shore)*  
 Quinn Straub *Apostles By-the-Sea*  
 Ruth Anne Champion *Celebration*  
 Jesus Davila *Christ Church Jacksonville*  
 Doug Harrison *Christ Church [Savannah]*  
 Erin Macdonald *Christ Church [Savannah]*  
 Julie Roberts *Christ Church [Savannah]*  
 Valerie Hanks *Christ Church [Savannah]*  
 Debbie Hilton *Christ Church Vero Beach*  
 George Watson *Christ Church Vero Beach*  
 Garry Allshouse *Christ Church (Wakulla)*  
 Mike Lege *Christ The King*  
 Chris Cantey *Christchurch [Montgomery]*  
 Melissa Leisy *Christchurch [Montgomery]*  
 Pamela Swan *Christchurch [Montgomery]*  
 Robert McBride *Christchurch [Montgomery]*  
 Ginny Tuell *Good Samaritan*  
 Art Fourier *Good Shepherd*  
 Anna Starks *Grace*  
 David Garmus *Grace*  
 Eric Crawford *Grace*  
 Monika Woods *Grace*

Ross Millican *Grace*  
 El Napoli *Holy Spirit*  
 Christian Yates *Holy Trinity*  
 Nedward Howard *Holy Trinity*  
 Kelly Passetti *Incarnation Tallahassee*  
 Tom Rubino *Incarnation Tallahassee*  
 Chuck (Charles) Howard *The Mission [Pensacola]*  
 Mark Johnston *New Life*  
 Corrie Leas *Our Savior*  
 Douglas Leas *Our Savior*  
 Courtney Kanagy *Prince of Peace*  
 Matthew Kanagy *Prince of Peace*  
 Hannah Jones *Redeemer [Jacksonville]*  
 Steve Blackburn *Redeemer [Jacksonville]*  
 Carla Bowden *Resurrection (Jacksonville)*  
 Ramona Chance *Servants of Christ*  
 Scott Stefansen *Servants of Christ*  
 Andrew Deas *St. Andrew's [Douglas, GA]*  
 Scott Wilson *St. Andrew's [Pensacola]*  
 Deanna Howard *St. Barnabas*  
 Dave Howard *St. Francis at the Point*  
 Janet Boudet *St. Luke's*  
 Ashley Trafton *St. Peter's Cathedral*  
 Beth Medley *St. Peter's Cathedral*  
 Carolyn Parlato *St. Peter's Cathedral*  
 DeWitt Miller *St. Peter's Cathedral*  
 Jim Maples *St. Peter's Cathedral*  
 Steve Gordon *St. Peter's Cathedral*  
 Ashley Lang *Trinity*  
 Karla George *Trinity*

### ALTERNATES

Frankie Allen *All Saints*  
 Lori Miller *Apostles (Eastern Shore)*  
 Ross Langford *Christ Church (Wakulla)*  
 Valerie Owen *Christchurch [Montgomery]*



Casey Woods *Grace*  
Mrs. Howard *The Mission [Pensacola]*  
KC Crawley *Prince of Peace*  
Jeannie Bey *Servants of Christ*  
Gray McKinnon *St. Andrew's [Douglas, GA]*  
Carmen Rose Baselice *St. Barnabas*  
Sue Wilson *St. Luke's Anglican*  
Richard Lynes *St. Peter's Cathedral*

#### CANONICAL ADDITIONS

**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.*

Ellen Boyer *DC/Grace*  
Nancy Ford *SC/Our Savior*  
Kim Hassell *DC/Incarnation Jacksonville*  
Emily Hathcock *DC/Grace*  
Beth Kirby *Secretary of Synod/Servants of Christ*  
Pete Rosten *SC/Apostles (Eastern Shore)*  
Bill Wilhelm *SC/Trinity*  
Emily Wilson *SC/Servants of Christ*



## 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.



# MINUTES OF THE 2024 ANNUAL SYNOD

SUBMITTED BY THE REV. JUSTIN L. SMITH, SECRETARY OF THE 2024 ANNUAL SYNOD

OCTOBER 19, 2024

## Gathering in God's Presence for the work of our diocese

- Morning Prayer was led by the Rev. Bill McNeill and the Rev. Peter Fenoff

## Call to Order and Welcome: The Rt. Rev. Alex Farmer

## Certification of Delegates and Quorum: Rev. Justin Smith, Secretary of Synod

- Of the 128 clergy certified to vote, there are 66 present. Of the 64 lay delegates certified to vote, there are 50 present. **A quorum is declared.**

## Adoption of the Rules of Order

- Secretary Rev. Justin Smith calls for a motion to use the Rules of Order established at the previous Synod for approval and use at this Synod. Motion made by Rev. James Guthrie and seconded by Edward Howard. **Motion passes.**

## Approval of the Minutes of the 2023 Synod

- Secretary Rev. Justin Smith calls for a motion to accept the minutes of the previous synod as submitted. Motion made by Rev. James Guthrie and seconded by Dewitt Miller. **Motion passes.**

## The Bishop Grants Seat and Voice to all Licensed Clergy from ACNA Jurisdictions and Retired and Inactive Diocesan Clergy

## Clergy Recognition

The Archdeacon, Ven. Dr. Jessica Jones, recognizes the following:

- James Derbyshire and James Hampson, whom passed to the nearer presence of God
- Mike Chitwood – now licensed to serve in GAD while remaining domiciled in a different jurisdiction
- Steven Edwards and Herb Bailey – clergy transfers to GAD
- Nick Audas, Katie Black-Bowling, Peter Fenoff, Jason Goble, Lenny Konschewitz, Stefanie Kreamer, Peter Lebhar, Bill McNeill, Justin Smith – clergy ordained since last Synod.

## State of the Diocese Report

- The Bishop describes his thankfulness for congregations' quick response in Helene hurricane relief efforts, and St. Andrew's (GA) which, even without power, blessed both their members and the surrounding community. Given Colossians 2:6-7, the Bishop describes the importance of putting out long and strong roots and mentions several ways this has occurred:

- The election of Archbishop Steve Wood
- Communion around firm orthodox rootedness
- Moving forward with 5-Year Strategic Plan presented at last year's Synod – conferences and Synods are focusing on the 6 marks of a flourishing church.
- The Bishop describes some of the work done with the additional 1% giving he requested congregations give during last Synod including sending the Rev. Leah Slawson for Safeguarding training, helping the Rev. Craig Brown to provide



mental health resources to parishes, and speeding up the work of church planting.

### **The Archdeacon, The Ven. Jessica Jones reports on Leadership and the Strategic Plan**

- Discusses the 5-year Strategic Plan is on schedule as we finish year one
- The Grow Fund is supporting 2 projects at Good Samaritan and Servants of Christ
- Thanks Leah Slawson, Bob Ayres, and Sam Horowitz for their contributions to LMS and the Safeguarding training
- Describes that most ordained leaders are identified by people reaching out to them. The Archdeacon challenges churches to consider who is doing the asking to consider ordination.

### **The Canon Christopher Jones reports on Next Generation Ministry**

- Gives thanks and testimony of the Lord's work at Dynamos and Camp Araminta
- Challenges parishes to have a vision of young people coming into the Church and being disciplined
- Challenges us to answer the question: who wants the next generation the most – the world or us?

### **The Canon Bill Krizner reports on Congregations**

- Describes efforts in supporting 3 parishes find a rector and development of a process to streamline those searches
- Talks about meetings with parish rectors prior to and following Bishop visits
- Discusses assisting congregations with ministry networking
- Invites congregations to reach out for any support from the Diocese

### **The Rev. Lenny Konshewitz reports on Church Planting**

- New churches are receiving the vast majority of people who have never been churchied before whereas established churches primarily are made up of those who are already churchied
- Celebrates current and upcoming church plants
- Gives 3 ways to be involved in church planting: pray for more workers to be sent to gather the harvest, give financially, serve and get involved (both clergy and laity)

### **Executive Administrator, Mr. Chris McCarthy, gives his report**

- Discusses how the Strategic Planning Initiatives have been creating a culture of shared wisdom
- Gives thanks for the contributions of Michelle Herbst in managing the Bishop's schedule and for Dennis Kelemen as Treasurer

### **The Bishop recognizes and presents the Rev. Dr. Samuel Horowitz as the newly appointed Canon for Communications and IT.**

### **2025 Budget Review and Approval**

- Mr. Chris McCarthy, the Executive Administrator and the Rev. Jon Hall, the Chair of the Finance Committee present the 2025 budget for approval. Mr. Chris McCarthy reviews the budget and recommends adoption.



- A motion to approve the budget is made by the Rev. Marcus Kaiser and seconded by the Rev. Andrew Rowell. The Rev. James Guthrie asks about the Diocese considering coverage of conference fees. Mr. Chris McCarthy says this is not covered in the current proposed budget, but is something being looked into. A vote is called. None opposed. The motion passes. **The 2025 Budget is approved.**

## 2025 Clergy Compensation Guide Review and Approval

- The Rev. Jon Hall discusses that there are no substantial changes to the guide. He mentions an increase of 3% to keep up with inflation and the cost of living, and describes a table of budget benchmarks that provides a recommendation for churches that have a mortgage or rent payment and those that don't and gives guidance on how budget percentages may be allocated. He recommends adoption of the 2025 Compensation and Benefits Guide from the finance committee and Diocesan Council.
- A motion to approve the Guide is made by the Rev. James Guthrie and seconded by the Rev. Frank Busby. No discussion. The motion passes. **The 2025 Clergy Compensation and Benefits Guide is approved.**

## The Rev. Canon Michael Petty discusses the Election Process

### The Rev. Canon Bill Krizner gives a report on Evangelism through Relationship

- He challenges us to see our neighbors, coworkers and friends who are caught in the various traps that keep them from encountering Christ.
- He introduces the 5 principles of evangelism in preparation for the morning workshops, where practical application of these principles is discussed.

*\*Break and Morning Workshops\**

## Panelist Discussion

- The Rev. Canon Bill Krizner invites a 5-person panel to share personal stories illustrating each of the 5 principles of evangelism. Both clergy and laity from across the Diocese share their stories

*\*Break\**

## The Rev. Canon Andrew Rowell gives the Canon for Governance Report

- No canonical changes were recommended

The Bishop mentions that he has appointed Canon Andrew as Canon for Governance so that he is not simply chairing the Canons and Constitutions Committee but is a permanent part of that because of his gifting and expertise.

The Bishop also mentions the selection of Gary Hunter as a co-chancellor for the Diocese to join Mose Stewart in providing counsel.

## The Rev. Canon Dr. Michael Petty gives the Report on Elections

- for the Standing Committee, the following were elected:
  - Mr. Pete Rosten (lay representative)
  - Rev. Brook Batchelor (clergy representative)
- for the Diocesan Council, the following were elected:
  - Mrs. Emily Hathcock (lay representative)
  - Rev. Dan Thompson (clergy representative)



- For the Ecclesiastical Trial Court, the slate of 7 names were all adopted (including Mr. Lister Hubbard, Mrs. Doris Cheshire, Mr. Charlie Stambaugh, the Very Rev. Marcus Kaiser, the Rev. Dr. Jeff Trostle, the Rev. Ben Jefferies, and the Rev. Curtis Froisland).
- Mrs. Beth Kirby was elected Secretary of Synod.

**In place of a global missions report, the Rev. Dr. Pete Wait shares on global missions and gives a testimony.**

### **Closing Remarks**

- The Bishop announces the following:
  - a clergy spouse retreat will be hosted by Mrs. Jody Farmer April 10-12
  - an evaluation form will be emailed out to Synod attendees in the next week
  - the 17th annual Synod will be on October 17 to 18 of 2025 with the Rev. Canon Dr. Sam Allberry as the guest speaker. Human identity and sexuality will be the topic for discussion.
- The Bishop discusses the idea of taking Synod on the road every other year.
- The Bishop closes in prayer and the Synod was adjourned at 3:30 pm.



## TREASURER'S REPORT

MR. DENNIS KELEMEN

### 2025 Mid-Year Financial Position

I am pleased to report that our diocesan financial position at mid-year has improved over our Calendar Year 2024 year-end position.

Total assets at June 30, 2025 are \$473,668, which is an increase of \$82,455 since December 31, 2024. Total Liabilities are \$66,533 which is an increase of \$33,465 over the prior years' position, and our equity position increased by \$48,990 to \$407,135.

Overall pledge income is at 101%, with the Northeastern Deanery at 122%, the Western Deanery at 101%, and the Central and Southern Deaneries at 94% and 93% respectively. Ministry expenses and Administrative expenses are below budget at the end of June. Our Net Operating Income for the period ending June 30, 2025 is \$52,287. Please see the financial statements and explanations on the following pages.

### 2026 Operating Budget

The 2025 budget approved at last year's Synod was \$980,000, which is slightly below projected income of \$980,302. The proposed budget for Calendar Year 2026 is \$1,082,000 and the projected income is \$1,039,000. This budget includes increased Ministry engagement and support for our smaller churches, support for our existing church plants and one new church plant in Tampa. Other expense categories (Missions, Facilities, Personnel, and General and Administrative functions) increased slightly by 2.5%. The increased diocesan operational income which funds the strategic plan objectives are due to churches that continue to support the Diocese with the 6% pledge commitment.

### Diocesan Parish Review Program

Each year churches are requested to perform a parish review based on "agreed upon procedures" that are provided by the Diocese. This year, with the transition to a new Executive Administrator, the Diocese has begun to review the scope of the review process and how it applies to churches of different sizes. Several of the large churches have completed an audit, and several churches have completed the review process. The Diocese is in the process of recruiting and training staff to perform reviews. We expect to

update the review program taking church size into consideration in calendar year 2026.

### Other Noteworthy Accomplishments

Other year-to-date accomplishments include continuing to assist a number of smaller churches transition to a recommended parish financial model, working to create a recommended model of insurance for churches, completing the first review of the diocese, and moving the accounting function for Camp Araminta to the Diocese.





## MID-YEAR FINANCIAL REPORT

MR. DENNIS KELEMEN

### Statement of Financial Position with Prior-Year Comparison

|                                       | 6/30/25        | 12/31/24       | Difference     | % changes     |
|---------------------------------------|----------------|----------------|----------------|---------------|
| <b>Assets</b>                         |                |                |                |               |
| Total Bank Accounts                   | 461,655        | 375,157        | 86,498         | 23.1%         |
| Accounts Receivable                   | 10,342         | 7,101          | 3,242          | 45.6%         |
| Other Current Assets                  | 1,670          | 8,954          | (7,284)        | -81.3%        |
| <b>Total Assets</b>                   | <b>473,668</b> | <b>391,213</b> | <b>82,455</b>  | <b>21.1%</b>  |
| <b>Liabilities</b>                    |                |                |                |               |
| Accounts Payable                      | 9,632          | 0              | 9,632          | 100.0%        |
| Credit Cards                          | 8,066          | 6,509          | 1,557          | 23.9%         |
| Camp Araminta                         | 48,515         | 11,960         | 36,556         | 305.7%        |
| Payroll Liabilities                   | 320            | 0              | 320            | 100.0%        |
| Other Current Liabilities             | 0              | 14,598         | (14,598)       | -100.0%       |
| <b>Total Liabilities</b>              | <b>66,533</b>  | <b>33,067</b>  | <b>33,465</b>  | <b>101.2%</b> |
| <b>Equity</b>                         |                |                |                |               |
| Unrestricted Funds                    |                |                |                |               |
| Retained Earnings                     | 119,858        | 119,733        | 125            | 0.1%          |
| Net Income                            | 52,287         | 125            | 52,162         | 41729.6%      |
| <b>Total Unrestricted Funds</b>       | <b>172,145</b> | <b>119,858</b> | <b>52,287</b>  | <b>43.6%</b>  |
| Diocese Restricted Funds              |                |                |                |               |
| Bishop's Sabbatical                   | 10,000         | 10,000         | 0              | 0.0%          |
| Out-yr Travel (GAFCON, etc.)          | 15,220         | 17,186         | (1,966)        | -11.4%        |
| Risk Management                       | 50,000         | 46,000         | 4,000          | 8.7%          |
| Strategic Planning Event              | 5,000          | 5,000          | 0              | 0.0%          |
| <b>Total Diocese Restricted Funds</b> | <b>80,220</b>  | <b>78,186</b>  | <b>2,034</b>   | <b>2.6%</b>   |
| Donor Restricted Funds                |                |                |                |               |
| Bishop's Discretionary                | 2,722          | 10,147         | (7,425)        | -73.2%        |
| Deaf Church                           | 23,799         | 17,623         | 6,176          | 35.0%         |
| Disaster Relief                       | 5,511          | 5,511          | 0              | 0.0%          |
| Renewal Ministries                    | 1,333          | 1,333          | 0              | 0.0%          |
| Dynamos                               | 16,011         | 5,000          | 11,011         | 220.2%        |
| Grow Funds                            | 2,419          | 1,093          | 1,326          | 121.4%        |
| Church Planting                       |                |                |                |               |
| General Church Planting               | 16,209         | 32,209         | (16,000)       | -49.7%        |
| TPA Church Plant                      | 75,000         | 75,000         | 0              | 0.0%          |
| Next Generation                       | 3,273          | 2,493          | 780            | 31.3%         |
| Good Samaritan Revital. Project       | 8,494          | 9,694          | (1,200)        | -12.4%        |
| <b>Total Donor Restricted</b>         | <b>154,770</b> | <b>160,101</b> | <b>(5,331)</b> | <b>-3.3%</b>  |
| <b>Total Equity</b>                   | <b>407,135</b> | <b>358,145</b> | <b>48,990</b>  | <b>13.7%</b>  |



## 2024 Mid-Year Income by Source

|                                         | January - June 2025 |                |                        |                | Annual<br>Pledge |
|-----------------------------------------|---------------------|----------------|------------------------|----------------|------------------|
|                                         | Actual              | Budget         | over/(under)<br>Budget | % of<br>Budget |                  |
| <b>Income</b>                           |                     |                |                        |                |                  |
| <b>Pledges</b>                          |                     |                |                        |                |                  |
| <u>Northeastern Deanery</u>             |                     |                |                        |                |                  |
| All Souls Anglican Church               | 11,375              | 15,608         | (4,233)                | 72.9%          | 31,215           |
| Christ Church Anglican, JAX             | 3,390               | 3,750          | (360)                  | 90.4%          | 7,500            |
| <b>Christ Church Anglican, Savannah</b> | 27,991              | 27,991         | (0)                    | 100.0%         | 55,982           |
| Church of Our Savior                    | 15,630              | 16,128         | (498)                  | 96.9%          | 32,255           |
| Church of the Redeemer                  | 8,145               | 12,950         | (4,805)                | 62.9%          | 25,900           |
| Holy Trinity Anglican Church            | 13,902              | 9,908          | 3,994                  | 140.3%         | 19,816           |
| Paramont Church                         | 0                   | 2,360          | (2,360)                | 0.0%           | 4,721            |
| Resurrection Anglican, JAX              | 3,651               | 5,279          | (1,628)                | 69.2%          | 10,558           |
| St. Andrew's Anglican, Douglas          | 0                   | 5,361          | (5,361)                | 0.0%           | 10,721           |
| St. Barnabas Anglican Church            | 41,550              | 3,972          | 37,578                 | 1045.9%        | 7,945            |
| St. Peter's in the Glen                 | 0                   | 0              | 0                      | 0.0%           | TBD              |
| <b>Total Northeastern Deanery</b>       | <b>125,635</b>      | <b>103,306</b> | <b>22,328</b>          | <b>121.6%</b>  | <b>206,613</b>   |
| <u>Southern Deanery</u>                 |                     |                |                        |                |                  |
| Church of the Good Samaritan            | 7,696               | 7,696          | 0                      | 100.0%         | 15,392           |
| Servants of Christ                      | 9,750               | 9,941          | (191)                  | 98.1%          | 19,883           |
| <b>Grace Anglican</b>                   | 45,833              | 53,157         | (7,324)                | 86.2%          | 106,314          |
| Christ The King                         | 8,724               | 8,875          | (151)                  | 98.3%          | 17,750           |
| Christ's Anglican Fellowship            | 0                   | 588            | (588)                  | 0.0%           | 1,176            |
| Celebration Anglican Fellowship         | 0                   | 360            | (360)                  | 0.0%           | 719              |
| Christ Church Anglican, Vero            | 26,022              | 25,955         | 67                     | 100.3%         | 51,910           |
| New Life Anglican Church                | 0                   | 900            | (900)                  | 0.0%           | 1,800            |
| Prince of Peace Ch - Melbourne          | 19,810              | 19,950         | (140)                  | 99.3%          | 39,900           |
| <b>Total Southern Deanery</b>           | <b>117,834</b>      | <b>127,422</b> | <b>(9,588)</b>         | <b>92.5%</b>   | <b>254,844</b>   |
| <u>Central Deanery</u>                  |                     |                |                        |                |                  |
| All Saints Anglican Church              | 6,583               | 6,957          | (374)                  | 94.6%          | 13,914           |
| <b>Apostles by the Sea Anglican</b>     | 4,650               | 7,500          | (2,850)                | 62.0%          | 15,000           |
| Christ Church Anglican, Wakula          | 1,500               | 2,250          | (750)                  | 66.7%          | 4,500            |
| Community of Life Fellowship            | 2,124               | 2,122          | 2                      | 100.1%         | 0                |
| Incarnation Tallahassee                 | 11,477              | 10,409         | 1,069                  | 110.3%         | 20,817           |
| St. Luke's Anglican Church              | 0                   | 0              | 0                      | 0.0%           | 4,244            |
| <b>St. Peter's Cathedral</b>            | 81,474              | 86,223         | (4,749)                | 94.5%          | 172,445          |
| Trinity Anglican Church                 | 16,751              | 16,235         | 516                    | 103.2%         | 32,470           |
| St. Paul's Lynn Haven                   | 0                   | 480            | (480)                  | 0.0%           | 959              |
| <b>Total Central Deanery</b>            | <b>124,560</b>      | <b>132,175</b> | <b>(7,615)</b>         | <b>94.2%</b>   | <b>264,349</b>   |
| <u>Western Deanery</u>                  |                     |                |                        |                |                  |
| <b>Christchurch, Montgomery</b>         | 45,000              | 37,500         | 7,500                  | 120.0%         | 75,000           |
| Church of the Apostles                  | 35,314              | 37,550         | (2,236)                | 94.0%          | 75,100           |
| Holy Spirit Anglican Church             | 2,790               | 2,946          | (156)                  | 94.7%          | 5,892            |
| The Mission Anglican Church             | 8,226               | 8,922          | (696)                  | 92.2%          | 17,845           |
| Resurrection Anglican, Shalimar         | 1,190               | 3,486          | (2,296)                | 34.1%          | 6,971            |
| St. Andrews, Pensacola                  | 1,467               | 977            | 490                    | 150.1%         | 1,954            |
| St. Francis at the Point                | 9,960               | 9,959          | 2                      | 100.0%         | 19,917           |
| St. Michael's, Andalusia                | 300                 | 600            | (300)                  | 50.0%          | 1,200            |
| St. Peter's Mission                     | 1,000               | 296            | 705                    | 338.4%         | 591              |
| Church of the Good Shepherd             | 3,512               | 5,163          | (1,651)                | 68.0%          | 10,326           |
| <b>Total Western Deanery</b>            | <b>108,758</b>      | <b>107,398</b> | <b>1,360</b>           | <b>101.3%</b>  | <b>214,796</b>   |
| <b>Total Pledges</b>                    | <b>476,787</b>      | <b>470,301</b> | <b>6,486</b>           | <b>101.4%</b>  | <b>940,602</b>   |
| <u>Interest/Investment Income</u>       |                     |                |                        |                |                  |
| Interest Income                         | 7,370               | 5,250          | 2,120                  | 140.4%         | 10,500           |
| <b>Total Interest/Investment Income</b> | <b>7,370</b>        | <b>5,250</b>   | <b>2,120</b>           | <b>140.4%</b>  | <b>10,500</b>    |



|                                          | January - June 2025 |                |                     |               | Annual Pledge  |
|------------------------------------------|---------------------|----------------|---------------------|---------------|----------------|
|                                          | Actual              | Budget         | over/(under) Budget | % of Budget   |                |
| <b><u>Other Income</u></b>               |                     |                |                     |               |                |
| Other Gifts & Offer - Unrestrict         |                     | 0              | 50                  | 100.0%        |                |
| Other Gifts and Offerings - unrestricted | 1,012               | 600            | 412                 | 168.7%        | 1,200          |
| Miscellaneous Income/(expense)           | 1,095               | 0              | 1,095               | 100.0%        | 0              |
| <b>Total Other Income</b>                | <b>2,107</b>        | <b>600</b>     | <b>1,507</b>        | <b>351.2%</b> | <b>1,200</b>   |
| <b><u>Non-Operating Revenue</u></b>      |                     |                |                     |               |                |
| Reserve Funds Transferred                | 14,000              | 14,000         | 0                   | 100.0%        | 28,000         |
| Donor Restricted Gifts - Income          | 81,296              | 37,500         | 43,796              | 216.8%        | 75,000         |
| Donor Restricted Gifts - Expense         | (81,296)            | (37,500)       | (43,796)            | -216.8%       | (75,000)       |
| <b>Total Non - Operating Revenue</b>     | <b>14,000</b>       | <b>14,000</b>  | <b>0</b>            | <b>100.0%</b> | <b>28,000</b>  |
| <b>Total Income</b>                      | <b>500,265</b>      | <b>490,151</b> | <b>10,113</b>       | <b>102.1%</b> | <b>980,302</b> |



## 2024 Mid-Year Statement of Financial Activity (P&amp;L)

|                                           | Jan-Jun YTD 2025 |          | Variance | Annual Budget |
|-------------------------------------------|------------------|----------|----------|---------------|
|                                           | Actual           | Budget   |          |               |
| <b>Income</b>                             |                  |          |          |               |
| Pledges                                   |                  |          |          |               |
| Total Northeast Deanery                   | 125,635          | 103,306  | 22,328   | 206,613       |
| Total Southern Deanery                    | 117,834          | 127,422  | (9,588)  | 254,844       |
| Total Central Deanery                     | 124,560          | 132,175  | (7,615)  | 264,349       |
| Total Western Deanery                     | 108,758          | 107,398  | 1,360    | 214,796       |
| Total Pledges                             | 476,787          | 470,301  | 6,486    | 940,602       |
| Total Investment Income                   | 7,370            | 5,250    | 2,120    | 10,500        |
| Total Other Operating Income              | 2,107            | 600      | 1,507    | 1,200         |
| Non Operating Income                      | 95,296           | 51,500   | 43,796   | 103,000       |
| Non Operating Expense                     | (81,296)         | (37,500) | (43,796) | (75,000)      |
| Net Operating Income                      | 14,000           | 14,000   | 0        | 28,000        |
| Total Income                              | 500,265          | 490,151  | 10,113   | 980,302       |
| <b>Expenses</b>                           |                  |          |          |               |
| ACNA (10% Tithe on Q3-23 to Q2-24 Income) | 41,400           | 41,400   | 0        | 82,500        |
| Total Missions                            | 41,400           | 41,400   | 0        | 82,500        |
| Ministry Expenses                         |                  |          |          |               |
| Total Leadership                          | 18,421           | 32,175   | 13,754   | 64,350        |
| Total Church Development and Health       | 9,081            | 8,800    | (281)    | 17,600        |
| Total Next Generation                     | 4,250            | 9,150    | 4,900    | 16,300        |
| Total Church Planting                     | 41,092           | 36,600   | (4,492)  | 73,200        |
| Total Ministry Expenses                   | 72,844           | 86,725   | 13,881   | 171,450       |
| Administrative Expenses                   |                  |          |          |               |
| Total Facilities Expenses                 | 5,220            | 4,560    | (660)    | 9,120         |
| Total Personnel                           | 272,154          | 298,250  | 26,097   | 596,500       |
| Total Executive                           | 2,168            | 750      | (1,418)  | 1,500         |
| Total Finance                             | 16,637           | 17,250   | 613      | 34,500        |
| Total Operations Support                  | 30,517           | 28,150   | (2,367)  | 56,300        |
| Total Communications/IT                   | 2,393            | 6,750    | 4,357    | 13,500        |
| Total Human Resources                     | 2,414            | 4,850    | 2,436    | 9,700         |
| Total Admin/Office/Legal                  | 2,231            | 2,475    | 244      | 4,950         |
| Total Administrative Expense              | 333,734          | 363,035  | 29,301   | 726,070       |
| Total Expenses                            | 447,978          | 491,160  | 43,183   | 980,020       |
| Net Operating Income                      | 52,287           | (1,009)  | 53,296   | 282           |

# GULF ATLANTIC DIOCESE

## 2026 PROPOSED OPERATING BUDGET



### RAISING & EQUIPPING LEADERS

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### STRENGTHENING CHURCHES

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### REACHING THE NEXT GENERATION

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### PLANTING CHURCHES

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## 2026 PROPOSED BUDGET

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# RAISING & EQUIPPING LEADERS

## 2024/2025 HIGHLIGHTS

### RETREATS & CONFERENCES

#### EQUIPPING THE SAINTS

5 Courses / 144 Attendees / 95% Approval Rating

126

#### Fall Clergy Conference

2024-25 Focus:  
Relational Evangelism

93

#### Deacons Conference

Focus:  
Intercultural Ministry

#### Spring Clergy Retreat

Focus:  
Keeping Watch Over the Flock

### VISION:

To develop the current and future church leaders in our diocese.

\$367,000

34% OF BUDGET

9

ASPIRANTS

12

POSTULANTS

4

ORDINATIONS

2

#### RECTOR INSTITUTIONS

Christ the King, St Augustine, FL  
The Mission, Pensacola, FL

### MISSIONAL LEADERSHIP ALLIANCE



#### PHASE 1 COHORT

Training & development for newly ordained clergy



#### PHASE 2

Ongoing support & professional development for all active clergy

4 NEW

#### CENTER FOR MINISTRY

Lay and clergy training courses w/ the Charles Simeon Institute

### GROW FUND PROJECTS

Opportunities for churches & individuals to partner

### MISSIONAL CURACIES

On-the-ground leadership training for young clergy at local churches

### ANTIOCH CURACIES

On-the-ground leadership training for ethnically diverse clergy at local churches

# STRENGTHENING CHURCHES

## 2024/2025 HIGHLIGHTS

### CHURCH MINISTRY NETWORKS

*A Culture of Shared Wisdom*



### CHURCH TOOLS & TRAINING

- > Safeguarding Training
- > Church Finance Suite
- > Pledge/Donor Mgmt
- > Ins. Standards & Recs
- > Church Comms Suite

## CHURCH FLOURISHING & BEST PRACTICES

### 6 Marks of Flourishing:

- Inspiring Worship
- Evangelistic Mission
- Intergenerational Discipleship
- Raising/Equipping Leaders
- Wise Stewardship
- Healthy Community

### DIRECT CHURCH SUPPORT



#### Admin, Finance, and Comms:

Publications, Website & IT Systems, Bookkeeping & Payroll

### GROW FUND PROJECTS

Opportunities for churches & individuals to partner

### CHURCH REVITALIZATION

Boosting churches toward flourishing through focused, short-term support programs

### VISION:

To strengthen existing churches to fulfill the Great Commission in their community.

\$316,000



29% OF BUDGET

## RETREATS

### Sacred Mental Health Retreats

Equipping our churches and people to minister in today's world of mental health issues

### Sacred Marriage Retreats

Supporting married couples in living a life of Godly intimacy

### Clergy Spouse Retreat

Spouse fellowship, relaxation, and learning retreat featuring a guest speaker

### Anglican Fourth Day

Ongoing planning to restore this ministry to the diocese

### Bishop Visitations

21

# REACHING THE NEXT GENERATION

## 2024/2025 HIGHLIGHTS

### VISION:

To raise up the next generation of the Church through focused discipleship ministries & programs.

\$154,000

14% OF BUDGET

## MINISTRY PROGRAMS



### 4th - 12th Graders

Week-long summer camp of intense Christian community and discipleship



300+ Staff & Campers



### 9th - 12th Graders

Discipleship retreat for HS students to reach other HS students



90+ Team & Candidates



### 7th - 12th Graders

Students physically and relationally serve the local community



150+ Staff & Campers



### Young Adults

Connects young adults to community, faith, and church



Next Event: November 21

NextGen Networks gather monthly for sharing resources, problem-solving, and prayer

96



CONFIRMATIONS

102



RECEPTIONS

PLANTED AND GROWING  
**ANGLICAN COLLEGE FELLOWSHIP**

Adult volunteers needed in Jacksonville, FL, area!

### GROW FUND PROJECTS

Opportunities for churches & individuals to partner

### CAMPUS MINISTRY

Helping Servants of Christ partner with Coalition for Christian Outreach in on-campus ministry at UF & Santa Fe CC

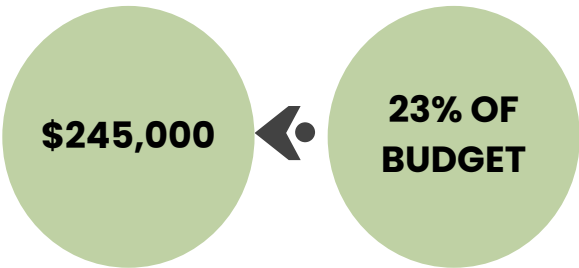
### DIOCESE CAMP & CONF. CENTER

Determining economic feasibility  
Phase 1: Market Analysis  
Phase 2: Financial Analysis  
Phase 3: Property Search

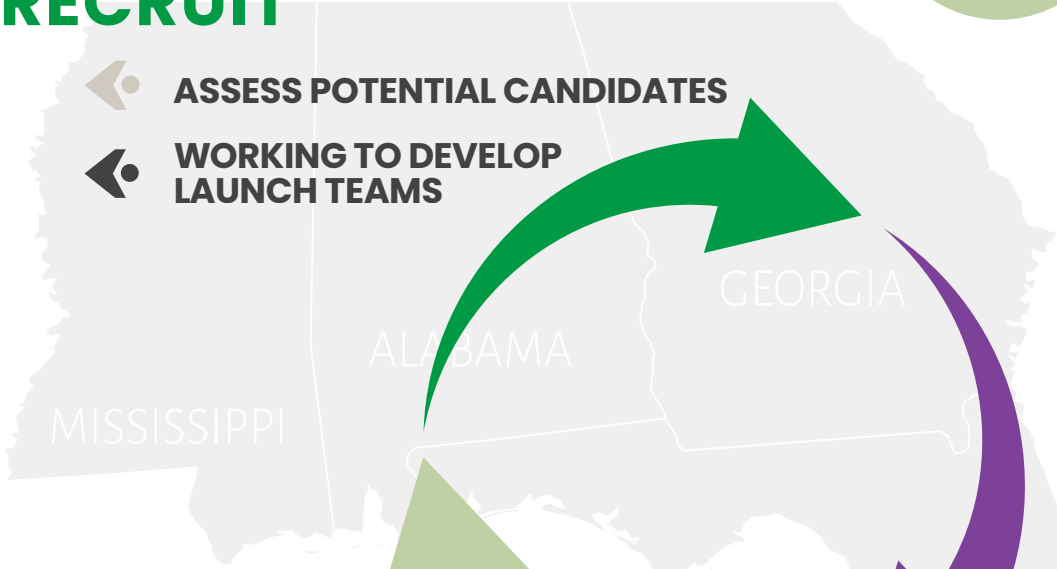
# PLANTING CHURCHES

## 2024/2025 HIGHLIGHTS

**VISION:**  
To cultivate a diocesan ecosystem that plants multiplying churches.



### RECRUIT



### EMPOWER

- TRAINING
- COACHING
- FUNDING
- ONGOING SUPPORT

### MULTIPLY

NEW PLANTS EMERGING FROM EXISTING CHURCHES

#### GROW FUND PROJECTS

Opportunities for churches & individuals to partner

#### CHURCH PLANTS

Supporting a specific church plant or the overall program

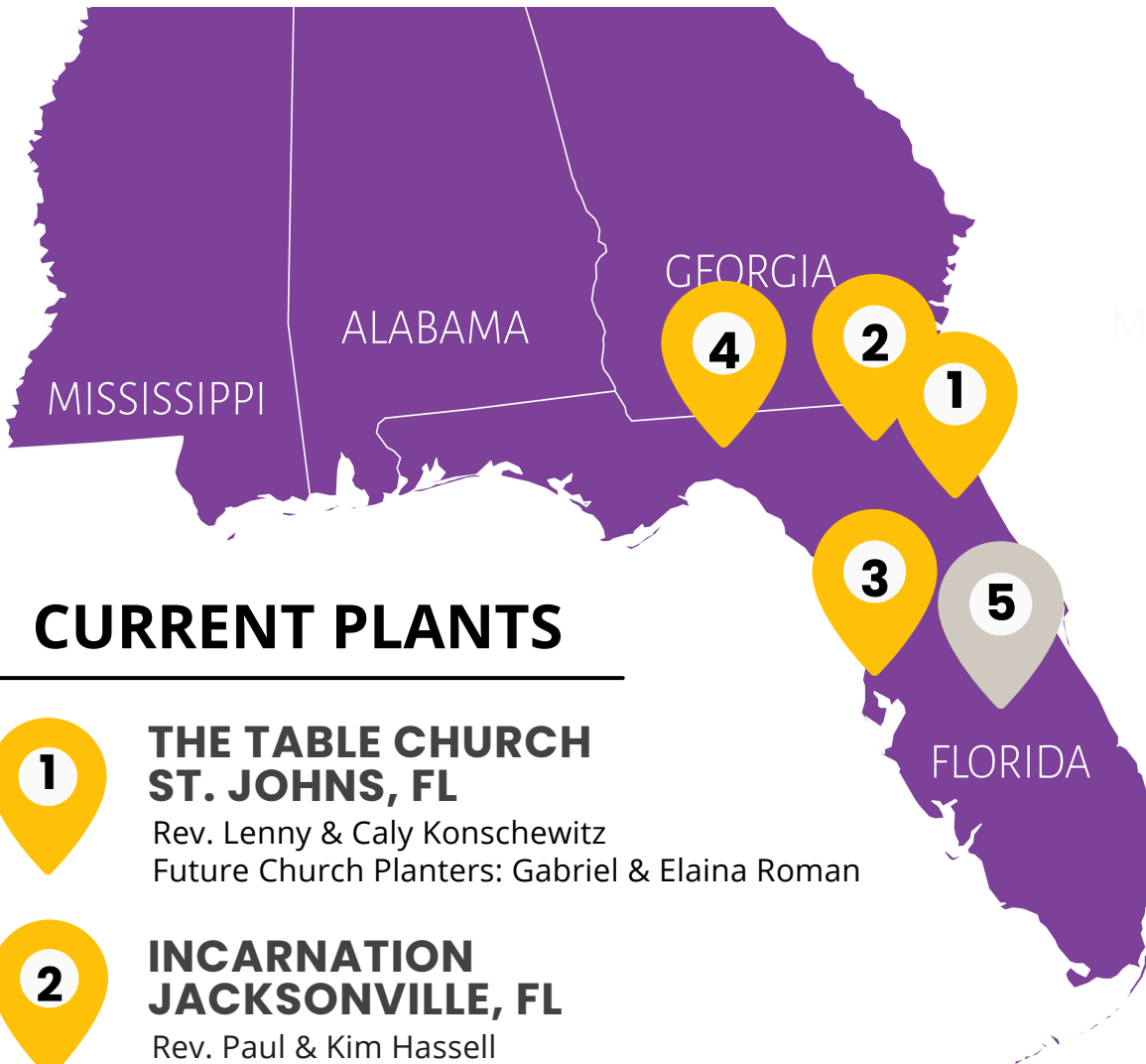
See the next page to learn about our current church plants

# PLANTING CHURCHES

## VISION:

To cultivate a diocesan ecosystem that plants multiplying churches.

## LOCATIONS



## MEET OUR PLANTERS



SCAN HERE

## CURRENT PLANTS



### THE TABLE CHURCH ST. JOHNS, FL

Rev. Lenny & Caly Konschewitz  
Future Church Planters: Gabriel & Elaina Roman



### INCARNATION JACKSONVILLE, FL

Rev. Paul & Kim Hassell



### REDEEMER CHURCH TAMPA, FL

Rev. Peter & Naomi Lebhar



### INCARNATION EAST TALLAHASSEE, FL

Lay Missioners: John & Krista Bump  
Rector: Rev. Jon Hall (Incarnation Tallahassee)

## ESTABLISHED

### RISE CHURCH PORTLAND, ME

Diocese of New England / Received 2024

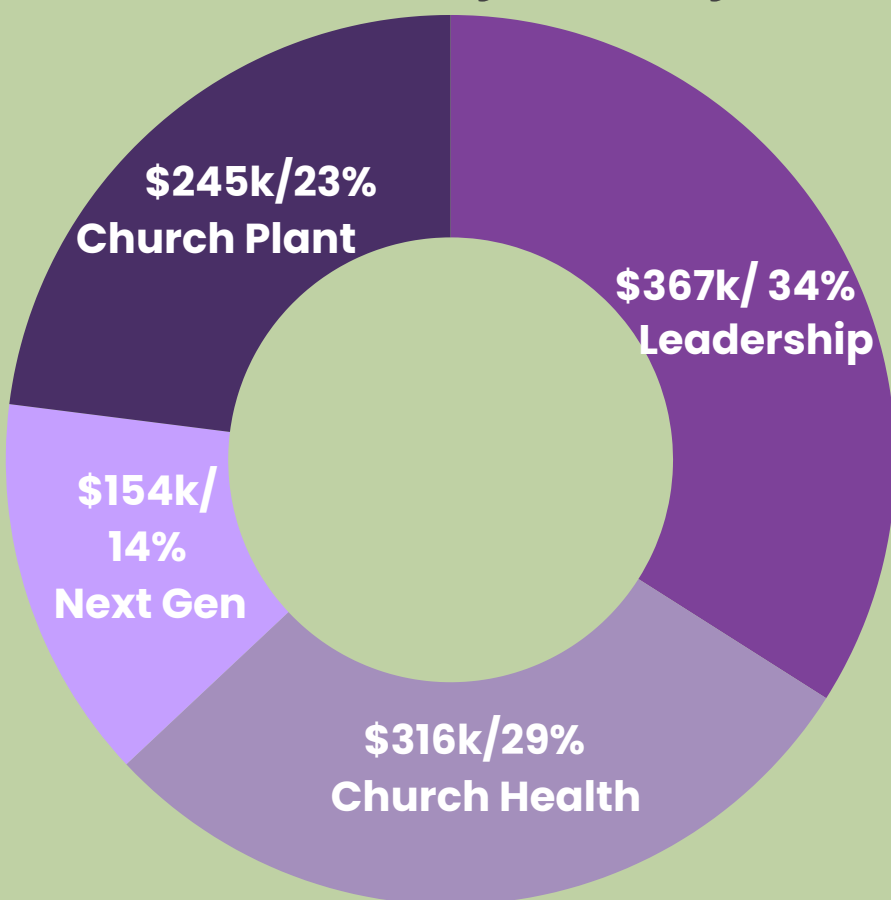


### ADORATION CHURCH ORLANDO, FL

Gulf Atlantic Diocese / Received 2025

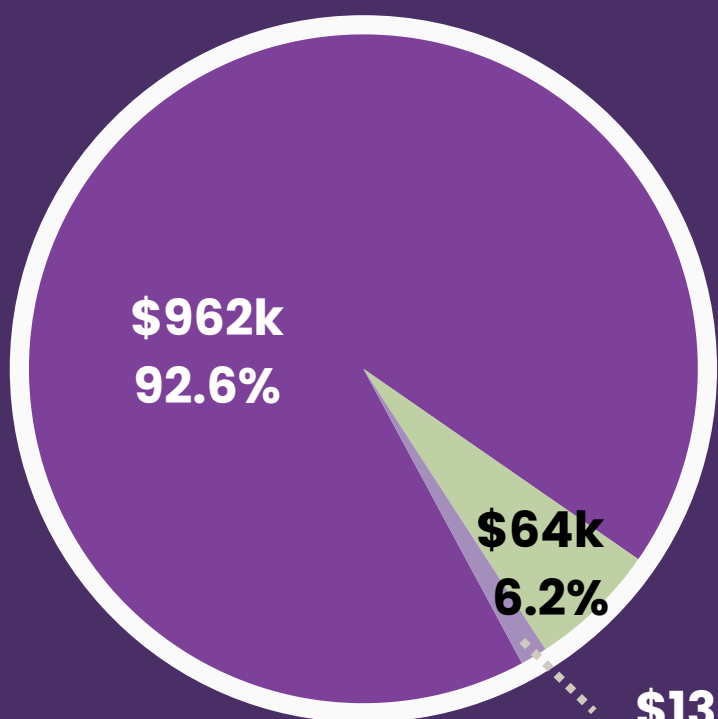
# 2026 PROPOSED BUDGET

**\$1,082k Total Expenses**  
Breakdown by Ministry\*



*\*Includes Proportional % of All Expenses*

| ACNA TITHE/MISSION | 86,900    |
|--------------------|-----------|
| MISSIONAL MINISTRY |           |
| LEADERSHIP         | 68,700    |
| CHURCH HEALTH      | 29,800    |
| NEXT GEN           | 15,100    |
| CHURCH PLANTING    | 121,800   |
| FACILITIES         | 10,400    |
| PERSONNEL          | 633,100   |
| GENERAL & ADMIN    |           |
| BISHOP OFFICE      | 2,500     |
| FINANCE            | 24,100    |
| OPERATIONS         | 62,000    |
| COMMS              | 5,700     |
| IT SYSTEMS         | 7,800     |
| ADMIN/LEGAL        | 13,900    |
| TOTAL EXPENSES     | 1,081,800 |



**\$1,039k Total Income**

**Projected Income by Source**

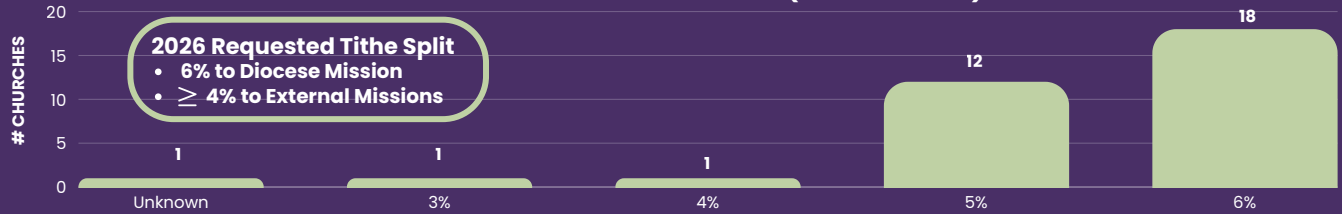
- Church Pledges
- Restricted Funds
- Interest/Other Gifts

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# PLEDGE INCOME

2026 % PLEDGED TO GAD MISSION (33 CHURCHES)



| 2026 GAD Mission<br>Pledge Support | 2025 Tithe          |                  | 2026 Tithe          |                  | % Given to               |
|------------------------------------|---------------------|------------------|---------------------|------------------|--------------------------|
|                                    | % to GAD<br>Mission | Pledge<br>Amount | % to GAD<br>Mission | Pledge<br>Amount | Ext Mission<br>from ACNA |
| Western Deanery                    |                     |                  |                     |                  |                          |
| 1 Christchurch, Montgomery (*Dean) | 4.4%                | 75,000           | 4.4%                | 90,905           | 10.9%                    |
| 2 Church of the Apostles           | 5.0%                | 75,100           | 5.0%                | 76,730           | 5.0%                     |
| 3 Holy Spirit Anglican Church      | 5.0%                | 5,892            | 5.0%                | 4,200            | 5.1%                     |
| 4 The Mission, Pensacola           | 6.0%                | 17,845           | 6.0%                | 17,400           | --                       |
| 5 St. Andrew's Pensacola           | 5.0%                | 1,954            | 5.0%                | 1,250            | 4.0%                     |
| 6 St. Francis at the Point         | 5.0%                | 19,917           | 5.0%                | 19,097           | --                       |
| 7 St. Michael's, Andalusia         | UNK                 | 1,200            | UNK                 | 2,000            | 3.6%                     |
| 8 St. Peter's Mission              | 10.0%               | 591              | 6.0%                | 584              | 11.3%                    |
| 9 Good Shepherd Anglican Church    | 6.0%                | 10,326           | 6.0%                | 8,334            | 4.6%                     |
| 10 Resurrection, Shalimar          | 10.0%               | 6,971            |                     |                  |                          |
| Total Western Deanery              | 4.7%                | 214,796          | 4.8%                | 220,501          | 9.4%                     |

|                                           |             |                |             |                |             |
|-------------------------------------------|-------------|----------------|-------------|----------------|-------------|
| <b>Central Deanery</b>                    |             |                |             |                |             |
| 1 All Saints Anglican Church              | 6.0%        | 13,914         | 6.0%        | 15,632         | 4.7%        |
| 2 Apostles By-the-Sea (*Dean)             | 5.0%        | 15,000         | 5.0%        | 15,000         | 11.3%       |
| 3 Christ Church Anglican, Wakulla         | 6.0%        | 4,500          | 6.0%        | 3,600          | --          |
| 4 Incarnation Tallahassee                 | 6.0%        | 20,817         | 6.0%        | 22,481         | 3.0%        |
| 5 St. Peter's Anglican Cathedral (*Cath.) | 6.0%        | 172,445        | 6.0%        | 162,616        | 5.8%        |
| 6 Trinity Anglican Church                 | 5.0%        | 32,470         | 6.0%        | 35,834         | 3.0%        |
| 7 St. Luke's Anglican Community of Life   | 6.0%        | 4,244          | 6.0%        | 5,278          | --          |
| 8 St. Paul Lynn Haven                     | 6.0%        | 960            |             |                | 5.0%        |
| <b>Total Central Deanery</b>              | <b>5.8%</b> | <b>264,350</b> | <b>5.9%</b> | <b>260,440</b> | <b>6.3%</b> |

|                                        |             |                |             |                |              |
|----------------------------------------|-------------|----------------|-------------|----------------|--------------|
| <b>Northeastern Deanery</b>            |             |                |             |                |              |
| 1 All Souls Anglican Church            | 6.0%        | 31,215         | 6.0%        | 29,471         | 5.0%         |
| 2 Christ Church Anglican, Jacksonville | 3.0%        | 7,501          | 3.3%        | 8,580          | 0.4%         |
| 3 Christ Church Anglican               | 5.0%        | 55,982         | 5.0%        | 58,822         | --           |
| 4 Church of Our Savior                 | 5.0%        | 32,255         | 5.5%        | 41,309         | 5.0%         |
| 5 Church of the Redeemer               | 5.0%        | 25,900         | 5.0%        | 24,497         | 5.9%         |
| 6 Holy Trinity Anglican Church         | 5.0%        | 19,816         | 5.0%        | 18,692         | 2.8%         |
| 7 Resurrection Anglican Church         | 6.0%        | 10,558         | 6.0%        | 9,834          | 5.0%         |
| 8 St. Andrew's, Douglas GA             | 5.0%        | 10,721         | 5.0%        | 10,890         | 4.8%         |
| 9 St. Barnabas Anglican Church         | 6.0%        | 7,945          | 6.0%        | 8,233          | 23.6%        |
| 10 Paramount Anglican                  | 3.0%        | 4,721          |             |                | 5.4%         |
| 11 St Peter's at the Glen              |             |                |             |                | --           |
| <b>Total Northeastern Deanery</b>      | <b>5.1%</b> | <b>206,614</b> | <b>5.3%</b> | <b>210,329</b> | <b>12.0%</b> |

|                                       |             |                |             |                |             |
|---------------------------------------|-------------|----------------|-------------|----------------|-------------|
| <b>Southern Deanery</b>               |             |                |             |                |             |
| 1 Good Samaritan Anglican Church      | 6.0%        | 15,392         | 6.0%        | 20,543         | 5.2%        |
| 2 Servants of Christ Anglican Church  | 5.0%        | 19,882         | 5.0%        | 21,310         | 4.9%        |
| 3 Grace Anglican Church (*Dean)       | 6.0%        | 106,314        | 6.0%        | 111,314        | 5.9%        |
| 4 Christ The King Anglican Church     | 5.4%        | 17,750         | 5.0%        | 20,280         | 5.0%        |
| 5 Celebration Anglican Fellowship     | 6.0%        | 720            | 6.0%        | 720            | --          |
| 6 Christ Church Vero Beach            | 5.0%        | 51,910         | 5.0%        | 52,745         | 10.2%       |
| 7 New Life Anglican Fellowship Church | 6.0%        | 1,800          | 6.0%        | 1,800          | --          |
| 8 Prince of Peace Anglican Church     | 6.0%        | 39,900         | 6.0%        | 40,766         | 1.5%        |
| 9 Christ's Anglican Fellowship        | 5.0%        | 1,176          |             |                |             |
| <b>Total Southern Deanery</b>         | <b>4.7%</b> | <b>254,844</b> | <b>4.8%</b> | <b>269,478</b> | <b>9.4%</b> |

|                             |             |                |             |                |             |
|-----------------------------|-------------|----------------|-------------|----------------|-------------|
| <b>Total Pledged Income</b> | <b>5.1%</b> | <b>940,604</b> | <b>5.2%</b> | <b>960,748</b> | <b>9.0%</b> |
|-----------------------------|-------------|----------------|-------------|----------------|-------------|



## 2026 CLERGY COMPENSATION GUIDE (PROPOSED)

WITH THANKS TO THE FINANCE TEAM: THE REV. JON HALL, MS. CATHERINE DATRES, MR. CHRIS MCCARTHY, MR. DENNIS KELEMEN, MS. KIM HASSELL, AND MS. TRACY LA CAGNINA

To the Vestries and Clergy of the Gulf Atlantic Diocese:

One mark of a flourishing church is wise stewardship. As Vestry members, your attention to compensation of the spiritual leaders of your congregation remains a crucial part of this mark of flourishing. Our Diocesan Finance Committee continues to provide guidelines to ensure fair and generous support for our clergy. Remembering the Scripture, “You shall not muzzle an ox when it treads out the grain,” and, “The laborer deserves his wages” (1 Timothy 5:18), I encourage each church to use this guide as a tool for good stewardship and mutual care, even amidst financial challenges.

The bond between a church and its clergy should be marked by mutual blessing and generosity. Over the past two years, I have witnessed the heart and commitment of our clergy. Proper compensation enables our clergy to dedicate themselves fully to their sacred calling—vision leadership, preaching, teaching, and shepherding the faithful, that we might be a blessing to the world.

Knowing that many Rectors are hesitant to speak up for themselves in recognition of their church’s financial realities, I urge each Vestry to appoint an advocate (such as the Senior Warden or a Personnel Committee member) to meet annually with the Rector prior to budget-setting. Traditionally, this meeting is paired with a mutual review process. This ensures thoughtful consideration of the needs of all clergy and their families, leading to compensation packages that reflect both generosity and fiscal responsibility. Rectors should likewise advocate for their fellow clergy and staff.

For smaller or financially-constrained churches, honesty and transparency are key when addressing compensation challenges. Strive to meet the guidelines as closely as possible, and know that the Diocese is here to support you, offering resources for stewardship efforts to improve financial health.

Our approach to discussions about compensation reflects how we honor those who serve among us. If any difficulties arise, I am available to assist in fostering constructive dialogue. The requirement for Bishop’s consent when offering less than the Minimum Compensation is intended to open conversations aimed at finding workable solutions, a topic I will continue to address during my visitations.

I am profoundly grateful for the gifted leaders within our Diocese, both Lay and ordained. With God’s grace, as we honor and support one another, our churches will continue to flourish and draw many into the Kingdom.

Praying for you all as we continue our faithful service together,

A handwritten signature in blue ink that reads "Alex".

+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. Where ranges are provided, the intent is to encourage churches to make decisions based on their unique situations, and to allow for “clergy” differences between Rectors/senior clergy and other supporting staff/junior clergy positions.

### 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 2.5% COLA increase to the 2026 Clergy Compensation Ranges.

| 2026 Clergy Compensation Ranges<br>(Salary + Housing Allowance Only) |          |           |           |
|----------------------------------------------------------------------|----------|-----------|-----------|
| Annual Budget                                                        | Lower    | Middle    | Upper     |
| Less than \$250k                                                     | \$70,000 | \$84,000  | \$98,000  |
| Between \$250k - \$500k                                              | \$81,500 | \$100,500 | \$119,500 |
| Greater than \$500k                                                  | \$92,500 | \$117,000 | \$141,000 |

The Diocesan Minimum Compensation for full time clergy is \$63,000. 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.

### E. BUDGET BENCHMARKS

The following budget % ranges are put forward as a reference for churches to use when determining the % of budget assigned to personnel. There are two columns because, as a fixed cost, facilities expenses have a considerable impact on the overall church budget, and this impact changes significantly once there is no mortgage payment.

| Church Recommended Budget % Benchmarks*           |                                |                                 |               |
|---------------------------------------------------|--------------------------------|---------------------------------|---------------|
| Expense Category                                  | WITH Mortgage/<br>Rent Payment | NO Mortgage<br>Payment (Pd Off) | Generic Range |
| <b>Missions</b><br>(incl. Diocese Mission Pledge) | 10%                            | 10-20%                          | 5-20%         |
| <b>Ministry</b>                                   | 5-10%                          | 10-15%                          | 5-15%         |
| <b>Facilities</b>                                 | 25-30%                         | 15-20%                          | 15-30%        |
| <b>Personnel</b>                                  | 45-50%                         | 50-55%                          | 40-60%        |
| <b>Gen &amp; Admin</b>                            | 5-10%                          | 5-10%                           | 3-15%         |

\*Research & analysis by GAD Church Financial Indicator Project Team MAY 2024

Additionally, in general, smaller churches tend to allocate a higher percentage to staffing and facilities due to these fixed costs being spread over fewer attendees, while larger churches can allocate more to programs and missions due to economies of scale in staffing and



facilities. It is noted that very small churches and church plants may need to invest a significantly higher percentage of their budget (up to 80% or more) toward staffing.

## **II. REIMBURSABLE EXPENSES**

### **A. LOCAL 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 (tolls, parking, etc.) while on official business.

### **B. NON-LOCAL TRAVEL**

Reimbursement for official travel for the purpose of involvement in the greater Anglican Communion will be provided. Reimbursement will include registration fees, airfare, car rental, lodging, and meal allowance.

### **C. 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 are expected to 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.

### **D. SABBATICALS**

After five to seven years of service, churches are expected to provide for sabbatical leave for clergy, that has accrued at the rate of one to 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.

### **E. 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.

#### **F. PASTORAL CARE / HOSPITALITY EXPENSES**

The Vestry shall pay or defray church-related pastoral care and 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 EXPENSES**

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 100% employer match up to 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 50% employer match up to 10% (no minimum baseline employer contribution). This gives a maximum contribution of 15% of the lay employee's compensation (with 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 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 91<sup>st</sup> 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 two to four weeks (10 to 20 workdays) of vacation time per year, which will include at least 2 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.

#### **G. WORKERS' COMPENSATION INSURANCE**

Workers' Compensation Insurance will be provided, as required by state law.

### **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 other resources. These are considered negotiated benefit options.

#### **C. CELL PHONE EXPENSE**

Clergy cell phone expenses may be reimbursed, especially for the Rector, subject to the guidelines and annual budget set by the Vestry.



# **ELECTIONS**



## ABOUT THIS YEAR'S ELECTIONS

*The Committee on Nominations is charged with developing a slate of candidates for each office to be filled by election at Synod. It consists of the elected members of the Standing Committee and Diocesan Council serving in the final year of their terms, plus the Deans. The Committee on Nominations is a subcommittee of the Standing Committee, which supervises its activities. The Diocese works to represent each deanery in its various governing bodies. They are designated below as follows: (W) Western; (C) Central; (NE) Northeastern; (S) Southern along with the end of their term, as applicable.*

### Standing Committee

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

This year, delegates will elect one layperson and one clergyperson to serve on Standing Committee for four-year terms (through 2029) alongside Fr. Morgan Clark (W/2026), Mr. Bill Wilhelm (C/2026), Fr. Robert Seawell (W/2027), Ms. Nancy Ford (NE/2027), Fr. Brook Batchelor (NE/2028), and Mr. Pete Rosten (W/2028).

### Diocesan Council

The Diocesan Council is an executive body with power to implement policies and programs adopted by Synod. It is composed of the Bishop, Secretary, Chancellor, Deans, SC 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. They also oversee the work of the Finance Committee and the Constitution & Canons Committee.

This year, delegates will elect one layperson and one clergyperson to serve on Diocesan Council for three-year terms (through 2028) alongside Fr. Jeff Grossman (S/2026), Ms. Ellen Boyer (S/2026), Dcn. Dan Thompson (W/2027), and Ms. Emily Hathcock (S/2027).

### Provincial Council

The Synod elects one clergyperson and two laypeople to serve 5-year terms as members of the Anglican Church in North America's Provincial Council. The member of the clergy nominated must be serving either on the Standing Committee or the Diocesan Council at the time of nomination.

This year, delegates will elect one layperson to serve a five-year term (through the end of 2030), who will represent the Diocese alongside Fr. John Wallace (clergy rep. through 2027) and Mr. Mark Wilkerson (lay rep. through 2027).

### Ecclesiastical Trial Court

Four clergy and three lay people are elected every two years for a two-year term. Delegates will elect one member to take the place of a clergyperson who has moved out of the Diocese.

Members through the end of 2026: Fr. Marcus Kaiser, Fr. Jeffrey Trostle, Fr. Curtis Froisland, Mr. Lister Hubbard, Ms. Doris Cheshire, and Mr. Charlie Stambaugh.



## SAMPLE BALLOT

## 2025 Synod Ballot

| STANDING COMMITTEE (4 YEARS THROUGH 2029)  |                      |                                         |         |                                               |                         |                                   |         |
|--------------------------------------------|----------------------|-----------------------------------------|---------|-----------------------------------------------|-------------------------|-----------------------------------|---------|
| LAY Representative [Choose <u>ONE</u> (X)] |                      |                                         |         | CLERGY Representative [Choose <u>ONE</u> (X)] |                         |                                   |         |
| (X)                                        | NAME                 | HOME CHURCH                             | DEANERY | (X)                                           | NAME                    | HOME CHURCH                       | DEANERY |
|                                            | <b>Rick Carnell</b>  | Servants of Christ<br>(Gainesville, FL) | S       |                                               | <b>Kimberly Allen</b>   | Christ Church<br>(Vero Beach, FL) | S       |
|                                            | <b>Gray McKinnon</b> | St. Andrew's<br>(Douglas, GA)           | NE      |                                               | <b>James R. Needham</b> | Christ Church<br>(Wakulla, FL)    | C       |

| DIOCESAN COUNCIL (3 YEARS THROUGH 2028)    |                               |                                    |         |                                               |                     |                                            |         |
|--------------------------------------------|-------------------------------|------------------------------------|---------|-----------------------------------------------|---------------------|--------------------------------------------|---------|
| LAY Representative [Choose <u>ONE</u> (X)] |                               |                                    |         | CLERGY Representative [Choose <u>ONE</u> (X)] |                     |                                            |         |
| (X)                                        | NAME                          | HOME CHURCH                        | DEANERY | (X)                                           | NAME                | HOME CHURCH                                | DEANERY |
|                                            | <b>Carla V. Henson-Bowden</b> | Resurrection<br>(Jacksonville, FL) | NE      |                                               | <b>Herb Bailey</b>  | St. Peter's Cathedral<br>(Tallahassee, FL) | C       |
|                                            | <b>Kelly Passetti</b>         | Incarnation<br>(Tallahassee, FL)   | Central |                                               | <b>Peter Fenoff</b> | Resurrection<br>(Jacksonville, FL)         | NE      |

| ECCLESIASTICAL TRIAL COURT (1 YEAR THROUGH 2026)                                                                                                                                                                                                                                                             |  |  |  |          |                        |                                               |      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|----------|------------------------|-----------------------------------------------|------|
| NOTE                                                                                                                                                                                                                                                                                                         |  |  |  | CLERGY   |                        |                                               |      |
| A single clergyperson is needed to fill a vacancy resulting from the transfer of Fr. Ben Jefferies out of the Diocese. The other Court members are: The Very Rev. Marcus Kaiser, the Rev. Dr. Jeffrey Trostle, the Rev. Curtis Froisland, Mr. Lister Hubbard, Ms. Doris Cheshire, and Mr. Charlie Stambaugh. |  |  |  | YES/NO   | NAME                   | HOME CHURCH                                   | DNRY |
|                                                                                                                                                                                                                                                                                                              |  |  |  | Yes   No | <b>Mark DiCristina</b> | Church of the Apostles<br>(Eastern Shore, AL) | W    |

| PROVINCIAL COUNCIL (5 YEARS, THROUGH 2030)                                                             |                       |                                           |         |
|--------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------|---------|
| YES/NO                                                                                                 | NAME                  | HOME CHURCH                               | DEANERY |
| Yes   No                                                                                               | <b>Jonathon Cason</b> | Apostles By-the-Sea, Santa Rosa Beach, FL | W       |
| The Rev. John Wallace and Mr. Mark Wilkerson are serving 5-year terms running through the end of 2027. |                       |                                           |         |



## NOMINEES FOR STANDING COMMITTEE

ELECT ONE LAY REPRESENTATIVE AND ONE CLERGY REPRESENTATIVE

### Nominees from the Laity



**MR. RICK CARNELL**

*Servants of Christ Anglican Church  
Gainesville, FL (S)*

Rick Carnell belongs to Servants of Christ Anglican Church in Gainesville, Florida. He has served as church treasurer since 2022 and is also a lector and a member of the missions committee. He has rewritten the church's financial policies and procedures and helped revise its bylaws.

During his career, Rick served as senior counsel to a U.S. Senate committee, as Assistant Secretary of the U.S. Treasury, and as a law professor. He has extensive experience in drafting and reviewing statutes and other rules, which may be useful when the Standing Committee reviews congregations' bylaws. He also understands how important it is for institutions (whether public or private, secular or Christian) to be organized in ways that promote honesty, accountability, and cooperation.

Now retired, he is president of a Christian organization advancing literacy in lower-income areas of his county. He is also a director of the Christian Study Center of Gainesville, which ministers to students and faculty of the University of Florida.

Rick has been committed to orthodox Christianity in the Anglican tradition throughout his adult life, and he is deeply grateful to have found a home in the ACNA.



**MR. GRAY MCKINNON**

*St. Andrew's Anglican Church  
Douglas, GA (NE)*

Gray has been a member of Saint Andrew's Douglas for 18 years. Serving as organist since 2007. He has been a vestry person twice, currently serving as Jr. Warden, a position he has held once before. While not a cradle Anglican, coming to

this Tradition at 18 years of age, the Anglican Church is defiantly a way of life for Gray.

Professionally, Gray is a commercial and residential Real Estate Appraiser. He also manages his portfolio of commercial and residential rental properties. Gray is actively involved in his family's row crop and cattle operation. He regularly volunteers in the community and is a member of the local Kiwanis club. Gray holds bachelor's degrees in Political Science and Agricultural.

### Nominees from the Clergy



**DCN. KIMBERLY ALLEN**

*Christ Church  
Vero Beach, FL (S)*

Kim has served Christ Church Vero Beach as a deacon since being ordained in March, 2020 alongside her husband, Canon Keith Allen. She is principal leader in the following areas of ministry: worship, women's ministry, prayer and intercession. In addition, she is a trained and certified spiritual director serving clergy and laity in the parish and diocese. She is also serving as a team member of Connections First, the monthly clergywomen Zoom, which seeks to serve all women in ministry across the province, and is currently assisting to develop a spiritual director network for the diocese for all postulants and clergy.

She leads an MLA group of delightful deacons who meet monthly for prayer and accountability. She is the grateful mother of two adult children, Kat (Matthew) and John, and two furry children: an anxious Aussie Shepherd, Lovey, and a combative chihuahua named Honey.



**FR. JAMES R. NEEDHAM**

*Christ Church (Wakulla)  
Crawfordville, FL (C)*

Jim serves as Rector of Christ Church, Wakulla, leading its revitalization and growth, and as Director of Spiritual Health and Pastoral Counselor at Sanctuary Clinics, a Christ-



centered residential program for those recovering from mental health challenges, addictions, and trauma. His wife, Chris, partners with him in both ministries as a music leader and therapist, and together they have raised five children. Jim holds a PhD in education, is a certified life coach, and will soon complete certification as a Spiritual Director. These skills also shape his private practice, Lifegrowth Ministries.

A seasoned church planter, Jim founded and pastored St. Luke's Church in Tallahassee for 17 years, where more than 80% of new members were new believers or previously unchurched. He has mentored ten individuals into vocational ministry, authored the *Dynamos* curriculum, and served on the ACNA provincial council developing the church's response to abuse. His experience as both a bi-vocational and small-church pastor gives him insight into the needs of many parishes, and he believes his passion and background align well with the diocese's strategic vision.



## NOMINEES FOR DIOCESAN COUNCIL

ELECT ONE LAY REPRESENTATIVE AND ONE CLERGY REPRESENTATIVE

### Nominees from the Laity



**MS. CARLA V. HENSON-BOWDEN**

*Resurrection Church  
Jacksonville, FL (NE)*

Carla V. Henson-Bowden has been an active member of Resurrection Church Jacksonville, Florida since 2017. She is currently a member of the vestry and senior warden. She has served on the vestry three times and was senior warden in the past. Carla was born and raised in the episcopal church. She participated in children and youth activities. These activities included children Sunday school, youth choir and EYO. In college, Carla remained active in church attending bible studies, serving in the music ministry, and youth leadership programs.

Carla moved to Orange Park in 1984 and attended Grace Episcopal Church (which became Grace Anglican, Fleming Island) until 2010. At that time she joined Second Chance Church (which became Jacksonville Anglican Fellowship and now Resurrection Church) in Jacksonville. She has been an active member throughout those years, serving within the church in leadership positions as well as outreach. She participated in small groups, bread ministry, outreach with local schools, Trunk or Treat with the community and other churches, back to school supplies, Thanksgiving and Christmas baskets for the community, and various homeless and women's services. She also helped with organizing supplies and obtaining monies for missions trips.

Carla is a Licensed Clinical Social Worker. She has been married to her husband Frank W. Bowden III, MD for 46 years and has a grown daughter Chanel who lives in Jacksonville.

Carla continues to learn and grow in her faith. She would be happy to serve the church on a diocesan level. She may be able to give insight on what communities may need, and how they can be served now and in the future.



**MS. KELLY PASSETTI**

*Incarnation Tallahassee  
Tallahassee, FL (C)*

Kelly has been an active member of Incarnation Tallahassee since 2022 with her husband Steven, and their two children.

She has been involved in various roles at Incarnation, including being the current Junior Warden for the Vestry. She also co-leads one of the Missional Community groups and volunteers in the Prayer, Lector and Children's Ministries.

Kelly was raised with a Catholic and reformed view of the faith and is grateful to be a part of the Anglican Church where the community has made a great impact on her and her family's faith.

Kelly wishes to continue to grow and serve the community, the diocese and the Universal Church.

### Nominees from the Clergy



**FR. HERB BAILEY**

*St. Peter's Anglican Cathedral  
Tallahassee, FL (W)*

Father Herb Bailey II is married to Angel and they have four adult daughters, two are married and has four grandchildren. Father Herb and Angel have fostered over 20 children. He has been the Executive Ministry Director of

Uncommon Grounds Cafe in Aliquippa, as well as the Pittsburgh area director for Church Army USA and eventually the National Director of Ministries. Church Army USA is an outreach that serves a diverse community through food, the arts, street ministry, jail ministry, training of churches to do outreach and evangelism to the least, the last and the lost as well as community development. Many of the people Father Herb served struggle with isolation due to addiction, depression, or co-occurring conditions. He has also trained churches nationally to evaluate and care for the least of these in their communities. Now Father Herb is the canon for Mission and



Evangelism at St Peter's Anglican Cathedral in Tallahassee. In this role he oversees ministry outreach in eight areas as well as caring for the hearts of the parish. He is also on the executive committee of the Anglican Church in North America, advisory committee for the Matthew 25 Initiative and national advisor for Remnant Sons Motorcycle Club. In his free time, Father Herb likes to ride his Harley, tinker on old VW buses, take in fun restaurants, go to live concerts, paint, exercise his Great Dane/ Mastiffs, and play with his grandkids.

**DCN. PETER FENOFF**

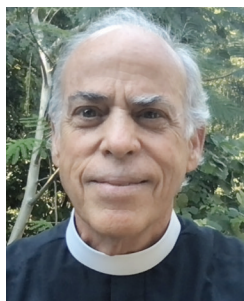
*Resurrection Church  
Jacksonville, FL (NE)*

Peter is a bi-vocational Deacon at Resurrection Church in Jacksonville, where he has served for six years. Peter is a graduate of Gordon-Conwell Theological Seminary and was ordained in August 2024. At Resurrection Church, he leads the youth ministry and assists in bi-weekly Bible studies. In serving the diocese, he desires to proclaim the Gospel, lead people into deeper faith in God, and assist the church in anyway he can. Peter serves in ministry alongside his wife, Mary, of 10 years—she serves as the church media manager.



## NOMINEE FOR ECCLESIASTICAL TRIAL COURT

ONE CANDIDATE NOMINATED FOR ONE CLERGY POSITION



### FR. MARK DICRISTINA

*Church of the Apostles (Eastern Shore)  
Fairhope, AL (W)*

After coming to know Jesus personally in High School, Mark went to Gordon College and Gordon-Conwell Theological Seminary, and then finished his seminary work at Virginia Theological Seminary and was ordained in 1986. He has served churches along the Gulf Coast since 1988, and at Church of the Apostles since 2007.

More recently, Mark has had training in Trauma Care and Spiritual Direction, and is working with The Rev. Craig Brown and a team to develop and promote spiritual direction in the diocese. Mark also served seven years on the diocesan staff under Bishop Lebhar as Canon for Holy Orders.

## NOMINEE FOR PROVINCIAL COUNCIL DELEGATE

ONE CANDIDATE NOMINATED FOR ONE LAY POSITION



### MR. JONATHON CASON

*Apostles By-the-Sea  
Santa Rosa Beach, FL (C)*

Jonathon was raised in the Southern Baptist tradition, but fell in love with the rich liturgy and community of the Anglican Church while newly married and living in Tallahassee. He now lives in Panama City with his wife, toddler, and new baby, working as a middle school band director in the public school system. For nearly two years, Jonathon and his family have been part of Apostles by the Sea Anglican Church, where he co-leads the small group ministry, serves on the worship team, and is member of the parish council.

As an educator, Jonathon has taught Biblical worldview, leadership, elementary music, and band classes in both private and public schools. He loves playing tennis and golf, reading, and exploring God's world with his family. With a heart for discipleship,

theology, and building community, Jonathon is excited about the opportunity to serve the Provincial Council.



# GOVERNANCE



# PROPOSED AMENDMENTS TO DIOCESAN CANONS

THE VERY REV. ANDREW ROWELL, CANON FOR GOVERNANCE

To: Delegates to Synod 2025 for the Gulf Atlantic Diocese  
 From: The Constitution and Canons Committee of the Gulf Atlantic Diocese  
 Re: Proposed 2025 Amendments to the Canons of the Gulf Atlantic Diocese  
 Date: September 6, 2025

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Dear Synod Delegates,

The Constitution and Canons Committee of the Gulf Atlantic Diocese proposes the following eight (8) amendments for approval at Synod 2025.

Pursuant to Canon VII, these proposed changes were shared with the diocese during a period of open comment between August 15, 2025, and September 1, 2025. The Constitution and Canons Committee considered comments offered and incorporated helpful and pertinent changes. The Constitution and Canons Committee then reviewed those changes with both the Diocesan Council and the Standing Committee and now presents these final versions to you as Synod Delegates for approval at Synod 2025.

Because of the comment period provided, we will strive not to “wordsmith from the floor” during the business portion of Synod 2025. Rather we will vote on each proposed change as contained in this final document, simply for the sake of time and efficiency. In other words, we will ask you to vote these amendments “up or down,” with any needed changes the subject of further amendments at subsequent Synods.

The changes proposed, and a brief explanation of each, are provided below. 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 II.2 as follows:

**Section 2.** Lay delegates shall be elected by the Vestry of the parish or by a meeting of that parish as provided in the parish bylaws. With the exception of the Senior Warden, delegates shall be elected for 3-year terms; and, where the number of delegates permits, their 3-year terms shall be staggered. No delegate who has been elected for two consecutive, 3-year terms shall be eligible for re-election as a delegate until one year after the term has expired.

The number of delegates for each congregation shall be determined on the basis of the congregation’s Average Sunday Attendance (ASA) for the previous year as follows:

1. ASA less than 100: Senior Warden only.
2. ASA 100-199: Senior Warden and one additional delegate.
3. ASA 200-299: Senior Warden and two additional delegates.
4. ASA 300-399: Senior Warden and three additional delegates.
5. ASA 400-499: Senior Warden and four additional delegates.



6. ASA more than 499: Senior Warden and five additional delegates.

In addition to the delegates above, each parish may elect one (1) delegate between the ages of sixteen (16) and twenty-six (26) at the time of the beginning of the first Synod of their term to serve as a Next Generation Delegate to Synod. Such delegate shall have voice and vote.

Each parish shall also elect such number of alternate delegates as it shall deem necessary. Each Rector may appoint a Leader of Delegation whose specific duties shall be determined by the Rector.

Laity from parishes in partnership with this Diocese, as specified in Canon III, shall be elected annually as specified by the formula above.

**Rationale:** As youth delegates are regularly invited to Provincial Assembly, we thought it would be an encouragement to mirror the same in our diocese, for the purpose of building up the next generation of leaders in the church.

**Further Rationale:** Concerns were voiced that

- (1) the proposed canon did not exactly match the provincial canon (ACNA I.2.4);
- (2) the presence of minors at Synod could give rise to safeguarding issues;
- (3) granting voting power to minors may conflict with the secular corporate identity of the diocese, and thus these delegates should have only voice and not vote;
- (4) synod might, in general and akin to diocesan conventions in our past, be boring or contentious and thereby drive our youth away; and
- (5) the presence of young delegates will, on the one hand, grant additional voting strength to large parishes with existing youth ministries or, on the other hand (and contradictorily), dilute the power of large parishes by granting an additional voting delegate to every parish.

We have responded to these concerns as follows:

- (1) The canon has been amended to mirror the ACNA canon in terms of age, 16-26 instead of 15-21.
- (2) Safeguarding issues can be dealt with on a case-by-case basis according to our diocesan Safeguarding policy.
- (3) The Board of Directors of the diocese for secular legal purposes is the Standing Committee. Allowing minors to vote at Synod will thus not complicate secular legal matters.
- (4) Granting only voice and not vote would be the *opposite* of the signal this canon is intended to make – that we need to cultivate the next generation of leaders, raising them up to full service rather than being merely tokens.
- (5) Our Synods have traditionally been full of worship and joy, rather than boredom and conflict – and if they devolve to the latter in the future, may our next generation delegates be the first to raise this issue.



- (6) Finally, parishes with no members between the ages of 16 and 26 should be encouraged by this canon to grow in this vital area, so that their parish might carry on into the next generation. Large parishes will still enjoy larger numbers of delegates based on ASA.
2. Our second recommendation is that we amend Canon XV.6 and add a new Section 7 thereto as follows:

**Section 6.** All parishes and congregations must attest on an annual basis to the Standing Committee that they ~~are required to~~ have current sexual misconduct insurance coverage at all times per Diocesan Sexual Misconduct Policies and Procedural Manual.

**Section 7.** All parishes and congregations must attest on an annual basis to the Standing Committee that their bylaws are in compliance with both the Constitution and Canons of this Diocese and those of the Anglican Church in North America.

**Rationale:** A recent review of the bylaws of an entire diocese revealed that some of our parishes have bylaws out of step with provincial and GAD canons. This canonical amendment put the onus on each parish to review its own bylaws on a regular basis to assure compliance.

**Further rationale:** Several parishes reviewed their bylaws in response to this proposed canon and determined that they were operating in a manner contrary to the canons of the diocese and/or the province. This is precisely the kind of review this canon is designed to encourage. Moreover, it should be noted that GAD Canon XXVII.1 (1) provides that the Standing Committee can, upon application, provide time for a parish to bring its bylaws into compliance with the diocesan canons, and (2) can work with a parish which has a substantive opposition to particular canons, which could presumably lead, on occasion, to canonical changes that match the practices of such parish, provided traditional Anglican polity is preserved.

3. Our third recommendation is that we amend Canons XVII.3 and 4 as follows:

**Section 3.** The secular affairs of each parish shall be conducted by a Vestry the number, qualifications, and election of which shall be as provided in Canon XIX. ~~of not less than five nor more than twelve persons to be elected according to the bylaws of such parish.~~

**Section 4.** The Vestry shall consist of baptized and confirmed members who actively participate in the life of the Church. ~~Vestry membership shall not be restricted with regard to gender.~~

**Rationale:** This language was removed as it was duplicative of language in Canon XIX, which is amended in part below.

4. Our fourth recommendation is that we add a new paragraph to Canon XVII.11 as follows:



**Section 11.** Each Parish shall, on or before June 1, 2026, provide by bylaw that, should the number of members of the parish eligible to serve on its Vestry pursuant to Canon XIX.2 fall at any time below eight (8), the Parish shall either (1) notify the Bishop that it is to be relegated to congregation status under Canon XVIII or (2) be dissolved. Such bylaw shall also direct the manner in which the Parish's property, both real and personal, shall be distributed upon dissolution.

In the case of the dissolution of a Parish, all Parish records shall be turned over to the Bishop of the Diocese within 30 days of the final service. Said records shall include, but shall not be limited to:

- a. Parish membership;
- b. Record of services;
- c. Attendance;
- d. Baptismal;
- e. Confirmation and/or Reception;
- f. Matrimonial;
- g. Burial;
- h. Vestry minutes;
- i. All financial records.

**Rationale:** Several parishes in our diocese have recently encountered the unfortunate circumstance of becoming so small that they no longer had sufficient membership to elect a valid vestry. As vestries are the board of directors of the corporation that is the church for legal purposes, such a small would encounter much difficulty and expense in directing where their assets will go upon dissolution. This new canon requires the drafting of a “last will and testament” bylaw for all parishes in the diocese, regardless of their current size.

**Further Rationale:** The language of the proposed canonical change was further amended to clarify the meaning of the terms of art “parish” and “congregation” and make clear the distinctions between the two.

5. Our fifth recommendation is that we add a new Section 4 to Canon XVIII as follows:

**Section 4.** If a parish is relegated to congregation status under this Canon due to the insufficiency of its membership to properly convene a Vestry pursuant to Canon XVII.11, the Bishop shall assign such congregation to a local parish or deanery for support, encouragement, and guidance. All funds received from the date of such assignment must be administered through an existing parish in the diocese or, with the consent of the Standing Committee, to a 501(c)(3) charity equivalent. Such parish or charity must be legally incorporated in the state where the congregation is incorporated.

Should such congregation increase in membership such that a vestry can once again be convened, they may apply to the Standing Committee for recognition once again as a parish.

**Rationale:** Akin to the rationale for the changes to Canon XVII.11, if a parish shrinks below the minimum number of members to convene a valid vestry (which must have at least five (5) members under our canons), they can either dissolve under the canonical change



made to Canon XVII.11, or become a “congregation” connected to a larger parish or a deanery.

**Further Rationale:** Concerns were voiced that this language was duplicative of language in XVIII.3, but such duplication is intentional. Section 3 contemplates the fresh creation of a congregation that hopes to one day become a parish. This new Section 4 concerns existing parishes that shrink so much that they are relegated to congregation status and must be sheltered by a larger parish until they can grow yet again to parish status.

6. Our sixth recommendation is that we amend Canon XIX.2 as follows:

**Section 2.** In every parish there shall be a Vestry composed of no fewer than five (5) members, and no more than twelve (12). Members of the Vestry shall be elected or selected according to the bylaws of the parish at a congregational meeting (or meetings, as the case may be) and be approved or affirmed by the congregation. Vestry membership shall not be restricted with regard to gender.

In no event shall a member of the staff of a parish, or an immediate family member (a parent, spouse, or child) of the staff or clergy of a parish, serve as a member of a vestry. Notwithstanding the foregoing, a parish may make application to the Standing Committee for a waiver of this restriction for a particular vestry nominee. Any persons otherwise prohibited from serving on a vestry under this provision who are serving on a vestry as of November 1, 2025, may serve out the remainder of their term.

**Rationale:** The first sentence of this edit moves language from Canon XVII that is more appropriately housed here in Canon XIX. The remainder of this edit makes clear that it is a conflict of interest for the spouse of a staff member or member of the clergy of a parish to serve on a vestry. As this is not uncommon in some of our smaller parishes, this canonical amendment allows any such member of a vestry to serve out their term, and for rare exceptions to be granted by the Standing Committee.

7. Our seventh recommendation is that we amend Canon XXIV as follows:

### **Provincial Assembly**

Upon notification of the date for Provincial Assembly, the Synod meeting prior to the Assembly shall elect delegates in number and order as determined by ACNA Title I, Canon 2, Section 3. Those nominated to serve as delegates must be deeply knowledgeable of and active within the diocese and, as such, must be, at the time of nomination, an elected member of the Standing Committee or the Diocesan Council, or else have their nomination confirmed by majority vote of the Standing Committee.

**Rationale:** The range of individuals who could appropriately represent the diocese at Provincial Assembly is enlarged by this canonical change.

**Further Rationale:** Concerns were raised that the original rationale above is nonsensical, as this amendment, on its face, *restricts*, rather than *enlarges*, the range of candidates who might serve as delegates to Provincial Assembly. The Committee apologizes for failing to note that



this amendment *first* includes the restrictions contained in Canon XXV (which *restricts* Provincial Council delegates to a pool of elected members of Standing Committee or Diocesan Council) and *then* enlarges that pool of candidates by including persons whose nominations are confirmed by the Standing Committee.

8. Our eighth and final recommendation is that we amend Canon XXV as follows:

### Provincial Council

The Synod shall elect one (1) clergy and two (2) lay persons to serve 5-year terms as members of the Provincial Council. ~~The Those member of the clergy~~ to serve in this role must be deeply knowledgeable of and active within the diocese and, as such, must be at the time of nomination an elected member of serving either on the Standing Committee or the Diocesan Council, or else have their nomination confirmed by majority vote of the Standing Committee. at the time of nomination.

**Rationale:** The range of individuals who could appropriate represent the diocese at Provincial Council is enlarged by this canonical change

**Further rationale:** In the interest of clarity, a further explanation of this amendment is in order. Under the current canon, only members of the Standing Committee or the Diocesan Council at the time of nomination can be nominated as a delegate to Provincial Council. This amendment first clarifies that the canon refers to *elected* members, not those who serve *ex officio*, and *then* allows the Standing Committee to affirm the nomination of individuals beyond these categories – thus enlarging the pool of potential nominees.

Finally, the Constitution and Canons Committee intends, in later cycles of amendment, to clarify the distinction between “parish” and “congregation,” perhaps by using different terms of art. We may also suggest a move from Roman Numerals to Arabic numerals for our Canon numbering for ease of use. As Chair, I must think through X, V, and I, every time and I’m getting old.

Respectfully submitted,

The Rev. Cn. Andrew Rowell, Esq.  
Canon for Governance  
Chair, Constitution and Canons Committee  
Gulf Atlantic Diocese







