

**THE ANGLICAN DIOCESE OF THE UPPER MIDWEST  
OF THE  
ANGLICAN CHURCH IN NORTH AMERICA**

**CONSTITUTION AND CANONS**

Approved June 2013, Anglican Church in North America, Provincial Council

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# **THE CONSTITUTION OF THE ANGLICAN DIOCESE OF THE UPPER MIDWEST OF THE ANGLICAN CHURCH IN NORTH AMERICA**

## **PREAMBLE**

*In the name of the Holy and Undivided Trinity: the Father, the Son, and the Holy Spirit. Amen.*

As followers of Jesus Christ and Anglicans in the Upper Midwest, concerned for the proclamation of the Gospel of our Lord Jesus Christ, the mission of the Church in the world, the salvation of all people, and the worship of Almighty God, we prayerfully establish this Diocese of the Upper Midwest of the Anglican Church in North America and ask God’s blessing in order that the mission of the Church in the Upper Midwest might be promoted and congregations multiplied through a revival of Word and Sacrament infused by the power of the Holy Spirit and through greater unity, fellowship, prayer, and cooperation in the ministry to which God has called us.

The Diocese of the Upper Midwest (“the Diocese”), a member of the Anglican Church in North America (“the Province”) and thereby a member of the One, Holy, Catholic and Apostolic Church, solemnly ordains and establishes this Constitution.

## **ARTICLE I: FUNDAMENTAL DECLARATIONS OF THE DIOCESE**

The Diocese hereby subscribes to the Fundamental Declarations of the Anglican Church in North America as set forth in Article I of the Provincial Constitution. The Diocese acknowledges the authority of the Province as set forth in the Provincial Constitution and Canons and adopts this Diocesan Constitution to be in conformance with them. All powers not granted to the Province are reserved to the Diocese.

## **ARTICLE II: STRUCTURE, ORDER, GOVERNANCE AND DISCIPLINE**

The Diocese is comprised of Anglican congregations in the Upper Midwest and congregations located outside the Upper Midwest with which these congregations maintain close relational connections and for which they are the primary point of contact with the greater Church and is currently organized into four deaneries: Minnesota, Wisconsin, Greater Chicago, and the Greenhouse Net. It is envisioned that additional deaneries may be formed and that some deaneries may grow into new dioceses as the number of communicants and congregations in an area grows, subject to the provisions of both the Provincial and Diocesan Constitution and Canons.

The fundamental agency of mission is the local congregation gathered in union with the local Deanery and the Diocese. The order, governance and discipline of the Diocese shall be vested in the Bishop as the Ecclesiastical Authority, the Deans, the Bishop’s Council, and the Diocesan Assembly, in conformity with this Constitution.

### **ARTICLE III: AUTHORITY, COMPOSITION, AND ORGANIZATION OF THE BISHOP'S COUNCIL**

The Bishop's Council is the standing committee of the diocese and functions as its legal Board of Directors. It shall have responsibility for maintaining the Constitution and Canons as well as the finances of the Diocese, including approval of the annual budget of the diocese. It shall function as the Ecclesiastical Trial Court of the Diocese, as necessary, but may also appoint task forces or committees (comprised of members of the Bishop's Council or other communicants in good standing in the Diocese) to which it may delegate responsibilities that fall under its authority.

Membership on the Bishop's Council shall include the Bishop and the Dean of each deanery recognized by the Diocese, plus two additional members from each deanery, selected in whatever manner each individual deanery deems appropriate.

At least one member from each deanery shall be a Layperson. The Deans shall work together to ensure that women and ethnic minorities are adequately represented on the Bishop's Council.

The Bishop shall chair all meetings of the Bishop's Council unless he assigns the role to another member. In the absence of the Bishop, or if the office of Bishop is vacant, the members of the Bishop's Council may elect one of the Deans present to preside.

### **ARTICLE IV: AUTHORITY, COMPOSITION, AND ORGANIZATION OF THE DEANERIES**

Deaneries of the Diocese (currently including Minnesota, Wisconsin, Greater Chicago, and the Greenhouse Net) are responsible for encouraging the ministry of congregations and the expansion of the ministry of the Church within their respective areas. The formation of new deaneries is encouraged as growth occurs.

The formation of a new deanery shall be recommended by the Dean of the existing deanery of which it is part. The formation of a new deanery must be affirmed by the deans and bishop acting in council, and then confirmed by the Bishop, after consultation with the Bishop's Council.

In the case of a missionary society that wishes to become a deanery of the Diocese, the formation of a new deanery shall be recommended by the Bishop and must be affirmed by the deans and bishop acting in council, and then confirmed by the Bishop, after consultation with the Bishop's Council.

### **ARTICLE V: AUTHORITY, COMPOSITION, AND ORGANIZATION OF THE QUARTERLY AND ANNUAL ASSEMBLIES FOR WORSHIP AND MISSION**

We believe that mission flows from worship; therefore:

- **Annual Diocesan Assembly.** The clergy and at least two lay leaders from each congregation in the Diocese shall meet annually for prayer, study of the Word of God, mutual encouragement, and the furtherance of common mission. At this Diocesan Assembly, the Bishop and Deans shall set forth the vision and mission strategy of the diocese for the coming year and present the approved budget. The Diocesan Assembly shall have sole authority to amend this constitution or to adopt or amend Canons. It also shall have authority to approve

those matters that require its approval pursuant to the Constitutions or Canons of this diocese, or those of the Province.

- **Quarterly Deanery Meetings.** The clergy and at least two lay leaders of their choice from each congregation in a deanery shall meet as a deanery no less frequently than once each quarter (except for the quarter in which the annual Diocesan Assembly takes place) for prayer, study of the Word of God, mutual encouragement, and the furtherance of common mission.

**Composition, Representation, and Quorum.** The Diocesan Assembly shall include all of the Presbyters and Deacons under the authority of the Bishop in the Diocese. No member of the Clergy while under ecclesiastical discipline shall be entitled to a seat in the Diocesan Assembly without specific permission from the Bishop. These same provisions shall apply to Deanery Meetings.

Lay Representatives shall be chosen by the clergy in charge of the congregation or by any means deemed appropriate by the congregation. Lay Representatives shall serve only for the annual meeting of the Assembly or Deanery Meeting for which they are chosen, as well as for any special meeting held prior to the next regular meeting, unless other representatives are chosen specifically for such special meeting.

A quorum for the transaction of business at the Diocesan Assembly or special meeting requires that two thirds of the Congregations be represented and that two-thirds of both the Lay Representatives and the Clergy be present. A meeting may be adjourned by a majority of those delegates present at adjournment.

## **ARTICLE VI: OFFICE OF THE BISHOP**

### **Section 1. The Calling to the Episcopate – 1 Timothy 3**

A Bishop is called by God and the Church to be a shepherd who feeds the flock entrusted to his care. A Bishop is an overseer of the flock and as such is called to propagate, to teach, and to uphold and defend the Faith and Order of the Church, willingly and as God directs. He must not be greedy for money but be eager to serve, not lording the authority of his office or position over those entrusted to his care. He must be a humble, wholesome example to the entire flock of Christ. By the tradition of Christ's One, Holy, Catholic, and Apostolic Church, Bishops are consecrated for the whole Church and are successors of the Apostles through the grace of the Holy Spirit given to them. They are chief missionaries and chief pastors, guardians and teachers of doctrine, and administrators of godly discipline and governance.

### **Section 2. Criteria for selecting a Bishop**

To be a suitable candidate for Bishop, a person must:

- Be a man of prayer and strong faith;
- Be pious, have exemplary morals and exhibit Godly character;
- Have a zeal for souls;
- Have demonstrated evidence of the fruit of the Holy Spirit;
- Possess the knowledge and gifts that equip him to fulfill the office;
- Be held in high esteem by the faithful;
- Be a male Presbyter at least 35 years old;

- Have significant leadership experience and wisdom in parish life;
- Have demonstrated the ability to lead and grow the Church.

### **Section 3. Process for Selecting a Bishop**

The initial process for selecting a bishop shall be as follows:

- Each Dean shall actively engage all congregations in the deanery to participate in a process of prayer, fasting and discernment leading to the selection of candidates for the office of Bishop.
- All should be educated on both the role of the Bishop and the selection process.
- Each Dean, accompanied by three representatives of the Deanery (four in the case of the Greenhouse net), should gather together for the initial retreat while forming the diocese to discern which individuals should be recommended to the College of Bishops for their selection or consent. In all future discernment retreats, the Bishop's Council shall determine the number of representatives from each deanery who shall accompany each dean on retreat to discern together which individuals to recommend to the College of Bishops for their selection or consent.
- After prayer and discussion, those participating in the discernment retreat shall reach consensus on the names of at least two individuals to be forwarded, in a single sealed envelope, to the College of Bishops. That envelope also shall contain any reflections that the group as a whole deems appropriate for the bishops' consideration.
- The selection process for a successor shall be the same as the process just described, except that those participating in the discernment retreat shall have the option of forwarding the name of a single individual to the College of Bishops.
- In the event that all candidates are rejected by the College of Bishops, the Bishop or the Bishop's Council shall promptly convene another retreat to discern one or more additional candidates to be recommended to the College of Bishops for their consent.
- A Bishop Coadjutor or a Bishop Suffragan may be selected according to this same process, subject to the provisions of the Provincial and Diocesan Constitution and Canons.

## **ARTICLE VII: VACANCY IN THE OFFICE OF THE BISHOP**

### **Section 1. Death, Retirement or Removal of the Bishop**

Upon the death, retirement or removal of the Bishop, if there is no Bishop Coadjutor or Bishop Suffragan, the Bishop's Council shall be the Ecclesiastical Authority of the Diocese and shall elect one of the Deans to preside. The Bishop's Council may also request the College of Bishops to appoint an Acting Bishop to be in charge of the Diocese until a Bishop can be elected.

### **Section 2. Disability or Impermissible Absence of the Bishop**

If the Bishop's Council should determine upon careful deliberation that the Bishop is under a disability, or has absented himself without permission from or consultation with the Diocese for more than two months, it may with the consent of the Archbishop declare the Office of the Bishop vacant. In such case, the Bishop Coadjutor, if there is one, or the Bishop Suffragan shall take charge until the Bishop's Council with the consent of the Archbishop declares the Bishop restored. If there is neither a Bishop Coadjutor nor Bishop Suffragan, the Bishop's Council shall serve as the Ecclesiastical Authority of the Diocese until the Bishop's Council with the consent of the Archbishop declares the Bishop to be restored.

### **Section 3. Succession in Case of Death, Retirement, or Removal of the Bishop**

A Bishop Coadjutor shall become the Bishop upon the death, retirement, or removal of the Bishop. A Bishop Suffragan may not become the Bishop of the Diocese unless he has been selected in accordance with the Process for Selecting a Bishop (Article VI, Section 3, above) and his selection is consented to by the College of Bishops.

### **ARTICLE VIII: HOLY ORDERS**

This Diocese encourages the cultivation of spiritual gifts in its members, including the call to Holy Orders, in conformity with the process specified by the Diocesan Canons. While recognizing that every baptized Christian is a member of a “royal priesthood” (1 Peter 2:9) and that each member of the Body of Christ—both male and female—has spiritual gifts for ministry and leadership that are to be nurtured, cultivated, and exercised (Romans 12:4-7; 1 Corinthians 12:4-11; 1 Peter 4:10), we affirm the scriptural teaching and historic tradition of the Church that only males can be admitted to the offices of presbyter and bishop (1 Timothy 3:1-7; Titus 1:5-9).

### **ARTICLE IX: THE OFFICERS OF THE DIOCESE**

The Bishop, after consulting first with the Deans in council, and then with the Bishop’s Council, shall appoint officers to serve as the Secretary, Treasurer, Chancellor, and Registrar of the Diocese. The selection and duties of the Officers of the Diocese shall be prescribed by canon. The Bishop also may appoint other officers, at his discretion, in this same manner.

The Bishop also may appoint a group of personal advisors, at his sole discretion, to aid him in his ministry. Should the Bishop do so, he shall so inform the Bishop’s Council. Likewise, the Bishop shall inform the Bishop’s Council of any change in the membership of this group.

### **ARTICLE X: CONCERNING PROPERTY OF CONGREGATIONS AND MISSIONS**

All property, real and personal, owned or held by or on behalf of a Congregation of the Diocese is and shall be owned by the Congregation, free of any trust or other claim in favor of the Diocese or the Province. A Congregation may not alienate or encumber its real property except with the consent of a majority of the Congregation by vote taken at a meeting called for that purpose with adequate advance notice.

### **ARTICLE XI: CONCERNING DIOCESAN PROPERTY**

Any property, both real and personal, owned by the Diocese now and in the future is not and shall not be subject to any trust interest in favor of the Province or any other claim of ownership arising out of the canon law of the Province.

### **ARTICLE XII: INCORPORATION**

The Diocese may incorporate in accordance with the laws of the State where located or the State where any of its congregations are located. The Bishop shall be the President of the corporation, and the Bishop’s Council shall be its Board of Directors. Operation of the corporation shall be as provided by canon and applicable state law.

## **ARTICLE XIII: VISION, MISSION AND VALUES**

Consistent with our vision of *A Revival of Word and Sacrament infused by the power of the Holy Spirit in the Upper Midwest*, the mission of the Diocese shall be ***Multiplying Churches and Transforming Communities***. Under the oversight of our Bishop and Deans, and in cooperation with our Diocese and Deaneries, we pledge that we and our congregations will labor joyfully for the spread of the Gospel and the growth of the Church in our communities and around the world.

Further, we rejoice in our common embrace of these values:

### **1. Greater Unity for Greater Mission**

We pray for a kingdom mindset, a collaborative spirit, a common purpose.

### **2. Submission to Godly Authority**

We rejoice in humbling ourselves under Scripture as God's Word revealed, under the Creeds of the Great Tradition and under our Bishop.

### **3. Spirit-Filled Ministry**

We celebrate the gifts of the Spirit and the ministry of all baptized Christians.

### **4. Creative Worship**

We honor our Prayer Book tradition of Word and Sacrament and work imaginatively to blend the three streams of catholic, evangelical, and charismatic Christianity.

### **5. Innovative Mission**

We release multiple models of church planting and mission to reach all types of people for Christ.

### **6. Holistic Transformation**

We value discipleship and healing for the individual and justice and hope for our communities.

### **7. Next-Generation Leadership**

We invest deeply in children, youth, and younger leaders.

### **8. Multicultural Competence**

We seek to reach all nations, tribes and languages in the Upper Midwest and to practice healthy unity-in-diversity in our life together.

### **9. Sacrificial Commitment**

We invite God's strength in our weakness, by fasting, prayer, and generosity.

## **ARTICLE XIV: AMENDMENT**

No amendment to this Constitution may be adopted until it has been reviewed by the Bishop's Council and its recommendation has been given to the Diocesan Assembly. An amendment to the Constitution must then be approved by a two-thirds majority vote at two consecutive regular annual meetings of the Diocesan Assembly.



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# **THE CANONS OF DIOCESE OF THE UPPER MIDWEST OF THE THE ANGLICAN CHURCH IN NORTH AMERICA**

## *Preamble*

Pursuant to the Constitution of the Anglican Church in North America (hereinafter referred to as “the Province”) and the Canons thereof (“Provincial Canons”); and the Constitution of the Diocese of the Anglican Diocese of the Upper Midwest (hereinafter referred to as “the Diocese”), the Diocese, acting in Assembly, hereby adopts these Canons for the purpose of establishing and maintaining its own governance.

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## **TITLE I**

### **ORGANIZATION AND ADMINISTRATION**

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#### *Canon 1 Structure and Authority*

The Diocese is comprised of Anglican congregations in the Upper Midwest and is currently organized into four Deaneries: Minnesota, Wisconsin, the Greater Chicago area, and the Greenhouse net of Congregations.

1. The congregation is the fundamental unit of mission.
2. Congregations are organized into Deaneries and led by Deans who are selected by each Deanery in the manner each deems appropriate. New Deans must be affirmed in council with the Bishop and be confirmed by the Bishop, after consulting with the Bishop’s Council.
3. Member congregations shall be represented in the Provincial Assembly as provided by Article IV, Paragraph 3 and Article VI, Paragraph 3 of the Provincial Constitution and by these canons.
4. The Diocese shall be represented in the Provincial Council as provided by Article IV, Paragraph 6, and Article VII, Paragraph 3 of the Provincial Constitution and by these Canons, by delegates chosen by the Bishop’s Council, subject to the approval of the Bishop.

5. The Ecclesiastical Authority of the diocese shall be vested in the Bishop and, in the absence of the Bishop, in the Bishop's Council as provided by Article IV, Paragraph 2 of the Provincial Constitution, Title I, Canon 5, Sections 1 and 3 of the Provincial Canons, Article III of the Diocesan Constitution and by these canons.
6. The Diocesan Constitution and these canons recognize the right of each member congregation to establish and maintain its own governance not inconsistent with the provisions of the Provincial and Diocesan Constitution and Canons.
7. The Bishop's Council has legislative, executive and judicial authority of the diocese.
8. The Diocesan Assembly has authority to amend the constitution, to adopt or amend canons, and to approve other matter specified by the canons.

***Canon 2***  
***Of the Diocesan Assembly***

**Section 1. Powers and Duties**

The Diocesan Assembly has the power to adopt and amend the Diocesan Constitution and Canons and to receive the Bishop's Council's admissions of Congregations into the Diocese. It shall also review the vision and values of the Diocese and review the diocesan budget.

**Section 2. Membership**

All clergy and at least two Lay Leaders from each congregation, chosen in a manner deemed appropriate by each congregation in the diocese shall meet annually for the furtherance of common mission.

**Section 3. Meetings of the Diocesan Assembly**

- a. The Diocesan Assembly shall meet regularly once a year at a date set by the Bishop after consulting with the Bishop's Council.
- b. Special meetings may be called by the Bishop, after consulting with the Bishop's Council.

***Canon 3***  
***Of the Bishop's Council***

**Section 1. Membership**

The Deans of the various Deaneries of the Diocese shall be ongoing members of the Bishop's Council. Two additional members shall be selected from each Deanery in whatever manner each individual Deanery deems appropriate. Fifty percent of the voting members of the Bishop's Council shall constitute a quorum for the transaction of business.

**Section 2. Powers and Duties**

Except as otherwise provided in the Constitution and Canons of the Diocese, the Bishop's Council of the Diocese shall have the following powers and duties:

- a. Serve as a council of advice to the Bishop;
- b. Function as the legal Board of Directors of the diocese;
- c. Serve as the Ecclesiastical Authority of the diocese in the absence of a Bishop;
- d. Consult with the Bishop for the approval of new congregations provided herein by Title I, Canon 6;
- e. Unless and until an Ecclesiastical Trial Court of the Diocese is formed, the Bishop's Council shall serve as the Ecclesiastical Trial Court but may also appoint a Trial Court, task force or committee (comprised of members of the Bishop's Council or other communicants in good standing in the diocese) to which it may delegate this responsibility.
- f. Select the members for the Provincial Council (as per Provincial Title I, Canon 1, Section 2: the Bishop, one member of the clergy, and two Laypersons).
- g. Consult with the Bishop about ordination as provided by Title III of these diocesan canons.

*Canon 4  
Officers of the Diocese*

**Section 1. The Bishop**

The Bishop shall serve as the Ecclesiastical Authority of the diocese and the Presiding Officer of the Bishop's Council and the Diocesan Assembly with the authority and responsibility as set forth in Article VI of the Constitution of the Diocese and those additional express authorities set forth in the Constitution and Canons of the Province and the Diocese. The Bishop shall also serve as Dean of his Deanery.

**Section 2. The Bishop Coadjutor**

The Bishop and Bishop's Council may create the position of Bishop Coadjutor, who is intended to succeed the Bishop upon the Bishop's retirement, death or removal. The Bishop Coadjutor shall be chosen in accordance with the provisions of Article VI, Section 3 of the Diocesan Constitution. The Bishop shall prescribe the duties and responsibilities of the Bishop Coadjutor.

**Section 3. The Bishop Suffragan**

The Bishop and Bishop's Council may create one or more Bishops Suffragan who shall be chosen in accordance with the provisions of Article VI, Section 3 of the Diocesan Constitution and whose duties shall be prescribed by the Bishop.

**Section 4. The Chancellor**

The Chancellor of the Diocese, appointed by the Bishop with the advice of the Bishop's Council, shall be a communicant and a member in good standing of a Congregation of this Diocese. He or she shall be learned in the law and licensed to practice law in one of the jurisdictions encompassed by the Diocese. The Chancellor shall have responsibility for the legal affairs of the Diocese and shall serve as counsel to the Bishop and the Bishop's Council. The Bishop may appoint assistant chancellors as necessary.

**Section 5. The Secretary**

The Secretary of the Diocese, appointed by the Bishop with the advice of the Bishop's Council, shall be a communicant in good standing of the Province. He or she shall keep the minutes of the meetings of the Bishop's Council and the Diocesan Assembly and shall submit such reports as the Bishop may request. The Bishop may appoint assistant secretaries as necessary.

**Section 6. The Treasurer**

The Treasurer of the Diocese, appointed by the Bishop's Council, shall be a communicant in good standing of the Province. He or she shall be the custodian for all of the funds of the Diocese. The Treasurer shall prepare the annual diocesan budget and shall file an annual report to the Diocesan Assembly on the financial status of the Diocese, including reports of account for all funds under his or her custody or control, profit and loss statements, and balance sheets. The Treasurer shall also be responsible for the preparation of such periodic financial reports as may be required by the Bishop's Council.

**Section 7. The Registrar**

The Registrar, appointed by the Bishop with the advice of the Bishop's Council, shall be a communicant in good standing of the Province. He or she shall be the custodian of official records of the Diocese and shall issue such certification as may be directed by the Bishop or the Bishop's Council.

**Section 8. Terms of Office and Diocesan Assembly Representation**

The Chancellor, the Secretary, the Registrar and the Treasurer shall serve at the pleasure of the Bishop and the Bishop's Council. All Officers of the Diocese shall serve as members *ex officio* of the Diocesan Assembly.

*Canon 5  
Committees of the Diocese*

**Section 1. Finance Committee**

The Bishop's Council shall appoint a Finance Committee of the Diocese. The Finance Committee shall oversee the Treasurer and function as an audit committee for the diocesan budget.

**Section 2. Committee on Constitution and Canons**

The Bishop's Council may appoint a Committee on Constitution and Canons to review proposed changes to the Constitution and Canons and make recommendation to the Diocesan Assembly.

**Section 3. Other Committees**

The Bishop's Council may appoint Committees as necessary.

**Canon 6**  
***Of Congregations and Parishes***

Any group of the faithful may seek to affiliate as a Congregation. A Congregation normally shall consist of a group of the faithful meeting together regularly for worship. A Parish may consist of one or more Congregations united for common mission within a Deanery.

**Section 1. Application Procedure**

- a. Any group of the faithful seeking to affiliate as a Congregation shall submit its request to the appropriate Dean to be affirmed by the Deans in council with the Bishop, and confirmed by the Bishop after consulting the Bishop's Council. All new congregations shall be received at the next Diocesan Assembly. A congregation joining the Diocese shall agree in writing to become subject to the Constitution and Canons of the Province and the Diocese.
- b. A Congregation attached to another Diocese or Cluster of the Province, desiring to become a member of this Diocese, shall follow the procedure outlined above in Section 1a of this Canon. The Congregation must receive the consent of the Bishop of the jurisdiction to which it has been attached.

**Section 2. Establishing New Congregations**

The Diocese encourages the establishment of new congregations:

- a. A Priest or Deacon may plant a new Congregation and then shall follow the procedure outlined above in Section 1a of this Canon.
- b. A layperson may lead in the establishment of a new congregation under the guidance of a Rector/Senior Pastor or his designate, and then may follow the procedure outlined above in Section 1a of this canon in conjunction with their Parish Rector.

**Section 3. Appointment of a Rector to an Existing Congregation**

- a. A Congregation's governing body or other duly constituted team selected by the Congregation for such purpose may select the Rector/Senior Pastor of a Congregation when the need arises.
- b. A prayerful process shall be undertaken in consultation with the Bishop and Dean in the search and calling of a Rector/Senior Pastor to a Congregation.
- c. Before extending an offer to a candidate, the Congregation's governing body must obtain the approval of the Dean and Bishop.

#### **Section 4. Governance, Organization and Business Affairs of a Congregation or Parish**

Each parish shall have a governing body, often referred to as the Vestry and hereafter in this document referred to as the Parish Council—and which member Congregations and Parishes in their own setting may call whatever they deem appropriate under the discretion of the Rector/Senior Pastor.

- a. The Rector/Senior Pastor shall chair the Parish Council with members and officers chosen by the Congregation or Parish under rules that Congregations or Parishes may establish for that purpose. In addition to the Rector/Senior Pastor and a Senior and Junior Warden, a Congregation may have such other officers as allowed by its governing documents.
- b. The Parish Council shall be responsible for the financial oversight of the Congregation or Parish in accordance with Provincial and Diocesan Constitution and Canons, and may or may not task an additional Committee to be responsible for preparation of the annual budget,
- c. Each Congregation or Parish shall have a Treasurer, who shall be a member of the Finance Committee *ex officio*, if the Congregation or Parish has a Finance Committee. The Treasurer shall be the custodian of the funds of the Congregation and shall perform such other duties as required by the Parish Council.
- d. Congregations and/or Parishes with multiple Congregations shall develop documents that articulate their structure for governance and organization, and shall comply with the laws of the jurisdiction where they are located.
- e. Every member of the Parish Council shall affirm the following declaration and promise:  “I do believe the Holy Scriptures of the Old and New Testament to be the Word of God and to contain all things necessary for salvation and I do yield my hearty consent to the doctrines, discipline and worship of Christ as the Anglican Church in North America has received them. I promise that I will faithfully lead and serve as I am called as a member of this local Congregation to the best of my ability.”

#### **Section 5. The Laity and Membership**

The people of God are the chief agents of the mission of the Church to extend the Kingdom of God by so presenting Jesus Christ in the power of the Holy Spirit that people will come to put their trust in God through Him, know Him as Savior, and serve Him as Lord in the fellowship of the Church. The effective ministry of the Church is the responsibility of the Laity no less than it is the responsibility of the Bishop and the Presbyters and Deacons. It is incumbent for every Lay member of the Church to become an effective minister of the gospel of Jesus Christ, one who is spiritually qualified, gifted, called, and mature in the Faith.

- a. Congregations and/or Parishes are encouraged to equip the ministry of the Laity.
- b. Congregations may establish their own discipleship process designed to prepare people for membership in the Church and help members become fully devoted followers of Jesus Christ who are fully incorporated into the Body of Christ. The discipleship process is encouraged to include instruction of all candidates for membership in the doctrine, discipline, and worship of Christ as the Church has received them.



*Canon 7*  
*The Rector/Senior Pastor and the Pastoral Relationship*

**Section 1. The Pastoral Relationship**

A prayerful process of discernment, including due diligence, shall be undertaken in the calling of a Rector/Senior Pastor to a Congregation or Parish. The Parish Council or designated search committee shall obtain the approval of the Dean and Bishop before extending an offer to a candidate.

The relationship between the Rector/Senior Pastor and the Congregation is one of mutual trust and dependence in carrying out the ministry of the Congregation. In all matters the Rector/Senior Pastor and the Congregation shall observe the principles of mutual submission called for by the Apostle Paul in Philippians 2:3 and Ephesians 5:22.

**Section 2. Other Clergy**

The Rector/Senior Pastor, in consultation with the Parish Council, shall select all assistant or associate clergy and paid staff who shall serve at the pleasure of the Rector. Whenever matters of disagreement develop, it is incumbent on all parties to approach one another with patience, understanding of the views of all parties, and Christian charity to avoid having the relationship imperiled or hindered

**Section 3. Restrictions upon Rector's Resignation and Removal**

Except for reason of age or disability, a Rector/Senior Pastor may not resign as Rector/Senior Pastor without giving the remainder of the Congregation's governing body such notice as it may require. A Rector/Senior Pastor may not be removed against his will except as hereinafter provided or as provided in Canon 7 of this Title.

**Section 4. Procedure When Pastoral Relationship Imperiled or Hindered**

Whenever a Rector/Senior Pastor or a majority of the Congregation's governing body believes the pastoral relationship between the Rector/Senior Pastor and the Congregation to be imperiled or hindered by reason of dissension, either or both may present the matter to the Dean and Bishop.

- a. Upon notification of such imperilment or hindrance, the Bishop shall promptly seek reconciliation by whatever means he believes appropriate. The Bishop, or his appointee, shall hold conferences with the Rector/Senior Pastor and the remainder of the Congregation's governing body, who shall participate cooperatively in the process. The Bishop may issue such interim recommendations appropriate to the cause before issuing a final judgment. Prior to issuing a final judgment, the Bishop shall consult with the Deans, the Bishop's Council and the Chancellor of the Diocese.
- b. The Bishop shall make the final judgment after praying over the matter and taking into consideration the recommendations of the Congregation's Parish Council and consulting with the Deans and the Bishop's Council. The recommendations may include a leave of absence with

pay for the Rector/Senior Pastor, a continuation of the pastoral relationship on a provisional basis, or dissolution of the pastoral relationship. □

- c. If the relationship is to be dissolved, the terms of judgment may include terms and conditions for compliance by both parties and may include an equitable financial settlement that is just and compassionate. The Rector/Senior Pastor or the remainder of the Congregation's governing body may petition the Bishop to review and/or modify of the financial terms of the judgment. The Bishop shall in all cases render pastoral support to the Rector/Senior Pastor.
- d. If for any reason the Rector/Senior Pastor shall refuse to comply with the judgment of the Bishop, the Bishop may suspend the Rector/Senior Pastor from the exercise of the ministry of a Presbyter until he complies with the judgment.

### **Section 5. Removal of the Rector/Senior Pastor**

A Congregation or Parish may only request the removal of the Rector/Senior Pastor from his office, for cause, with the consent of the Bishop after showing that cause for removal exists. If the Parish Council desires the Bishop to remove the Rector/Senior Pastor for cause, it shall consult with the Dean and Bishop prior to any action in the circumstances. As used in this Canon, the term "cause" shall mean the Rector/Senior Pastor has been convicted of a crime involving moral turpitude, or the Congregation's governing body has been presented with evidence that it deems substantial and credible of any of the following: (i) the commission of a crime involving moral turpitude, (ii) habitual insobriety or drug addiction, (iii) dishonest or fraudulent conduct, (iv) embezzlement, theft or intentional destruction of property, or (v) sexual misconduct.

## ***Canon 8***

### ***Congregation, Mission and Diocesan Property***

#### **Section 1. No Denominational or Diocesan Trust in Congregation Property**

All real and personal property owned by or held for the benefit of a Congregation shall belong exclusively to that Congregation, free of any trust or other claim by the Diocese or the Province.

#### **Section 2. Diocese Empowered to Own Its Own Property**

The Diocese may own its own property to be held in whatever form determined by the Bishop's Council, and any such property shall be free of any claim of trust or ownership by the Province.

## ***Canon 9***

### ***Financial Affairs of Congregations and the Diocese***

The Office of the Bishop in consultation with the Deans and Bishops Council shall develop and maintain a suitable Customary on Guidelines for Financial Affairs of Congregations and the Diocese consistent with the teaching of Holy Scripture, the Constitution of this Diocese, and the Constitution and Canons of the Church.

*Canon 10*  
*Cathedral Church of the Diocese*

The Church of the Resurrection in Wheaton, Illinois, shall be the sole and permanent cathedral of the Diocese of the Upper Midwest. The bishop of the Diocese of the Upper Midwest shall be resident at the Cathedral, serve as its chief pastor, and personally exercise all the duties of the office of rector that he does not delegate to one or more individuals of his choosing with the advice and consent of the vestry of that Church.

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**TITLE II**

**WORSHIP AND ADMINISTRATION OF THE SACRAMENTS**

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*Canon 1*  
*Conformity with Provincial Canons*

Worship and the Administration of the Sacraments in this Diocese shall be in conformity with Title II of the Provincial Canons and Title II of these Diocesan Canons.

*Canon 2*  
*Of Authorized Translations of the Bible*

The Lessons used in services of public worship shall be read from translations of the Holy Scriptures as authorized by the Bishop of the Diocese in consultation with the Deans in council.

*Canon 3*  
*Of Authorized Forms of Public Worship*  
*and Authorized Editions of the Book of Common Prayer*

It is the prerogative of the Bishop, in consultation with the Deans in council to determine that the forms used in Public Worship and the Administration of the Sacraments do not contradict the Anglican Faith and Order and that nothing be established that is contrary to the Word of God as revealed in the Holy Scriptures.

*Canon 4*  
*Of Christian Marriage*

The Diocese affirms our Lord's teaching that the Sacrament of Holy Matrimony is in its nature a union lifelong and permanent of one man and one woman. Christian marriage in this Diocese shall be in

## TITLE II

conformity with Title II, Canon 7 of the Provincial Canons. The Bishop, in consultation with the Deans in council, shall prescribe

1. Minimum required preparation for marriage, and
2. Requirements for a person who has received a civil divorce to be married in the Church.

### *Canon 5 Of Standards of Morality and Ethics*

#### **Section 1. Exemplary Style of Life**

Clergy and laity of this Diocese are called to be exemplary in all spheres of morality. This is a condition of being appointed to or remaining in a position or office of leadership.

#### **Section 2. Sanctity of Marriage**

In view of the teaching of Holy Scripture, the Lambeth Conference of 1998 and the Jerusalem Declaration, this Diocese upholds faithfulness in marriage between a man and a woman in lifelong union, and believes that abstinence is right for those who are not called to marriage, and cannot legitimize or bless same-sex unions or ordain persons who engage in homosexual behavior. Sexual intercourse should take place only between a man and a woman who are married to each other.

#### **Section 3. Sanctity of Life**

God, and not man, is the creator of human life. The unjustified taking of life is sinful. Therefore, all Clergy and Laity are called to promote and respect the sanctity of every human life from conception to natural death.

#### **Section 4. Pastoral Ministry**

Clergy and laity are called upon to show Christ-like compassion to those who have fallen into sin, encouraging them to repent and receive forgiveness, and offering the ministry of healing to all who suffer physically or emotionally as a result of such sin.

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**TITLE III**  
**OF MINISTERS, THEIR RECRUITMENT, PREPARATION,**  
**ORDINATION, OFFICE, PRACTICE AND TRANSFER**

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*Canon 1*  
*Of Holy Orders in this Diocese*

The Congregation and/or Parish and Deanery, in which an aspirant for Holy Orders is a member, shall engage in the discernment of aspirants for Ordination under the oversight of the Bishop, the Bishop's Council, and the Deans of the Diocese.

**Section 1. Threefold Pastoral Ministry as Described in Scripture**

This Diocese affirms what Anglicanism has always held in common, namely the normality and sufficiency of the threefold pastoral ministry of Bishop, Presbyter, and Deacon as described in Holy Scripture. Persons shall be admitted to the office of Bishop, Presbyter, or Deacon in this Church, and allowed to exercise any of these offices, who have been called, examined, and ordained according to an authorized ordinal of this Church or ordained in some church whose orders are recognized and accepted by this Church. □

**Section 2. Ministerial Offices of Priest and Bishop Affirmation**

This Diocese affirms the scriptural teaching and historic tradition of the Church that the Christian ministerial offices of priest (presbyter - πρεσβύτερος) and bishop (ἐπίσκοπος) are male (1 Timothy 3:1-7; Titus 1:5-9).

**Section 3. Canonical Obedience**

Any person who has received authority to be a Presbyter or Deacon in this Church owes canonical obedience in all things lawful and honest to the Bishop having jurisdiction, and the Bishop of this Diocese owes canonical obedience in all things lawful and honest to the Archbishop of the Church.

**Section 4. Formulating Requirements Consistent with Scripture**

The Deans and the Bishop's Council shall assist and advise the Bishop in formulating the needs and requirements for the present and future ministry in the Diocese, regarding the manner of selection of persons for ministry, and regarding the guidance of all postulants and candidates for ordination to Holy Orders. The recruitment, preparation, ordination, office, practice, and transfer of Ministers, shall be consistent with the teaching of Holy Scripture (especially, but not limited to, 1 Timothy 3:1-13; 5:17; and Titus 1:6-9), the Constitution of this Diocese, and the Constitution and Canons of the Church.

## **Section 5. Qualifications in Provincial Constitution and Canons**

The qualifications for persons seeking ordination into Holy Orders in this Diocese shall, except as provided herein, conform to the standards of ordination for clergy that have already been established in the Constitution and Canons of the Church.

### *Canon 2 Concerning Ordination and Reception of Ministers*

#### **Section 1. Applicant Steps**

Persons desiring to be ordained in this Diocese, and ministers from other jurisdictions who seek to be received into this Diocese, shall apply in writing to the Bishop or those to whom the Bishop delegates such authority. Applicants shall be provided a copy of this Canon 2 and, should they wish to continue seeking ordination or reception, they shall follow the process established by the Bishop and those to whom the Bishop delegates such authority and in accordance with these canons. The ordination or reception process shall include an independent background check covering the following: the checking of all references and previous employers for the previous ten (10) years, credit reports, the checking of records from Departments of Motor Vehicles, and a complete criminal records check to include the Sexual Predators Directory.

#### **Section 2. Declaration of Belief**

No person shall be received as clergy in this Diocese until they shall have subscribed in writing and agree to annually re-subscribe to the following declaration:

*I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God and to contain all things necessary to salvation, and I consequently hold myself bound to conform my life and ministry thereto, and I do solemnly engage to conform to the Doctrine, Discipline, and Worship of Christ as this Church has received them.*

#### **Section 3. Bishop's Satisfaction of Qualifications**

The Bishop, being fully satisfied of a person's theological and other qualifications, and soundness in the faith, and upon successful completion of examination as provided in the Customaries for Ordination, Transfer, or Reception may ordain persons in this Diocese, or receive clergy from other churches or jurisdictions into this Diocese as provided in this Canon 2.

#### **Section 4. Receiving Bishops to Serve**

The Bishop, being fully satisfied of a person's theological and other qualifications, and soundness in the faith, may receive bishops from other jurisdictions of the Church into this Diocese, with or without examination, to serve as Rector/Senior Pastor of a Congregation or as a Bishop in Residence in a Congregation, or to serve in a ministry of this Diocese. A bishop so received shall owe canonical obedience in all things lawful and honest to the Bishop of this Diocese.

***Canon 3  
Of Lay Ministry***

The Diocese recognizes that the ministry of the Laity is indispensable to the work of the Diocese and that this ministry originates within each Congregation and Mission. All clergy, Congregations and Missions of the Diocese are strongly encouraged to equip the laity for ministries in their communities. To this end, Rectors and clergy overseeing Congregations may approve members as Lay Church Planters, Lay Evangelists, Lay Pastors, Lay Preachers, Lay Catechists, Lay Readers, and Lay Eucharistic Ministers for ministry in the local Congregation or Mission.

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**TITLE IV**  
**ECCLESIASTICAL DISCIPLINE**

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*Canon 1*  
*Church Discipline*

Every member of the clergy canonically resident in this Diocese or licensed by the Bishop to exercise ministry in this Diocese shall be subject to the disciplinary provisions of Title IV of the Canons of the Church and to the provisions of these Canons. Every member of the laity of this diocese shall be subject to the disciplinary rubrics of the Book of Common Prayer authorized by the Bishop and in use in the layperson's Congregation.

*Canon 2*  
*Rules and Procedures*

Consistent with these Canons and those of the Church, the Trial Court shall develop and maintain its own Customary on Rules and Procedures for Ecclesiastical Discipline.

*Canon 3*  
*Compliance with the Applicable Canons of the Church*

In conducting a trial, the Trial Court shall comply with all applicable Canons of the Church.

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**TITLE V**  
**ENACTMENT, AMENDMENT, AND REPEAL OF CANONS**

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*Canon 1*  
*Amendments*

The Diocesan Assembly at any regular meeting or any Special Meeting called for that purpose may amend the Canons of the Diocese. No amendment may be adopted until it has been reviewed by the Deans and the Bishop, and the Bishop in consultation with the Bishops Council and its recommendations given to the Diocesan Assembly for approval.



TITLE IV & V

Notwithstanding any provision in these canons to the contrary, the Diocesan Assembly may by two-thirds majority allow the consideration of proposed amendments to the diocesan Canons.