J O U R N A L

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ANNUAL COUNCIL

The Episcopal Diocese of Texas

Volume I

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THE EPISCOPAL DIOCESE OF TEXAS VISION DOCUMENT

MISSION STATEMENT

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

CORE VALUES

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

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

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

Meeting Human Needs
Bringing the love of Christ to a hurting world

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

Excellence
Setting a standard for ministry driven by miraculous expectation

VISION

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

We are:

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

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

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

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

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

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VOLUME I – REPORTS TO COUNCIL

FROM THE 176th COUNCIL

UNFINISHED BUSINESS & CERTIFICATION OF MINUTES

I certify that there are no items of unfinished business remaining from the 176th Annual Council of the Episcopal Diocese of Texas. I also certify that the minutes (as contained in Volume II, Journal of the 176th Council) are a true and accurate account of the proceedings of that Council.

Marcea Paul, Secretary

REGULAR COMMITTEES FOR THE 177TH COUNCIL (2026)

CONSTITUTION & CANONS

(Term is from close of Annual Council at which appointment is made until close of the next Annual Council. Two Clergy and two Lay persons; ex-officio member is Chancellor.)

To Council 2026

The Rev. H. Stanford Adams, Good Shepherd, Austin
Maria Boyce, St. Martin's, Houston (Chair)
David Harvin, St. Martin's, Houston (Chancellor, ex officio)
The Rev. Mary Ann Huston, Grace, Georgetown
Robert Sumners, St. David's, Austin

COUNCIL MANAGEMENT

(Term is from close of Annual Council at which appointment is made until close of the next Annual Council. The Committee for Council Management shall consist of one member of the Clergy, two laypersons, a member of the Diocesan Staff, and the following ex-officio members: the General chairs of the host committees of the current and preceding council and Chair of the Committee for the Dispatch of Business.)

To Council 2026

Chair: The Rev. Cn. Christine M. Faulstich, Diocese of Texas, Houston
Diocesan Council Coordinator: Mary Cloud, Trinity, Houston
Chancellor: David Harvin, St. Martin's, Houston (Ex Officio)
Chair of Committee for Dispatch of Business: The Rev. William "Bill" Fowler, St. Mary's, Lampasas (Ex Officio)
The Rev. Jeremy Bradley, St. Mark's, Richmond
Ken Jones, Trinity, Houston
Susan Polk, Trinity, Galveston

DISPATCH OF BUSINESS

(Term is from close of Annual Council at which appointment is made until close of the next Annual Council. One Clergy and three laypersons.)

To Council 2026

Oliver Chapin-Eiserloh, St. David's, Austin
The Rev. William "Bill" Fowler, St. Mary's, Lampasas (Chair)
Roger Smith, St. Thomas', College Station
Tammy Tiner, St. Thomas', College Station

NOMINATIONS

(Each term is three years. No limitation on the number of consecutive terms. Seven Clergy and seven lay persons, including Clergy a Rep from Standing Comm, a Lay Rep from Exec Board, and the Chancellor.)

Chair: The Rev. Daryl Hay, St. Andrew's, Bryan
Ex-officio: David Harvin, St. Martin's, Houston (Chancellor)
Rep from Standing Cmte: Dr. Barbara Evans-Chowning, All Saints', Fort Worth
Rep. from Executive Bd: Keen Haynes, St. Martin-in-the-field, Keller

To Council 2026

Henry "Ki" Allen, St. Michael's, Austin
The Rev. Alan Bentrup, St. Martin's, Keller
The Rev. Jim Liberatore, St. Stephen's, Beaumont
Jackie Meeks, St. Christopher's, Fort Worth

To Council 2027

The Rev. Daryl Hay, St. Andrew's, Bryan (Chair)
Judy Guthrie, St. John's, Carthage
Aurora Ramirez, San Mateo, Bellaire
The Rev. Joseph Yoo, Mosaic, Pearland

To Council 2028

Linda Barry, Holy Comforter, Spring
Nick Johnson, Grace, Houston
The Rev. Sutton Lowe, St. John the Divine, Houston
The Rev. Bonnie McCrickard, Good Shepherd, Granbury

RESOLUTIONS

(Term is from close of Annual Council at which appointment is made until close of the next Annual Council. Two Clergy and two Lay persons.)

To Council 2026

The Rev. Patrick Hall, Epiphany, Houston (Chair)
The Rev. Janice Krause, Non-Parochial
Andrew “Andy” Wisely, St. Alban’s, Waco
Trey Yarbrough, Christ Church, Tyler

SUPERVISORS AND TELLERS

(Term is from close of Annual Council at which appointment is made until close of the next Annual Council. Two Clergy and three lay persons.)

To Council 2026

The Rev. Andrew Ellison, St. Catherine of Sienna, Missouri City (Chair)
The Rev. Hayden Paul, Jubilee, Austin
Anna Stevenson, St. Aidan’s, Cypress
Sandra Ward, St. John’s, Austin
Ed Woodward, St. Andrew’s, Pearland

BUDGET

(Term is from close of Annual Council at which appointment is made until close of the next Annual Council. One Clergy, two lay, Treasurer, and Finance Committee Chair.)

Linda Riley Mitchell, Diocesan Treasurer
Bette Lehmberg, Diocesan Finance Committee Chair

To Council 2026

John Akard, St. Mary’s, Cypress
Nancy Bradley, Good Shepherd, Friendswood
The Rev. Pedro López, San Pedro, Pasadena

STANDING COMMITTEES OF THE COUNCIL

Pre-Council Report of the
COMMITTEE FOR CONSTITUTION AND CANONS
to the 177th Council

(Type of Proposal)	(No. of Proposals)
A - Constitutional proposals, 2nd reading:	**1**
B - Constitutional proposals, 1st reading:	**0**
C - Canonical proposals:	**15**

A. CONSTITUTIONAL AMENDMENTS
(Presented for second reading requiring 2/3rds majority approval from each Order)

ARTICLE 9 PROPERTY

EXISTING:

Section 9.1 Title to Real Property

The title to all real estate acquired for use of the Church in this diocese, including Parishes and Missions, as well as institutions of a diocesan character, shall be held subject to control of the Church in the Diocese of Texas acting by and through the Church Corporation known as “Protestant Episcopal Church Council of the Diocese of Texas”; provided, that (a) with consent of the Bishop, the Episcopal Foundation of Texas, The Bishop Quin Foundation, the Episcopal Health Foundation, and the Great Commission Foundation may each hold title to real property and may control, convey, and encumber such property without the consent, approval, or joinder of the Church Corporation, and (b) title to certain real property and related improvements, fixtures, appurtenances, and contract rights, as determined by the Church Corporation with the consent of the Bishop, may be held by and subject to the control of one or more separate Texas nonprofit corporations to be formed by the Diocese of Texas. Subject to the foregoing, all such property hereafter acquired for use of the Church in the Diocese, including Parishes and Missions, shall be vested in the Protestant Episcopal Church Council of the Diocese of Texas.

PROPOSED:

Section 9.1 Title to Real Property

The title to all real estate acquired for use of the Church in this diocese, including Parishes and Missions, as well as institutions of a diocesan character, shall be held subject to control of the Church in the Diocese of Texas acting by and through the

Church Corporation known as “Protestant Episcopal Church Council of the Diocese of Texas”; provided, that (a) with consent of the Bishop, the Episcopal Foundation of

Texas, The Bishop Quin Foundation, the Episcopal Health Foundation, and the Great Commission Foundation may each hold title to real property and may control, convey, and encumber such property without the consent, approval, or joinder of the Church Corporation, and (b) title to certain real property and related improvements, fixtures, appurtenances, and contract rights, as determined by the Church Corporation with the consent of the Bishop, may be held by and subject to the control of one or more separate Texas nonprofit corporations to be formed by the Diocese of Texas. Subject to the foregoing, all such property hereafter acquired for use of the Church in the Diocese, including Parishes and Missions, shall be vested in the Protestant Episcopal Church Council of the Diocese of Texas and is to be held in an irrevocable trust for The Episcopal Church and the Diocese of Texas. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission, or institution existing over such property so long as the particular Parish, Mission, or diocesan institution remains a part of The Episcopal Church and the Diocese of Texas, and subject to their respective Constitution and Canons.

IF AMENDED:

Section 9.1 Title to Real Property

The title to all real estate acquired for use of the Church in this diocese, including Parishes and Missions, as well as institutions of a diocesan character, shall be held subject to control of the Church in the Diocese of Texas acting by and through the Church Corporation known as “Protestant Episcopal Church Council of the Diocese of Texas”; provided, that (a) with consent of the Bishop, the Episcopal Foundation of Texas, The Bishop Quin Foundation, the Episcopal Health Foundation, and the Great Commission Foundation may each hold title to real property and may control, convey, and encumber such property without the consent, approval, or joinder of the Church Corporation, and (b) title to certain real property and related improvements, fixtures, appurtenances, and contract rights, as determined by the Church Corporation with the consent of the Bishop, may be held by and subject to the control of one or more separate Texas nonprofit corporations to be formed by the Diocese of Texas. Subject to the foregoing, all such property hereafter acquired for use of the Church in the Diocese, including Parishes and Missions, shall be vested in the Protestant Episcopal Church Council of the Diocese of Texas and is to be held in an irrevocable trust for The Episcopal Church and the Diocese of Texas. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission, or institution existing over such property so long as the particular Parish, Mission, or diocesan institution remains a part of The Episcopal Church and the Diocese of Texas, and subject to their respective Constitution and Canon.

SUBMITTED BY: The Bishop of Texas, the Trustees of the Church Corporation, and the Governance Committee of the Executive Board

RATIONALE (by the Submitters)**:** Our Diocesan Constitution and Canons require that,

with a few exceptions, title to all real estate and other property acquired for the use of the Church in this Diocese, including Parishes and Missions, as well as institutions of a Diocesan character, be vested in the Church Corporation. Canon I.7.4 of the Episcopal Church ("the Dennis Canon") provides that all real estate held by or for the benefit of any Parish, Mission or Congregation is held in trust for the Episcopal Church and the Diocese thereof in which such Parish, Mission or Congregation is located. In the litigation involving the property of the churches of the former Fort Worth Diocese, the Texas Supreme Court held that under Texas law the Dennis Canon was insufficient by itself to create a trust in favor of the Episcopal Church or the Diocese and did not prevent the breakaway faction from taking control of the Episcopal church real estate.

To effectuate in this Diocese the trust intended by the Dennis Canon, we are taking two steps. First, we are submitting for Council's approval this proposed constitutional amendment and its parallel canonical amendment, the purpose of which is to direct the Church Corporation to hold all church property to which it has title in an irrevocable trust for the Episcopal Church and the Diocese.

Second, the Board of Trustees of the Church Corporation has amended its articles of incorporation and its bylaws to include language similar to the Dennis Canon creating an irrevocable trust in favor of the Episcopal Church and the Diocese over the real estate to which it holds title.

It is important to note that so long as a Parish, Mission, or Congregation remains an Episcopal church, the existence of this trust will not interfere with the church's ability to use, improve, or manage its property as it sees fit—subject of course to other Diocesan requirements. That is made clear by the last sentence of the proposed amendment to Section 9.1—which is taken from the Dennis Canon itself. The purpose of the trust is merely to protect and preserve the real estate for the use of Episcopal Church, the Diocese, and its Parishes, Missions, Congregations, and other Diocesan institutions.

THE COMMITTEE <u>RECOMMENDS</u> THIS PROPOSAL FOR A SECOND READING.

B. CONSTITUTIONAL AMENDMENTS
(Presented for publication on first reading) No

proposals

C. CANONICAL AMENDMENTS

TITLE V
ENDOWMENTS, INSTITUTIONS, AND FOUNDATIONS

CANON 3
ST. STEPHEN'S SCHOOL

EXISTING:

Section 3.2 Trustees and Powers

The management of the affairs of the school shall be conducted by a Board of Trustees consisting of elected members and the following: The Bishop, Bishop Coadjutor, if there be one, any Suffragan Bishop of the Diocese designated by the Bishop, any Assistant Bishop of the Diocese designated by the Bishop, the Head of the school, the President of the Alumni Association, the President of the Parent's Association, and the Chancellor of the school, who shall be ex-officio members. Each of the elected and ex-officio members shall be entitled to one vote on all matters to be decided by the Board of Trustees; provided, that any person serving as Chancellor of the school shall not be entitled to vote on any matter unless he or she is an elected member of the Board of Trustees. The Board of Trustees shall have power on its own authority to acquire, erect, equip, manage, and operate the school on its own financial responsibility, in accordance with its Charter and bylaws and in accordance with the Canons of the Diocese from time to time adopted.

PROPOSED:

Section 3.2 Trustees and Powers

The management of the affairs of the school shall be conducted by a Board of Trustees consisting of elected members and the following: The Bishop, Bishop Coadjutor, if there be one, any Suffragan Bishop of the Diocese designated by the Bishop, any Assistant Bishop of the Diocese designated by the Bishop, the Head of the school, the President of the Alumni Association, the President of the Parent's Association, and the Chancellor of the school, who shall be ex-officio members. Each of the elected and ex-officio members shall be entitled to one vote on all matters to be decided by the Board of Trustees; provided, that any person serving as Chancellor of the school shall not be entitled to vote on any matter unless he or she is an elected member of the Board of Trustees. The Board of Trustees shall have power on its own authority to acquire, erect, equip, manage, and operate the school on its own financial responsibility, in accordance with its Charter and bylaws and in accordance with the Canons of the Diocese ~~from time to time adopted~~.

IF AMENDED:

Section 3.2 Trustees and Powers

The management of the affairs of the school shall be conducted by a Board of Trustees consisting of elected members and the following: The Bishop, Bishop Coadjutor, if there be one, any Suffragan Bishop of the Diocese designated by the Bishop, any Assistant Bishop of the Diocese designated by the Bishop, the Head of the school, the President of the Alumni Association, the President of the Parent's Association, and the Chancellor of the school, who shall be ex-officio members. Each of the elected and ex-officio members shall be entitled to one vote on all matters to be decided by the Board of Trustees; provided, that any person serving as Chancellor of the school shall not be entitled to vote on any matter unless he or she is an elected member of the Board of Trustees. The Board of Trustees shall have power on its own authority to acquire, erect, equip, manage, and operate the school on its own financial responsibility, in accordance with its Charter and bylaws and in accordance with the Canons of the Diocese.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language removed for clarity

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

EXISTING:

Section 3.3 Elections - Vacancies

The elected members of the Board of Trustees shall consist of up to twenty-four (24) persons, each elected by the Annual Council on nomination of the Bishop, for initial terms of one (1), two (2) or three (3) years beginning with the commencement of the next fiscal year of the school following such election or to complete the unexpired term of any elected Trustee who has ceased to serve for any reason (with the term of any person elected to complete the unexpired term of a Trustee who has ceased to serve commencing immediately upon the election of such person). Persons shall be eligible for election though they reside outside the Diocese of Texas or are not communicant members of the Episcopal Church. Persons elected to an initial term of one (1) year or two (2) years, or to complete the unexpired term of an elected Trustee who has ceased to serve for any reason, upon renomination by the Bishop, may be elected to serve up to two (2) consecutive additional terms of three (3) years, after which such person may not be renominated for at least one (1) year. Persons elected to an initial term of three (3) years, upon renomination by the Bishop, may be elected to serve one (1) additional term of three (3) years, after which such person may not be renominated for at least one (1) year. Notwithstanding the above, (a) a Trustee may be removed from his or her position at any time by a two-thirds vote of the Board of Trustees with the consent of the Bishop of Texas, or (b) shall be removed automatically in the event such removal is provided for in the bylaws of the school with respect to the failure of a Trustee to attend meetings or to contribute to the financial support of the school. Any vacancy occurring on the Board may be filled by the Board until the next Annual Council, at which time a Trustee shall be elected on nomination of the Bishop to serve the unexpired term.

PROPOSED:

Section 3.3 Elections - Vacancies

The elected members of the Board of Trustees shall consist of up to ~~twenty-four (~~24~~)~~ persons, each elected by the Annual Council on nomination of the Bishop, for initial terms of one ~~(1)~~, two ~~(2)~~, or three ~~(3)~~ years beginning with the commencement of the next fiscal year of the school following such election or to complete the unexpired term of any elected Trustee who has ceased to serve for any reason (with the term of any person elected to complete the unexpired term of a Trustee who has ceased to serve commencing immediately upon the election of such person). All members must be at least 18 years of age. Persons shall be eligible for election though they reside outside the Diocese of Texas or are not communicant members of the Episcopal Church.
Persons elected to an initial term of one ~~(1)~~ year or two ~~(2)~~ years, or to complete the unexpired term of an elected Trustee who has ceased to serve for any reason, upon renomination by the Bishop, may be elected to serve up to two ~~(2)~~ consecutive additional terms of three ~~(3)~~ years, after which such person may not be renominated for at least one ~~(1)~~ year. Persons elected to an initial term of three ~~(3)~~ years, upon renomination by the Bishop, may be elected to serve one ~~(1)~~ additional term of three ~~(3)~~ years, after which such person may not be renominated for at least one ~~(1)~~ year.
Notwithstanding the above, (a) a Trustee may be removed from his or her position at any time by a two-thirds vote of the Board of Trustees with the consent of the Bishop of Texas, or (b) shall be removed automatically in the event such removal is provided for in the bylaws of the school with respect to the failure of a Trustee to attend meetings or to contribute to the financial support of the school. Any vacancy occurring on the Board may be filled by the Board until the next Annual Council, at which time a Trustee shall be elected on nomination of the Bishop to serve the unexpired term.

IF AMENDED:

Section 3.3 Elections - Vacancies

The elected members of the Board of Trustees shall consist of up to 24 persons, each elected by the Annual Council on nomination of the Bishop, for initial terms of one, two, or three years beginning with the commencement of the next fiscal year of the school following such election or to complete the unexpired term of any elected Trustee who has ceased to serve for any reason (with the term of any person elected to complete the unexpired term of a Trustee who has ceased to serve commencing immediately upon the election of such person). All members must be at least 18 years of age. Persons shall be eligible for election though they reside outside the Diocese of Texas or are not communicant members of the Episcopal Church. Persons elected to an initial term of one year or two years, or to complete the unexpired term of an elected Trustee who has ceased to serve for any reason, upon renomination by the Bishop, may be elected to serve up to two consecutive additional terms of three years, after which such person may not be renominated for at least one year. Persons elected to an initial term of three years, upon renomination by the Bishop, may be elected to serve one additional term of

three years, after which such person may not be renominated for at least one year.
Notwithstanding the above, (a) a Trustee may be removed from his or her position at any time by a two-thirds vote of the Board of Trustees with the consent of the Bishop of Texas, or (b) shall be removed automatically in the event such removal is provided for in the bylaws

of the school with respect to the failure of a Trustee to attend meetings or to contribute to the financial support of the school. Any vacancy occurring on the Board may be filled by the Board until the next Annual Council, at which time a Trustee shall be elected on nomination of the Bishop to serve the unexpired term.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated for consistency in using numerals versus spelling out numbers and to clarify that all board members must be a minimum of 18 years of age.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

EXISTING:

Section 3.4 By-Laws and Officers

The Board of Trustees shall adopt its own by-laws. The Bishop of the Diocese shall be Chair of the Board or in the Bishop's absence or, at the Bishop's request, the Bishop Coadjutor or any Suffragan Bishop shall serve as Chair. The Board shall elect an Executive Chair (who shall be nominated by the Chair), a Vice-Chair, a Secretary, a Treasurer, and such other officers and assistants as the bylaws may provide. The officers, other than the Chair, shall be elected by and from the Board of Trustees. Each officer shall hold office for one (1) year or, if earlier, until the expiration of his or her term of office as a Trustee, provided that any officer other than the Chair may be removed from office at any time by a two-thirds vote of the Board of Trustees. The Board of Trustees, from time to time, may elect a Chancellor, who need not be an elected member of the Board of Trustees.

PROPOSED:

Section 3.4 Bylaws and Officers

The Board of Trustees shall adopt its own bylaws, which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop of Texas. The Bishop of the Diocese shall be Chair of the Board or in the Bishop's absence or, at the Bishop's request, the Bishop Coadjutor or any Suffragan Bishop shall serve as Chair. The Board shall elect an Executive Chair (who shall be nominated by the Chair), a Vice-Chair, a Secretary, a Treasurer, and such other officers and assistants as the bylaws may provide. The officers, other than the Chair, shall be elected by and from the Board of Trustees. Each officer shall hold office for one ~~(1)~~ year or, if earlier, until the expiration of his or her term of office as a Trustee, provided that any officer other than the Chair may be removed from office at any time by a two-thirds vote of the Board of Trustees. The Board of Trustees, from time to time, may elect a Chancellor, who need not be an elected member of the Board of Trustees.

IF AMENDED:

Section 3.4 Bylaws and Officers

The Board of Trustees shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop of Texas. The Bishop of the Diocese shall be Chair of the Board or in the Bishop's absence or, at the Bishop's request, the Bishop Coadjutor or any Suffragan Bishop shall serve as Chair. The Board shall elect an Executive Chair (who shall be nominated by the Chair), a Vice-Chair, a Secretary, a Treasurer, and such other officers and assistants as the bylaws may provide. The officers, other than the Chair, shall be elected by and from the Board of Trustees. Each officer shall hold office for one year or, if earlier, until the expiration of his or her term of office as a Trustee, provided that any officer other than the Chair may be removed from office at any time by a two-thirds vote of the Board of Trustees. The Board of Trustees, from time to time, may elect a Chancellor, who need not be an elected member of the Board of Trustees.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 4
THE EPISCOPAL THEOLOGICAL SEMINARY OF THE SOUTHWEST

EXISTING:

Section 4.3 Board of Trustees

The Board of Trustees shall consist of not more than twenty-five (25) members, including the Bishop of the Diocese of Texas. Six (6) members, exclusive of the Bishop of the Diocese of Texas, shall be at least 18 years of age, confirmed communicants in good standing, and actually or canonically resident in the Diocese of Texas. Such six (6) members shall be elected by the Annual Diocesan Council, upon nomination of the Bishop, for a term of three (3) years. Two members shall be elected at the Annual Diocesan Council each year. A member of the Board of Trustees may be elected to up to three (3) consecutive three-year terms, in addition to any unexpired term to which he or she may have been first elected, after which such member may not be renominated

for at least one (1) year. All such terms shall begin June 1 of the year of election. The Board of Trustees may fill any vacancy, which occurs on the Board among the elected members from the Diocese of Texas until the next Annual Diocesan Council, when such vacancy shall be filled by election for the remainder of the unexpired term. Of the remaining members of the Board of Trustees, one (1) shall be appointed by the Chair; one (1) shall be a graduate of the Seminary of the Southwest and elected by the Alumni/ae Association of the Seminary; and, the balance shall be elected by the Board of Trustees as provided in the Bylaws of the Seminary. In order to afford access to the Board of Trustees, the Board may invite representatives of the faculty, student body, administration, and others to meetings of the Board of Trustees in such numbers and manner as it shall determine in its Bylaws.

PROPOSED:

Section 4.3 Board of Trustees

The Board of Trustees shall consist of not more than ~~twenty-five (~~25~~)~~ members, including the Bishop of the Diocese of Texas. All members shall be at least 18 years of age. Six ~~(6)~~ members, exclusive of the Bishop of the Diocese of Texas, shall be ~~at least 18 years of age,~~ confirmed communicants in good standing and actually or canonically resident in the Diocese of Texas. Such six ~~(6)~~ members shall be elected by the Annual Diocesan Council, upon nomination of the Bishop, for a term of three ~~(3)~~ years. Two members shall be elected at the Annual Diocesan Council each year. A member of the Board of Trustees may be elected to up to three ~~(3)~~ consecutive three-year terms, in addition to any unexpired term to which he or she may have been first elected, after which such member may not be renominated for at least one ~~(1)~~ year. All such terms shall begin June 1 of the year of election. The Board of Trustees may fill any vacancy, which occurs on the Board among the elected members from the Diocese of Texas until the next Annual Diocesan Council, when such vacancy shall be filled by election for the remainder of the unexpired term. Of the remaining members of the Board of Trustees, one ~~(1)~~ shall be appointed by the Chair; one ~~(1)~~ shall be a graduate of the Seminary of the Southwest and elected by the Alumni/ae Association of the Seminary; and, the balance shall be elected by the Board of Trustees as provided in the Bylaws of the Seminary. In order to afford access to the Board of Trustees, the Board may invite representatives of the faculty, student body, administration, and others to meetings of the Board of Trustees in such numbers and manner as it shall determine in its bylaws.

IF AMENDED:

Section 4.3 Board of Trustees

The Board of Trustees shall consist of not more than 25 members, including the Bishop of the Diocese of Texas. All members shall be at least 18 years of age. Six members, exclusive of the Bishop of the Diocese of Texas, shall be confirmed communicants in good standing and actually or canonically resident in the Diocese of Texas. Such six members shall be elected by the Annual Diocesan Council, upon nomination of the Bishop, for a term of three years. Two members shall be elected at the Annual Diocesan Council each year. A member of the Board of Trustees may be elected to up to three consecutive three-year terms, in addition to any unexpired term to which he or she may have been first elected, after which such member may not be renominated for at least one year. All such terms shall begin June 1 of the year of election. The Board of Trustees may fill any vacancy, which occurs on the Board among the elected members from the Diocese of Texas until the next Annual Diocesan Council, when such vacancy shall be filled by election for the remainder of the unexpired term. Of the remaining members of the Board of Trustees, one shall be appointed by the Chair; one shall be a graduate of the Seminary of the Southwest and elected by the Alumni/ae Association of the Seminary; and, the balance shall be elected by the Board of Trustees as provided in the Bylaws of the Seminary. In order to afford access to the Board of Trustees, the Board may invite representatives of the faculty, student body, administration, and others to meetings of the Board of Trustees in such numbers and manner as it shall determine in its bylaws.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated for consistency in using numerals versus spelling out numbers and to clarify that all board members must be a minimum of 18 years of age.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 5
EPISCOPAL HEALTH FOUNDATION

EXISTING:

Section 5.2 Directors – Powers and Duties

The management of the affairs of the Foundation shall be conducted by a Board of Directors consisting of the Bishop of the Diocese and fourteen other Directors at least three of whom shall be Episcopal clergy canonically resident and in good standing in the Diocese. At least two-thirds of the remaining Directors shall be laypersons at least eighteen years of age and confirmed communicants in good standing of some Parish or Mission of the Diocese. The Board of Directors may increase or decrease the number of directors from time to time by amending the Foundation's Bylaws, subject to approval of the amendment by the Bishop. The Board of Directors shall have the power and authority to manage, operate, and conduct the affairs of the Foundation on its own financial responsibility in accordance with the Foundation's Certificate of Formation and Bylaws and the Constitution and Canons of the Diocese of Texas; provided, however, that (a) any merger of the Foundation with any other organization or entity, (b) any conversion of the Foundation, (c) any sale, transfer, assignment, or disposition of substantially all of the assets of the Foundation, and (d) the dissolution, winding up, and termination of the Foundation shall also require the approval of the Bishop and the Executive Board.

PROPOSED:

Section 5.2 Directors – Powers and Duties

The management of the affairs of the Foundation shall be conducted by a Board of Directors consisting of the Bishop of the Diocese and up to 14 ~~fourteen~~ other Directors, at least three of whom shall be Episcopal clergy canonically resident and in good standing in the Diocese. At least two-thirds of the remaining Directors shall be laypersons at least 18 ~~eighteen~~ years of age and confirmed communicants in good standing of some Parish or Mission of the Diocese. The Board of Directors may increase or decrease the number of Directors from time to time by amending the Foundation's bylaws, subject to approval of the amendment by the Bishop. The Board of Directors shall have the power and authority to manage, operate, and conduct the affairs of the Foundation on its own financial responsibility in accordance with the Foundation's Certificate of Formation and bylaws and the Constitution and Canons of the Diocese of Texas; provided, however, that (a) any merger of the Foundation with any other organization or entity, (b) any conversion of the Foundation, (c) any sale, transfer, assignment, or disposition of substantially all of the

assets of the Foundation, and (d) the dissolution, winding up, and termination of the Foundation shall also require the approval of the Bishop and the Executive Board.

IF AMENDED:

Section 5.2 Directors – Powers and Duties

The management of the affairs of the Foundation shall be conducted by a Board of Directors consisting of the Bishop of the Diocese and up to 14 other directors, at least three of whom shall be Episcopal clergy canonically resident and in good standing in the Diocese. At least two-thirds of the remaining Directors shall be laypersons at least 18 years of age and confirmed communicants in good standing of some Parish or Mission of the Diocese. The Board of Directors may increase or decrease the number of Directors from time to time by amending the Foundation's bylaws, subject to approval of the amendment by the Bishop. The Board of Directors shall have the power and authority to manage, operate, and conduct the affairs of the Foundation on its own financial responsibility in accordance with the Foundation's Certificate of Formation and bylaws and the Constitution and Canons of the Diocese of Texas; provided, however, that (a) any merger of the Foundation with any other organization or entity, (b) any conversion of the Foundation, (c) any sale, transfer, assignment, or disposition of substantially all of the assets of the Foundation, and (d) the dissolution, winding up, and termination of the Foundation shall also require the approval of the Bishop and the Executive Board.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated for consistency in using numerals versus spelling out numbers and to conform canons to the bylaws of the foundation.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

EXISTING:

Section 5.3 Selection of Board – Election – Vacancy

The terms of office of the elected Board members shall be staggered so that one-third of the elected members shall be elected at each Annual Council. All elections shall be upon nomination by the Bishop. Reasonable effort shall be made to ensure that the Board includes representation from each of the West, East, and South regions of the Diocese. Except as set forth below for the initial full Board, each elected Director shall serve for a term of three years, and may serve for two successive three-year terms, after which a person shall not be allowed to serve as an elected Director until such person has been off the Board for one full year. At the first Annual Council following the organization of the Foundation, three Directors each shall be elected to serve for initial terms of one year, two years, and three years. Persons elected to initial terms of one year and two years or thereafter appointed to fill an unexpired term may be elected to serve up to two consecutive additional terms of three years each, after which they shall not be renominated until after

they have been off the Board for one full year. Any vacancy occurring on the Board of Directors shall be filled for the remainder of the unexpired term by appointment by the Bishop with the concurrence of the Board.

PROPOSED:

Section 5.3 Selection of Board – Election – Vacancy

The terms of office of the elected Board members shall be staggered so that one-third of the elected members shall be elected at each Annual Council. All elections shall be upon nomination by the Bishop Diocesan. Reasonable effort shall be made to ensure that the Board includes ~~reasonable~~ representation from each of the West, East, North, and South regions of the Diocese. Except as set forth below for the initial full Board, each elected Director shall serve for a term of three years, and may serve for two successive three-year terms, after which a person shall not be allowed to serve as an elected Director until such person has been off the Board for one full year. At the first Annual Council following the organization of the Foundation, three Directors each shall be elected to serve for initial terms of one year, two years, and three years. Persons elected to initial terms of one year and two years or thereafter appointed to fill an unexpired term may be elected to serve up to two consecutive additional terms of three years each, after which they shall not be renominated until after they have been off the Board for one full year. Any vacancy occurring on the Board of Directors shall be filled for the remainder of the unexpired term by appointment by the Bishop with the concurrence of the Board.

IF AMENDED:

Section 5.3 Selection of Board – Election – Vacancy

The terms of office of the elected Board members shall be staggered so that one-third of the elected members shall be elected at each Annual Council. All elections shall be upon nomination by the Bishop Diocesan. Reasonable effort shall be made to ensure that the Board includes representation from each of the West, East, North and South regions of the Diocese. Except as set forth below for the initial full Board, each elected Director shall serve for a term of three years, and may serve for two successive three-year terms, after which a person shall not be allowed to serve as an elected Director until such person has been off the Board for one full year. At the first Annual Council following the organization of the Foundation, three Directors each shall be elected to serve for initial terms of one year, two years, and three years. Persons elected to initial terms of one year and two years or thereafter appointed to fill an unexpired term may be elected to serve up to two consecutive additional terms of three years each, after which they shall not be renominated until after they have been off the Board for one full year.
Any vacancy occurring on the Board of Directors shall be filled for the remainder of the unexpired term by appointment by the Bishop with the concurrence of the Board.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to add the North region of the Diocese.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

EXISTING:

Section 5.4 Bylaws and Officers

The Board of Directors shall adopt Bylaws for the Foundation. Subject to the provisions of Title II.1.9, the Bishop shall be Chair of the Board of Directors. The Chair shall appoint from the members of the Board who are Episcopalians an Executive Chair, whose duties and responsibilities shall be as set forth in the Bylaws. At the request of the Chair, a member of the Board serving as Executive Chair who would otherwise be term-limited under Section 5.3 above may be elected to serve one additional three-year term. The Board shall also elect an Executive Director, who shall be the president and chief executive officer of the Foundation, a Secretary, a Treasurer, and such other officers as the Foundation's Bylaws may authorize. The officers, other than the Chair, shall hold office for one year or until their successors are duly elected.

PROPOSED:

Section 5.4 Bylaws and Officers

The Board of Directors shall adopt bylaws for the Foundation, which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. Subject to the provisions of Title II.1.9, the Bishop shall be Chair of the Board of Directors. The Chair shall appoint from the members of the Board who are Episcopalians an Executive Chair, whose duties and responsibilities shall be as set forth in the bylaws. At the request of the Chair, a member of the Board serving as Executive Chair who would otherwise be term-limited under Section 5.3 above may be elected to serve one additional three-year term. The Board shall also elect an Executive Director, who shall be the president and chief executive officer of the Foundation, a Secretary, a Treasurer, and such other officers as the Foundation's bylaws may authorize. The officers, other than the Chair, shall hold office for one year or until their successors are duly elected.

IF AMENDED:

Section 5.4 Bylaws and Officers

The Board of Directors shall adopt bylaws for the Foundation, which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. Subject to the provisions of Title II.1.9, the Bishop shall be Chair of the Board of Directors. The Chair shall appoint from the members of the Board who are Episcopalians an Executive Chair, whose duties and responsibilities shall be as set forth in the bylaws. At the request of the Chair, a member of the Board serving as Executive Chair who would otherwise be term-limited under Section 5.3 above may be elected to serve one additional three-year term. The Board shall also elect an Executive Director, who shall be the president and chief executive officer of the Foundation, a Secretary, a Treasurer, and such other officers as the Foundation's bylaws may authorize. The officers, other than the Chair, shall hold office for one year or until their successors are duly elected.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 6
THE EPISCOPAL HIGH SCHOOL

EXISTING:

Section 6.4 By-Laws and Officers

The Board of Trustees shall adopt its own by-laws. The Bishop of the Diocese shall be Chair of the Board or in the Bishop's absence or at the Bishop's request, the Bishop Coadjutor shall serve as Chair. The Board shall elect an Executive Chair, a Secretary, and a Treasurer, and such other officers and assistants as the by-laws may provide.
The officers, other than the Chair, shall be elected by and from the Board of Trustees at the June meeting of the Board following the Annual Council. Such officers shall hold office for one year and until their successors are elected and qualified.

PROPOSED:

Section 6.4 Bylaws and Officers

The Board of Trustees shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. The Bishop of the Diocese shall be Chair of the Board or in the Bishop's absence or at the Bishop's request, the Bishop Coadjutor shall serve as Chair. The Board shall elect an Executive Chair, a Secretary, and a Treasurer, and such other officers and assistants as the bylaws may provide. The officers, other than the Chair, shall be elected by and from the Board of Trustees at the June meeting of the Board following the Annual Council. Such officers shall hold office for one year and until their successors are elected and qualified.

IF AMENDED:

Section 6.4 Bylaws and Officers

The Board of Trustees shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. The Bishop of the Diocese shall be Chair of the Board or in the Bishop's absence or at the Bishop's request, the Bishop Coadjutor shall serve as Chair. The Board shall elect an Executive Chair, a Secretary, and a Treasurer, and such other officers and assistants as the bylaws may provide. The officers, other than the Chair, shall be elected by and from the Board of Trustees at the June meeting of the Board following the Annual Council. Such officers shall hold office for one year and until their successors are elected and qualified.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 8
PROTESTANT EPISCOPAL CHURCH COUNCIL OF THE DIOCESE OF TEXAS

EXISTING:

Section 8.4 Officers and By-Laws

The Board of Trustees shall have power to adopt its own by-laws and to alter, amend, or repeal by the bylaws or to adopt new by-laws. The Board of Trustees shall elect such officers as its by-laws may require from time to time.

PROPOSED:

Section 8.4 Officers and Bylaws

The Board of Trustees shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. ~~The Board of Trustees shall have power to adopt its own by-laws and to alter, amend, or repeal the bylaws or to adopt new by-laws~~. The Board of Trustees shall elect such officers as its bylaws may require from time to time.

IF AMENDED:

Section 8.4 Officers and Bylaws

The Board of Trustees shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. The Board of Trustees shall elect such officers as its bylaws may require from time to time.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 10 CAMP
ALLEN

EXISTING:

Section 10.4 Officers and By-LawsThe Board may adopt such by-laws and elect such officers (other than the Chair) as the by-laws may provide. Officers other than the Chair of the Board shall be elected by and from the members of the Board at the first meeting of the Board following each Annual Council meeting and shall hold office for one year and until their successors are elected and qualified.

PROPOSED:

Section 10.4 Officers and Bylaws

The Board ~~may~~ shall adopt bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. ~~and~~ The Board may elect such officers (other than the Chair) as the bylaws may provide. Officers other than the Chair of the Board shall be elected by and from the members of the Board at the first meeting of the Board following each Annual Council meeting and shall hold office for one year and until their successors are elected and qualified.

IF AMENDED:

Section 10.4 Officers and Bylaws

The Board shall adopt bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. The Board may elect such officers (other than the Chair) as the bylaws may provide. Officers other than the Chair of the Board shall be elected by and from the members of the Board at the first meeting of the Board following each Annual Council meeting and shall hold office for one year and until their successors are elected and qualified.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board): Language updated to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 11
ST. VINCENT'S HOUSE OF GALVESTON

EXISTING:

Section 11.3 Selection of Board – Elections – Vacancies

The first Board of Directors shall be appointed by the Bishop and shall serve until the next Annual Council, at which Council one-third of the elected members shall be elected to serve three years, one-third of the elected members shall be elected to serve two years, and one-third of the elected members shall be elected to serve one year. At each Annual Council thereafter, one-third of the elected members shall be elected for full terms and any vacancies shall be filled. All elections shall be upon nomination by the Bishop. No retiring member of the Board who has served a full three-year term shall be renominated until a period of one year shall have elapsed. The Board of Directors may fill any vacancies that occur until the following Annual Council.

PROPOSED:

Section 11.3 Selection of Board – Elections – Vacancies

The first Board of Directors shall be appointed by the Bishop and shall serve until the next Annual Council, at which Council one-third of the elected members shall be elected to serve three years, one-third of the elected members shall be elected to serve two years, and one-third of the elected members shall be elected to serve one year. At each Annual Council thereafter, one-third of the elected members shall be elected for full terms and any vacancies shall be filled. All elections shall be upon nomination by the Bishop. No retiring member of the Board who has served a full three-year term shall be renominated until a period of one year shall have elapsed. The Bishop may fill a vacancy on the Board of Directors by appointment with the concurrence of the Board ~~may fill any vacancies that occur~~ until the following Annual Council.

IF AMENDED:

Section 11.3 Selection of Board – Elections – Vacancies

The first Board of Directors shall be appointed by the Bishop and shall serve until the next Annual Council, at which Council one-third of the elected members shall be elected to serve three years, one-third of the elected members shall be elected to serve two years, and one-third of the elected members shall be elected to serve one year. At each Annual Council thereafter, one-third of the elected members shall be elected for full terms and any vacancies shall be filled. All elections shall be upon nomination by the Bishop. No retiring member of the Board who has served a full three-year term shall be renominated until a period of one year shall have elapsed. The Bishop may fill a vacancy on the Board of Directors by appointment with the concurrence of the Board until the following Annual Council.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to conform with organization's bylaws.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 12
EL BUEN SAMARITANO EPISCOPAL MISSION

EXISTING:

Section 12.4 By-Laws and Officers

The Board of Directors shall adopt its own by-laws, which shall be subject to the approval of the Bishop. The Bishop of the Diocese shall be the Chair of the Board (Chair), or in the Bishop's absence or at the Bishop's request, the Bishop Coadjutor shall serve as Chair. The Bishop may designate a person, who shall be a member or ex-officio member of the Board, to serve and act from time to time in the Bishop's stead as Executive Chair of the Board (Executive Chair). The officers, other than the Chair and the Executive Chair, if there be one, shall be a President, one or more Vice Presidents (the number to be determined by the by-laws), a Secretary, a Controller, a Chancellor, and other such officers as may be elected in accordance with the by-laws. All other officers of the Corporation, except the Chair and the Executive Chair, if there be one, shall be elected annually by the Board of Directors at the meeting of the Board next following each Annual Council. With the exception of the Chair and the Executive
Chair, all officers shall hold office for one year and until their successors are elected and qualified.

PROPOSED:

Section 12.4 Bylaws and Officers

The Board of Directors shall adopt its own bylaws, which ~~by-laws and any amendment thereof~~ , shall conform to the Constitution and Canons of the Diocese of Texas and shall be subject to the approval of the Bishop Diocesan. Subject to the provisions of Title II.1.9, ~~T~~the Bishop ~~of the Diocese~~ Diocesan shall be the Chair of the Board (Chair)~~, or in the Bishop's absence or at the Bishop's request, the Bishop Coadjutor shall serve as Chair~~. The Bishop Diocesan may designate a person, who shall be a member or ex-officio member of the Board, to serve and act from time to time in the Bishop's stead as Executive Chair of the Board (Executive Chair). The officers, other than the Chair and the Executive Chair, if there be one, shall be a President, one or more Vice Presidents (the number to be determined by the bylaws), a Secretary, a Controller, a Chancellor, and other such officers as may be elected in accordance with the bylaws. All other officers of the Corporation, except the Chair and the Executive Chair, if there be one, shall be elected annually by the Board of Directors at the meeting of the Board next following each Annual Council. With the exception of the Chair and the Executive Chair, all officers shall hold office for one year and until their successors are elected and qualified.

IF AMENDED:

Section 12.4 Bylaws and Officers

The Board of Directors shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and shall be subject to the approval of the Bishop Diocesan. Subject to the provisions of Title II.1.9, the Bishop Diocesan shall be the Chair of the Board (Chair). The Bishop Diocesan may designate a person, who shall be a member or

ex-officio member of the Board, to serve and act from time to time in the Bishop's stead as Executive Chair of the Board (Executive Chair). The officers, other than the Chair and the Executive Chair, if there be one, shall be a President, one or more Vice Presidents (the number to be determined by the bylaws), a Secretary, a Controller, a Chancellor, and other such officers as may be elected in accordance with the bylaws. All other officers of the Corporation, except the Chair and the Executive Chair, if there be one, shall be elected annually by the Board of Directors at the meeting of the Board next following each Annual Council. With the exception of the Chair and the Executive Chair, all officers shall hold office for one year and until their successors are elected and qualified.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated for clarity and to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan. This also bring this section into alignment with Title II.1.9 (Bishop Diocesan may appoint another bishop to serve as Executive Chair).

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 15
THE GREAT COMMISSION FOUNDATION

EXISTING:

Section 15.4 Bylaws and Officers

The Board of Directors shall adopt Bylaws for the Foundation. Subject to the provisions of Canon 4.9, the Bishop shall be Chair of the Board of Directors. The Board shall elect a President, a Secretary, a Treasurer, and such other officers as the Foundation's Bylaws may authorize. The officers, other than the Chair, shall hold office for one year or until their successors are duly elected.

PROPOSED:

Section 15.4 Bylaws and Officers

The Board of Directors shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. ~~shall adopt Bylaws for the Foundation.~~ Subject to the provisions of Title II.1.9 ~~4.9~~, the Bishop Diocesan shall be Chair of the Board of Directors. The Board shall elect a President, a Secretary, a Treasurer, and such other officers as the Foundation's Bylaws may authorize. The officers, other than the Chair, shall hold office for one year or until their successors are duly elected.

IF AMENDED:

Section 15.4 Bylaws and Officers

The Board of Directors shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. Subject to the provisions of Title II.1.9, the Bishop Diocesan shall be Chair of the Board of Directors. The Board shall elect a President, a Secretary, a Treasurer, and such other officers as the Foundation's Bylaws may authorize. The officers, other than the Chair, shall hold office for one year or until their successors are duly elected.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated for clarity and to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan. Also corrects a cross-reference within the canons.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

CANON 16
EDOT FINANCIAL SERVICES CORPORATION

EXISTING:

Section 16.3 Selection of Board – Election – Vacancy

The Directors, in addition to the Bishop, shall be the Presidents of the Episcopal Foundation of Texas, The Bishop Quin Foundation, the Protestant Episcopal Church Council of the Diocese of Texas, and the Great Commission Foundation and the Executive Chair of the Episcopal Health Foundation. Each such Director shall serve for so long as that person is the incumbent of the office that entitles that person to serve as a Director. Any vacancy occurring in any of these Director positions shall be filled automatically by the successor incumbent of the office that entitled the person vacating the position to serve as a Director of the Corporation. At their option, these Directors may designate another member of their respective foundation boards to take their places as Directors of the Corporation. Such delegation shall expire at the end of each calendar year.

PROPOSED:

Section 16.3 Selection of Board – Election – Vacancy

The Directors, in addition to the Bishop, shall include the Presidents of the Episcopal Foundation of Texas, The Bishop Quin Foundation, the Protestant Episcopal Church Council of the Diocese of Texas, and the Great Commission Foundation and the Executive Chair of the Episcopal Health Foundation. Each such Director shall serve for so long as that person is the incumbent of the office that entitles that person to serve as a Director. Any vacancy occurring in any of these Director positions shall be filled automatically by the successor incumbent of the office that entitled the person vacating the position to serve as a Director of the Corporation. At their option, these Directors may designate another member of their respective foundation boards to take their places as Directors of the Corporation. Such delegation shall expire at the end of each calendar year.

IF AMENDED:

Section 16.3 Selection of Board – Election – Vacancy

The Directors, in addition to the Bishop, shall include the Presidents of the Episcopal Foundation of Texas, The Bishop Quin Foundation, the Protestant Episcopal Church Council of the Diocese of Texas, and the Great Commission Foundation and the Executive Chair of the Episcopal Health Foundation. Each such Director shall serve for so long as that person is the incumbent of the office that entitles that person to serve as a Director. Any vacancy occurring in any of these Director positions shall be filled automatically by the successor incumbent of the office that entitled the person vacating the position to serve as a Director of the Corporation. At their option, these Directors may designate another member of their respective foundation boards to take their places as Directors of the Corporation. Such delegation shall expire at the end of each calendar year.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to conform canons to the bylaws.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

EXISTING:

Section 16.4 Bylaws and Officers

The Board of Directors shall adopt Bylaws for the Corporation. Subject to the provisions of Canon 4.9, the Bishop shall be Chair of the Board of Directors. The Board shall elect a President, a Secretary, and such other officers as the Corporation's Bylaws may authorize. The officers other than the Chair shall hold office for one year or until their successors are duly elected.

PROPOSED:

Section 16.4 Bylaws and Officers

The Board of Directors shall adopt its own bylaws, which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. ~~shall adopt Bylaws for the Corporation~~. Subject to the provisions of Title II.1.9 , the Bishop shall be Chair of the Board of Directors. The Board shall elect a President, a Secretary, and such other officers as the Corporation's bylaws may authorize. The officers other than the Chair shall hold office for one year or until their successors are duly elected.

IF AMENDED:

Section 16.4 Bylaws and Officers

The Board of Directors shall adopt its own bylaws which shall conform to the Constitution and Canons of the Diocese of Texas and be subject to the approval of the Bishop Diocesan. Subject to the provisions of Title II.1.9, the Bishop shall be Chair of the Board of Directors. The Board shall elect a President, a Secretary, and such other officers as the Corporation's bylaws may authorize. The officers other than the Chair shall hold office for one year or until their successors are duly elected.

SUBMITTED BY: The Executive Board

RATIONALE (by The Executive Board)**:** Language updated to reflect that the bylaws must conform to the Constitution and Canons of the Diocese and be approved by the Bishop Diocesan and to correct a cross-reference within the canons.

THE COMMITTEE RECOMMENDS THE ADOPTION OF THIS PROPOSAL.

Maria Boyce, Chair

COMMITTEE ON NOMINATIONS

Nominations for Diocesan Council 2026

General Convention Deputy (Nominate 8 clergy & 8 Lay, elect 4 clergy & 4 Lay)

Clergy
Jimmy Abbott
Trinity, Galveston

Hannah Atkins
Trinity, Houston

Christine Faulstich
Episcopal Diocese of Texas

Cynthia Kittredge
Seminary of the Southwest, Austin

Joshua Kulak
Saint Michael's, Austin

Scott Madison
Resurrection, South Austin

Luz Montes
Christ Church Cathedral, Houston

Blake Rider
St. Stephen's, Huntsville

Edward Thompson
St. Stephen's Episcopal School, Austin

Lay
Abe Campos
Saint Joseph's, Salado

Anthony Chapple
Saint James, Austin

Stephanie Drum
St. Alban's, Waco

Darren Elzie
Trinity, Fort Worth

M. J. Gallop

Grace, Alvin

Melinda Hunter-Rife
Good Shepherd, Granbury

Mary Kenner
St. Francis Episcopal Church, Houston

Marcia Quintanilla
Christ Church Cathedral, Houston

Linda S. Patterson
Saint Andrew's, Bryan

Katie Sherrod
St. Luke's in the Meadow, Fort Worth

Church Corporation Trustee (Nominate at least 2, elect 1)
Jim Loftis
St. John the Divine, Houston

Angela Tekell
St. Alban's, Waco

University of the South Trustee (Nominate at least 2 clergy, elect 1)
Justin Briggle
Good Shepherd, Friendswood

Whitney Kirby
Saint Andrew's Episcopal School, Austin

Michael Sturdy
Holy Spirit, Houston

Standing Committee (Nominate at least 2 lay & 2 clergy, elect 1 lay & 1 clergy)

Clergy
Jacob Breeze
Holy Family, Houston

Eric Bumgardner
Trinity Episcopal Church, Fort Worth

Ryan Hawthorne
Grace, Houston

Lay
Vyonne Carter-Johnson
Grace, Houston

Barbara Flanagan
Grace, Georgetown

Keen Haynes
St. Martin-in-the-Fields, Keller

Harriet Sturgeon
Grace, Alvin

Ed Ziegler
Holy Comforter, Spring

Executive Board (Nominate at least 6 lay & 4 clergy, elect 3 lay & 2 clergy)

Clergy
Laura Warner Gilmer
St. Stephen's, Hurst

Paige Alvarez Hanks
Good Shepherd, Austin

Jason Ingalls
Holy Spirit, Waco

Allen Junek
Palmer Memorial, Houston

Addison McMillan
Saint James', Austin

Samantha Smith
Saint Paul's, Waco

Rohani Weger
Holy Trinity, Port Neches

Lay
Sam Daniels
St. Augustine of Hippo, Galveston

Ellen Eby
Holy Comforter, Angleton

Bill Eldridge
St. Paul's, Navasota

Walter Foyt
Holy Comforter, Spring

Michael Holder
Saint James, Taylor

Cary McDonald
Saint Andrew's, Pearland

Marilynn Patterson
St. Dunstan's, Houston

Paul Rycroft
Christ Church Cathedral, Houston
Zack Sharp
St. John's, Carthage

General Convention Deputy (Clergy)

Jimmy Abbott
Trinity, Galveston
I have served the Diocese of Texas for over fifteen years in ordained ministry. In that time, I have led dynamic, growing parishes, including where I currently serve as the rector of Trinity, Galveston. Furthermore, as the Diocesan Historian and an instructor in Church History at the Iona School fo \r Ministry, I am very familiar with the history, governance, and role that General Convention plays in the Episcopal Church. In previous councils, I have been elected to serve on the Standing Committee and Executive Board, and I currently serve on the boards of Camp Allen and St. Vincent's House. I believe that this range of experience would allow me to serve as a faithful deputy for the people of our Diocese.

Hannah Atkins
Trinity, Houston
I serve as Trinity Episcopal Church, Midtown Houston's fifteenth rector. I previously served as Senior Associate Rector at St. John's Church, Lafayette Square, Washington, D.C. Before joining St. John's Church, I served as Director of Theological and Christian Education in the Diocese of the Episcopal/Anglican Church of El Salvador, Associate Priest at St. John the Evangelist San Salvador, Priest-in-Charge at Holy Trinity Church Santa Teresa in San Martin, and as Interim Priest-in-Charge at St. Andrew's Church in Amatepec, Soyapango. I am married to Elmer Romero, and we have four adult human children: Magaly, Sara, Samuel, and Daniel, along with Paco, the dog, and Roreaux, the cat. I have served the church in various capacities, including as past President of the Episcopal Diocese of Texas' Standing Committee and as a current member of the Boards of Trustees of both The General and Virginia Theological Seminaries. I served for the first time as Deputy from EDOT at the most recent General Convention and would be honored to build on that experience to serve another term.

Christine Faulstich
Episcopal Diocese of Texas
Having served as chair of our diocesan deputation at the previous two General Conventions (2022 and 2024), I am seeking to be re-elected out of a desire to ensure that our church-wide governance runs effectively. This is imperative for our overall mission work at the diocesan and parish level. I bring with me the experience of having served as secretary and then vice-chair of the Governance Committee at those two previous Conventions, and also having served on a church-wide taskforce on Communion across Difference. In the past I have been part of a larger group bringing forward legislation that specifically helps our diocese, including the Fort Worth reunification and the constitutional change that could potentially allow us to have an additional suffragan bishop. In my work with the wider-church I am always seeking to learn from what others are doing well and to share what we have learned in our context. Jesus calls us to the work of evangelism, reconciliation, and service, and in my role as Canon to the Ordinary I am particularly aware of the need for good governance in order to help us to follow that call.

Cynthia Briggs Kittredge
Seminary of the Southwest, Austin
My ministry is focused on reading and teaching scripture, writing, preaching, and clergy and lay formation. I retired as Dean and President of Seminary of the Southwest in 2024. I serve on the staff of the Episcopal Church of the Good Shepherd in Austin and as Canon Theologian in the Diocese of Southwark in the UK. I serve as Vice Chair of the Board of Trustees of the Church Pension Fund. I feel called to draw on my experience and perspective to participate in the councils of the Church at this challenging time.
My past positions in the wider church include being a member of the Steering Committee for Theological Education in the Anglican Communion, Chair of the Board of the Episcopal Evangelism Society, and President of the Anglican Association of Biblical Scholars.
I have published in the field of New Testament studies and am the author of *A Lot of the Way Trees Were Walking: Poems from the Gospel of Mark*. Prior to coming to the Diocese of Texas in 1999, I taught at Harvard University and the College of the Holy Cross. I earned my BA from Williams College and my MDiv, ThM, and ThD from Harvard Divinity School.
My husband, Frank and I enjoy our three grown children and two grandchildren.
I look forward to working with the deputation from the Diocese of Texas at General Convention to make thoughtful, theologically sound, and practical decisions for the church.

Joshua Kulak
Saint Michael's, Austin
I currently serve as associate rector at St. Michael's, Austin, where I oversee parish outreach. A keen student of World Christianity and Christian witness, I completed my MDiv at Baylor's Truett Seminary and my PhD at Liverpool Hope University before earning a Diploma of Anglican Studies at Seminary of the Southwest. I feel called to represent EDOT at General Convention as an advocate for mission, justice, and welcome. I am actively involved in the Episcopal Migration Caucus, which formed prior to the 81st General Convention to promote the Migration with Dignity framework, and I recently presented on the framework at the American Academy of Religion annual conference. I hope to be present in Arizona to continue that vital work on behalf of our immigrant members and neighbors. I also serve on the Diocesan Global Partnerships in Mission board and could represent those interests at General Convention as well. In my free time, you can find me spending time with my three loves: my wife, Kari; our two children; and Liverpool Football Club.

Scott Madison
Resurrection, South Austin
I am running for Deputy to General Convention because I really enjoy the policy, polity, and piety discussions that help govern our church. I have served in this role for the past two general conventions and have really enjoyed the experience. I served on the Legislative Committee for Prayer Book, Liturgy, and Music. In 2022, I served on the calendar subcommittee of PBL&M, the group that makes recommendations on who to include on the calendar of people celebrated in The Episcopal Church. At the last General Convention in 2024, I continued working with this committee and served on the liturgy subcommittee that evaluated new and alternative liturgies to complement existing ones. Because of that work, the President of the House of Deputies appointed me to a working committee that will present a revised version of Article X of the Constitution of the Episcopal Church, which deals with The Book of Common Prayer. Being elected a deputy would allow me to continue representing the Diocese as the General Convention imagines new ways to engage the world while holding dear to our beloved traditions.

Luz Montes
Christ Church Cathedral, Houston
I serve as Canon for Latino Ministries at Christ Church Cathedral in Houston. Before my ordination, I was an elementary school teacher and have served The Episcopal Church in many capacities over the past fifteen years. I currently serve on the Commission on Ministry and the Executive Committee of the Commission on Hispanic/Latino Ministries in the Diocese of Texas. Most recently, I served as a Deputy to the 81st General Convention and continue my work on the Joint Standing Committee on Planning and Arrangements. My ministry centers on cultivating belonging and empowering diverse voices in the life of the church. I seek to represent this diverse diocese with a collaborative and hospitable spirit, strengthening relationships across cultures and nurturing a church where all belong.

Blake Rider
St. Stephen's, Huntsville
I am pleased to be considered as a candidate for Deputy to the 82nd General Convention of The Episcopal Church. I have attended two General Conventions in the past, once as an Alternate Deputy from the Diocese of New York. I have followed the workings of The Episcopal Church nation-wide for over 40 years. My ministry in the church has included a curacy at Christ Church Cathedral in Houston; Rector of Christ Church in Poughkeepsie, NY; Canon to the Ordinary in the Diocese of New York; Transition Minister for the Diocese of Texas; and now Rector of St. Stephen's in Huntsville. I've experienced the church from large to small, urban to rural, parish to diocesan staff. I believe that I can appropriately represent the Diocese of Texas as a Deputy and ask for your prayerful consideration.

Edward Thompson
St. Stephen's Episcopal School, Austin
I come with a passion for equity, compassion and service to God's people in a variety of contexts. With 35 years of ordained ministry and 8 years in the Diocese of Texas, my experience includes service on the local, diocesan, provincial and national church levels as parish priest, community organizer, ecumenical organizations, Bishop's administrative assistant (Canon to the Ordinary), middle school and college chaplain and teacher/instructor, diocesan rep to Provincial Synod and to Provincial Council, and deputy and alternate deputy to General Convention.

General Convention Deputy (Lay)

Abe Campos
Saint Joseph's, Salado
I am asking for your vote for reelection for Lay Deputy for the General Convention. I have served as a vestry member of our church St. Joseph's Episcopal Church in Salado for the past 10yrs in both positions of Sr Warden and Jr Warden. I currently serve as a Lay Delegate Deputy at the General Convention, Executive board member for the Diocese of Texas and as Jr warden. As a Deputy to the GC, I not only will represent my church or the Diocese, but you as member of our church. I see myself as a member of the church who is interested in seeing it move forward to the future in a positive way. I currently assist our church with Spanish translations and reading our gospel in Spanish. I also help with numerous special annual events including our annual Posada and I represent our church throughout the community.

Anthony Chapple
Saint James, Austin
I am retired from a career in health care relations spanning over 30 years for the State of Texas and the Texas Medical Association. I am vice president of the Myra McDaniel Chapter of the Union of Black Episcopalians and serve on the Board of Trustees of the Episcopal Seminary of the Southwest. I am an Area Coordinator for the House of Bishops with the Office of the General Convention in New York. I have previously served on the Executive Board of the Diocese and chaired the Governance Committee. In addition to my work for the Episcopal Church, I am a board member for First Focus on Children, a bipartisan advocacy organization dedicated to making children and families a priority in federal policy and budget decisions.

Stephanie Drum
St. Alban's, Waco
I would be honored to serve in this position for various reasons, including my position as a lay leader in the church, the variety of roles I hold, as well as a desire to serve the wider church. As a Campus Missioner, I am a lay minister in a position commonly or even usually held by a clergyperson. I work with youth and young adults (formerly with children as well), and I would bring the perspective of a lay minister to General Convention as I represent so many of these voices. I have worked in Youth Ministry for over 11 years, and carry with me the former experience and enrichment of Children's Ministry. Both of these special ministries have not only honed my skills as a teacher but also enabled me to better see our smallest church members as ministers, disciples, and witnesses to the Gospel. In College Ministry as well as Young Adult Ministry I've had the more recent honor and experience of walking with young people through transitional periods that hold big questions about themselves and God. Additionally, I hope to elevate the real concerns and experiences of lay ministers and lay people (especially youth and college students). I desire to be a part of the conversations in The Episcopal Church beyond Waco, and even beyond our diocese. Questions such as how our diocese fits into the greater national, and global, picture of the Anglican tradition/Christian faith, and how our congregation (small or large) fits into that picture are what am interested in pursuing. I would love to be part of the conversation for our Church as we seek to love and serve God and our neighbor.

Darren Elzie
Trinity, Fort Worth
It has been my privilege to serve as a delegate from Trinity, Fort Worth, to the 2025 Diocesan Council and to be elected once again to be a delegate to the 2026 Diocesan Council. Even before my service as a delegate to Diocesan Council, I felt a nudge of the Spirit to serve as a deputy to General Convention. In 1991, while attending Wesley Theological Seminary, I became an Episcopalian and I have served in variety of leadership roles in the church including acolyte master, Eucharistic Minister, and lector. In my previous parish, St. John's, Memphis, TN, I was an assistant to the rector for Christian formation. I recruited and trained lay ministers and, at one point, served as the interim acolyte master. I also maintained the clergy and lay ministry rotas. I was a catechist and a licensed preacher in that diocese and served on a diocesan committee exploring ways to revive Episcopal campus ministry in the diocese. Currently, I serve as a catechist and Eucharist minister at Trinity, Fort Worth, and am also a licensed preacher in the Episcopal Diocese of Texas. I am excited about the opportunity to use my experience providing administrative support and pastoral care in representing the Episcopal Diocese of Texas as a deputy to General Convention.

M. J. Gallop
Grace, Alvin
I was first drawn to The Episcopal Church as a college student captivated by the mystery, beauty, and order of its liturgy. I later experienced the Church's ethos of welcome, inclusivity, and boldness when my husband and I were married in an Episcopal parish in 2012. Today, my family and I call Grace Church in Alvin, Texas our spiritual home, where we have witnessed the generous and loving side of The Episcopal Church as a parish that feeds the hungry and cares for its community with compassion and dignity. Grounded in a theological education (M.Div., Truett Seminary), more than 20 years of experience as a church musician (choir director and organist), service as a vestry member, and my current role as a middle school choir teacher, I bring both practical leadership and creative vision to this work. It would be an honor to be considered for this role as we seek to help The Episcopal Church thrive and grow in all the right ways.

Melinda Hunter-Rife
Good Shepherd, Granbury
I have been part of the Episcopal Church my entire life and am grateful for the many ways I have been able to serve. At Good Shepherd, I am active in Vestry leadership, the Altar and Flower Guilds, and EfM. Since moving to Granbury in 2016, I have also represented our parish at the 2018 North Texas Diocesan Convention and served as a delegate to the 2025 Diocese of Texas Council. My earlier church life at St. Elisabeth's in Fort Worth included roles as Sunday School Superintendent, Memorial Garden Chair, Lay Eucharistic Minister, and Altar Guild member—experiences that helped shape my love for parish ministry and community life. Outside the church, I bring more than 20 years of professional experience in the insurance and banking industries, where I have managed teams in areas such as legislative compliance, project management, and mergers and acquisitions. My background in risk management and operational efficiency reflects my commitment to thoughtful, steady leadership. I also serve the wider community as.

Mary Kenner
St. Francis Episcopal Church, Houston
I am a lifetime Episcopalian and a member of St. Francis Episcopal Church, Houston. Throughout my adult life, I have enjoyed serving in roles such as Vestry (three times), capital campaigns (three times), altar guild, Bible study leader, lay reader/chalice bearer, Lay Eucharistic Minister, and Clerk of the Vestry. I am a Human Resource leader with a Master's of Business Administration and a Master's in Human Resource Management. My most recent role was CHRO for Freeport LNG. Other companies I have served while building a career of progressive HR leadership include Swift Energy Company, TXU Energy, Shell Trading, AXA, Texas Children's Hospital, and PHH Corporation. I enjoy helping organizations facilitate growth, change, process improvement, reward, and performance management initiatives. I am the immediate past president of the board of directors for Citizens for Animal Protection, a large animal shelter in west Houston, and chair the Leadership & Compensation Committee. Although I am a native Houstonian, I have lived and worked in a number of different cities, with a favorite being Melbourne, Australia, where I was a vestry member at St. Barnabas, Balwyn. I have two dogs, and my Austin family members are active members of their church at St. Michael's. I am excited to serve at Diocesan Council to represent my community and strengthen our shared future. I feel truly blessed to be spiritually fed by our liturgy and to continue learning more and more about our God through our Church.

Marcia Quintanilla
Christ Church Cathedral, Houston
I am a lifelong Episcopalian, and my faith and formation have been deeply shaped by the Diocese of Texas, where I serve as Minister for Youth at Christ Church Cathedral. In addition to my role in youth ministry, I also serve as chair of the Costa Rica Committee under the Diocese's Global Partnerships in Mission and as a member of the Executive Committee of the Commission on Hispanic–Latino Ministry. Over the past decade, I have participated in four General Conventions in various capacities, including participating in 2015 *Why Serve* at the Young Adult Festival, serving as a member of the 2018 Young Adults Festival Design Team, writing for the 2022 *Episcopal Herald*, and serving as an adult mentor for the 2024 General Convention Youth Official Presence. These experiences have strengthened my belief that the Church's governance is a vital expression of shared faith and mission. Through my ministry in youth formation and global partnerships, I have witnessed how decisions made at General Convention have a profound impact on real lives and communities around the world. Bilingual and rooted in cross-cultural ministry, I bring a perspective shaped by collaboration, compassion, and discernment, seeking to help the Episcopal Church reflect the fullness and diversity of the Body of Christ. Outside of ministry, I am the proud mother of Jaylah and enjoy time with loved ones and dancing to a good salsa playlist.

Linda S. Patterson
Saint Andrew's, Bryan
I am the full-time Director of Music at St. Andrew's Episcopal Church, Bryan. I was honored to serve with the EDOT Deputation at General Conventions 78 (Salt Lake City), 80 (Baltimore), and 81 (Louisville), where I worked with Bishop Doyle as Secretary of the Prayer Book, Liturgy and Music Committee. Since 2003, I have served as Chair of the EDOT Music Commission, administering Choral Festivals and Diocesan Music Camp for high school students. I have been involved with several national boards, including the Association of Anglican Musicians, the National Episcopal Cursillo Board, and served as Musician for both the National DOK and ECW Triennial Conventions. In our Diocese, I have worked with Faith

Formation, Cursillo, DOK, and Diocesan Council Planning, and I teach the music component for the Iona School. It would be an honor to represent our Diocese once again.

Katie Sherrod
St. Luke's in the Meadow, Fort Worth
I have a deep knowledge of The Episcopal Church & the Anglican Communion. I reported on every General Convention since 1991 as well as reporting on the 1998 and 2008 Lambeth Conferences. At the 2008 Lambeth I was editor of *The Lambeth Witness,* a newspaper published by advocacy groups from TEC and the Anglican churches of England, Scotland, Ireland, Canada, and Australia and distributed daily to every bishop at Lambeth. In 2009 I was elected a deputy to General Convention from the Episcopal Diocese of Fort Worth. I have served every General Convention since, in 2024 as a deputy from EDOT. I am currently serving my second term on the Executive Council of The Episcopal Church, where I chair the Executive Officer Review Committee and am liaison to the Joint Standing Committee on Governance and Operations. I have served on many General Convention committees and task forces and on the Advisory Committee for President Gay Jennings, and now, for President Julia Ayala Harris. I also serve as senior warden at my congregation, St. Luke's in the Meadow, Fort Worth. It would be an honor to serve as a deputy again.

<u>Church Corporation Trustee</u>
Jim Loftis
St. John the Divine, Houston
I have served the Diocese of Texas as Vice-Chancellor for going on 6 years, and have assisted the Chancellor in advising the Diocese and the Bishop on a number of issues, including Church property matters, and the formation and dissolution of non-profit entities, among other canonical and secular legal issues. I have also been a part of the TEC-wide Episcopal Chancellors Network, where I have recently provided training on use of mediation and conciliation in disciplinary matters. I expect to begin an additional role assisting with canonical review of proposed resolutions for General Convention. I have served twice as senior warden of my parish, including during a rector search period, and as verger and instructor in youth formation. We are currently working on a partnership with another parish to assist it in growth in its community. I have been a practicing lawyer for 35 years and a law professor at UT Austin for 15 of those years. I'm moving into full-time pro bono practice, and I see this nomination as a call for me to expand my family's service to the Church in matters where we can use the experience and skills God has given us for His Church.

Angela Tekell
St. Alban's, Waco
I am a Baylor lawyer who primarily represents public and private schools, handling matters related to real property, construction, contracts, and employment, and I also provide counsel to school professionals regarding general education law. Since 2022, I have served as a member of the EDOT Executive Board. In my capacity as a Board member, I have served on the Governance Committee and, for the last two years, as the committee's chair. With the assistance of extraordinary committee members, the committee proposed updates and revisions to Canons III to the Diocesan Council in 2025 and is presenting Canon IV revisions in 2026. Through that process, I became familiar not only with the Canons, but also with the organizational formation documents and bylaws of all EDOT-related entities and foundations. I have been a member of St. Alban's Episcopal Church in Waco for 41 years, and over that period of time, I have served on the Vestry five times under five rectors and have chaired and

participated in a myriad of committees. During the last 10 years of significant capital improvements to the St. Alban's campus, I provided legal advice and counsel, when needed, to the Vestry and Rector and wrote and negotiated the church's construction and architectural agreements. I grew up in Belton and was a member of St. Francis Episcopal Church in Temple, where I married my husband, David, in 1986. David and I have two sons and one grand-dog who live in New York City and Boston.

University of the South Trustee (Clergy)

Justin Briggle
Good Shepherd, Friendswood
As a proud alumnus of the University of the South (T'16), affectionally known as Sewanee, I am seeking election as clergy trustee to be a part of guiding the University's continued success. Having discerned a call to the priesthood and been sent by The Episcopal Diocese of Texas for ministry formation to The School of Theology in Sewanee, I have more than a causal acquaintance with the role Sewanee plays in our diocese, in the wider church, and indeed as a world-class higher education institution. Having had a former career as a professor at a private, religious university, I would be pleased to represent our diocese and offer my experience and commitment as your next clergy trustee at Sewanee.

Whitney Kirby
Saint Andrew's Episcopal School, Austin
In my decade-long tenure as the Upper School Chaplain at St. Andrew's Episcopal School in Austin, I can attest that there is no better place to bear witness to the plenty of God's harvest than in an Episcopal School. Within these hallowed environments, students learn to be curious, courageous, and compassionate and are developed as servant leaders who seek to do good in the world. Within the Diocese, I am serving in my first year on the Standing Committee, and, since 2019, have been both supporting the Curate Cohort Year 1 program and serving as Assisting Clergy at the Episcopal Church of the Good Shepherd in Austin. I have served previously as the Canon for Formation and Multicultural Ministry at Trinity Episcopal Cathedral in Phoenix, AZ and as the Associate for Students and Outreach at Church of the Holy Comforter in Vienna, VA. I would be honored to serve on the Board of Trustees at The University of the South and explore a new chapter of supporting a missional church and students at Episcopal schools.

Michael Sturdy
Holy Spirit, Houston
I am the curate at Holy Spirit Episcopal Church, Houston, and a graduate of the School of Theology at Sewanee, where my three years were spent involved in a wide variety of life at the University of the South and in the town of Sewanee. During my time there, my work touched virtually every stakeholder in the area, from the University of the South to the St. Andrews' boarding school to local churches and non-profit ministries.
I feel called to serve as a Trustee because I believe Bishop Doyle's visions of (1) the need for scholar priests, (2) the importance of relationship-building, and (3) a grounding in Anglican identity and the things we do best, are tailor-made to be fostered at the University of the South. A Trustee from the Diocese of Texas who believes in the mission of the Diocese and understands how the culture of Sewanee operates is key to what can be an increasingly important relationship. I believe I am well situated to represent the Diocese of Texas and its interests in a way that can be heard and implemented at the University of the South.

Standing Committee (Clergy)

Jacob Breeze
Holy Family, Houston
I am called to serve on the Standing Committee because the Church needs leaders who can faithfully design for the future while honoring our past. My experience building resilient, Jesus-centered, future-ready ministries positions me to bring this perspective to our work of discerning God's call in diocesan direction, candidates, and bishops. I started and serve at Holy Family, a thriving Episcopal church for people without a church in Houston's East End. I lead a 13-person staff and steward a campus housing the LAR Gallery. In the Diocese, I teach theology at the Iona School for Ministry, serve as an Examining Chaplain, and train and mentor new clergy. Previously I trained monthly cohorts of church planters, served on Bishop Doyle's Faith in the Future initiative and Bishop Ryan's Formation Task Force, among other diocesan roles. I coach clergy on leadership and parish health. My congregational experience spans nearly two decades across diverse settings: from revitalizing a small rural parish in North Carolina to strategic leadership in two large Houston congregations in another denomination. I'm currently a PhD candidate in Systematic Theology at Aberdeen (Scotland). I would bring to the Standing Committee a leader who thinks systemically about church health, acts strategically about sustainability, and remains grounded in the theological conviction that God is calling us to be the Church that can thrive in the decades ahead.

Eric Bumgardner
Trinity Episcopal Church, Fort Worth
I recognize the significant prayer, time, and resources invested in my formation by this diocese, and so am willing to stand for election to the EDOT Standing Committee. I believe that service to the diocese as a member of the Standing Committee is an opportunity to pay forward that investment. To this role, I can offer my faithful presence, a commitment to positively engage in the process, and a willingness to learn. I bring with me approximately 10-years experience in various lay ministries, more than 20-years experience in Higher Education administration (communications, marketing, recruitment, and development), and the perspective of being raised between two cultures.

Ryan Hawthorne
Grace, Houston
I feel drawn to serve on the Standing Committee because I care deeply about the discernment and integrity of the Church's leadership and life together. I value thoughtful, prayerful decision-making and believe my experience in pastoral ministry, collaborative leadership, and lay formation has prepared me to contribute well to that work. I try to bring both honesty and curiosity to conversations, especially when there's complexity or disagreement, and I have a steady sense of perspective that helps me listen well and seek the good of the whole community. This role feels like a natural extension of my commitment to the Church's mission and to supporting those called to lead it.

Standing Committee (Lay)

Vyonne Carter-Johnson
Grace, Houston
The Episcopal Diocese of Texas has been my spiritual community and extended family for many decades. My heart is full of service to the Lord. My faith has been the key to overcoming several challenging times in my life. I honestly believe all things are possible with God. With God, I find joy in most things. I even found joy and peace on the radiation table. I see serving on the Standing Committee as a spiritual call. During my previous service on the Standing Committee, I wrote, "Standing Committee is both a professional and a spiritual call." This still holds true for me today. After 44 years as a Human Resources professional, I carry experience in strategic planning and organizational leadership forward into this nomination. My spiritual formation in study, worship and community strengthens my walk with our Lord, and the people who interact in my daily Christian life have all strengthened me as a Christian, a leader, and an Episcopalian. I would be honored to serve God and our Diocese as we continue looking to the future.

Barbara Flanagan
Grace, Georgetown
I have recently finished my term on the Vestry at Grace Episcopal Church in Georgetown and am looking for other ways to serve our church. I grew up in the Episcopal Church in Oakmont, Pennsylvania. I spent my working life of 30 years as a Development Director for several children's charities in Palm Beach County, Florida. Several of the fund raising events that I initiated have been on the social calendar for over 30 years and raised millions of dollars. In Florida, I was a member of Bethesda-by-the Sea Episcopal Church where I served on the board of the ECW and taught Sunday School. I moved to Texas nine years ago and became a member of Grace where I have been on the ECW board for eight years. I have planned all of the meetings and events for the ECW, organized two auctions that raised almost $75,000.00, served four years on the Vestry and was on the Search Committee for our new Rector. It would be an honor to serve on the Standing Committee for our diocese.

Keen Haynes
St. Martin-in-the-Fields, Keller
Retired from the United States Marine Corps where I served in multiple leadership roles, I now work as a Software Engineering Manager. After my father's death in 2010, I found myself drifting back to the Church I had abandoned as a teen. I became active at St. Thomas in Temecula CA, serving as an usher, member of the Bishop Committee, delegate to the Diocesan Convention where I was elected to the Executive Council of the Diocese of San Diego. During my time on the council, I contributed to several sub-committees, including the Disaster Recovery Committee. A little over nine years ago, after moving to Fort Worth, God led my family and I to St. Martin-in-the-Fields, a community that welcomed us with love and compassion from the very beginning. At St. Martin-in-the-Fields I am actively involved as delegate, usher and chalice bearer. I have served on the Vestry as both the Junior and Senior Warden, as well as on the Executive Committee in the Episcopal Church in North Texas. Currently, I serve on the Executive Board of the Episcopal Diocese of Texas and as a member of the Mission Subcommittee. Additionally, I have participated on three discernment committees, chairing two of them. These experiences have equipped me with valuable skills and insights that I believe would serve me well in the duties of the Standing Committee. I am eager to find new ways to serve the Diocese and feel confident that I would be a great asset

to the Standing Committee.

Harriet Sturgeon
Grace, Alvin
My calling to serve on the Standing Committee of the Episcopal Church is rooted in a deep commitment to the spiritual and administrative integrity of our diocese. The Committee's role as the bishop's council of advice and, when necessary, the ecclesiastical authority, offers a meaningful way to apply my skills and experiences. At Grace Episcopal Church–Alvin, I serve in several ministries, including registration for our Food Ministry, Servant Keeper administration, and as Verger. My year of training under The Rev. Suzanne Smith and membership in the Vergers Guild gave me insight into church operations and priesthood. As Verger, I train acolytes and servers, coordinate with ministries and guilds, and ensure worship is conducted faithfully and efficiently. Professionally, I am a university supervisor and professor of clinical teachers, supporting and evaluating future educators for certification. These skills—mentorship, discernment, and evaluation—translate directly into advising and supporting candidates for ordination. I feel called to bring a spirit of respect and collaboration to this work, ensuring diverse voices are heard in Christ's name. It is a privilege to serve in a ministry that manages the "holy workings" of the church, and I am prepared to dedicate the time and thoughtful consideration needed to support our bishop and diocesan family.

Ed Ziegler
Holy Comforter, Spring
I am an active member of Holy Comforter Episcopal Church in Spring, Texas. I currently serve on the Vestry as Senior Warden and have previously served as Junior Warden. I am active at Camp Allen, serving on the Board of Trustees for a second term and as Summer Camp Session Director for 19 consecutive years. I served on the Diocese of Texas Executive Board from 2015–2018 and on the Diocese of Texas Standing Committee from 2018–2021. I was also a member of the search committee for Holy Comforter from 2022–2023.
Prior to moving to Holy Comforter in 2013, I served as Director of Family Life Ministries at Trinity Episcopal Church in Midtown Houston from 2005 to 2013. Outside of the church, I am an owning partner of The Young Learners, with two childcare centers and two ABA clinics for children on the Autism Spectrum. I have served on the Houston Northwest Chamber of Commerce Board of Directors and as Chair of that board, on the D. Bradley McWilliams YMCA Board of Directors, and as Chair of the Scouts BSA Troop 293/1293 Committee. I am a graduate of Texas A&M University, am married to Katy, and we have three children: Edward, Amelia, and Meg

Executive Board (Clergy)

Laura Warner Gilmer
St. Stephen's, Hurst
I am a bi-vocational priest serving as Associate Vicar in the North Region at St. Stephen's in Hurst (at the time of this writing, a forthcoming update is due to an impending parish name change). My other vocation is my employment as Parish Administrator to St. John's, Dallas (Episcopal Diocese of Dallas). I feel equipped to accept nomination to the Executive Board, having served as a layperson on the Executive Council of another diocese and, also as laity, for two terms as a Vestry Member.
My years in parish administration have lent me an understanding of parish and diocesan business and fiscal components, which augment my primary ministry focus areas of preaching

and pastoral care. Blessed to have been called, affirmed in communal discernment, and ordained to be a pastor and worshipper on the ground in the mission and ministry of the Diocese of Texas, I feel that I could be of good service to the body of God's church through supporting diocesan interests and leadership on the Executive Board of the Episcopal Diocese of Texas.

Paige Alvarez Hanks
Good Shepherd, Austin
Serving in governance beyond the parish level is one way I feel called to serve God's church. My current role at our large parish includes oversight of many of the same functions, task, and responsibilities of the Executive Board, and I hope that offering my administrative and leadership skills to serve the diocese in this way will contribute to continued excellence and the building up of God's kingdom. Being responsible stewards of our resources takes many forms, and I am humbled to be considered to serve the church in this way.

Jason Ingalls
Holy Spirit, Waco
I serve as Rector of Holy Spirit Episcopal Church in Waco, where I have led strategic growth, strengthened community partnerships, and guided organizational renewal. Over the past several years, I have introduced the Entrepreneurial Operating System (EOS) and Appreciative Inquiry (AI) across multiple ministry areas, helping our parish clarify mission, build healthy systems, and cultivate a culture of spiritual maturity, collaboration, and accountability. This work has shaped my conviction that strong governance and clear processes allow congregations to flourish and pursue their God-given purpose with joy. Beyond parish ministry, I have served on the Bishop Quin Foundation Board and the Standing Committee, including one year as President. In these roles, I gained valuable experience in diocesan governance, clergy transitions, financial stewardship, and long-range planning. I currently serve as the Spiritual Director for Happening, where I support the spiritual formation of youth and young adults across the Diocese of Texas. Together, these roles have given me a broad and balanced perspective on the life of the diocese, from congregational development to youth formation to institutional leadership. I bring a systems-minded, collaborative approach to governance, integrating spiritual vision with practical management. I believe the Executive Board plays a vital role in ensuring that our shared mission is aligned with faithful stewardship, transparent processes, and a spirit of hope. I would be honored to help strengthen that connection across the diocese and support our congregations as they bear Christ's reconciling love in their communities.

Allen Junek
Palmer Memorial, Houston
I'm honored to stand for election to the Executive Board of the Episcopal Diocese of Texas and am excited for an opportunity to serve the wider church in governance, stewardship, and mission beyond the parochial level. I first fell in love with The Episcopal Church in the former Diocese of Fort Worth. When it came time for me to discern ordained ministry, I lived in Dallas; and through the gift of alternative oversight, the Diocese of Texas graciously took me in. Now, having attended Seminary of the Southwest and served as Curate at St. Matthew's, Austin, I am eager to give back to the same diocese that has enabled me to live into this vocation. Prior to ordained ministry I worked in strategic communication and development at Texas A&M University. This experience afforded me opportunities to steward resources with transparency and conduct my activities with an organization's strategic vision in mind. In

Austin, I have ministered in both parish and campus contexts, having also served at The Episcopal Student Center at UT. Most recently, I launched a convocation-wide young adult ministry that draws participants from across the Austin-area. Shortly following our wedding last summer, my husband Alex and I relocated to Houston so that I could accept a call to serve as Associate Rector at Palmer Memorial, Houston. I am grateful to have been nominated, and if elected, will work faithfully with my colleagues in advancing the mission and ministry of Jesus Christ across the Diocese of Texas.

Addison McMillan
Saint James', Austin
I am interested in serving on the Executive Board of the Diocese because I have a longstanding desire to learn more about how our Diocese stewards its resources. I believe I can offer a fresh and valuable perspective to those conversations. As a young clergy person, I am also eager to grow in my understanding of the Diocese's work and responsibilities and to learn from the experience of those who have served before me. Additionally, I hope to advocate for communities and individuals who feel underrepresented in diocesan leadership, ensuring that their voices are heard and their needs are taken seriously.

Samantha Smith
Saint Paul's, Waco
It has been a joy to serve the Diocese of Texas in many ways over the last 8 years, including as a Deputy and Alternate Deputy to General Convention, as a member and now chair of the Remuneration Committee, as a member of the diocesan worship planning team, as an Examining Chaplain, and as a current Mentor-Facilitator for our Curate Cohorts. This breadth of experience has shown me the beauty and interconnectedness of our diocese, and I would hope to bring that perspective and experience with me as a member of the Executive Board. Participating in some of the financial, formational, and church-wide impact we make everyday has prepared me well to serve the diocese in this way.

Rohani Weger
Holy Trinity, Port Neches
I am honored to be nominated for the Executive Committee. I have been a priest for 15 years serving in various multi-cultural churches around Austin, and as an interim in two rural communities. I also served on the Commission on Hispanic Ministry for several years. Currently, I am the rector at Holy Trinity, Port Neches. Our involvement with the Small Church Network has helped our church see the possibilities of ministry in our community. I feel it is important to bring the perspective of our small churches to the table. I bring experience in both urban and rural churches as well as multicultural congregations. Through my various calls, I have seen how working in partnership with the Diocese can benefit the local congregation, I look forward to serving on the Executive Council as we envision the future mission of this Diocese.

<u>Executive Board (Lay)</u>
Sam Daniels
St. Augustine of Hippo, Galveston
I am in my first year of serving as Senior Warden. I have grown tremendously in my faith and as a leader. My commitment to Episcopal standards and values has also grown, and I have stepped into this role with full confidence. I am grateful for the opportunity to grow and lead our congregation, even throughout some of the toughest times.

Ellen Eby
Holy Comforter, Angleton
As a dedicated and faithful servant of Holy Comforter Episcopal Church in Angleton, I have been a long-standing member and currently serve on the vestry. I bring proven leadership in community-building and innovative initiatives, having helped found and organize the Peach Street Farmers Market—now thriving in its 8th year, which I continue to manage. My experience on the diocesan level includes one successful term on the Executive Board. Inspired by Christ's call to love our neighbors as ourselves, I am eager to serve again—bringing experience, integrity, and a heart for service. I am committed to strengthening our diocesan family, fostering unity, and ensuring every voice is heard, so that together we may reflect Christ's light in Angleton and beyond.

Bill Eldridge
St. Paul's, Navasota
As with many Episcopalians, I was raised in the Roman Catholic faith. Over 40 years ago, I was received into the Episcopal Church. During this time, I attended large churches, medium sized churches and small churches in multiple Diocese. For the past 20 plus year, I have attended St. Paul's Episcopal Church in Navasota, Texas. Small churches are the foundation on which this diocese was built. As a result, members of small churches should be part of the Diocesan Boards, Committees and Councils. This is why I feel called to stand for election to the Executive Board. I have had an opportunity to serve on vestries of various sizes of churches, but feel I have a distinct view of the unique issues challenging small churches today.

Walter Foyt
Holy Comforter, Spring
I feel genuinely called to this role for a couple of reasons. First, I've had the privilege of serving on the vestry at Holy Comforter, including two years as Senior Warden. During that time, I helped lead the search for a new priest—a process that ultimately brought Fr. John Soard to us in the fall of 2022. That experience gave me a deep appreciation for the vital role the Diocese of Texas plays in supporting its congregations. The guidance and resources we received were invaluable, and I feel a strong desire to give back by serving on the Board. Additionally, I believe my professional background in accounting and finance equips me well to contribute meaningfully, especially in areas related to budgeting and financial oversight. I would be honored to offer my skills in service of the Diocese and its mission. Thank you for considering my interest.

Michael Holder
Saint James, Taylor
Hello, my name is Michael Holder. I have been Nominated to stand for election for executive board. After reading the description of this position and discerning this nomination I am standing for this nomination. I came into the Episcopal church from another faith tradition and became a member of St. James in Taylor TX over 15 years ago. I currently am a member of the Verger Guild and an active Verger at St. James; I attended the IONA School for Ministry on the 3 year Lay Theological Lay Track and completed that in June 2022. I currently serve at St. James as a lay minister in the following areas Lay Preacher, Lay Eucharistic Minister, Bishop Committee member, Acolyte. I have previously served as Bishop's Warden. For my occupation I am currently the Facilities Manager at St. David's in Austin, TX.
Being a Lay minister at St. James and on staff at St. David's I understand the workings of,

and the complexities that a small church and a large church both have.

Cary McDonald
Saint Andrew's, Pearland
I am passionate about serving God's people. For 18 years at St. Andrew's (Pearland), I've served three Vestry terms, including Junior and Senior Warden, and I currently serve as Secretary and past President of our Daughters of the King chapter. I've worked with our youth on multiple service trips across the country, chaired our parish Golf Tournament for ten years to fund community outreach, and founded the "Soup Sisters and Brothers in Christ," a ministry that provides meals to parishioners in times of need. I've also served as a Diocesan Delegate and helped host diocesan DOK events at Camp Allen. Professionally, I bring over 40 years of experience in Financial Services, including roles in compliance, operations, and supporting financial planners. I would be honored to serve on the Executive Board of the Diocese of Texas.

Marilynn Patterson
St. Dunstan's, Houston
I am honored to have been nominated. A lifelong Episcopalian and 39-year member of St. Dunstan's, I am completing my current term on the Vestry and look forward to continuing to serve the Church in meaningful and faithful ways. I wish to serve as an expression of gratitude for the many blessings this parish has brought to my life and to support its continued growth in faith, fellowship, and community. St. Dunstan's has long been my spiritual home, shaping my life as a Christian, a parent, and now a grandparent, and I feel called to offer my time and experience in service to the parish that has given so much to me. My service at St. Dunstan's has included two terms on the Vestry, one as Senior Warden, directing the Altar Guild, facilitating adult formation for more than twenty years, leading nine adult mission trips to Mexico, assisting with stewardship teams for the past decade, co-chairing our outreach fundraising efforts, and volunteering with Hope Center Houston. Each of these ministries has deepened my understanding of our parish's mission and strengthened my commitment to supporting others in their walk of faith. Professionally, I worked for many years as a senior account manager before owning and operating a jewelry business. These roles developed skills in communication, organization, and leadership that continue to serve me well. I remain joyfully involved in the daily lives of my two grandchildren, and I believe both my personal and professional experiences have prepared me well to serve faithfully in this new role.

Paul Rycroft
Christ Church Cathedral, Houston
In the interest of brevity: my professional qualifications: C.P.A Canada & U.S.A. My biography is limited to our (my wife, Nora & I) 8 years in Houston as members of CCC. We arrived as Harvey left. Sadly, Harvey was horrific for many but for others including us, it was auspicious as we attended the 1st service post Harvey CCC. That night we answered the Call for volunteers at the Beacon that introduced us to so many parishioners. Following Harvey, we finalized the purchase of our home in the Montrose neighborhood attracted by its diversity &.IT WAS HIGH & DRY. We joined the Lay Liturgical Ministries, The Usher Corps, Kids Hope mentoring and I was an SGC "in person "instructor. I also became an LEV, we hosted a Posada and joined a Pilgrimage to The Holy Land with 20 parishioners & an SMU M.Div class .Our mentoring introduced us to an Honduran family (2 parents & 3 kids) with whom we have been very involved, during the full 8 years ,with their acculturation , education , financial & legal issues. There are now 6 in the family. We became the 2

youngests'godparents when the family joined CCC. We pray that our Lord & Savior will keep the bureaucratic balls in the air until the immigration environment changes & they are accepted to our country as so many millions have been in the past. Finally, except what has slipped my mind, we were Co-chairs of the 2024 EMC and finally # 2, I was S Claus for Christmas @ CCC for our Kids Hope families on Saturday Dec 6 .

Zack Sharp
St. John's, Carthage
I currently serve as Bishop's Warden at St. John's in Carthage, where I previously was elected to the Bishop's Committee, delegate to Diocesan Council, and am pleased to regularly assist as a worship leader, lector, chalice-bearer, and altar guild candle-filler. I believe my 20 years of experience in management and leadership could be of value to the Executive Board. I happily stumbled upon the Episcopal Church in college and quickly became a "church nerd," taking discovery classes at Church of the Heavenly Rest in Abilene, and was confirmed there in 2002. Since then, I have developed a deep appreciation for the theology, traditions, and polity of the Episcopal Church, having been liberated from a small, narrow worldview into the great grace of the three-legged stool upon which we rest our theology. Thus, I would bring excitement for the cause, energy for the work, and an appropriate seriousness to the Board's business if selected to serve in this position. My professional expertise is in healthcare administration, non-profit governance, and interdisciplinary team leadership. I have a master's degree in public administration as well as an undergraduate degree in psychology. My daughter recently completed high school, and I have two feline friends who keep me company between work, church, and socializing. I love this Church and believe ever more in her relevance and mission to an increasingly secular and broken world, and it would be my honor to serve on the Executive Board, if it be God's will.

Daryl Hay, Chair

COMMITTEE ON RESOLUTIONS

The Resolutions Committee received no resolutions for consideration at the 177th Council of the Episcopal Diocese of Texas.

Patrick Hall, Chair

REPORTS OF BISHOPS

REPORT OF BISHOP JEFF W. FISHER

Sundays are my favorite day of the week, because that it is when I get to be with you, during my weekly visitations in congregations. Of course, I am with you during other times of the week, in meetings and Zoom conversations, as well as pastoral moments. Yet it is on Sunday that you and I get to worship together, grow together, and welcome new people into the Church through baptism, confirmation, and reception.

On Sundays, I am often asked about where I see hope in The Episcopal Church. And my answer is that, during this year of 2025, I have seen many young adults coming into our midst, in churches of all sizes. These young people have done their homework on us, checking us out on-line, through our websites and social media posts. When they come among us, they hope to find a church that is ancient in our worship and modern in our welcome of all people, with no exceptions. When I baptize and confirm these young adults, some of them have tears in their eyes, because they never thought that they would find and be welcomed into a church. They have yearned for The Episcopal Church, as a tried-and-true container in which to hold and grow their faith.

Young adults and people of all ages are joining us in worship, formation, and service to the wider community. In 2025, I have seen hope, in the welcoming of new people into Christ's Body. I have seen the power of God, working in us, doing infinitely more than we can ask or imagine.

This year, in addition to presiding at baptisms, confirmations, and receptions, I was honored to ordain 4 priests: the Rev. Suzanne Hollifield, the Rev. Dana Jean, the Rev. Tony Kroll, and the Rev. Jonathan Maresca. I also presided at the installation of 3 new rectors: the Rev. David Butorac at Christ Church in Nacogdoches, the Rev. Catherine Cox at Christ the King in Atascocita (Humble), and the Rev. Rohani Weger at Holy Trinity in Port Neches.

Through my role as Executive for Pastoral Ministries, our diocese responds to all sorts of pastoral needs, including in our large community of retired clergy and spouses.
As a part of this ministry of fellowship, care, and continued learning, the Retired Clergy and Spouses Conference is held each fall at Camp Allen. In 2025, our theme was "Leading a Full-Hearted Life." The keynote speaker for our conference was the Rt. Rev. Jake Owensby, Bishop of the Diocese of Western Louisiana. In his address, Bishop Owensby used stories and examples from his book, which is also titled: "Leading a Full-Hearted Life." At the conference, we explored leading a full-hearted life: through art, music, fellowship, and the exercise and care of our bodies. I also made a presentation on the life and hope that I see in the wider Church. In addition to a practical workshop for retired clergy who serve as interim rectors or supply clergy, we also shared in worship and activities. The next Retired Clergy and Spouses Conference is scheduled at Camp Alllen for Monday evening through Wednesday noon, October 5-7, 2026.

Working with me and our retired clergy is an excellent team of Chaplains to the Retired Clergy.

These faithful chaplains (with the convocations that they serve) are: The Rev. Janne Osborne (Austin, Northwest, Central convocations), Pam and the Rev. John Bentley (West Harris and East Harris convocations), Christine and the Rev. Jim Liberatore (Galveston and Southwest convocations), the Rev. Nancy and the Rev. Bill DeForest (San Jacinto and Southeast convocations), and the Rev. Bill Stanford (Fort Worth and Northeast convocations). At the end of 2025, Pam and John Bentley, Nancy and Bill DeForest, and Janne Osborne have all stepped down from this ministry; we are grateful for their many years of service!

The Small Church Network is for laity and clergy in congregations with an average Sunday attendance of 50 or fewer, gathering twice a year at Camp Allen. In the spring of 2025, the theme of our gathering was: “Formation and the Art of Seed Casting,” which was led by Dr. Josh Ritter, who serves our diocese as Canon for Formation. In his presentations, Dr. Ritter opened our eyes to new ways in which to explore Christian formation, through theology and practical experiences. In the fall of 2025, Dr. Ann Barnes and a team from the Episcopal Health Foundation led our program, with engaging activities to promote healthy churches and communities. The goal of each Small Church Network gathering is to take home new ideas and best practices for our congregations. The two 2026 gatherings at Camp Allen are scheduled: Sunday evening through Monday noon, April 12-13, and October 4-5.

The purpose of the Episcopal Seniors Foundation is to make grants that will improve the quality of life for seniors, through health and well-being, faith formation, accurate information, and community life. I serve as chair of the board of the Episcopal Seniors Foundation; Pam Nolting serves as president. In October, we awarded 15 grants, in all different parts of the diocese, to ministries who share in our commitment to healthy living for our seniors.

The Rev. Meredith Crigler and I share leadership of the Diocese of Texas Global Partnerships in Mission, where we oversee a wide array of mission trips, ministry conferences, and grants, all around the world. We also foster friendship with our three companion dioceses: Costa Rica, North Dakota, and Southern Malawi. In February, I participated in an Exploratory Trip to Costa Rica. This trip was for adults who are planning to lead mission trips that summer. While in Costa Rica, I was able to meet several times with the bishop of that diocese, Bishop Orlando Gomez, as he shared his vision and plan for the Diocese of Costa Rica. During the year, several congregations in our diocese welcomed Bishop Alinafe Kalemba of the Diocese of Southern Malawi. We also walked beside the Diocese of North Dakota as they elected the Very Rev. Shay Craig as their next bishop. Her consecration as the Bishop of North Dakota will be in March of 2026.

I serve as the bishop liaison for The Daughters of the King, which is an order for women, focused on evangelism, service, and prayer. They are led by Tory Arnold as their President. I presided and preached at the opening Eucharist for their Spring Assembly at St. Alban’s in Waco. This year, the Daughters successfully expanded their Fall Assembly at Camp Allen, from one to two nights. At that Assembly, I presided and preached at the Choral Morning Prayer service on Saturday, and led an interactive teaching session on Saturday evening, where we learned to tell our stories, as a pathway for evangelism.

The diocesan Altar Guild held their Annual Retreat in late May, where I presided and preached at the closing Eucharist on May 31, the Feast of the Visitation. In my sermon, I focused on

how the altar guild, consisting of both men and women, works faithfully behind the scenes to prepare our churches for worship and visitation.

The Vera Gang Scott Scholarship program awards scholarships to young women who are pursuing higher education. I serve as the chair of the committee; Ellen Cook, the Rev. Laura Gilmer, and Betsy Sullivan serve with me. In June, we awarded scholarships to 4 women in our diocese; it was inspiring to read the grant applications from so many women who make an impact in our world.

I serve as the chair of our Diocesan Liturgical Commission, at the request of Bishop Doyle. Throughout the year, I receive liturgical questions from priests, and then provide appropriate guidance. In addition, members of the Commission, which consists of priests and lay persons (including church musicians), have provided feedback on trial use and other liturgies. This feedback is useful in providing guidance to our clergy.

The Tyler Diocesan Office is located on the campus of All Saints Episcopal School, where I serve on the Board of Trustees. At the school this year, I was honored to participate in the Ash Wednesday services, the all-school Easter chapel, and the Baccalaureate service for graduating seniors in the spring. In the summer, a group of students and adults from the school went on a mission trip to Costa Rica, which I supported in concert with my work on Global Partnerships in Mission.

In service to the wider Episcopal Church, at the request of the Presiding Bishop, I serve on the Joint Budget Committee. Between General Conventions, we develop the annual church-wide budget, which is then approved by the Executive Council. In July, our committee gathered in Maryland for a retreat, to get to know the new Chief Financial Officer for The Episcopal Church, Christopher Lacovara, and to support him in his work to modernize and streamline the operations and budgeting process of the wider Church.

The House of Bishops met twice during 2025: in March at Camp McDowell in the Diocese of Alabama, and in September in the Diocese of the Dominican Republic. At the September meeting, spouses were invited to accompany the bishops. It was a wonderful experience for Susan and me to engage in the culture of an Episcopal diocese outside of the United States.

I serve as Vice President of Province VII of The Episcopal Church, which is divided into 9 provinces. In our Province VII, the Vice President is a bishop, and the President is a layperson. In November, Susan and I attended the Province VII Bishops and Spouses Retreat at Mustang Island Conference Center, hosted by the Diocese of West Texas. In Province VII, we are beginning to provide opportunities for on-line gatherings for support and fellowship, through monthly Zoom gatherings, for Small / Rural Churches, and for Campus Missioners.

With the other bishops who are also the leaders of the 9 provinces, I serve on the Presiding Bishop’s Council of Advice. During the year, the Presiding Bishop called upon this advisory group on several occasions, to meet on-line with him and to discuss governance issues in the wider Church.

I serve as the National Chaplain of the Brotherhood of St. Andrew, which is an order for men, devoted to prayer, the study of scripture, and service to others. I support the men on the Board, including the National President and National Executive Director. In February, I presented a Webinar to the whole Brotherhood, titled: “Learning How to Tell Your Story.”

It is my continued joy to serve Jesus Christ with you in this diocese. I see hope, as new people come into our midst. With Bishop Doyle, Bishop Ryan, Bishop Monterroso, and Bishop Seage, we work together as a team. Together, we see the power of God working in us, doing more than we could ask for or imagine.

Glory to God whose power, working in us, can do infinitely more than we can ask or imagine. ~ Ephesians 3:20

Jeff W. Fisher, Bishop Suffragan

REPORT OF BISHOP KATHRYN "KAI" RYAN

Looking back on 2025, I see an unusual year, shaped by a sabbatical provided by the Diocese. Being away from mid-May to late August changed my typical annual calendar of visitations and events. Though the fall was busy and presented new challenges, I am refreshed and reflect on my time away with gratitude.

I hungered for many years to go on a long walk. That hunger was both satisfied and whetted by a central experience of the sabbatical: walking the West Highland Way in Scotland, a 96-mile multiday walk from the north side of Glasgow to Fort William. Beautiful, challenging, and instructive, Tim and I count that adventure as a signature blessing of 2025.

Putting one foot in front of the other, whether at a walking or running speed, helps me to live out my Rule of Life. Walking offers time for extended conversations with my husband, Tim. Movement resets my mood, helps me work out knotty problems in preaching and planning, and opens my mind and heart to God. I am happy to walk and run in Austin, at Camp Allen, and in other places to which I travel. To do so in nature, in the company of "plants and birds and rocks and things.. sand and hills and rings" powerfully reconnects me with self and God and the beauty, mystery, and power of God's creation. (*Horse with No Name,* America, 1971; no one I consulted knows what sorts of rings the band imagined! Maybe a labyrinth?) In the time I was away from daily bishop-ing, I walked, hiked, and ran around 800 total miles in Texas, Tennessee, New Mexico, and Scotland. That gift has been carrying me through this fall and continues to bear fruit in my soul, relationships, and work.

While I gave myself to the business of my sabbatical, Haley Townsend Trujillo, Josh Ritter, Ana Gonzales, and Laura McAlister attended to the various matters for which my office bears responsibility. Of special mention within that effort was their work to recruit, inform, and support the survey (known as the CVA or Congregational Vitality Assessment) of leaders from about 30 congregations as part of a grant received by the Iona School for Ministry from the Iona Collaborative. I am grateful to them for that work and to them and other members of the staff, Canon Faulstich, and the other Bishops for carrying some of my work to allow me the time away from my regular duties.

For the rest of the year, I attended to my regular duties: 40 regularly scheduled visitations in 2025, with confirmations, receptions, and formal reaffirmations. Visits with the vestries and bishop committees of most of those churches. And opportunities to hear of the faith and witness of God's people in the face of significant challenges in their lives, churches, and the society. Our congregations, lay leaders, priests and deacons continued to inspire me with their efforts to share the love of Christ, nurture discipleship, and build relationships with each other and with their neighbors.

I also participated in congregations' and institutions' special events:

- Dedication of the Stillwater Foundation Aquatic Center at St. Stephen's Episcopal School

- Ribbon Cutting and Blessing of Highlander Hall, the new student union and sports complex at St. Andrew's Episcopal School, Austin
- Graduation at St. Stephen's Episcopal School
- John Hines Day at Seminary of the Southwest
- Ordinations to the priesthood of Addison McMillan, Michael Farnell, Misael Pacheco, Hayden Paul, and Kelly Barnhill.
- 2 installations:
  - The Reverend Neal McGowan, Grace, Georgetown
  - The Reverend Kurt Wiesner, Trinity, Marble Falls

They, and our other priests and deacons, serve vibrant and diverse congregations helping God's people come to know, love, and serve Christ, each other, and God's people in the world.

In 2024, Bishop Doyle established a new structure for Formation in the Diocese and assigned oversight to me. Canon for Formation, Dr. Josh Ritter, joined the staff August 2024. In 2025, he continued the good work supporting the Happening program. Ms. Bonnie Walton, Lay Coordinator, and the Rev. Jason Ingalls, Spiritual Director, have worked with Canon Ritter and the rest of the team to strengthen Happening and Lock-In, important diocesan programs for our high school youth. In addition, he worked with a team to introduce a new Spanish Language Lay Preaching Certificate program within the Iona School of Texas. The digital resource page (www.edotformation.org) serves congregations and disciples of all ages. Helped by the Formation Committee and clergy and laity from around the diocese, Canon Ritter continues to nurture effective formation through supportive relationships, gatherings, and digital resources.

At Bishop Doyle's direction, I serve the Diocese as the Executive for Ministry, with oversight of the ordination process, post-ordination formation, and the Iona School for Ministry. The Commission on Ministry, led by Chair, the Rev. John Newton, and supported by the Secretary for the COM, Ana Gonzales, is central to this work, and I am grateful for the faithful discernment of the members. The Committee for the Diaconate, led by the Rev. Jan Halstead, and the Examining Chaplains, led by the Rev. Patrick Hall, also handle aspects of diocese's work in shepherding aspirants, postulants, and candidates through the ordination process.

The complete report of the COM is included separately in this Journal. I want to highlight a couple of aspects of the COM's work.

For those discerning God's call to ministry, whether lay or ordained, we offer the Discovery Weekend program. Participants come to Camp Allen for a weekend to learn and practice habits to identify God's call, reflecting in small groups and alone, and consulting with a member of the faculty. All adult members of the Diocese are welcome to attend a Discovery Weekend. In 2025, we held two weekends, with a total of 50 participants and 27 staff. Retreat leaders, table leaders, chaplains, and musicians supported the seekers in their discernment. For the second time, a Discovery Weekend specifically for youth and young adults was cancelled due to low enrollment. In March of 2026, a spring break retreat for young adults is being offered. We continue to seek avenues to encourage young adults to consider their

vocational future with an intent to serve God by living fully into the gifts God bestows upon them, whatever their professional and personal paths. Two Discovery Weekends are planned for 2026. Registration is accessible through the Camp Allen website.

In January 2025, we held our fourth in-person Vocations Conference at Camp Allen. The spirited event brings together the diocese's students in the ordination process from seminaries and the Iona School with the bishops, COM, CFD, Examining Chaplains, and Standing Committee for formation, worship, relationship building, and interviews. 39 students, all preparing for ordination to the priesthood or the diaconate, participated in the gathering, with 33 committee and commission members and staff.

Once ordained, both stipendiary and bivocational priests take part in formation designed to help build collegial relationships, provide continuing education and support development of priestly identity, and offer mentoring by senior clergy. The Curate Cohorts for stipendiary clergy in the first and second year of curacies met at Camp Allen, as did Beginning Well for bivocational priests. Stipendiary priests new to the Diocese gathered for a single-session Beginning Well focused on diocesan culture. Each cohort provided significant relationships and encouragement to the participating clergy. Mentor-facilitators this year were: the, James Pevehouse, Andrew Ellison, Sam Smith, and Eileen O'Brien, Terry Pierce, and Chris Weis. Post-seminary formation is coordinated by my talented Executive Assistant, Haley Townsend Trujillo.

Continuing to help address the diocese's need for more clergy and lay leaders, the Iona School for Ministry, our diocesan school of local formation, forms those studying for the diaconate and bivocational priesthood and offers programs for lay formation for ministry. The Rev. Francene Young (Dean of Administration) and the Rev. Dr. Andrew Benko (Dean of Formation) are in their fifth year of service. This fall, the enrollment of lay students has increased. A significant advance has been the introduction of the Spanish lay preaching track mentioned above. The Deans are assisted by Chaplain, the Rev. Trawin Malone, the faculty and instructors, as well as Iona Administrator, Laura McAlister. Four of the bishops teach one or more courses at Iona School over the course of the year.

I serve as Chair of the Boards of three diocesan institutions, relying extensively on three dedicated and skillful Executive Chairs.

Seminary of the Southwest is an outstanding seminary with three key programs: the MDiv program preparing students for ordained ministry in the Episcopal Church, Master of Arts in Clinical Mental Health Counseling: A CACREP-accredited program for licensed counseling, and the Iona Collaborative. This fall, 51 students matriculated into the residential programs, representing the largest entering class in recent memory. Josephine Hicks became Executive Chair when the incredible Clarke Heidrick completed his term. The Board dismissed the Dean and President in September. Mr. Fred Clement, Vice President for Finance and Operations and the Rev. Dr. Ben King, Academic Dean, assisted me in seminary leadership for the remainder of the fall. The Rt. Rev. Diane Jardine Bruce began service as Interim Dean and President on January 2, 2026. Isaacson-Miller has been selected as the firm to assist the Board in the search for the next Dean and President. I am deeply grateful to Mr. Clement, Dr.

King, and Josephine Hicks for sharing the support and guidance of the Seminary during this transition.

El Buen Samaritano, an outreach ministry of the Episcopal Diocese of Texas serving the Latino community of Central Texas, is committed to recognizing the dignity of all by ensuring access to healthcare, education and essential needs that lead to healthy, productive, and secure lives. Gustavo Hernandez serves as Executive Chair. Dr. Rosamaria Murillo, the Executive Director, continued to build up the staff and lead the organization toward its next strategic campaign. The Board has continued work on a new strategic plan that will be launched in the summer of 2026.

Jonathan Quander succeeded Jennifer Stayton as Executive Chair of the Board of St. Stephen's Episcopal School, beginning his term in July 2025. Chris Gunnin serves as Headmaster. In 2025 the new Aquatic Center was completed and dedicated and the capital campaign reached its public launch. The expansion and climate-control of the beloved chapel is a key initiative of the campaign. The churches of the Diocese have been invited to join in helping fund the chapel project; to date, more than 30 congregations have made contributions or pledges ranging from $300 to $25,000. I serve as the Honorary Chair of the Capital Campaign Committee and am working specifically on the fundraising for the chapel project.

For the Episcopal Church, I am a member of the Court of Review, which hears appeals of clergy discipline (Title IV) judgments and challenges to episcopal elections. The Court had a busy 2025 and has begun 2026 completing one matter with another following on its heals. My term ends with General Convention in 2027. I also serve on the Standing Commission on Structure, Governance, Constitution, and Canons.

Outside, but related to the Diocese, I continue service as a Regent for Sewanee.

What a privilege it is to serve with Bishops Doyle, Fisher, Monterroso, and Seage, and with the other members of the Executive Team and the diocesan staff, and the people and clergy of the Diocese. Tim and I give thanks that God has called us to serve the Diocese of Texas!

Kathryn "Kai" McCrossen Ryan, Bishop Suffragan

REPORT OF BISHOP HECTOR F. MONTERROSO

Visibility, Service, and Invitation

Dear Members of the Council,

With gratitude, clarity, and hope, I present this report for the year 2025. This document draws from the experiences, lessons, and observations of 2025, while at the same time setting a clear and committed direction toward the future. As we look ahead, a central axis emerges with particular strength—one that shapes our shared life and mission: visibility as a strategy for growth, deeply rooted in the Gospel and expressed through faithful service, vibrant worship, and intentional invitation.

The Church does not grow simply by existing, but by being seen—seen serving, accompanying, welcoming, proclaiming, and responding faithfully to the concrete realities of the world. When visibility is anchored in the Gospel, it ceases to be a superficial strategy and becomes a living, credible, and transformative expression of God's love made tangible among God's people.

From Presence to Purposeful Visibility

Throughout 2025, my ministry in the Southern Region has continued to be shaped by pastoral visits, ongoing dialogue with clergy and lay leadership, and shared discernment regarding the life, challenges, and opportunities of our churches. These encounters consistently confirm a deeply hopeful truth: where service, worship, and invitation are intentional and visible, growth occurs, spiritual, relational, and in many cases, numerical as well.

The question before us today is not only whether our churches are active or committed, but whether their faithful work is clearly visible and accessible to those beyond our walls. Evangelical visibility is not about self-promotion; rather, it is about removing barriers, extending a clear invitation, and ensuring that all we do points unmistakably to Christ.

Visibility in a Changing Landscape

The post-pandemic reality continues to shape congregational life in profound ways. Attendance patterns have shifted, trust in institutions has weakened, and many people are searching for meaning, belonging, and hope often outside traditional church structures.

In this context, service becomes one of the Church's most credible testimonies, though it does not stand alone. Feeding ministries, pastoral care, accompaniment of migrants, welcoming worship, clear preaching, community partnerships, and spaces of hospitality together form a

holistic witness. For many, these expressions are the first point of contact between the Church and those who are not yet part of our faith communities.

Congregations demonstrating greater vitality share several consistent characteristics:

- They make their ministry visible and communicate it clearly and coherently
- They possess a well-defined and shared missional identity
- They offer simple, relational, and accessible pathways from first contact toward full belonging

Key Observations in Parish Life

Several consistent patterns have emerged during pastoral visits across the region:

Visible service builds trust.

Churches that are deeply engaged in their neighborhoods through food distribution, community events, pastoral presence, and advocacy for human dignity are recognized as relevant, trustworthy, and essential partners.

Invitation must be intentional.

Growth does not occur by assumption or inertia. Churches that explicitly invite participation in worship, formation, and service experience more sustained vitality and deeper integration of newcomers.

Clergy set the tone for visibility.

When clergy are spiritually grounded, well-supported, and outwardly oriented, congregations tend to reflect that same missional impulse in their culture and practices.

Integral Missional Visibility

The Church's visibility is built when service, worship, proclamation, and explicit invitation mutually sustain and enrich one another. Service is a historic strength of our Church and a concrete expression of the Gospel, but it does not exhaust or replace the fullness of our mission. The Church flourishes when these dimensions are integrated intentionally and coherently.

Service as a Doorway into the Church

Service ministries are not secondary to worship; they often constitute one of the primary doorways into community life and faith. Therefore, we are all called to:

- Name and affirm service as an authentic expression of Christian discipleship
- Clearly connect service ministries to the Church's liturgical, sacramental, and communal life
- Accompany both volunteers and those served toward deeper relationships with Christ and the faith community

Service opens doors; worship, formation, and proclamation help people cross them and remain.

Clergy Renewal and Missional Leadership Formation

The renewal and ongoing formation of clergy and missional leadership remain essential to the spiritual health and sustainable mission of our congregations. Clergy who are supported, strengthened, and continually formed are better equipped to:

- Proclaim the Gospel with clarity, depth, and relevance
- Preside over worship that is hospitable, beautiful, and theologically grounded
- Foster a congregational culture of openness, hospitality, and invitation
- Model authentic discipleship oriented toward the world

Continuing education, intentional pastoral support, and spaces for spiritual reflection are not optional—they are strategic foundations for visible, faithful, and sustainable leadership.

Creativity, Collaboration, and Courage

Missional visibility requires evangelical courage. It invites congregations to explore new expressions of worship and Christian formation; to integrate service with a clear invitation into sacramental and communal life; to collaborate regionally; and to use both physical and digital spaces creatively. Where churches dare to experiment with intention, prayer, and discernment, new spiritual energy and renewed hope often emerge.

Invitation, Stories, and Real Visibility

During these visits, I have had the privilege of accompanying and witnessing numerous spiritual journeys—among young people and adults from diverse professional, cultural, and life contexts—who have responded to Christ's call through baptism, confirmation, or reception into The Episcopal Church. These moments strengthen our hope and confirm that intentional visibility continues to bear fruit.

I often hear the question, *"How do we attract more people to the Church?"* Frequently, however, the challenge is not attraction but invitation. It is not that people are not seeking;

rather, they do not always encounter clear signs that they are welcome or guidance on how to take the next step.

Two stories illustrate this reality with particular clarity.

During a visit to St. Catherine of Siena, I spoke with a man who works in hospital administration within the Houston Medical Center. He shared that he is a runner and that, during a race, he passed one of our churches just as two priests were offering blessings to runners with holy water. He received the blessing and continued on his way. One year later, during the same race and at the same location, he again encountered the same priests offering the same pastoral gesture. That visible, simple, and faithful consistency prompted a deeper personal reflection about the church's presence in the life of the community and whether there might be a place for him within it. The following Sunday, he decided to visit the parish. From that moment, his relationship with the community continued to grow, and today he is a confirmed member of The Episcopal Church.

Another recent story took place at Trinity Midtown, where I had the joy of confirming Yoko, a cardiology researcher. She had been searching for a faith community that reflected certain values, inclusive theology, and meaningful liturgical life. Using technological tools, including an AI-assisted search, she entered the criteria she was seeking in a church. The top result was Trinity Midtown. She visited, was welcomed, found a place to pray, ask questions, and belong, and months later was confirmed.

These stories remind us that The Episcopal Church has much to offer. Yet for people to find us, we must be more intentional in making our presence visible, using multiple languages, pastoral, liturgical, relational, and digital, to extend a clear and hopeful invitation.

Ministry with Migrants: *Migration with Dignity*

The increase in threats of mass deportations has generated fear and uncertainty, particularly in communities with a strong Hispanic presence. Many of our churches have responded with organization, preparation, and pastoral accompaniment.

Informational sessions have been offered, red cards distributed, response protocols prepared for immigration enforcement actions, and legal guidance provided for the protection of minors.

The *Migration with Dignity Emergency Fund*, established by the Commission on Hispanic–Latino Ministry, has assisted numerous individuals and families and will remain active as long as the need continues.

Purposeful Visibility: From Principle to Practice

Every action of our Church is an opportunity to make God's love visible and tangible in the world. The coming year will include key moments in Diocesan life: Council, ordinations, the Vocation Conference, Happening, IONA, Clergy Conference and other spaces for gathering, discernment, and communal celebration.

At the same time, we will face challenges that call for creativity and faithfulness: increasing food insecurity, care for those lacking adequate access to healthcare, and the complex realities of human migration. These contexts are not merely problems to solve, but sacred spaces where the Church's mission becomes both deeply necessary and clearly visible.

Like John the Baptist, our visibility does not seek to center on ourselves, but to point humbly and clearly to Christ, in whom we find meaning, hope, and life.

Commission on Hispanic–Latino Ministry

The year 2025 was a time of strengthening for many ministries and congregations, even amid significant organizational transitions.

At the 176th Annual Council, the *Migration with Dignity* resolution was adopted, affirming our solidarity with migrants throughout the diocese. Subsequently, the Commission requested and received diocesan approval to establish the *Migration with Dignity Emergency Fund*, a pastoral initiative to support migrant households facing challenges related to employment, housing, transportation, or food insecurity due to immigration status.

To date, the fund has received $85,000 and distributed more than $23,000 to families directly or indirectly affected by deportations. This fund is available to all migrant members of the diocesan family—not only Hispanic communities—and demand continues to grow.

The 2025 Hispanic Lay Leadership Conference reached the highest attendance in its history, gathering participants from across the diocese and guests from other provinces of the Anglican Communion. It was a true encounter of spiritual renewal, formation, and fellowship.

Likewise, the *Caminando con Cristo* retreats, marriage retreats, and the launch of the Spanish-language Lay Preachers Program in collaboration with the Iona School for Ministry continue to strengthen leadership and discipleship in our communities.

The Commission expresses deep gratitude for the faithful and exemplary ministry of the Rev. Simón Bautista and the Rev. Ed Gómez, both nearing retirement, and acknowledges the structural reorganization of the Commission as a necessary response to the growth and diversity of our ministries.

St. Vincent's House

St. Vincent's House continues to serve as a vital expression of the Church's mission in Galveston County, responding to growing needs with compassion, collaboration, and sustained presence. Since 2019, the number of people served has increased by **170%**,

reaching **11,516 individuals in 2024**, with particular growth among Hispanic, Black/African American, and multiracial communities.

One of the most significant developments has been the expansion of Hispanic outreach across the county. Since 2019, the number of Hispanic individuals served has grown by **306%**, while service to Black/African American residents has increased by **146%**. In fact, in 2024 St. Vincent's House served **3,247 Black residents**, representing a substantial portion of Galveston's Black population. This underscores the organization's role as a trusted frontline provider and a critical safety net for some of the most vulnerable members of the community.

Community Outreach: Sandpiper Cove

Sandpiper Cove remains a central focus of community engagement efforts. Home to more than **640 residents**, many living in single-parent households and facing significant barriers to health and economic stability, this neighborhood has become a model of collaborative, community-led ministry.

St. Vincent's House now participates in an active network of more than **15 community leaders and organizations**, working together to break cycles of generational poverty through empowerment and sustained partnership. Key accomplishments include strengthened neighborhood cohesion, collaboration with UTMB Public Health to conduct resident-led focus groups, and the development of low-barrier programs shaped directly by the priorities and voices of the community.

Digital Presence and Community Connection

St. Vincent's House continues to expand its digital visibility as an extension of its on-the-ground ministry. As of 2025, the organization has **3,159 Facebook followers** and **1,187 Instagram followers**, with women ages **25–54** representing the most engaged audience across platforms.

Social media has become an important point of connection, driven by mission-focused storytelling, food distribution updates, expressions of gratitude, and community event highlights. Engagement demonstrates that these platforms function not only as communication tools, but also as spaces where community members seek assistance, offer support, and share their stories. A growing percentage of followers come from Galveston County and the greater Houston area, expanding awareness of the mission and strengthening regional collaboration.

Looking Ahead

As St. Vincent's House looks toward the future, priorities include deepening invitation and inclusion, supporting clergy and lay leadership formation, encouraging creative and collaborative ministry, and continuing to provide holistic care that integrates spiritual, emotional, and social support. These efforts reflect a commitment not only to meet immediate needs, but also to foster long-term resilience and hope within the communities served.

The year 2025 reflects a season of growth, collaboration, and faithful impact. Through service rooted in dignity and relationship, St. Vincent's House continues to make Christ visible in Galveston County—transforming assistance into presence, and presence into lasting community.

Disaster Response and Global Mission

The July 4 Hill Country floods brought profound loss, including the deaths of members of our congregations, many of whom were deeply connected through long-standing relationships across our diocesan community. In the midst of grief, the response from our congregations and diocesan office was swift, compassionate, and generous. Over the year disaster preparedness grants were awarded to mission minded congregations to support and equip nearby vulnerable populations with disaster readiness and recovery resources. Through consultations and workshops, our best practices and tools were sharpened through engaging with our congregations and external partners. In turn, these resources were utilized by Episcopal Relief & Development, our Creation Care Task Force I and II, as well as other dioceses. We give thanks to Episcopal Relief & Development for our 9th consecutive year of partnership in this mission field.

Pilgrimage

In July, thirteen pilgrims—six clergy and seven lay leaders from the diocese—participated in an eight-day spiritual pilgrimage to El Salvador, centered on the life and witness of Saint Óscar Romero. More than a journey, it was a profound encounter with living faith through prayer, reflection, and engagement with communities and places shaped by his ministry and martyrdom.

The pilgrimage invited participants to reflect on the cost of discipleship and the Christian call to walk alongside the poor, the oppressed, and the forgotten, strengthening their commitment to justice, peace, and love in action.

Looking ahead, the pilgrimage program will expand and, for the first time, be divided into two distinct experiences. The next pilgrimage, scheduled for February 2026, will gather clergy from across the diocese for a journey focused on creation care and environmental justice, traveling to the Amazon region to engage with communities that integrate faith, ecology, and Indigenous wisdom.

Some Initiatives

- **Apollo Respite for All:** A comprehensive program for people with dementia and their caregivers, addressing physical, mental, social, and spiritual well-being through music, art, service, shared meals, and worship.
- **Pantries and Food Distribution:** Churches in Houston and Galveston provide food to their communities, strengthening the Church's visibility through service.

- **Community Gardens:** Churches across the diocese**,** among them St. Andrew's, Trinity Midtown, Emanuel, and St. Paul's in Katy**, a**re using their spaces to grow food, foster collaboration, and cultivate hope—demonstrating that visibility is also expressed through vibrant community spaces.

National-Level Responsibilities

Beyond my diocesan responsibilities, I continue to serve the wider Church in several national and international roles:

House of Bishops

In October, I joined fellow bishops in Juan Dolio, Dominican Republic, for a meeting of the House of Bishops. This meaningful gathering fostered rich conversations on theological education, church structure, the role of the bishop today, and matters related to finances and investments. We also visited several ministries of the Dominican Church, widely recognized for its work in education and healthcare. The meeting combined substantive work with collegial fellowship.

Board Member, Episcopal Relief & Development (ERD)

As a member of the ERD Board, I support the organization's mission to respond to natural disasters and advance long-term community development, with particular attention to women, children, and climate resilience. The Board meets four times annually—three via Zoom and one in person. In October, I participated in the Board's in-person meeting in Denver, Colorado**,** where we engaged in strategic planning, mission alignment, and oversight of the organization's ongoing work.

Board Member, College for Bishops

The College for Bishops provides formation and ongoing support for newly consecrated, active, and retired bishops. In 2025 we experienced a significant transition as the Managing Director, the Rt. Rev. Mary Gray-Reeves, announced her retirement after six years of faithful leadership. I had the privilege of participating in the October meeting of the College for Bishops in New York, where the Board affirmed a new direction for our shared work. The Rt. Rev. J. Scott Barker, Bishop of Nebraska, was named the next Executive Director of the College for Bishops**,** bringing rich experience in episcopal leadership, discipleship, and formation to this important ministry. Bishop Barker will serve alongside the current managing director through the remainder of 2025 as he prepares to assume full leadership. His appointment marks a hopeful moment in strengthening our support for bishops across the Church.

Coach, Diocese of Central Ecuador

In June, I visited the Diocese of Central Ecuador, meeting with diocesan staff, standing committees, and clergy, and leading a clergy retreat. This visit offered an opportunity to learn from the diocese's work in stewardship and emerging mission models and marked the conclusion of my service as coach to Bishop Juan Carlos Quiñonez.

Conclusion

Thank you for your time, discernment, and commitment to our shared mission. Today, the Church makes Christ visible through faithful service, vibrant worship, clear proclamation, and intentional invitation.

May God continue to guide and bless our ministry in the Diocese of Texas.

Héctor Monterroso, Bishop Assistant

REPORT OF BISHOP BRIAN SEAGE

May the God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit. (Rom 15:13)

Introduction

As I complete my first full year serving as Assisting Bishop for the North Region, I am filled with profound gratitude for the opportunity to be part of this remarkable family of faith. This year has been an incredible joy, and I am deeply thankful for the welcome, trust, and partnership I have experienced throughout the Diocese of Texas.

Ministry of Presence and Pastoral Care

Throughout this past year, I have completed a full lap around the North Region, engaging with every congregation and ministry through formal visitations, special meetings, and pastoral connections. Beyond the North Region, my ministry has also included official visits to parishes in Austin, Houston, Tyler, and the other regions of the Diocese.

These encounters have allowed me to witness firsthand the faithfulness and vitality of our congregations, to celebrate with them in their ministries, and to offer support and encouragement in their challenges. Throughout the Region and Diocese, I have witnessed incredible ministry, and within the North Region particularly, I have seen unique resiliency and determination that inspires hope for our shared future.

Faith in the Future: A Living Vision

The Diocesan vision statement—*Faith in the Future*—has proven remarkably apt as I have traveled throughout our region and diocese. My visitations consistently reveal a spirit of vibrancy and hope that animates our communities. This is not a vision statement that lives only on paper; it is embodied in the daily witness and ministry of our people.

New Names, New Identities

Several parishes in the North Region have embraced new identities this year, marking significant moments of transformation and renewed mission:

- **St. Stephen's, Hurst** will soon be known as **Epiphany Episcopal Church**
- **The Fort Worth church plant** has taken the name **St. Brigid Episcopal Church**

These changes represent more than new signs, they signal congregations claiming fresh vision for their ministry and place in God's mission.

Emerging Ministries

New ministries have arisen throughout the North Region, demonstrating the entrepreneurial and responsive spirit of our congregations:

- **El Jardín**, an intentional church plant of the Diocese of Texas, bringing new expressions of faith to our region was launched in the Fall. This ministry is led by the Rev. Javier Rivera
- A **new ministry sponsored by St. Luke's in the Meadow, Fort Worth** that is intentionally reaching into the Latinx community in their neighborhood, responding to the call to welcome and serve our neighbors

Building for the Future

Multiple parishes have undertaken significant development and building projects, investing in facilities that will serve their ministries for years to come:

- All Saints', Fort Worth
- 4Saints Food Pantry
- St. Luke's in the Meadow, Fort Worth
- St. Christopher, Fort Worth
- St. Mary's, Hillsboro
- St. Stephen's, Hurst (Epiphany)
- St. Martin's, Keller

These projects represent substantial commitments of resources, vision, and faith—tangible signs of congregations building for God's future in their communities.

Special Events and Diocesan Engagement

This year included several significant gatherings and initiatives:

- **September**: Episcopal Health Foundation event, *We Are Better Together*
- **Finance Road Show**: Supporting parishes in stewardship and fiscal health
- **Diocesan Council 2025**: Held in Fort Worth, it was a blessing to host our siblings from around the Diocese and to participate in the governance and strategic direction of our shared ministry
- **Executive Council, Executive team, Clergy conference and other EDOT Ministries:** Regular meetings of Diocesan entities have sent me to Camp Allen on numerous occasions. I am grateful to participate in these important organizational gatherings.

A Celebration of Ministry

Throughout the year, the North Region office has hosted numerous gatherings that strengthen our fellowship and build up the body of Christ:

- **Retired Clergy and Clergy Spouse Luncheon**: Honoring those who have served and continue to support the ministry of the church
- **Regional Advent Party**: Gathering all clergy and spouses for celebration and connection during the season of preparation
- **May Clericus Meeting**: Featuring the Rev. Leslie Stewart, Missioner for Church Plants, whose presence enriched our conversation about emerging ministries and mission
- **Celebration of a New Ministry**: During the Spring, the Rev. Paula Jefferson was installed as Rector at St. Christopher's
- **Ordination of the Rev**. **Karen Petit:** Barely 24 hours after arriving in January of 2025 I was blessed to visit Christ Church in Mexia for this ordination to the Sacred Order of Priests. It was a wonderful celebration
- **Installation of a New Head of School**: In September All Saints' School installed Mr. Wally Worden as their Head of School during a liturgical celebration in the school chapel

One of the highlights of the year was our **Regional and Fellowship celebration**, honoring Katie Sherrod's ministry as Communication Coordinator for the North Region. This gathering was made especially memorable by the attendance of our Presiding Bishop, Sean Rowe, whose presence underscored the significance of Katie's faithful service and the value of effective communication in building up the body of Christ.

Wider Church Involvement

My service to the Diocese has been enriched by participation in ministry beyond our diocesan boundaries. I currently serve on the boards of:

- **Siempre Unidos**: Working toward greater unity and inclusion in our church
- **Recovery Ministry of the Episcopal Church**: Supporting congregations and individuals in healing and wholeness
- **Center for the Restoration of Impaired Clergy**: Advocating for clergy health and restoration

These involvements connect our diocesan life to the broader work of the Episcopal Church and allow me to bring insights and relationships back to the North Region.

Community Involvement

The Fort Worth area and surrounding region are vibrant and full of life. I appreciate being invited to participate in, or observe several local projects and committees. These include:

- **The Fred Rouse Memorial Dedication:** Local, city and state leaders from the sacred and secular gathered to remember and launch the creation of a memorial for Fred Rouse, Sr. whose life was tragically cut short by a brutal lynching in 1922
- **Brite Divinity School, Board of Visitors:** Joined with other leaders from the faith community and beyond to learn more about this Theological School affiliated with TCU
- **Near Southside:** Supported this organization of business leaders in the Downtown and Near Southside area of Fort Worth. Involvement included outreach to the displaced families and individuals of a tragic fire at a local apartment complex. The Diocese of Texas was further made known to the surrounding community thanks to our ongoing participation in local events like Mardi Gras Southside that kicked off the Epiphany Season for our neighbors with King cake, beignets and displays regarding the liturgical context of the Season

North Region Office

The effectiveness of any episcopal ministry depends greatly on the support and systems that sustain it. I am deeply grateful for my executive assistant, Joseph Roberts, whose steady efforts keep the office running smoothly and my schedule flowing. Joseph's faithful attention to detail, warm hospitality, and organizational skills make possible the breadth of pastoral engagement and administrative work that this role requires. The North Region office is strengthened immeasurably by his dedication and competence. Including myself, there are 5 Diocesan employees working from this office. A spirit of collegiality is being deepened by regular fellowship surrounding lunch and community celebrations

Looking Ahead: Goals for the Coming Year

As I look toward the year ahead, several priorities emerge:

- **Continuing Fellowship**: Building on the momentum of our gatherings to deepen relationships and mutual support among clergy and congregations
- **4 Saints**: This ministry, inaugurated more than 10 years ago, has become a focal point for Outreach in Fort Worth and beyond. Relationships between the parishes and parishioners are fostered in this place. Approximately 5000 people are fed through this miraculous ministry every month

The Resiliency of the North Region

What has struck me most profoundly this year is the unique resiliency demonstrated by the people, clergy, and parishes of the North Region. These communities have weathered

significant challenges, yet they have not merely survived, they have emerged with joyful and enterprising hearts.

The North Region is pushing forward with determination and joy, discovering new expressions of our ancient faith for a new day. From new names to new ministries, from building projects to innovative outreach, I see everywhere evidence of congregations leaning into God's future with confidence and creativity.

Conclusion

As I complete this first full year, I do so with great anticipation for what lies ahead. The foundation of relationships built, the insights gained through pastoral engagement, and the evidence of the Spirit's work throughout our region fill me with confidence and hope. I am honored to walk alongside the faithful people of the North Region and the wider Diocese as we continue to live into our calling as the Body of Christ in this time and place.

I remain deeply grateful to Bishop Doyle, my fellow bishops, the Diocesan staff, and all members of Diocesan Council for your support, wisdom, and partnership in ministry.

Brian Seage, Assisting Bishop

REPORT OF BISHOP RAYFORD B. HIGH

As the Resigned VIII Bishop Suffragan of the Diocese of Texas, I have traversed the Colorado River multiple times, to offer ministry, counsel and encouragement. The following are noted:

- Attended Diocesan Council in Fort Worth while I served as Provisional Bishop from 2012-2015.

-Joined Bishops Doyle, Ryan, and Monterosso for the Consecration of the Rt. Rev. Angela Cortina's at St. John's Church, McAllen.
-Confirmed, preached and celebrated the Holy Eucharist at St. Stephen's Church, Liberty.

-Attended a Compass Rose Society Dinner with the Rt. Rev. Anthony Pogo, Secretary General of the Anglican Communion and hosted by Bishop Andy and JoAnne Doyle.

-Served with the Rt. Rev. Hector Monterosso for confirmation at St. Isadore Church, Pearland

-Represented the Diocese of Texas and West Texas at the Compass Rose Society Annual General Meeting in London, meeting the Archbishop of Canterbury-Elect, the Rt. Rev. Sarah Mullally and the Archbishop of York.

-Attended the dinner for the 2025 Diaconate Ordinands at the home of Bishop Andy and JoAnne Doyle.

-Served with Canon Ann Normand as one of the Spiritual Directors at Happening #185, with high school youth leaders at Camp Allen.

-Attended a Compass Rose Society Dinner for the former Archbishop of Canterbury, Justin Welby and Caroline, his wife, hosted by Bishop Andy and JoAnne Doyle.

It is an honor and privilege to continue serving our Lord Jesus Christ and his Church in the Diocese of Texas and in the Anglican Communion. Both Ann and I find great joy and are blessed to be a part of this loving, caring and spirit filled Diocese of Texas.

Rayford B. High, Jr.
Retired Bishop Suffragan of Texas and Retired Provisional Bishop of Fort Worth

REPORTS OF OFFICERS OF THE DIOCESE

HISTORIAN

An updated history of the Diocese of Texas that concludes with the onset of the COVID-19 pandemic in 2020 is available through the diocesan office. Historical documents relating to the reunion of the Diocese of Texas and the Episcopal Church in North Texas are also available through the archives of the diocese. As Diocesan Historian, I also mentor postulants for Holy Orders in historical studies as they prepare for ordination when requested by the Executive for Ministry.

Jimmy Abbott, Diocesan Historian

REGISTRAR

As Registrar of the Diocese of Texas, I certify that to date in 2025, all ordinations held within the Diocese and all transfers of clergy as well as clergy changes in each congregation have been duly recorded.

Millie I. M. Longoria, Registrar of the Diocese

SECRETARY

I am grateful to those who have responded to the Bishop's request for reports to the Journal and those who have responded in time to get them printed in Volume I. Again, this year, delegate registration for the 177th Council is to be filed online (do not send copies to the Diocesan Center). Forms materials for 2026 (such as the delegate certification, list of appointed/elected parochial officers) are already available on the diocesan website as a part of the Council registration forms. Please remember that Council registration and all the other requested material are to be completed online. Council registration and all required forms are due by February 13. If you need assistance completing any of these forms, please contact councilregistration@epicenter.org. Beginning January 5, you will be able to file the parochial report by going to https://reports.dfms.org and entering your login and password. As before, you are required to file your report online. Online filing will not begin until January 5. Please do not send a hard copy to the Diocese; we are able to access the reports once they have been filed online. We do recommend, however, that you keep a hard copy of your Parochial Report for your own records. I remind you that regardless of what the preparation handbook says, by Diocesan Canon your Parochial Report is due in the New York office of the General Convention by February 13. After January 5, we will be checking daily to see which Reports have been filed. If your Report is not on file by February 5, Diocesan Canons specify that you are not entitled to join or to vote in Council. Please make every effort to file your Parochial Report in a timely manner.

Marcea Paul, Secretary

ARCHIVIST

In 2025, I received approximately two archive inquiries per month. These inquiries ranged from routine requests for membership transfer letters to requests for verification of baptisms and confirmations. Some of the churches in question closed decades ago and others were more recent.

Over the summer, I worked with two volunteers – Julie Stuckey and Debbie Sansom - to begin the process of sorting files after the closure of All Saints', Stafford in 2024. The Dulles Avenue church property was used by Good Shepherd Indian Church throughout 2025, but a potential sale of the property requires the relocation of the files. At the beginning of the project, there were 85 banker's boxes of files, including files from Church of the Advent, Stafford (closed in 1999). Thanks to Julie Stuckey and Debbie Sansom's help, I was able to reduce that number to 22 banker's boxes. The files will be brought to the Houston Diocesan Center to await additional preparation for archive.

In addition to the All Saints', Stafford files, we have been approached by two other entities wishing to forward materials to us for the archive. The Archives of the Episcopal Church in Austin has 30 cubic feet of records belonging to EDOT that fall outside their acquisition policy. These files include records from Bishop Quin, Bishop Hines, and the bishops office and they need to be returned to us. The Rev. Jimmy Abbott of Trinity, Galveston would like to send 30 banker's boxes of vestry minutes, parish registers, and service registers dating to the 1930s. I have been busily looking at storage space at the Houston Diocesan Center and we have discussed bringing in a contract employee who can assist with these projects.

Lastly, I had one special project given to me by Bishop Doyle. At the request of the Episcopal Native Boarding Schools Commission, we conducted research into the Diocese of Texas' possible history of support or association with any Native American boarding schools. From what I learned, I believe the Diocese of Texas had no direct or official involvement with these schools.

I began this research by reading through the diocesan journals from our first council in 1849 through 1900. I focused on the bishop's addresses and committee reports as the most likely places where boarding schools might be referenced. I also looked at the financial reports. What I learned is that the diocese made multiple attempts to begin schools in its early years and they primarily focused on Anglo populations. Although there were schools for girls, the early diocese concentrated their efforts on educating young, Anglo males who could then be encouraged to join the priesthood. Many of the schools were short-lived due to a variety of factors, including yellow fever outbreaks, fires, and the overall economic depression after the wars. Other than the St. Paul's School in Brenham, which became St. Paul's College, there were only a handful of short-lived boarding schools mentioned and a few notes that many clergy taught privately to supplement their salary. There was much discussion about the need and desire to create schools for formerly enslaved persons, but very little was accomplished due to lack of funding and leadership. I also reviewed volumes I and II of The Episcopal Church in Texas by Lawrence L. Brown looking for any mention of relationships with indigenous populations, schools, boarding schools (both inside or outside the state), and

funding associated with this. I also searched for any reference to “Mexican” populations in

case there were groups of indigenous peoples who might have been grouped under that description. I found nothing. These research details were shared with the Native Boarding Schools Commission and no further research requests have been received.

Kathryn L. Herman, Archivist

TREASURER

THE EPISCOPAL DIOCESE OF TEXAS

The information provided is for period January 1 - November 30, 2025

	2025 Year to Date	2025 Adopted Budget
REVENUES		
Assessments	**$ 8,246,089**	**$ 8,905,777**
Foundation Overhead Payments	**3,957,397**	**4,663,949**
Other Revenues	**707,131**	**448,500**
TOTAL REVENUES	**$ 12,910,617**	**$ 14,018,226**
EXPENDITURES		
OFFICE OF THE BISHOP		
Clergy Compensation	$ 2,025,719	$ 2,316,081
Lay Staff Compensation	755,990	975,383
Total Business and Travel Expense	552,637	564,996
Clergy Conference	140,382	180,000
TOTAL OFFICE OF THE BISHOP	**3,474,728**	**4,036,460**
COMMUNICATIONS DEPARTMENT		
Communication Staff Compensation	457,965	547,047
Other	239,630	216,000
TOTAL COMMUNICATIONS	**697,595**	**763,047**
CANONICAL EXPENSES		
Diocesan Council	519,962	415,000
Historian and Archives	119,161	135,445
TOTAL CANONICAL EXPENSES	**639,123**	**550,445**
MINISTRY EXPENSES		
Ministry Staff Compensation	685,453	772,688
Transition Ministry	201,905	187,000
Wellness and Care Ministry	101,870	118,100
Other Ministry Expenses	214,856	287,200
TOTAL MINISTRY EXPENSES	**1,204,084**	**1,364,988**

	2025 Year to Date	2025 Adopted Budget
CONGREGATIONAL AND MISSION VITALITY		
Congregational and Mission Vitality Compensation	461,885	647,671
Business/Travel – Congregational and Mission Vitality	68,757	95,000
Congregational Vitality	74,941	60,500
TOTAL MISSION AMPLIFICATION EXPENSES	**605,583**	**803,171**
SERVICE AND OUTREACH		
Support of the Episcopal Church	1,331,919	1,453,002
Support of the Anglican Communion	564,000	600,000
EDOT Global Partnership	19,215	25,000
Other	237,599	311,500
TOTAL SERVICE AND OUTREACH	**2,152,733**	**2,389,502**
ADMINISTRATIVE EXPENSES		
Staff Compensation	1,319,354	1,606,748
Diocesan Center Operating Expense	1,020,990	1,001,269
General Office Expense	236,979	325,600
Insurance	338,064	327,500
Other Admin	678,387	633,978
TOTAL ADMINISTRATIVE EXPENSES	**3,593,774**	**3,895,095**
TOTAL EXPENSES	**$ 12,367,620**	**$ 13,802,709**
REVENUES OVER (UNDER) EXPENSES	**$ 542,997**	**$ 215,517**
SPECIAL ACCOUNTS	**$ 391,694**	$ -

NET CHANGE IN ASSETS

$ 934,691

$ 215,517

Linda Riley Mitchell, CFO/Treasurer

EXECUTIVE BOARD

Saturday, February 8, 2025:

The Executive Board of the Episcopal Diocese of Texas met immediately following the adjournment of the 176th Annual Council, which was held at the Ft. Worth Convention Center. Bishop Doyle welcomed newly elected members (Debbie Allensworth, Abe Campos, Nandini Kandolha, the Rev. Jeremy Bradley, and the Rev. Brad Sullivan) and explained the meetings schedule (three annually at Camp Allen, the first of which will be in March). The Rt. Rev. Jeff W. Fisher was re-affirmed as Vice-President of the Executive Board. Elected as Secretary was the Rev. Cn. Marcea E. Paul. Elected as Treasurer was Linda Riley Mitchell. Elected as lay representative to the 177th Council's Nominations Committee was Keen Haynes.

Wednesday, March 12, 2025:

The Executive Board conducted a hybrid meeting, with some at Camp Allen and some via Zoom. The Mission Committee met with two distinct parts: 1. An interview with the Rev. Dr. Kate Pays, a Disciples of Christ minister, seminary professor at Brite, and prolific author, who left conventional ministry at higher levels to create a space that was specifically supportive of those who have been injured by the "mainline" church. The committee was inspired by thinking in different ways about what success looks like in the church.2. Bishop Doyle spoke regarding Faith in the Future, changes to the department of Congregational Mission Vitality, congregational leadership in the Church of tomorrow, EDOT's financial sustainability, and upcoming staff changes. The Governance Committee has moved from Title IV to Title V and will continue to meet monthly with a goal of having revisions to present to the Board in November for Council in February. The Finance Committee welcomed new members Nandini Kandolha and reviewed current financial statements. Jonathan Blaker presented on grant funding. They discussed Council, approved internal controls. And discussed the budget process. assessments. A motion was made to approve the Housing Resolutions which included six adjustments. The motion passed with no objection. Allen Kight, President and CEO of Camp Allen reported on the success of Camp Allen in 2024 and shared that they were close to meeting their goal for the capital campaign. Completion of the new hotel wing is expected by November/December. There have been some staff changes at Camp Allen. Summer camp registration is open with 1,400 already registered. Looking forward to welcoming folks for the Grande Family Reunion. Canon Paul gave an update of "Faith in the Future" updates. Canon Faulstich presented slides showing clergy transitions and churches at different stages in the search process. She also announced that yesterday was Canon Saylor's last day with EDOT.

Wednesday, September 24, 2025:

The Executive Board conducted a hybrid meeting. The Rev. Louise Samuelson was approved by unanimous vote to replace David Faulkner as a Disciplinary Board member. The Mission Committee met with an update on Missional Communities. These are entities specifically designed for those who either cannot get to a traditional worship space or choose not to do so. To date there are 126 different communities under Kelley McRae's oversight. Bishop Doyle provided an update on *Faith in the Future* task forces, hiring of new staff and restructuring of the Houston office. The Governance Committee have been meeting monthly since May; they reviewed and proposed revisions for Title V to standardize language and looked at bylaws of each entity to determine if they matched the Canons. All the proposed changes were approved unanimously and will move on to the Constitutions and Canons permanent committee of the Diocesan Council. The Finance Committee met and Sam Dodson, Chair of the Audit Committee, joined in to review the findings of the audit for 2024 finances. The auditor's report passed unanimously. There were also reports on medical coverage and the grand funding and balances for Covid-19 and Coffield Disaster Recovery

and Memorial Reunification Fund. Housing allowances were also discussed. Linda Riley Mitchell, CFO, presented the proposed 2026 Assessments. The $9.3 million-dollar total assessment is a 3.9% or $300,000 increase over 2025, and the calculation is consistent with the formula in place for a decade. The proposed 2026 Assessment Calculation passed with no objection. Insurance premiums will increase by 6% and were reviewed by EDOT Insurance Task Force. The recommendation on the 2026 premiums was approved unanimously. Human resources successfully launched ADP, seamlessly transitioning the entire HRIS system to a more modern and integrated platform. Bette Lehmberg, Chair, presented new Housing Resolutions that the Finance Committee reviewed and approved. A vote was taken and the Housing Resolutions passed unanimously. *Rosamaria Murillo, Chief Executive Officer of El Buen Samaritano* offered a detailed Institutional report on the four Pillars of Service: Health, Education and Workforce, Food Access and Financial and Rental Assistance. Canon Faulstich gave a report on Transition Ministry and shared about the hiring of The Rev. Perry Mullins as Canon for Congregational and Mission Vitality. Canon Paul reported that there is a slate of candidates being interviewed to fill the COO position and encouraged clergy to register for clergy conference, October 20-22. Allen Kight reported on Camp Allen's Summer Camp, Back to Nature Campaign and encouraged attendance to Houston Starry Nights to be held on October 2nd. Bishop Doyle discussed the necessity of funds for changes to bathrooms and changing rooms. Conversations have occurred internally around the privacy and safety of LGBTQ+ individuals, which has already resulted in some changes. New and changing legislative requirements are hastening our focus on these matters. He also reminded all present that nominations are due by November 1st for elections at Council.

Marcea Paul, Secretary

DIOCESAN FOUNDATIONS

THE BISHOP QUIN FOUNDATION

"The Mission of the Bishop Quin Foundation is to Help Build the Church!" Our Mission Statement calls for us to do this "within the Episcopal Diocese of Texas with the advice and counsel of the Bishop of Texas and working with the Diocesan staff and the other foundations of the Diocese by continuing to increase and utilize our resources effectively.

Trustees are appointed to overlapping three-year terms by the Council of the Diocese of Texas. The Bishop and Treasurer of the Diocese are *ex officio* members of the board, with voice and vote. Elected members during the past year included; The Rev. Bill Fowler, Robert Estrada, and Jennifer Weston (terms expiring in 2026), Marcela Donadio, The Rev. Korey Wright, and Margaret Mieuli (terms expiring in 2027), and Leslie Cleaver, Doug Webster, and The Rev. Brian Cannaday (terms expiring in 2028). Officers elected by the Board were The Rev. Bill Fowler, President; Marcela Donadio, Vice-President; Ms. Linda R. Mitchell, Treasurer; Mr. David N. Fisher, Secretary; and Miss Vanessa Ruiz, Assistant Secretary.

The Foundation established the following committees:

- Executive Committee – Conducts foundation business between meetings of the board. Members are; Bishop Doyle (Chair), Bill Fowler (President & Convener), Marcela Donadio, Linda Mitchell, and David Fisher.
- Quin / EFT Strategic Mission Grants Committee – Joint Venture which supports the missional growth of congregations within the Episcopal Diocese of Texas. Bishop Quin Foundation members of the SMG Committee are: Margaret Mieuli, Leslie Cleaver, Jenifer Weston, and The Rev. Korey Wright.

Again this year, grants were provided to support the Curate/Intern Placement Program. Under this program, the Bishop Quin Foundation funds one half of the salaries of Curates/Interns placed in churches throughout the Diocese of Texas. The Trustees continue to believe that attracting and maintaining high quality talent is vital to the continued growth and success of the Diocese. The Bishop Quin Foundation supports Sabbatical Grants for our clergy. The Bishop Quin Foundation has also funded initiatives from our congregations there were referred by the EDOT Collaboration Team and Mission Amplification teams over the past few years. The Bishop Qun Foundation was also active in 2025 supporting formation initiatives through its Leadership Fund as well health insurance premiums for clergy and lay diocesan staff through its Wellness & Health Fund.

The Strategic Mission Grant program is a collaborative venture with the Episcopal Foundation of Texas and the Great Commission Foundation. The Strategic Mission Grants Committee (SMG) has a dedicated website www.smgedot.org for processing grant applications from EDOT congregations and managing active grants. This interactive website includes videos, stories, and motion graphics that convey information about the grant program using multiple media formats. The site has a complete translation in Spanish. The grant focus includes encouraging congregations to engage with their surrounding

communities, focus on invitation, and the funding of missional communities.

Throughout the year, the Trustees relied on the hard work and skills of a dedicated and capable staff. We have been ably advised by Bishop Doyle and Canon Faulstich and we are grateful for and feel blessed by their guidance, advice and support. Additionally, we were ably guided throughout the year by Linda Mitchel, Diocesan Treasurer, and David Fisher, EDOT Director of Foundations, and Vanessa Ruiz, Executive Assistant for Foundations. Our efforts were coordinated throughout the year with the other foundations of the Diocese. It is a privilege to work with this exceptional group of Christians with one accord.

Respectfully submitted,

The Rev. Bill Fowler, President

The Bishop Quin Foundation

(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Financial Statements
and Independent Auditors' Report
for the years ended December 31, 2024
and 2023

The Bishop Quin Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

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Independent Auditors' Report

To the Board of Trustees of
The Bishop Quin Foundation:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The Bishop Quin Foundation (an Instrumentality of the Protestant Episcopal Church in the Diocese of Texas), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The Bishop Quin Foundation as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of The Bishop Quin Foundation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Bishop Quin Foundation's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and

therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Bishop Quin Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Bishop Quin Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Blazek & Vetterling

October 29, 2025

The Bishop Quin Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Financial Position as of December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash and cash equivalents *(Note 3)*	$ 1,733,553	$ 2,398,392
Other assets	560,213	476,190
Investments *(Notes 4 and 5)*	308,511,981	291,241,347
TOTAL ASSETS	$ 310,805,747	$ 294,115,929
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 13,398	$ 21,944
Due to other Diocesan operating entities	696,968	280,840
Grants payable *(Note 6)*:		
Other related entities, net	1,912,641	1,976,345
Diocesan operating entities	885,444	2,521,292
Total liabilities	3,508,451	4,800,421
Net assets without donor restrictions:		
Board-designated:		
Revolving fund	342,767	(1,109,307)
Permanent fund	35,439,853	33,148,180
Wellness and health fund	208,660,089	196,724,882
Leadership fund	62,854,587	60,551,753
Total net assets without donor restrictions	307,297,296	289,315,508
TOTAL LIABILITIES AND NET ASSETS	$ 310,805,747	$ 294,115,929

See accompanying notes to financial statements.

The Bishop Quin Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Activities for the years ended December 31, 2024 and 2023

	2024	2023
REVENUE:		
Partnership income *(Note 4)*	$ 27,865,631	$ 32,087,494
Oil and gas royalties net of direct expenses	869,003	562,164
Net investment return	28,734,634	32,649,658
Support from Diocesan operating entities:		
Episcopal Foundation of Texas	2,789,094	1,384,632
Other revenue	236,901	57,947
Total revenue	31,760,629	34,092,237
EXPENSES:		
Program services:		
Grants to other related entities	3,760,398	3,702,888
Grants to Diocesan operating entities	9,157,838	9,716,823
Other program expenses	482,846	
Total program services	13,401,082	13,419,711
Management and general:		
Diocesan operating entities – administrative services	331,165	313,415
Other management and general	46,594	63,650
Total expenses	13,778,841	13,796,776
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	17,981,788	20,295,461
Net assets without donor restrictions, beginning of year	289,315,508	269,020,047
Net assets without donor restrictions, end of year	$ 307,297,296	$ 289,315,508

See accompanying notes to financial statements.

The Bishop Quin Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Cash Flows for the years ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets without donor restrictions	$ 17,981,788	$ 20,295,461
Adjustments to reconcile changes in net assets without donor restrictions to net cash used by operating activities:		
Notes receivable and related interest converted to grants		506,206
Partnership income	(27,865,631)	(32,087,494)
Changes in operating assets and liabilities:		
Other assets	(84,023)	
Accounts payable and accrued expenses	(8,546)	21,244
Due to/from Diocesan operating entities	416,128	522,295
Grants payable	(1,699,552)	1,588,124
Net cash used by operating activities	(11,259,836)	(9,154,164)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Distribution from partnership	10,500,000	10,524,336
Change in money market mutual funds held for investment	94,997	(14,473)
Payments received on notes receivable		38,401
Net cash provided by investing activities	10,594,997	10,548,264
NET CHANGE IN CASH AND CASH EQUIVALENTS	(664,839)	1,394,100
Cash and cash equivalents, beginning of year	2,398,392	1,004,292
Cash and cash equivalents, end of year	$ 1,733,553	$ 2,398,392

See accompanying notes to financial statements.

The Bishop Quin Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Notes to Financial Statements for the years ended December 31, 2024 and 2023

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – The Bishop Quin Foundation (the Foundation) is a Texas nonprofit corporation created in 1943 to commemorate the 25th anniversary of the consecration of the Right Reverend Clinton S. Quin as Bishop. It was incorporated in 1955 and organized under Title V, Canon 2, as amended, of the Constitution and Canons of the Protestant Episcopal Church in the Diocese of Texas (the Diocese). The Diocese is an ecclesiastical territory that extends from the Louisiana border to portions of central, eastern, and southeastern Texas. The authority of the Diocese is vested in the Bishop, the Council of the Diocese, and a standing committee. The broad objectives of the Foundation include such religious, charitable, and educational activities as determined by the Bishop and the Board of Trustees to be in furtherance of the spiritual and physical welfare of the Diocese. Members of the Board of Trustees are elected by the Council of the Diocese on nomination by the Bishop and include the Bishop as an ex-officio member and Chair of the Board of Trustees.

Related entities – The Executive Board of the Diocese is composed of the Bishop and fifteen members elected by the Council of the Diocese. Pursuant to various Canons, the Executive Board has certain oversight responsibilities relating to the affairs of the Foundation and the following related Diocesan operating entities:

- *Episcopal Diocese of Texas (EDOT)* is an operating unit of special accounts used to carry out the ministry of the Diocese and is supported primarily by parish assessments.
- *EDOT Financial Services Corporation (FSC)* was created to provide human resource, accounting, financial, and investment management services support to the related Diocesan operating entities, as well as administering health benefits for clergy and certain lay employees throughout the Diocese.
- *Protestant Episcopal Church Council of the Diocese of Texas (Church Corporation)* receives, holds, manages, and administers funds and properties acquired by gift or purchase for the use and benefit of the Diocese and any Diocesan institution. Additionally, it may also receive, hold, and manage funds held for the use and benefit of any parish or mission in the Diocese.
- *The Great Commission Foundation (GCF)* was created in 2013 to support missionary and church planting strategies of the Diocese.
- *Episcopal Foundation of Texas (EFT)* was created to hold and administer certain assets for the purpose of providing grants and loans for religious, educational, and charitable purposes to designated Diocesan entities.
- *The Episcopal Health Foundation (EHF)* was created in 2013 with proceeds from the transfer of the membership of the St. Luke's Episcopal Health System to an unrelated not-for-profit entity. The focus of EHF is to promote the health and well-being of the 10 million people in the counties served by the Episcopal Diocese of Texas.

The Foundation routinely engages in transactions with Diocesan operating entities and other related entities that are directly or indirectly governed by the Council of the Diocese. Other related entities include parishes, schools, and missions.

Basis of presentation – These financial statements include only the assets, liabilities, net assets, and activities of the Foundation. The accompanying financial statements do not include the assets, liabilities,

net assets, and activities of the related Diocesan operating entities or other related entities. Each of these related entities is an operating entity distinct from the Foundation, maintains separate financial records, and administers its own services and programs.

Federal income tax status – The Foundation is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code as a religious organization and is classified as a public charity under §170(b)(1)(A)(i) under the group exemption of the Protestant Episcopal Church in the United States of America.

Cash equivalents are highly liquid financial instruments with original maturities of three months or less which are available for grant and operating expenditures.

Investments are reported at fair value. Mineral interests are reported at cost less depletion and are fully depleted. Oil and gas royalties are presented net of direct production expenses and are recognized when earned. Investment return is reported in the statement of activities as an increase in *net assets without donor restrictions* unless the use of the income is limited by donor-imposed restrictions.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Net assets without donor restrictions are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation. The board designations are described as follows:

- *Revolving fund* receives a transfer of income from the permanent fund and interest and other income related to non-investment assets. These funds may be loaned or granted for any purposes that the Bishop and Board of Trustees (the Board) may determine to be in furtherance of the spiritual and physical welfare of the Diocese.
- *Permanent fund* receives revenue from investments and royalties after the transfer of income to the revolving fund. By the Board's action, income transfers are made from the permanent fund to the revolving fund based on 4% of the average fair market value of the fund for the prior three years. The investment return may be used at the discretion of the Board.
- *Wellness and health fund* was created with a $200 million grant from EHF for the benefit of clergy of EDOT, lay employees, and their families. This fund may be used to underwrite the cost of health insurance funding emergency health needs for clergy, lay employees and their families, and provide pastoral resources to the parishioners of the Diocese. Spending from the fund is limited to 4% of the average fair market value of the fund for the prior three years. The Board may modify the spending policy or use a portion of the principal at its discretion.
- *Leadership fund* was created with a $60 million grant from EHF to help raise up new clergy and lay leaders for the Diocese. This fund may be used to provide financial support to seminarians, prepare lay and clergy for leadership in the Episcopal Church, support programs and initiatives for seminaries related to EDOT, and support for the development of new or better forms of ministry. Spending from the fund is limited to 4% of the average fair market value of the fund for the prior three years. The Board may modify the spending policy or use a portion of the principal at its discretion.

Grants made are recognized as expense at fair value when the Foundation approves an unconditional commitment to a grant recipient. Commitments made, but not yet funded are reported as grants payable and are discounted to estimate the present value of future cash flows, if material. Conditional grants are subject to one or more barriers that must be overcome before the recipient is entitled to receive or retain funding. Conditional grants are recognized in the same manner when the conditions are met by the recipient.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Management and general activities are not directly identifiable with specific program activities. All of the Foundation's expenses are directly attributable to either program activities or management and general.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts reported as revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

The Foundation's financial assets consist of cash and a partnership interest in the EH Investment Fund (the Fund) totaling approximately $310.2 million and $293.6 million at December 31, 2024 and 2023, respectively. The Fund is managed to provide long-term appreciation and current income to support the Foundation's general expenditures for philanthropic activities and at any given time, 20% of the Fund's portfolio assets may be liquidated within a 30-day period. The Foundation's financial assets are available to be spent at the discretion of the Board of Directors to support general expenditures in the following year. Through prudent investing activities and spending policies, the Foundation structures its financial assets to be available to fund general expenditures and liabilities as they become due.

For purposes of analyzing resources available to meet expenditures over a 12-month period, the Foundation considers all expenditures related to its ongoing religious, charitable, and educational activities, as well as the conduct of services undertaken to support those activities, to be general expenditures.

As part of the Foundation's liquidity management, it structures its financial assets to be available as its general expenditures and liabilities become due or as additional funding opportunities are presented. The Foundation's investments are invested for long-term appreciation but remain available to be spent at the Board's discretion. Generally, 4% of the three-year average value of the Foundation's portfolio is designated by the Board as available to meet general expenditures.

NOTE 3 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following:

	2024	2023
Bank deposits	$ 953,392	$ 2,041,495
Money market mutual funds	780,161	356,897
Total cash and cash equivalents	$ 1,733,553	$ 2,398,392

NOTE 4 – INVESTMENTS AND INVESTMENT RETURN

Investments consist of a partnership interest in the EH Investment Fund, L.P. (the Fund). The Fund is a Delaware limited partnership that was created on June 1, 2014. HCP EHF Management LLC (General

Partner), a U. S. Securities and Exchange Commission registered advisor and wholly owned subsidiary of Hall Capital Partners LLC, is the General Partner to the Fund. There are five limited partners in the Fund, all of which are Diocesan operating entities. As of December 31, 2024, the Foundation had an 18% interest in the Fund.

The Fund is a global multi-asset class fund that primarily seeks to increase its net asset value by an amount in excess of inflation (as defined by the Consumer Price Index). The Fund also seeks to maximize investment returns and to reduce portfolio volatility by investing in diversified asset classes and capital markets. The asset classes that the Fund will invest in include global equities (developed and emerging), hedge funds, hybrids, private equity, real assets, fixed-income, and cash and cash equivalents.

At any given time, 20% of the Fund's portfolio assets can be liquidated within a 30-day period. Redemptions are allowed at the end of each month with 10 days' prior written notice provided that such request does not require the Fund to sell any illiquid investments or incur any penalty. There are no unfunded commitments at December 31, 2024.

The invested assets of the Fund are summarized by investment type as follows:

	2024	2023
Portfolio funds:		
Equity strategies	21.4%	23.8%
Growth/buyout	12.9%	12.7%
Venture capital	11.1%	10.6%
Absolute return	7.8%	10.7%
Real assets	5.0%	4.4%
Hybrid	3.7%	3.4%
Equity hedge	3.2%	3.3%
Registered investment companies	17.4%	14.1%
Marketable securities – common stock	10.9%	11.6%
Cash and cash equivalents	6.6%	5.4%
Total	100%	100%

Portfolio fund investments are subject to the terms of the respective portfolio fund's agreements, offering documents and other governing agreements. Additionally, most, if not all, of the portfolio funds in which the Fund invests may restrict both the transferability of the Fund's interest and the Fund's ability to withdraw. Due to these restrictions, investments in certain portfolio funds are viewed as illiquid and subject to liquidity risk.

Investments are exposed to various risks such as interest rate, market and credit risks. Alternative investments such as the Fund include additional risks because of their complex nature and limited regulations resulting in a greater risk of losing invested capital. Such risks include, but are not limited to, limited liquidity, absence of oversight, dependence upon key individuals, emphasis on speculative investments (both derivatives and nonmarketable investments), and nondisclosure of portfolio composition. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position and statement of activities.

Legal, tax, and regulatory changes could occur during the term of the Foundation's investment in the Fund. The regulatory environment for alternative investment funds is evolving, and changes in the regulation of these funds may adversely affect the value of investments held by the Foundation. The Foundation believes that the effect of any future regulatory change in the Foundation's assets would not materially impact the value.

Partnership Income

Partnership income from the investment in the Fund consists of the following:

	2024	2023
Realized and unrealized gain	$ 26,730,889	$ 31,369,068
Interest and dividends	2,196,889	1,758,715
Investment management and sub-advisory fees	(1,062,147)	(1,040,289)
Total partnership income	$ 27,865,631	$ 32,087,494

NOTE 5 – INVESTMENTS AND FAIR VALUE MEASUREMENTS

Generally accepted accounting principles require that certain assets and liabilities be reported at fair value and establish a hierarchy that prioritizes inputs used to measure fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The three levels of the fair value hierarchy are as follows:

- *Level 1* – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the reporting date. The types of investments included in Level 1 are securities traded and valued based upon a public exchange.
- *Level 2* – Inputs are quoted prices in nonactive markets or in active markets for similar assets or liabilities, or inputs which are either directly or indirectly observable with observable market data at the reporting date.
- *Level 3* – Inputs are not observable and are based on the reporting entity's assumptions about the inputs market participants would use in pricing the asset or liability.

There are no investments that are categorized as Level 2 or Level 3 investments at December 31, 2024 and 2023. In accordance with Accounting Standards Update 2015-07, *Fair Value Measurements*, investments for which fair value is measured at net asset value per share (or its equivalent) (NAV-PE) using the practical expedient have not been categorized in the fair value hierarchy.

Assets measured at fair value at December 31, 2024 are as follows:

	LEVEL 1	NAV- PE	TOTAL
Cash equivalents:			
Money market mutual funds	$ 780,161		$ 780,161
Investments:			
EH Investment Fund, L.P.		$ 308,511,981	308,511,981
Total assets measured at fair value	$ 780,161	$ 308,511,981	$ 309,292,142

Assets measured at fair value at December 31, 2023 are as follows:

	LEVEL 1	NAV- PE	TOTAL
Cash equivalents:			
Money market mutual funds	$ 356,897		$ 356,897
Investments:			
EH Investment Fund, L.P.		$ 291,146,350	291,146,350
Money market mutual funds	94,997		94,997
Total investments measured as fair value	94,997	291,146,350	291,241,347
Total assets measured at fair value	$ 451,894	$ 291,146,350	$ 291,598,244

Valuation methods used for assets measured at fair value are as follows:

- *EH Investment Fund, L.P.* is valued at the net asset value (or its equivalent) as a practical expedient to report the fair value of the investment. The fair value of the Fund is based on information provided by the General Partner of the Fund. Management takes into consideration consultation with the Fund's investment managers and audited financial statements to determine the overall reasonableness of the recorded value.
- *Mutual funds* are valued at the reported net asset value of shares held at year end.

These valuation methods may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Foundation believes its valuation methods are appropriate, the use of different methods or assumptions could result in a different fair value measurement at the reporting date.

NOTE 6 – GRANTS PAYABLE

At December 31, 2024, grants approved and committed for future payments are payable as follows:

2025	$ 2,506,935
2026	248,650
2027	42,500
Total grants payable	$ 2,798,085

The Foundation has made approximately $546,000 in conditional grants to other related entities that are conditioned upon certain events occurring and have not been recognized either as grants payable or grant expense at December 31, 2024.

NOTE 7 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 29, 2025, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in net assets.

CHURCH CORPORATION

The Protestant Episcopal Church Council of the Diocese of Texas, popularly known as the “Church Corporation,” serves the diocese by providing a vehicle for professional investment management to congregations and institutions throughout the diocese. This vehicle is called the Participating Fund and allows participants to pool their funds with others to achieve economies of scale and quality fiduciary management. Accounts of all sizes are accepted and invested together with the Church Corporation’s own funds in a consolidated investment pool with the other foundations in the diocese.

The Church Corporation also serves the diocese by holding title to property used by churches, day schools, outreach ministries, and other diocesan entities and by administering the Clergy Housing Trust and the Episcopal Housing Trust. The Church Corporation assists these entities in the stewardship of those properties through oversight and advice on planning, maintenance, expansion, and financing in furtherance of their mission. The financial activities of the Church Corporation are summarized in the statements that follow. The six trustees: Bishop Doyle, Steve Fallon, The Rev. Sean Steele, Gloria Rose, The Rev. Canon Lisa Burns, and I were ably assisted in 2025 by Linda R. Mitchell, Assistant Treasurer, David N. Fisher, Assistant Secretary/Treasurer, and Vanessa Ruiz, Assistant Secretary.

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

Samuel A. Dodson, President

Protestant Episcopal Church Council of the Diocese of Texas

(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Financial Statements
and Independent Auditors' Report
for the years ended December 31, 2024
and 2023

Protestant Episcopal Church Council of the Diocese of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

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Independent Auditors' Report

To the Board of Trustees of
Protestant Episcopal Church Council of the Diocese of Texas:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the Protestant Episcopal Church Council of the Diocese of Texas (an Instrumentality of the Protestant Episcopal Church in the Diocese of Texas), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Protestant Episcopal Church Council of the Diocese of Texas as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Protestant Episcopal Church Council of the Diocese of Texas and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Protestant Episcopal Church Council of the Diocese of Texas' ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and

therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Protestant Episcopal Church Council of the Diocese of Texas' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Protestant Episcopal Church Council of the Diocese of Texas' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Blazek & Vetterling

September 10, 2025

Protestant Episcopal Church Council of the Diocese of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Financial Position as of December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash	$ 2,629,763	$ 1,398,011
Other assets	388,106	402,546
Land and buildings held for sale	585,549	585,549
Investments *(Notes 3 and 4)*	86,614,696	81,883,401
Property, net *(Note 5)*	9,661,887	9,755,846
TOTAL ASSETS	$ 99,880,001	$ 94,025,353
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 60,633	$ 4,199
Grants payable to other related entities	1,161,965	1,245,254
Due to Diocesan operating entities	1,686,034	762,806
Funds held for other related entities	44,280,139	40,925,971
Note payable *(Note 6)*	5,240,527	6,293,007
Total liabilities	52,429,298	49,231,237
Commitments and contingencies *(Note 7)*		
Net assets *(Note 10)*:		
Without donor restrictions *(Note 8)*	19,953,837	19,010,969
With donor restrictions *(Note 9)*	27,496,866	25,783,147
Total net assets	47,450,703	44,794,116
TOTAL LIABILITIES AND NET ASSETS	$ 99,880,001	$ 94,025,353

See accompanying notes to financial statements.

Protestant Episcopal Church Council of the Diocese of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statement of Activities for the year ended December 31, 2024

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
REVENUE:			
Contributions	$ 1,210,227	$ 179,503	$ 1,389,730
Net investment return *(Note 3)*	1,508,953	2,325,540	3,834,493
Support from Diocesan operating entities	494,440		494,440
Other income	68,565		68,565
Total revenue	3,282,185	2,505,043	5,787,228
Net assets released from restrictions:			
Participating fund distributions	691,324	(691,324)	
Program expenditures	100,000	(100,000)	
Total	4,073,509	1,713,719	5,787,228
EXPENSES:			
Program services:			
Grants made:			
Other related entities	707,163		707,163
Diocesan operating entities	925,791		925,791
Unrelated entities	404,750		404,750
Imputed interest on note payable to The Great Commission Foundation *(Note 6)*	396,440		396,440
Depreciation	93,959		93,959
Repairs and maintenance	39,159		39,159
Total program services	2,567,262		2,567,262
Management and general:			
Diocesan operating entities – administrative services	455,994		455,994
Other	107,385		107,385
Total expenses	3,130,641		3,130,641
CHANGES IN NET ASSETS	942,868	1,713,719	2,656,587
Net assets, beginning of year	19,010,969	25,783,147	44,794,116
Net assets, end of year	$ 19,953,837	$ 27,496,866	$ 47,450,703

See accompanying notes to financial statements.

Protestant Episcopal Church Council of the Diocese of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statement of Activities for the year ended December 31, 2023

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
REVENUE:			
Contributions	$ 721,386	$ 190,623	$ 912,009
Net investment return *(Note 3)*	1,880,254	2,701,577	4,581,831
Support from Diocesan operating entities	567,441		567,441
Other income	46,433		46,433
Total revenue	3,215,514	2,892,200	6,107,714
Net assets released from restrictions:			
Participating fund distributions	930,906	(930,906)	
Program expenditures	200,000	(200,000)	
Total	4,346,420	1,761,294	6,107,714
EXPENSES:			
Program services:			
Grants made:			
Other related entities	1,697,575		1,697,575
Diocesan operating entities	559,371		559,371
Unrelated entities	523,425		523,425
Imputed interest on note payable to The Great Commission Foundation *(Note 6)*	468,441		468,441
Depreciation	95,319		95,319
Repairs and maintenance	36,605		36,605
Interest	4,512		4,512
Total program services	3,385,248		3,385,248
Management and general:			
Diocesan operating entities – administrative services	429,440		429,440
Other	54,821		54,821
Total expenses	3,869,509		3,869,509
CHANGES IN NET ASSETS	476,911	1,761,294	2,238,205
Net assets, beginning of year	18,534,058	24,021,853	42,555,911
Net assets, end of year	$ 19,010,969	$ 25,783,147	$ 44,794,116

See accompanying notes to financial statements.

Protestant Episcopal Church Council of the Diocese of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Cash Flows for the years ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets	$ 2,656,587	$ 2,238,205
Adjustments to reconcile changes in net assets to net cash used by operating activities:		
Depreciation	93,959	95,319
Partnership income	(7,699,862)	(8,875,647)
Forgiveness of note payable		(436,230)
Changes in operating assets and liabilities:		
Other assets	14,440	21,369
Accounts payable and accrued expenses	56,434	(364,044)
Grants payable to other related entities	(83,289)	539,171
Due to Diocesan operating entities	923,228	(1,770,161)
Funds held for other related entities	3,354,168	5,613,103
Net cash used by operating activities	(684,335)	(2,938,915)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments on note payable	(1,052,480)	
Proceeds from sales of investments	3,500,000	4,233,475
Purchases of investments		(11,500,000)
Net change in money market mutual funds held as investments	(531,433)	9,666,278
Net cash provided by investing activities	1,916,087	2,399,753
NET CHANGE IN CASH	1,231,752	(539,162)
Cash, beginning of year	1,398,011	1,937,173
Cash, end of year	$ 2,629,763	$ 1,398,011

See accompanying notes to financial statements.

Protestant Episcopal Church Council of the Diocese of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Notes to Financial Statements for the years ended December 31, 2024 and 2023

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – Protestant Episcopal Church Council of the Diocese of Texas (Church Corporation) is a Texas nonprofit corporation created by the Protestant Episcopal Church in the Diocese of Texas (the Diocese), which was organized in Texas in 1836 and is a part of the Protestant Episcopal Church in the United States of America. The Diocese is an ecclesiastical territory that extends from the Louisiana border to portions of central, eastern, and southeastern Texas. The authority of the Diocese is vested in the Bishop, the Council of the Diocese, and a standing committee.

Church Corporation, created in 1886, is authorized to receive, hold, manage, and administer funds and properties acquired by gift or purchase for the use and benefit of the Diocese and any Diocesan institution. Additionally, it receives, holds, and manages funds held for the use and benefit of any parish or mission in the Diocese. Church Corporation is composed of the following funds:

- *Episcopal Housing Trust* provides residential housing or housing allowances for the Bishops of the Diocese and other clergy on the Diocesan staff.
- *Clergy Housing Trust* assists in providing residential housing loans or housing allowances for clergy canonically residents and engages in full-time work within the Diocese.
- *Diocesan Properties Fund* holds property not being used by a constituent of the Diocese and facilitates the purchase and sale of real property within the Diocese.
- *Participating Funds* is an investment pool managed by Church Corporation. Church Corporation holds and manages portfolios of investments that are comprised of its own assets, as well as custodial assets held on behalf of related parishes and schools and other related Diocesan entities.

Related entities – The Executive Board of the Diocese is composed of the Bishop and fifteen members elected annually by the Council of the Diocese. The Executive Board is responsible for the supervision and direction of Church Corporation and the following related Diocesan operating entities:

- *Episcopal Diocese of Texas (EDOT)* is an operating unit of special accounts used to carry out the ministry of the Diocese and is supported primarily by parish assessments.
- *EDOT Financial Services Corporation* was created to provide human resource, accounting, financial, and investment management services support to the related Diocesan operating entities, as well as administering health benefits for clergy and certain lay employees throughout the Diocese.
- *The Great Commission Foundation (GCF)* was created in 2013 to support missionary and church planting strategies of the Diocese.
- *Episcopal Foundation of Texas (EFT)* was created to hold and administer certain assets for the purpose of providing grants and loans for religious, educational, and charitable purposes to designated entities of the Diocese.
- *The Bishop Quin Foundation (Bishop Quin)* was created in 1943 to commemorate the 25th anniversary of the consecration of the Right Reverend Clinton S. Quin as Bishop. The broad objectives of Bishop Quin include such religious, charitable, and educational activities as determined by the Bishop and the Board of Trustees to be in furtherance of the spiritual and physical welfare of the Diocese.
- *The Episcopal Health Foundation (EHF)* was created in 2013 with proceeds from the transfer of the membership of the St. Luke's Episcopal Health System to an unrelated not-for-profit entity. The focus of EHF is to promote the health and well-being of the 10 million people in the counties served by EDOT.

Church Corporation routinely engages in transactions with Diocesan operating entities and other related entities that are directly or indirectly governed by the Council of the Diocese. Other related entities include parishes, schools, and missions.

Basis of presentation – These financial statements include only the assets, liabilities, net assets and financial activities of Church Corporation. The accompanying financial statements do not include the assets, liabilities, net assets, and financial activities of the other Diocesan operating entities, or other related entities. Each of these related entities is an operating entity distinct from Church Corporation, maintains separate financial records, and administers its own services and programs.

Federal income tax status – Church Corporation is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code as a religious organization and is classified as a public charity under §170(b)(1)(A)(i) under the group exemption of the Protestant Episcopal Church in the United States of America.

Cash concentration – Bank deposits exceed the federally insured limit per depositor per institution.

Land and buildings held for sale are reported at the lower of cost or fair value (net of selling costs).

Investments are reported at fair value. Purchases and sales of investments are reported on a trade-date basis. Realized and unrealized gains and losses on investments are determined by comparison of average costs of acquisitions to proceeds at the time of disposal or stated fair value on the last day of the fiscal year, respectively. Interest and dividends are recognized as earned. Investment return is reported in the statement of activities as an increase in *net assets without donor restrictions* unless the use of the income is limited by donor-imposed restrictions.

Property is reported at cost if purchased and at fair value at the date of gift if donated. Title for all real property acquired or contributed to the Diocese is held by Church Corporation, except for real property whose title is held by EFT, GCF, EHF, and Bishop Quin. These financial statements include only property used for the Diocesan Center, closed parishes, college ministries, and housing for bishops and clergy of the Diocese. Property transferred to Church Corporation by a parish no longer functioning as a church is reported at fair value at the time it is transferred from the congregation. Land and buildings for housing not utilized for Diocesan operations are not depreciated and are reported at cost.

Funds held for other related entities consist of amounts collected on behalf of related entities where Church Corporation acts as a custodial agent in collecting, disbursing, and investing funds. The transactions for these custodial accounts are not reflected as revenue or expenses in the statement of activities.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions, as follows:

- *Net assets without donor restrictions* are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation.
- *Net assets with donor restrictions* are subject to donor-imposed restrictions. Restrictions may be temporary in nature, such as those that will be met by the passage of time or use for a purpose specified by the donor, or may be perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Net assets are released from restrictions when the stipulated time has elapsed, or purpose has been fulfilled, or both. Donor-restricted endowment earnings are released when those earnings are appropriated in accordance with spending policies and are used for the stipulated purpose.

Contributions are recognized as revenue at fair value when an unconditional commitment is received from the donor. Contributions received with donor stipulations that limit their use are classified as *with donor restrictions*. Conditional contributions are subject to one or more barriers that must be overcome before Church Corporation is entitled to receive or retain funding. Conditional contributions are recognized as revenue at fair value when the conditions have been met. Funding received before conditions are met is reported as refundable advances.

Grants made are recognized as expense at fair value when Church Corporation approves an unconditional commitment to a grant recipient. Conditional grants are recognized in the same manner when the conditions have been met by the recipient. Commitments made but not yet funded are reported as grants payable. At December 31, 2024, grants approved and committed for future payments are expected to be paid in 2025.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Management and general activities are not directly identifiable with specific program activities. All of Church Corporation's expenses are directly attributable to either program activities or management and general activities.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts reported as revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use within one year of December 31 comprise the following:

	2024	2023
Financial assets:		
Cash	$ 2,629,763	$ 1,398,011
Other assets	388,106	402,546
Investments	86,614,696	81,883,401
Total financial assets	89,632,565	83,683,958
Less financial assets not available for general expenditure:		
Donor-restricted and board-designated endowments, less amounts expected to be appropriated	(41,245,258)	(39,541,207)
Funds held for related entities	(44,280,139)	(40,925,971)
Other donor-restricted assets subject to satisfaction of restriction	(650,232)	(650,232)
Total financial assets available for general expenditure	$ 3,456,936	$ 2,566,548

For purposes of analyzing resources available to meet general expenditures over a 12-month period, Church Corporation considers all expenditures related to its ongoing program activities, as well as the conduct of services undertaken to support those activities, to be general expenditures. As part of Church Corporation's liquidity management, it structures its financial assets to be available as its general expenditures and liabilities become due or as additional funding opportunities are presented.

Church Corporation's assets are invested for long-term appreciation and current income, but the Board of Trustees (the Board) has designated a portion of its resources without donor restrictions as board-designated for endowment to be spent at the Board's discretion. Church Corporation's spending policy provides for an annual spending rate not to exceed 4% of the board-designated and donor-restricted endowment average market value of investments over the prior three years as of December 31 preceding the fiscal year in which the distribution is planned. This policy acknowledges the potential for additional withdrawals to fund ministry needs with approval from the Board.

NOTE 3 – INVESTMENTS AND INVESTMENT RETURN

Investments consist of the following:

	2024	2023
Investment in EH Investment Fund, L.P.	$ 85,560,417	$ 81,360,555
Money market mutual funds	1,054,279	522,846
Total investments	$ 86,614,696	$ 81,883,401

EH Investment Fund, L.P. (the Fund) is a Delaware limited partnership that was created on June 1, 2014. HCP EHF Management LLC (General Partner), a U. S. Securities and Exchange Commission registered advisor and wholly-owned subsidiary of Hall Capital Partners LLC, is the General Partner to the Fund. There are five limited partners in the Fund, all of which are Diocesan operating entities. As of December 31, 2024, Church Corporation has a 4.9% interest in the Fund.

The Fund is a global multi-asset class fund that primarily seeks to increase its net asset value by an amount in excess of inflation (as defined by the Consumer Price Index). The Fund also seeks to maximize investment returns and to reduce portfolio volatility by investing in diversified asset classes and capital markets. The asset classes that the Fund will invest in include global equities (developed and emerging), hedge funds, hybrids, private equity, real assets, fixed-income, and cash and cash equivalents.

At any given time, 20% of the Fund's portfolio assets can be liquidated within a 30-day time period. Redemptions are allowed at the end of each month with 10 days' prior written notice provided that such request does not require the Fund to sell any illiquid investments or incur any penalty. There are no unfunded commitments at December 31, 2024.

The invested assets of the Fund are summarized by investment type as follows:

	2024	2023
Portfolio funds:		
Equity strategies	21.4%	23.8%
Growth/buyout	12.9%	12.7%
Venture capital	11.1%	10.6%
Absolute return	7.8%	10.7%
Real assets	5.0%	4.4%
Hybrid	3.7%	3.4%
Equity hedge	3.2%	3.3%
Registered investment companies	17.4%	14.1%
Marketable securities – common stock	10.9%	11.6%
Cash and cash equivalents	6.6%	5.4%
Total	100%	100%

Portfolio fund investments are subject to the terms of the respective portfolio fund's agreements, offering documents and other governing agreements. Additionally, most, if not all, of the portfolio funds in which the Fund invests may restrict both the transferability of the Fund's interest and the Fund's ability to withdraw. Due to these restrictions, investments in certain portfolio funds are viewed as illiquid and subject to liquidity risk.

Investments are exposed to various risks such as interest rate, market and credit risks. Alternative investments such as the Fund include additional risks because of their complex nature and limited regulations resulting in a greater risk of losing invested capital. Such risks include, but are not limited to, limited liquidity, absence of oversight, dependence upon key individuals, emphasis on speculative investments (both derivatives and nonmarketable investments), and nondisclosure of portfolio composition. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position and statement of activities.

Legal, tax, and regulatory changes could occur during the term of Church Corporation's investment in the Fund. The regulatory environment for alternative investment funds is evolving, and changes in the regulation of these funds may adversely affect the value of investments held by Church Corporation. Church Corporation believes that the effect of any future regulatory change in its assets would not materially impact the value.

Investment return consists of the following:

	2024	2023
Partnership income:		
Realized and unrealized gain	$ 7,384,484	$ 8,682,849
Interest and dividends	609,047	486,968
Investment management and sub-advisory fees	(293,669)	(294,170)
Interest and dividends	1,273	25,227
Investment management and custodial fees	(37,500)	(22,500)
Total investment return	7,663,635	8,878,374
Less: Investment return allocated to funds held for related entities	(3,829,142)	(4,296,543)
Net investment return	$ 3,834,493	$ 4,581,831

NOTE 4 – INVESTMENTS AND FAIR VALUE MEASUREMENTS

Generally accepted accounting principles require that certain assets and liabilities be reported at fair value and establish a hierarchy that prioritizes inputs used to measure fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The three levels of the fair value hierarchy are as follows:

- *Level 1* – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the reporting date. The types of investments included in Level 1 are securities traded and valued based upon a public exchange.
- *Level 2* – Inputs are quoted prices in nonactive markets or in active markets for similar assets or liabilities, or inputs which are either directly or indirectly observable with observable market data at the reporting date. Level 2 investments are priced by independent, industry recognized vendors contracted by Church Corporation's custodian or independent appraisals.
- *Level 3* – Inputs are not observable and are based on the reporting entity's assumptions about the inputs market participants would use in pricing the asset or liability. Inputs are unobservable for the asset and include situations where there is little, if any, market activity for the investment.

In accordance with Accounting Standards Update 2015-07, *Fair Value Measurements*, investments for which fair value is measured at net asset value per share (or its equivalent) (NAV-PE) using the practical expedient have not been categorized in the fair value hierarchy. There are no investments categorized as Level 2 or Level 3 investments at December 31, 2024 and 2023.

Assets measured at fair value at December 31, 2024 are as follows:

	LEVEL 1	NAV- PE	TOTAL
Investments:			
EH Investment Fund, L.P.		$ 85,560,417	$ 85,560,417
Money market mutual funds	$ 1,054,279		1,054,279
Total assets measured at fair value	$ 1,054,279	$ 85,560,417	$ 86,614,696

Assets measured at fair value at December 31, 2023 are as follows:

	LEVEL 1	NAV- PE	TOTAL
Investments:			
EH Investment Fund, L.P.		$ 81,360,555	$ 81,360,555
Money market mutual funds	$ 522,846		522,846
Total assets measured at fair value	$ 522,846	$ 81,360,555	$ 81,883,401

Valuation methods used for assets measured at fair value are as follows:

- *EH Investment Fund, L.P.* is valued at the net asset value (or its equivalent) as a practical expedient to report the fair value of the investment. The fair value of the Fund is based on information provided by the General Partner of the Fund. Management takes into consideration consultation with the Fund's investment managers and audited financial statements to determine the overall reasonableness of the recorded value.
- *Mutual funds* are valued at the reported net asset value.

These valuation methods may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while Church Corporation believes its valuation methods are appropriate, the use of different methods or assumptions could result in a different fair value measurement at the reporting date.

NOTE 5 – PROPERTY

Property consists of the following:

	2024	2023
Buildings used in ministry:		
Diocesan Center	$ 3,436,640	$ 3,436,640
Other ministries	434,100	434,100
Total depreciable assets	3,870,740	3,870,740
Less: Accumulated depreciation	(2,020,242)	(1,926,283)
Net depreciable assets	1,850,498	1,944,457
Land used for ministry:		
Diocesan Center	2,220,000	2,220,000
Other ministries	101,470	101,470
Land and buildings held for anticipated future parish or school use	1,531,105	1,531,105
Land and buildings – Diocesan clergy housing	3,958,814	3,958,814
Property, net	$ 9,661,887	$ 9,755,846

NOTE 6 – NOTE PAYABLE

The note payable consist of the following:

	2024	2023
Non-interest bearing note payable to GCF.	$ 5,240,527	$ 6,293,007
Total note payable	$ 5,240,527	$ 6,293,007

The note payable to GCF is to be repaid from the net proceeds of land and buildings that are no longer being used as church sites.

Interest expense for the years ended December 31, 2024 and 2023 was approximately $396,000 and $473,000, respectively. The 2024 and 2023 amounts include imputed interest at a rate of approximately 7.6% and 7.4%, respectively, totaling approximately $396,000 and $468,000 related to the non-interest bearing note payable to GCF, respectively.

NOTE 7 – COMMITMENTS AND CONTINGENCIES

Church Corporation, and its related Diocesan operating entities, purchase professional and general liability insurance to cover losses that may result from asserted claims, as well as claims from unknown incidents that may be asserted in the future. Management does not expect such losses to have a material adverse effect on the financial position of Church Corporation.

Church Corporation is the guarantor on a $1,000,000 line of credit for the Diocese. At December 31, 2024, there is no outstanding balance on this line of credit. Additionally, Church Corporation assists related entities such as parishes and schools in obtaining construction loans and acts as a guarantor on the loans. At December 31, 2024, there are no outstanding balances on such loans.

NOTE 8 – NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions are comprised of the following:

	2024	2023
Diocesan Properties Fund	$ 3,608,179	$ 2,756,665
Board-designated endowment:		
Disaster relief	9,919,602	9,502,061
The Joseph and John Talbot Fund for Racial Reconciliation	2,372,164	2,226,242
Ethel J. Ogden – unrestricted	2,171,318	2,622,909
The Henrietta Wells Fund for Racial Reconciliation	1,171,842	1,047,339
Other	393,293	349,349
Clergy Housing Trust	86,352	194,914
Episcopal Housing Trust	231,087	311,490
Total net assets without donor restrictions	$ 19,953,837	$ 19,010,969

NOTE 9 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are restricted as follows:

	2024	2023
Subject to expenditure for specified purpose:		
Church growth and expansion (We Are One Campaign)	$ 650,232	$ 650,232
Congregational leaders – racial injustice and inequality		100,000
Total subject to expenditure for specified purpose	650,232	750,232
Endowments subject to spending policy and appropriation:		
Joan Golden Estate for support of abused children	6,775,881	6,375,672
Elise Casey Episcopal Trust for senior adult support	5,100,198	4,823,137
Robert Maxey Episcopal Bequest benefits All Saints Chapel, Austin and St. David's Church, Austin	3,843,060	3,580,661
Ethel J. Ogden Restricted Episcopal Trust for youth education	3,309,319	3,008,086
Bishop's Leadership Council Endowment benefits – EHF	1,518,660	1,389,918
John A. Logan, Jr. Clergy fund for continuing education	1,130,054	1,049,521
Episcopal Endowment Fund for bishop support	673,955	640,202
Valda McWhirter Estate – Scholarship for St. Alban's, Waco	547,263	520,924
Wallace O. Breedlove Family Fund for missions	542,051	496,100
Elma Robertson Estate for family support	423,893	407,383
Ralph Spence Clergy Spouses Fund	375,506	359,725
The Reverend William David Roberts Memorial Fund for Iona School	294,887	269,888
Bishop Rayford High outreach fund	294,360	269,406
Wimberly Legacy Fund	282,617	258,659
Kathy Wheless Memorial Scholarship Fund	262,738	240,465
SLEHC 15th Anniversary Endowment benefits – EHF	258,234	236,342
Bishop Kinsolving Memorial Scholarship Fund	227,608	208,313
Cynthia M. Hess Fund benefits – St. Cyprian's Church	195,711	179,120
Francis Emmett Stevens Fund for needs of the impoverished	174,529	159,734
Diocesan Scholarship Fund for nursing	127,395	116,595
Valda McWhirter Estate – Scholarship for St. Alban's, Waco	86,355	65,074
Other	402,360	377,990
Total endowments	26,846,634	25,032,915
Total net assets with donor restrictions	$ 27,496,866	$ 25,783,147

NOTE 10 – ENDOWMENT FUNDS

Participating Funds of Church Corporation include approximately 40 individual funds that were established for a variety of purposes. Endowment assets include those assets of donor-restricted funds that Church Corporation must hold in perpetuity or for a donor-specified period, as well as board- designated funds.

Endowment net asset composition as of December 31, 2024:

	WITH DONOR RESTRICTIONS			
	BOARD-DESIGNATED ENDOWMENT	ORIGINAL GIFTS AND ACCUMULATED NET INVESTMENT RETURN	REQUIRED TO BE MAINTAINED IN PERPETUITY	TOTAL
Donor-restricted endowment funds		$20,191,547	$ 6,655,087	$26,846,634
Board-designated endowment funds	$16,028,219			16,028,219
Endowment net assets	$16,028,219	$20,191,547	$ 6,655,087	$42,874,853

Endowment net asset composition as of December 31, 2023:

	WITH DONOR RESTRICTIONS			
	BOARD-DESIGNATED ENDOWMENT	ORIGINAL GIFTS AND ACCUMULATED NET INVESTMENT RETURN	REQUIRED TO BE MAINTAINED IN PERPETUITY	TOTAL
Donor-restricted endowment funds		$18,384,385	$ 6,648,530	$25,032,915
Board-designated endowment funds	$15,747,900			15,747,900
Endowment net assets	$15,747,900	$18,384,385	$ 6,648,530	$40,780,815

Changes in endowment net assets are as follows:

	WITH DONOR RESTRICTIONS			
	BOARD-DESIGNATED ENDOWMENT	ORIGINAL GIFTS AND ACCUMULATED NET INVESTMENT RETURN	REQUIRED TO BE MAINTAINED IN PERPETUITY	TOTAL
Endowment net assets, December 31,	$15,492,876	$17,409,678	$ 5,661,943	$38,564,497
Contributions and related support	93,959	190,623		284,582
Transfer		(255,683)	255,683	
Net investment return	1,879,710	1,970,673	730,904	4,581,287
Other administrative costs	(40,334)	(57,583)		(97,917)
Distributions	(1,678,311)	(873,323)		(2,551,634)
Endowment net assets, December 31,	15,747,900	18,384,385	6,648,530	40,780,815
Contributions and related support	99,700	179,503		279,203
Transfer		334,193	(334,193)	
Net investment return	1,508,953	1,984,790	340,750	3,834,493
Other administrative costs	(36,587)	(55,739)		(92,326)
Distributions	(1,291,747)	(635,585)		(1,927,332)
Endowment net assets, December 31,	$16,028,219	$20,191,547	$ 6,655,087	$42,874,853

Church Corporation's funds include both donor-restricted endowment funds and funds designated by the Board to function as endowments. Donor-restricted endowment funds are subject to the Texas Uniform Prudent Management of Institutional Funds Act (TUPMIFA). The Board has interpreted TUPMIFA as allowing Church Corporation to appropriate for expenditure or accumulate as much of a fund as it determines is prudent for the uses, benefits, purposes, and duration for which the endowment fund was established, subject to explicit donor stipulations.

Donor-restricted endowment net assets are classified as *net assets with donor restrictions* until appropriated in accordance with spending policies and used for the stipulated purpose, if any. In the absence of explicit donor stipulations otherwise, Church Corporation classifies contributions to an endowment as *net assets with donor restrictions* required to be maintained in perpetuity. Contributions that donors have specified do not have to be maintained in perpetuity and unappropriated investment earnings on donor-restricted endowments are classified as *net assets with donor restrictions*. The Board has interpreted TUPMIFA as not precluding Church Corporation from spending below the amount required to be maintained in perpetuity subject to prudent standards. An endowment fund is *underwater* if the fair value of the fund's investments falls below the amount required to be maintained in perpetuity because of declines in the fair value of investments and/or continued appropriation and spending in accordance with prudent measures. In accordance with generally accepted accounting principles, deficiencies of this nature are reported in *net assets with donor restrictions*. There were no fund deficiencies at December 31, 2024 or 2023.

Board-designated endowment funds are classified as *net assets without donor restrictions* and represents funds the Board has internally designated to be invested to provide support for the Diocese generally for a long term, but not necessarily a specified period of time. The Board retains discretion over the use of these funds.

Return Objectives and Investment Strategies

Church Corporation has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs and entities supported by its endowments while seeking to maintain the purchasing power of the endowment assets. Under this policy, as approved by the Board, the endowment assets are invested in a manner that is intended to produce results that exceed the price and yield results of a portfolio that is invested 60% in the S&P 500 Index and 40% in the Barclays Intermediate Bond Index while assuming a moderate level of investment risk. Church Corporation expects its endowment funds, over time, to provide an average rate-of-return of approximately 5% annually. Actual returns in any given year may vary from this amount.

To satisfy its long-term rate-of-return objectives, Church Corporation relies on a total return strategy in which investment return is achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). Church Corporation targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy

Church Corporation has a policy of not appropriating more than 4% of the Participating Funds' average market value over the prior three years as of December 31 preceding the fiscal year in which the distribution is planned. In establishing this policy, Church Corporation considered the long-term expected return and the effects of inflation on its endowments. Accordingly, over the long term, Church Corporation expects the current spending policy to allow its endowment to grow at an average rate of 2%

annually. This is consistent with Church Corporation's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term, as well as to provide additional real growth through new gifts and investment return.

NOTE 11 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 10, 2025, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in net assets.

EPISCOPAL FOUNDATION OF TEXAS

The Episcopal Foundation of Texas predominantly supports institutions of the Diocese of Texas.

The assets of the Episcopal Foundation of Texas were valued at $97.4 million as of December 31, 2024. This foundation's investment portfolio is invested with those of the other foundations of the diocese in a consolidated investment pool, over which the Diocesan Investment Committee has oversight.

Below are its 2025 grants:

St. Vincent's House	$ 800,000
El Buen Samaritano	610,000
Seminary of the Southwest	1,320,000
Camp Allen	1,161,000
St. Stephen's Episcopal School, Austin	400,000
Bishop Quin Foundation	1,075,000
Bishop Quin Foundation Strategic Mission Grants	376,000
Sewanee – University of the South	200,000
Episcopal High School, Houston	300,000
Tithe Grants	460,000
Total	$6,702,000

In 2025, The Episcopal Foundation of Texas was pleased to co-fund the Strategic Mission Grant program. These grants are awarded to congregations with compelling projects to help them engage with their surrounding communities. There is a dedicated website that provides information on how to apply, video examples of previously funded projects, and other information: www.smgedot.org

Again this year, the Episcopal Foundation of Texas used ten percent of its gross income to issue tithe grants. These grants are made to entities, located anywhere in the world, that are not a part of the Episcopal Diocese of Texas, as recommended by the Bishop.

The accounting firm of Blazek & Vetterling LLP has completed auditing the Episcopal Foundation of Texas for the year 2024.

Bruce McDonald, President

Episcopal Foundation of Texas

(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Financial Statements
and Independent Auditors' Report
for the years ended December 31, 2024
and 2023

Episcopal Foundation of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

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Independent Auditors' Report

To the Board of Trustees of
Episcopal Foundation of Texas:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Episcopal Foundation of Texas (an Instrumentality of the Protestant Episcopal Church in the Diocese of Texas), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Episcopal Foundation of Texas as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of Episcopal Foundation of Texas and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Episcopal Foundation of Texas' ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and

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therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Episcopal Foundation of Texas' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Episcopal Foundation of Texas' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Blazek & Vetterling

September 12, 2025

Episcopal Foundation of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Financial Position as of December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash and cash equivalents *(Notes 3 and 5)*	$ 1,260,929	$ 419,705
Investment distribution receivable	2,500,000	
Investment income receivable	528,909	369,382
Due from other Diocesan operating entities	8,092,608	3,645,477
Investments *(Notes 4 and 5)*	84,799,431	86,625,433
Other assets	206,200	282,560
TOTAL ASSETS	$ 97,388,077	$ 91,342,557
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 2,424	$ 35,886
Grants payable *(Note 6)*:		
Diocesan operating entities	5,333,587	3,107,483
Other related entities, net	7,779,185	6,146,776
Unrelated entities		5,000
Total liabilities	13,115,196	9,295,145
Net assets without donor restrictions:		
Coffield income fund	(6,154,946)	(4,281,446)
Coffield principal fund	89,996,860	85,924,879
Memorial fund	430,967	403,979
Total net assets without donor restrictions	84,272,881	82,047,412
TOTAL LIABILITIES AND NET ASSETS	$ 97,388,077	$ 91,342,557

See accompanying notes to financial statements.

Episcopal Foundation of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Activities for the years ended December 31, 2024 and 2023

	2024	2023
REVENUE:		
Partnership income *(Note 4)*	$ 7,220,837	$ 8,779,173
Mineral interest income net of direct expenses	6,444,669	5,162,256
Net investment return	13,665,506	13,941,429
Other revenue	140,078	110,785
Total revenue	13,805,584	14,052,214
EXPENSES:		
Grants to Diocesan operating entities	4,343,240	1,567,729
Grants to other related entities	6,226,105	3,865,079
Grants to unrelated entities	460,000	516,400
Total program grants	11,029,345	5,949,208
Supporting services:		
Diocesan operating entities – administrative services	351,130	309,876
Other administrative	199,640	168,557
Total supporting services	550,770	478,433
Total expenses	11,580,115	6,427,641
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	2,225,469	7,624,573
Net assets without donor restrictions, beginning of year	82,047,412	74,422,839
Net assets without donor restrictions, end of year	$ 84,272,881	$ 82,047,412

See accompanying notes to financial statements.

Episcopal Foundation of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Cash Flows for the years ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets without donor restrictions	$ 2,225,469	$ 7,624,573
Adjustments to reconcile changes in net assets without donor restrictions to net cash provided (used) by operating activities:		
Partnership income	(7,220,837)	(8,779,179)
Changes in operating assets and liabilities:		
Investment income receivable	(159,527)	4,060,855
Due from other Diocesan operating entities	(4,447,131)	(1,107,384)
Other assets	76,360	76,360
Accounts payable and accrued expenses	(33,462)	16,790
Grants payable	3,853,513	(164,209)
Net cash provided (used) by operating activities	(5,705,615)	1,727,806
CASH FLOWS FROM INVESTING ACTIVITIES:		
Distributions from partnerships	5,495,956	2,967,482
Capital investments in partnerships	(405,000)	(4,430,000)
Change in money market mutual funds held as investments	1,455,883	(224,197)
Net cash provided (used) by investing activities	6,546,839	(1,686,715)
NET CHANGE IN CASH EQUIVALENTS	841,224	41,091
Cash and cash equivalents, beginning of year	419,705	378,614
Cash and cash equivalents, end of year	$ 1,260,929	$ 419,705

See accompanying notes to financial statements.

Episcopal Foundation of Texas
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Notes to Financial Statements for the years ended December 31, 2024 and 2023

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – Episcopal Foundation of Texas (the Foundation), a Texas nonprofit corporation, is an instrumentality of the Protestant Episcopal Church in the Diocese of Texas (the Diocese). The organization of the Foundation is set forth in Title V, Canon 9, as amended, of the Constitution and Canons of the Diocese. The Diocese is an ecclesiastical territory that extends from the Louisiana border to portions of central, eastern, and southeastern Texas. The authority of the Diocese is vested in the Bishop, the Council of the Diocese, and a standing committee. The Foundation was designated by the Diocese to hold and administer certain assets for the purpose of providing grants and loans for religious, educational, and charitable purposes to eight specific entities connected with the Diocese as established by Canon. The Foundation is governed by a Board of Trustees that is elected by the Council of the Diocese upon nomination of the Diocesan Bishop.

Related entities – The Executive Board (the Board) of the Diocese is composed of the Bishop and fifteen members elected annually by the Council of the Diocese. Pursuant to various Canons, the Board has certain oversight responsibilities relating to the affairs of the Foundation and the following related Diocesan operating entities:

- *Episcopal Diocese of Texas (EDOT)* is an operating unit of special accounts used to carry out the ministry of the Diocese and is supported primarily by parish assessments.
- *EDOT Financial Services Corporation* was created to provide human resource, accounting, financial and investment management services support to the related Diocesan operating entities, as well as administering health benefits for clergy and certain lay employees throughout the Diocese.
- *Protestant Episcopal Church Council of the Diocese of Texas (Church Corporation)* receives, holds, manages, and administers funds and properties acquired by gift or purchase for the use and benefit of the Diocese and any Diocesan institution. Additionally, it may also receive, hold, and manage funds held for the use and benefit of any parish or mission in the Diocese.
- *The Great Commission Foundation (GCF)* was created in 2013 to support missionary and church planting strategies of the Diocese.
- *The Bishop Quin Foundation (Bishop Quin)* was created in 1943 to commemorate the 25th anniversary of the consecration of the Right Reverend Clinton S. Quin as Bishop. The broad objectives of Bishop Quin include such religious, charitable, and educational activities as determined by the Bishop and the Board of Trustees to be in furtherance of the spiritual and physical welfare of the Diocese.
- *The Episcopal Health Foundation (EHF)* was created in 2013 with proceeds from the transfer of the membership of the St. Luke's Episcopal Health System to an unrelated not-for-profit entity. The focus of EHF is to promote the health and well-being of the 10 million people in the counties served by EDOT.

The Foundation routinely engages in transactions with Diocesan operating entities and other related entities that are directly or indirectly governed by the Council of the Diocese. Other related entities include parishes, schools, and missions.

Basis of presentation – These financial statements include only the assets, liabilities, net assets, and activities of the Foundation. The accompanying financial statements do not include the assets, liabilities, net assets, and activities of the related Diocesan operating entities and other related entities. Each of these related entities is an operating entity distinct from the Foundation, maintains separate financial records, and administers its own services and programs.

Federal income tax status – The Foundation is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code as a religious organization and is classified as a public charity under §170(b)(1)(A)(i) under the group exemption of the Protestant Episcopal Church in the United States of America.

Cash and cash equivalents include demand deposits and highly liquid investments with original maturities of three months or less that are available for grant and operating requirements. Cash equivalents held for long-term investment are grouped with investments and excluded from cash and cash equivalents for purposes of cash flow.

Investments are reported at fair value, except mineral rights, which are valued at cost less depletion and are fully depleted. Investment return is reported in the statement of activities as an increase in *net assets without donor restrictions* unless the use of the income is limited by donor-imposed restrictions.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. *Net assets without donor restrictions* are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation. The Board has designated net assets without donor restrictions for the following purposes:

- *Coffield income fund* is designated to support the operating costs of the Foundation, as well as for gifts, grants and loans to eight entities designated by Canon and other charitable trusts, nonprofit organizations and national organizations affiliated with the Protestant Episcopal Church in the United States of America and other Anglican and charitable organizations throughout the world.
- *Coffield principal fund* is comprised of all assets received from the Estate of H. H. Coffield, net of investment gains and losses and net oil and gas and lignite royalties. These funds are designated for loans to Bishop Quin and for gifts, grants, loans, or advances for the purpose of establishing memorials to H. H. Coffield. By the Board's action, income transfers are made from the principal fund to the income fund based on a percentage of the average fair market value of the fund for the prior twelve months. The percentage used in this calculation was 4% for both 2024 and 2023. In addition, the Board has elected to transfer one-half of the annual net oil and gas royalties from the principal fund to the income fund.
- *Memorial fund* is comprised of assets other than those received from the Estate of H. H. Coffield and income from this fund is to be used to support seminarians, clergy and other charitable entities within the Diocese.

Grants made are recognized as expense at fair value when the Foundation approves an unconditional commitment to a grant recipient. Commitments made, but not yet funded are reported as grants payable and are discounted to estimate the present value of future cash flows, if material. Conditional grants are subject to one or more barriers that must be overcome before the recipient is entitled to receive or retain funding. Conditional grants are recognized in the same manner when the conditions are met by the recipient. There were no conditional grants awarded at December 31, 2024.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Management and general activities are not directly identifiable with specific program

activities. All of the Foundation's expenses are directly attributable to either program activities or management and general.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts of reported revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use within one year of December 31 comprise the following:

	2024	2023
Financial assets:		
Cash and cash equivalents	$ 1,260,929	$ 419,705
Investment distribution receivable	2,500,000	
Investment income receivable	528,909	369,382
Due from other Diocesan operating entities	8,092,608	3,645,477
Investments	84,799,431	86,625,433
Total financial assets	97,181,877	91,059,997
Less financial assets not available for general expenditure in the coming year	(80,911,762)	(78,862,982)
Total financial assets available for general expenditure	$ 16,270,115	$ 12,197,015

For purposes of analyzing resources available to meet expenditures over a 12-month period, the Foundation considers all expenditures related to its ongoing activities of providing grants and loans to eight specific entities as established by Canon, as well as the conduct of services undertaken to support those activities, to be general expenditures.

As part of the Foundation's liquidity management, it structures its financial assets to be available as general expenditures and liabilities become due or as additional funding opportunities are presented. The Foundation's investments are invested for long-term appreciation, but remain available to be spent at the Board's discretion. By the Board's action, income transfers are made from the principal to the income fund. Generally, 4% of the three-year average value of the Foundation's portfolio is designated by the Board as available to meet general expenditures.

NOTE 3 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following:

	2024	2023
Money market mutual funds	$ 659,732	$ 419,705
Demand deposits	601,197	
Total cash and cash equivalents	$ 1,260,929	$ 419,705

NOTE 4 – INVESTMENTS AND INVESTMENT RETURN

Investments consist of the following:

	2024	2023
EH Investment Fund, L.P.	$ 74,102,391	$ 74,168,327
Private equity partnerships	10,697,040	11,001,223
Money market mutual funds		1,455,883
Total investments	$ 84,799,431	$ 86,625,433

EH Investment Fund, L.P.

EH Investment Fund, L.P. (the Fund) is a Delaware limited partnership that was created on June 1, 2014. HCP EHF Management LLC (General Partner), a U. S. Securities and Exchange Commission registered advisor and wholly-owned subsidiary of Hall Capital Partners LLC, is the General Partner to the Fund. There are five limited partners in the Fund all of which are Diocesan operating entities. As of December 31, 2024, the Foundation had a 4.3% interest in the Fund.

The Fund is a global multi-asset class fund that primarily seeks to increase its net asset value by an amount in excess of inflation (as defined by the Consumer Price Index). The Fund also seeks to maximize investment returns and to reduce portfolio volatility by investing in diversified asset classes and capital markets. The asset classes that the Fund invests in include global equities (developed and emerging), hedge funds, hybrids, private equity, real assets, fixed-income, and cash and cash equivalents.

At any given time, at least 20% of the Fund's assets can be liquidated within a 30-day time period. Redemptions are allowed at the end of each month with 10 days' prior written notice provided that such request does not require the Fund to sell any illiquid investments or incur any penalty. There are no unfunded commitments at December 31, 2024.

The invested assets of the Fund are summarized by investment type as follows:

	2024	2023
Portfolio funds:		
Equity strategies	21.4%	23.8%
Growth/buyout	12.9%	12.7%
Venture capital	11.1%	10.6%
Absolute return	7.8%	10.7%
Real assets	5.0%	4.4%
Hybrid	3.7%	3.4%
Equity hedge	3.2%	3.3%
Registered investment companies	17.4%	14.1%
Marketable securities – common stock	10.9%	11.6%
Cash and cash equivalents	6.6%	5.4%
Total	100%	100%

Portfolio fund investments are subject to the terms of the respective portfolio fund's agreements, offering documents and other governing agreements. Additionally, most, if not all, of the portfolio funds in which the Fund invests may restrict both the transferability of the Fund's interest and the Fund's ability to withdraw. Due to these restrictions, investments in certain portfolio funds are viewed as illiquid and subject to liquidity risk.

Private Equity Partnerships

Private equity partnerships include seven partnerships: six of which invest in private equity strategies that may include venture capital, buyouts, natural resources, credit and distressed investments and one that invests primarily in private equity funds in developing economies and emerging markets. Distributions are made solely at the discretion of the general partners. The Foundation has no ability for redemption until certain conditions exist for the partnership dissolution. At December 31, 2024, the Foundation has unfunded commitments to these partnerships totaling approximately $1,002,000.

Investments are exposed to various risks such as interest rate, market and credit risks. Alternative investments include additional risks because of their complex nature and limited regulations resulting in a greater risk of losing invested capital. Such risks include, but are not limited to, limited liquidity, absence of oversight, dependence upon key individuals, emphasis on speculative investments (both derivatives and nonmarketable investments), and nondisclosure of portfolio composition. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position and statement of activities.

Legal, tax, and regulatory changes could occur during the term of the Foundation's investment in the Fund and the partnerships. The regulatory environment for alternative investment funds is evolving, and changes in the regulation of these funds may adversely affect the value of investments held by the Foundation. The Foundation believes that the effect of any future regulatory change in the Foundation's assets would not materially impact the value.

Partnership income consists of the following:

	2024	2023
Realized and unrealized gain	$ 7,484,595	$ 9,049,829
Investment management and sub-advisory fees	(263,758)	(270,656)
Total partnership income	$ 7,220,837	$ 8,779,173

NOTE 5 – FAIR VALUE MEASUREMENTS

Generally accepted accounting principles require that certain assets and liabilities be reported at fair value and establish a hierarchy that prioritizes inputs used to measure fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The three levels of the fair value hierarchy are as follows:

- *Level 1* – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the reporting date. The types of investments included in Level 1 are securities traded and valued based upon a public exchange.
- *Level 2* – Inputs are quoted prices in nonactive markets or in active markets for similar assets or liabilities, or inputs which are either directly or indirectly observable with observable market data at the reporting date. Level 2 investments are priced by independent, industry recognized vendors contracted by the Foundation's custodian or independent appraisals.
- *Level 3* – Inputs are not observable and are based on the reporting entity's assumptions about the inputs market participants would use in pricing the asset or liability. Inputs are unobservable for the asset and include situations where there is little, if any, market activity for the investment.

There are no investments that are categorized as Level 2 or Level 3 investments at December 31, 2024 or 2023. In accordance with Accounting Standards Update 2015-07, *Fair Value Measurements*, investments for which fair value is measured at net asset value per share (or its equivalent) (NAV-PE) using the practical expedient have not been categorized in the fair value hierarchy.

Assets measured at fair value at December 31, 2024 are as follows:

	LEVEL 1	NAV-PE	TOTAL
Cash equivalents:			
Money market mutual funds	$ 659,732		$ 659,732
Investments:			
EH Investment Fund, L.P.		$ 74,102,391	74,102,391
Private equity partnerships		10,697,040	10,697,040
Total investments measured at fair value		84,799,431	84,799,431
Total assets measured at fair value	$ 659,732	$ 84,799,431	$ 85,459,163

Assets measured at fair value at December 31, 2023 are as follows:

	LEVEL 1	NAV-PE	TOTAL
Cash equivalents:			
Money market mutual funds	$ 419,075		$ 419,075
Investments:			
EH Investment Fund, L.P.		$ 74,168,327	74,168,327
Private equity partnerships		11,001,223	11,001,223
Money market mutual funds	1,455,883		1,455,883
Total investments measured at fair value	1,455,883	85,169,550	86,625,433
Total assets measured at fair value	$ 1,874,958	$ 85,169,550	$ 87,044,508

Valuation methods used for assets measured at fair value are as follows:

- *EH Investment Fund, L.P.* is valued at the net asset value utilized as a practical expedient to report the fair value of the investment. The fair value of the Fund is based on information provided by the general partner of the Fund. Management takes into consideration consultation with the Fund's investment managers and audited financial statements to determine the overall reasonableness of the recorded value.
- *Private equity partnerships* are valued at net asset value as a practical expedient provided by fund management and supported by the audited financial statements.
- *Mutual funds* are valued at the net asset value of shares held at year end.

These valuation methods may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Foundation believes its valuation methods are appropriate, the use of different methods or assumptions could result in a different fair value measurement at the reporting date.

NOTE 6 – GRANTS PAYABLE

Grants payable at December 31, 2024 are expected to be paid as follows:

2025	$ 5,680,559
2026	2,320,000
2027	2,848,351
2028	2,926,981
Total grants payable	13,775,891
Discount to net present value at approximately 4%	(663,119)
Grants payable, net	$ 13,112,772

NOTE 7 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 12, 2025, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in net assets.

THE GREAT COMMISSION FOUNDATION

The purpose of The Great Commission Foundation ("GCF") is set forth in Title V, Canon 15.1: "to support the missionary and church-planting strategy of the Diocese."

The GCF clergy trustees are The Rev. Neil McGowan, The Rev. Miles Brandon, and The Rev. Margarita Arroyo. The lay trustees are Teddy Adams, Jim Kracht, Meredith Canada, Debra Watson, John Owen, and Cara Carlson. Bishop Doyle is the Chair of the GCF; Teddy Adams is the President; John Owen is the Vice President; Linda Mitchell is the Treasurer; David Fisher is the Secretary and Assistant Treasurer; and Vanessa Ruiz serves as the Assistant Secretary.

The GCF Real Estate Committee is chaired by Jane Smith. Teddy Adams and Meredith Canada serve as GCF's representatives to the Diocesan Audit Committee and Teddy Adams serves as GCF's representative to the Diocesan Investment Committee that provides oversight for the consolidated investment pool where all of the foundations of the diocese maintain their investment assets.

During 2025, GCF continued to financially support the existing missions of the Episcopal Diocese of Texas as well as support the expansion of our footprint and mission within the geographic boundaries of the Diocese. This included support for new church plants, the purchase of property for future church sites, and leasing property for new church starts. GCF also provided support to campus missions.

Also in 2025, the GCF was proud to continue to provide additional funding for The Rev. Thomas Cain Fund which is a component of the Missionary Vision for Racial Justice that Bishop Doyle announced at Diocesan Council in February of 2020.

The GCF continues to work closely with the Protestant Episcopal Church Council of the Diocese of Texas ("Church Corp."), the Bishop Quin Foundation, and the Episcopal Foundation of Texas. Coordination with these foundations of the Diocese will continue in 2026.

Throughout the year, the trustees have been guided by Bishop Doyle and are grateful for his vision and support. The trustees have also worked closely with and relied heavily upon the diligence and excellent work of the entire Diocesan Staff. We look forward to continuing our journey and service in 2026.

Respectfully submitted,
Teddy Adams, President

The Great Commission Foundation

(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Financial Statements
and Independent Auditors' Report
for the years ended December 31,
2024 and 2023

The Great Commission Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

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Independent Auditors' Report

To the Board of Trustees of
The Great Commission Foundation:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The Great Commission Foundation (an Instrumentality of the Protestant Episcopal Church in the Diocese of Texas), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The Great Commission Foundation as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of The Great Commission Foundation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Great Commission Foundation's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

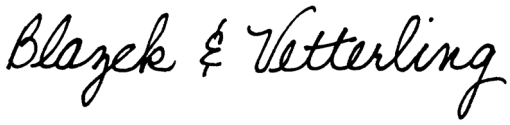
Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Great Commission Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Great Commission Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



October 16, 2025

The Great Commission Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Financial Position as of December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash	$ 1,888,513	$ 4,495,318
Other assets	147,318	131,332
Grants receivable from Diocesan operating entities	214,892	2,132,209
Operating lease right-of-use assets, net *(Note 6)*	480,940	794,119
Investments *(Notes 3 and 4)*	76,041,627	77,297,217
Notes receivable *(Note 5)*:		
Church Corporation	5,240,527	6,293,007
Other related entities	3,615,992	869,722
Land and improvements held for future parishes	10,701,372	10,701,372
TOTAL ASSETS	$ 98,331,181	$ 102,714,296
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 100,824	$ 737,653
Due to Diocesan operating entities	1,370,360	1,335,837
Grants payable:		
Diocesan operating entities	614,330	665,354
Other related entities	2,691,499	6,474,263
Operating lease liabilities *(Note 6)*	493,586	811,799
Total liabilities	5,270,599	10,024,906
Net assets without donor restrictions	93,060,582	92,689,390
TOTAL LIABILITIES AND NET ASSETS	$ 98,331,181	$ 102,714,296

See accompanying notes to financial statements.

The Great Commission Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Activities for the years ended December 31, 2024 and 2023

	2024	2023
REVENUE:		
Partnership income *(Note 3)*	$ 6,610,890	$ 8,295,796
Net realized and unrealized (gain) loss on investments in land	(42,140)	2,191,353
Net investment return	6,568,750	10,487,149
Support from Diocesan operating entities:		
Imputed interest on note receivable from Church Corporation *(Note 5)*	396,440	468,441
The Episcopal Health Foundation		514,835
The Bishop Quin Foundation	1,563,155	1,676,923
Contributions	63,659	205,898
Interest on notes receivable from other related entities	47,646	15,826
Other income	102,692	51,529
Total revenue	8,742,342	13,420,601
EXPENSES:		
Program services:		
Missional grants	3,876,148	10,760,331
Salaries and benefits	3,342,641	3,644,255
Grant to Episcopal Diocese of Texas	238,886	232,365
Other	99,442	81,729
Total program services	7,557,117	14,718,680
Management and general:		
Diocesan operating entities – administrative services	480,329	441,796
Other	333,704	95,410
Total expenses	8,371,150	15,255,886
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	371,192	(1,835,285)
Net assets without donor restrictions, beginning of year	92,689,390	94,524,675
Net assets without donor restrictions, end of year	$ 93,060,582	$ 92,689,390

See accompanying notes to financial statements.

The Great Commission Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Cash Flows for the years ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets without donor restrictions	$ 371,192	$ (1,835,285)
Adjustments to reconcile changes in net assets without donor restrictions to net cash used by operating activities:		
Partnership income	(6,610,890)	(8,295,796)
Net realized and unrealized (gain) loss on investments in land	42,140	(2,191,353)
Amortization of right-of-use assets	313,179	238,462
Grant of land and buildings to a parish Changes		290,343
in operating assets and liabilities:		
Other assets	(15,986)	(43,552)
Grants receivable from Diocesan operating entities	1,917,317	(2,132,209)
Accounts payable and accrued expenses	(636,829)	472,671
Due to Diocesan operating entities	34,523	1,210,846
Grants payable to other related entities	(3,833,788)	(3,360,007)
Operating lease liabilities	(318,213)	(232,748)
Net cash used by operating activities	(8,737,355)	(15,878,628)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of investments	(347,428)	(3,211,324)
Proceeds from sales of investments	8,085,027	22,686,907
Net change in money market mutual funds held as investments	86,741	(75,988)
Advances made on notes receivable from other related entities	(2,771,270)	(151,294)
Payments received on notes receivable from other related entities	1,077,480	50,020
Purchase of land and improvements held for future parishes		(3,625,081)
Net cash provided by investing activities	6,130,550	15,673,240
NET CHANGE IN CASH	(2,606,805)	(205,388)
Cash, beginning of year	4,495,318	4,700,706
Cash, end of year	$ 1,888,513	$ 4,495,318

Supplemental disclosure of cash flow information:
Lease right-of-use assets financed by operating lease liabilities $824,173

See accompanying notes to financial statements.

The Great Commission Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Notes to Financial Statements for the years ended December 31, 2024 and 2023

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – The Great Commission Foundation (the Foundation) is a Texas nonprofit corporation created in 2013 to support the missionary and church planting strategies of the Protestant Episcopal Church in the Diocese of Texas (the Diocese). The organization of the Foundation is set forth in Title V, Canon 15, as amended, of the Constitution and Canons of the Diocese. The Diocese is an ecclesiastical territory that extends from the Louisiana border to portions of central, eastern, and southeastern Texas. The authority of the Diocese is vested in the Bishop, the Council of the Diocese, and a standing committee. Members of the Board of Trustees of the Foundation are elected by the Council of the Diocese upon nomination by the Bishop and include the Bishop as an ex-officio member and Chair of the Board of Trustees.

Related entities – The Executive Board of the Diocese is composed of the Bishop and fifteen members elected by the Council of the Diocese. Pursuant to various Canons, the Executive Board has certain oversight responsibilities relating to the affairs of the Foundation and the following related Diocesan operating entities:

- *Episcopal Diocese of Texas (EDOT)* is an operating unit of special accounts used to carry out the ministry of the Diocese and is supported primarily by parish assessments.
- *EDOT Financial Services Corporation (FSC)* was created to provide human resource, accounting, financial, and investment management services support to the related Diocesan operating entities, as well as administering health benefits for clergy and certain lay employees throughout the Diocese.
- *Protestant Episcopal Church Council of the Diocese of Texas (Church Corporation)* receives, holds, manages, and administers funds and properties acquired by gift or purchase for the use and benefit of the Diocese and any Diocesan institution. Additionally, it may also receive, hold, and manage funds held for the use and benefit of any parish or mission in the Diocese.
- *Episcopal Foundation of Texas (EFT)* was created to hold and administer certain assets for the purpose of providing grants and loans for religious, educational, and charitable purposes to designated Diocesan entities.
- *The Bishop Quin Foundation (Bishop Quin)* was created in 1943 to commemorate the 25th anniversary of the consecration of the Right Reverend Clinton S. Quin as Bishop. The broad objectives of Bishop Quin include such religious, charitable, and educational activities as determined by the Bishop and the Board of Trustees to be in furtherance of the spiritual and physical welfare of the Diocese.
- *The Episcopal Health Foundation (EHF)* was created in 2013 with proceeds from the transfer of the membership of the St. Luke's Episcopal Health System to an unrelated not-for-profit entity. The focus of EHF is to promote the health and well-being of the 10 million people in the counties served by the Episcopal Diocese of Texas.

The Foundation routinely engages in transactions with Diocesan operating entities and other related entities that are directly or indirectly governed by the Council of the Diocese. Other related entities include parishes, schools, and missions.

Basis of presentation – These financial statements include only the assets, liabilities, net assets, and activities of the Foundation. The accompanying financial statements do not include the assets, liabilities, net assets, and activities of the related Diocesan operating entities or other related Diocesan entities. Each of these related entities is an operating entity distinct from the Foundation, maintains separate financial records, and administers its own services and programs.

Federal income tax status – The Foundation is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code as a religious organization and is classified as a public charity under §170(b)(1)(A)(i) under the group exemption of the Protestant Episcopal Church in the United States of America.

Operating lease right-of-use assets – A right-of-use asset is recognized at the net present value of the lease payments at inception of the lease. Lease expense is recognized on a straight-line basis. The Foundation recognizes leases with a lease term of 12 months or less as expense on a straight-line basis over the lease term. The Foundation elected to use its incremental borrowing rate when the rate implicit in a lease is not readily determinable.

Investments are reported at fair value. Investment return is reported in the statement of activities as an increase in *net assets without donor restrictions* unless the use of the income is limited by donor-imposed restrictions.

Note receivable from Church Corporation is reported at face value, with interest imputed annually, because the repayment terms on this note are not fixed and the discount rate is not determinable based upon the nature of the agreement.

Notes receivable from other related entities is reported at estimated realizable value. An allowance for the notes receivable is provided when it is believed a note may not be collected in full and is adjusted annually to reflect changes in the expected future cash flows. The amount of bad debt expense recognized each period and the resulting adequacy of the allowance at the end of each period is determined using a specific analysis of the receivable balance. It is possible that management's estimate regarding the collectability of this balance will change in the near term resulting in a change in the carrying value of the receivables. At December 31, 2024, no amounts have been reserved.

Land and improvements held for future parishes are reported at cost if purchased and at fair value at the date of gift if donated. The title of all real property acquired or contributed to the Diocese is held by Church Corporation, except for real property whose title is held by the Foundation, EFT and Bishop Quin.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. *Net assets without donor restrictions* are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation.

Contributions are recognized as revenue at fair value when an unconditional commitment is received from the donor. Contributions received with donor stipulations that limit their use are classified as *with donor restrictions*. Donor-restricted contributions whose restrictions are satisfied in the same year the contribution is received are recognized as contributions without donor restrictions. Conditional contributions are subject to one or more barriers that must be overcome before the Foundation is entitled to receive or retain the funding. Conditional contributions are recognized in the same manner when the conditions have been met. Funding received before conditions are met is reported as refundable advances.

Grants made are recognized as expense at fair value when the Foundation approves an unconditional commitment to a grant recipient. Commitments made, but not yet funded are reported as grants payable and are discounted to estimate the present value of future cash flows, if material. Conditional grants are subject to one or more barriers that must be overcome before the recipient is entitled to receive or retain funding. Conditional grants are recognized in the same manner when the conditions are met by the recipient. All grants are payable within one year.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Management and general activities are not directly identifiable with specific program activities. All of the Foundation's expenses are directly attributable to either program or management and general activities.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts reported as revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use within one year of December 31 comprise the following:

	2024	2023
Financial assets:		
Cash	$ 1,888,513	$ 4,495,318
Grants receivable from Diocesan operating entities	214,892	2,132,209
Investments	76,041,627	77,297,217
Note receivable from Church Corporation	5,240,527	6,293,007
Notes receivable from other related entities	3,615,992	869,722
Total financial assets	87,001,551	91,087,473
Less financial assets not available for general expenditure:		
Notes receivable due in more than one year	(7,903,180)	(7,137,729)
Board-designated for impact investing	(500,000)	(500,000)
Investments, less amount available to be spent under spending policy	(70,376,313)	(71,542,038)
Total financial assets available for general expenditure	$ 8,222,058	$ 11,907,706

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Foundation considers all expenditures related to its ongoing outreach program and grantmaking activities, as well as the conduct of services undertaken to support those activities, to be general expenditures.

As part of the Foundation's liquidity management, it structures its financial assets to be available as its general expenditures and liabilities become due or as additional funding opportunities are presented. The Foundation's assets are invested for long-term appreciation, but remain available to be spent at the Board of Trustees' discretion. The Foundation operates with a balanced budget and determines the spending level for each year as part of the annual budget process. The Foundation's spending policy provides for an annual spending rate not to exceed 5% of the five-year average asset balance. This policy acknowledges the potential for one-time withdrawals from the investment portfolio, with approval of the Board of Trustees, to fund non-recurring gifts or capital investments in accordance with the Foundation's long-term plan for new church starts.

NOTE 3 – INVESTMENTS AND INVESTMENT RETURN

Investments consist of the following:

	2024	2023
EH Investment Fund, L.P.	$ 72,650,186	$ 69,485,266
Land	2,750,053	7,178,553
South Loop Ventures	293,919	182,647
Interest in Church Corporation participating funds	273,170	289,711
Money market mutual funds	74,299	161,040
Total investments	$ 76,041,627	$ 77,297,217

EH Investment Fund, L.P. (the Fund) is a Delaware limited partnership that was created on June 1, 2014. HCP EHF Management LLC (General Partner), a U. S. Securities and Exchange Commission registered advisor and wholly- owned subsidiary of Hall Capital Partners LLC, is the General Partner to the Fund. There are five limited partners in the Fund all of which are Diocesan operating entities. As of December 31, 2024, the Foundation had a 4.18% interest in the Fund.

The Fund is a global multi-asset class fund that primarily seeks to increase its net asset value by an amount in excess of inflation (as defined by the Consumer Price Index). The Fund also seeks to maximize investment returns and to reduce portfolio volatility by investing in diversified asset classes and capital markets. The asset classes that the

Fund will invest in include global equities (developed and emerging), hedge funds, hybrids, private equity, real assets, fixed-income, and cash and cash equivalents.

At any given time, at least 20% of the Fund's assets can be liquidated within a 30-day time period. Redemptions are allowed at the end of each month with 10 days' prior written notice provided that such request does not require the Fund to sell any illiquid investments or incur any penalty. There are no unfunded commitments at December 31, 2024.

The invested assets of the Fund are summarized by investment type as follows:

	2024	2023
Portfolio funds:		
Equity strategies	21.4%	23.8%
Growth/buyout	12.9%	12.7%
Venture capital	11.1%	10.6%
Absolute return	7.8%	10.7%
Real assets	5.0%	4.4%
Hybrid	3.7%	3.4%
Equity hedge	3.2%	3.3%
Registered investment companies	17.4%	14.1%
Marketable securities – common stock	10.9%	11.6%
Cash and cash equivalents	6.6%	5.4%
Total	100%	100%

Portfolio fund investments are subject to the terms of the respective portfolio fund's agreements, offering documents and other governing agreements. Additionally, most, if not all, of the portfolio funds in which the Fund invests may restrict both the transferability of the Fund's interest and the Fund's ability to withdraw. Due to these restrictions, investments in certain portfolio funds are viewed as illiquid and subject to liquidity risk.

South Loop Ventures is a Delaware limited partnership that invests in equity and equity-oriented securities of early-stage, high-growth, high-impact startup companies with a nexus to the greater Houston area of the U. S., led by underrepresented founders with significant ownership interests in the companies. Distributions are made solely at the discretion of the general partners. Unfunded commitments at December 31, 2024 were $608,000.

Investments are exposed to various risks such as interest rate, market and credit risks. Alternative investments such as the Fund include additional risks because of their complex nature and limited regulations resulting in a greater risk of losing invested capital. Such risks include, but are not limited to, limited liquidity, absence of oversight, dependence upon key individuals, emphasis on speculative investments (both derivatives and nonmarketable investments), and nondisclosure of portfolio composition. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position and statement of activities.

Legal, tax, and regulatory changes could occur during the term of the Foundation's investment in the Fund. The regulatory environment for alternative investment funds is evolving, and changes in the regulation of these funds may adversely affect the value of investments held by the Foundation. The Foundation believes that the effect of any future regulatory change in the Foundation's assets would not materially impact the value.

Partnership income consists of the following:

	2024	2023
Realized and unrealized gain	$ 6,392,108	$ 8,027,720
Interest and dividends	529,843	644,640
Investment management and sub-advisory fee	(311,061)	(376,564)
Total partnership income	$ 6,610,890	$ 8,295,796

NOTE 4 – FAIR VALUE MEASUREMENTS

Generally accepted accounting principles require that certain assets and liabilities be reported at fair value and establish a hierarchy that prioritizes inputs used to measure fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The three levels of the fair value hierarchy are as follows:

- *Level 1* – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the reporting date. The types of investments included in Level 1 are securities traded and valued based upon a public exchange.
- *Level 2* – Inputs are quoted prices in nonactive markets or in active markets for similar assets or liabilities, or inputs which are either directly or indirectly observable with observable market data at the reporting date. Level 2 investments are priced by independent appraisals or corroborating factual comparative inputs as accumulated by management to support estimated fair value.
- *Level 3* – Inputs are not observable and are based on the reporting entity's assumptions about the inputs market participants would use in pricing the asset or liability.

Investments for which fair value is measured using net asset value or its equivalent as a practical expedient are not required to be categorized in the fair value hierarchy.

Assets measured at fair value at December 31, 2024 are as follows:

	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Investments:				
Land		$ 2,750,053		$ 2,750,053
Interest in Church Corporation participating funds			$ 273,170	273,170
Money market mutual funds	$ 74,299			74,299
Total	$ 74,299	$ 2,750,053	$ 273,170	3,097,522
Other investments measured at net asset value using the practical expedient:				
Investment in EH Investment Fund, L.P.				72,650,186
Investment in South Loop Ventures				293,919
Total investments measured at fair value				$ 76,041,627

Assets measured at fair value at December 31, 2023 are as follows:

LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Investments:			
Land	$ 7,178,553		$ 7,178,553
Interest in Church Corporation participating funds		$ 289,711	289,711
Money market mutual funds	$ 161,040		161,040
Total	$ 161,040	$ 7,178,553	$ 289,711	7,629,304
Other investments measured at net asset value using the practical expedient:				
Investment in EH Investment Fund, L.P.				69,485,266
Investment in South Loop Ventures				182,647
Total investments measured at fair value				$ 77,297,217

Valuation methods used for assets measured at fair value are as follows:

- *Land* is valued based on appraised fair value.
- *Interest in Church Corporation participating funds* is valued at the Foundation's pro-rata share of the fair value of the underlying investments and its pro-rata share of the interest and dividends and net realized and unrealized gains and losses of the participating funds as investment return.
- *Mutual funds* are valued at the reported net asset value of shares held at year end.
- *Investment in EH Investment Fund, L.P. and South Loop Ventures* is valued at the net asset value utilized as a practical expedient as determined by the general partner and supported by the audited financial statements of the fund.

These valuation methods may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Foundation believes its valuations methods are appropriate, the use of different methods or assumptions could result in a different fair value measurement at the reporting date.

NOTE 5 – NOTES RECEIVABLE

The Foundation has entered into a note agreement with Church Corporation totaling $6,500,000 to pay debt incurred in connection with the acquisition of real property to support the missionary and church planting strategies of the Diocese. The note is non-interest bearing and will be repaid with the proceeds from sales of land and buildings that are no longer being used as church sites and for which the Foundation did not provide the funding for the purchase of the property. After the note is repaid, Church Corporation is further obligated to pay 50% of the proceeds of sales of churches not funded by the Foundation to the Foundation. All proceeds from sales of property paid for by the Foundation will be paid to the Foundation. Imputed interest income and program expense of approximately $396,000 in 2024 and $468,000 in 2023 has been recognized based on an implied interest rate of 7.56% in 2024 and 7.44% in 2023.

Notes receivable from other related parties are as follows:

	2024	2023
Note receivable for bridge funding for construction. Note bears interest at 2.0% with outstanding principal and interest due July 1, 2029.	$ 1,000,000	
Note receivable for building acquisition with available borrowings up to $1 million. Note bears interest at 2.0% with outstanding principal and interest due March 15, 2025.	903,339	$ 284,742
Note receivable for bridge funding for construction. Note bears interest at 2.0% with outstanding principal and interest due July 1, 2027.	750,000	
Note receivable for bridge funding for construction. Note bears interest at 2.0% through December 31, 2041, with annual payments of principal and interest. Any proceeds from construction financing received must be used to repay the note.	424,980	449,980
Note receivable for bridge funding for construction. Note bears interest at 2.0% through July 1, 2044, with annual payments of principal and interest.	402,673	
Note receivable for bridge funding for construction. Note bears interest at 2.0% with principal and interest due on the earlier of the collection of capital campaign or other contributions receivable or December 31, 2026.	135,000	135,000
Total notes receivable	$ 3,615,992	$ 869,722

The scheduled maturities of notes receivable are as follows:

2025	$ 953,339
2026	185,000
2027	800,000
2028	50,000
2029	1,050,000
Thereafter	577,653
Total	$ 3,615,992

NOTE 6 – LEASES

The Foundation leases office and worship space on behalf of parishes as part of its church planting strategy. Right- of-use assets are recognized at the present value of the lease payments at the inception of the lease adjusted, as appropriate, for certain other payments and allowances related to obtaining the lease and placing the asset in service. The Foundation elected to not separate the lease components and non-lease components for real estate leases where the components were explicitly stated. Operating lease right-of-use assets are amortized so that lease costs remain constant over the lease term.

Operating lease costs recognized during the years ended December 31, 2024 and 2023 were approximately $357,000 and $262,000, respectively. During the years ended December 31, 2024 and 2023, cash paid for amounts included in the measurement of operating lease liabilities was approximately $362,000 and $256,000, respectively.

Undiscounted cash flows related to operating lease liabilities at December 31, 2024 are as follows:

2025	$ 204,534
2026	132,067
2027	124,903
2028	95,765
Total undiscounted cash flows	557,269
Less discount to present value	(63,683)
Total discounted present value of lease liabilities	$ 493,586

The weighted-average lease term and discount rate are as follows:

	2024	2023
Weighted-average remaining lease term	39 months	40 months
Weighted-average discount rate	7.58%	7.01%

NOTE 7 – RETIREMENT PLANS

The Foundation is a participating employer in pension plans sponsored and administered by The Church Pension Fund (the Pension Fund). The Pension Fund, a corporation chartered in 1914 by the Legislature of the State of New York, was established by the General Convention of the Episcopal Church. The Pension Fund and its affiliates are official agencies of the Episcopal Church and operate under the Canons of the Episcopal Church.

The Clergy Pension Plan (the Plan) is a defined benefit plan providing retirement, death and disability benefits to eligible clergy of the Episcopal Church. The Plan is exempt from federal income tax and, as church plans are exempt from the Employee Retirement Income Security Act of 1974, the Plan is not subject to Pension Benefit Guaranty Corporation requirements.

The assets of the Plan are pooled along with other assets of the Pension Fund solely for investment purposes for the benefit of all participants. The Pension Fund may amend, terminate or modify the terms of the Plan, including the employer assessment rate, at any time, without notice and for any reason. Should the Plan terminate, the Pension Fund has the authority to distribute assets in accordance with the terms of the respective Plan's documents.

All bishops, priests and deacons who are canonically resident in a domestic diocese of the Episcopal Church and who are not participating in the International Clergy Pension Plan must participate in the Plan if the cleric receives $200 or more per month in compensation for three or more consecutive months from the same employer. Participating employers pay assessments to the Plan on behalf of the eligible participants. Assessments for the Plan are equal to 18% of the applicable participants' compensation, which includes salaries, other cash compensation and the value of housing. Assessments are not held in individual accounts but are invested in a general fund of pooled contributions for all employees participating in the Plan.

The Foundation recognizes its assessments in the period that the related services are provided by the clergy. During 2024 and 2023, the Foundation recognized assessments to the Plan totaling approximately $447,000 and $490,000, respectively.

The funding positions of the Plan as of March 31, 2024 and 2023, as reported in the Pension Fund's latest audited financial statements, are summarized below:

	2024	2023
Net assets available for pension benefits – after amount designated for assessment deficiencies	$ 14,229,692,000	$ 14,016,095,000
Less: Actuarial present value of accumulated plan benefit obligations	(5,933,442,000)	(6,044,892,000)
Surplus	$ 8,296,250,000	$ 7,971,203,000
Funding percentage	240%	232%

Additionally, the Foundation participates in a defined contribution benefit plan sponsored by the Church Pension Corporation, which covers all lay employees. The Foundation contributes 9% of each eligible employee's salary to this plan. The Foundation contributed approximately $24,000 in both 2024 and 2023 to this plan.

NOTE 8 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 16, 2025, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in netassets.

EPISCOPAL HEALTH FOUNDATION

Introduction

The past year was an important year for Episcopal Health Foundation (EHF) as we finalized and launched our new Strategic Framework *Igniting Change*. The Strategic Framework outlines six Impact Drivers that connect across our Action Areas and guide how we focus our grants, partnerships, research, and engagement to strengthen health across Texas. The Impact Drivers are **Strengthening Comprehensive Care, Accelerating Innovative Health Financing, Activating Community Voices, Maximizing Connections to Health Coverage and Benefits, Supporting Community Health Workers,** and **Promoting Multi-Sector Collaboration.** In the fall, we released the new Strategic Framework on our updated website and introduced it at a public webinar that was attended by more than 400 participants. At the same time, EHF announced the upcoming open grant cycle, which focuses on three of the drivers and launches in January 2026.

The year 2025 was challenging for the health care and safety net sector, marked by a rapidly changing political and funding environment that required funders and partners to stay flexible and responsive. EHF worked across all divisions to listen to and support partners during this time; actions included increased flexibility in funding, including transitioning to General Operating Support grants for many existing partners, a focus on mental health support for congregations and communities, and doing research and polling to understand the effects of proposed and
real-time cuts to funding on benefits like Medicaid and SNAP (food), and Affordable Care Act health insurance.

EHF continued to deepen its work in the three Priorities for Change: *Food and Nutrition Security*, *Maternal Health*, and *Diabetes Prevention.* These priorities are three big health challenges in Texas that, if improved, can create positive ripple effects that strengthen families, communities, and overall health. EHF was actively involved in the 2025 Texas Legislative session, and supported successful policy changes to improve nutrition, diabetes prevention, and maternal health in Texas. Additionally, EHF is actively supporting the North Texas Maternal Health Accelerator, a place-based, multi-sector effort that launched this fall in Tarrant and Dallas Counties to improve maternal health outcomes.

Grantmaking

EHF continued to be good stewards of resources and good partners to grantees. EHF's grantmaking approach in 2025 focused on responding to the evolving needs of current grantees and improving access to safety-net health services in Texas. In response to rapid policy and funding changes at the beginning of 2025, EHF converted more than $18 million in grant resources to General Operating Support so that grant partners had additional financial flexibility. EHF also made

new General Operating Support grants when appropriate.

In addition to comprehensive care and safety-net support, EHF's 2025 grantmaking focused on strategic opportunities, the North Texas Maternal Health Accelerator, and supporting Texas Accountable Communities for Health Initiative (TACHI) sites as they came to the end of the five- year program.

In 2025, EHF awarded 163 grants totaling $43,286,990 to 97 unique organizations.

Community Engagement

EHF's Community Engagement team continues to provide capacity-building support to our grantees and community partners, as well as three other primary groups: collaboratives, community health leaders, and community organizations.

Collaborating for Health Communities

This year, in alignment with the new Strategic Framework, we focused our attention and investment on building the capacity of collaboratives and coalitions working in one or more of EHF's Priorities for Change: Food and Nutrition Security, Maternal Health, and Diabetes Prevention. Twelve collaboratives, with potential to reach 29 counties in EDOT, compose this year's Collaborating for Healthy Communities Initiative (CHCI) cohort, doubling the size of our cohorts from previous years. Each participating CHCI collaborative or coalition receives coaching to build their skills and processes as effective collaboratives, as well as $10,000 in financial support in 2026 to implement what they've learned and to move the needle on the EHF's Priorities for Change in their communities. Additionally, this year EHF staff integrated the Activating Community Voice (ACV) program into the CHCI curriculum, which allows the collaboratives to focus on establishing relationships with those who have lived experience with the health issues being addressed.

Activating Community Voice (ACV)

In addition to the ACV program at CHCI (see above), EHF continues to offer ACV to grantees. This year, EHF focused on grantees working on one of the three Priorities for Change. Two grantees, Northwest Assistance Ministries and Lone Star Clinic, participated in this capacity building support. In the final grant cycle of 2025, we had an additional 10 requests for information; these opportunities will be carried into the next calendar year.

Texas Accountable Communities for Health Initiative (TACHI)

The Texas Accountable Communities for Health Initiative is sunsetting at the end of 2025 after EHF's five-year, multi-million-dollar investment in six communities across the diocese. These sites have each made significant achievements in improving community health and developing sustainable funding:

- Longview (Gregg County) – integrated their work of reducing ER visits through

coordinated efforts between the police, fire department and local mental health authority into Longview's city budget amounting to $525,215 annually.

- Brazos Healthy Communities (Brazos County) – secured $1.7 million in funding, per year, for the next four years from Texas Health and Human Services (HHSC) HOPES grant to continue using community health workers to connect pregnant families to medical resources and social services.
- Community Health Connect (Williamson County) – aligning partners at scale to build a regional community health worker hub in Central Texas with funding of over $475,000.
- Communities y Salud (Harris County) – expanding partnerships and leveraging health events to screen community members for non-medical drivers of health to connect need to services.
- GAVA (Travis County) – resourcing community leaders to develop a Del Valle food co-op.
- Bastrop (Bastrop County) – secured $974,000 in funding, per year, for the next four Years from HHSC's HOPES grant to support their economic stability for new mothers.

Community of Practice

The Community of Practice for Community Engagement Professionals convened its first gathering, called "The Forum," which brought together more than 70 professionals to discuss the field of practice. The knowledge collected will be used to support the development of capacity building workshops over the next year.

Essentials of Facilitation

EHF's team continued to provide Essentials of Facilitation, a skill-building workshop. This year, the United Way of Greater Houston's programmatic staff participated in the four-hour workshop.

Congregational Engagement

As EHF developed and launched our new Strategic Framework *Igniting Change,* congregational engagement continues to see an increase in activity and interest from congregations wanting to understand and address inequities in their communities. This year, EHF engaged congregations and partner organizations through initiatives addressing poverty, food security, mental health, racial justice, and community health. This engagement included hosting conferences, supporting leadership training, advocating for nutrition policy, and fostering local economic development and community conversations across multiple EDOT congregations.

We also continued a robust partnership with Congregational Mission and Vitality (CMV), formerly Mission Amp, which created alignment in our approaches to make the resources of the diocese more understandable and accessible.

Those congregational efforts include work focused on the following areas:

Poverty

EHF Food Network

Dr. Jeremy Everett with the Baylor Collaborative on Hunger and Poverty met with food ministry leaders from EHF congregations in September to discuss the impact of changes to food policy. Leaders were very engaged and wanted to pursue an advocacy strategy on behalf of their neighbors and clients affected by these changes. Following the meeting, the group requested and received a one-page report on the food policy changes to share with their congregations and proposed a February 2026 food strategy training.

Together at the Table

EHF hosted 16 people from six congregations and four organizations for the Together at the Table conference in Waco organized by Baylor Collaborative on Hunger and Poverty. Leadership from EHF Food Network partner churches, St. Andrew's (Bryan), Grace (Alvin), and 4Saints Food Pantry (Fort Worth) led a workshop sharing their story of community involvement and partnerships in their pantry focused work.

Bread for the World Summit and Racial Wealth Gap Workshops

The Baylor Collaborative invited EHF to bring six leaders from 4Saints Food Pantry (Ft. Worth), Grace (Alvin), St. David's (Austin), and St. Andrew's (Bryan) to participate in the Bread for the World Summit in Washington, D.C. While there, they met with their congress people to advocate for better food and nutrition policies.

After the summit, EHF's congregational engagement team invited Bread for the World facilitators to offer their workshop on the Racial Wealth Gap simulation in the diocese. Three pilot workshops were hosted in November with EHF staff, Christ Church Cathedral, and St. David's in Austin. The workshops offer impactful conversations about race, justice, and non-medical drivers of health to deepen understanding around structural inequality.

Civic Engagement

Health and Justice Advocacy Network (HJAN)

HJAN was active in the Texas legislative session, with a robust policy agenda focused on maternal health, diabetes prevention, and opposition to private school vouchers. HJAN members dropped support cards for legislation, attended several media conferences, and called officials during the session.

HJAN held a two-part retreat, facilitated by EHF's Troy Bush-DiDonato, in July and September to review the past legislative session, evaluate its first five years, and plan for the future.

Mental Health

Exploring Mental Health Offerings

Mental Health support emerged as a main concern and growing need among congregations, particularly Hispanic-serving congregations. EHF is actively supporting congregations by identifying local Spanish-speaking trainers to conduct Mental Health First Aid (MHFA) training. Congregations currently interested in MHFA include St. Mark's (Richmond), St. Christoper's (Killeen), Trinity (Bay Town), and St. Aiden's (Cypress).

EHF's congregational engagement team also invited select congregations to participate in a brief survey and small interview groups centered on understanding the mental health interests of congregations and leaders in EDOT's 81-county service area.

Living Compass

With support from Congregational Mission & Vitality, EHF partnered with the Office of Christian Formation to support the Spanish translation of Living Compass materials and is underwriting the training of additional leaders for Living Compass Wellness groups for Hispanic congregations. Living Compass leadership has received a $200,000 grant from EHF to support community mental health needs.

Racial Justice – Now called Becoming Beloved

Community Hispanic Leadership Meetings

EHF and Congregational Mission and Vitality visited nine Hispanic congregations to understand how we could better tailor our resources to support them and to extend opportunity to connect with EHF grantees in their local community. These congregations include: San Pedro/St. Peter's (Pasadena), San Mateo (Houston), San Romero (Houston), St. Mary Magdelene (Manor), El Buen Samaritano (Austin), St. Esteban(Cleveland), San Pablo/St. Paul's (Houston), St. James (Austin), and Emmanuel (Houston).

Key themes from these conversations include ongoing need for mental health support for youth and adults, and immigration services support.

In addition, EHF contributed to the newly-formed Emergency Fund and shared a list of community resources for immigrant communities and families, which Congregational Mission & Vitality sent to congregations.

Hispanic Leadership Meetings on Community Health Workers

With the support of our Hispanic advisory committee, EHF held a series of Zoom meetings with community health worker (CHW) trainers that are partnering with Episcopal churches. The group discussed best practices, shared resources, and expressed a shared interest in developing a standardized congregational CHW training model.

Holy Currencies in Spanish

The second cohort of five Hispanic churches participated in this training, which focused on multicultural leadership skills, communication styles, tools for inclusive dialogue, and introduced the Holy Currencies model for sustainable ministry using six types of "currencies" beyond money including: time and place, gracious leadership, relationship, truth, and wellness.

Traces of the Trade

Dain and Constance Perry facilitated the Traces of the Trade workshop for a number of diocesan partners. The film and facilitated dialogue inform congregations and community partners about the history of the U.S. slave trade and the complicity of the Episcopal Church.

St. Aidan's (Cypress), Trinity Episcopal (Fort Worth), St. Stephens (Hurst) and St. Martin in the Fields (Keller) hosted Traces of the Trade in-person, and St. Matthew's (Austin) hosted virtually, with attendance from St. Matthew's, All Saint's and Good Shepherd (Austin.)

Cohorts

Holy Currencies

Three local collaboratives participated in a series of training and coaching sessions to support their development of community connected projects. Following the conclusion of the 2024/25 cohort, EHF covered the expenses for three members of the Milam Co team to be trained as grief counselors through the Walking the Mourner's Path workshop. This group has been selected to participate in Project Talk, an initiative of the National Institute of Health (NIH) to host people for discussion on advance care planning and end of life conversations.

The 2024/2025 cohorts were:

- **4Saints Food Pantry – focus on deepening partnerships and pantry support** (St. Luke's in the Meadow (Fort Worth), St. Martin's in the Field (Keller), All Souls (Arlington), St. Stephen's (Hurst), Trinity (Fort Worth)
- **Galveston Ministry Hub – focus on juvenile justice mentoring** (St. Thomas the Apostle (Nassau Bay), St. Michael's (La Marque), St. George's (Texas City), St. Vincent's House (Galveston))
- **Milam Co. Mission – focus on end-of-life support** (All Saint's (Cameron), St. Thomas (Rockdale))

Non-Medical Drivers of Health Curriculum

Called to Community Learning Journey: Exploring Faith and Health

This learning journey aims to inspire, educate, and motivate congregations to engage

in ministry and outreach activities that build healthier communities.

EHF developed learning materials in English and Spanish that include guidebooks, videos, maps, charts, and online content, conducted a robust pilot project at three congregations (St. Christopher (League City), St. Matthew's (Austin), Christ Church (Eagle Lake)), and updated the materials based on feedback from the pilot project. EHF is excited to announce the launch of the Called to Community Learning Journey across the EDOT. Congregations are invited to join the roll out in January. St. Luke's on the Lake (Austin) will begin CTC in January, St. Andrew's (Bryan) will likely begin in February, and Emmanuel (Houton) will begin in September.

Other Meetings, Presentations, and Meaningful Conversations

Neighborhood Economics Conferences

Congregational Mission & Vitality and EHF are working together to support the church and community leadership that St. Philip's has cultivated over eight years in the community of Hearne, TX. Supported by EHF, 12 community and church members are traveling to Asheville, NC to attend this national conference that convenes, recruits, and connects people repairing local economies.
Additionally, EHF took leaders from 4Saints Food Pantry and San Pedro (Pasadena) to the Neighborhood Economics Conference in Chicago.

We Belong to Each Other | A Diocesan Gathering hosted by All Soul's in Arlington

In September, after years of partnership development between EHF, CMV, and Christian Formation, this shared event focused on sparking change through the power of relationship. The event was well attended with participants providing positive feedback and appreciation.

This gathering was created to help make EDOT connections for the congregations in the North Region. Lay and clergy leaders, diocesan leaders, and community partners gathered to exchange ideas, gain new perspectives, share stories and to connect with nine ministries from across the diocese. More than 100 participants and staff attended, and 25 congregations from across the diocese were represented.

Ministries represented were:

- The Small Church Network
- Union of Black Episcopalians
- Missional Communities
- Iona
- Heath and Justice Advocacy Network (HJAN)
- EHF
- Camp Allen
- Church planting/El Jardin
- Christian Formation/Youth

Kitchen Cabinet

The group of EHF advisors met twice at Camp Allen to review and give input on the Called to Community Learning Journey, EHF's Strategic Framework, and to hear about EHF's policy work.

Austin Clericus Presentation

In May, the Austin Clericus group learned about the new EHF Strategic Framework, current EHF grant support in their area, and resources available through Congregational Engagement.

Financial Support

- San Pablo/St. Paul's received $10,000 in support of their Community Health Worker training program.
- St. Stephen's (Hurst) received $3,500 in support of their community-partnered Guns to Gardens event with New Mount Rose Missionary Baptist Church in south Ft. Worth.
- St. Andrew's, Bryan received $10,000 in financial support to cover convening costs for their hunger free community coalition of 16 organizations.

Research

EHF continued to produce reports, analyses, and mapping resources for congregations, organizations, and other community partners to help them navigate and use complex health-related data.

EHF's reports (linked here) in 2025 covered a spectrum of issues, including a review of diabetes prevention programs and reimbursement opportunities, an assessment of the impact of expiring tax credits under the Affordable Care Act health insurance Marketplace in Texas, research on Non- Emergency Medical Transportation Benefits, and EHF's annual Texas health policy polls on health care access and affordability.

These reports, along with existing EHF support to engage leaders of Texas Medicaid and Medicaid health insurance plans through a learning collaborative, have been critical in positioning the foundation to be an important leader in shaping policy conversations around improving health, not just health care in Texas.

In navigating significant federal health policy changes, EHF has deepened relationships with several state-based associations including community health centers, local health departments, and food banks, to engage in impact assessment and strategic planning efforts. At the state level, through a collaborative approach, EHF's research and policy team succeeded in advocating for passage of legislative actions in support of diabetes prevention, food and nutrition security, and maternal health agenda during the 89th

legislative session. EHF's team also partnered with the Texas Health and Human Services Commission's Office of Rural Hospital Finance in hosting a rural stakeholders' session to inform the state's application for the federal Rural Health Transformation fund. These efforts are an important opportunity to address health and health care challenges on a larger scale with sustainable policy and funding across the state.

Conclusion

While 2025 was a year that required a nimble, flexible approach to supporting partners and the health safety net in Texas, it was also a year of continued progress on the vision to promote equity by addressing health, not just health care. With a continued focus on systems change, addressing non-medical drivers of health, listening to congregations and communities, conducting timely research, pursuing meaningful policy change, and providing necessary funding to organizations across the diocese, EHF continues to use a full suite of tools to help all Texas have a just and fair opportunity to be healthy.

Ann Barnes, President

The Episcopal Health Foundation
(An Instrumentality of the Protestant
Episcopal Church in the Diocese of Texas)

Financial Statements
and Independent Auditors' Report
for the years ended December 31, 2024 and 2023

The Episcopal Health Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

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Independent Auditors' Report

To the Board of Trustees of
The Episcopal Health Foundation:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The Episcopal Health Foundation (an Instrumentality of the Protestant Episcopal Church in the Diocese of Texas), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities, of functional expenses, and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The Episcopal Health Foundation as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of The Episcopal Health Foundation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Episcopal Health Foundation's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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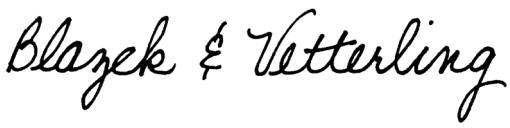
In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Episcopal Health Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Episcopal Health Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



September 11, 2025

The Episcopal Health Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Financial Position as of December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash and cash equivalents *(Notes 3 and 5)*	$ 11,809,104	$ 15,781,113
Other assets	3,860,663	4,331,579
Investments *(Notes 4 and 5)*	1,202,186,292	1,145,944,335
Property, net *(Note 6)*	7,013,074	7,177,359
TOTAL ASSETS	$ 1,224,869,133	$ 1,173,234,386
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 1,497,303	$ 849,445
Grants payable, net *(Note 7)*	11,502,638	17,915,532
Total liabilities	12,999,941	18,764,977
Net assets without donor restrictions:		
Undesignated	837,025,614	727,654,887
Contractually-restricted *(Note 8)*	374,843,578	426,814,522
Total net assets without donor restrictions	1,211,869,192	1,154,469,409
TOTAL LIABILITIES AND NET ASSETS	$ 1,224,869,133	$ 1,173,234,386

See accompanying notes to financial statements.

The Episcopal Health Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Activities for the years ended December 31, 2024 and 2023

	2024	2023
REVENUE:		
Partnership income *(Note 4)*	$ 109,241,957	$ 127,430,838
Contributions	500,000	500,000
Other revenue	862,030	6,135,003
Total revenue	110,603,987	134,065,841
EXPENSES:		
Program services:		
Grants made	37,949,042	36,454,447
Research	6,647,312	6,178,604
Program management	2,689,671	3,479,905
Community engagement	2,444,902	2,241,150
Total program services	49,730,927	48,354,106
Management and general:		
Diocesan operating entities – administrative services	805,454	774,475
Other management and general	2,667,823	2,640,396
Total management and general	3,473,277	3,414,871
Total expenses	53,204,204	51,768,977
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS	57,399,783	82,296,864
Net assets without donor restrictions, beginning of year	1,154,469,409	1,072,172,545
Net assets without donor restrictions, end of year	$ 1,211,869,192	$ 1,154,469,409

See accompanying notes to financial statements.

The Episcopal Health Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Functional Expenses for the years ended December 31, 2024 and 2023

	GRANTS MADE	RESEARCH	PROGRAM MANAGEMENT	COMMUNITY ENGAGEMENT	TOTAL PROGRAM SERVICES	MANAGEMENT AND GENERAL	2024 TOTAL
Grants	$ 37,449,042				$ 37,449,042		$ 37,449,042
Professional fees		$ 4,912,052	$ 299,287	$ 765,557	5,976,896	$ 699,311	6,676,207
Payroll and related benefits		1,450,706	2,006,642	1,339,559	4,796,907	1,334,591	6,131,498
Diocesan operating entities – administrative services						805,454	805,454
Grants to related entities	500,000				500,000		500,000
Depreciation		78,760	115,692	87,794	282,246	75,777	358,023
Occupancy		68,699	90,880	74,697	234,276	87,913	322,189
Information technology		67,979	99,856	75,776	243,611	65,404	309,015
Other		69,116	77,314	101,519	247,949	404,827	652,776
Total expenses	$ 37,949,042	$ 6,647,312	$ 2,689,671	$ 2,444,902	$ 49,730,927	$ 3,473,277	$ 53,204,204

	GRANTS MADE	RESEARCH	PROGRAM MANAGEMENT	COMMUNITY ENGAGEMENT	TOTAL PROGRAM SERVICES	MANAGEMENT AND GENERAL	2023 TOTAL
Grants	$ 35,459,612				$ 35,459,612		$ 35,459,612
Professional fees		$ 4,526,636	$ 1,220,322	$ 305,716	6,052,674	$ 725,818	6,778,492
Payroll and related benefits		1,391,701	1,856,143	1,564,398	4,812,242	1,277,232	6,089,474
Diocesan operating entities – administrative services						774,475	774,475
Grants to related entities	994,835				994,835		994,835
Depreciation		91,947	135,846	110,816	338,609	91,089	429,698
Occupancy		52,647	79,689	63,606	195,942	78,541	274,483
Information technology		53,638	79,248	64,646	197,532	53,138	250,670
Other		62,035	108,657	131,968	302,660	414,578	717,238
Total expenses	$ 36,454,447	$ 6,178,604	$ 3,479,905	$ 2,241,150	$ 48,354,106	$ 3,414,871	$ 51,768,977

See accompanying notes to financial statements.

The Episcopal Health Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Cash Flows for the years ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets without donor restrictions	$ 57,399,783	$ 82,296,864
Adjustments to reconcile changes in net assets without donor restrictions to net cash used by operating activities:		
Depreciation	358,023	429,698
Partnership income	(109,241,957)	(127,430,839)
Changes in operating assets and liabilities:		
Other assets	470,916	811,154
Accounts payable and accrued expenses	647,858	(5,697,524)
Grants payable	(6,412,894)	(3,043,071)
Net cash used by operating activities	(56,778,271)	(52,633,718)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Distributions from EH Investment Fund, L.P.	53,000,000	53,000,000
Purchases of property	(193,738)	(356,591)
Net cash provided by investing activities	52,806,262	52,643,409
NET CHANGE IN CASH AND CASH EQUIVALENTS	(3,972,009)	9,691
Cash and cash equivalents, beginning of year	15,781,113	15,771,422
Cash and cash equivalents, end of year	$ 11,809,104	$ 15,781,113

See accompanying notes to financial statements.

The Episcopal Health Foundation
(An Instrumentality of the Protestant Episcopal Church in the Diocese of Texas)

Notes to Financial Statements for the years ended December 31, 2024 and 2023

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – The Episcopal Health Foundation (EHF), a Texas nonprofit corporation, was created on March 27, 2013 to promote human health (including, without limitation, complete physical, mental and social well-being and not just merely the absence of disease or infirmity), healthcare excellence, advances in medical science, and improvements in community health services to benefit the counties that comprise the ecclesiastical territory that extends from the Louisiana border to portions of central, eastern, north, and southeastern Texas. EHF is organized under Title V, Canon 5, as amended, of the Constitution and Canons of the Protestant Episcopal Church in the Diocese of Texas (the Diocese). The Diocese is the sole member of EHF. The authority of the Diocese is vested in the Bishop, the Council of the Diocese, and a standing committee.

Related entities – The Executive Board of the Diocese is composed of the Bishop and fifteen members elected by the Council of the Diocese. Pursuant to various Canons, the Executive Board has certain oversight responsibilities relating to the affairs of EHF and the following related Diocesan operating entities:

- *Episcopal Diocese of Texas (EDOT)* is an operating unit of special accounts used to carry out the ministry of the Diocese and is supported primarily by parish assessments.
- *EDOT Financial Services Corporation* was created to provide human resource, accounting, financial, and investment management services support to the related Diocesan operating entities, as well as administering health benefits for clergy and certain lay employees throughout the Diocese.
- *Protestant Episcopal Church Council of the Diocese of Texas (Church Corporation)* receives, holds, manages, and administers funds and properties acquired by gift or purchase for the use and benefit of the Diocese and any Diocesan institution. Additionally, it may also receive, hold, and manage funds held for the use and benefit of any parish or mission in the Diocese.
- *The Great Commission Foundation (GCF)* was created in 2013 to support missionary and church planting strategies of the Diocese.
- *Episcopal Foundation of Texas (EFT)* was created to hold and administer certain assets for the purpose of providing grants and loans for religious, educational, and charitable purposes to designated Diocesan entities.
- *The Bishop Quin Foundation (Bishop Quin)* was created in 1943 to commemorate the 25th anniversary of the consecration of the Right Reverend Clinton S. Quin as Bishop. The broad objectives of Bishop Quin include such religious, charitable, and educational activities as determined by the Bishop and the Board of Trustees to be in furtherance of the spiritual and physical welfare of the Diocese.

EHF routinely engages in activities with and provides grants to Diocesan operating entities and other related entities that are directly or indirectly governed by the Council of the Diocese. Other related entities include parishes, schools and missions.

Basis of presentation – These financial statements include only the assets, liabilities, net assets, and activities of EHF. The accompanying financial statements do not include the assets, liabilities, net assets, and activities of the related Diocesan operating entities or other related entities. Each of these related entities is an operating entity distinct from EHF, maintains separate financial records, and administers its own services and programs.

Federal income tax status – EHF is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code and is classified as a Type I supporting organization under §509(a)(3).

Cash equivalents are highly liquid financial instruments with original maturities of three months or less which are available for grant and operating expenditures.

Investments are reported at fair value. Investment return is reported in the statement of activities as an increase in *net assets without donor restrictions* unless the use of the income is limited by donor-imposed restrictions.

Property with a cost of $500 or more and an estimated useful life of more than one year is capitalized and reported at cost, if purchased, or at estimated fair value at the date of gift, if donated. EHF provides for depreciation using the straight-line method based upon estimated useful lives of 3 to 40 years.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. *Net assets without donor restrictions* are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation.

Grants made are recognized as expense at fair value when EHF approves an unconditional commitment to a grant recipient. Commitments made but not yet funded are reported as grants payable and are discounted to estimate the present value of future cash flows using a risk-free rate-of-return, if material. Conditional grants are subject to one or more barriers that must be overcome before the recipient is entitled to receive or retain funding. Conditional grants are recognized in the same manner when the conditions are met by the recipient. There were no conditional grants awarded at December 31, 2024.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Management and general activities are not directly identifiable with specific program activities. Expenses that are attributable to more than one activity are allocated among the activities benefitted. Salaries and related costs are allocated on the basis of estimated time and effort expended. Depreciation and occupancy costs are allocated based on square footage. Information technology costs are allocated based on estimates of time and costs of specific technology utilized.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts reported as revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

EHF's financial assets consist of cash and a partnership interest in the EH Investment Fund, L.P. (the Fund) totaling $1.21 billion and $1.16 billion at December 31, 2024 and 2023, respectively. The Fund is managed to provide long-term appreciation and current income to support EHF's general expenditures for philanthropic activities and at any given time, 20% of the Fund's portfolio assets may be liquidated within a 30-day period. EHF's financial assets are available to be spent at the discretion of the Board of Directors to support general expenditures in the following year. Through prudent investing activities and spending policies, EHF structures its financial assets to be available to fund general expenditures and liabilities as they become due.

For purposes of analyzing resources available to meet expenditures over a 12-month period, EHF considers all expenditures related to its ongoing charitable activities, as well as the conduct of services undertaken to support those activities, to be general expenditures.

As part of EHF's liquidity management, it structures its financial assets to be available as its general expenditures and liabilities become due. EHF's assets are invested for long-term appreciation, but remain available to be spent at the Board of Trustees' discretion. EHF operates with a balanced budget and determines the spending level for each year as part of the annual budget process.

NOTE 3 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents are comprised of the following:

	2024	2023
Money market mutual funds	$ 11,805,142	$ 3,770,597
Demand deposits	3,962	12,010,516
Total cash and cash equivalents	$ 11,809,104	$ 15,781,113

NOTE 4 – INVESTMENTS AND INVESTMENT RETURN

Investments consist of a partnership interest in the Fund. The Fund is a Delaware limited partnership that was created on June 1, 2014. HCP EHF Management LLC (General Partner), a U. S. Securities and Exchange Commission registered advisor and wholly owned subsidiary of Hall Capital Partners LLC, is the General Partner to the Fund. There are five limited partners in the Fund, all of which are Diocesan operating entities. As of December 31, 2024, EHF had a 69% interest in the Fund.

The Fund is a global multi-asset class fund that primarily seeks to increase its net asset value by an amount in excess of inflation (as defined by the Consumer Price Index) and the actual spending rate of EHF over full market cycles of seven to ten years. The Fund also seeks to maximize investment returns and to reduce portfolio volatility by investing in diversified asset classes and capital markets. The asset classes that the Fund will invest in include global equities (developed and emerging), hedge funds, hybrids, private equity, real assets, fixed-income, and cash and cash equivalents.

At any given time, 20% of the Fund's portfolio assets can be liquidated within a 30-day period. Redemptions are allowed at the end of each month with 10 days' prior written notice provided that such request does not require the Fund to sell any illiquid investments or incur any penalty. There are no unfunded commitments at December 31, 2024.

The invested assets of the Fund are summarized by investment type as follows:

	2024	2023
Portfolio funds:		
Equity strategies	21.4%	23.8%
Growth/buyout	12.9%	12.7%
Venture capital	11.1%	10.6%
Absolute return	7.8%	10.7%
Real assets	5.0%	4.4%
Hybrid	3.7%	3.4%
Equity hedge	3.2%	3.3%
Registered investment companies	17.4%	14.1%
Marketable securities – common stock	10.9%	11.6%
Cash and cash equivalents	6.6%	5.4%
Total	100%	100%

Portfolio fund investments are subject to the terms of the respective portfolio fund's agreements, offering documents and other governing agreements. Additionally, most, if not all, of the portfolio funds in which the Fund invests may restrict both the transferability of the Fund's interest and the Fund's ability to withdraw. Due to these restrictions, investments in certain portfolio funds are viewed as illiquid and are subject to liquidity risk.

Investments are exposed to various risks such as interest rate, market and credit risks. Alternative investments such as the Fund include additional risks because of their complex nature and limited regulations resulting in a greater risk of losing invested capital. Such risks include, but are not limited to, limited liquidity, absence of oversight,

dependence upon key individuals, emphasis on speculative investments (both derivatives and nonmarketable investments), and nondisclosure of portfolio composition. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position and statement of activities.

Legal, tax, and regulatory changes could occur during the term of EHF's investment in the Fund. The regulatory environment for alternative investment funds is evolving, and changes in the regulation of these funds may adversely affect the value of investments held by EHF. EHF believes that the effect of any future regulatory changes would not materially impact the value of EHF's investment in the fund.

Partnership Income

Partnership income from the investment in the Fund consists of the following:

	2024	2023
Realized and unrealized gain	$ 104,810,518	$ 124,688,165
Interest and dividends	8,598,521	6,974,783
Investment management and sub-advisory fees	(4,167,082)	(4,232,110)
Total partnership income	$ 109,241,957	$ 127,430,838

NOTE 5 – FAIR VALUE MEASUREMENTS

Generally accepted accounting principles require that certain assets and liabilities be reported at fair value and establish a hierarchy that prioritizes inputs used to measure fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The three levels of the fair value hierarchy are as follows:

- *Level 1* – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the reporting entity has the ability to access at the reporting date. The types of investments included in Level 1 are securities traded and valued based upon a public exchange.
- *Level 2* – Inputs are quoted prices in nonactive markets or in active markets for similar assets or liabilities, or inputs which are either directly or indirectly observable with observable market data at the reporting date.
- *Level 3* – Inputs are not observable and are based on the reporting entity's assumptions about the inputs market participants would use in pricing the asset or liability.

There are no assets that are categorized as Level 2 or Level 3 at December 31, 2024 and 2023. In accordance with Accounting Standards Update 2015-07, *Fair Value Measurements*, investments for which fair value is measured at net asset value per share (or its equivalent) (NAV-PE) using the practical expedient have not been categorized in the fair value hierarchy.

Assets measured at fair value at December 31, 2024 are as follows:

	LEVEL 1	NAV-PE	TOTAL
Cash equivalents:			
Money market mutual funds	$ 11,805,142		$ 11,805,142
Investments:			
EH Investment Fund, L.P.		$ 1,202,186,292	1,202,186,292
Total assets measured at fair value	$ 11,805,142	$ 1,202,186,292	$ 1,213,991,434

Assets measured at fair value at December 31, 2023 are as follows:

	LEVEL 1	NAV-PE	TOTAL
Cash equivalents:			
Money market mutual funds	$ 3,770,597		$ 3,770,597
Investments:			
EH Investment Fund, L.P.		$ 1,145,944,335	1,145,944,335
Total assets measured at fair value	$ 3,770,597	$ 1,145,944,335	$ 1,149,714,932

Valuation methods used for assets measured at fair value are as follows:

- *EH Investment Fund, L.P.* is valued using the net asset value (or its equivalent) as a practical expedient to report the fair value of the investment. The fair value of the Fund is based on information provided by the General Partner of the Fund. Management takes into consideration consultation with Fund investment managers and audited financial information to determine the overall reasonableness of the recorded fair value.
- *Mutual funds* are valued at the published net asset value of shares held at year end.

These valuation methods may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while EHF believes its valuation methods are appropriate, the use of different methods or assumptions could result in a different fair value measurement at the reporting date.

NOTE 6 – PROPERTY

Property is comprised of the following:

	2024	2023
Land	$ 750,000	$ 750,000
Buildings and improvements	10,994,351	10,983,928
Furniture, fixtures and equipment	1,203,352	1,020,038
Total property, at cost	12,947,703	12,753,966
Accumulated depreciation	(5,934,629)	(5,576,607)
Property, net	$ 7,013,074	$ 7,177,359

NOTE 7 – GRANTS PAYABLE

At December 31, 2024, grants approved and committed for future payments are payable as follows:

2025	$ 10,547,400
2026	775,000
2027	250,000
Total grants payable	11,572,400
Discount to net present value at 0.98% to 3.84%	(69,762)
Grants payable, net	$ 11,502,638

EHF provided other grants to related Diocesan entities totaling approximately $500,000 in 2024 and $995,000 in 2023.

At December 31, 2024 and 2023, there were no grants payable to related Diocesan operating entities.

NOTE 8 – CONTRACTUALLY-RESTRICTED NET ASSETS

Under the Definitive Agreement (the Agreement), EHF received approximately $1.26 billion in consideration for the transfer of a membership in St. Luke's Episcopal Health System (SLEH) from the Diocese to a national nonprofit hospital system. In the Agreement, EHF agreed that a minimum of 85% of the proceeds would be used for health initiatives and that a minimum of 85% of the proceeds would be used in the counties that comprise the Diocese. Transactions and balances related to such restrictions are as follows:

Contractually-restricted net assets, January 1, 2023	$ 471,808,512
Other income	5,148,350
Expenditure of funds for specified purposes	(50,142,340)
Contractually-restricted net assets, December 31, 2023	426,814,522
Expenditure of funds for specified purposes	(51,989,749)
Contractually-restricted net assets, December 31, 2024	$ 374,824,773

NOTE 9 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 11, 2025, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in netassets.

CANONICAL REPORTS

COMMISSION ON MINISTRY

The Role of the Commission on Ministry

According to the Constitutions and Canons of the Episcopal Church, the Commission on Ministry advises and assists the Bishop in the implementation of Title III, Canons 6, 8, and 10 pertaining to ordination; in determining present and future opportunities and needs for the ministry of all baptized persons; and in the design and oversight of the ongoing process of recruitment, discernment, formation for ministry, and assessment of readiness. The Committee for the Diaconate functions as a part of the Commission and provides the same counsel and support to the Bishop for those discerning a call to the diaconate.

Leadership

The Right Reverend Kathryn (Kai) Ryan serves as the Executive for Ministry and oversees the work of the Commission on Ministry, the Committee for the Diaconate, and the Iona School for Ministry. The Rev. John Newton, Rector of St. Michael's in Austin, serves as Chair of the Commission on Ministry. The Rev. Jan Halstead, Deacon, chairs the Committee for the Diaconate and works closely with both the Executive for Ministry and the Chair of the Commission to provide focused guidance to those discerning a call to the diaconate.

Current Active Students

The Diocese of Texas currently has thirty-six students at various stages of preparation for ordination. Ten are preparing for the diaconate at the Iona School, including two seniors, three middlers, and five juniors. Six students are preparing for the bi-vocational priesthood at Iona, consisting of two seniors, three middlers, and one junior. Twenty students are enrolled in seminaries preparing for the priesthood, a group made up of five seniors, two special students, seven middlers, and six juniors.

These numbers do not include the twenty-five aspirants interviewed by the Commission on Ministry and the Committee for the Diaconate in November 2025. Of this group, ten were discerning a call to the priesthood, seven were exploring the bi-vocational priesthood, two were Canon 10 applicants, and six were discerning a call to the diaconate.

The Discernment Process and Discovery Retreats

Two Discovery Retreats were held in 2025. The first took place May 2–4 with twenty-six participants, and the second was held September 12–14 with twenty-four participants. Two Discovery Retreats are scheduled for 2026, one from May 1–3 and the other from September 18–20. Although the Discovery Retreat is no longer required, it continues to be highly recommended. Registration for these retreats is managed through Camp Allen at www.campallen.org/events.

Discernment committees remain a required component of the ordination process. These committees may be either regional or local, depending on what the Head of Congregation determines best for the aspirant, with the Chair of the Commission available for consultation.

The Diocese is deeply grateful to all who have offered their time, insight, and prayerful presence as members of discernment committees.

The Diocese continues to rely on the faithful ministry of clergy and lay leaders across our congregations—both churches and missions—who walk closely with individuals in the earliest stages of discernment. Even as we seek to strengthen intentional recruitment efforts, our communities remain the fertile ground from which vocations emerge, develop, and receive sponsorship. This partnership is essential and deeply appreciated.

All application materials for Holy Orders must be submitted by September 1 each year. This deadline applies to those discerning a call to the diaconate, the priesthood, and to clergy from other denominations seeking to be received into the Episcopal Church. Interviews for these aspirants are held in November following the submission deadline.

Commission on Ministry Meetings

The Commission on Ministry meets each November for a three-day, two-night interview cycle at Camp Allen to meet with all applicants who applied by the September 1 deadline. In January, the annual Vocations Conference is held at Camp Allen for all postulants in formation—whether enrolled at Iona or attending another seminary. During this conference, the Commission meets formally with middlers and seniors, while juniors attend and engage with the Commission informally. In April, the Commission holds additional meetings, often with Canon 10 applicants or individuals asked to return for follow-up conversations. Virtual meetings are scheduled throughout the year as needed.

State of Vocations

We continue to see a steady and encouraging interest in vocational discernment across the Diocese. The diversity of applicants—in age, life experience, cultural background, and professional expertise—reflects the vibrancy of our congregations and the wide range of gifts God is raising up for ordained leadership. This breadth of interest is a sign of health, and we are grateful for the many ways individuals are responding to God's call.

The ordination process website has been updated to provide clearer and more detailed information about each stage of the process. The revised content is available at https://www.epicenter.org/diocese/discovery-retreat/ordination-process/.

Gratitude

The Commission extends its heartfelt thanks to all who volunteered their time as Discovery Retreat faculty and staff, as well as to the many individuals who served on discernment committees this past year. Your dedication strengthens the life of the Diocese and supports all those who are answering God's call to serve.

The Commission remains committed to collaborating closely with Bishop Ryan and Bishop Doyle in fostering healthy, grounded, and spiritually mature leaders for the next generation of ministry.

John Newton, Chair

EXAMINING CHAPLAINS

The Examining Chaplains welcomed a new member to our midst in 2025, the Rev'd Daniel Robayo, of St. Mary Magdalene, Manor. He joins the Rev'd Carissa Baldwin-McGinnis, the Rev'd Jacob Breeze, the Rev'd Eileen O'Brien, and the Rev'd Sam Smith. His appointment brought the Examining Chaplains back to a full complement, heading into the busy examining period of '25/'26.

As is our custom, in 2025 we administered canonical exams, and provided correspondence tutoring to postulants who were assigned remedial work at the conclusion of those exams. The Examining Chaplains administered the written portion of said exams over email on the 3rd thru the 6th of January, 2025, and we conducted the oral portion of those exams at the Vocations Conference, on the 9th and 10th of January, 2025. Performances on these exams were satisfactory overall though three postulants were assigned remedial work. With exams were completed and remedial work assigned, we approved fourteen postulants for ordination: Brian Gamel, Chase Kennemer, Sally Lombardo, Scott Madison, Will Parker, Warren Robinson, Michael Sturdy, Michael Thompson, Rachel Toombs, Stephanie Townes, Mark Witte, Erik Evenson, Christopher Hilton, and Brett McCleneghan. On October 20,, 2025, just prior to Clergy Conference we conducted our deacon's exams, and certified twelve of these same postulants for ordination to the priesthood.

We have completed the questions for the 2026 canonical exams, and look forward to meeting our next crop of postulants in January.

Patrick Hall, Chair

DEACON'S REPORT

There are 31 deacons in the Episcopal Diocese of Texas who are serving in some capacity. All active deacons serve in liturgical areas as noted in the BCP and according to expectations as have been set out. The deacons serve in a variety of areas outside the church in the community. Below is a compilation of the reports sent in by the deacons.

Direct services: food collection, preparation, and distribution, prison ministry, support for those experiencing homelessness, provided funds for utilities, provide shoes and clothing for families, supported the needs of a woman's shelter, school supplies, organized blood drives, wreaths for headstones of service men and women, worked with Seafarers, provided space and food for local sheriffs' department, suitcases for children in foster care, gifts for families and seniors at Christmas, beds for children, mental health support, support for refugee, Laundry Love, holiday craft event for senior care facility, wreaths across America, established relationship with schools for service and mentoring, participated in college ministries, prayer shawls for people in need, school chaplaincy, services to incarcerated youth in adult prison, services to youth in juvenile justice center, supervision of counseling interns, LGBTQ+ event support, community gardens, mission groups within the state and in Honduras.

Support groups: families caring for those with Alzheimer's Disease and Dementia, for those who are grieving, women's group, and group for caregivers.

Workshops: information for those interested in being foster parents, led "open-forum" gatherings in the community for increased communication, and provided Safeguarding training.

Systemic: Deacons have either been involved in the leadership or are working within the areas of the Health & Justice Advocacy Network, Restorative Justice, advocated at the city and county council level to provide support for services in the area, Racial Reconciliation, participation in interfaith groups, Refugee Resettlement Ministry, Episcopal Migration ministries, Migrant Ministry Team, League of Women's voters, Episcopal Election Activators, and Harris Health System CPE program, Immigration Safety, Alpha course leader.

Education: on staff or taught classes at Iona School for Ministry, developed partnership with local schools, taught classes for children, served in summer camps, led classes on BCP and bible studies, and Lunch and Learn groups, program for DoK.

Wider church: served on diocesan committees, table leader for Discovery weekends, faculty for CREDO, online resource group for clergy for pastoral care of those impacted by sexual assault/abuse.

Jan Halstead, Dean of the Deacons Clericus

BI-VOCATIONAL PRIESTS REPORP

The Bivocational Priest Convocation continued its mission in 2025 to support and encourage priests serving in bivocational contexts across the Diocese. Our work this year built upon prior efforts and deepened our sense of shared ministry.

Highlights of the Year

- **Pre-Council Breakfast (2025)**
  Before the 176th Annual Diocesan Council in 2025, members of the Convocation gathered for breakfast and fellowship. This informal time strengthened relationships and set the tone for collaborative ministry.
- **Participation in the Bivocational Clergy Retreat (June 2025)**
  Several members attended the retreat created by the Iona Collaborative at the Seminary of the Southwest. This event provided space for learning, renewal, and networking with colleagues from across the wider church who share the challenges and joys of bivocational ministry.
- **October 2025 Clergy Conference**
  At the annual Clergy Conference, the Convocation met for prayer and planning. Our conversation centered on the question:
  "What is God calling you to do, and what is God calling you to stop doing in the coming year?"
  This discernment exercise helped members clarify priorities and identify practices that sustain healthy ministry.

Ongoing Connection and Collaboration

Throughout 2025, members of the Convocation met periodically via videoconference to share updates and mutual support. In addition, we maintained active discussion through postings on a private Google Group, exchanging ideas and resources to strengthen our ministries.

Paul Skeith, Dean of Bivocational Priests

STANDING COMMITTEE

The Standing Committee of the Episcopal Diocese of Texas consists of three priests and three lay communicants within the diocese, elected by Council for a three-year term. The Committee functions as an advisor to the bishop and is called at the bishop's discretion, or it may meet of its own accord. The Standing Committee votes for consent for persons to become candidates for Holy Orders, consent for ordinations, and consent to elections of bishops in other dioceses. When there is no bishop or bishop coadjutor, the Standing Committee becomes the ecclesiastical authority of the diocese.

It has been my honor to serve as President of the Standing Committee for the Episcopal Diocese of Texas and to work alongside such faithful members.

Committee Members:

To 2026 The Rev. Eileen O'Brien, St. James,' Austin, President; Jennifer Mc Gowan, Secretary, St. John the Divine, Houston

To 2027 The Rev. Alan Bentrup, St. Martin's in the Fields Episcopal Church, Keller; Barbara Evans-Chowning, All Saints,' Fort Worth
To 2028 The Rev. Whitney Kirby, St. Andrew's Episcopal School; Robert McDonald, All Saints', Austin

In 2025, the Standing Committee met with Bishop Doyle, gave consents to candidates for holy orders in our diocese, and gave consents in the elections of bishops across the Episcopal Church.

Eileen O'Brien, President

DISCIPLINARY BOARD

Title IV of the Canons of the Episcopal Church and of the Diocese of Texas govern Ecclesiastical Discipline. The Disciplinary Board administers Title IV within our 81 county diocese, which has approximately 450 clergy members.

The Board reports its activities annually to the Diocese. This report covers the Board's activities from 12/14/24 to 11/30/25.

Board Composition

The Disciplinary Board is composed of seven members, with a majority being Priests or Deacons and a minority being lay persons. The members serve 3-year staggered terms, and they are led by a President elected by the Board for a one-year term. (Title IV, Canon I, Section 1.2 of the Canons of the Diocese of Texas)

This year's clergy members were: The Rev. Janice Krause, Manor (non-parochial); the Rev. Lecia Brannon, Episcopal Seminary of the Southwest; the Rev. David Faulkner, St. Cyprian's, Lufkin; and the Rev. Dr., Jill Walters, All Saints Episcopal School, Ft. Worth. This year's lay members were: Ann O'Connell, St. Matthew's, Austin; Lora Livingston, St. James, Austin; and Alex Holmes, St. Mark's, Houston.

The Board elected the Rev. David Faulkner as President in March, but due to a personal reason, he resigned from the Board in July, creating a vacancy on the Board under Title IV, Canon 1, Section 1.4 as well as a vacancy in the president role. Ann O'Connell was elected by the Board to serve as President. The Rev. Louise Samuelson, St. John the Divine, Houston, was elected by the Executive Board after nomination by the Bishop to fill the board vacancy, in accordance with the process established in Title IV, Canon 1, Section 1.7 of the Canons.

Board Activity

The Reference Panel (a panel composed of an Intake Officer, the Bishop Diocesan, and the Board President, per Title IV, Canon 2 of the Canons of the Episcopal Church) met seven times during the reporting period to consider 11 complaints. Three of these were carryovers from the previous reporting period (numbered R24-4-CO, R24-5-CO, and R24-7-CO) and eight were new complaints (numbered R25-1 through R25-8).

There were no carryover cases pending Conference or Hearing Panels, and no new cases were referred to those panels.

Individual Complaint Dispositions as of 11/30/25

Carryover complaints:
R24-4-CO remains pending with the Reference Panel.
R24-5-CO was considered by the Reference Panel; an Accord was reached for terms of discipline.
R24-7-CO was referred to the Reference Panel, considered, and referred to the Bishop for a Pastoral Response.

New complaints received:
R25-1 was referred to the Reference Panel; an Accord was reached for terms of discipline.
R25-2 was dismissed at Intake. (Complaint, if true, did not show a violation of Title IV.)
R25-3 was referred to the Reference Panel; after investigation, it was referred to the Bishop for a Pastoral Response.
R25-4 was withdrawn at the Intake stage.
R25-5 was referred to the Reference Panel; after investigation, it was referred to the Bishop for a Pastoral Response.
R25-6 was dismissed at Intake. (Complaint, if true, did not show a violation of Title IV.)
Notice of appeal was given, then withdrawn.
R25-7 was referred to the Reference Panel; an Accord was reached for terms of discipline.
R25-8 was referred to the Reference Panel, considered, and referred to the Bishop for a Pastoral Response.

Cases Carrying Over into Next Reporting Period:
R24-4-CO

Corrections/Clarifications to Prior Reports

1. The report to Diocesan Council 2025 should reflect a total of three complaints dismissed, not two.
2. The report to Diocesan Council 2025 contained a reference to a complaint resulting in an Accord and Relinquishment of Holy Orders. This was a second complaint on a Respondent whose Accord and Relinquishment of Holy Orders was first reported to Diocesan Council 2024. The reference referred to the prior action.
3. The report to Diocesan Council 2024 should reflect a total of two complaints dismissed, rather than none.

Thank you
The President wishes to thank all Board Members for being willing to serve, especially the Rev. David Faulkner for his leadership as President during the first part of the year, and the Rev. Louise Samuelson for answering the call to fill the vacancy on the Board. The President also thanks the Rev. Janice Krause and the Rev. Lecia Brannon, whose terms end at Diocesan Council 2026, for their service.

The President thanks the Rev. Can. Christine Faulstich, the Rev. Can. Sarah Kinney Gaventa, and the Rev. Kurt Unangst, Intake Officers, and the Rt. Rev. C. Andrew Doyle for their prayerful service on the Reference Panel. The President is grateful for the additional support provided to the Board by Sara Marlatt, David Harvin, James Loftis, and Brad Beers.

Ann O'Connell, President

2026 PROPOSED BUDGET FORMULA

Outlined below is the budget formula used to determine the Diocesan and Insurance Assessments for each parish and mission in the Diocese of Texas. The original formula was passed by the 143rd Council. As a result of the movement to one budget, the Formula has been amended to eliminate the Asking for the Missionary Budget. There was a one time reset of the breakpoints in 2014 that had been in place since 1995 and a reduction in the rates for calculating assessments. In 2023, the Insurance Assessment portion was eliminated.

Diocesan Budget

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

METHOD:

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

2026 Base Percent Total Operating Revenue			PF
UP TO		$ 276,442	6%
$ 276,443	to	$ 419,513	7%
$ 419,514	to	$ 698,380	8%
$ 698,381	to	$ 1,115,468	9%
OVER		$ 1,115,469	10%

The four break points have been adjusted annually by an amount equal to the change in Consumer Price Index (CPI), which was 2.9% for the 2026 calculation. Such adjustments to the break points shall be rounded to the nearest thousand dollars.

B. Determine the **Formula (B) Request (FBR)** –

For 2026 the **MFB** (Maximum Formula B Request) was compared to the MFB of the preceding year and adjusted, if necessary, so as not to increase more than 10 percent or decrease more than 20 percent. Under no circumstances, however, is the current year MFB to constitute less than 5 percent or more than 10 percent of a church's Operating Revenue.

NOTE:

The Revenue used for both Formula (A) and Formula (B) is the parish's operating revenue (as reported in their parochial report and supplemental reporting) for the year that is two years before the budget year. (For 2026, the operating revenue used was that of 2024.)

Linda Riley Mitchell, CFO

The Episcopal Diocese *of Texas*

2026 Budget

As Approved by the Executive Board in December 2025 and Recommended to the 177th Diocesan Council.

CONFIDENTIAL

The Episcopal Diocese *of Texas*

2026 Proposed Budget

	2024 Budget	2025 Budget	2026 Budget	Notes:
Assessments				
Diocesan	$ 8,681,746	$ 8,995,734	$ 9,303,250	**AT**
Less: Allowance for Uncollectible Accounts	(86,817)	(89,957)	(93,032)	**PR**
Net Assessment Revenue	**8,594,929**	**8,905,777**	**9,210,218**	
Foundation Support and Overhead Allocation				
Church Corporation	839,063	832,884	1,044,981	
Bishop Quin Foundation	517,560	799,087	1,175,481	
The Episcopal Foundation of TX	2,076,800	785,843	887,481	
Episcopal Health Foundation	1,064,994	1,266,545	1,033,184	
Great Commission Foundation	526,167	869,590	720,481	
Compass Rose Society Reimbursement	75,000	75,000	75,000	
Episcopal Seniors Foundation	35,000	35,000	35,000	
Total Foundation Overhead Payments	**5,134,584**	**4,663,949**	**4,971,608**	
Program Revenues				
IONA Program Revenue	125,055			**LF**
Commission on Ministry Revenue	10,000	10,000	10,000	
Congregational Vitality	7,000			
Formation/Youth Event Revenue	50,000			**LF**
Unified Commission Revenues	7,000	14,000	14,000	
Other Program Revenue	27,000	-	3,900	**LF**
Total Program Revenues	**226,055**	**24,000**	**27,900**	
Other Revenues				
Diocesan Magazine Contributions	1,000			
Bequests and Donations	1,000			
Diocesan Council	260,000	384,000	218,710	
Miscellaneous Income	115,000	39,500	31,710	
Brochures Sales	1,000	1,000	1,000	
Other	17,000			
Total Other Revenues	**395,000**	**424,500**	**251,420**	
TOTAL REVENUES	**$ 14,350,568**	**$ 14,018,226**	**$ 14,461,146**	

	2024 Budget	2025 Budget	2026 Budget	Notes:
EXPENDITURES				
OFFICE OF THE BISHOP				
Clergy				
Compensation				
Clergy Salaries				
Bishop of Texas	404,390	417,403	430,825	
Bishop Suffragan - Tyler	142,689	148,392	154,284	
Bishop Suffragan - Austin	170,689	173,392	182,284	
Assisting Bishop - South Region	140,689	146,392	152,284	
Assisting Bishop - North Region	64,553	68,496	69,447	
Visiting Bishops	12,000	24,000	24,000	
Canon to the Ordinary	138,447	144,081	152,903	
Chief of Staff	108,224	121,983	127,691	
Total Clergy Salaries	**1,181,681**	**1,244,139**	**1,293,718**	
Housing Allowance and Maintenance				
Bishop of Texas	30,000	30,000	30,000	
Bishop Suffragan - Tyler	48,000	48,000	48,000	
Bishop Suffragan - Austin	20,000	20,000	20,000	
Assisting Bishop - South Region	50,000	50,000	50,000	
Assisting Bishop - North Region	30,000	30,000	30,000	
Canon to the Ordinary	50,000	50,000	50,000	
Chief of Staff	47,000	47,000	47,000	
Rectory Maintenance	90,000	150,000	150,000	
Total Housing Allowance and Maintenance	**365,000**	**425,000**	**425,000**	
Pension and Social Security Reimbursement				
Bishop of Texas	160,373	165,392	173,150	
Bishop Suffragan - Tyler	80,754	83,631	87,275	
Bishop Suffragan - Austin	80,754	83,631	87,275	
Assisting Bishop - South Region	80,754	83,631	87,275	
Assisting Bishop - North Region	39,760	45,397	50,884	
Canon to the Ordinary	65,548	67,945	70,946	
Chief of Staff	58,079	59,815	62,198	
Life Insurance	22,500	22,500	22,500	
Other Defined Contributions	35,000	35,000	40,000	
Total Pension and SS Reimbursement	**623,522**	**646,942**	**681,503**	
Total Clergy Compensation	**2,170,203**	**2,316,081**	**2,400,221**	

	2024 Budget	2025 Budget	2026 Budget	Notes:
Lay Staff Compensation	689,152	837,268	727,613	
Salaries				
Pension	62,024	74,657	64,904	
Employer FICA	52,720	63,458	55,168	
Total Lay Staff Compensation	**803,896**	**975,383**	**847,685**	
Business and Travel Expense				
Bishop of Texas	160,000	160,000	160,000	
Bishop Suffragan - Tyler	75,000	70,000	80,000	
Bishop Suffragan - Austin	75,000	70,000	70,000	
Assisting Bishop - South Region	75,000	70,000	70,000	
Assisting Bishop - North Region	30,000	50,000	50,000	
Visiting Bishops	9,000	9,000	9,000	
Canon to the Ordinary	35,000	30,000	30,000	
Chief of Staff	21,000	21,000	21,000	
Retired Diocesan Bishops	3,750	3,750	3,750	
Business and Travel - Staff	25,000	25,000	35,000	
Vehicle Depreciation	58,273	56,246	64,000	
Total Business and Travel Expense	**567,023**	**564,996**	**592,750**	
Clergy Conference	**180,000**	**180,000**	**180,000**	
TOTAL OFFICE OF THE BISHOP	**3,721,122**	**4,036,460**	**4,020,656**	
COMMUNICATION DEPARTMENT				
Communication Staff Compensation	511,726	547,047	598,487	
Diocesean Magazine	100,000	100,000	100,000	
Communications Department	25,000	25,000	25,000	
New Initiatives Marketing and communications	70,000	35,000	35,000	
Communication Other	25,000	25,000	25,000	
Business and Travel	21,000	15,000	15,000	
Depreciation: Website Redesign	25,000	16,000	16,000	
TOTAL COMMUNICATIONS	**777,726**	**763,047**	**814,487**	
CANONICAL EXPENSES				
Diocesan Council	330,000	415,000	400,000	
Historian and Archives	10,000	10,000	10,000	
Commission on Ministry	90,000	113,445	110,510	
Executive Board	11,000	11,000	14,000	
Standing Committee	1,000	1,000	1,000	
General Convention	65,000			**GC**
TOTAL CANONICAL EXPENSES	**507,000**	**550,445**	**535,510**	

	2024 Budget	2025 Budget	2026 Budget	Notes:
MINISTRY	**EXPENSES**			
Ministry Staff Compensation				
Salaries, Stipends and Housing	666,659	772,688	799,525	
Total Ministry Staff Compensation	**666,659**	**772,688**	**799,525**	
Transition Ministry				
Travel & Business - Transition Minister	17,000	17,000	17,000	
Bishop's Fellows	135,000	170,000	200,000	
Total Transition Ministry	**152,000**	**187,000**	**217,000**	
Wellness and Care Ministry				
Business and Travel	8,000	8,000	8,000	
Safe Church (Congregational Wellness /Care)	58,300	58,300	60,095	
Clergy & Family Wellness/Care	45,800	45,800	45,800	
Recovery Ministry	6,000	6,000	6,000	
Total Wellness and Care Ministry	**118,100**	**118,100**	**119,895**	
Other Ministry Expenses				
Interfaith and Ecumenical Work	3,000	3,000	3,000	
Chaplains to the Retired	7,200	7,200	8,400	
Consultant for Schools	10,000	10,000	10,000	
Support for Congregations	50,000	45,000	45,000	
Calling & Moving	100,000	100,000	100,000	
Clergy Training (Clericus, Curates, Cont. Educ. &	20,000			**LF**
Conferences & Clergy Gatherings	124,000	122,000	124,000	**CC**
Total Other Ministry Expenses	**314,200**	**287,200**	**290,400**	
TOTAL MINISTRY EXPENSES	**1,250,959**	**1,364,988**	**1,426,820**	
CONGREGATIONAL AND MISSION VITALITY				
Congregational and Mission Vitality Compensation	1,094,509	647,671	539,004	
Business/Travel - Congregational and Mission Vitality	115,000	95,000	101,000	
Congregational Vitality	77,750	60,500	69,500	
Youth Ministry	51,000			**LF**
Young Adults	10,000			**LF**
TOTAL MISSION	**1,348,259**	**803,171**	**709,504**	

	2024 Budget	2025 Budget	2026 Budget	Notes:
SERVICE AND OUTREACH				
Support of the Episcopal Church	1,935,591	1,453,002	1,605,230	**DA**
Support of the Anglican Communion	600,000	600,000	600,000	
Support for the University of the South	5,000	5,000	5,000	
Provincial Synod Assessment	13,750			
Sustainable Development Goals	100,000	100,000	100,000	
EDOT Global Partnership	25,000	25,000	25,000	
Companion Dioceses	75,000	75,000	75,000	
Unified Commissions Expense	88,000	91,500	91,500	
Prison & Restorative Justice Missions	50,000	40,000	50,000	
TOTAL SERVICE AND OUTREACH	**2,892,341**	**2,389,502**	**2,551,730**	
ADMINISTRATIVE EXPENSES				
Lay Staff Compensation				
Salaries	1,349,394	1,556,748	1,860,526	
Reserve for Salary Increases	50,000	50,000	50,000	
Total Staff Compensation	**1,399,394**	**1,606,748**	**1,910,526**	
Diocesan Center Operating Expense				
Information Technology	585,271	501,213	703,485	**OH**
Utilities	100,000	102,000	102,000	**OH**
Janitorial, Maint. & Repair	160,000	175,340	175,340	**OH**
Houston office rent PECC	98,000	98,000	98,000	**OH**
Rent - Austin & Tyler Offices	96,216	96,216	96,216	
Storage	32,500	28,500	28,500	
Total Diocesan Center Operating Expense	**1,071,987**	**1,001,269**	**1,203,541**	
General Office Expense				
Office Equip Lease/Maint	77,300	63,000	63,000	
Office Supplies/Printing	38,000	37,400	25,000	
Communications-Telephone	37,289	35,700	35,700	
Postage/Delivery Expense	22,000	12,000	7,500	
Miscellaneous Office Expense	10,000	7,500	7,500	
Payroll Processing Expense	15,000	15,000	15,000	
Depreciation	116,000	155,000	133,000	
Total General Office Expense	**315,589**	**325,600**	**286,700**	
Insurance				**OH**
Diocesan Property & Casualty Insurance	125,000	140,000	140,000	
Diocesan Workers' Compensation Insurance	60,000	50,000	40,000	**OH**
Automobile Insurance for Diocesan Vehicles	41,300	37,500	20,000	
Other Health Insurance Costs (insurance reserve)	100,000	100,000		**HE**
Total Insurance	**326,300**	**327,500**	**200,000**	

	2024 Budget	2025 Budget	2026 Budget	Notes:
Other Administrative Expenses				
Overhead reimbursement to the EDOT FSC	368,310	395,997	399,645	
Legal Expense	55,000	50,000	50,000	
Diocesan Audit	29,500	32,450	34,000	
Interest and Bank Fees	16,000	16,000	16,000	
Business/Travel-Finance Staff	50,000	50,000	60,000	**OH**
Subsidy Pension - Retired Clergy	4,000	9,531	2,800	
Diocesan Staff meetings	25,000	25,000	56,000	
HR Consulting & other transition costs	20,000	20,000	35,000	
Employee training and development	25,000	25,000	30,000	
Miscellaneous Operating Expense	10,000	10,000	2,000	
Total Other Admin	**602,810**	**633,978**	**685,445**	
TOTAL ADMINISTRATIVE EXPENSES	**3,716,080**	**3,895,095**	**4,286,212**	
TOTAL EXPENSES	**14,213,487**	**13,802,709**	**14,344,919**	
NET CHANGE IN ASSETS	**137,081**	**215,517**	**116,227**	

NOTES:

AT **Assessment** - The Diocesan Assessments are higher due to operating revenue growth.

HE **Health Insurance Costs** - Bishop Quin Foundation pledged to cover costs related to providing health insurance for clergy within the Diocese and Diocesan staff. Thanks to the generous pledge, Insurance Assessment has been eliminated as well as group health insurance expense.

PR **Allowance for Uncollectible Accounts** - This amount is 1% of the Assessments and represents an estimate of amounts potentially to be unpaid. All amounts have been paid in recent years.

LF **Leadership Fund** - Represents expenditures expected to be absorbed by the newly created Quin Foundation Leadership Fund.

GC **General Convention** - The General Convention is the governing body of The Episcopal Church. Every three years it meets as a bicameral legislature that includes the House of Deputies and the House of Bishops, composed of deputies and bishops from each diocese.

CC **Clergy Conference** - Increase is due to expected higher attendance and costs.

DA **Diocesan Asking** - The Diocese has reached its goal to meet the TEC asking (15% of revenues).

OH **Overhead** - These amounts represent reimbursement to the Diocese for overhead expenses incurred on behalf of the Foundations.

Linda Riley Mitchell, CFO

SUMMARY OF 2026 BUDGET CHANGES

The Episcopal Diocese *of Texas*

SUMMARY OF 2026 BUDGET CHANGES

Increase/Decrease from 2025 Budget to 2026 Budget (in $000)

Changes in Revenues	**Favorable (unfavorable)***		
Increase in Foundation Support	308	**A**	
Increase in Net Assessment Revenue	304	**B**	
Changes in Other	(169)	**C**	
Total Increase in Revenues		**$**	**443**
Changes in Expense			
Support of the Episcopal Church	(152)	**D**	
Compensation -- 3% cost of living adjustment	(144)		
New Position funded by the Diocese	(116)		
Information Technology	(202)	**E**	
Insurance	128	**F**	
Business Travel and other general operating expe	(56)		
Increase in total expenditures		**$**	**(542)**
Net Revenues over Expenses			**($99)**

* Favorable = Increases in revenues or decreases in expenses
(Unfavorable) = Decrease in revenues or increases in expenses

Linda Riley Mitchell, CFO

Notes:
A. Increase in Foundation overhead and mission support.
B. Increase is due to higher operating revenues.
C. Decrease in reunification reimbursement related to Council. Council was held in Fort Worth in 2025.
D. Calculation of support increased due to higher total revenue in 2024.
E. Increase in maintenance costs and depreciation of Usher and other systems.
F. Bishop Quin Foundation has committed support of $100K to other health insurance costs (medical insurance reserve) for clergy. Includes expected savings from diocesan insurance policies.

Linda Riley Mitchell, CFO

2026 DIOCESAN ASSESSMENTS

2026 Diocesan Assessments

CHURCH	City	Church Type	2025 Assessment	2026 Proposed Assessment
Grace Episcopal Church	Alvin	Parish	17,060	18,766
Trinity Episcopal Church	Anahuac	Mission	2,160	1,935
Church of the Holy Comforter	Angleton	Parish	18,746	20,621
All Souls Episcopal Church	Arlington	Parish	14,329	15,762
All Saints Episcopal Church	Austin	Parish	99,935	109,929
Church of the Cross	Austin	Msn / Plnt	18,501	19,693
Church of the Resurrection	Austin	Mission	16,485	18,134
Iglesia San Francisco de Asis	Austin	Mission	4,039	4,756
Resurrection Episcopal Church	Austin	Parish		27,344
St Albans Episcopal Church	Austin	Parish	29,263	28,443
St Christophers Episcopal Church	Austin	Parish	19,170	21,087
St Davids Episcopal Church	Austin	Parish	379,884	336,453
St Georges Episcopal Church	Austin	Parish	17,256	18,982
St James Episcopal Church	Austin	Parish	81,872	85,478
St Johns Episcopal Church	Austin	Parish	13,835	12,447
St Lukes on the Lake Epis Church	Austin	Parish	66,920	73,612
St Marks Episcopal Church	Austin	Parish	71,367	76,666
St Matthews Episcopal Church	Austin	Parish	134,499	147,949
St Michaels Episcopal Church	Austin	Parish	96,129	105,742
The Church of the Good Shepherd	Austin	Parish	359,744	391,086
Calvary Episcopal Church	Bastrop	Parish	30,666	33,733
St Marks Episcopal Church	Bay City	Parish	20,284	20,418
Trinity Episcopal Church	Baytown	Parish	28,417	26,292
St Marks Episcopal Church	Beaumont	Parish	86,933	83,895
St Stephens Episcopal Church	Beaumont	Parish	25,511	28,062
St Marys Episcopal Church	Bellville	Parish	11,807	11,842
St Peters Episcopal Church	Brenham	Parish	29,703	32,673
St Andrews Episcopal Church	Bryan	Parish	46,488	46,754
Church of the Epiphany	Burnet	Parish	10,034	8,544
Church of the Epiphany	Calvert	Mission	722	722
All Saints Episcopal Church	Cameron	Mission	4,363	3,490
St Johns Episcopal Church	Carthage	Mission	2,808	3,089
Christ Episcopal Church	Cedar Park	Parish	14,830	16,313
St Johns Episcopal Church	Center	Mission	2,856	2,883
St Francis Episcopal Church	College Station	Parish	10,366	9,008
St Thomas Episcopal Church	College Station	Parish	53,764	59,140
St Johns Episcopal Church	Columbus	Mission	3,224	3,117

2026 Diocesan Assessments

CHURCH	City	Church Type	2025 Assessment	2026 Proposed Assessment
St James the Apostle Epis Church	Conroe	Parish	46,877	51,565
St Martins Episcopal Church	Copperas Cove	Mission	3,157	2,884
All Saints Episcopal Church	Crockett	Mission	1,008	1,109
St Aidans Episcopal Church	Cypress	Parish	37,744	41,518
St Marys Episcopal Church	Cypress	Parish	39,021	37,593
Episcopal Church of the Resurrection	Decatur	Mission	2,455	2,605
Holy Trinity Episcopal Church	Dickinson	Parish	10,473	11,520
Christ Church	Eagle Lake	Parish	7,197	7,917
All Saints Episcopal Church	Fort Worth	Parish	114,325	99,273
St Christophers Church	Fort Worth	Mission	21,016	23,118
St Luke-in-the-Meadow Epis Church	Fort Worth	Mission	8,683	10,790
Trinity Episcopal Church	Fort Worth	Parish	116,288	120,394
St Pauls Episcopal Church	Freeport	Parish	1,669	1,335
Church of the Good Shepherd	Friendswood	Parish	24,279	23,875
Grace Episcopal Church	Galveston	Parish	15,719	18,282
St Augustine of Hippo Church	Galveston	Mission	2,107	2,318
Trinity Episcopal Church	Galveston	Parish	79,644	87,608
Grace Episcopal Church	Georgetown	Parish	73,277	76,081
Church of the Good Shepherd	Granbury	Parish	16,486	18,135
St Philips Episcopal Church	Hearne	Mission	1,114	3,088
St Bartholomews Church	Hempstead	Parish	3,141	4,042
St Matthews Episcopal Church	Henderson	Parish	5,564	5,708
St Mary Episcopal Church	Hillsboro	Mission	1,819	2,910
Christ Church Cathedral	Houston	Parish	457,636	453,318
Christ the King Episcopal Church	Houston	Mission	10,385	8,308
Church of the Ascension	Houston	Parish	27,965	24,211
Church of the Epiphany	Houston	Parish	48,221	46,590
Church of the Holy Spirit	Houston	Parish	81,465	68,393
Church of the Redeemer	Houston	Mission	5,113	3,400
Emmanuel Episcopal Church	Houston	Parish	35,086	36,232
Grace Episcopal Church	Houston	Parish	11,880	13,952
Hope Episcopal Church	Houston	Parish	6,262	9,719
Iglesia San Mateo	Houston	Mission	25,881	28,469
Lord of the Streets Episcopal Church	Houston	Special Evangelical Mission	6,676	33,164
Palmer Memorial Episcopal Church	Houston	Parish	177,945	195,740
San Pablo/St Paul's Episcopal	Houston	Mission	10,272	11,299
Santa Maria Virgen Episcopal Church	Houston	Mission	14,490	15,372
St Albans Episcopal Church	Houston	Mission	4,710	5,310

2026 Diocesan Assessments

CHURCH	City	Church Type	2025 Assessment	2026 Proposed Assessment
St Andrews in the Heights	Houston	Parish	56,705	62,376
St Christophers Episcopal Church	Houston	Parish	25,168	21,128
St Cuthbert Episcopal Church	Houston	Parish	42,699	39,300
St Dunstans Episcopal Church	Houston	Parish	123,297	127,646
St Francis Episcopal Church	Houston	Parish	251,049	276,154
St James Episcopal Church	Houston	Parish	50,481	49,854
St John the Divine Episcopal Church	Houston	Parish	870,576	933,422
St Luke the Evangelist Church	Houston	Mission	3,586	3,132
St Marks Episcopal Church	Houston	Parish	143,505	157,856
St Martins Episcopal Church	Houston	Parish	1,861,478	1,881,408
St Stephens Episcopal Church	Houston	Parish	109,808	120,789
St Thomas Episcopal Church	Houston	Parish	44,864	42,962
St Thomas the Apostle Epis Church	Houston	Parish	51,373	52,805
Trinity Episcopal Church	Houston	Parish	82,859	75,619
Christ the King (Atascocita)	Humble	Parish	22,920	23,679
St Stephens Episcopal Church	Huntsville	Parish	21,829	24,012
St Stephen Episcopal Church	Hurst	Mission	7,083	7,791
Trinity Episcopal Church	Jacksonville	Mission	2,759	2,810
Trinity Episcopal Church	Jasper	Parish	3,599	3,789
Christ Episcopal Church	Jefferson	Mission	4,283	5,469
St Pauls Church	Karnack	Mission	400	320
Holy Apostles Episcopal Church-Katy	Katy	Parish	97,197	106,917
St Pauls Episcopal Church	Katy	Parish	25,765	24,657
St Martin in-the-Fields Church	Keller	Parish	40,481	44,529
St Pauls Episcopal Church	Kilgore	Mission	5,532	6,411
St Christophers Episcopal Church	Killeen	Parish	11,933	13,126
Church of the Good Shepherd	Kingwood	Parish	86,991	94,842
St Michaels Episcopal Church	La Marque	Mission	7,997	6,671
St James Episcopal Church	LaGrange	Parish	28,432	27,839
St Timothys Episcopal Church	Lake Jackson	Parish	23,755	24,349
St Marys Episcopal Church	Lampasas	Parish	10,496	10,920
St Johns Episcopal Church	LaPorte	Parish	14,049	14,934
St Christopher Episcopal Church	League City	Parish	49,654	48,695
St Stephens Episcopal Church	Liberty	Parish	12,587	13,506
St Lukes Episcopal Church	Lindale	Mission	3,015	3,015
St Lukes Episcopal Church	Livingston	Parish	6,716	9,603
St Michael & All Angels Episcopal Ch	Longview	Parish	9,502	10,452
Trinity Episcopal Church	Longview	Parish	71,785	77,164

2026 Diocesan Assessments

CHURCH	City	Church Type	2025 Assessment	2026 Proposed Assessment
St Cyprians Episcopal Church	Lufkin	Parish	44,318	44,008
Holy Innocents Episcopal Church	Madisonville	Mission	1,059	1,165
St Mary Magdalene Episcopal Church	Manor	Msn / Plnt	4,093	3,274
Trinity Episcopal Church	Marble Falls	Parish	33,515	34,048
St Johns Episcopal Church	Marlin	Mission	2,554	2,809
Trinity Episcopal Church	Marshall	Parish	26,283	23,469
Christ Episcopal Church	Matagorda	Mission	1,809	1,447
Christ Episcopal Church	Mexia	Mission	2,651	2,535
St Catherine of Sienna Epis Church	Missouri City	Parish	30,548	33,603
Christ Episcopal Church	Nacogdoches	Parish	41,500	37,250
St Pauls Episcopal Church	Navasota	Parish	3,106	3,417
St Pauls Episcopal Church	Orange	Mission	7,318	7,713
St Johns Episcopal Church	Palacios	Mission	1,502	1,652
St Philips Episcopal Church	Palestine	Parish	11,627	10,770
St Peters Episcopal Church	Pasadena	Mission	19,843	15,874
St Andrews Episcopal Church	Pearland	Parish	36,993	40,018
Holy Trinity Episcopal Church	Port Neches	Parish	7,852	8,637
St Francis of Assisi Epis Church	Prairie View	Parish	4,520	4,972
Calvary Episcopal Church	Richmond	Parish	53,954	48,240
St Marks Episcopal Church	Richmond	Parish	19,158	21,074
St Thomas Episcopal Church	Rockdale	Mission	1,375	1,665
St Julian of Norwich Episcopal Church	Round Rock	Mission	27,723	30,495
St Richards Episcopal Church	Round Rock	Parish	51,004	46,849
St Joseph's Episcopal Church	Salado	Mission	5,846	6,431
Christ Episcopal Church	San Augustine	Mission	3,315	5,121
St Johns Episcopal Church	Sealy	Parish	4,496	5,073
St Johns Episcopal Church	Silsbee	Mission	5,496	5,175
Holy Comforter Episcopal Church	Spring	Parish	32,408	35,649
St. Isidore's Episcopal Church	Spring	Msn / Plnt	19,897	21,887
St Luke Episcopal Church	Stephenville	Parish	17,082	16,495
Holy Cross Episcopal Church	Sugar Land	Parish	43,276	47,604
St James Episcopal Church	Taylor	Mission	3,585	3,515
Christ Episcopal Church	Temple	Parish	53,968	48,482
St Francis Episcopal Church	Temple	Parish	19,932	21,290
St Georges Episcopal Church	Texas City	Parish	6,084	6,692
Trinity Episcopal Church	The Woodlands	Parish	159,689	144,284
Church of the Good Shepherd	Tomball	Parish	40,217	43,939
Christ Episcopal Church	Tyler	Parish	173,989	178,049

2026 Diocesan Assessments

CHURCH	City	Church Type	2025 Assessment	2026 Proposed Assessment
St Clare's Episcopal Church	Tyler	Msn / Plnt	3,094	7,325
St Francis Episcopal Church	Tyler	Parish	21,903	21,023
St John's Episcopal Church	Tyler	Mission	1,130	1,240
Episcopal Church of the Holy Spirit	Waco	Parish	21,766	23,943
St Albans Episcopal Church	Waco	Parish	81,727	89,900
St Pauls Episcopal Church	Waco	Parish	127,859	137,417
St Marys Episcopal Church	West Columbia	Parish	7,036	7,740
St Thomas Church	Wharton	Parish	13,503	12,521
Faith Episcopal Church	Wichita Falls	Mission	4,295	3,436
St Pauls Episcopal Church	Woodville	Mission	2,608	2,079
TOTAL			$8,995,734	$ 9,303,250

Linda Riley Mitchell, CFO

FINANCIAL STATEMENTS AND INDEPENDENT AUDITORS REPORT FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Financial Statements
and Independent Auditors' Report
for the years ended December 31, 2024 and 2023

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

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Independent Auditors' Report

To the Council of
the Protestant Episcopal Church in the Diocese of Texas:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the Episcopal Diocese of Texas (an operating unit of the Protestant Episcopal Church in the Diocese of Texas), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities, of functional expenses, and of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Episcopal Diocese of Texas as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Episcopal Diocese of Texas and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Episcopal Diocese of Texas' ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and

therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Episcopal Diocese of Texas' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Episcopal Diocese of Texas' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Blazek & Vetterling

September 23, 2025

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Financial Position as of December 31, 2024 and 2023

	2024	2023
ASSETS		
Cash	$ 874,840	$ 1,106,650
Due from Diocesan operating entities		1,299,330
Assessments receivable from parishes and missions	73,223	86,491
Grants receivable from Diocesan operating entities	5,338,576	3,866,438
Prepaid expenses and other assets	507,656	316,901
Operating lease right-of-use assets, net *(Note 3)*	1,034,610	1,172,112
Property, net *(Note 4)*	1,657,291	1,819,571
TOTAL ASSETS	$ 9,486,196	$ 9,667,493
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	$ 815,626	$ 844,767
Deferred program fees	109,756	113,777
Operating lease liabilities *(Note 3)*	1,043,356	1,179,367
Funds held for other related entities	91,828	118,554
Due to Diocesan operating entities	862,489	
Total liabilities	2,923,055	2,256,465
Net assets:		
Without donor restrictions	5,155,566	5,799,400
With donor restrictions *(Note 5)*	1,407,575	1,611,628
Total net assets	6,563,141	7,411,028
TOTAL LIABILITIES AND NET ASSETS	$ 9,486,196	$ 9,667,493

See accompanying notes to financial statements.

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Statement of Activities for the year ended December 31, 2024

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
OPERATING REVENUE:			
Diocesan assessments of parishes and missions	$ 8,574,039		$ 8,574,039
Support from Diocesan operating entities:			
Episcopal Foundation of Texas	2,116,800		2,116,800
Protestant Episcopal Church Council of the Dioceses of Texas	1,082,525		1,082,525
The Episcopal Health Foundation	1,065,794		1,065,794
The Great Commission Foundation	526,168		526,168
The Bishop Quin Foundation	354,417		354,417
Contributions	8,600	$ 84,224	92,824
Program fees	360,958		360,958
Total operating revenue	14,089,301	84,224	14,173,525
Net assets released from restrictions:			
Disaster relief and recovery	30,312	(30,312)	
Diocesan services	257,965	(257,965)	
Total	14,377,578	(204,053)	14,173,525
OPERATING EXPENSES:			
Program services	9,032,400		9,032,400
Management and general	3,383,421		3,383,421
Unallocated payments for support of the National Episcopal Church and the Anglican Communion	2,605,591		2,605,591
Total expenses *(Note 7)*	15,021,412		15,021,412
CHANGES IN NET ASSETS	(643,834)	(204,053)	(847,887)
Net assets, beginning of year	5,799,400	1,611,628	7,411,028
Net assets, end of year	$ 5,155,566	$ 1,407,575	$ 6,563,141

See accompanying notes to financial statements.

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Statement of Activities for the year ended December 31, 2023

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
OPERATING REVENUE:			
Diocesan assessments of parishes and missions	$ 8,248,313		$ 8,248,313
Support from Diocesan operating entities:			
Episcopal Foundation of Texas	513,372		513,372
Protestant Episcopal Church Council of the Dioceses of Texas	797,557		797,557
The Episcopal Health Foundation	1,024,032		1,024,032
The Great Commission Foundation	489,387		489,387
The Bishop Quin Foundation	504,556		504,556
Contributions	7,272	$ 1,416,587	1,423,859
Program fees	445,414		445,414
Total operating revenue	12,029,903	1,416,587	13,446,490
Net assets released from restrictions:			
Disaster relief and recovery	95,742	(95,742)	
Diocesan services	34,619	(34,619)	
Total	12,160,264	1,286,226	13,446,490
OPERATING EXPENSES:			
Program services	9,155,507		9,155,507
Management and general	3,169,943		3,169,943
Unallocated payments for support of the National Episcopal Church and the Anglican Communion	2,005,979		2,005,979
Total expenses *(Note 7)*	14,331,429		14,331,429
CHANGES IN NET ASSETS	(2,171,165)	1,286,226	(884,939)
Net assets, beginning of year	7,970,565	325,402	8,295,967
Net assets, end of year	$ 5,799,400	$ 1,611,628	$ 7,411,028

See accompanying notes to financial statements.

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Statement of Functional Expenses for the year ended December 31, 2024

	PROGRAM SERVICES	MANAGEMENT AND GENERAL	UNALLOCATED PAYMENTS	TOTAL
Payroll and related benefits	$ 5,078,457	$ 2,145,211	$ 2,605,591	$ 7,223,668
Support of the National Episcopal Church and the Anglican Communion				2,605,591
Travel and meals	918,174	113,476		1,031,650
Occupancy	460,792	259,135		719,927
Grants:				
Related entities	250,236			250,236
Diocesan operating entities	8,010			8,010
Others	381,648			381,648
Professional fees	310,452	218,255		528,707
Technology	339,591	129,602		469,193
Depreciation	310,289	60,120		370,409
Financial services support provided by FSC		368,310		368,310
Office supplies and expenses	276,917	30,715		307,632
Venue and equipment rental	237,552			237,552
Insurance	154,281	45,666		199,947
Other	306,001	12,931		318,932
Total expenses	$ 9,032,400	$ 3,383,421	$ 2,605,591	$15,021,412

See accompanying notes to financial statements.

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Statement of Functional Expenses for the year ended December 31, 2023

	PROGRAM SERVICES	MANAGEMENT AND GENERAL	UNALLOCATED PAYMENTS	TOTAL
Payroll and related benefits	$ 4,995,144	$ 2,069,786	$ 2,005,979	$ 7,064,930
Support of the National Episcopal Church and the Anglican Communion				2,005,979
Travel and meals	1,065,573	90,510		1,156,083
Occupancy	425,348	260,277		685,625
Grants:				
Related entities	717,354			717,354
Diocesan operating entities	3,000			3,000
Others	205,358			205,358
Professional fees	181,626	191,611		373,237
Technology	322,446	118,463		440,909
Depreciation	238,969	32,069		271,038
Financial services support provided by FSC		336,662		336,662
Office supplies and expenses	292,861	33,650		326,511
Venue and equipment rental	262,075			262,075
Insurance	142,556	27,327		169,883
Other	303,197	9,588		312,785
Total expenses	$ 9,155,507	$ 3,169,943	$ 2,005,979	$14,331,429

See accompanying notes to financial statements.

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Statements of Cash Flows for the years ended December 31, 2024 and 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets	$ (847,887)	$ (884,939)
Adjustments to reconcile changes in net assets to net cash provided (used) by operating activities:		
Depreciation	370,409	271,038
Amortization of operating right-of-use assets	137,502	133,947
Gain on sale of property		(30,500)
Changes in operating assets and liabilities:		
Due to (from) Diocesan operating entities	2,161,819	(345,378)
Assessments receivable from parishes and missions	13,268	194,276
Grants receivable to Diocesan operating entities	(1,472,138)	1,885,443
Prepaid expenses and other assets	(190,755)	(34,081)
Accounts payable and accrued expenses	(29,141)	(116,834)
Deferred program fees	(4,021)	4,009
Operating lease liabilities	(136,011)	(128,451)
Funds held for other related entities	(26,726)	(21,855)
Net cash provided (used) by operating activities	(23,681)	926,675
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of property	(208,129)	(637,188)
Proceeds from sale of property		30,500
Net cash used by investing activities	(208,129)	(606,688)
NET CHANGE IN CASH	(231,810)	319,987
Cash, beginning of year	1,106,650	786,663
Cash, end of year	$ 874,840	$ 1,106,650

See accompanying notes to financial statements.

Episcopal Diocese of Texas
(An operating unit of the Protestant Episcopal Church in the Diocese of Texas)

Notes to Financial Statements for the years ended December 31, 2024 and 2023

NOTE 1 – ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – Episcopal Diocese of Texas (EDOT) is an operating unit of the Protestant Episcopal Church in the Diocese of Texas (the Diocese). EDOT was organized in 1836 in the State of Texas and is a constituent of the Protestant Episcopal Church of the United States of America. The Diocese is an ecclesiastical territory that extends from the Louisiana border to portions of northern, central, eastern, and southeastern Texas. The authority of the Diocese is vested in the Bishop, the Council of the Diocese, and a standing committee. EDOT carries out the ministry of the Diocese and is supported primarily through assessments from parishes within the Diocese. EDOT functions in coordination with the operations of the Protestant Episcopal Church Council in the Diocese of Texas, which guarantees its outstanding liabilities and provides Diocesan operating facilities and other support.

In carrying out the ministry of the Diocese, EDOT hosts the annual council and clergy conferences, supports new church planting and missions and ministries of the Diocese, provides training for lay leaders who wish to become active leaders in the Episcopal Church, provides grants and other assistance to Diocesan operating entities, related Diocesan entities and others, and provides funding to the National Episcopal Church and the Anglican Communion.

Related entities – The Executive Board (the Board) of the Diocese is composed of the Bishop and fifteen members elected by the Council of the Diocese. The Board is responsible for the governance of EDOT and pursuant to various Canons, the Board has certain oversight responsibilities relating to the affairs of the following related Diocesan operating entities:

- *EDOT Financial Services Corporation (FSC)* was created to provide human resource, accounting, financial, and investment management services support to the related Diocesan operating entities, as well as administering health benefits for clergy and certain lay employees throughout the Diocese.
- *Protestant Episcopal Church Council of the Diocese of Texas (Church Corporation)* receives, holds, manages, and administers funds and properties acquired by gift or purchase for the use and benefit of the Diocese and any Diocesan institution. Additionally, it may also receive, hold, and manage funds held for the use and benefit of any parish or mission in the Diocese.
- *The Great Commission Foundation (GCF)* was created in 2013 to support missionary and church planting strategies of the Diocese.
- *Episcopal Foundation of Texas (EFT)* was created to hold and administer certain assets for the purpose of providing grants and loans for religious, educational, and charitable purposes to designated Diocesan entities.
- *The Bishop Quin Foundation (BQ)* was created in 1943 to commemorate the 25th anniversary of the consecration of the Right Reverend Clinton S. Quin as Bishop. The broad objectives of BQ include such religious, charitable, and educational activities as determined by the Bishop and the Board of Trustees to be in furtherance of the spiritual and physical welfare of the Diocese.
- *The Episcopal Health Foundation (EHF)* was created in 2013 with proceeds from the transfer of the membership of the St. Luke's Episcopal Health System to an unrelated not-for-profit entity. The focus of EHF is to promote the health and well-being of the 10 million people in the counties served by the Episcopal Diocese of Texas.

EDOT routinely engages in transactions, such as providing grants and other support, with Diocesan operating entities and other related entities that are directly or indirectly governed by the Council of the Diocese. Other related entities include parishes, schools, and missions.

Basis of presentation – These financial statements include only the assets, liabilities, net assets, and activities of EDOT. The accompanying financial statements do not include the assets, liabilities, net assets, and activities of the related Diocesan operating entities, and other related entities. Each of these other related entities is an operating entity distinct from EDOT, maintains separate financial records, and administers its own services and programs.

Federal income tax status – The Protestant Episcopal Church in the Diocese of Texas is exempt from federal income tax under §501(c)(3) of the Internal Revenue Code as a religious organization and is classified as a public charity under §170(b)(1)(A)(i) under the group exemption of the Protestant Episcopal Church in the United States of America.

Assessments receivable from parishes and missions represent non-interest-bearing amounts due for services for which EDOT has completed all performance obligations. Management estimates credit losses based on historical collection experience adjusted for management's expectations about current and future economic conditions which indicate that there are no expected credit losses at December 31, 2024 or 2023.

Grants receivable that are expected to be collected within one year are reported at net realizable value. Grants receivable that are expected to be collected in future years are discounted, if material, to the present value of the expected future cash flows. Grants receivable at December 31, 2024 are expected to be collected within one year.

Operating lease right-of-use assets – A right-of-use asset is recognized at the net present value of the lease payments at inception of the lease. Lease expense is recognized on a straight-line basis. EDOT recognizes leases with a lease term of 12 months or less as expense on a straight-line basis over the lease term. EDOT elected to use its incremental borrowing rate when the rate implicit in a lease is not readily determinable.

Property with a cost of $500 or more and an estimated useful life of more than one year is capitalized and reported at cost, if purchased, and at fair value at the date of gift if donated. EDOT provides for depreciation using the straight-line method based upon estimated useful lives of 3 to 7 years.

Net asset classification – Net assets, revenue, gains, and losses are classified based on the existence or absence of donor-imposed restrictions, as follows:

- *Net assets without donor restrictions* are not subject to donor-imposed restrictions even though their use may be limited in other respects such as by contract or board designation.
- *Net assets with donor restrictions* are subject to donor-imposed restrictions. Restrictions may be temporary in nature, such as those that will be met by the passage of time or use for a purpose specified by the donor, or may be perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Net assets are released from restrictions when the stipulated time has elapsed, or purpose has been fulfilled, or both.

Diocesan assessments of parishes and missions – The Diocese levies assessments on its parishes and missions based on the size of operating revenues and certain other factors to support Diocesan operations. Revenue is recognized in the amount that EDOT expects to be entitled to collect when the assessment is levied.

Contributions are recognized as revenue at fair value when an unconditional commitment is received from the donor. Contributions received with donor stipulations that limit their use are classified as *net assets with donor restrictions*. Conditional contributions are subject to one or more barriers that must be overcome before EDOT is entitled to receive or retain funding. Conditional contributions are recognized in the same manner when the conditions have been met. Funding received before conditions are met is reported as refundable advances.

Program fees are recognized as revenue at a point in time when the event occurs or the services are provided. Program fees are billed in advance and are due when billed. Payments collected but not yet recognized are deferred and recognized in the following year when the event occurs. Deferred program fees were $109,756 in 2024, $113,777 in 2023 and $109,768 in 2022.

Functional allocation of expenses – Expenses are reported by their functional classification. Program services are the direct conduct or supervision of activities that fulfill the purposes for which the organization exists. Management and general activities are not directly identifiable with specific program activities. Expenses that are attributable to more than one activity are allocated among the activities benefitted. Salaries and related costs are allocated on the basis of estimated time and effort expended. Depreciation and occupancy costs are allocated based on square footage. Information technology costs are allocated based on estimates of time and costs of specific technology utilized.

Estimates – Management must make estimates and assumptions to prepare financial statements in accordance with generally accepted accounting principles. These estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, the amounts reported as revenue and expenses, and the allocation of expenses among various functions. Actual results could vary from the estimates that were used.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF RESOURCES

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use within one year of December 31 comprise the following:

	2024	2023
Financial assets:		
Cash	$ 874,840	$ 1,106,650
Accounts receivable	221,910	1,480,786
Grants receivable from Diocesan operating entities	5,338,576	3,866,438
Total financial assets	6,435,326	6,453,874
Less financial assets not available for general expenditure:		
Donor-restricted net assets subject to satisfaction of restrictions	(1,144,698)	(1,341,527)
Funds held for other related entities	(91,828)	(118,554)
Total financial assets available for general expenditure	$ 5,198,800	$ 4,993,793

For purposes of analyzing resources available to meet expenditures over a 12-month period, EDOT considers all expenditures related to its ongoing program activities and disaster relief, as well as the conduct of services undertaken to support those activities, to be general expenditures.

EDOT is supported by assessments from related parishes and missions and by support from Diocesan operating entities. Assessments are approved annually by the Diocesan Council. EDOT monitors liquidity required to meet its operating budget and other contractual commitments. In addition to financial assets available to meet general expenditures, EDOT has a $1.0 million line of credit with a bank with an interest rate of prime less 0.75% (6.75% at December 31, 2024) and a 2.8% floor, expiring in March 2026. The line of credit is guaranteed by Church Corporation. There were no amounts outstanding on the line of credit at December 31, 2024 or 2023.

NOTE 3 – LEASES

At December 31, 2024, operating lease right-of-use assets and lease liabilities included real property subleases from related Diocesan operating entities. Right-of-use assets are recognized at the present value of the lease payments at the inception of the lease adjusted, as appropriate, for certain other payments and allowances related to obtaining the lease and placing the asset in service. EDOT elected to not separate the lease components and non-lease components for real estate leases where the components were explicitly stated. Operating lease right-of-use assets are amortized so that lease costs remain constant over the lease term. The amortization of the right-of-use assets are recognized as occupancy expenses.

Lease costs of approximately $172,000 were recognized the years ended December 31, 2024 and 2023. During the years ended December 31, 2024 and 2023, cash paid for amounts included in the measurement of operating lease liabilities was approximately $170,000 and $167,000, respectively.

Undiscounted cash flows related to operating leases as of December 31, 2024 are as follows:

2025	$ 173,253
2026	175,280
2027	155,514
2028	96,216
Thereafter	659,240
Total undiscounted cash flows	1,259,503
Less discount to present value	(216,147)
Total present value of lease liabilities	$ 1,043,356

The weighted-average lease term and discount rate are as follows:

	2024	2023
Weighted-average remaining lease term	164 months	166 months
Weighted-average discount rate	3.04%	3.10%

NOTE 4 – PROPERTY

Property consists of the following:

	2024	2023
Furniture, fixtures and equipment	$ 3,104,410	$ 2,948,262
Vehicles	443,888	391,909
Total property, at cost	3,548,298	3,340,171
Accumulated depreciation	(1,891,007)	(1,520,600)
Property, net	$ 1,657,291	$ 1,819,571

NOTE 5 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are restricted as follows:

	2024	2023
Subject to expenditure for specified purpose:		
Missions	$ 1,051,493	$ 1,268,343
Disaster relief program	276,414	255,134
Other	79,668	88,151
Total net assets with donor restrictions	$ 1,407,575	$ 1,611,628

NOTE 6 – RETIREMENT PLANS

Clergy Plan

EDOT is a participating employer in pension plans sponsored and administered by The Church Pension Fund (the Fund). The Fund, a corporation chartered in 1914 by the Legislature of the State of New York, was established by the General Convention of the Episcopal Church. The Fund and its affiliates are official agencies of the Episcopal Church and operate under the Canons of the Episcopal Church.

The Clergy Pension Plan (the Clergy Plan) is a defined benefit plan providing retirement, death and disability benefits to eligible clergy of the Episcopal Church. The Clergy Plan is exempt from the federal income taxes and, as church plans are exempt from the Employee Retirement Income Security Act of 1974, the Clergy Plan is not subject to Pension Benefit Guaranty Corporation requirements.

The assets of the Clergy Plan are pooled along with other assets of the Fund solely for investment purposes for the benefit of all participants. The Fund may amend, terminate or modify the terms of the Clergy Plan, including the employer assessment rate, at any time, without notice and for any reason. Should the Clergy Plan terminate, the Fund has the authority to distribute assets in accordance with the terms of the respective Plan's documents.

All bishops, priests and deacons who are canonically resident in a domestic diocese of the Episcopal Church and who are not participating in the International Clergy Pension Plan must participate in the Clergy Plan if the cleric receives $200 or more per month in compensation for three or more consecutive months from the same employer. Participating employers pay assessments to the Clergy Plan on behalf of the eligible participants. Assessments for the Clergy Plan are equal to 18% of the applicable participants' compensation, which includes salaries, other cash compensation and the value of housing. Assessments are not held in individual accounts but are invested in a general fund of pooled contributions for all employees participating in the Plan.

EDOT recognizes its assessments in the period that the related services are provided by the clergy. During 2024 and 2023, EDOT recognized assessments to the Clergy Plan totaling approximately $496,000 and $484,000, respectively.

The funding positions of the Clergy Plan as of March 31, 2024 and 2023, as reported in the Fund's latest audited financial statements, are summarized below.

	2024	2023
Net assets available for pension benefits – after amount designated for assessment deficiencies	$ 14,229,692,000	$ 14,016,095,000
Less: Actuarial present value of accumulated plan benefit obligations	(5,933,442,000)	(6,044,892,000)
Surplus	$ 8,296,250,000	$ 7,971,203,000
Funding percentage	240%	232%

Non-clergy employees

EDOT sponsors a defined contribution benefit plan for non-clergy employees, which is qualified under §403(b) of the Internal Revenue Code. EDOT makes contributions based on employees' annual compensation. EDOT contributed approximately $388,000 and $372,000 to this plan in 2024 and 2023, respectively.

NOTE 7 – RELATED ENTITY TRANSACTIONS

EDOT uses Camp Allen Camp and Conference Center (Camp Allen) facilities for meetings and conferences and recognized expenses for use of those facilities totaling approximately $592,000 and $538,000 during 2024 and 2023, respectively. EDOT recognized expenses provided by FSC for administrative support totaling approximately $368,000 in 2024 and $337,000 in 2023, and for health costs totaling approximately $322,000 in 2022. EDOT paid EFT approximately $60,000 for rent in both 2024 and 2023. EDOT paid Church Corporation approximately $209,000 and $206,000 for rent in 2024 and 2023, respectively. The amounts are included in expenses in these financial statements.

NOTE 8 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 23, 2025, which is the date that the financial statements were available for issuance. As a result of this evaluation, no events were identified that are required to be disclosed or would have a material impact on reported net assets or changes in net assets.

Linda Riley Mitchell, CFO

HEALTH INSURANCE

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

To active participants the Diocese currently offers ten Medical Trust Plans:

1. Cigna Consumer Directed Health Plan -20 HSA
2. Anthem Blue Cross Blue Shield Consumer Directed Health Plan -20 HSA
3. Cigna Consumer Directed Health Plan -40 HSA
4. Anthem Blue Cross Blue Shield Consumer Directed Health Plan -40 HSA
5. Cigna Open Access Plus PPO 90
6. Cigna Open Access Plus PPO 80
7. Cigna Open Access Plus PPO 70
8. Anthem Blue Cross Blue Shield PPO 90
9. Anthem Blue Cross Blue Shield PPO 80
10. Anthem Blue Cross Blue Shield PPO 70

The Medical Trust offers UnitedHealthcare Group Medicare Advantage (PPO) plan to eligible retired clergy and their dependents with health and prescription drug coverage, the Group Medicare Advantage plan will continue to be offered in 2026. In addition, the Employee Assistance Program (EAP) is available to all diocesan Clergy, Lay employees, and dependents enrolled in medical coverage. For those employees who do not have active medical coverage, the EAP is also available as a stand-alone plan. All medical plans include integrated Behavioral Health benefits. In addition, the Medical Trust will provide Hearing Aid benefits to employees and dependents enrolled in any of the active or retiree medical plans. Hearing Aid benefits cover up to $1,500 per ear every three years. Employees are encouraged to contact their health plan carrier for information about Hearing Aid benefits.

Overall, the cost of health insurance for active diocesan clergy, parishes and institutions' employees rose by 6.06% for 2026. This increase is less than the average for premium increases across the United States. In January 2022, the Insurance Task Force recommended to the Executive Board, and the Board passed, the following: Effective January 1, 2022, all eligible clergy and lay diocesan staff will have medical coverage for family paid for by the Diocese. Clergy and diocesan lay staff can elect single, family, spouse, and child(ren) coverage depending upon their personal circumstances at no cost to them. This does not apply to lay employees of churches, schools, and institutions. Those organizations may choose to pay for family coverage for lay employees. As a reminder, Resolution and Canon A177 directs all parishes and diocesan institutions provide medical coverage to their eligible employees scheduled to work 1,500 hours or more annually at the single tier under the Consumer Directed Health Plan -20 HSA.

In February 2022, the Episcopal Health Foundation granted $200 Million to the Bishop Quin Foundation for clergy and lay diocesan staff medical. These funds allowed churches to no longer have to fund insurance assessments. In 2023, this was a savings of $517,000 for the churches.

Please call or email Zee Turnbull, Director of Human Resources, at 713-353-2120, **zturnbull@epicenter.org** for further information regarding health insurance.

Linda Riley Mitchell, CFO

CLERGY LIFE INSURANCE

Since January 1, 2018, the Church Pension Fund increased the life insurance coverage available to clergy and began providing up to $150,000 in life insurance for all eligible, active clergy. This increased benefit generates imputed taxable income to the clergyperson under the Internal Revenue Code. **CPF provides a calculation of this imputed income annually to the Diocese.** Churches will need to include this amount on the clergy person's W-2 each year.

Retired clergy or clergy person with 25 years of credited service will continue to receive $50,000 of life insurance for retiree life insurance. We emphasize how **extremely important** it is that pension assessments be paid currently for all active clergy. Failure to do so by their parishes could result in the loss of this important life insurance benefit to the clergy. If the pension assessments for a priest are in arrears by more than twelve months and the priest should die, life insurance benefit will not be paid.

Since 2002, Supplemental Life Insurance has been offered to all active clergy and lay employees under the age of 65. This plan offers the option to purchase Supplemental Term Life Insurance for the eligible clergy person or lay employee up to three times the life insurance benefit the Diocese provides. Or, they may purchase in increments of $50,000 to a maximum of $500,000 of coverage. Spousal coverage is based on the same calculation; however, it is limited to a maximum coverage of $240,000. Clergy and lay employees will be responsible for the premiums and may apply at the date of hire. Premiums are based upon age and change in five-year increments. The supplemental term life insurance will be automatically reduced by 50% at age 65 and terminates at age 70.

For more information, please call or email Zee Turnbull, Director of Human Resources at the Diocesan Center at 713-353-2120, zturnbull@epicenter.org.

Linda Riley Mitchell, CFO

PENSIONS

Pensions are provided to the clergy through participation in the Church Pension Fund. This is funded by monthly contributions based on the compensation of clergy in each parish. Parishes are responsible for making monthly contributions. Individual clergy should also review their reports from the Pension Fund to assure the accuracy and timeliness of the amounts remitted to the Church Pension Fund. Delay in reporting changes results in retroactive adjustments, which are difficult to manage. In addition, adjustments can only be

made for the previous two years, so failure to report adjustments could result in lower pension bases and therefore reduced pensions at retirement.

The Pension Fund's total net assets for the fiscal year ending March 31, 2025, were $17.7 billion. The fund has paid $9.5 billion in employee benefits since inception. The portfolio continues to grow and is sufficient to cover promised future obligations. The Pension Fund paid out a total of $475 million in pensions and other benefits from April 1, 2024, to March 31,2025.

The following fact delineates the benefits summary for period ending March 31, 2025:

Fast Facts:
13,844 active and retired clergy participants in defined benefits plans.
2,775 active and retired lay participants in a defined benefit plan.
2,409 active clergy participants in a defined contribution plan.
13,052 active lay participants in a defined contribution plan.
23,257 active and retired lay participant with CPG retirement, health, life and/or disability benefits.
$238 million in medical claims paid by the Episcopal Church Medical Trust for self-funded plans.

As the number of retirees increases in every diocese, the Church Pension Fund, through its ministry to the retired, is available to assist chaplains designated by our bishop in the ministry established in our diocese. Through personal contact and educational services, they are willing to assist the chaplains in interpreting pension benefits as well as introduce proven programs for ministry to and with the retired. The Church Pension Fund, in conjunction with the Diocese, provides training to enhance the pastoral ministry of these chaplains. The Church Pension Fund's Department of Pastoral Care and Education continues to offer Planning for Tomorrow Conferences, presented in each diocese every five years.

Church treasurers should be aware that 30% of the clergy's compensation is the annual housing factor to be used when computing the pension base for a clergy person who lives in a home owned by the church. Amounts reimbursed to clergy for payment of their self-employment social security also form part of the pension base along with salary, housing allowance and utility allowances. Forms for calculation of clergy pension are available on the Diocesan website.

Church treasurers should promptly notify the Church Pension Fund office of all changes in compensation paid to their clergy staff. Monthly Pension assessment statements are issued by the Church Pension Fund and are based upon information on file. For questions or information, contact the Church Pension Group is 866-802-6333 or Zee Turnbull at 713-353-2120 or **zturnbull@epicenter.org**.

Linda Riley Mitchell, CFO

PROPERTY INSURANCE

Parishes, Missions, and entities within the Diocese are free to insure their property with any reputable provider, so long as the coverage is in accordance with Title II, Canon 5.2. This Canon requires that the coverages afforded under policies purchased from outside sources be comparable to those in the Diocesan master policy with the Church Insurance Company of Vermont. Most congregations within the Diocese have insurance coverage with the Church Insurance Company or their product partners. Many commercial carriers will not write sexual misconduct insurance for churches, which is required coverage.

It is recommended to perform an annual review of your insurance coverage for general liability, sexual misconduct, non-owned auto, worker's compensation, director's and officer's liability and umbrella liability provisions.

Flood coverage at Church Insurance is a $1,000,000 maximum limit, which is the minimum coverage to carry for flood. A Blanket Crime provision covers theft within churches with a $25,000 limit, additional coverage is available at the church's expense. Specific entities may find that they require other more expanded coverages to protect fine art, stained glass, vestments, or other valuable church property. Church Insurance protects their insureds with all these coverages through their policy. They are also available to assist in reviewing coverage.

Church Insurance Agency has obtained product partners to provide quality coverage in additional areas at a more affordable rate. This might include additional director's and officer's coverage, umbrella coverage, or automobile policies.

For information and assistance with insurance through the Church Insurance Company, please contact our agent Mr. John Scheffler, Vice President of Client Services, at 972-355-0927 or via email to JScheffler@cpg.org or Jonathan Blaker, Director of Treasury at the Diocesan office at 713-353-2134 or jblaker@epicenter.org.

Linda Riley Mitchell, CFO

COMMITTEES AND BOARDS CREATED BY CANON

AUSTIN CONVOCATION

In 2025, the Austin Clericus gathered regularly for those conversations that draw us together as clergy and Episcopalians in the greater Austin area, such as Christian formation, community health, mental health, AI, and navigating this sociopolitical moment together. Ordinations of clergy brought us together in the spring and the fall as we celebrated with the Rev. Addison McMillan and the Rev. Hayden Paul. We also came together to celebrate the installation of the Rev. Kurt Weisner at Trinity, Marble Falls and the Rev. Neal McGowan at Grace Church, Georgetown. All Saints' Episcopal Church, a vibrant parish on the northern edge of The University of Texas campus, is celebrating its 125th anniversary with a series of events, storytelling efforts, and outreach aimed at honoring its rich past while continuing into the future with purpose and joy.

Eileen O'Brien, Dean

CENTRAL CONVOCATION

Parishes and missions of the Central Convocation were actively engaged in ministry throughout 2025.

St. Francis of Assisi in Prairie View celebrated the 75th anniversary of its founding. It hosted One Human Race for a viewing and discussion of *Who We Are: A Chronicle of Racism in America.* 21 people attended from 8 different churches in the diocese. There were also two people who were not affiliated with the Episcopal church in attendance. The Rt. Rev. Brian Seage confirmed 4 students from Prairie View A&M's Canterbury Association and Bishop Seage received 2 others. In the fall Dr. Amy Brunt Thompson, a postulant with the Iona School for Ministry, was placed as a field education student.

In 2025, Christ Church, Eagle Lake had 5 children and 2 adults baptized, 2 adult confirmations, and 1 person received. Members who attend the Spanish service piloted a program for the Episcopal Health Foundation, *Called to Community: Learning Journey in Spanish*. They provided feedback to EHF so that other Spanish-speaking churches can benefit from the program. The Diocese provided a grant to help improve the outside of the church with a renewed garden, signage, and cleaning.

At Saint Andrew's, Bryan Bishop Ryan confirmed 17 people and confirmed 1 person during her visit, and during the year 3 adults were baptized. This summer members of Saint Andrew's, other churches, and businesses and non-profits, worked to fill and deliver 150 bags of food to help fill the gap between the ending of the summer school lunches and the beginning of school. Middleway Urban Monastery celebrated its fifth anniversary in June.

From its new location at Saint Francis, College Station, Middleway continues its ministry to and with people who have left the Church or who have no church experience. Espiritu Santo Iglesia de Episcopal is in its third year under the leadership of the Rev. Ben Sanchez. Espiritu Santo has grown from a few individuals and families to over 45 people worshiping, learning, and eating together.

A curate, the Rev. Brian Gamil, was placed at Saint Thomas, College Station. The rector of Saint Peter's, Brenham announced that he accepted a call to serve a church in the Diocese of Hawaii.

Daryl Hay, Dean

EAST HARRIS CONVOCATION

At the beginning of the year, on January 25, 2025, in preparation for the Diocesan Council, the convocation met for a pre-council meeting at Saint James', Houston.

The Clericus of the East Harris Convocation met at Saint James', Houston, on the 4th Thursday of each month, except the summer months of June, July, and August. In October, we did not meet because of our diocesan clergy conference. All the meetings were facilitated by Judy Burfict, except for the one we had with Bishop Hector Monterroso in November. During Bishop Monterroso's visit, we had a conversation at Saint James' and then went to lunch at a local restaurant.

At our meetings, we shared the latest developments in our lives, both personally and professionally. These have been wonderful opportunities for us to provide prayer and support for one another. At the end of each meeting, information was shared about upcoming events at our parishes and the diocese.

In April, right after Easter, I went on sabbatical, so I was unable to host the last two meetings before the summer break (April and May). Thankfully, the cathedral clergy took over hosting the meetings at Christ Church Cathedral.

Victor J. Thomas, Dean

FORTWORTH CONVOCATION

In 2025, the churches of the Fort Worth Convocation and the North Region of the Diocese of Texas continue to grow with vibrancy and creativity. Our collegiality remains strong, with Clericus meetings rotating between different congregations each month. We have strong participation in our Clericus meetings, and we have enjoyed the availability of the Rt. Rev. Brian Seage in joining us for most of them. We are all grateful for his leadership and support. Reports from individual congregations in the convocation include:

All Saints' Episcopal Church, Fort Worth

Life is long, the feast is wide, and we are meant for keeping it together. Advent is nothing if not the story of new beginnings. On Christmas Eve we celebrated a new beginning, the dawn of a new light. Jesus' birth signals the start of a new day, a new way, a new understanding of what is means to be alive. I believe All Saints' Episcopal Church is one of many portals of light to the world.

Not far over the horizon we will be in our new church home. In June we closed on the purchase of Harvest Methodist Church, the future home of All Saints' Episcopal Church. I believe in this holy space we will live into the fullest version of ourselves, and that is what binds us as a parish. The best version of All Saints' is when we live into our fullest relationship with God. Justin Welby, the former Archbishop of Canterbury was overheard saying "When the church is outward facing, it is highly likely to bump into Jesus. But when the church is inward facing we just bump into each other."

At All Saints' our purpose is to proclaim the Kingdom of God here and now. We do it everyday in big ways and small. Our staff works with resolve and clarity of purpose every day. Our volunteers individually and collectively fulfill Jesus' purpose with their heart and their hands every day. Our budget reflects our mission; we fulfill our mission in Fort Worth and across the globe in Kenya and Belize to help participate in Jesus' vision of the world.

At All Saints' Episcopal School, the cross is always higher, vertical into love of God and horizonal into love of neighbor. The school's leadership has taken the school to unprecedented academic excellence producing students who can skillfully be leaders in the community now and in the future with a new depth of integrity. God is the center of life abundant at All Saints.

That my friends is the future of the Church. At All Saints' we let Jesus commandeer our lives with clarity of purpose, that is what make us church. We are a portal of light to the world.

All Saints Episcopal School, Fort Worth

As All Saints' Episcopal School celebrates its 75th anniversary, we continue to grow and thrive. In September, we installed our third Head of School, Wallace Worden, in a beautiful Evensong service with the Rt. Rev. Brian Seage presiding. Our current enrollment stands at 1241, an increase of over 100 students in the past five years. Our Episcopal identity remains strong as we continue our commitment to daily Episcopal worship with 15

services each week. We have reimagined our religious instruction to provide more student choice with relevant and engaging topics. We also strive to “serve Christ in all persons” as we guide students in embracing a deep sense of social and civic responsibility by working with those in need.

All Souls Episcopal Church, Arlington

All Souls celebrated its first full year at Wellspring on Main, our facility on Main Street in downtown Arlington, culminating many years of discernment, planning, and work and, very importantly, ending the “wandering in the desert” transition period following the ACNA / TEC schism. Interestingly, the new space has attracted a broader section of congregants, with our below age 19 percentage moving from 10% to 25%, over age 65 from 50% to 39%, and the average family unit size from 1.8 to 3. It has also fostered our ongoing work in the community which has quadrupled from five activities per year to twenty-one, and our community partnerships from three to thirteen. I am grateful for a parish that four years ago risked asking, “God what would you have us be and do for our community?” then evinced the courage to live out the answer.

Episcopal Church of the Good Shepherd, Granbury

The Episcopal Church of the Good Shepherd, Granbury, demonstrates continued growth, with regular attendees driving in from Johnson, Somervell, Parker, Hamilton, and even Dallas Counties. Nearly every Sunday we see new faces, and all receive a follow up contact within 48 hours of their first visit, to which we have a 90% response rate! The Sunday Rector’s Forum, EfM, and Godly Play have all doubled in participation, and the addition of a “soft play” area in the nave sends a clear -- and already successful -- message that children are vitally important to the worshipping life of this congregation. This year, we enjoyed a Christmas Pageant on the last Sunday of Advent, incorporating the whole congregation. The annual Pet Blessing in honor of St. Francis was widely advertised in the region this year, resulting in a larger turnout of people AND animals. As in previous years, our pet blessing extended to a visit to the Hood Co. Animal Shelter, along with collecting donations for local animal rescue organizations. Connections to the wider community include serving as a voting precinct, and continuing our relationship with our ELCA neighbors through shared seasonal programming. Our members build Habitat houses, collect and distribute canned goods to 5 different area food pantries, deliver Meals on Wheels, escort local shelter residents to job interviews, and in 2025, they distributed donated Christmas gifts to 1600 children in Hood Co. Our Community Partnership Committee gave more than $13K in 2025 to a dozen regional, national, and international charities. Good Shepherd, Granbury is grateful to be part of EDOT, and to be Christ’s hands and feet in our part of the North Region.

St. Brigid’s Episcopal Church, Fort Worth

In 2025, our congregation, which meets in the North Region Office of the Diocese of Texas, saw continued growth. We were blessed to change our name from “Fort Worth Church Plant” to St. Brigid’s. We continue to sponsor arts events in the South Main neighborhood where we worship, and our worship attendance is steadily growing.

St. Christopher's Episcopal Church, Fort Worth

In 2025, St. Christopher's Episcopal Church in Fort Worth introduced three new programs that are impacting our congregational culture. During the Spring, we launched a 6-week catechism class called Along the Way. The class filled up so quickly, we added a second meeting time each week. In the summer, we began a series of Wednesday evening potluck suppers followed by book discussion. Last year we read Jonathan Haidt's *The Righteous Mind* and we followed it with Sandy Tolan's *The Lemon Tree.* And, finally, we offered an Autumn, 8-week group grief therapy program led by a therapist licensed in this work. All three programs enhanced our wellness and faith journeys. Rite 13 and J2A grew significantly in 2025, allowing us to create space for both programs. We are excited to welcome 2026!

St. Luke's in the Meadow Episcopal Church, Fort Worth

St. Luke's in the Meadow experienced a lot of good in 2025. We received three new members into our parish family and baptized 2 young children. We continue supporting the mission and ministry of 4 Saints Episcopal Food Pantry with our time and financial backing, as we begin taking steps toward building a new facility to house the church, pantry, and other social services that will minister to our community. We sponsored three Latino Ministry Services last fall - Dia de los Muertos, La Virgen de Guadalupe, and Las Posadas. After those services, some attendees expressed an interest in Spanish/English Conversation classes and Worship in Spanish, which will both begin in February. St. Luke's is discerning its way forward as we follow the movement of the Spirit among us and our neighbors.

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St. Luke's Episcopal Church, Stephenville

St. Luke's is a small church that does big things. Located in the North Region, in Stephenville, this past year, our Food Pantry ministry expanded exponentially in terms of food and volunteers because the need was ever greater. Our ministry to Tarleton State University also grew, serving a home-cooked lunch to an average of over 150 students, faculty, and staff per week. Long live Purple Thursdays! This year, we also welcomed The Rev. Mark Witte who came to us as Curate and Campus Missioner. He also stepped into that role while our Rector was on sabbatical. We continue to grow in faith as we also grow further into the Episcopal Diocese of Texas.

St. Martin-in-the-Fields, Keller

2025 was a year of continued growth for St. Martin's. Yes, our ASA and budget continued to grow, but that's just statistics. We grew our ministry to families expanding our youth group meeting times. We grew our mission partnerships by establishing a partnership with the Diocese of Garissa, Kenya. We grew our local outreach by partnering with local organizers in hosting our area's first ever Pride Festival, bringing nearly 2,000 people onto our campus. And we grew our profile by being named DFW's Favorite Church in the Fort Worth Star-

Telegram. We bid farewell to our curate Gavin Tomlin, who went on to serve as Associate Rector at St. Paul's in Waco. We also welcomed the Rev. Mark Odieny, a full-time student at SMU, as our Priest Associate.

St. Stephen's Episcopal Church, Hurst

The Holy Spirit was at work within our congregation in 2025, blowing with the subtlety of a mighty wind. In February, the Spirit brought with her Tom Quinlivan as our new Minister of Music. This year Tom introduced new service music to our worship services, revisited long-time favorite hymns, and began working with the choir on building good singing habits and stronger voices during Wednesday night rehearsals.

Also, of note in February, the North Region of the Diocese of Texas hosted Diocesan Council in Fort Worth. St. Stephen's members volunteered with registration, serving as altar guild, Eucharistic ministers and ushers, and singing in the Council Choir. St. Stephen's was a partner congregation in an interfaith concert raising money for the North Texas TRANSportation Network. I worked with the fundraising team while Alexis Roemer led the lineup with a song that brought the entire audience to its feet.

In March St. Stephen's hosted a viewing of the documentary Traces of the Trade with the support of Episcopal Health Foundation. This film and the conversation with Dane & Constance Perry that followed was the first in an ongoing study of race, racism, and white privilege. We continued this work through two book studies this fall: *One Drop* and *Good White Racist?* Examining our own complicity in systems of racial injustice and our personal biases will lead us to more fully honor the image of God in which all people are created, live into the greatest commandments, and fulfill our baptismal promises of affirming the inherent dignity and worth of all people.

In April we celebrated Easter in a location none of us will ever forget: Forest Ridge Funeral Home. Many thanks to the generosity of Stan Paschal and David Medina, as well as the flexibility and good humor of our church, we embraced our resurrectional theology in a way none of us could have ever imagined. One constant refrain I heard in the following weeks was how wonderful it was to worship together in a single service. This experience reignited our search for a future church home. After years of searching, in September, the Bishop's Committee accepted the recommendation of the Looking Forward Task Group to move to 750 Pipeline Court where we will lease from and share space with Willow Creek Community of Christ Church. At 7,000 square feet, this building will allow our congregation to continue growing in the number of disciples and the depth of our ministries.

A new location isn't the only change for us this year. After reviewing dozens of submissions from the congregation, the 'Naming Committee' proposed a list of four possible names for the congregation to vote on at the 2025 Annual Meeting. St. Stephen has served us so well as our patron saint. We have boldly lived into his example of caring for the vulnerable and holding firm to the gospel's truth even when faced with consequences. We will move into

this new chapter of our life as a congregation, with a name that will differentiate us from the breakaway congregation so there is no confusion as to who we are in this community.

While these changes are significant, who we are as a congregation has remained constant. We spent the year continuing to minister to and with vulnerable members of society at 4Saints & Friends Food Pantry, Donna Park Elementary School, and Holiday Lane Nursing Home. Our Transgender Support Group consistently welcomes new participants each month, all seeking reassuring words of comfort and encouragement. Our Grief Support Group faithfully offers the same pastoral care, though for people moving through different uncertainties in their lives.

An experience new to 2025 (and new to the state of Texas!) was the voluntary safe surrender event Guns to Gardens held at New Mount Rose Missionary Baptist Church in September. Over the past year, I've worked with leaders from a dozen congregations in Tarrant County on gun violence vigils, public witness events, and trainings. We joined together with members of our churches for Guns to Gardens where we received unwanted guns, dismantled them using chop saws and then turned the parts over to a local blacksmith to be forged into garden tools. Our hope is to offer two Guns to Gardens each year moving forward. If you'd like to get involved, please talk to Barb, Celia, Kim, Greg, Chloe, Lafayette, Mark or me.

Beyond the walls of St. Stephen's, I continue serving on the Diocese of Texas's Global Partners in Mission as chair of its grants committee. My ministry with the Small Churches, Big Impact Collective includes hosting a monthly Small Church Chat for clergy via Zoom and we recorded another season of our podcast, this time in partnership with Episcopal Divinity School. I attended Un-Conference at Camp Allen with people from across the Episcopal Church to discuss creative and collaborative ways of sharing resources and enrolled in Susan Beaumont's coveted class Stepping Up to Supervision to enhance my leadership skillset.

What a year, my friends. The Holy Spirit will continue to push us out of our comfort zones and into the community in the months ahead. And, I cannot wait.

Trinity Episcopal Church, Fort Worth

Trinity Episcopal Church has continued to grow in 2025. Our youth and children's ministries are enjoying robust participation. Trinity Episcopal School (our preschool) has strong enrollment, particularly from families in our immediate neighborhoods. Our Trinity Reaching Out Ministry partnered with more than nine major organizations in Fort Worth to have relational and financial support for people in need. We are also proud to be one of the sponsoring parishes of the 4Saints and Friends Episcopal Food Pantry, where scores of our parishioners volunteer every month. Our Peace and Justice Ministry continues to educate, advocate, and collaborate on issues of justice—working with Episcopal Health Foundation

this year to bring the “Trace of the Trade” program to our region this year. In addition, they sponsored speakers on issues related to local race history and LQBTQ+ issues. Our Senior Ministry, with support of a diocesan grant, has blossomed with more than a hundred participants coming together monthly to hear experts discuss topics related to aging, assistance, and health.

One of the biggest activities this year was from our RENEW committee. Put in place as part of a strategy of continuity during the rectors sabbatical over the summer, and led by Associate Rector Eric Bumgardner, the RENEW group coordinated guest speakers and preachers, parish-wide field trips and gatherings, outreach events, a bustling VBS, and even the overall Stewardship program. It was a tremendous success, and throughout the summer, we even saw an increase in participation from members and newcomers alike.

Robert F. Pace, Dean

GALVESTON CONVOCATION

This past year saw three clergy changes in the convocation

- The Rev. Warren as deacon-in-charge of St. Michael's and All Angels, Lamarque

The Galveston convocation met regularly for clericus, twice alongside their ELCA clericus for fellowship and presentations from Biblical scholars, and united in service to service easily ignored families in Galveston County by meeting the need of all families for St Vincent's house for Christmas gifts.

Grace Episcopal, Alvin
Report to Council from Grace, Alvin

The mission of all of Grace Episcopal Church Alvin, Texas ministries is to demonstrate "Love God, and love our neighbor" by enriching the lives of and promoting the health and wellbeing of those least served. Feeding the hungry and helping the needy is a fundamental expression of love and service as it reflects our faith in action.

Grace celebrated Easter Sunday with six baptisms and Bishop Hector in May confirmed eight, and received seven, including a family of four who decided to make Grace their spiritual home. Sunday services are averaging about eighty every week including an online viewing audience of about fifteen—one of which is a member of Grace, a truck driver, who spends fourteen weeks at a time on the road. His connection is strongly tied to Grace while on the road by way of our livestreaming ministry.

Grace hired a new children's minister, Heather McDonald, who is shepherding the children and connecting with young families. This year she hosted a Pumpkin Carving Family Day during Pumpkin Patch season, Advent Wreath Making Workshop and Christmas Pageant. Ginger Wolfe, Iona Seminarian, will do her fieldwork at Grace this year. Jill Lewis and Harriet Sturgeon represented Grace at the National Vergers Conference in OKC in June.

Grace re-installed the Brotherhood of St Andrew and established the first Junior Daughters of the King chapter (Joan of Arc) in 2025 with seven charter members.

Grace hosted its annual Pumpkin Patch in October and Community Thanksgiving Meal on Thanksgiving Day. The city of Alvin issued a Proclamation for December 8th, as the Alvin Christmas Walk a Mile 45th Celebration Day.

Grace was awarded a Lily Sabbatical Grant to Mother Suzanne and the parish of Grace. Mother Suzanne will take sabbatical in 2026 and will be fully funded by this grant. The congregation will engage this time by building a labyrinth on the campus of Grace. Grace was one of 233 congregations in the United States to receive the Lily Grant for sabbatical. Grace was also awarded an EDOT Welcome Grant, Episcopal Seniors Ministry Grant, the

Houston Food Bank Capacity Grant and Senior Hunger Grant to bolster the community food work.

Mother Suzanne and Ed Carrette presented at Baylor University's "Together at the Table" with the Episcopal Health Foundation in March and was also asked to present at the Episcopal Parish Network Meeting in Kansas City on how to leverage grants for mission work. They attended the Bread for the World Advocacy Summit in Washington DC with EHF. Both have joined the Galveston County Hunger Free Community Coalition sponsored by EHF and Baylor University. Mother Suzanne began her second year as a Trinity Wall Street Fellow through Trinity Church, NYC.

Grace was selected as Hasse Elementary Partner of the Year and was voted the "Best Church" by the Alvin Sun and The Facts newspapers for the third year in a row.

Grace served nearly 13,000 families in our mobile food pantry which happens every Thursday. Around 37,154 people received food because of this ministry. This effort was helped by 2,518 volunteers. In 2025, over 600,000 pounds of food was given away.

In addition, the Grace Home Delivery team made 2,826 deliveries to seniors or home-bound. Over 600 new families came to Grace this year who needed assistance with food. Grace partnered with St John the Baptist Catholic Church who prepared over 10,000 meals to food insecure and unhoused neighbors this year. For the second year in a row, Grace hosted weekly Friday showers for the unhoused in Alvin, partnering with the Friends, Presbyterian and Catholic churched to make this ministry sustainable for those without a home.

In 2025, Grace became a retail partner with the Houston Food Bank to pick up food from HEB, Wal Mart and Kroger which has increased capacity to give fresh produce and vegetables to the community.

Grace Episcopal, Galveston

I am so excited to tell you about Grace's journey since our last Council Meeting. I had only arrived shortly before and our year together has been one of growth; spiritually, missionally, and numerically. The people of Grace are living into their beliefs, and the Spirit is alive here.

Grace has continued to reach out to their community by having our Shove Tuesday pancake supper, our community Thanksgiving, and Senior Lunches, yet we are moving beyond this by introducing Trunk or Treat, a food pantry for those who have no shelter, supporting St. Vincent House, Our Daily Bread ministries and when SNAP faltered, we fed 64 families in the community (they were given two to three weeks of groceries and a gift card to purchase proteins). Grace has also continued to support a Scout Troop, and we opened our doors to students with disabilities to come and work on Art projects. The Silk Purse is a ministry that continues to thrive. We continue to work to make our buildings more accessible and more welcoming to our community and we will continue, with God's Help, to grow our ministries both inside the church building and out. I am humbled and proud to serve Grace and I am thankful for our ministry together.

St. Thomas the Apostle Episcopal Church, Nassau Bay

St Thomas continues to livestream and record all services and Christian education offerings on YouTube, using streaming equipment that was aided by the diocesan grant a growing pool of volunteers. Streaming has helped newcomers get a feel for the parish before coming, kept us connected with folks who have had to move from life changes, and allowed for funeral attendance from afar. We remain committed to our streaming ministry in 2025 and beyond and have consistently reached 1.5 our in-person attendance through streaming. We have further expanded our accessibility through podcasting sermons and weekly reflections on the RCL Gospel on Substack, added chancel area ramps to make the sanctuary accessible for lectors, LEMS, and future clergy.

Meanwhile, St Thomas continued a monthly fresh food distribution through the Galveston Food Bank, serving an average of 553 people from more than 145 families each month. St Thomas maintained leadership on the LOTS Board as a sponsoring parish, sponsored two area summer swim teams, and sent 9 foster children to Camp Allen for summer camp. The Nearly New Thrift Shop, an all-volunteer resale shop, funded Bay Area Pet Adoptions at more than $44,000. St Thomas lived into the first year of a Strategic Mission Grant from the Diocese of Texas to grow a Respite for All Chapter for folks with early to mid-stage dementia under the direction of Rev. Sean Steele. The Apollo: Respite for All Chapter, featured in an SMG diocesan documentary, has been an invaluable gift to more than 16 families and a number of parishioners looking to serve those often ignored,

A group of 31 parishioners traveled in pilgrimage to Greece, under the guidance of the Rev. Mike Stone, and, formed in the Daily Office, explored the footsteps of St Paul and the Orthodox tradition. 14-16 parishioners from St Thomas will walk a potion of the Camino in 2026 and the Rev. Mike Stone will lead a clergy pilgrimage to the Peruvian Amazon in February 2026.

Youth and children’s programming continues to grow and develop at St Thomas through a reinvigoration of Godly Play and a Missioner for Parish Life. Scout troop 1965 sent a unit to Philmont for a capstone experience and raised up 4 eagle scouts and troop 1966 prepares for 4 new Eagle Scout awards. The Rev. Mike Stone was a program director Camp Allen summer sessions 8.

St Thomas looks to re-wire and install an almost 4000 pipe organ, having raised more than $60,000 in a spring gala and received a $225,000 HOT grant from the city of Nassau Bay. In 2022, St Thomas was awarded the Talbot Grant to help affect racial reconciliation through a memorial honoring the contributions of black Americans to NASA throughout the last 50+ years and looks to begin construction of a stunning, thoughtful, and interactive memorial in early 2026, to be completed around May with Mjr. General Charlie Bolden, a former Sr. Warden at St Thomas, featured prominently. Parishioner Todd Parker is composing a documentary featuring interviews with Charlie, Bobby Satcher, Vanessa Wyche, and Bishop Doyle, to name a few.

St Thomas Confirmed 7 new Episcopalians in December, celebrated 7 baptisms and more than 12 funerals in 2025 and hosted a group of Tibetan Buddhist monks in October for an

intricate sand mandala workshop. St Thomas continues to facilitate interfaith dialogue and exploration as a member of the Clear Lake Interfaith Council.

Trinity Episcopal Church, Galveston

Welcoming New Leadership & College Ministry

In addition to our rector, this July Trinity welcomed a new curate to our island home. With this exciting addition, we have restarted our college ministry serving students at University of Texas Medical Branch and Texas A&M Galveston, strengthening our commitment to young adults in our community.

Community Outreach & Partnerships

- **Unhoused Support**: Trinity has joined with other congregations to renovate spaces for lockers and showers, providing dignity and care for those in need.
- **Monthly Service**: Our community continues to serve the unhoused every month in coordination with local churches.
- **Hunger Relief**: In response to the SNAP-gap during the government shutdown, Trinity's Outreach Committee partnered with St. Vincent's House to raise funds for hunger relief as local needs tripled.
- **St. Vincent's House Impact**:
    - Food Bank: Serving approximately **1,000 residents weekly**
    - Diaper Bank: Supporting **9,000+ people annually**

Historic Restoration Project

Trinity has begun a major restoration effort to preserve our historic building for the next century:

- **Stained Glass Windows**: Removed for restoration and reinforced with protective glass
- **Doors & Accessibility**: Doors restored with a vibrant red finish and new handrails for easier access

This project reflects our deep commitment to ensuring Trinity remains a beacon of faith and service for generations to come.

Music & Worship Life

This year, Trinity's choir has grown in both size and spirit, becoming an integral part of our worship experience. Their dedication has allowed us to introduce new traditions and collaborate with other congregations in meaningful ways:

- **Joint Requiem Service**: In partnership with the Methodist choir, our choir presented a moving requiem service for **All Saints' Day**, creating a powerful moment of shared faith and community.
- **Annual Evensong Service**: The choir has worked tirelessly to establish a new annual Evensong; a service rooted in the rich tradition of the 1662 Book of Common Prayer.

Our choir has quickly become a jewel of our worship life, blending history, music, and devotion in a way that uplifts all who attend. These accomplishments reflect not only musical excellence but also the choir's deep commitment to faith and fellowship. Their hard work, creativity, and passion have enriched our worship and strengthened our bonds as a congregation.

Mike Stone, Dean

NORTHEAST CONVOCATION

I attended my first meeting as Dean of the Northeast Convocation in December, so my reporting for this year's journal is not as thorough as I would have liked. Here is a snapshot of what I can share of the past year.

For those reading from the major metropolises of Texas, the Northeast Convocation is out in the hinterland, the far fringes, the frontier land of the Diocese of Texas.

Many of the parishes in our convocation are small but mighty, serving Christ and their communities largely due of the prayer and dedication of committed, faithful, lay people. These smaller parishes are often cared for by generous interim and supply clergy, who make an outsized impact on tiny East Texas towns for the sake of Christ.

2025 was a year of transitions in our convocation. We welcomed a new incumbent at Christ Church, Nacogdoches, the Rev. Dr. David Butorac. Fr. Butorac arrived with this family after years of service as the Dean of St. Alban's Cathedral in Prince Albert, Saskatchewan, Canada!

Over the past year we also said farewell to two faithful priests serving in Longview. The Rev. Dr. Bill Carroll (Trinity) and the Rev. Tracey Carroll (St. Michael's and All Angels) moved to serve in the Episcopal Diocese of Michigan.

The Rev. Dana Jean was ordained priest and made priest-in-charge of Trinity, Marshall, which has continued to find revitalization and growth under her leadership. With the help of the Rev. Kevin Wittmayer, Trinity has been on a path of healing after a devastating split a couple of years ago. By the grace of God this parish has shown resilience, even celebrating 175 years in 2026.

St. Clare's, St. Francis's, St. John's, and Christ Church continue to minister to a diverse population in Tyler, the largest city in the Northeast Convocation.

Thanks to the leadership of the former Dean, the Rev. Bill Carroll, the clergy of the Northeast Convocation met regularly throughout 2025 and plan to continue to develop collegiality and friendship for the sake of the Gospel in 2026.

Cole Hartin, Dean

NORTHWEST CONVOCATION

ALL SAINTS' EPISCOPAL CHURCH (Cameron, Texas)

All Saints' Church in Cameron continues to offer an Episcopal presence in our small town by holding a service of Holy Communion at 9:30 am on Sundays.

The church continued to reach out to the community by allowing our facilities to be used for NA/AA and other organizations like the Rotary Club and Texas Master Naturalists program.

As an outreach offering, All Saints collected food stuffs to support the Thanksgiving baskets from our local Food Pantry and are currently collecting to support the Christmas food basket initiative. We support a number of local charities with both time and donations.

We added an additional outreach offering collecting gently used winter jackets and held an event at the church in November to bless the needy in our community with warm clothing.

All Saints has been accepted by the EHF Holy Currencies Incubation program based on the void in care available to those transitioning into paradise and the loved ones left behind. We joined forces with St. Thomas Rockdale, and St John's United Methodist Church in Rockdale for the creation of a Miliam County Mission "Rural Respite & Transition Center." The Congregational Engagement team and Kaleidoscope Institute crew were "thrilled to for us to be part of the fall EHF / KI Holy Currencies Cohort." The Miliam County Mission has been set up though our parish as a host site and in October we hosted a community event using the discussion game "Hello" designed to encourage participants to reflect on health issues and life decisions that arise as we age.

In November we celebrated Ms. McCutchen, our Organist who has been playing the organ for our parish for 30 years!

We held our annual Pet Blessing this year on the Feast of St Francis and offered pet vaccinations at a discounted rate through our local veterinarian. We blessed and vaccinated over 91 animals. In addition, we had a petting zoo, a small trackless train for children to ride, and fed over 160 attendees.

CHRIST EPISCOPAL CHURCH (Mexia, Texas)

Christ Church, Mexia, experienced a year of firsts in 2025. On Epiphany, we watched in reverence as the three Wise Men processed into our sanctuary to meet Mary, Joseph, and baby Jesus, who were waiting at the front. After this, our last regular Morning Prayer service, we all proceeded outdoors for the Chalking of the Doors, which was only the second time that Christ Church has honored this ancient ritual.

On the following Saturday, January 11th, Bishop Brian Richard Seage performed his first ordination of a priest in the Diocese of Texas at Christ Church. Our Transitional Deacon, the Rev. Karen J. Pettit, who joined us in July 2024, was ordained to the priesthood, and, on that day, became the seventeenth Vicar of Christ Episcopal Church. It was such a special day for our congregation. Many diocesan clergy were in attendance, and the First United Methodist Church, located across the street from Christ Church, opened its doors and parking lot so that the clergy could use their chapel as our vesting room. The reception put on by the congregation was elegant, and the food was delicious. Everyone experienced a joyful and blessed day that will be remembered. The next day, Rev. Karen celebrated her first Holy Eucharist, and many ordination guests stayed so that they could be in attendance.

Later in January, Bishop Katherine (Kai) Ryan joined us to confirm, receive, and reaffirm six members of our church. We experienced a sweet and joyful service and reception with many family members and friends as our guests.

On Shrove Tuesday, several of our members flipped pancakes for the congregation and the community as we gathered together for our Shrove Tuesday Pancake Supper. The following day, Ash Wednesday, Rev. Karen and a few congregation members offered Ashes to Go, for the first time, on a street corner in Mexia. We followed this with our Ash Wednesday Service at 6 pm in the church. The following week, we began five weeks of Wednesday evening gatherings, which included Services of Healing with Stone Soup afterwards. Members brought simple ingredients and tossed them in a pot to simmer during our service. There was more than enough for all, and each week the soup was delicious.

During Holy Week, we celebrated long-held traditions of Palm Sunday, an Agape Meal and Foot Washing on Maundy Thursday, and outdoor Stations of the Cross on Good Friday. Easter morning included two baptisms and an Easter egg hunt held on the church's expansive lawn. What a celebration day!

On Mother's Day, we took our service outdoors and celebrated the Eucharist under the beauty of the pecan trees, another first for Mother's Day.

Pentecost was filled with the power of the Holy Spirit as the congregation processed into the church with colorful worship ribbons waving. This was the second year we had done this, and it is now a tradition at Christ Church.

In June, our Bishop's Warden, Richard O'Dell, completed training at the Iona School for Ministry and was awarded a Certificate in Preaching. We have been blessed to have a second preacher on our Sundays.

In August, our Bishop's Committee enjoyed a day-long retreat in the parish hall. Yes, another first. We discovered ways that we could join God in what He is doing! We look forward to the activities we have planned for 2026 in response to this day's discernment.

Our congregation possesses a special bond of friendship with our next-door neighbors, the First United Methodist Church of Mexia. In October, we joined with them in putting on a Fall Festival, with our very own Rev. Karen taking a turn in the dunking booth. We also co-hosted a Blue Christmas Service in our sanctuary. We hope both of these events will become traditions for us.

Christmas was busy with caroling and a tamale dinner, the Blue Christmas Service, and our annual Christmas Eve Candlelight Service.

We continued our longstanding traditions of reaching out to our community through our Second Sunday Sharing Ministry, which provides food and monetary donations to Caritas in Mexia. We also fill our Blessing Box with non-perishable items for the community. And we provided Thanksgiving and Christmas baskets to 10 needy local families, which included gifts of clothes, toys, and gift certificates. Our ECW provided scholarships to Camp Allen and also made comfy quilts for shut-ins.

Our youth continue to lead our "Youth Service" on the 5th Sunday-of the month, which is always a special treat.

Another first was our receiving funding from the Diocese of Texas' Strategic Welcome Grant to help make us a more welcoming church. Under God's guidance, we were able to purchase new signs, renovate our parking lot, add new landscaping, and other improvements to help make us a more inviting church. Since 1875, Christ Church has been blessed with good, dedicated members who have worshiped together, witnessed to the community about the reconciling love of Jesus Christ, and ministered to those in need. We are grateful to be a part of God's work in this community.

CHRIST EPISCOPAL CHURCH (Temple, Texas)

Christ Episcopal Church welcomed 5 new confirmed and saw over 80 visitors over 2025. Rev. Keith Pozzuto took sabbatical for the first three months of the year and came back to celebrate Easter! We had our first VBS in 6 years and welcomed 23 children on campus.

We have paid down the mortgage from 640,000 to 129,000 in a year and a half, as we continue to follow our mission to be Jesus Centered, Grace Focused and Community Engaged.

THE EPISCOPAL STUDENT CENTER (Waco, Texas)

The Episcopal Student Center in Waco began the 2025 year with a small group of students continuing the academic year, some who were new to the group and a couple who were long-time members. We were excited to have students attend the Diocesan College Retreat at Camp Allen at the end of January, and we also had a one college delegate attend Diocesan Council in Ft. Worth. Spring at the ESC was a slightly smaller group than the Fall semester, partly due to various campus activities, including vibrant Greek life, that made attendance more spotty. We nevertheless had regular, cheery attendance for dinner each Sunday night followed by Evening Prayer in All Saints' Chapel, dinner and fellowship each Thursday, as well as Wednesday lunches and Noonday prayer throughout the season of Lent. We ended the semester with a fun outing to paint mugs and eat dinner together at a restaurant.

Over the summer, the St. Alban's Youth Ministry used the ESC for their overnight summer event, and the ESC also collaborated with Baylor's Graduate Student Association in order to serve graduate students still in town over the summer. At various times, other groups such as Young Life Baylor and Kappa Alpha used our space for fun events or weekly Bible studies. We also hosted Clericus for regional clergy in September.

In the fall semester, we were blessed to have various new students join our group, and began doing a Bible study on Thursday evenings after dinner, reading through Mark. We partnered with the Episcopal parishes to schedule volunteers to bring meals for our group, which was a huge blessing. We also began a confirmation class to prepare for our Bishop's visit. At our visit from Bishop Ryan on November 2, we were excited to have 4 students confirmed and 3 received by the bishop. We end each semester with an all-day study hall which provides snacks, coffee, and space for students as they prepare for finals. Lastly, we are in the midst of solidifying a more robust leadership structure to involve a vestry (instead of a single president), and are preparing for next year's retreat and Diocesan Council.

HOLY SPIRIT EPISCOPAL CHURCH (Waco, Texas)

At the end of 2025, Holy Spirit, Waco, is emerging into hope. We began the year with strong attendance and participation in adult and children's formation. We looked to start a second service in the fall. Members were trained to provide Catechesis of the Good Shepherd. We hired a Discipleship & Evangelism Coordinator.

However, the summer saw significant staff turnover, including our long-term Business Administrator. Many ups and downs marked the following months as we stabilized the church's administration. Concurrently, attendance at both worship and formation declined, leading to the first low summer since the return to in-person worship.

Difficult times, though, allow for planting new seeds. This year, we realized that we owed our local community a return on their investment in us. We do not pay property taxes, which means that the County, City, local independent school district, and the community college miss out on almost $50,000 from us a year. We gathered representatives from these four groups and interviewed them about their hopes for 2026. Two new programs at Holy Spirit will spring directly from their feedback, helping our community build neighborliness and have difficult conversations across silos.

We emerge from 2025 into a hopeful 2026.

SAINT PAUL'S EPISCOPAL CHURCH (Waco, Texas)

In 2025, Saint Paul's continued to pursue its strategic initiatives to increase spiritual formation engagement, create new parish care opportunities and ministries, and streamline community support efforts. The church welcomed a new Associate Rector, the Rev. Gavin Tomlin, in February to support these efforts. We also sent our postulant, Dr. Hilary Yancey, her husband, the Rev. Preston Yancey, who served as our Interim Associate Rector, and their children off to Seminary of the Southwest so she could pursue an M. Div. Our Head of School, Mrs. M'Lissa Howen, announced her pending retirement after 9 incredible years leading our parish school, and we began the search for her successor. The church's rector, the Rev. Samantha Smith, was on sabbatical leave from Easter Monday until the 4th of July, when Hill Country flooding impacted the congregation. The church was such a support and refuge for those grieving unimaginable loss and suffering. In late summer, the church finally began a roof replacement after 4 years of planning and historic building approvals. This work led to ending the year worshiping in the Parish Hall while the Nave is unusable. We look forward to finishing the project and re-entering the Nave early in 2026.

ST. ALBAN'S EPISCOPAL CHURCH (Waco, Texas)

This year at St. Alban's Waco was marked by continued growth, joyful worship, and deepening engagement with our wider community. We began the year by hosting our most well-attended Theology on Tap series ever. The topic was "Artificial Intelligence and the Human Soul" and featuring Bishop Andy Doyle among the presenters.

Throughout the year, we welcomed a number of distinguished guests to our pulpit and programs, including The Rev. Eric Bumgardner (Associate Rector, Trinity Ft. Worth), Prof. Bob Darden (Founder of the Black Gospel Music Restoration Project at Baylor University), The Rev. Cn. Christine Faulstich (Canon to the Ordinary), Dr. Tyshawn Gardner (Holder of the David E. Garland Endowed Chair in Preaching at Baylor's Truett Seminary), The Rt. Rev. Alinafe Kalemba (Bishop of Southern Malawi), and The Rt. Rev. Dr. Rowan Williams (104th Archbishop of Canterbury). Both Bishop Doyle and Bishop Ryan visited our parish, confirming or receiving a total of 48 people.

Our staff experienced several transitions with the departures of The Rev. Kara Leslie (now rector of Church of the Messiah, Gonzales, Diocese of West Texas) and the Rev. Dr. Andrew Armond (now rector of All Saints, East Lansing, Diocese of Michigan), and several lay staff members. We celebrated the arrival of Hillary Goll as our new Director of Children's Ministry, and for the first time, added a Children's Ministry Assistant, Elisabeth Uecker, to support our youngest parishioners and their families. Our children's ministry has seen significant growth.

Online participation remains strong, with average weekly viewers approaching the levels we saw during 2020. In-person worship also continued its steady growth across our services, averaging over 500 people per Sunday. Our student and college ministries expanded meaningfully this year, with increasing attendance and active leadership by Stephanie Drum.

St. Alban's received national visibility when a photo of a baptism at our parish appeared on the cover of *The Living Church* magazine. We also rejoiced in the ordination two of our former members, The Rev. Dr. Brian Gamel and The Rev. Dr. Rachel Toombs to the diaconate at Christ Church Cathedral, Houston, in June. We now have three postulants, including Troy Beaudry, who began studies at Seminary of the Southwest this year as he prepares for the priesthood, while Debbie Getterman and Alan Jones continue their studies at Iona towards the diaconate. Two additional parishioners submitted applications for postulancy.

We continue to strengthen our many community partnerships, sharing our space, volunteers, and resources with ministries including St. Francis Ministries, Waco ISD, Mission Waco, Baylor Student Ministries, Waco Family Medicine, Suzuki Academy of Waco, The Cove, Cedar Ridge Elementary, Caritas, the Community Race Relations Coalition, the Family and Foster Care Coalition, the Youth Chorus of Central Texas, and multiple 12-Step recovery groups. Parishioners also served with Shepherd's Heart to feed our neighbors experiencing food insecurity.

Across the year, St. Alban's celebrated numerous baptisms, welcomed many newcomers, and saw continued participation in Christian formation. Our Easter attendance reflected the ongoing vitality of our congregation's worshiping life.
Through all these changes and blessings, we remained faithful to the mission entrusted to us: to proclaim to all, in word and deed, the grace of God in Jesus Christ.

ST. CORNELIUS EPISCOPAL CHURCH (Belton, Texas)

The Animated Body of St. Cornelius: *A Year of God's Movement Among Us*

2025 has been a year of expanding outreach and deepening growth within our church. Here are some of the ways God has been showing up in and through us this year:

Growing in Faith & Formation

- We held **two Foundations classes**—for the first time—where members deepened their understanding of the Episcopal tradition, the story of St. Cornelius, and how their own faith journeys connect to our shared life.

- We launched **The Haven Collective**, a new missional community rooted in healing, prayer, and creative spiritual practice.
- A lay member joined our vicar in attending **Diocesan Council** for the first time, participating in the wider life of the Episcopal Church.

Serving Our Neighbors with Compassion Leopard Food Pantry

• Over **500 lbs. of food** donated to students facing food insecurity.

Human Animal Support Coalition

• Food and litter donated to help families in crisis keep their pets.

Supporting Families During the SNAP Freeze

• When SNAP benefits were halted, we stepped in to help families ensure their children had enough to eat.

Ukrainian Refugee Support

• We helped provide aid to a displaced Ukrainian refugee family who arrived unexpectedly at our doorstep seeking help and safety.

Kairos Prison Ministry

• Cookies, handmade placemats, and in-person support brought encouragement and hope into the prison system.

United Wesley Foundation (UMHB)

• Your stewardship enabled us to include an **annual line item of**

$1,000 in our Relational Mission budget to support this ecumenical campus ministry—a space of open, honest spiritual exploration for UMHB students.

Coalition to Dismantle the Doctrine of Discovery

- Supported training for leaders protecting **Oak Flat**, a sacred Apache site.
- A **$2,000 line item** in next year's budget continues our commitment to this work of repair and healing.
- Through The Haven Collective, we held a **prayer vigil** in solidarity with the Apache people and all defending their sacred land.

Showing Up as a Loving Presence in Our Community

- Participated in the **MPR 5k** and **Chili Cook-Off** to support the volunteer fire department.
- Helped bring joy to families at the **MPR Easter Egg Hunt**.
- Shared **seed packets and honey sticks** on National Bee Day as small blessings and invitations to neighbors.
- Sent **Holy Spirit Inklings** postcards around town to spark curiosity and widen imaginations about God.
- Held a **churchwide scavenger hunt**, deepening relationships and meeting our neighbors around town.

Growing Together in Joy & Healing

- We laughed together, cried together, prayed together, and held space for one another's journeys.
- We explored spiritual practices, healing gatherings, and moments of holy courage.
- And as we step into a new season, we prepare to **move into our new worship space** at Cathedral Oaks **after Ash Wednesday 2026**—a fresh chapter filled with possibility, beauty, and light.

Our Mission

St. Cornelius Episcopal Church seeks to be a haven for all: a Spirit-led community of healing, love, and transformation shaped by the way of Jesus. Through discipleship, we welcome, listen, and learn together, deepening our understanding of 'all' and living in accountability to God's boundless grace.

Land Acknowledgment

As a community committed to healing, truth-telling, and reconciliation, we acknowledge that the land on which we gather as St. Cornelius Episcopal Church and The Haven Collective is the ancestral and unceded territory of the Tonkawa, Comanche, and Lipan Apache peoples.

We honor their ongoing connection to this land—past, present, and future—and recognize the deep spiritual, cultural, and ecological wisdom they carry.

ST. CHRISTOPHER'S EPISCOPAL CHURCH (Killeen, Texas)

Much has happened in the life of St. Christopher's Killeen in 2025.

Formation in the spring was focused around a well-attended "back-to-basics" class that ensured that everyone had a firm foundation in their Episcopal identity. Five people were received into the Episcopal Church during Bishop Seage's visit. Our Lenten offering was a series called "Prepare for Departure," which addressed the theological, emotional, financial, and legal realities of our mortal life. In the fall, we studied the Gospel of Mark together. In Advent, we had a storytelling series on each Advent theme.

The sixteenth Annual Outreach Auction brought in nearly $14,000, which was given directly to local nonprofits. We continue our relationship with Mission Soup Kitchen, the Food Care Center, Habitat for Humanity, Hope Pregnancy Center, Greater Killeen Community Clinic, Harker Heights Nursing and Rehab Center, Families in Crisis, Harker Heights Pet Adoption Center, and St. Christopher's School.

St. Christopher's applied for and received a grant from the Diocese of Texas to extend a sidewalk and plant landscaping in an effort to be more accessible to parishioners and guests. This improvement has made a significant impact on the building and its appearance in the community. We have made a strategic effort to address long-delayed maintenance issues as funds become available.

School life continues five days a week in the lives of local children and families by providing education and care. The school has held several fundraisers at local restaurants, providing an opportunity to gather and raise needed resources for activities. Chapel worship is a highlight, with a baptism scheduled for January 2026.

We continued the weekly Lunch Bunch Bible Study. The Men's Prayer Breakfast is an ongoing ministry that meets twice a month. The Daughters of the King continue to meet, pray, and serve regularly. We host the Scouts several days a week for

meetings and activities. In the winter, St. Christopher's started a farmers market that takes place on the first Saturday of the month. Monthly Bingo takes place at Harker Heights Nursing and Rehab Center. Vintage Hearts meets monthly for fun and fellowship among empty nesters. St. Christopher's restarted the ministry of Lay Eucharistic Visitors. Each week, two teams go to those who are homebound. The choir has contributed to worship and continues to offer beauty in many worship services.

ST. FRANCIS' EPISCOPAL CHURCH (Temple, Texas)

In 2025, St. Francis' Episcopal Church continued its faithful journey of resilience, gratitude, and renewed hope. After a year marked by significant challenges, the congregation completed the restoration of facilities damaged in the 2024 storms. These efforts made it possible to return to worship in the nave on Easter Sunday—a moment of deep joy for the parish community.

Easter also marked the congregation's farewell to its retiring rector. The parish gathered in gratitude for his ministry, expressing both sorrow at his departure and encouragement as he entered a new season of life. Securing guest clergy in the months that followed proved difficult, yet the congregation remained steadfast. Through the flexibility of lay leaders, the vestry, and dedicated volunteers, worship and parish life continued with faith and perseverance.

Throughout the year, the vestry worked collaboratively to lay the groundwork for the upcoming rector search. Critical steps were completed, including the development of the parish profile, which is scheduled for publication as the search process formally begins in early 2026.

Despite the transitions, outreach ministries remained vibrant and uninterrupted. St. Francis continued its commitments to Tuesday Solace, Feed My Sheep, Churches Touching Lives for Christ, Backpack Buddies, Foster Love, and BSW Children's Hospital. The Preschool maintained full enrollment, demonstrating the trust families place in its mission and staff. The St. Francis Gift Shop joyfully celebrated its 55th anniversary of service to the parish and the wider Temple community.

In all these ways, St. Francis lived its mission to make God known through worship and service as loving community. As St. Francis looks ahead to 2026 and the calling of a new rector, it does so with renewed faith, unity, and hope for the work God continues to set before it.

ST. JOSEPH EPISCOPAL CHURCH (Salado, Texas)

St. Joseph's Episcopal Church continues to be a thriving little congregation in the heart of the village of Salado in central Texas. While the church was saddened by the departure of Reverend Lynn Osgood in March, the congregation continued to see

growth over the summer and into the fall with a steady rotation of supply priests and continued ministries. After renting out a building on the property, the congregation is working towards the idea of hiring a part time priest in the future. Along with funds from the rental property, investing the capital money from the sale of an inherited property has also helped the congregation's finances trend in a positive direction. St. Joseph's saw its usual set of festivals and celebrations dotted the year, including the Blessing of the Pets, our Celtic Service done at the same time as the Salado Gathering of the Scottish Clans, the annual Joseph's Pumpkin Patch, which is our major fundraiser, and the planting of Poinsettias at the Down Home Ranch (for developmentally disabled adults) that are brought into the chapel for the Christmas Eve Service. St. Joseph's also continued its outreach efforts with our primary community partner Helping Hands Ministry of Salado, TX, and through our Little Free Library program. We look forward to what the future holds for this congregation.

ST. JOHN'S EPISCOPAL CHURCH (Marlin, Texas)

St. John's Marlin has continued to thrive as a lay-led congregation for many years, and this past year was no exception. During the first half of the year, our worship life continued through a faithful rhythm of lay-led Morning Prayer and monthly celebrations of the Eucharist with visiting priests. A new chapter began in July when Rev. Michael Thompson joined us as Deacon-in-Charge, marking an important new step in our ministry. Among the year's highlights, we were blessed to celebrate two receptions and one confirmation during the bishop's visit. Our Blessing of the Animals service drew a warm response from the wider community, and we remained committed to supporting the Marlin ISD food pantry. We also continued our regular ministry of worship at the local nursing home. With gratitude for all that has unfolded this year, we look forward with hope and expectation for what God will bring in the year to come.

ST. MARTIN'S EPISCOPAL CHURCH (Copperas Cove, Texas)

In 2025, St. Martin's leaned on their strong lay leadership to continue lay-led morning prayer services and Eucharist services with visiting priests. Their outreach ministry provided Thanksgiving meals for families in need and citizenship classes for their local community. They also held incredibly successful community garage sales to support their outreach efforts. This fall they completed repairs and restoration work on the church facade with a 'Welcome Grant.' Lay leader Nichole Gailey says "St. Martin's has been blessed to come together through this year as the family we are. We know that like all families there are patches and we are so very grateful to lean on each other and have faith that God will see us through. We look forward to when we will have a priest again but in the meantime we will do what we do best and celebrate as a family."

ST. THOMAS' EPISCOPAL CHURCH (Rockdale, TX)

St. Thomas' remains a small but vibrant church. Every Sunday we meet for coffee, fellowship, and Bible study at 10:00, followed by worship together at 11:00. This year, we also hosted the Rockdale Ministerial Alliance for a service of Music and Healing. We continued to partner with the local senior center and CASA of Milam County through our holiday outreach drive, and we worked with the *Rockdale Reporter* to create a handbook to tell the story of our stained-glass windows depicting the twelve apostles, along with framed documents next to each window. It is with great excitement that we enter 2026, when we will be celebrating St. Thomas' 150th birthday!

Aaron Zimmerman, Dean

SAN JACINTO CONVOCATION

The San Jacinto Convocation Clericus meets once a month from September through June. These meetings begin with Holy Eucharist, celebrated by the host parish. After Eucharist we gather for lunch and then a "check-in" witch consists up sharing one item from the last month that is personal and then one item that is ministry in nature. Once check-in is complete the remainder of the meeting is conversation covering a variety of issues and concerns.

Below are the parish clergy changes in 2025

Christ the King, Atascocita	The Rev. Catherine Cox was installed as Rector
St. Aidan's, Cypress	The Rev. Kellie Wilson was installed as Rector
St. Cuthbert's, Cypress	The Rev. Sunil Chundy arrived as Rector, installation to take place in 2026. The Rev. Malcom Ellis retired (again) after servicing as Interim Rector
Good Shepherd, Kingwood	The Rev. Celeste Geldreich completed her time as Locum Tenens, accepting a Call as Rector in Oregon

A new church has been planted in our Convocation! We welcome St. Stephen's Christ Fountain All Nations Church which worships in Kiswahili and English, The Rev. Joseph Gatunga, Vicar

Blake Rider, Dean

SOUTHEAST CONVOCATION

St. John's Episcopal Church, Silsbee

In the months after the sudden death in January of our priest, the Rev. John Johnson, the Jr. Warden and Sr. Warden provided morning prayer until we recruited volunteers to share in those duties. We have been unable to secure long-term supply priests to offer communion on regular basis. We have been able to rely on the gracious assistance of the Southeast Convocational clergy to offer it once per month.

Our outreach committee has been very active: we had a "no sale garage sale" and a few months later we had a garage sale. We installed a food box for those in need; We are getting ready to give away coats and blankets for those that might need them this winter; we hosted an open house for the Silsbee chamber of commerce; there are several local organizations that use our parish hall for their meetings. Though small in number, we remain mighty in spirit!

St. Stephen's Episcopal Church, Liberty

The Year of Our Lord 2025 has been a weighty one for the people of Saint Stephen's Episcopal Church in Liberty - weighty in both glory and sorrow. In addition to our regular outreach and worship ministry of the parish, we launched a new website and visual branding; we ratified updated Parish Policies & Procedures; we hired a new Organist & Choirmaster after celebrating the 75-year ministry of our faithful volunteer organist; we celebrated every prayerbook liturgy for Holy Week for the first time in the parish's history; and we baptized 11 persons into the Body of Christ, which is the highest single-year total since 1955!

However, amid these great joys also came terrible grief. Four members of our parish, John, Julia, Jack, and James Burgess were killed in the July 4 Kerrville Flooding, sparing only the family's eldest child, Jenna. In the days immediately following the floods, Saint Stephen's held a prayer vigil for the community. The day following the burial service (held at St. John the Divine, Houston), our parish held its own memorial for the family in the church, as well as a public memorial at the elementary school where Julia taught. Since then, with the help of the Episcopal Diocese of Texas, we brought in a trauma and grief counselor to speak with members of the parish who had been especially affected by the loss of the Burgess family. The parish plans to install two memorial benches for the Burgess family in the church playground where John and Julia would watch their children play nearly every Sunday after service.

St. Mark's Episcopal Church, Beaumont

Like many churches, this past year has been one of exciting ministries and painful loss. St. Mark's welcomed over 200 people onto our campus for our Easter Egg hunt in the Spring. Many of these guests came from our community, without any specific connection to our church. The music ministry and choirs at St. Mark's continued to their offerings of worship. From Spring and Fall Evensongs to Lessons and Carols to ongoing Sunday worship

leadership, the worship offerings at St. Mark's are greatly enhanced by our vocal and handbell choirs.
Our rector, James Pevehouse, went on sabbatical this summer and the parish was led faithfully by our priest associate and deacon, Keith Giblin and Tracie Middleton. As Father James returned, we welcomed our new curate and family, Christopher Hilton. We look forward with anticipation to Christopher's priesthood ordination sometime, God-willing, in early 2026. Christopher is leading the ministry of rebirthing the Episcopal Campus ministry at Lamar University, known as Canterbury Lamar.

In November, St. Mark's held its 84th consecutive chili supper. This event served over 1,000 bowls of hot chili with frozen chili still being sold. The net proceeds from the chili supper and St. Mark's resale shop, The Treasure House, are returned to the Southeast Texas community in grants. 2025 was highest year yet as we gave away over $77,000. We believe we will be able to give away even more in 2026. Since 2010, St. Mark's has given away more than 1 million dollars to our community. This would not be possible without the robust support of our parish and community friends.

The ongoing organ restoration project is nearing completion. We successfully raised the $600,000+ needed for this project. Gifts came from individuals, St. Mark's foundation, and Beaumont community foundations. We anticipate the return of our organ sometime in early 2026.

The tragic floods this Summer in Kerrville impacted the city of Beaumont. Though our parish did not have any parishioners die in the floods, our clergy were intimately involved in the pastoral care of many friends through All Saints School and wider-Beaumont. Like so many, this pastoral work is ongoing.

We are excited for 2026 and believe there are great things ahead of us at St. Mark's and in Southeast Texas. We can't know all that will take place this next year, but we do know life will not be boring!

Holy Trinity Episcopal Church, Port Neches

Holy Trinity, Port Neches began our year with the installation of the Rev. Rohani Weger as our rector. Every month as our outreach, we serve meals at the Hospitality Center in Port Arthur. This year we also joined with our community to rebuild the "Tugboat Island Community Playground". We invite the community to use our building during the week - hosting a girl scout troop, several quilting groups and the Dick Dowling Civil War Society. Our Parking lot offers a shady spot for people during their lunch hour and we held a fundraiser to help a neighbor with their medical bills. During Lent, we started a midweek healing service which now includes visitors from the community. We support two Community outreach partners with regular donations and supply drives and have been in conversation with United Board of Missions about further involvement next year. The Rev. Rohani Weger attends family court monthly through the Beaumont "Clergy in the Courts" program and was also invited to bless the pets of Beaumont at their annual Dogtoberfest. We look forward to where God will lead us in the coming year.

St. Stephen's Episcopal Church, Beaumont

This past year has been one of grace, transition, and renewed vitality at St. Stephen's Episcopal Church in Beaumont. In November, the parish welcomed the Rev. Curt Norman as its new rector. Fr. Norman, along with his wife, Margaret, has joined the St. Stephen's community with gratitude and enthusiasm. Their children, Karina and Cade—both students at Texas State University in San Marcos—remain an important part of their family life and prayers as this new chapter begins. The parish also gives heartfelt thanks for the faithful ministry of the Rev. Jim Liberatore, who served as interim rector and helped guide the congregation with steady, pastoral leadership during the transition.

St. Stephen's ongoing partnership with All Saints Episcopal School continues to be a central expression of the parish's mission. The daily presence of students, faculty, and families on campus enriches the life of the church, and the parish remains committed to supporting the school's spiritual and communal flourishing. The relationship between parish and school is a source of mutual joy and purpose.

Worship at St. Stephen's carries a spirit of reverence, creativity, and welcome. One of the parish's most beloved traditions is "Beatles Sunday," an annual celebration in which Beatles music is incorporated into the liturgy. This year's theme—*Here Comes the Son*—invited worshippers to reflect on Christ's light through the familiar melodies of the iconic band, drawing parishioners and visitors alike into a joyful and meaningful encounter with the gospel.

Several ministries continue to reflect St. Stephen's commitment to compassionate service, prayer, and inclusion. The Daughters of the King have begun reorganizing and reviving their chapter, discerning renewed ways to live out their ministry of prayer, service, and evangelism. Each month, parish volunteers serve at Some Other Place in downtown Beaumont, helping feed neighbors in need and strengthening relationships across the wider community. The "Just As I Am" ministry meets weekly to support members of the LGBTQ+ community, offering a space of welcome, encouragement, and belonging in the name of Christ.

As St. Stephen's looks toward the year ahead, the parish remains grateful for the movement of the Holy Spirit, hopeful about the future, and committed to sharing the love of God with Beaumont and beyond.

St. Paul's Episcopal Church, Orange

Our congregation is increasing, though it is a small increase we see this as an improvement. We are definitely not back to our pre-covid status. I truly believe this growth is a direct result of the work of our fabulous worship team. Rev. Meg Lovejoy continues to serve as our supply priest. She is with us about 3 weeks per month. On those Sundays when we are without a priest either Deacon Margaret or LEM Miles Hall III step up and preach. Dr. Don Ball, our music director, is top notch and enriches our services immensely. Several parishioners have expressed they attend for the music.

We are a small church with a huge heart. We continue to exceed our Outreach goals and are very proud of our contributions. Each month we pick a different program to assist. Sleep in Heavenly Peace; Orange Christian Services, and the Salvation Army are just a few we have aided. We recently held a luncheon to honor the veterans at the City of Refuge and were able to give each of the vets a gift bag which included a gifts card. They were very thankful.

We have an aging building and as such find ourselves making costly repairs. A new a/c unit was recently purchased for the main church building. And we were blessed to receive some grant funding from the Diocese to help defray the cost. I'm sure we are not alone when we express concern that our insurance and assessments continue to increase at a faster pace than our income. With that said, our 2024 stewardship drive was a success and showed slight increases in both the number of pledges and the amount of money.

Our parish secretary, Kelly Guillot, continues to work tirelessly to see that every task is completed. Making sure we have a priest scheduled every week. She not only films the service each week, but she stays after to make sure it is available to others via social media for those that could not watch the live version. She is our glue that binds us together.

And last but certainly not least … we are blessed to have a very faithful congregation. They are always willing to do whatever it takes to make sure our small church is successful. Our sanctuary is filled with God's love and it can be felt every Sunday.

James Pevehouse, Dean

SOUTHWEST CONVOCATION

This year has seen continued growth from last year, thanks be to God. There continues to be a collective excitement born out of creative courage for new missional attempts and worship experiences. Which, as a norm these days, colors how we've gathered and shared in Clericus meetings. We continue to enjoy an awareness of abundance and blessing as a whole. We serve in concert and are honored to share our experiences of 2025:

We begin with a word from the Rector, The Reverend Jeremy Bradley, shepherding *St. Marks in Richmond*:

This year at St. Mark's, Richmond, our community has blossomed with connection and joyful reflection. We kicked off the year with a new Epiphany gathering, where laughter filled the room during a game of bad gift bingo while everyone enjoyed a hearty spaghetti meal. During Lent, we joined with Calvary for an evening of fellowship and dinner inspired by the book, *Les Misérables*, a reminder that as one body in Christ, we can uplift and serve those around us. Our legendary fish fry events drew crowds from across Fort Bend County, while our Blessing of the Animals and Trunk-or-Treat brought neighbors together in celebration and fun.

In our quest to reimagine community engagement, we stepped boldly beyond our walls to serve as the hands and feet of Jesus. By partnering with groups like Helping Hands, Fort

Bend Family Promise, The Rainbow Room, and Bowie Elementary, we deepened our impact and our faith. Our hearts remain open to new possibilities as we strive to worship God with passion, live out our baptismal vows, and fulfill St. Mark's mission: to know Jesus Christ and to make him known.

Just down the road, The Reverend Ralph Morgan, Rector at *Calvary Episcopal Church in Richmond*, Texas proudly relays Her 2025 highlights:

As we continue to grow spiritually and numerically, our first call is to love God and our neighbors. We are doing both!
Through worship and outreach, Calvary – Richmond is alive and well.

Feeding Our Neighbors - Rooted in the Gospel call to love our neighbors and to feed the hungry, Calvary–Richmond understands outreach not as an optional program, but as an essential expression of our life in Christ. We seek to meet immediate needs while bearing witness to God's abundance, dignity, and compassion for all people. In that spirit, and in addition to Calvary–Richmond's longstanding outreach ministries—our Assistance Ministry, the annual Thanksgiving Feast (which provides a hot Thanksgiving Day meal to more than 800 people), and hands-on assistance through home repair and practical support for those in need—we are grateful to highlight the following ways Calvary fed our neighbors in Fort Bend County during 2025:

Preston Street Community Garden - Calvary has maintained the Preston Street Community Garden for many years as a tangible expression of our commitment to addressing food insecurity. In 2025, more than 6,000 pounds of fresh produce were grown, harvested, and donated to Helping Hands for distribution to families in need throughout our community. This work was made possible by over 500 volunteers from Calvary and partner organizations, including Attack Poverty/Friends of North Richmond/Rosenberg, Scout Troops 100 and 1000, River Point Church, Parkway Fellowship, and Sanctuary Fellowship. During 2025, additional acreage was added to expand the garden's capacity. The garden ministry is led by Shirley Tijerina, whose tireless efforts include fundraising, volunteer coordination, and overall stewardship of the garden.

Donations to Helping Hands - Calvary maintains a permanent donation box on campus for non-perishable food items, which are regularly delivered to Helping Hands for distribution in the Richmond and Rosenberg areas. In 2025, the Calvary family donated at least 1,400 pounds of food. Donations increased significantly during the government shutdown, when many of our neighbors temporarily lost SNAP benefits. This ministry is led by Lois Essells.

Laundry Love – Another way in which Calvary assists our low/no income neighbors is through the Laundry Love ministry. This last year, we saw a greater need for this type of assistance than in the past 6 years of the ministry. In 2025, the people of Calvary helped 386 families by washing and drying 2,269 loads of clothes and bedding. Calvary volunteers provide not only detergent and quarters for the machines, but also prayers and pastoral care for those most vulnerable in our community.

Blessing Box Ministry - In response to the government shutdown and the resulting SNAP interruptions, Calvary installed a Blessing Box on its property. Members of the Calvary

community stock the box with non-perishable food items, and neighbors in need are invited to take what they need, when they need it.

The Reverend Roy Varghese, Vicar of *Good Shepherd Episcopal Indian Church*, shares of the blessings in *Stafford*:

We are grateful to share that Good Shepherd Episcopal Indian Church, Stafford, continues to grow in both numbers and spiritual depth as we move through 2025. What has become increasingly evident is that our growth is not merely the result of programs or planning, but of a community steadily learning to trust God's work beyond our own expectations and comfort zones.

The past year built meaningfully on the foundations laid in 2024, particularly our emphasis on empowered lay leadership and intentional community engagement. Our Bishop's Committee and lay leaders have continued to serve with dedication, prayerful discernment, and a growing sense of shared responsibility for the mission of the church. Their leadership has strengthened relationships within the congregation and helped anchor our common life in clarity of purpose and vision.

One of the most significant milestones in the life of our congregation in 2025 was the Confirmation Service led by the Rt. Rev. Kathryn M. Ryan. This service was especially moving because four of our youth publicly proclaimed their Christian faith on their own, articulating their commitment with confidence, sincerity, and spiritual maturity. Their witness was not only a moment of personal affirmation, but a powerful sign of the fruits of sustained formation, mentoring, and a community that creates space for young voices to lead. For many in the congregation, this moment affirmed that the church's future is already taking shape in faithful and courageous ways.

Our outreach ministry, "Be with the Buddies," continues to extend the boundaries of the church into the wider community. Participation in the program has increased steadily, reflecting both growing trust and deepening relationships with families beyond our immediate congregation. What began as a focused outreach initiative has now become a living expression of hospitality and inclusion. Several children involved in the program have emerged as ambassadors, sharing its values within their schools, neighborhoods, and peer groups. While some participants have moved away due to life transitions, the consistent influx of new families speaks to the program's relevance and adaptability in changing contexts.

In addition to ongoing outreach, Good Shepherd hosted a Back-to-School Backpack Blessing, welcoming children and families from both the congregation and the surrounding community. This simple yet meaningful act reinforced our presence as a church that listens to local needs and responds with care, prayer, and practical support.

Taken together, these moments reflect an overall growth of the congregation—not only in attendance, but in confidence, participation, and shared ministry. We are witnessing a community that is learning to move beyond a "domesticated" faith shaped by predictability,

and toward a living faith that trusts God's work unfolding in unexpected ways—through youth leadership, lay initiative, and relationships formed beyond church walls.

As we look ahead, we remain thankful for the Diocese's support and leadership. Above all, we give thanks for a congregation willing to follow Christ faithfully, even when the path leads beyond familiar boundaries, trusting that God continues to do new things in our midst.

Our longest tenured rector in the convocation, The Reverend SA 'Scott' Thompson reports from *Holy Cross in Sugarland*:

We hit our regular marks in 2025 with said eucharist and contemporary praise on Sunday mornings. Ongoing Christian formation continued with Holy Cross Children, Holy Cross Youth, Holy Cross Women, and Holy Cross Men. We welcomed newcomers via our 101 Newcomers' Luncheon and our 6-Part Belonging Course, both run twice a year in the spring and the fall. The Simple Series (presenting our 4 step process for being and making disciples) was presented on Sunday mornings in May. Our three part Stewardship Series was on presented on Sunday mornings in November culminating with the annual ingathering at the end of the last service.

Outreach continued every other month at the Lord of the Streets Sunday morning breakfast, and once a quarter partnering with Fort Bend Family Promise. Our goal this year for Operation Christmas Child was to pack and send 500 boxes. We did 550. Ministry at the Village assisted living and memory care took place on Palm Sunday and the week of 3 Advent. Holy Cross also hosted Group Publishing when they did their VBS Fun Shop event in March in which we welcomed participants from three states. VBS was 14-18 July. The Pumpkin Patch was 18-19 Oct.

The Reverend William 'Bill" Bullard, Vicar, shares of *St' John's* growing energy in *Palacios*, Texas:

As we give thanks for God's faithfulness in the past year, we look forward with hope and trust to the year ahead. St. John's remains committed to living out our mission of loving God, serving others, and welcoming all in Christ's name in Palacios and beyond.

Saint John's continues to sustain its mission in Palacios, Texas as it has for the last 103 years. Church attendance and revenue remain steady although some reduction in giving is noted but no programs have been impacted.

Community participation in the annual Shrove Tuesday Pancake Supper again matched pre-pandemic levels, and Ash Wednesday ashes-to-go and evening services were well attended. In Holy Week, ecumenical services were held at the Methodist Church on Maundy Thursday, The Presbyterian Church on Good Friday and St. John's for the Vigil of Easter. Each of these services was well attended.

The Vicar officiated a wedding in June for a member of Christ Church, Matagorda as well as three funerals for Saint Mark's – Bay City members. One funeral was officiated for a St.

John's – Palacios member. Two weddings for St. John's members are already scheduled for 2026.

The June 8th, Pentecost visit by the Rt. Rev. Hector Monterosso was well attended as he confirmed a youth member of the Church, followed by a festive reception. There were infant Baptisms on Easter and in October and November. St. John's hosted the SW Convocation's Clericus in August,

The church property and furnishings remain in excellent condition and suffered no weather or climate related damage. An air conditioning system was replaced in the Church due to unrepairable refrigerant leaks. The nearly 100-year-old alter cross was restored to like new loveliness thanks to a generous offering. The Church remains debt free.

We added several new lay readers and welcomed two additional acolytes this year, a sign of growing engagement in worship leadership. Participation in the Congregational Vitality Assessment (CVA) provided valuable insights into our strengths and sustainability insights as a small but faithful mission community. In November, the congregation unanimously affirmed two former Bishop's Committee (BC) members to return after the required year off, along with one new member of St. John's, who now joins this vital leadership ministry bringing the total BC membership to six. The Community Blessing Box, a continuously accessible self-service food pantry started in 2022, remains an essential ministry addressing local food security concerns.

The Vicar completed his sixth year of ministry in September and continues to be active in the local Chamber of Commerce, and Palacios Ministerial Alliance. The vicar continues to serve on the Board of Directors for the Palacios HUB, a local 501.c.3 supported in part by the Episcopal Health Foundation, coordinating a variety of community outreach services including child and adult literacy and ESL/GED training, health and indigent care, wellness programs, vocational assistance and legal aid for the local community. In 2025 the HUB expanded its reach to both Jackson and Calhoun Counties.

From *West Columbia*, The Rev. Paul Wehner, reports of God's
Spirit moving at St. Mary's:

St. Mary's is small in size, but continues to be BIG in practicing gratitude and kindness as expressions of our faith. We especially do this by sharing our resources with the community around us. Blessed with a generous endowment, St. Mary's was able to provide significant support to many important ministries in our area, including: 1) Annually sending 80-100 fifth grade students from our nearby elementary school to Camp Allen for a four-day Discovery Camp; 2) Providing monthly financial support to Mosaic in Action, a non-profit organization dedicated to improving the lives of families through storm recovery, housing rehabilitation, and advocacy efforts in Brazoria County; 3) Donating funds and volunteering at the Christian Senior Center, an organization that provides daily lunches and other necessities to area residents, and; 4) Providing a safe place for struggling folks to seek financial and spiritual help.

In addition to our significant outreach, St. Mary's also made several capital improvements to our campus in the past year. The most substantial of these was our purchase of a house across the street from the church.

After some renovations in 2026, we hope it will be a very attractive parsonage for future rectors. St. Mary's has very active chapters of the Brotherhood of St. Andrew's and Daughters of the King. Both of these groups provide consistent prayerful support for our church and for the world around us, as well as supporting our many ministries and outreach efforts. In 2026, St. Mary's will celebrate our 75th year of being a vibrant church community that strives to share the love of God with everyone we encounter.

And moving southward, The Reverend Christopher Weis, Vicar of *St. Paul's in Freeport* proclaims a very successful year:

St. Paul's collected over 1000lbs of food and goods in conjunction with the needs of Brazosport Cares Food Pantry in Freeport. We conducted two specific needs drives in the Spring and the Fall, and we continually collect dry goods each Sunday, 52 weeks a year. We also took up a large collection of dog and cat food for the Brazoria SPCA.

Our Adult Formation for the year 2025 included a Lenten series on the Lent themes introduced on Ash Wednesday, in which we are called to an observance of a holy Lent, by self-examination and repentance; by prayer, fasting, and self-denial; and by reading and meditating on God's holy Word. We continued our organic study of the week's scriptures called "What in the Word" through various parts of the year.

In February we welcomed Bishop Hector Monterosso, who confirmed one new member on the last Sunday before Lent, on which that day we hold our tradition of Pancake luncheon the Sunday before Ash Wednesday.

On Easter Sunday we had a parish breakfast with a 3-table spread of all sorts of items, followed by our Easter service in which attendance totaled almost 50 people.

In November we celebrated the "Saints of St. Paul's" as our birthday of 106 years came, and we honored the greatness of the years past, current, and yet to come.

And moving just a little northward, The Reverend Robin Reeves-Kauts, Rector of *St. Timothy's in Lake Jackson,* proclaims the good work of the Spirit:

Our Mission: Empowered by the Holy Spirit, we experience God's love and share it.

A Year of Faithfulness and Growth

In 2025, the people of St. Timothy's continued to live into our mission with faith, generosity, and love. We understand that our life together is made possible by the Holy Trinity—Father, Son, and Holy Spirit—who form a community of unity and continuous love. In Baptism, we are caught up in this holy dance of love and connection, bound not only to God but to one another.

Through worship, study of God's Word, prayer, and service, we have grown across the seasons of the Church Year. Together, we are learning to pattern our lives in trust—letting go where needed and placing our hope more fully in God.

Building for the Future
This year, we have been intentionally building scaffolding for sustainable ministry—ministries that align with our history, honor our gifts, and respond to the needs of the wider community. This work has been thoughtful and prayerful, guided by a desire to steward well what God has entrusted to us.

During the summer, while our priest was on a sabbatical focused on rest, the congregation enjoyed a time of rest and connection. Members gathered for fellowship, clarified volunteer roles, and developed job descriptions that support shared leadership. With the support of the diocesan team, we took time to reflect on our story, discover our individual and corporate gifts, and gain greater clarity about who God is calling us to be at such a time as this. The result has been renewed confidence in the giftedness of our congregation, affirmation of the good ministry already happening, and excitement about future possibilities.

Worship and Sacramental Life
St. Timothy's remains rooted in worship and prayer throughout the year.

- Baptisms: 5
- New Members: 11
- Transfers In: 2
- Burial Services: 6 beloved, long-time members were commended to God's eternal care, and we give thanks for their lives and witness among us.

Through moments of joy and grief alike, we continued to gather as a community shaped by grace and hope.

Internal Ministries
Our internal ministries continue to nurture faith and connection:

- Worship Ministry
- Pastoral Care, including formation and prayer
- Godly Play, offering a welcoming and faith-filled space for children
- Utilizing Living Compass Wellness Booklets for healing and inner transformation.

These ministries remain central to who we are, supporting spiritual growth at every stage of life to long time Christians, new believers and those returning to the faith.

Outreach Ministries
St. Timothy's continues to look beyond our walls in love and service, including participation in:

- Kairos Prison Ministry, offering hope, prayer, and Christian presence to those who are incarcerated

- The Food Basket where we have members volunteer and as a church we give food on a monthly basis, as well as, offer classes for their clients to learn sewing skills.
- Supporting Casa by making bags for the children, offering a place for training new volunteers.
-

Gratitude and Hope

We give thanks for the faithfulness of this congregation—for those who serve quietly, those who lead boldly, and those who show up week after week with open hearts. God has been at work among us, often in simple and unseen ways, forming us more deeply into a community of love.

As we look ahead, we do so with humility, trust, and hope—confident that the same Holy Spirit who has sustained us thus far will continue to guide us into God's future.

Thanks be to God.

Concluding in *Angleton*, The Reverend Travis Smith, Rector, shares of ways the Spirit of God worked on the *Holy Comforter* campus:

Holy Comforter, indeed, enjoyed a year of sacred keep in God's gracious hands. Knowing the forecast looked bleak for the parish's long-standing Day School, the school board and the Vestry agreed that the forty-eight year ministry was no longer needed by the community as it once was- no longer being self-sustainable. In January plans were begun to close the school for good. In May the final classes and chapel were led and celebrated respectively. It was sacred and somber and hallowed.

As the parish mourned we also began the work of discernment; considering how the campus would now best serve Lower Brazoria County. It has been determined to allow the Peach Street Farmer's Market (PSFM) to step out in faith and open a market store in a building that formerly housed some of the school's classrooms. Taking things slowly, the Vestry has offered the Market a year (all of 2026) to see if a store is something the larger community wants and will support. This has added a sense of hope and anticipation to partner with the still-felt grief of the school's closure. A brick and mortar store has been a goal for the Market from its inception now 10 yrs ago.

While the school staff was cleaning up and divesting of all its amassed teaching materials and furniture (which was ultimately donated to no less than 15 separate teaching institutions) the Vestry decided it opportune to do some much needed (and long delayed) improvements around the campus. The work was completed just in time for Bishop Kai Ryan's visitation! The good Bishop welcomed nine confirmands and received two more in September.

Comfortable Eats, Holy Comforter's weekly food ministry consists of, primarily, Tuesday meals for 35- 40 homebound folks connected to Holy Comforter and two sister-churches who have partnered for five years now is still going strong. And this year, with a bolstered partnership with an existing community food pantry, our Comfortable Eats Food Pantry became the focal point for all three churches. This has seen folks coming in far more than

in recent years. We now have regular hours and a volunteer core to help with increased patronage.

Our youth group has been reignited by two adult leaders within the parish community stepping up to answer the call. The youth group remains small but mighty as the year closes.

Finally, what began last year has become even more significant to the church and for Lower Brazoria County; the Community Choir, led by our very own, Dr. Eric Brown. All year they've worked tirelessly to improve and their efforts were noticed. This Fall, besides performing a brilliant evensong and a wonderful Halloween concert, the choir was showcased at Christmas on the Square (a tradition in Angleton) singing in front of thousands. And two weeks later they partnered with Brazosport College Choir to perform Handel's Messiah at The Center in Lake Jackson (a huge honor). An all-volunteer choir (including Dr. Brown) they are esteemed as much as any professional group in our area. So much so, a newly constituted symphonic group from Houston requested to call Holy Comforter their home venue in order to partner more closely with Eric and the choir. The Strategic Mission Board granted the Community Choir a sizable grant with which to continue it's good work in the new year.

Holy Comforter strives for meaningful partnerships and thoughtful ministries by virtue of patient discernment where our talents better mesh with where God is moving in this wonderful place.

God has, indeed, called a stalwart group of shepherds to nurture His endeared parishes in this part of the Diocese. We continue to be humbly awed and appreciative of the work the Spirit is doing.

And we are proud of the bond we share within this Clericus, having long been close and continue to be so. A goodly amount of credit for this goes to our monthly facilitator, Maureen Bacchi. We are most grateful for her and pleased that she will continue to be with us for years to come.

We live and move in God's gracious abundance.

Travis Smith, Dean

WEST HARRIS CONVOCATION

The West Harris Clericus gathers the second Thursday of each month with the exception of the summer months. We gather at a various churches in the convocation which provides us an opportunity to visit one another's churches. At each gathering we began by praying Noonday Prayer together followed by lunch, fellowship, and check-in. The check-in provides an opportunity to share information about all that is going on in our congregations and communities. Below are clergy transitions in the convocation for this past year.

January 2025 – The Rev. Donna Bracket, Deacon at St. Christopher's, Houston, moved outside the Diocese.

June 2025 – The Rev. Pedro Lara started as Associate Rector at Church of the Holy Apostles, Katy. The Rev. Donna Bracket returned to St. Christopher's, Houston. The Rev. Victoria Umana started as Vicar at Christ the King, Alief. The Rev. John Sundara started as Vice Rector at St. John the Divine, Houston. The Rev. Mark McDonald, moved from West Harris to St. Mary's, Bellville, as Interim Rector.

July 2025 – The Rev. Michael Sturdy started as Curate at Holy Spirit, Houston. The Rev. Mary Reddick moved from West Harris to Palmer Memorial, Houston.

August 2025 – The Rev. Dane Boston started as Rector at St. Martin's, Houston.

December 2025 – The Rev. Carissa Baldwin started as Rector at St. Stephen's, Houston.

We look forward to gathering together as we move forward in 2026 to share knowledge, resources, and prayers.

Lisa R. Neilson, Dean

CAMP ALLEN CONFERENCE AND RETREAT CENTER

Division of Diocesan Camps

In 2025, Camp Allen welcomed more than 60,000 guests across retreats, school programs, and summer camp, continuing our long tradition of offering hospitality, formation, and renewal to the Diocese of Texas. Our Discovery Program served over 7,500 students—22% on scholarship—and Summer Camp hosted more than 2,000 campers, with 23% receiving financial assistance.

Major progress continued on the Back to Nature Campaign, with the Bishop Quin Wing nearing completion ahead of its January 2026 opening. This new hotel building will replace the original 1970s wings and significantly strengthen our lodging capacity.

Philanthropic support remained strong throughout the year. Starry Nights Austin and Houston collectively grossed $680,000 for programs and scholarships, providing substantial support to campers and Discovery students. High retreat usage and donor engagement also contributed to a record year of total revenue for Camp Allen.

As we look toward 2026, Camp Allen remains on solid financial footing and deeply grateful for the Diocese of Texas and all who make this ministry possible.

2024 Audited Results

Revenues:	
Conference Center Fees	$4,057,091
Summer Camp Fees	$1,595,854
Campsites and Cabins	$719,950
Discovery Fees	$1,075,276
Gift Shop Sales	$63,629
Contribution & Fundraising	$1,210,352
Equestrian and other income	$189,858
Total Revenues	**$8,912,010**
Expenses:	
Program services	$7,229,722
Management and general	$844,023
Fundraising expenses	$536,139
Total expenses (less depreciation)	**$8,609,884**
Net change in assets	**$302,126**

Allen Kight, President

The Episcopal Diocese of Texas

FINANCIAL CATEGORY SUMMARY* REPORT

*Summary by Categories Only
2024 vs. 2025 through October

Organization Name: Camp Allen

2024		2025 (through October)
Income	$8,974,504.87	$8,363,472.77
Cost of Sales	$109,899	$114,127.37
Gross Profit	$8,864,605.87	$8,249,345.40
Expenses	$8,315,095.29	$7,243,164.48
Operating Profit	$549,510.58	$1,006,180.92
Other Grants/Etc.	$3,423,672.79	$2,752,753.53
Other Expenses	$1,495,121.06	$1,010,607.50
Net Profit/(Loss)	$2,478,062.31	$2,748,326.95

Allen Kight, President

CHAPLAINS TO THE RETIRED

Austin, Central and Northwest Convocations

I am very thankful to have served as chaplain to the retired clergy household living in the Austin, Central, and Northwest Convocations – after ten years of this ministry I discerned that it was time to do something else and I resigned from this position in the fall of 2025. But what a joy it has been to get to know so many sister and brother clergy and their families through this ministry.

This ministry group is made up of approximately 135 households, some consisting of clergy with spouses, others single clergy, and 30 are surviving widows/widowers. 60% of our households are canonically resident in the Diocese of Texas and 30% have retired to this area from various other dioceses. The Pastoral Care office of the Church Pension Group (CPG) are now including all non-stipendiary clergy when they turn 70 years old. Of course, not everyone in this group consider themselves retired and work every Sunday, just like many other retired clergy do. The list of non-stipendiary clergy is not as complete as I would wish.

Most of my chaplain's work has been done via mail, e-mail, text, or phone, relying on folks to let me know of any pastoral needs. Every person in our group has gotten birthday card and, when I have learned of illnesses and deaths, I have sought to support folks with a phone call, e-mail, or condolence note. Another aspect of the chaplain's work is to notify our bishops when learning of particular issues facing any of our retired folks as well as get folks in touch with the right staff at CPG or at the Diocese.

Several of our folks attended the Camp Allen October Retreat for Retired Clergy Households and enjoyed the time together. We are thankful that this event is offered at no cost to participants, just like Clergy Conference and it is good to be able to earn a few Continuing Education Credits and enjoy common worship and visiting with friends as well as with Bishop Fisher and Susan.

The CPG Chaplain's Office has undergone a great deal of change and the national office offers support to a large group of chaplains.

The CPG continues to provide dependable support to all church retirees and I encourage any retiree to check out the CPG webpages and take advantage of the very informative articles, podcasts, and videos.

Again, I am so thankful to have served in this position. It has especially been a privilege to serve with our other Diocese of Texas Chaplains, always with the support of Bishop Fisher. A special thanks goes to Kathy Dunn in the Tyler office and Haley Townsend in the Austin office. Both are always so very helpful and encouraging.

Janne Alrø Osborne, Chaplain

East Harris and West Harris Convocations

Chaplains to the Retired Clergy and Surviving Spouses is a program of the Church Pension Fund Group (CPG) Pastoral Care Department and is designed to be an extension of the pastoral ministry of Diocesan Bishops. In each Diocese the Bishop Diocesan appoints chaplains to serve and CPG provides those chaplains with a list of all retired clergy physically residing in their Diocese, regardless of their Canonical residency.

In the Diocese of Texas there are five clergy couples (organized by Convocation) who serve as chaplains under the supervision of the Rt. Rev. Jeff Fisher. In 2025, as Chaplains in the East and West Harris Convocations, Pam and I sent birthday cards to 135 retirees and spouses, Christmas cards to 101 families, a condolence card to one spouse. I also preached at the funeral of one retired cleric, had numerous personal contacts and exchanged a number of emails, texts and phone calls with retirees.

In May we traveled to Arlington, Virginia, for the National Meeting of Chaplains to the Retired where we heard reports about the health and stability of the Pension Fund, met several new Church Pension Group staff, were introduced to Microsoft “Teams,” which is now the program used for addresses and information about our retirees and families, received updates concerning our Health Insurance and Dental Plans for 2026, and celebrated the retirement of Mr. Sean Scheller, one of the original founders of the Chaplains to the Retired ministry.

In October we attended the Conference for Retired Clergy at Camp Allen, attended by over 40 retired clergy and spouses where we heard interesting presentations about health and exercise, enjoyed fellowship, worship, and relaxation.

In December Bishop Doyle and his wife JoAnn hosted a delightful Luncheon for retired clergy and spouses which was attended by over forty retirees.

In conclusion, may I remind all clergy spouses that it is vital for each of you to have your own separate CPG account. At the death of a cleric, the cleric’s own account is locked by CPG, so having your own account facilitates, in a timely manner, your receiving the benefits to which you are entitled. Simply log on to CPG.org, click on MyCPG Accounts and follow the prompts to establish your account.

On the national level 2025 saw the transition that began in 2024 continue as Sean Scheller (Pastoral Care Coordinator) retired.

John R. Bentley, Jr., Chaplain
Pamela Z. Bentley, Chaplain

Galveston and Southwest Convocations

One hundred and sixty-three (163) contacts were made with retired clergy and spouses of the Galveston and Southwest Convocations in 2025. The number of people in this group totaled 70 at year end.

Areas of pastoral care in 2025 included those experiencing the death of a spouse, aging parents, legal issues, dementia of a spouse, retiring in a new diocese, raising grandchildren, as well as issues in working with the Church Pension Group - CPG (mostly insurance assistance). Contacts were made in person, usually over lunch or coffee, by email and cards, and by phone.

Christine and I attended the National Chaplains Conference in Arlington, Virginia, in May of 2025, learning about the care of the retired, retirement trends, and how to access benefits from CPG.

Jim Liberatore, Chaplain

San Jacinto and Southeast Convocations

We serve as Chaplains to the Retired in two Convocations: Southeast and San Jacinto. We live in The Woodlands and serve this Convocation and also the SE Convocation that we called home for 12+ years.

There are approximately 30 retired clergy and surviving spouses in our two areas. We have tried to faithfully serve them in a variety of ways:

- Sending personal birthdays cards.
- Sending special occasion cards, get well cards, and sympathy cards when appropriate. Our friends especially seem to like the Jacquie Lawson cards that they receive as they can then respond back to us.
- We attended the funeral for the Rev. John Johnson in Silsbee. What an unexpected loss to our group.
- Pastorally following up on situations with phone calls, encouragement and prayers and offering support to the family when in the midst of trying times
- Informing clergy and spouses of the Employee Assistance options available to them when they need confidential counseling.
- Of special note is the CareLinx program offered by United Healthcare for household assistance up to 2 hours a week.
- Keeping clergy abreast of changes in insurance coverage and the options that they need to make yearly. The new “clearning house” is called Quantum, and new services are also handled under Cariloop.
- Visiting with retired clergy at social functions: retired retreats, parties, etc.

- Providing extra emotional and spiritual support when families are facing difficult situations (attending to an elderly parent, supporting a spouse with Alzheimer's, and in one case a personal physical attack that was traumatic.)

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Clergy Pension Group (CPG) supports our ministry with monthly Zoom meetings that help us share ideas with other chaplains to the retired all over the United States.

Other things of special note:
Nancy was away on a river cruise and could not attend Camp Allen for a Retired Clergy Gathering in October. Several retired Texas Clergy drive in from other states where they have relocated so it's like "old home week" when we are together.

Jim Liberatore who is himself a chaplain to another Convocation served as a faithful interim in Southeast Convocation at St. Stephen's. We saw him periodically when in Beaumont.

Nancy attended a National CPG Retired Chaplains gathering in the Washington D.C. area. There were a few "hiccups" since they were rolling out new programs that didn't quite have "the kinks worked out." We can attest that many of these have improved in past several months.

Nancy DeForest, Chaplain
Bill DeForest, Chaplain

COMMISSION ON SCHOOLS

The canonical duty of the Commission on Schools is to *"publish Standards for Episcopal Schools in this Diocese, give general supervision to all such schools, and perform such other functions regarding such schools as the Bishop may require."* The **Standards for Schools** are published in the *Commission on Schools Handbook & Directory*, accessible via a link on the *"About Our Schools"* page of the Diocesan website.

During this reporting period, two Episcopal schools closed. Holy Comforter Episcopal School in Angleton closed on May 22, 2025, following several years of enrollment challenges that had become unsustainable. St. David's Episcopal Day School closed in December 2025. Both schools are no longer tracked by the Commission on Schools. The total number of schools in the EDOT is **52.**

In a Diocese as large as Texas, one can expect some leadership transitions each year. Among our schools, **4** new heads/directors have been named since last year's report, as follows:

All Saints' Episcopal School of Fort Worth	Wallace Worden
Saint Thomas Episcopal School	Seraphim Danckaert
St. Christopher's Episcopal School	Becca Davis
St. Mark's Episcopal Day School	Whitney Zisman

Opening-day enrollment for schools in the Episcopal Diocese of Texas totaled 12,612 students. Of the Diocese's schools, 28 serve infants through Kindergarten, 10 serve high school grades, and 14 serve students through elementary or middle school. Collectively, Episcopal schools in this Diocese employ 3,221 full- and part-time staff members.

It is an honor to serve as Chair of the Commission on Schools and to witness the faithful and dedicated work taking place across our Episcopal schools. I am deeply grateful for the commitment of our school leaders, boards, faculty, and staff who, grounded in Episcopal identity and faith, serve students and families with care, purpose, and excellence throughout the Diocese of Texas.

Catherine "Scootie" Clark, Chair

SCHOOL SUMMARY, 2025-2026 REPORTING PERIOD

Schools by Highest Grade Level

Schools	Total	Change from last year
Preschool/Kinder (may include infant-kinder)	**28**	↓ **(30)**
Elementary (may include up to 5th gr.)	**4**	**4**
Middle School (may include up to 8th gr)	**10**	**10**
High School (may include up to 12th gr.)	**10**	**10**
Total Schools in the EDOT	**52**	**54**

Schools by Total Enrollment Groupings

Enrollment	Total	Change from last year
Schools up to **50** students	**9**	↓ **(10)**
Schools between **51-300** students	**32**	↓ **(33)**
Schools with more than **300** students	**11**	**11**
Total Schools in the EDOT	**52**	**54**

OTHER STATS

Students-Total Enrollment: **12,612**

Color Enrollment: **3,066 (**approx 24.31% of current enrollment), down from last year 3301

Financial Aid: **1,978** (approx 15.79% of enrollment), up from last year 1,895

Total # of Employees: **3,209,** up from last year of 2,938

Accredited Schools: **44** (81.4%)

Schools Pending or not Accredited

- **Application submitted for accreditation:** **1-** St. Michael's Episcopal Day School-Austin

- **Exempt (fewer than 50 students in 1st or 2nd year): 6-** St. Christopher's Episcopal Day School, Good Shepherd Episcopal School, St. Andrew's Academy, St. James Episcopal Preschool, St. James Episcopal Day School, Holy Cross Kids Preschool
- **Not accredited, not in compliance: 1-** Grace Episcopal School, Houston
    - *GES is in the process of becoming accredited and has been in contact with both the diocese and SAES. The accreditation process is expected to start soon.*

Bellville	**St. Mary's Episcopal Day School**
College Station	**St. Thomas Early Learning Center**
Conroe	**St. James Episcopal Day School**
Fort Worth	**All Saints' Episcopal School of Fort Worth** **Trinity Episcopal School Fort Worth**
Friendswood	**Good Shepherd Episcopal School**
Galveston	**Trinity Episcopal School**
Georgetown	**Grace Episcopal School**
Houston	**Archway Academy** **Ascension Episcopal School** **Cathedral House Episcopal School** **First Steps Montessori School** **Grace Episcopal School** **Holy Spirit Episcopal School** **Saint Thomas Episcopal School** **St. Andrew's Episcopal School** **St. Christopher's Episcopal Day School** **St. Cuthbert School** **St. Francis Episcopal School** **St. Mark's Episcopal School** **St. Martin's Episcopal Preschool** **St. Stephen's Episcopal School - Houston**
Killeen	**St. Christopher's Episcopal School**
Kingwood	**Good Shepherd Episcopal School**
La Grange	**St. James Episcopal Preschool**
Lindale	**St. Luke's Episcopal School**
Longview	**Trinity School of Texas**
Lufkin	**St. Cyprian's Episcopal School**
Marshall	**Trinity Episcopal School**

Missouri City	**St. Catherine of Sienna Episcopal School**
Nacogdoches	**Christ Episcopal School**
Pearland	**St. Andrew's Academy - Pearland**
Richmond	**Calvary Episcopal Preparatory**
Round Rock	**St. Richard's Episcopal Preschool**
Sugarland	**Holy Cross Kids Preschool**
Temple	**St. Francis Episcopal School**
Tyler	**All Saints Episcopal School**
Waco	**Saint Paul's Episcopal School**
The Woodlands	**Trinity Episcopal Day School**

Catherine “Scootie” Clark, Chair

Directory of Schools
In the Episcopal Diocese of Texas 2025-2026

January 22, 2026

Note: Enrollment data comes from the Annual Report to the Commission on Schools which was due in early October and based on “opening day” conditions. Student numbers reported here may be different compared to later in the school year.

The following information is listed for each school in the Directory:

School Name (Levels and/or Grades, Opening Enrollment)
Street Address
City, State Zip
Phone Number (XXX) XXX-XXXX School Website URL
Head or Director Name, Title Head or Director Email Accreditation
Agency or Agencies

Key for Levels and/or Grades:

Inf	- Infants, less than 1 year old
1’s, 2’s, 3’s, 4’s	- 1-year, 2-year, 3-year and 4-year-olds,
K(t)4	- “Junior Kindergarten” or Transition/Bridge before K
K, **K(t)5**	- Kindergarten and Transition/Bridge before 1st Grade
1st, 2nd, etc., through **12th**	**-** Grades by Number

All Saints' Episcopal Day Schl [2's-K(t)4, 62]
209 W 27th St Austin,
TX 78705
(512) 472-8866
www.allsaintseds.org
Gigi Khalsa, Head of School
gigi@allsaintseds.org
Accreditation: **SAES**

All Saints' Episcopal Schl [3's-8th, 410]
4108 Delaware St
Beaumont, TX 77706
(409) 892-1755
www.allsaints-beaumont.org
Catherine "Scootie" Clark, Head of School
sclark@allsaints-beaumont.org
Accreditation: **SAES**

All Saints' Episcopal Schl [3's-12th, 1254]
9700 Saints Circle
Fort Worth, TX 76108 (817)
560-5700
www.aseschool.org
Wallace Worden, Head of School
headofschool@aseschool.org
Accreditation: **SAES**, **ISAS**

All Saints Episcopal Schl [3's-12th, 565]
2695 S SW Loop 323
Tyler, TX 75701
(903) 579-6000
www.all-saints.org
Dr. Mark D. Desjardins, Head of School
mdesjardins@all-saints.org
Accreditation: **SAES**, **ISAS**

Archway Academy [9th-12th, 40]
6221 Main St
Houston, TX 77030
(713) 328-0780
www.archwayacademy.org
Amanda Flannery, Executive Director
amanda.flannery@archwayacademy.org
Accreditation: **TEA**, **ARS**

Ascension Episcopal Schl [Inf-3rd, 178]
2525 Seagler Rd
Houston, TX 77042
(713) 783-0260
www.aeshouston.org
Kayla Cockrell, Head of School
kcockrell@aeshouston.org
Accreditation: **SAES**

Calvary Episcopal Prep [3's-12th, 166]
1201 Austin St
Richmond, TX 77469
(281) 342-3161
www.ces-richmond.org
Dr. Maria Fondon, Head of School
mfondon@ces-richmond.org
Accreditation: **SAES**

Calvary Episcopal Schl [3's-8th, 148]
PO Box 626
Bastrop, TX 78602
(512) 321-1610
www.calvaryschool.net
Catherine Bohot, Head of School
headofschool@calvaryschool.net
Accreditation: **SAES**

Cathedral House Episcopal Schl [Inf-K, 110]
1112 Prairie St
Houston, TX 77002
(713) 222-2482
www.discoverches.org
Teri Jackson, Administrator
teri.jackson@mmschools.org
Accreditation: **NAEYC**

Christ Episcopal Schl [3's-5th, 70]
1428 N. Mound St
Nacogdoches, TX 75961
(936) 564-0621
www.ces-nac.org
Catherine Oliver, Head of School
coliver@ces-nac.org
Accreditation: **SAES**

Episcopal High Schl [9th-12th, 848]
4650 Bissonnet
Bellaire, TX 77401
(713) 512-3400
www.ehshouston.org
Ned Smith, Head of School
nsmith@ehshouston.org
Accreditation: **ISAS**

First Steps Montessori Schl [1's-K(t)5, 111]
2450 River Oaks Blvd
Houston, TX, 77019
(713) 354-2267
www.sjd.org/first-steps-montessori-school/
Tara Cavaliere, Head of School
TCavaliere@sjd.org
Accreditation: **AMS**

Good Shepherd Episcopal Schl [2's-K(t)5, 160]
3201 Windsor Road
Austin, TX 78703
(512) 476-4393
www.gsesaustin.org
Rachel Duree, Head of School
rachel@gsesaustin.org
Accreditation: **SAES**

Good Shepherd Episcopal Schl [3's-4's, 19]
1207 W. Winding Way Dr
Friendswood, TX 77546
(281) 992-1357
www.gshepherd.net (see school link)
Leah Jones, Director
schooldirector@gshepherd.net
Accreditation: <50 Exemption

Good Shepherd Episcopal Schl [Inf.-K,162]
2929 Woodland Hills
Kingwood, Texas 77339
(281) 359-1895
www.goodshepherdschool.org
Jan Lopez, Head of School
gsschooljan@yahoo.com
Accreditation: **SAES**

Grace Episcopal Schl [2's-K, 67]
1314 East University Ave
Georgetown, TX 78626
(512) 863-6214
www.graceschool1992.org
Virginia "Ginny" Herbert, Head of School
headofschool@graceschool1992.org
Accreditation: **SAES**

Grace Episcopal Schl [Inf-4's, 95]
4040 West Bellfort
Houston, TX 77025
(832) 389-2683
www.graceinhoustonschool.org
Caitlin Powell, Head of School
cpowell@graceinhouston.org
Accreditation:

Hillside Early Childhood Ctr [Inf-K(t)4, 88]
1700 Woodland Ave
Austin, TX 78753
(512) 621-7690
www.hillsideecc.org
Suzanne Garza, Head of School
sgarza@hillsideecc.org
Accreditation: NAEYC

Holy Cross Kids Preschl [1's-4's, 24]
5653 W River Park Dr
Sugar Land, TX 77479
(281) 633-2000
www.holycrosskids.org
Lisa Hebert, Director
hckids@holycrosschurch.com
Accreditation: <50 Exemption

Holy Spirit Episcopal Schl [Inf-8th, 434]
12535 Perthshire Road
Houston, TX 77024
(713) 468-5138
www.hses.org
Kelly Broaddus, Head of
School kbroaddus@hses.org
Accreditation: **SAES**

St Andrew's Academy [2's-4's, 40]
2535 E. Broadway St
Pearland, TX 77581
(281) 485-3428
www.standrewsacademypearland.com
Anne Harland, Head of School
anne.standrewsacdemy@gmail.com
Accreditation: <50 Exemption

St Andrew's Episcopal Schl [1's-4's, 58]
1819 Heights Blvd
Houston, TX 77008
(713) 861-2954
www.saesheights.org
Jamie Martin-Currie, Head of
School jmc@saesheights.org
Accreditation: **SAES**

St Andrew's Episcopal Schl [K-12th, 985]
1112 W 31st St
Austin, TX 78705
(512) 299-9800
www.sasaustin.org
Melissa Grubb, Head of School
mgrubb@sasaustin.org
Accreditation: **SAES**, **ISAS**

St Catherine of Sienna Ep Schl [2's-K(t)4,]
4747 Sienna Parkway
Missouri City, TX 77459
(281) 778-2046
www.siennachurch.org
San Juanita (Janie) Hernandez, Director
janie@siennachurch.org
Accreditation: **NAEYC**

St Christopher's Ep Day Schl [Inf-4's, 50]
1656 Blalock Rd
Houston, TX 77080
(713) 465-6035
www.stchrishouston.org
Maria Chavez, Director
director@stchrishouston.org
Accreditation: <50 Exemption

St Christopher's Episcopal Schl [1's-2nd 94]
2800 Trimmier Rd
Killeen, TX 76542
(254) 526-8380
www.stchrisps.com
Becca Davis, Head of School
stchristopherps@gmail.com
Accreditation: **SAES**

St Cuthbert Schl [2's-K(t)4, 39]
17020 West Rd
Houston, TX 77095
(281) 463-1912
www.stcuthbert.org
Melinda Wahl, Director
melinda@stcuthbertschool.org
Accreditation: **NAEYC**

St Cyprian's Episcopal Schl [3's-8th, 161]
1115 S John Redditt Dr
Lufkin, TX 75904
(936) 632-1720
www.saintcyprians.org
Amber Miller, Head of School
mill-a@saintcyprians.org
Accreditation: **SAES**, **Cognia**

St Francis' Episcopal Schl [2's-12th, 1120]
335 Piney Point Rd
Houston, TX 77024
(713) 458-6100
www.stfrancishouston.org
Dr. Chelsea Collins, Head of School
ccollins@stfrancishouston.org
Accreditation: **SAES**, **ISAS**

St Francis' Episcopal Schl [2's-K, 97]
5001 Hickory Road
Temple, TX 76502
(254) 773-3009
www.stfrancisepiscopalschool.org
Brittany Nanney, Head of School
director@stfrancisepiscopalschool.org
Accreditation: **SAES**

St George's Episcopal Schl [Inf-4's, 110]
4301 N IH 35
Austin, TX 78722
(512) 452-6063
www.stgeorges-austin.com
Jerri Thompson, Head of School jerri@stgeorges-austin.com
Accreditation: **NAEYC**

St James' Episcopal Day Schl [Inf-4's, 41]
P.O. Box 559 Conroe, TX 77301
(936) 756-4984
www.stjamesconroe.school
Lacy Young, Head of School
lyoung@stjames-conroe.org
Accreditation: <50 Exemption (50+ in 2024)

St James' Episcopal Preschl [2's-4's, 26]
156 N Monroe St
La Grange, TX 78945
(979) 639-1346
www.stjameslagrange.org
Laurie Krupala, Director
Laurie@stjameslagrange.org
Accreditation: <50 Exemption

St Luke's Episcopal Schl [1's-3rd, 93]
16929 FM 849
Lindale, TX 75771
(903) 881-8733
www.stlukesschool.org
April Butler, Head of School
april.butler@stlukesschool.org
Accreditation: **SAES**

St Mark's Episcopal DaySchl[1'sK(t)4,77]
2128 Barton Hills Dr
Austin, TX 78704
(512) 444-9401
www.stmarksdayschoolaustin.org
Whitney Zisman, Head of School
headofschool@stmarksdaysc
hoolaustin.org
Accreditation: **SAES**

St Mark's Episcopal Schl [2's-8th, 468]
3816 Bellaire Blvd
Houston, TX. 77025
(713) 667-7030
www.stmes.org
Garhett Wagers, Head of School
gwagers@stmes.org
Accreditation: **SAES**, **ISAS**

St Martin's Episcopal Preschl [1's-4's, 268]
717 Sage Rd
Houston, TX 77056
(713) 621-2944
www.smepreschool.org
Kellen Gray, Head of School
kgray@smepreschool.org
Accreditation: **NAC**

St Mary's Episcopal Day Schl [1's-K, 80]
24 N Masonic
Bellville, TX 77418
(979) 865-5551
www.stmarysdayschool.com
Holly Monk, Head of School
hmonk@stmarysdayschool.com
Accreditation: **SAES**

St Matthew's Episcopal Day Schl [1's-K, 135]
8134 Mesa Drive
Austin, TX 78759
(512) 345-3040
www.stmatthewsschoolaustin.com
Page Race, Head of School
prace@stmatthewsschoolaustin.com
Accreditation: **SAES**

St Michael's Ep Day Schl [Inf-K(t)4, 95]
1500 N Capital of Texas Highway
Austin, TX 78746
(512) 327-0591
www.stmichaelsdayschool.org
Rebecca Beavers, Head of School
headofschool@st-michaels.org Accreditation:

St Paul's Episcopal Schl [1's-6th, 254]
517 Columbus Avenue
Waco, TX 76701
(254) 753-0246
www.speswaco.org
M'Lissa Howen, Head of School
mhowen@speswaco.org
Accreditation: **SAES**

St Richard's Episcopal School [2's-4,32]
P.O. Box 570
Round Rock, TX
78680-0570
(512) 248-1789
www.strichardspreschool.org
Shauna Kennerly, Director
shauna@saintrichards.org
Accreditation: **SAES**

St Stephen's Episcopal Schl [6th-12th, 714]
6500 St Stephen's Dr
Austin, TX 78746
(512) 327-1213
www.sstx.org
Christopher (Chris) Gunnin, Head of School
cgunnin@sstx.org
Accreditation: **SAES**, **ISAS**

St Stephen's Episcopal Schl [1's-8th, 185]
1800 Sul Ross
Houston, TX 77098
(713) 821-9100
www.ssesh.org
Dr. Troy Roddy, Head of
School troddy@ssesh.org
Accreditation: **SAES**, **AMS**

St Thomas' Early Learning Center [3's-K, 110]
906 George Bush Dr
College Station, TX 77840
(979) 696-1728
www.stthomaselc.org
Beth Lawrence, Head of School
bethlawrence@stthomaselc.org
Accreditation: **SAES**, **NAEYC**

St Thomas' Episcopal School [2's-12th, 644]
4900 Jackwood
Houston, TX 77096
(713) 666-3111
www.stes.org
Seraphim Danckaert, Headmaster
danckaert.seraphim@stes.org
Accreditation: **SAES**

Trinity Episcopal Day Schl [1's-K(t)4, 69]
3901 S Panther Creek Dr The
Woodlands, TX 77381 (281)
367-5148
www.tedstw.org
Betsy Delaney, Head of School
bdelaney@tedstw.org Accreditation: **SAES**

Trinity Episcopal School [2's-8th, 656]
3901 Bee Cave Rd
Austin, TX 78746
(512) 472-9525
www.austintrinity.org
Jennifer Morgan, Head of School
jmorgan@austintrinity.org Accreditation:
SAES, **ISAS**

Trinity Episcopal School [1's-K(t)4, 94]
3425 Bellaire Drive S.
Fort Worth, TX 76109 (817)
926-0750
www.trinityschoolfw.org
Melissa Pannell, Head of School/Director
TESDirector@fortworthtrinity.org
Accreditation: **SAES**

Trinity Episcopal School [2's-8th, 268]
720 Tremont St
Galveston, TX 77550
(409) 765-9391
www.tesgalv.org
Mark Fallo, Head of School
mfallo@tesgalv.org
Accreditation: **SAES**, **ISAS**

Trinity Episcopal Schl [3's-8th, 159]
2905 Rosborough Springs Rd
Marshall, TX 75672
(903) 938-3513
www.trinitymarshall.org
Carrie Hammack, Head of School
carrieh@trinitymarshall.net
Accreditation: **SAES**, **Cognia**

Trinity School of Texas (2's-12th, 295)
215 N Teague St
Longview, TX 75601
(903) 753-0612
www.trinityschooloftexas.com
Cindy Verhalen, Head of School
cverhalen@trinityschooloftexas.com
Accreditation: **SAES**, **Cognia**

EL BUEN SAMARITANO

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Executive Summary

El Buen Samaritano (El Buen) is a trusted community anchor in Central Texas that advances equitable access to health, education, workforce pathways, and essential supports for Latino families and other communities facing persistent structural barriers. In FY25, El Buen continued strengthening a prevention-first, whole-family approach that pairs culturally grounded direct services with the systems and partnership infrastructure needed for continuity, follow-through, and long-term mobility.

This report summarizes El Buen's FY25 mission services accomplishments and impact across core service pillars. Accomplishments are presented using consistent categories across service areas, including Outputs, Outcomes, and Systems Changes and Infrastructure Strengthening. The report also includes FY26 performance measures as forward-looking reporting commitments to maintain year-over-year comparability across mission services. In addition, this report introduces Strategic Plan Preparatory Measures, which capture the foundational work required in FY26 to strengthen data quality, shared definitions, partner alignment, and evaluation infrastructure so El Buen can more effectively measure outcomes, continuity, and long-term impact across the full 2026–2030 strategic period. Preparatory Measures do not replace performance measures; they document readiness-building steps that support stronger, more consistent measurement over the next five years.

FY25 also marked the closeout of El Buen's 2021–2025 Strategic Plan, a period defined by resilience, rebuilding, and sustained adaptation in response to public health crises, economic instability, and rising community need. During this time, El Buen strengthened culturally grounded service models, expanded reach, deepened partnerships, and rebuilt internal systems to deliver services with greater coordination and reliability. The closeout process also clarified what it takes to pace growth responsibly. Several priorities required a longer runway, including major donor and planned giving development, full maturation of performance dashboards, and facilities and capital planning aligned to demand. These lessons, including the organizational rebuilding required after the transfer of clinic services to Lone Star Circle of Care, directly inform the focus and sequencing of the next strategic chapter.

Building on this foundation, El Buen's 2026–2030 Strategic Plan emphasizes deepening impact rather than simply expanding activity. The plan strengthens whole-family pathways, youth leadership and mobility, prevention-focused wellbeing, and systems collaboration so families experience continuity rather than fragmentation. It advances six integrated strategic goal areas that strengthen both direct services and enabling infrastructure: community-informed evaluation, financial and leadership sustainability, culturally grounded program design, organizational capacity, communications, and systems leadership and collaboration. El Buen's 35-year strategic direction reinforces a consistent throughline. El Buen serves as a bridge to stability, opportunity, and belonging for families facing structural barriers across the cradle to contributor continuum.

Across the report, two themes emerge. First, El Buen continues to meet urgent needs at scale through food access, housing stabilization, health navigation, and education supports. Second, El Buen is strengthening the infrastructure required for coordinated care, shared learning, and equity-centered measurement so services translate into measurable stability, health, and opportunity outcomes over time. The FY26 performance measures included in each section reflect this direction and emphasize consistent definitions, stronger cross-program accountability, and continued progress toward long-term, generational prosperity.

For reference, the full 2021–2025 Strategic Plan Close Out Report and the Board-approved 2026–2030 Strategic Plan and 35-year strategic direction are provided in **Appendices A and B.**

FY25 Mission Services Overview: Who We Served and What We Delivered (Impact Highlights)

In FY25, El Buen served as a consistent point of access, coordination, and support for Latino families and other communities facing persistent structural barriers across Central Texas. Through culturally grounded, prevention-first services delivered directly and in partnership, El Buen continued meeting urgent needs while strengthening the infrastructure required for continuity, follow-through, and long-term mobility.

Population Served

In FY25, El Buen primarily served households facing significant economic need, with most participants identifying as Hispanic or Latino and living below 200 percent of the federal poverty level.

FY25 participant profile highlights include:

- 79 percent identify as Hispanic or Latino
- 95 percent live below 200 percent of the federal poverty level
- 64 percent have children in the household
- 61 percent prefer a language other than English and include individuals with limited English proficiency
- Average monthly household income for a family of four served by El Buen: $1,485

FY25 Programmatic Accomplishments (Selected Highlights)

The highlights below provide a snapshot of FY25 service delivery. Detailed definitions, metrics, and FY26 performance measures are provided in the section-specific pages that follow. Unless otherwise noted, counts reflect unduplicated individuals or households, as applicable.

Access to Health Services and Resources

El Buen expanded access to preventive health education, navigation, and resources through culturally responsive outreach and trusted partnerships, supporting families in understanding and using available health, mental health, and reproductive health services. In FY25, 1,340 individuals accessed preventive health services, 709 received reproductive health and prevention services, and 549 individuals received 1,836 vaccinations. FY25 vaccination volumes reflect reduced partner capacity due to funding reductions impacting Austin Public Health, compared with FY24 vaccine reach of 994 individuals.

Education Services

Through early childhood, out-of-school time programming, and adult education, El Buen strengthened school readiness, academic engagement, emerging bilingual development, digital literacy, and caregiver learning as foundations for long-term stability and opportunity. In FY25, 454 adult learners participated in virtual ESL, 43 adult learners participated in digital literacy classes, and 133 youth participated in ACE out-of-school time services and summer camps, including STEM exposure, creative learning, technology access, and social emotional learning supports.

Workforce Development: Community Health Worker (CHW) Training and Workforce Pathways

El Buen advanced workforce pathways through CHW certification and continuing education, preparing participants for credentialed roles while strengthening the community-based workforce delivering

culturally grounded services. In FY25, 30 individuals completed the 160-hour CHW state certification program, 53 Central Texas CHWs participated in El Buen's CEU training series, and an additional 200 CHWs outside Central Texas accessed specialized virtual sessions.

Essential Needs

El Buen provided direct food access and housing stabilization supports to help households address immediate needs related to food insecurity and housing precarity while reducing crisis-driven disruptions that undermine health, education, and employment outcomes. During this reporting time, 32,768 individuals accessed food through drive-through pantry services, mobile pantry sites, community garden distribution, and partner-supported pathways. In addition, 1,575 households (representing 4,359 individuals), received $8,600,507 across three rental assistance and eviction prevention programs.

Service Coordination and Systems Alignment

Across all mission areas, El Buen strengthened coordination among internal programs and partner pathways, supporting more seamless navigation and reducing fragmentation for families accessing multiple supports. In FY25, 1,222 individuals received service coordination support, including access to resources, application assistance, and closed-loop referrals.

II. From Close Out to Next Chapter: Strategic Continuity and Direction

How learning from 2021–2025 shaped the next strategic chapter (2026–2030)

A. 2021–2025 Strategic Plan Close Out Summary

Key accomplishments, lessons, and priorities that required longer runway

El Buen's 2021–2025 Strategic Plan period was defined by resilience, rebuilding, and sustained adaptation in response to public health crises, economic instability, and rising community need. During this time, El Buen strengthened culturally grounded service models, expanded reach, deepened partnerships, and rebuilt internal systems to deliver services with greater coordination and reliability.

The close out process also clarified what it takes to pace growth responsibly while protecting quality and trust. Several priorities required a longer runway, including major donor and planned giving development, full maturation of performance dashboards, and facilities and capital planning aligned to demand. These lessons, including the organizational rebuilding required after the transfer of clinic services to Lone Star Circle of Care, directly inform the sequencing of the next strategic chapter.

B. 2026–2030 Strategic Plan and 35-Year Strategic Direction

Strategic priorities, continuity, and long-range direction

El Buen's 2026–2030 Strategic Plan builds on the 2021–2025 foundation with a focus on deepening impact rather than simply expanding activity. The plan strengthens whole-family pathways, youth leadership and mobility, prevention-focused wellbeing, and systems collaboration so families experience continuity of services.

The plan advances six integrated strategic goal areas that strengthen both direct services and enabling infrastructure: community-informed evaluation, financial and leadership sustainability, culturally

grounded program design, organizational capacity, communications, and systems leadership and collaboration. El Buen's 35-year strategic direction reinforces a consistent throughline. El Buen serves as a bridge to stability, opportunity, and belonging for families facing structural barriers across the cradle to contributor continuum.

III. FY25 Mission Services Impact and FY26 Performance Measures

This section presents El Buen's FY25 mission service impact across core service pillars, alongside FY26 performance measures that reflect forward-looking reporting commitments. Each service area summarizes FY25 outputs, outcomes, and systems strengthening efforts using consistent categories to support year-over-year comparability. Starting with access to health, education, workforce and essential needs.

Together, the following sections demonstrate how direct services addressed urgent needs while strengthening stability, access, and opportunity for families. Cross-cutting systems and infrastructure efforts that enable coordination, shared learning, and long-term sustainability are presented separately in Section IV: Special Projects.

A. Access to Health Services and Resources

Overview and Rationale

El Buen expands access to affordable, culturally and linguistically responsive preventive healthcare through bilingual Community Health Workers (CHWs) and a no wrong door approach. CHWs reduce barriers by providing culturally grounded education, practical navigation, and continuity of support so individuals and families can follow through on preventive care and connect to services for identified needs.

Health Access services include community-based education and navigation for preventive care, family planning and reproductive health resources, breast and cervical cancer screenings, STD testing, pregnancy diagnosis, and vaccination access. For more than 16 years, El Buen has delivered family planning and reproductive justice programming and currently serves as the only Title X funded organization in Central Texas providing bilingual outreach, education, training, and referral for reproductive health services. CHWs also advance community-led mental health promotion and early support, recognizing that emotional wellbeing is foundational to family stability, educational persistence, and economic mobility.

Community Need and Equity Context

Latino families and other communities of color in Central Texas continue to experience persistent health disparities shaped by structural inequities and unequal access to affordable, culturally responsive care. Many households served by El Buen face overlapping barriers that delay preventive healthcare, including lack of insurance, limited availability of bilingual providers, transportation constraints, limited paid time off, and prior experiences of stigma or discrimination in clinical settings. For Spanish-speaking and immigrant families, many health systems are not designed for language access or cultural responsiveness, contributing to delayed screenings, missed preventive visits, unmanaged needs, and avoidable crises.

Families are often navigating multiple time-sensitive health needs at once, including access to contraception and reproductive health information, preventive screenings and STD testing, and routine

or required vaccinations for children, adults, or immigration processes. When preventive services are difficult to access, delays can compound quickly, increasing stress and destabilizing the household.

These same structural conditions also increase emotional and mental health strain. Economic insecurity, housing instability, immigration-related fear, discrimination, and intergenerational trauma can intensify anxiety, depression, isolation, and family stress. Yet culturally grounded supports are often limited, and clinical services may be inaccessible due to cost, language barriers, long waitlists, or lack of trust. Without early, community-centered support, families may delay help-seeking until needs escalate, undermining health, parenting capacity, school engagement, and long-term stability.

Program Implementation

El Buen prioritizes uninsured, underinsured, immigrant, and Spanish-speaking individuals and families across Central Texas. Services are preventive, confidential, and culturally responsive, with CHWs serving as trusted educators and navigators.

Health Access services are tracked through the Coordinated Care Network (CCN), El Buen's service coordination and referral follow-up infrastructure. CCN supports continuity across health, education, workforce, and basic needs services, with follow-up documented and confirmed when partner verification is available. Health Access services are delivered by trained CHWs in collaboration with public health agencies, clinical providers, community partners, and academic institutions, with El Buen coordinating education, outreach, partner engagement, and referral follow-up to reduce fragmentation and improve continuity.

FY25 Achievements

For performance reporting and cross-program alignment, Health Access measures distinguish between individuals served, service encounters, and referral follow-up documented.

Health Access – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Number of individuals receiving health education, navigation, and referrals	1,222
	2	Number of reproductive health and family planning encounters	389
	3	Number of adolescent health workshops delivered	101
	4	Number of emergency contraception kits distributed	193
	5	Number of over-the-counter contraception kits distributed (Opill pilot)	128
	6	Number of vaccine clinics delivered	23
	7	Number of vaccines administered	1,836
	8	Number of individuals receiving vaccines	549

Outcomes	1	Percent of respondents reporting increased understanding of reproductive health or preventive care	95%
	2	Number of participants with documented follow-up and service connection through referral support	1,222
	3	Percent of participants received access to birth control	83%
Impact Systems Strengthening	1	Expanded over-the-counter contraception distribution through direct and partner-based pathways	

FY26 Performance Measures – Access to Health Services and Resources

Performance measures reflect El Buen's prevention-first, community-centered approach to expanding equitable access to preventive care, reproductive health resources, vaccination, and community-led mental health promotion. These measures align with El Buen's 2026–2030 Strategic Direction emphasis on responsive and accessible services, integrated systems of care, and measurable improvements in health and family stability. FY26 will also strengthen referral quality, partner coordination, and mental health promotion infrastructure to track continuity, completion, and early indicators of preventive impact more consistently over time.

Health Access – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of individuals receiving health education, navigation, and referrals.
	2	Number of reproductive health and family planning encounters.
	3	Number of adolescent health workshops delivered.
	4	Number of over-the-counter contraception kits distributed.
	5	Number of vaccine clinics delivered.
	6	Number of vaccines administered, by type.
	7	Number of individuals receiving vaccines.
	8	Number of Pláticas y Más sessions delivered.
	9	Number of individuals participating in Pláticas y Más.
Outcomes	1	Percent of participants reporting increased understanding of reproductive health, preventive care, or vaccination access.
	2	Percent of participants successfully connected to recommended health or support services through referral follow-up, including confirmed connection when available.
	3	Percent of Pláticas y Más participants reporting increased coping skills, emotional awareness, or confidence in seeking support.
Impact Systems Strengthening	1	Strengthened continuity of care through improved referral tracking and follow-up.

	2	Increased availability of over-the-counter contraception.
	3	Strengthened community-led mental health promotion capacity through trained peer facilitators, structured supervision, and quality implementation practices.
Strategic Plan Preparatory Measures	1	Refine and standardize referral quality indicators across health access services to better assess timeliness, follow-through, and continuity of care over time.
	2	Strengthen CCN reporting fields to support future tracking of repeat preventive care engagement, vaccine series completion, and cross-service utilization.
	3	Establish baseline participation and outcome indicators for Pláticas y Más to support future longitudinal tracking of community mental health promotion and early support pathways.
	4	Document and formalize partner roles and distribution pathways for over-the-counter contraception to support scalability and consistent access across Central Texas.

B. Education Services

Overview and Rationale

El Buen works with bilingual teachers, social workers, youth development coordinators, Community Health Workers (CHWs), volunteers, and partners to provide affordable, culturally and linguistically responsive education services for children, youth, and adults. El Buen is also working toward certification as a Family Resource Center to strengthen continuity across early childhood, youth, and adult education services.

El Buen's education services advance a cradle-to-contributor continuum that supports children, youth, and adults through culturally grounded learning, bilingual skill-building, and whole-family stability. Across early childhood education, youth out-of-school time programming, and adult English and digital literacy, El Buen strengthens school readiness, emerging bilingual development, academic achievement, social emotional development, and long-term economic mobility. This multi-generation approach recognizes that educational progress is closely tied to caregiver learning, household stability, and consistent access to wraparound supports.

Performance Reporting Note

Across Education Services, "hosted on campus" refers to partner-led or co-located programming delivered at El Buen's campus to reduce access barriers for families, while El Buen provides space, coordination support, and, when applicable, wraparound services that strengthen participation and continuity.

Education Services: Early Childhood (Ages 0–5)

Overview and Rationale

El Buen supports early childhood education and parent-child learning by hosting partner-led programming on campus and providing wraparound supports that strengthen participation. El Buen provides space for

Any Baby Can, AVANCE, and Austin PBS to deliver services closer to families in South and Southeast Austin and Travis County.

El Buen recently partnered with Any Baby Can through the Texas Health and Human Services HOPES project. Through this project, El Buen serves as a subgrantee to Any Baby Can and provides wraparound supports that strengthen child development, caregiver wellbeing, and family resilience. The project also supports the ongoing engagement of El Buen's Community Advisory Board to elevate lived experience in program refinement and continuous improvement.

On-site early childhood programming reduces barriers to participation and supports school readiness by strengthening early learning at home. These services help children enter formal schooling ready to thrive socially and academically, while reinforcing caregiver confidence, family routines, and sustained engagement in education and support services.

Community Need and Equity Context

Families with young children often face barriers to school readiness supports, including limited access to early learning opportunities, language barriers, and competing work and caregiving demands. Many families served by El Buen and partner organizations balance nontraditional work hours, limited transportation options, and language access needs that can make early learning systems difficult to navigate. Accessible, culturally responsive early childhood opportunities that connect to wraparound supports strengthen both child development and family resilience and support sustained educational engagement across the household.

Program Implementation

Co-locating early childhood programming on campus reduces participation barriers and reinforces learning routines that strengthen school readiness and caregiver engagement.

El Buen hosts partner-led early childhood and parenting education programming on campus and provides wraparound supports that reduce barriers to participation. Through HOPES, El Buen strengthens continuity by connecting families to coordinated resources and supporting follow-through, including bilingual navigation, warm handoffs, and service coordination as needs evolve. Continuity into school-age services is supported through referrals tracked through CCN.

FY25 Achievements

For reporting clarity, Outputs capture participation and delivery volume for partner-led cohorts hosted on campus. Outcomes reflect caregiver-reported changes and cohort retention. Systems Changes and Infrastructure Strengthening reflect El Buen's wraparound connection and continuity functions.

Early Childhood & Parenting – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Number of early childhood and parenting cohorts hosted on campus	3
	2	Number of families participating in early childhood and parenting programs hosted on campus	60
	3a	Evidence-informed early childhood and parenting education models delivered on campus: AVANCE parent-child developmental enrichment activities (children ages 2–4) hosted alongside caregiver entrepreneurship training	—

	3b	Evidence-informed early childhood and parenting education models delivered on campus: Any Baby Can Nurturing Families parenting classes hosted on campus (Fall 2024 and Spring 2025)	—
	3c	Evidence-informed early childhood and parenting education models delivered on campus: Austin PBS Play-to-Learn early education program hosted on campus (Fall 2024)	

FY26 Performance Measures – Education Services: Early Childhood (Ages 0–5)

FY26 Early Childhood performance measures reflect an intentional step forward in measurement rigor and clarity. Because early childhood learning services are delivered on-site through partner organizations, FY26 measures focus on what El Buen coordinates and can verify directly: family access and enrollment support, participation and retention, and connection to wraparound supports through navigation and referrals. These measures establish a clearer baseline for partner-delivered early childhood access and engagement on El Buen's campus and support future shared measurements as partner data-sharing capacity expands.

Early Childhood (Partner-Delivered On-Site) – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of young children (ages 0–5) enrolled in early childhood education or parent-child learning activities delivered on-site through partner organizations.
	2	Number of early childhood education or parent-child learning sessions delivered on-site by partners.
	3	Number of bilingual or culturally responsive early childhood learning activities delivered through partner programming.
Impact Systems Strengthening	1	Improved coordination between early childhood education partners and El Buen service teams to support whole-family stability and sustained engagement.

Education Services: Youth Education: Academic Center of Excellence (ACE)

Overview and Rationale

El Buen's Academic Center of Excellence (ACE) uses a positive youth development framework to provide out-of-school programming that supports emerging bilingual learners and dual-language development in a culturally and linguistically responsive environment. ACE integrates academic enrichment, STEM, arts, social-emotional learning, leadership development, advocacy, and wellness programming so students can build skills, confidence, and belonging while strengthening academic readiness.

In FY25, ACE served 133 youth. Nearly all students qualify for free or reduced lunch, and approximately 50 percent are identified as English learners or emerging bilingual students. ACE students and families are supported through wraparound services.

Community Need and Equity Context

Latino students and emerging bilingual learners face layered barriers to educational success, including limited access to linguistically responsive academic enrichment, gaps in broadband access and devices, food insecurity, financial stress, limited healthcare access, and rising mental health needs. These challenges contribute to persistent disparities in reading, math, and long-term educational attainment. The long-term impacts of the pandemic have compounded these inequities, intensifying learning loss,

social isolation, anxiety, and academic disengagement for students navigating multiple languages and cultural transitions.

Program Implementation

El Buen prioritizes Latino and emerging bilingual learners who benefit from consistent access to culturally affirming learning spaces, academic and language enrichment, trusted adult relationships, and caregiver engagement. ACE pairs high-quality out-of-school time programming with family engagement and wraparound supports that stabilize households and strengthen consistency of participation.

ACE provides year-round programming that includes weekday afterschool enrichment and tutoring, summer camps, Friday Clubs, leadership development, and family engagement events. Each student receives an individualized education plan, and families complete a Social Determinants of Health survey to identify barriers and connect supports early in program engagement. El Buen facilitates partnership collaboration to increase access to out-of-school time services and parent engagement.

FY25 Achievements

ACE outcomes reflect student progress within the program period using defined measures and rubrics. Systems changes reflect stronger identification of needs and improved follow-through on connections to supports through coordinated processes and CCN tracking.

Youth Education (ACE) – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Youth participating in year-round out-of-school time services	133
	2	Youth participating in afterschool academic enrichment and tutoring	62
	3	Youth participating in summer camps	120
	4	Youth participating in STEAM summer camp through partnership	10
	5	Backpacks distributed through Back-to-School event	1,200
	6	Prepared meals distributed during spring break	500
	7	Youth participating in Youth Advisory Council	12
	8	Youth participating in paid service-learning through Summer Youth Leadership Program	12
	9	Family engagement events and workshops delivered through youth programming	12
Outcomes	1	Students increasing grades in identified areas of improvement	83%
	2	Students increasing knowledge and interest in at least two STEM areas	87%
	3	Student retention rate (percent attending at least 75% of classes per semester)	86%

Youth Education (ACE) – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
	4a	Students demonstrating social-emotional learning growth: 72% improved pro-social behavior and emotion management	72%
	4b	Students demonstrating social-emotional learning growth: 74% improved pro-social behavior, self-esteem, and perseverance	74%

FY26 Performance Measures – Education Services: Youth Education: Academic Center of Excellence (ACE)

To prepare for the next five years, FY26 will prioritize foundational measurement steps to strengthen academic outcome tracking, including reading and math indicators, as partner data-sharing capacity and aligned reporting processes expand in accordance with El Buen's 2026–2030 Strategic Direction and Strategic Goal 1: Data and Evaluation.

Youth Education (ACE) – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of youth participating in year-round out-of-school time services through ACE.
	2	Number of youth participating in afterschool academic enrichment and tutoring.
	3	Number of youth participating in summer camps and seasonal enrichment programming.
	4	Number of youth participating in youth leadership development activities, including Youth Advisory Council and peer mentoring roles.
	5	Number of youth participating in paid service-learning, internships, or leadership development opportunities.
	6	Number of family engagement events delivered through ACE programming.
	7	Number of parent workshops delivered in support of youth learning, wellbeing, and school connection.
Outcomes	1	Percent of students meeting individualized academic growth targets over the program period, based on each student's individualized education plan and aligned progress monitoring.
	2	Percent of students demonstrating growth in social-emotional learning outcomes, including self-management, relationship skills, and perseverance.
	3	Student retention and participation rate per semester, based on a defined attendance or dosage threshold.
	4	Percent of youth reporting increased school connectedness, confidence, and sense of belonging in learning environments.
	5	Percent of youth demonstrating leadership skill growth or completing a defined leadership or service-learning milestone.

Youth Education (ACE) – FY26 Performance Measures		
Category	#	Performance Measure
	6	Percent of caregivers reporting increased capacity to support their child's learning and wellbeing at home.
	7	Number and percent of youth and families with identified needs who achieve at least one confirmed connection to supports through referrals and coordinated navigation.
Impact Systems Strengthening	1	Consistent identification of barriers to learning through completion of Social Determinants of Health screening for participating youth and families.
	2	Increased access to wraparound supports through referrals initiated from ACE to internal services and community partners.
	3	Improved follow-through on referrals through coordinated navigation and closed-loop tracking processes when available.
	4	Increased access to technology, internet, and digital learning supports for youth and families with identified needs.
Strategic Plan Preparatory Measures	1	Establish baseline academic indicator readiness for ACE participants by identifying feasible reading and math measures and data sources in collaboration with school and enrichment partners.
	2	Develop partner-aligned data-sharing practices and reporting protocols to support future academic outcome tracking and year-over-year comparability.
	3	Create an ACE alumni tracking approach to prepare for future measurement of postsecondary enrollment, persistence, and longer-term educational outcomes.
	4	Strengthen routine use of disaggregated reporting fields (language, grade level, service pathway) to identify equity gaps and inform continuous improvement over time.

Education Services: Adult: ESL, Digital Literacy, and LEAD

Overview and Rationale

El Buen provides adult education services that strengthen English proficiency, digital navigation, and pathways to economic mobility for Latino and immigrant adults. El Buen continues to see strong demand and is partnering with other organizations to expand access, reduce barriers, and meet community need. In FY25, El Buen rebranded LEAD as Latinos Education Advancement and Development, expanded to dual-generation programming, and strengthened partnerships to grow digital literacy access and workforce alignment. Adult education reinforces family educational success

Community Need and Equity Context

Latinos are one of the fastest growing communities in Central Texas, yet many continue to live in neighborhoods facing high rates of poverty and persistent education and health disparities. City of Austin data show that 31 percent of residents speak a language other than English, and 10 percent report they do not speak English very well. Austin Community Foundation reports that 40 percent of Latinos in Central Texas feel limited by English literacy. When adult learners gain English skills and digital access alongside

culturally responsive supports, they are better positioned to pursue economic and academic advancement for themselves and their families.

Program Implementation

Adult education is delivered through virtual ESL instruction, digital literacy classes, and LEAD cohorts. El Buen partners with other organizations to expand access through community-based sites and coordinated pathways. Participation, retention, and progress are tracked by semester and cohort. Connections to youth education services and wraparound supports are tracked through the Coordinated Care Network (CCN) when applicable.

FY25 Achievements

ESL advancement and completion outcomes are tracked by semester based on level progression and defined participation thresholds. Digital literacy outcomes reflect skill gains and course completion as applicable. LEAD outcomes reflect cohort participation and completion of individualized advancement goals.

Adult Education – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Adult learners participating in ESL classes	454
	2	Adult learners participating in digital literacy classes	43
	3	Participants enrolled in LEAD	43
	4	LEAD workshops delivered per semester	10
	5	Laptops distributed through LEAD completion milestones	50
Outcomes			
	1	Adult learners improving digital literacy skills	100%
	2	Adult learners completing a digital literacy semester	100%
	3	LEAD participants completing individualized advancement goals for personal advancement and career planning	100%
Impact Systems Strengthening	1	Partnership infrastructure: Expanded adult education delivery through Austin Literacy Partners, iMOM's Santa Rita Courts, TX Office for Refugees, and St. John's Episcopal Church	—

FY26 Performance Measures – Education Services: Adult: ESL, Digital Literacy, and LEAD

FY26 Adult Education performance measures strengthen how El Buen tracks adult learner participation, progression, and next-step advancement across ESL, digital literacy, and LEAD, including adult learners served directly by El Buen and those reached through partner-based strategies. Measures focus on English language progression, digital skill gains, cohort completion and advancement planning, and dual-generation connections that reinforce youth success through caregiver learning. These measures align with El Buen's 2026–2030 Strategic Direction emphasis on educational attainment, economic mobility, and stronger shared measurement over time.

To prepare for the next five years, FY26 will prioritize standardized assessment, partner-aligned tracking, and longer-term advancement measures so adult education can more clearly show progression into workforce pathways, credentialing, and dual-generation outcomes.

Adult Education – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of adult learners participating in ESL classes.
	2	Number of adult learners enrolled through partnership strategies and community-based learning sites.
	3	Number of adult learners participating in digital literacy classes.
	4	Number of participants enrolled in LEAD cohorts.
	5	Number of ESL semesters delivered.
	6	Number of digital literacy semesters or course cycles delivered.
	7	Number of LEAD workshops delivered per semester.
	8	Number of adult learners receiving digital access supports through adult education pathways, including device distribution when applicable.
Outcomes	1	Percent of adult learners advancing to the next ESL instructional level.
	2	Percent of adult learners completing an ESL semester based on defined participation thresholds.
	3	Percent of adult learners demonstrating increased English communication confidence for daily life, work, or school engagement.
	4	Percent of adult learners improving digital literacy skills based on a pre/post skills assessment or standardized skills rubric.
	5	Percent of adult learners completing a digital literacy semester or course cycle based on defined participation thresholds.
	6	Percent of LEAD participants completing the LEAD workshop series.
	7	Percent of LEAD participants completing individualized advancement goals, including education, career planning, financial capability, or related next-step milestones.
	8	Percent of adult learners reporting increased ability to navigate online systems for employment, school engagement, health care, or benefits access.
Impact Systems Strengthening	1	Strengthened adult education access through expanded partner delivery sites and coordinated enrollment pathways.
	2	Increased continuity across education services through clearer cross-referral processes linking adult learners to youth programming and youth households to adult learning opportunities.
	3	Improved ability to disaggregate adult education participation and progression by priority populations as El Buen strengthens standardized tracking across direct and partner-based delivery.
Strategic Plan Preparatory Measures	1	Establish a standardized ESL assessment and placement approach for FY26 cohorts and define a consistent way to document baseline and end-of-semester progress to support longer-term educational attainment tracking.
	2	Standardize digital literacy pre/post measurement across instructors, cohorts, and partner sites using a shared skills rubric so improvements can be compared over time.
	3	Implement a consistent method to identify when the same learner participates in ESL, digital literacy, and LEAD across semesters so El Buen can track pathway progression rather than isolated program participation.

Adult Education – FY26 Performance Measures		
Category	#	Performance Measure
	4	Define and begin tracking a small set of LEAD next-step milestones that connect adult education to economic mobility, such as enrollment in training or college pathways, completion of a credential, job search milestones, or connection to career navigation supports.
	5	Strengthen partner-aligned reporting by establishing basic data-sharing expectations for participation and completion at community-based sites to support shared measurement over the 2026–2030 period.

C. Workforce Development: CHW Training and Workforce Pathways

Overview and Rationale

In 2012, El Buen became the first DSHS-certified bilingual Community Health Worker (CHW) Training Center in Central Texas and remains the only bilingual training center in the region authorized to provide both CHW certification and Continuing Education Units (CEUs). El Buen strengthens the regional prevention and care workforce by preparing new CHWs and supporting incumbent CHWs with accessible recertification and skills-building opportunities.

Through certification training, CEUs, and workforce pathway development, El Buen equips community-rooted, bilingual leaders to serve in clinics, schools, nonprofits, and public health settings. As CHWs carry these skills into their roles, El Buen's prevention-first model extends beyond its campus and strengthens navigation, outreach, and continuity of care across Central Texas.

El Buen is also advancing the St. David's Foundation Salud y Futuros initiative to strengthen regional healthcare workforce pathways and systems alignment. Through Salud y Futuros, CHW training functions as a workforce strategy and a systems strategy by strengthening shared training standards, supervised practice pathways, employer alignment, and outcomes tracking across partners.

Community Need and Equity Context

CHWs advance health equity by providing culturally responsive education, navigation, outreach, and advocacy for communities facing structural barriers related to language access, immigration status, income, geography, and system complexity.

Training access remains a persistent challenge, especially in rural and under-resourced communities where workforce shortages, geographic isolation, and limited training infrastructure constrain certification, recertification, and specialized continuing education. Language access and professional advancement barriers can further limit entry and mobility for bilingual, immigrant, and community-rooted workers.

Accessible, bilingual training models are essential to ensure CHWs can enter the field, sustain careers, and advance into higher-responsibility roles.

Program Implementation

El Buen's CHW training is open to all. Within this open-access model, El Buen prioritizes bilingual adult learners, incumbent CHWs, and frontline staff from partner organizations seeking certification, recertification, and career advancement.

El Buen's model integrates certification, CEUs, supervised practice-based learning, and instructor development. The state-aligned certification curriculum is transitioning from 160 hours to 180 hours and is offered in-person and virtually to reduce geographic, scheduling, and transportation barriers. Instruction is grounded in research-based content and popular education methods that support peer learning and practical skill application.

El Buen facilitates CHW instructor certification and supports a peer-led instructor pipeline to expand training capacity and create advancement pathways into lead CHW, instructor, supervisory, and training roles. CEUs respond to Central Texas workforce demand while also expanding continuing education access statewide, including for CHWs serving rural communities.

El Buen strengthens real-world readiness through supervised learning and practicum experiences aligned to apprenticeship standards as El Buen advances toward apprenticeship status. Through Salud y Futuros, El Buen is expanding supervised placements, strengthening employer alignment, and implementing partner-aligned reporting supported by follow-up surveys and data-sharing practices so credential attainment, placement, retention, and advancement can be documented more consistently over time.

FY25 Achievements

Workforce Development (CHW Training) – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Individuals state-certified as CHWs by El Buen	30
	2	Individuals participating in the CHW CEU Training Series	53
	3	CEU training semesters delivered	3
	4	CEU sessions delivered, by topic area	199
	5	CEU hours provided	26
	6	Certified CHW instructors on staff	4
	7	CHW training partnerships engaged	8
Impact Systems Strengthening	1	Workforce Development formalization: Established Workforce Development as an independent pillar to align training, placement, and career advancement pathways for community members, adult learners, and partners' staff	—
	2	Salud y Futuros launch: Launched Salud y Futuros as a regional workforce pathways effort focused on CHW credentialing, supervised practice pathways, employer alignment, and outcomes tracking	—

Workforce Development (CHW Training) – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
	3	Curriculum expansion: Advanced curriculum development through partner collaboration, including online module development and initiation of a mental health peer support curriculum in collaboration with Cardea	—
	4	Workforce tracking readiness: Strengthened readiness for longitudinal workforce tracking through follow-up surveys and partner data sharing	—

FY26 Performance Measures – Workforce Development: CHW Training and Workforce Pathways

FY26 Workforce Development performance measures reflect El Buen's role as a regional training and workforce pathways leader, strengthening the CHW pipeline and increasing access to rural-serving communities. To prepare for the next five years, FY26 will strengthen longitudinal tracking methods and partner-aligned reporting practices so El Buen can more consistently document career progression.

Workforce Development (CHW Training) – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Submission of CHW Training Center recertification.
	2	Number of individuals state-certified as CHWs by El Buen.
	3	Number of individuals participating in the CHW CEU Training Series.
	4	Number and percent of training participants residing in or serving rural communities, including participants accessing training through virtual formats.
	5	Number of CEU training semesters delivered.
	6	Number of CEU sessions delivered, by topic area.
	7	Number of CEU hours provided.
	8	Number of CHW instructors trained and active.
	9	Number of internship or apprenticeship hours completed by CHWs in training.
	10	Number of employer or practicum sites hosting CHWs in training.
	11	Number of partnerships supporting joint training, curriculum development, certification support, and online delivery.
	12	Number of participants served through Salud y Futuros workforce pathways activities, including training, supervised practice, and career navigation.
	13	Number of sites engaged to support CHW-adjacent career pathways through Salud y Futuros.

Workforce Development (CHW Training) – FY26 Performance Measures		
Category	#	Performance Measure
Outcomes	1	Number and percent of CHWs gaining or retaining employment following certification.
	2	Number and percent of CHWs placed in CHW or CHW-adjacent roles in healthcare, public health, and social services.
	3	Number and percent of CHWs retained in employment at 6- and 12-month intervals.
	4	Number of CHWs advancing into higher-responsibility roles, including lead CHW, instructor, supervisor, or program coordinator positions.
	5	Percent of CHWs reporting increased confidence in service delivery, advocacy, and systems navigation.
	6	Percent of CHWs reporting preparedness to work in multidisciplinary care teams.
	7	Percent of CEU participants reporting increased knowledge and skill competency.
Impact Systems Strengthening	1	CHW Training Center recertification maintained with no corrective actions.
	2	Peer-led CHW instructor pipeline strengthened and sustained.
	3	Longitudinal workforce tracking implemented to monitor employment, retention, and career advancement outcomes over time.
	4	Spanish-language CHW certification curriculum institutionalized.
Strategic Plan Preparatory Measures	1	Finalize and implement a standardized follow-up process for employment and retention outcomes, including 3–6 month and 6-month and 12-month touchpoints.
	2	Define a feasible set of job quality indicators to pilot in FY26, such as wage range bands, benefit access, full-time status, role stability, or schedule predictability, based on participant self-report and employer confirmation when available.
	3	Standardize pathway milestone definitions across Salud y Futuros partners so credential attainment, supervised practice completion, and next-step placement are tracked consistently across sites.
	4	Strengthen partner-aligned data-sharing practices to support regional workforce learning, including shared reporting templates and a regular learning cadence tied to outcomes and implementation learning.
	5	Document CHW instructor pipeline milestones, including recruitment, training completion, facilitation activity, and coaching supports, to prepare for multi-year tracking of peer workforce growth and training sustainability.

D. Essential Needs: Food Access

Overview and Rationale

Equitable access to nutritious, culturally relevant food is foundational to El Buen's mission and long-standing commitment to community wellbeing. For almost 40 years, El Buen has addressed hunger in Central Texas by responding to immediate need while building a trusted hub of resources that support health and household stability. In recent years, El Buen expanded reach, deepened partnerships, and strengthened dignity-centered distribution. Food access remains both a core service and a consistent entry point into El Buen's broader ecosystem of care.

Community Need and Equity Context

Many Austin-area neighborhoods continue to experience limited access to affordable, healthy food, particularly in low-income communities and communities of color. Across the Eastern Crescent, households often face longer distances to food retail, lower household incomes, and limited transportation options. These structural conditions increase food insecurity and contribute to wider health and economic disparities.

Affordability pressures further compound access barriers. Since 2020, food prices have increased by more than 20% nationwide, placing sustained strain on low-income household budgets. As of August 2025, the Consumer Price Index for all food increased 3.2%, with grocery prices rising 2.7% and food-away-from-home costs increasing 3.9%. While growth is projected to slow modestly in 2026, overall food prices are still expected to increase, indicating that affordability pressures for low-income households will persist.

Program Implementation

El Buen prioritizes households facing the greatest food access barriers, including families with children, seniors, and residents in areas where food access, transportation limitations, and affordability pressures intersect. To increase access, El Buen implements diverse distribution and access points, including drive-through pantry services, mobile pantries, a community garden, and seasonal distributions. In addition, we partner with organizations to facilitate seasonal food access through the Hands for Hope Campaign (November and December), combining direct service with community engagement and shared stewardship. Food access also creates consistent opportunities to connect families to additional support.

In FY25, mobile food pantry sites included Austin Community College Eastview, Camino Real, St. John's Episcopal Church, and Workforce Solutions (Rundberg). El Buen also delivered food access through drive-through pantry services, partner-based distribution, a community garden, and seasonal supports through the Hands for Hope Campaign.

FY25 Achievements

Essential Food Access – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Individuals accessing food services (drive-through, mobile pantry, community garden, and seasonal distributions)	32,768
	2	Pounds of food distributed	624,983
	3	Prepared meals distributed	500
	4	Unique zip codes reached	85
	5	Mobile pantry distribution sites	4
	6	Average households served per mobile pantry distribution (unduplicated)	100
	7	Households receiving application assistance for public benefits	93
	8	Households served during end-of-year Hands for Hope events	2,886
	8a	Holiday meal kits through Hands for Hope and Posadas: households	1,500
	8b	Food cards distributed ($70 each): households; totaling $97,020	1,386 $97,020
Outcomes	1	Participants who are first-time food pantry users	49%
	2	Households served with children under 18	67%
	3	Households reporting food access services were important to meeting nutritional needs	97%
	4	Households reporting reduced need to skip meals or reduce portion sizes	23%
Impact Systems Strengthening	1	40 Community partners engaged in food access and food justice efforts	

FY26 Performance Measures – Essential Needs: Food Access

To prepare for longer-term outcomes, FY26 will strengthen place-based tracking at mobile pantry sites and partner distributions and improve documentation of connections from food access into benefits and other stabilization supports.

Essential Food Access – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of individuals accessing food services.

Essential Food Access – FY26 Performance Measures		
Category	#	Performance Measure
	2	Number of households served through drive-through, mobile pantry, and partner-based distribution.
	3	Pounds of food distributed.
	4	Number of prepared meals distributed.
	5	Number of unique zip codes reached.
	6	Number of mobile pantry distributions conducted.
	7	Average households served per mobile pantry distribution.
	8	Number of households receiving application assistance, including SNAP, WIC, and Medicaid as applicable.
	9	Number of households served during end-of-year Hands for Hope events.
	10	Number of households accessing holiday meal kits through Hands for Hope.
	11	Number of households receiving food cards through Hands for Hope and total dollar value distributed.
Outcomes	1	Percent of clients who are first-time food pantry users.
	2	Percent of households served with children under 18.
	3	Percent of households reporting food access services were important to meeting household nutritional needs.
	4	Percent of households served in priority food desert geographies.
	5	Percent of households reporting improved access to sufficient food.
	6	Percent of households reporting reduced need to skip meals or reduce portion sizes.
Impact Systems Strengthening	1	Percent of households with approval of public benefits eligibility following application assistance, when applicable.
	2	Number of community partners engaged in food access and food justice efforts.
	3	Number of food distribution models implemented, including mobile and walk-up pantry distributions and holiday meals.
Strategic Plan Preparatory Measures	1	Standardize identification and reporting of priority food desert geographies across intake and distribution records.
	2	Establish consistent tracking of mobile pantry site-level engagement to support the strategy of evolving mobile sites into community-anchored access hubs.

Essential Food Access – FY26 Performance Measures		
Category	#	Performance Measure
	3	Begin tracking repeat engagement patterns to strengthen understanding of seasonal spikes and sustained household reliance.
	4	Strengthen documentation of cross-referrals and connections initiated through food access, including benefits, health, education, and workforce.

E. Essential Needs: Rental Assistance and Eviction Prevention

Overview and Rationale

Over the past five years, El Buen has distributed more than $15 million in financial and rental assistance funded by federal, local, and county governments. This work has positioned El Buen as a trusted partner of the City of Austin and Travis County, particularly for Latino, immigrant, and low-income households facing housing instability.

As COVID-era emergency funding sunsets and public resources contract nationwide, El Buen has sustained and strengthened financial assistance infrastructure and demonstrated strong fiscal stewardship and operational readiness during heightened community need. Even as emergency resources decline, affordability pressures and displacement dynamics continue to place low-income households at elevated risk, increasing the importance of earlier, prevention-focused stabilization.

Community Need and Equity Context

Housing affordability and displacement remain among the most urgent challenges facing Central Texas. In December 2023, the City Demographer reported to Austin City Council that housing affordability and displacement disproportionately impact communities of color and push households farther east. The Demographer also noted a significant loss of Latino and Black children in the City of Austin, underscoring the family-level impacts of displacement. These conditions reinforce the need for culturally responsive prevention models that engage households earlier, strengthen coordination across supports, and reduce avoidable housing loss before crisis escalation.

Program Implementation

El Buen prioritizes low-income households at highest risk of housing loss, including families with children, immigrants, and communities of color disproportionately impacted by eviction and displacement. El Buen is expanding prevention-focused initiatives that emphasize earlier identification of risk and stronger coordination, with the goal of intervening before households experience eviction, homelessness, or involuntary displacement.

Households are engaged through outreach, referrals, and prevention screening. Assistance packages are tailored based on eviction stage, household risk factors, and stabilization needs and may include financial assistance, housing navigation, legal coordination, and relocation support when necessary. Follow-up and coordinated data tracking are used to assess housing stability and inform continuous improvement. Where applicable, coordinated referrals supporting stabilization are tracked through the CCN.

Initiatives include Upstream Together (Homelessness Prevention), Displacement Prevention, I Belong in Austin (IBIA), and Travis County Stabilization.

FY25 Achievements

Housing Stability & Financial Assistance – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Total financial and rental assistance distributed (three programs)	$8,600,507
	2	Households receiving rental assistance	1,575
	3	Individuals receiving assistance	4,359
	4	Average rental assistance amount per household	$3,880
	5a	Rosemont Tenant Investment Program: Amount distributed	$1,364,400
	5b	Rosemont Tenant Investment Program: Households assisted	211
	6	Legal coordination support: provided to Texas RioGrande Legal Aid for court payments to prevent eviction	$51,971.20
Outcomes	1	Households maintaining stable housing for six months post assistance (of responding households)	74%
Impact Systems Strengthening	1	Coordinated referrals supporting housing stability (referral instances)	681
	2	Prevention infrastructure: Implemented and expanded City-funded homelessness prevention and anti-displacement initiatives to strengthen early identification of risk and coordinated stabilization prior to crisis	—

FY26 Performance Measures – Essential Needs: Rental Assistance and Eviction Prevention

FY26 rental assistance and eviction prevention performance measures reflect El Buen's continued role as a trusted stabilization partner for the City of Austin and Travis County, while advancing a clearer prevention-first model as emergency resources contract and displacement pressures persist. Measures track timely delivery of assistance, early engagement before crisis escalation, stabilization outcomes, and continuity of support through coordinated navigation and referrals when applicable. In alignment with the 2026–2030 Strategic Direction, FY26 also emphasizes stronger workflow indicators and clearer cross-program coordination so El Buen can intervene earlier and reduce avoidable housing loss.

To prepare for the next five years, FY26 will prioritize improved prevention tracking, consistent documentation of timeliness and early engagement, and clearer measurement of short-term stabilization alongside longer-term indicators of housing stability and reduced repeat crisis.

Housing Stability & Financial Assistance – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Total amount of financial and rental assistance distributed.
	2	Number of households receiving rental assistance.
	3	Number of individuals supported through rental assistance and eviction prevention services.
	4	Average rental assistance amount per household.
	5	Number of households receiving legal coordination or eviction prevention supports, including court-related payments when applicable.
	6	Number of households reached through anti-displacement outreach and re-engagement efforts.
	7	Number of households screened and engaged through homelessness prevention, including Upstream Together.
	8	Number of households receiving coordinated case management or stabilization navigation as part of prevention initiatives.
Outcomes	1	Percent of households engaged prior to eviction filing.
	2	Percent of households maintaining stable housing at 6 months post-assistance.
	3	Percent of households not requiring additional rental assistance within 6 months of initial support.
Impact Systems Strengthening	1	Number of coordinated referrals supporting housing stability (unit: referral instances), including referrals initiated through CCN when applicable.
	2	Percent of households connected to at least one additional stabilization support beyond financial assistance, such as benefits access, workforce supports, health navigation, or legal services.
	3	Number of households stabilized through homelessness prevention initiatives, including Upstream Together.
	4	Number of households stabilized through anti-displacement initiatives, including Displacement Prevention and IBIA.
	5	Key prevention workflow indicators monitored and documented quarterly, including households screened, households engaged early, and households stabilized prior to crisis escalation.
Strategic Plan Preparatory Measures	1	Standardize documentation of eviction stage at intake and define a consistent “early engagement” threshold to strengthen prevention measurement across initiatives.

Housing Stability & Financial Assistance – FY26 Performance Measures		
Category	#	Performance Measure
	2	Implement consistent timeliness tracking fields, including intake date, eligibility decision date, disbursement date, and resolution date, to strengthen workflow accountability.
	3	Establish a minimum follow-up protocol for 3- and 6-month housing stability checks, including a documented method for non-response and sample-based follow-up when full follow-up is not feasible.
	4	Define and pilot a small set of repeat-crisis indicators, such as return for assistance, repeat eviction risk, or recurrence of housing instability within 6–12 months.
	5	Strengthen partner-aligned reporting with Sunrise and LifeWorks to support consistent prevention triage data, including referral source, risk level, stabilization actions, and outcomes.

IV. Special Projects

A. Coordinated Care Network (CCN)

Overview and Rationale

The Coordinated Care Network (CCN) is El Buen Samaritano's service coordination and referral follow-up practice model that strengthens continuity across mission services and partner pathways. CCN is included in Special Projects because it is enabling infrastructure that supports all pillars rather than a stand-alone direct service. CCN helps reduce fragmentation by supporting warm handoffs, follow-through, and clear documentation of whether a connection to service occurred.

CCN is not a single software platform. It is a coordinated set of shared workflows, tools, and accountability practices that can flex based on program needs and partner capacity. CCN began through closed-loop coordination developed with Lone Star Circle of Care to confirm service connection for shared participants. Since FY22, El Buen has expanded CCN across internal programs and is now moving into phased partner integration through pilot workflows aligned to priority pathways.

For reporting purposes in this report, a CCN referral is considered "completed" when closed-loop confirmation is available through the receiving program or partner, or when El Buen documents confirmation of service connection through follow-up communication and navigation practice when full closed-loop confirmation is not yet applicable.

Strategic Plan Alignment (2021–2025 Close Out)

CCN reflects El Buen's 2021–2025 strategic focus on strengthening enabling infrastructure and systems collaboration so families experience continuity rather than disconnected services. CCN also reinforces the data and learning practices needed for stronger accountability and continuous improvement, supporting

El Buen's ability to track follow-through, identify bottlenecks, and refine workflows as implementation expands.

Community Need and Equity Context

Families served by El Buen frequently navigate multiple systems at once, including education, workforce pathways, health access, food supports, housing stabilization, legal supports, and public benefits. These systems often operate independently, requiring families to repeat their stories, complete duplicative intake processes, and self-manage referrals without confirmation that services were accessed. Language access needs, limited transportation, competing work schedules, and uneven digital access increase the likelihood that referrals go uncompleted and families disengage.

For organizations and partners, the absence of shared follow-through practices and feedback loops limits coordinated care and shared learning. Without consistent documentation of referral outcomes, programs cannot reliably understand whether connections occurred, where barriers are concentrated, or how coordinated pathways contribute to stability and mobility over time.

Program Implementation

CCN supports participants engaged in El Buen's education services, workforce development pathways, health access services, and essential needs supports, with phased expansion to external partners as readiness and agreements allow. Priority is placed on households navigating multiple systems, key transition points across the cradle to contributor continuum, and compounded barriers related to income instability, language access, and system complexity.

El Buen leads CCN implementation and management, including workflow standardization, staff practice alignment, consent and privacy practices, and partner onboarding. CCN is implemented through designated navigation and program staff across service areas, supported by centralized oversight to strengthen consistency and learning. As partner integration expands, CCN implementation will continue through pilot pathways, documented protocols, and training to ensure shared expectations for referral steps, follow-up, and documentation.

FY25 Achievements

Coordinated Care Network (CCN) – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Number of referrals initiated through CCN across priority service areas	1,222
Impact Systems Strengthening	1	Standardized referral documentation and follow-up practices across education, workforce development, health access, food access, and housing stabilization initiatives	
	2	Began alignment of CCN workflows with early partner pilots connected to priority pathways	

FY26 Performance Measures – Coordinated Care Network (CCN)

FY26 CCN performance measures reflect El Buen's phased implementation of coordinated care and closed-loop referral practice across internal programs and a small set of pilot partners. Measures emphasize adoption, partner onboarding, workflow documentation, staff readiness, and early evidence of follow-through so CCN can expand with clear standards and accountable practice over time.

Coordinated Care Network (CCN) – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of referrals initiated through CCN.
	2	Number and percent of referrals completed through closed-loop processes or documented service connection follow-up.
	3	Number of internal programs actively using CCN workflows.
	4	Number of external partners in process of partnering with El Buen to implement CCN referral workflows.
Outcomes (CCN Is Still in Development, Piloting, and Early Integration)	1	Complete CCN protocols and workflow documentation, including referral steps, status definitions, follow-up expectations, consent considerations, and partner roles.
	2	Deliver staff and pilot partner training on CCN protocols, workflows, and documentation expectations.
	3	Launch CCN workflow pilots with external partners, with documented roles, referral steps, and follow-up expectations.
	4	Increase the percent of pilot referrals with documented follow-up status updates within an agreed timeframe.
	5	Increase the percent of pilot referrals that reach a documented outcome status (connected, unable to connect, participant declined, or unresolved).
	6	Document workflow improvements or clarifications implemented based on pilot learning.
Impact Systems Strengthening	1	Standardize and adopt referral definitions and status categories with pilot partners.
	2	Meet partner readiness milestones for CCN expansion, including consent alignment and minimum data fields.
	3	Document referral barrier patterns and resolution actions captured through pilot workflows.
Strategic Plan Preparatory Measures	1	Finalize the minimum CCN dataset for pilot partners, including core fields, required status updates, and reporting cadence.

Coordinated Care Network (CCN) – FY26 Performance Measures		
Category	#	Performance Measure
	2	Document a phased partner integration plan, including readiness criteria and priority pathways.
	3	Develop and test simple partner-facing reporting templates that reduce burden while enabling consistent follow-up documentation.
	4	Establish a quarterly learning cadence for CCN pilots to review data, barriers, and workflow refinements, with documented decisions and next steps.

B. Cradle to Contributor (C2C) Collective

Overview and Rationale

The Cradle to Contributor (C2C) Collective is a network of culturally grounded, equity-centered organizations aligned to strengthen coordinated pathways across education, health, workforce, and essential supports in Central Texas. Built on trust established through years of collaboration, the Collective advances shared accountability and mutually reinforcing activities so families experience continuity rather than fragmented services across the cradle-to-career continuum.

El Buen Samaritano serves as the backbone organization for the C2C Collective, providing fiscal management, staffing support, fundraising coordination, convening, partner engagement, and shared data infrastructure. Through this role, El Buen supports partners in moving from alignment to coordinated implementation while honoring each organization's distinct mission, expertise, and community relationships.

Current Partners and Founding Members	
Partner	Primary Role in the C2C Collective
El Buen Samaritano	Backbone organization; fiscal management; staffing support; fundraising coordination; convening and partner engagement; shared data management
AVANCE–Austin	Early childhood and parent education pathways; family strengthening
CARDEA	Health and workforce training expertise; curriculum development and partnership supports
Community Coalition for Health	Community-centered health access and prevention pathways
Con Mi Madre	Youth and family leadership development; mentoring and culturally grounded supports
Economic Growth Business Incubator	Entrepreneurship and economic mobility pathways

Equidad ATX (LiveWell/ViveBien)	Community wellbeing and prevention supports
Latinitas	Youth education, leadership, and digital learning pathways
Todos Juntos Learning Center	Early childhood and family learning pathways
Wisdom en Familias	Family leadership, caregiver support, and community-based learning
AISD Parent Support Specialist Department	School-based family engagement and navigation; connection to campus-based supports

Community Need and Equity Context

Families navigating education, health, workforce, and social service systems often face duplicative intake processes, inconsistent handoffs, and limited follow-through. These challenges are compounded for households facing language access barriers, limited transportation, competing work schedules, or prior experiences of institutional distrust. Without shared referral pathways and coordinated support, families risk missing critical transition points across the cradle-to-career continuum.

The C2C Collective emerged from pandemic-era collaboration beginning in 2020, when partners coordinated food access, emergency financial assistance, vaccine outreach, and early data alignment. This period demonstrated the effectiveness of coordinated action rooted in trust, shared accountability, and collective problem-solving. C2C formalizes this approach to reduce fragmentation and strengthen continuity for Black and Latino families across Central Texas.

Program Implementation

C2C strengthens how families experience support by aligning existing community assets rather than creating new direct services. The Collective focuses on shared governance, coordinated referrals, and aligned learning practices that reduce duplication and improve follow-through at key transition points.

El Buen's backbone role supports fiscal stewardship, staffing for coordination, convening, partner engagement, and shared data practices. Governance is shared through executive-level participation, supported by an Executive Committee and standing committees, including a Data Committee and a Sustainability and Membership Committee, as outlined in the C2C Charter. Decision-making is guided by consensus-based processes, with voting used when consensus cannot be reached.

Referral coordination is a priority focus for the Collective. In FY25 and early FY26, C2C concentrated on aligning definitions, identifying priority pathways, and preparing for pilot referral workflows in coordination with the Coordinated Care Network (CCN). Expansion is phased based on partner readiness, data-sharing agreements, and capacity to support consistent follow-through.

FY25 Achievements

Outputs

1. Number of partner organizations formally participating in the C2C Collective: 10
2. Number of executive leaders committed to co-governance: 8

3. Number of Collective convenings delivered: 11

Systems Changes and Infrastructure Strengthening

1. Approved the C2C Collective Charter defining purpose, governance, decision-making processes, and member commitments.
2. Formalized El Buen's backbone role, including fiscal management, staffing support, fundraising coordination, and shared data management.
3. Initiated development of the Executive Committee, Data Committee, and Sustainability and Membership Committee.
4. Advanced pathway mapping and identified priority referral pathways aligned with CCN.
5. Pursued funding to support pilot implementation, partner participation, and backbone sustainability.

FY26 Performance Measures – Cradle to Contributor (C2C) Collective

C2C Collective – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of warm referrals completed through CCN-aligned processes.
	2	Number of partners and pathways participating in referral workflow pilots.
	3	Number of required convenings delivered across the year.
	4	Attendance rates by executive leaders at required convenings.
Outcomes	1	Percent of households engaged in two or more partner services over a 12-month period.
Impact Systems Strengthening	1	Progress toward launching bi-directional referral pilots across priority pathways.
	2	Active Data Committee with progress toward formal data-sharing agreements.
	3	Joint training or capacity-building activities delivered with documented practice improvements.
	4	Aligned or joint funding opportunities pursued and secured for Collective priorities.
	5	Progress toward sustaining backbone coordination capacity.
	6	Documented use of community feedback to inform Collective planning and pathway refinement.
Strategic Plan Preparatory Measures	1	Finalize shared definitions for referrals, warm handoffs, and completed connections across partners.

C2C Collective – FY26 Performance Measures		
Category	#	Performance Measure
	2	Establish a minimum dataset for pilot partners to support shared measurement.
	3	Define and pilot a small set of shared pathway indicators for priority transition points.
	4	Establish CCN-enabled partner readiness benchmarks for phased expansion.
	5	Document backbone capacity benchmarks to inform sustainable resourcing and multi-year accountability.

C. Data Equity Projects

Overview and Rationale

El Buen treats data as an organizational asset that strengthens accountability, learning, and coordinated service delivery across mission services and partner pathways. Data Equity Projects are the internal and partner-facing initiatives that make this possible by aligning definitions, strengthening reporting tools, and building practical systems that support consistent measurement without increasing burden for families or staff.

This work includes cross-program dashboards, aligned core metrics, shared reporting cycles, data quality checks, and governance practices that support responsible use. Data Equity Projects also reinforce CCN consistency by supporting shared referral definitions, documentation fields, and reporting practices that enable clearer tracking of follow-through across programs and, over time, with pilot partners.

Community Need and Equity Context

Families navigating multiple systems often experience duplicative intake, inconsistent follow-up, and unclear handoffs between services. When organizations do not share aligned definitions or consistent tracking practices, it becomes harder to understand service overlap, identify bottlenecks, or determine whether referrals and supports lead to completed service connections and improved outcomes.

Equity-centered measurement requires more than collecting information. It requires consistent definitions, privacy and consent protections, quality assurance, and transparent learning practices that translate findings into service improvements. It also requires reducing avoidable duplication so families are not repeatedly asked for the same information and staff are not forced to reconcile conflicting metrics across programs and partners.

Program Implementation

El Buen's data equity work focuses on building and maintaining the practical infrastructure needed to support coordinated services and shared learning. This includes organization-wide reporting standards, dashboards that support program monitoring, aligned metric definitions across service areas, and quality assurance practices that strengthen consistency and integrity.

When funding and agreements allow, El Buen also supports partner-facing reporting tools and shared measurement approaches, especially for initiatives that require coordinated reporting cycles and aligned outcome measures. Across all strategies, El Buen prioritizes responsible data use, clear governance practices, and learning-to-action methods so reporting strengthens decision-making and continuous improvement.

FY25 Achievements

Data & Evaluation – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Number of dashboards or standardized reporting products maintained for internal teams	15
	2	Number of partner initiatives supported with coordinated data collection and reporting	1
Impact Systems Strengthening	1	Strengthened cross-program metric alignment to support consistent monitoring and learning across core service areas	
	2	Advanced early data governance and quality assurance practices to strengthen consistency, integrity, privacy, and responsible use of data	

FY26 Performance Measures – Data Equity Projects

FY26 Data Equity performance measures reflect El Buen's Strategic Goal 1 emphasis on strengthening equity-centered evaluation capacity, shared measurement infrastructure, and responsible data governance that supports learning and accountability across programs and partners.

To prepare for longer-term evaluation and prevention-focused insight, FY26 will prioritize the foundational steps required to strengthen consistency across core measures, reduce duplication in reporting processes, and improve cross-program comparability.

Data & Evaluation – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Number of cross-program dashboards or standardized reporting products actively maintained, including CCN dashboards.
	2	Number of programs participating in structured reporting cycles using aligned definitions for core measures.
	3	Number of partner initiatives supported with coordinated data collection and reporting that includes shared measures and a defined reporting cadence.
	4	Number of shared reporting tools produced or updated to reduce duplication and improve consistency, including templates, intake field standards, and partner reporting guides.

Data & Evaluation – FY26 Performance Measures		
Category	#	Performance Measure
	5	Number of data governance artifacts produced or updated, including data standards, data quality checks, consent guidance, access protocols, and responsible use guidance.
	6	Number of reporting products or reporting cycles that include CCN referral initiation, completion, and continuity indicators using shared definitions.
Outcomes	1	Percent of staff trained in data ethics, data literacy, and equity-informed evaluation practices aligned with organizational standards.
	2	Percent of programs completing updated logic models with equity-informed success metrics.
	3	Number of structured evaluation or learning cycles completed across programs with documented findings and follow-up steps.
	4	Number of documented data-informed decisions or program adjustments resulting from evaluation findings.
	5	Percent of priority metrics reviewed with disaggregation by language, age, and service pathway when available.
Impact Systems Strengthening	1	Organization-wide data governance practices operationalized, including documented standards for data quality, access, consent, and responsible use, supported by a documented governance cadence.
	2	Progress toward alignment of core program metrics across service areas, including CCN referral and continuity indicators.
	3	Evidence that dashboards and reporting products are used to identify equity gaps and inform targeted improvement efforts.
	4	Number of cross-service insights generated through CCN data review that inform coordination, prevention strategies, or systems alignment.
	5	Reduction in avoidable duplication in core reporting processes over time, reflected in fewer conflicting definitions and fewer parallel tracking requests for the same measures.
Strategic Plan Preparatory Measures	1	Establish an FY26 baseline for staff training and logic model completion, including clear completion standards and a tracking method.
	2	Define the organization's priority metrics list for equity stratification, including minimum disaggregation rules and a consistent review cadence.
	3	Stand up the minimum requirements for a future Community Data Advisory structure by documenting community-facing metric priorities, interpretation practices, and feedback loops that can expand over time.

D. St. David's Foundation Intermediary Initiative (Investing in Impact)

Overview and Rationale

Through St. David's Foundation's Investing in Impact award, El Buen serves as an intermediary to strengthen equitable access to resources and capacity across Central Texas' community-based ecosystem. El Buen advances two goals: reinforcing intermediary infrastructure that enables rapid, accountable redistribution of funds, and supporting partner capacity through direct investment aligned with health, prevention, education, economic mobility, and community wellbeing.

This work builds on El Buen's fiscal management capacity, data governance practices, and long-standing partnership networks. Year 1 emphasized speed and accountability, balancing rapid community investment with clear documentation, community-informed stewardship, and learning practices that protect partner capacity and trust.

Community Need and Equity Context

Grassroots and BIPOC-led organizations play a critical role in advancing equity and responding to community-defined needs, yet they often face structural barriers to accessing larger funding opportunities. These barriers include limited infrastructure, constrained access to flexible operating dollars, and capacity limitations related to compliance, reporting, and evaluation. Without intermediary support, these conditions can concentrate philanthropic resources among well-resourced institutions and limit equity-centered investment.

El Buen's intermediary model addresses these inequities by simplifying application requirements, expanding access through community-centered outreach, providing coaching and technical assistance, and offering clear guidance across the grantmaking process.

Program Implementation

El Buen's intermediary work is implemented through two regranting pathways:

1. Strategic partner investments through Cradle to Contributor (C2C) organizations, totaling $240,000 across nine organizations.
2. Rapid, low-burden micro-grants, totaling $80,000 supporting 22 locally anchored organizations implementing community-led projects.

Across both pathways, El Buen supports outreach, application, review, award, disbursement, monitoring, and learning using simplified tools and community-informed decision-making. The award totals $750,000 over two years. El Buen recalibrated the original implementation budget to align with the awarded amount while preserving the two core goals and prioritizing direct community investment. Over the two-year period, El Buen will regrant 70% of the award ($525,000) while maintaining the infrastructure required for stewardship.

FY25 Achievements

In Year 1, El Buen strengthened intermediary capacity and directed flexible funding to partners addressing social drivers of health and community wellbeing. By the close of Year 1 interim reporting, El Buen had

regranted $320,000, representing 42.7% of the total award and 61.0% of the two-year regranting commitment.

Bridges to Equity Micro-Grants – FY25 Performance Summary			
Category	#	Performance Measure	FY25 Actuals
Outputs	1	Total amount regranted in Year 1	$320,000
	2	Strategic partner investments through C2C organizations	$240,000 (across nine organizations)
	3	Micro-grants distributed	$80,000 (across 22 organizations)
Outcomes and Systems Contributions	1	Early implementation tracking and partner feedback confirmed strong demand for flexible funding and reinforced the value of targeted technical assistance to strengthen program design, budgeting, and evaluation. Community-informed stewardship practices demonstrated that simplified applications can reduce administrative burden and expand access for smaller organizations.	

FY26 Performance Measures – Intermediary Initiative

Bridges to Equity Micro-Grants – FY26 Performance Measures		
Category	#	Performance Measure
Outputs	1	Amount of funds regranted during Year 2 and cumulatively across the two-year period.
	2	Disbursement timelines and completion of executed agreements and required documentation.
	3	Reporting completion rates and monitoring touchpoints across funded partners.
Outcomes	1	Number of partner check-ins and progress milestone reviews completed.
Impact Systems Strengthening	1	Increased access to flexible funding for grassroots organizations with limited infrastructure.
	2	Reduced administrative burden for funded partners through simplified application, reporting, and monitoring processes.
	3	Strengthened intermediary infrastructure supporting accountable, equity-centered regranting.

Bridges to Equity Micro-Grants – FY26 Performance Measures		
Category	#	Performance Measure
	4	Portfolio-level learning informs future community investment strategies.
Strategic Plan Preparatory Measures	1	Document Year 1 intermediary workflows and stewardship practices to inform sustainability assessment beyond the grant period.
	2	Define a small set of core intermediary performance indicators that can be tracked across future regranting initiatives.
	3	Strengthen documentation of partner capacity-building outcomes to inform future investment and technical assistance strategies.
	4	Identify feasible approaches for sustaining intermediary infrastructure through diversified funding or cost-recovery models.

Rosamaria Murillo, Executive Director

The Episcopal Diocese of Texas

FINANCIAL CATEGORY SUMMARY* REPORT

*Summary by Categories Only

Organization Name: **El Buen Samaritano**

	FY24 Audited	FY25 Unaudited
Revenues and Gains:		
Individual and Church	568,125	448,762
Episcopal	500,540	600,000
Corporate and Foundation	208,555	1,615,148
Government grants and contracts	7,571,630	6,263,422
Return on investments	364,176	220,361
Program service fees	268,983	317,044
In-Kind Donations	140,075	147,819
Total Revenues and Gains	**9,622,084**	**9,612,556**
Expenses and Losses:		
Personnel Expenses	3,635,664	3,898,645
Professional services	868,527	903,869
Program Expenses	2,497,348	3,180,231
Printing & Publications	8,263	5,665
Conferences, Conventions & Meetings	22,691	23,293
Dues & Subscriptions	8,449	10,003
Transportation & Travel	9,793	11,689
Equipment Purchases & Repairs	185,980	143,223
Communications	42,763	8,201
Office Supplies & Admin Expenses	22,892	20,877
Postage & Shipping	3,343	3,011
Facilities	343,610	431,241
Special Event Costs	249,961	190,511
Depreciation	184,231	228,323
Miscellaneous	15,386	29,041
In-Kind Expense	140,075	147,819
Total Expenses and Losses	**8,238,976**	**9,235,642**
Change in Net Assets	**1,383,108**	**376,914**

Rosamaria Murillo, Executive Director

EPISCOPAL HIGH SCHOOL

Founding

Episcopal High School, founded in 1983, opened its doors in 1984 on a 34-acre campus in Bellaire, Texas, as a four-year co-educational private day school with an enrollment of 130 students. Episcopal is celebrating its 42nd year as a destination for students seeking the Four Pillar experience. The school community is faith-centered and provides instruction to 843 college-bound students with a wide range of abilities who come from across the Houston area.

Episcopal High School admits students of all races, colors, and national/ethnic origins to all the rights, privileges, programs, and activities accorded or made available to students at the School. The School does not discriminate based on race, color, or national/ethnic origin in the administration of its educational and admission policies, scholarship and loan programs, or athletic and other school-administered programs.

Mission

Episcopal High School, founded and guided by the Diocese of Texas, is an inclusive and joyful Christian community where students discover and develop their individual talents through the Four Pillars – academics, arts, athletics and religion – preparing for meaningful lives in service to others.

Guiding Principles

As shared by The Rt. Rev. C. Andrew Doyle, *The core values of Episcopal High School were established with great care in order that the School might encourage the best in our students and ensure each of them a well-founded and well-rounded high school experience. Through the Four Pillars of academics, arts, athletics and religion, we hope to form virtuous citizens today who will become effective leaders tomorrow. Our alumni certainly bear this out, reflected in their many different careers, in every corner of the globe. We work to nurture a student's unique, God-given gifts in every part of life so that our students will flourish.*

Accreditation and Memberships

The School is accredited by the Independent Schools Association of the Southwest. EHS also holds memberships in the National Association of Independent Schools, the National Association of Episcopal Schools, the Council for the Advancement and Support of Education, the Educational Records Bureau, the College Board, the National Association for College Admission Counseling, and the Southwest Preparatory Conference.

School Leadership

Ned Smith, Head of School
The Rev. Tyler Montgomery, Associate Head of School for Academics & Student Life
Evelyn Cambria, Associate Head of School for Finance & Operations
Dr. Antonio Avalos, Principal
The Rev. Art Callaham, Dean of Religion

Jason Grove, Director of Athletics
Wayne Jones, Director of Diversity, Community, and Inclusion
Jessica Morales, Director of Communications
Nguyet Xuan Pham, Dean of Faculty
Paul Revaz, Dean of Arts
Margaret Young, Chief Development Officer

Student Overview
At the beginning of the 2025-2026 school year:

- 843 students
- 474 (56%) female and 369 (44%) male students
- Representing 61 zip codes and 90 different feeder schools from across greater Houston
- 56 Legacy families (families with students who are children of alumni)
- 34% are students of color
- 18% are Episcopalian
- 16% receive financial aid
- 2.8% attrition through the 2024-25 school year

248 new students for 2025-26, including:

- 242 freshmen (2029)
- 5 sophomores (2028
- 1 junior (2027)

Academics
This year's average class size is 14.5 students, which allows for highly personalized and effective teaching and learning. Students have access to 146 unique offerings including 23 AP classes and 22 classes designated as Honors courses. The faculty consisting of 110 men and women, with 71 percent holding advanced degrees, is committed to preparing EHS students for college and a significant life thereafter.

Each year, the academics pillar sees increasing numbers of students taking two department courses simultaneously with some taking three. For this school year, we are thrilled to report:

- Computer Science: 135 students are taking one of four computer science courses: Introduction to CS, CS Principles AP, CS AP, or Projects in CS Post-AP
- AP Statistics: 104 students in six sections are taking Statistics AP
- Linear Algebra and Differential Equations Post-AP: 16 students; We continue to see freshmen place out of Algebra I and Geometry, which places them on track for this post calculus level class.

Academics (continued)

- 38% of sophomores, 47% of juniors, and 30% of seniors are enrolled in two or more Mathematics & Computational Sciences classes.
- High-level STEM classes: This year, 149 juniors and seniors—representing 38% of students in those grades—are enrolled in engineering and AP science courses.
- 34% of seniors (68 students) are enrolled in two or more Science classes.
- English, History, and Social Sciences: Students continue to expand their knowledge with significant enrollment in at least two of the respective subjects.
    - 77% of seniors (154 students) are enrolled in two or more History & Social Sciences classes
    - Two students are in five History classes

For 2025, 419 AP students took 872 AP exams. 73% scored a score of 3 or higher.
Out of the 419 AP students:

- 66 AP Scholars: Scores a 3 or higher on 3 or more AP exams
- 27 AP Scholars with Honor: Scores a 3 or higher on 4 or more AP exams
- 37 AP Scholars with Distinction: Scores a 3 or higher on 5 or more AP exams

Interim Term

Interim Term, typically held for two weeks at the beginning of each January, provides underclassmen at EHS a unique opportunity to enrich their high school experience through the inquiry of diverse topics unavailable in the regular curricular program. Interim electives encourage students to explore personal interests or dive into new areas of study, through which they can discover and develop their individual talents.

In addition to these electives, Interim Term Grade Level Learning (GLL) classes educate students in areas that will lead them to greater success in high school and prepare them for meaningful lives in service to others. The Freshman GLL program on Civil Discourse emphasizes personality psychology, empathy-building, and digital citizenship. Sophomores participate in Community, Care, and Character, a program centered on cultural appreciation, self-care, and healthy relationships. Juniors enjoy in-depth presentations from College Counseling on essay writing, test-taking strategies, and the college application process.

Each day during Interim Term, EHS students also engage in Community Time, during which they break off into advisory groups for team-building exercises and exciting competitions. In addition to the abundant offerings on campus, EHS offers travel experiences every January.

College Counseling

Members of the Class of 2025 (191 students) were accepted to 205 different colleges and universities and attended a total of 78 schools. In total, the Class of 2025 was offered just shy of $23 million in scholarships.

The Class of 2025:

- 95% attended a 4-year university
- 41% attended a private university
- 50% attending a school in Texas
- 4 National Merit Finalists
- 6 – Commended Students
- 15 – National Recognition Program Honorees

Faculty

EHS recruits, sustains, and appropriately compensates faculty and staff of the highest academic and moral standards who are fully committed to the School's mission and who instill excellence in the Four Pillars. The School's faculty represents diversity in age, experience and ethnicity with 71 percent holding advanced degrees. Respect and personal honor, reflected in daily attitudes and behaviors, are expected of those who belong to, serve, and support the EHS community.

Campus

Since acquiring our campus in 1983**,** we've worked to grow and improve our facilities to match our Mission. Milestones include the Trotter Academic Building (2012), Hildebrand Athletic Center (2017), Underwood Student Center (2018), and new athletic fields (2020/2021).

Current capital projects include the completion of the Crain-Galloway Center for the Arts (opening early 2026) and the renewal of the Benitez Chapel with the new Mental Health and Wellness Center. These large-scale capital projects will complete our 2014 Campus Master Plan—a comprehensive plan shaped by countless dedicated Board of Trustees members, who thoughtfully explored how to best utilize our cherished 34 acres in Central Houston—and will ensure that we meet our promise to provide outstanding programs, instruction, and facilities across all Four Pillars.

Fundraising

The success of these projects is reflective of the community's belief in an institution that is committed to its mission and guiding principles. In the 2024–2025 academic year, the EHS Fund and Auction received generous gifts from parents, trustees, alumni, alumni parents, grandparents, friends, and foundations, totaling $3,144,000 in support of the School's $38,220,000 operating budget. Furthermore, approximately ten percent of EHS's operating revenue is allocated to Financial Aid. The Endowment Fund had total assets of $64 million as of June 30, 2025.

In 2024-2025, The *Stand for EHS* capital campaign raised an additional $14,000,293 in support of the completion of the 2014 Campus Master Plan. The Crain-Galloway Center for the Arts (CGCA), opening January 2026, and the renewed Benitez Chapel are the two remaining elements of the plan. We have reached 102 percent of our campaign goal for the CGCA, and we look forward with anticipation for the building dedication on January 16, 2026. And, we are charting solid progress reaching 54 percent of the

Chapel's campaign goal in a short time. Every member of the Board of Trustees is supportive of these

Fundraising
projects, and we are also grateful for the generous support we have received from many members of the EHS community.

These projects will ensure that we meet our promise to provide outstanding programs, instruction, and facilities across all Four Pillars. Our students are smart, capable, and well-rounded, and our school spirit is second to none. Whether in the classroom, on the field, in the Chapel, in the studio, or on stage, our students live joyful lives with enthusiastic support from the entire Knight family.

Arts
Having the Arts as one of the Four Pillars, EHS students not only fulfill their required participation in four classes but exceed the requirement with additional coursework. On average, members of the class of 2025 took more than five semesters of arts classes as opposed to the required four. With 47 different arts courses, students have an array of options and have demonstrated their growing interest in the arts throughout their time in high school.

In the 2024-2025 school year, the performing arts saw over 5,200 in audience combined for a total of 22 full public performances including theatre productions, music, and dance concerts. Theatrical productions included the fall production of *The Radium Girls*, the Winter play, Shakespeare's *Much Ado About Nothing*, the Spring musical, *Matilda* and student-directed one acts. Dance hosted three dance concerts and our dance competition team, Elevate, won a combined nine Platinum and five High Gold awards across four competitions.

Scholastics regional competition for the visual arts saw EHS students receive 11 gold-key, 27 silver-key, and a total of 56 awards across all competitions. The Publications Program celebrated last year's yearbook receiving its 14th Yearbook Gold Leaf Award for Excellence and *The Knight Times*, our student newspaper, was a Columbia Scholastic Press Association Gold Crown finalist. Our students were recognized in the ATPI Fall Contest for photography, the American High School Film Festival and the Student World Impact Film Festival for moviemaking, including three Finalist winners.

Religion
The Religion Pillar of Episcopal High School is where our community lives out its mission as a "joyful Christian community […] living meaningful lives in service to others."

Daily Chapel is the beating heart of our community where we express our joy and revel in the hope that is Christ's calling. More than 140 times a year, the entire community (nearly 1000 students, faculty and staff members) gathers for prayer. Using the Book of Common Prayer as our guide, we attend to God's presence in our midst, celebrating the gifts that the Spirit has so richly bestowed upon us. Over the course of a year, a full

third of our community plays some role in chapel leadership, reading, acolyting, singing, or facilitating one of more than 80 small-group-style “Family Chapel” groups.

Religious formation is another key element of our work here. Whether in the context of academic Religion Studies coursework, Catechesis, or faith-based clubs and activities, we strive to help our students make meaning of their lives by training their attention into a love of God and neighbor. Each student is required to take four semester-long, religion studies courses during their tenure at the school. These classes, taught by subject-area experts, include explorations of the Christian scriptures, religion in cultural and historical context, and applied ethics. For students interested in deepening their relationship with God and the Church, preparation for Baptism and Confirmation is offered. The School also sponsors several faith-based clubs and activities for the enrichment of our students’ faith development regardless of their specific faith commitments.

Service at Episcopal High School is multi-faceted and holistic. Our service-learning efforts involve every single student at some point in their time at school. For students interested in deeper experiences, service-learning opportunities with community partners, including The Beacon, are offered weekly. In the 2024-2025 school year, students logged 9,235 hours of service across 2,610 events. Additionally, EHS provides its students with Spiritual, Mental, and Physical Wellness support from a team of three full-time clerics, two mental health counselors, and two nurses, believing that true compassion arises only when one learns both to care and be cared for.

Athletics

And lastly, under the Athletics Pillar, 2024-2025 proved to be another amazing year for Knight Athletics. The Knights won five SPC Championships and earned four runners-up finishes. Twenty-seven members of the class of 2025 committed to a college athletic experience and one alum was drafted in the first round of the NFL draft.

As for our current school year, we have already seen considerable success from the hard work and dedication of our student-athletes. The Knights captured their fifth consecutive Girls Cross Country Championship while Boys Volleyball team won their second title in three years. Both the Football and Girls Volleyball teams finished as runners-up and Field Hockey placed third.

Conclusion

In 1983, when EHS was founded, the intent was to provide a co-educational, college preparatory experience that fostered potential and unlimited opportunities for every student. Now celebrating our 42nd year, EHS has continued to build upon the guiding principles of our founders by instilling excellence in the Four Pillars – academics, arts, athletics, and religion – in which each student is both challenged and nurtured, known and loved.

C. Edward Smith, Head of School

The Episcopal Diocese of Texas

FINANCIAL CATEGORY SUMMARY* REPORT

*Summary by Categories Only

Organization Name: Episcopal High School

2024-2025 Final Budget		2025-2026 Final Budget	
REVENUE		REVENUE	
Tuition & Fees	$29,172,000	Tuition & Fees	$31,553,387
Annual Giving	$ 3,144,000	Annual Giving	$ 3,238,320
Auxiliary Services	$ 2,729,000	Auxiliary Services	$ 2,893,731
Endowment Distribution	$ 2,050,000	Endowment Distribution	$ 2,110,000
Other Income	$ 1,125,000	Other Income	$ 1,010,000
Total Revue	$38,220,000	Total Revue	$40,805,438
EXPENSES		EXPENSES	
Compensation	$16,701,000	Compensation	$17,439,944
Benefits	$ 5,970,000	Benefits	$ 5,810,394
Total Compensation & Benefits	$22,671,000	Total Compensation & Benefits	$23,250,338
Instructional	$ 2,281,000	Instructional	$ 2,525,000
Plant Maintenance	$ 3,745,000	Plant Maintenance	$ 4,533,390
Transfer to PPRRSM	$ 1,548,000	Transfer to PPRRSM	$ 862,000
Auxiliary Services	$ 1,992,000	Auxiliary Services	$ 2,128,000
General & Administrative	$ 2,283,000	General & Administrative	$ 3,458,170
Financial Aid	$ 3,700,000	Financial Aid	$ 3,910,803
Total Expenses	$38,220,000	Total Expenses	$40,667,701

C. Edward Smith, Head of School

EPISCOPAL SENIOR FOUNDATION

The purpose of Episcopal Seniors Foundation (ESF) is to make grants for ministry to seniors living in the Diocese of Texas that will improve their quality of life by:

Promoting their health and wellbeing, especially those who are least served.

Fostering their faith formation and spiritual growth

Educating them through information to seniors, caregivers, congregations, and others.

Encouraging missional communities and community life for seniors wherever they live.

ESF accepts requests for grants usually in the summer of the year for funding in late fall. Exact dates vary from year to year but are noted on our webpage on the EDOT website. Our policies and procedures are set out there, also.

The number of grant requests submitted to ESF continues to grow as more people learn about our existence. We are gratified to see our hope to increase senior ministry across the diocese come to fruition, even though this makes the job of allocating our limited funds much more difficult. This year we received fifteen requests totaling just under $300,000, twice the amount of funds we had available to give. Consequently, the amounts awarded for almost all the grants were significantly less than requested.

The grants awarded, however, do good work across the diocese. We spread our funds from Galveston to Fort Worth and many points in between, for food, utility, and housing assistance; for adult hygiene supplies; respite care; a variety of senior programming and social programs; assessment of needs; the homeless senior population; and a program to help seniors help other seniors. Last but not least, we love supporting the Abundant Living Conference every year at Camp Allen.

The Rev. Robby Vickery and I are the last of the former St. James House, Baytown (SJH), Board members who, led by Bishop Fisher, formed ESF nine years ago after the sale of SJH. As Robby and I roll off the board at Council, it is amazing to think back over the vision and the work it took to move from managing a single-site nursing home in the southeast part of the diocese, to becoming a foundation that supports ministry to seniors all over our diocese. It has been a privilege and a joy to have shared this ministry with Robby and the bishop and all the others who have served on these two boards.

As always, I ask you to keep ESF, and those whose lives we touch, in your prayers.

Pamela S. Nolting, President

The Episcopal Diocese of Texas

FINANCIAL CATEGORY SUMMARY* REPORT

*Summary by Categories Only

Organization Name: Episcopal Seniors Foundation

2024		2025	
Beginning capital balance at 1.1.2024	$4,114,965.15	Beginning capital balance @ 1.1.2025	$4,450,815.88
Withdrawals	52,358.55	Withdrawals Note A	197,215.28
Note A			
		Contributions Note B	979.89
Contributions	575.32		
Note B		Capital Gains (Losses)	135,491.26
Capital Gains (Losses)	239,384.68	Net Investment Income	2,096.19
Net Investment Income	(650.34)	Change in unrealized gains/loses	364,906.62
Change in unrealized gains/losses	227,465.23	Change in account balance	306,258.68
Change in account balance	414,416.34	Ending capital balance @10.31.2025	$4,757,074.56
Ending capital balance @ 11.30.2024	$4,529,381.49		
		Note A:	
Note A:		Fees to diocese	$29,166.70
Fees to diocese	$32,083.37	Grants made (approved and should have been funded in 2024):	168,000.00
Grant to Camp Allen	20,000.00	Polk Cty. property taxes	48.58
Polk cty. property taxes	92.27		
Retreat expenses	182.91	Note B: Royalties from outside oil and gas holdings	979.89
Note B: Royalties from outside oil and gas holdings			

Pamela S. Nolting, President

ST. STEPHEN'S EPISCOPAL SCHOOL

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

The school continues to benefit from the leadership of Christopher Gunnin, who is in his tenth year serving as Head of School at St. Stephen's. Under Gunnin's leadership, the 2025-26 school year opened with robust enrollment, record retention, and a strong yield for both day and boarding openings.

Bishop Hines' founding vision of a talented and diverse student population is alive and well at St. Stephen's. The total enrollment of the school for 2025-26 school year is 714. The 182 boarding students represent 17 cities in Texas, 9 states beyond Texas, and 26 nations beyond the United States, bringing diversity of race, ethnicity, and religion to the campus. Students of color represent approximately 51% of the student body, institution-wide. $6.1 million in need-based and merit-based financial assistance was awarded to 154 students (22 percent of the student body). St. Stephen's admissions and enrollment trends are extraordinarily strong, allowing the school to meet strategic enrollment goals with well-qualified, mission-appropriate candidates. The school was thrilled with a 95% retention rate among eligible students in both our boarding and day student communities, another record year.

In 2025-26, St. Stephen's is excited to celebrate our 75th anniversary year and publicly launch the boldest comprehensive campaign in the school's history, **Lasting Impact: The Campaign for St Stephen's**. The Board of Trustees approved a three-year public phase with a goal of $85 million ($55 million for capital projects which include a Science and Technology Center, Student Support Center and the expansion and renovation of the Chapel; $18 million toward endowment priorities such as financial aid and scholarships and faculty support; and $12 million in operational support through the Annual Fund). As of July 31, 2025, donors have committed $56.6 million in gifts, pledges, and estate gifts. $17.3 million was committed in the 2024-25 school year alone, including 65 major gifts of $25,000 or more.

Key highlights this year have included: a leadership trip with Head of School, Chris Gunnin and Director of Advancement, April Speck-Ewer, to Taipei, Hong Kong, Beijing and Shanghai; the dedications and grand openings of St. Stephen's Aquatic Center and new Spartan Loop roadway, the first two completed capital projects of Lasting Impact; and the public launch of **Lasting Impact** at a major community event in the fall.

Christopher Gunnin, Head of School

The Episcopal Diocese of Texas

FINANCIAL CATEGORY SUMMARY* REPORT

*Summary by Categories Only

Organization Name: St Stephen's Episcopal School, Austin, TX

	2024-25 actual	2025-26 budget
Revenue		
Tuition	$ 32,688,347	$ 34,495,750
Fee Revenue	$ 530,789	$ 620,500
Other Revenue	$ 1,593,442	$ 1,202,800
Auxiliary Services	$ 3,787,978	$ 4,069,280
Total Revenue	**$ 38,600,556**	**$ 40,388,330**
Expenses		
Instruction & Student Services	$ 16,310,825	$ 17,381,200
Administration	$ 7,106,897	$ 7,922,883
General Institution	$ 1,491,669	$ 1,622,500
Plant Operations	$ 7,150,856	$ 7,551,717
Financial Aid	$ 5,440,088	$ 5,900,725
Remission	$ 316,200	$ 213,000
Auxiliary Services	$ 3,787,617	$ 3,795,687
Total Expenses	**$ 41,604,152**	**$ 44,387,712**
Gifts, Funding & Transfers		
Annual Giving - Unrestricted	$ 1,919,362	$ 1,900,000
Annual Giving - Restricted	$ 27,849	$ -
Subtotal Annual Fund	**$ 1,947,211**	**$ 1,900,000**
Transfers & Endowment		
Transfer - Restricted Funds	$ 292,715	$ 275,000
Transfer - Restricted Endowment	$ 1,243,125	$ 1,399,154
Subtotal Transfers	**$ 1,535,840**	**$ 1,674,154**
Total Transfers & Gifts	**$ 3,483,051**	**$ 3,574,154**
Principal debt payments	$ -	$ -
Reserves - Financial Aid	$ -	$ 425,228
Total Debt & Reserves	**$ -**	**$ 425,228**
Net Change in General Fund	**$ 479,455**	**$ -**
		Fiscal year runs from August 1 to July 31

Christopher Gunnin, Head of School

ST. VINCENT HOUSE

1. Growing Our Reach in Galveston County

One of our shared goals with the Episcopal Diocese and St. Vincent's House has been to expand our Hispanic outreach efforts countywide. Below is a comparison of our unduplicated individual demographics from FY2019 to FY2024. Since 2019, our Hispanic population served has grown by **306%**, and our Black/African American population served has grown by **146%**. I arrived at St. Vincent's House on February 2, 2020, and it has been a blessing to witness our commitment to serving all of God's people in Galveston County flourish in such meaningful ways.

Race	2019 Count	2024 Count	% Increase
Asian	28	65	132%
Black/African American	1,319	3,247	146%
Hawaiian/Pacific Islander	9	7	-22%
Hispanic	1,267	5,143	306%
Multi-Racial	20	259	1195%
N/A	85	292	244%
Native American	23	51	122%
White/Caucasian	1,519	2,443	61%
Total	**4,270**	**11,516**	**170%**

<u>Reaching Galveston's Black/African American Community</u>

According to the U.S. Census Bureau's 2023 American Community Survey (ACS), Black or African American residents make up **14.5%** of Galveston's population—approximately **7,730 individuals**.

In 2024, St. Vincent's House served **3,247 Black residents** through food security, homelessness prevention, health access, and crisis support. Based on ACS data, this means St. Vincent's House reached approximately **42% of the entire Black population of Galveston**. This is a profound indicator of both concentrated need and the essential

role SVH plays as a frontline safety-net provider for the Black community. (*2024 Census Data has not yet been released.*)

References:
American Community Survey 5-Year Data (2009–2023)
U.S. Census Bureau, Vintage 2024 Population Estimates
Texas Demographic Center

2. Community Outreach – Sandpiper Cove

Sandpiper Cove is home to more than **640 residents**, the majority living in single-parent households and experiencing significant barriers to health and wellbeing. Our work there continues to focus on breaking cycles of generational poverty through personal empowerment, partnership, and sustained community engagement.

Our mission at Sandpiper Cove is to foster sustainable growth and elevate the quality of life within the neighborhood. We are now an active collaborative of **more than 15 community leaders and organizations** across Galveston, working collectively toward shared goals.

Key accomplishments include:

- Strengthening neighborhood engagement to build community cohesion and develop future community champions.
- Partnering with **UTMB Public Health** to facilitate a community-driven focus group, which helped define the vision and priorities of the Sandpiper Cove Community Development Committee.
- Using the focus group findings to guide on-site, low-barrier programs and projects that directly address residents' expressed needs.
- Identifying key concerns, service gaps, and resident-preferred resources and engagement methods to ensure all efforts remain community-centered and community-led.

3. Social Media Trends Report

St. Vincent's House continues to see strong and meaningful growth across our social media platforms. As of this year, we have **3,159 followers on Facebook** and **1,187 followers on Instagram**, representing a steadily expanding digital community that is deeply engaged with our mission.

Key Audience Insights

- **Women are our strongest supporters and most engaged audience** on both Facebook and Instagram, particularly those between **ages 25–54**.
- This demographic consistently interacts with our mission-driven content and plays a significant role in amplifying our messaging and outreach efforts.

Growth & Engagement Patterns

- We achieved **strong, organic growth** throughout the year, driven primarily by:
    - Mission-focused storytelling
    - Food distribution updates
    - Appreciation and "thank you" posts
    - Community events and program highlights
- **Content that performs best** includes:
    - Multi-photo posts (especially service activities and community impact)
    - Reels featuring staff, volunteers, clients, and behind-the-scenes moments

These formats continue to boost visibility, reach, and audience engagement across platforms.

Community Interaction & Feedback

- We see **significant interaction from both donors and clients**, with the highest engagement occurring on Facebook.
- Comment threads and message activity indicate that our platforms are not only communication channels, but also community touchpoints—places where supporters express gratitude, seek help, and share stories.

Geographic Reach

- Our social media audience is primarily local:
    - **41% of Instagram followers** are from Galveston

39% of Facebook followers are from Galveston

- Beyond the city, our content reaches across **Galveston County** and increasingly into the **Greater Houston area**, expanding awareness of our mission and strengthening regional support. We are now linking our social media with the EDOT social media platform.

Paula Tobon, Executive Director

The Episcopal Diocese of Texas

FINANCIAL CATEGORY SUMMARY* REPORT

*Summary by Categories Only

Organization Name: St. Vincent's House - Galveston

2024		2025	
Distribution account	Total	Distribution account	Total
Income		Income	
4000 Balance Forward (In-kind Services)	4,588,450.96	4010 Affiliated Organizations	22,640.35
4010 Affiliated Organizations	2,000.00	4010-2 The Episcopal Diocese of Texas	801,000.00
4010-2 The Episcopal Diocese of Texas	487,976.00	4010-3 Other Churches	19,346.04
4010-3 Other Churches	44,206.30	Total for 4010 Affiliated Organizations	$842,986.39
Total for 4010 Affiliated Organizations	$534,182.30	Total for 4030 Foundations	$1,136,500.00
Total for 4030 Foundations	$976,301.00	Total for 4050 Grants	$202,074.41
Total for 4050 Grants	$484,427.20	4070 Diaper Bank	263,409.00
Total for Income	$7,071,386.46	Total for Income	$2,746,656.84
Expenses		In-kind Services	$4,588,451.00
5000 Salaries	853,323.01	Gross Profit	$7,335,107.84
5270 Homeless Prevention	$1,770,979.96	Expenses	
5272 Galveston Diaper Bank	283,569.39	5000 Salaries	841,889.92
5300 Clinic Expense	3,476,894.00	Total for 5270 Homeless Prevention Umbrella Program	$550,086.52
Total for Expenses	$6,997,872.71	5272 Galveston Diaper Bank	108,856.97
In-kind Services	$1,111,557.00	Expenses	$2,049,261.69
Total Expenses including in-kind	$8,109,429.71	In-kind Services	$4,588,451.00
Net Operating Income	$73,513.75	Total Expense	$6,637,712.69
6040 Depreciation	74,264.00	Net Operating Income	$697,395.15
Total for Other Expenses	$77,070.28	6040 Depreciation	69,864.00
Net Other Income	-$73,197.08	Total for Other Expenses	$69,864.00
Net Income	$316.67	Net Other Income	-$69,864.00
		Net Income	$627,531.15

Paula Tobon, Executive Director

UNIVERSITY OF THE SOUTH

The University of the South is the only institute of higher education founded and governed by dioceses of the Episcopal Church. Bishops, clergy, and laity from twenty-seven Constituent Dioceses form the core of the University's Board of Trustees, fostering mutually beneficial relationships that make Sewanee distinctive. In 2023–2024, the College of Arts and Sciences enrolled 1,681 students, with $7 million in aid awarded to College students from Constituent Dioceses, and a total of 1,304 Episcopal College students drawn from all twenty-seven dioceses.

The School of Theology enrolled 139 seminarians; all who applied for financial aid received support, and the current seminary student body represented eleven Constituent Dioceses.

During FY24 (1 July 2023 to 30 June 2024), diocesan financial support, including Sewanee Fund and capital project gifts, totalled $500,000, with an additional $600 given by parishes in the diocese; 1% of parishes made a gift to Sewanee. Engagement with Sewanee included 75 College students from the diocesan area, three seminarians from the diocese, forty-three School of Theology alumni currently serving in the diocese, and twenty EfM groups active within the diocese.

David M. Goldberg, Trustee