

APPROVED
MINUTES OF THE EXECUTIVE COUNCIL MEETING
Conference Call/Diocesan Office
January 25, 2014

Elected & Appointed Members in attendance via Conference Call: Kirstina Baker, Peter Bunder+, Max Nottingham, Allen Rutherford+

Elected & Appointed Members in attendance at the Diocesan Office: Bill Barfield+, Laura Cornell, Steve Holt, William Hughes, C. Davies Reed+, Whitney Rice+, Joseph Weaver, Suzanne Wille+, +Cate Waynick

Ex-officio Members in attendance via Conference Call: Kathy Copas, Tom Wood

Ex-officio Members in attendance at Diocesan Office: Marsha Gebuhr, Bruce Gray+, Sally Cassidy

Bishop Cate opened the meeting at 10:03 am with prayer.

Committee Reports:

Local & Global Outreach: It was reported that Global outreach has been looking at our ability to send some funds to South Sudan - +Cate herself has sent some funds.

Looking at Local Mission Outreach – they need to get more information to people, for example, some of the members of this committee were not aware until this past week that EFHN agencies are all over the Diocese – they are recommended through the Deaneries. We need to communicate this better so people realize that we are supporting ministries that are not all within the 465 beltway. It is important to note that Craine House for example ministers to women from all over the State of Indiana – not just women from the Indianapolis area. The group is going to be doing some work on their budgeting requests. In terms of the chairing of the Global Missions Committee, The Rev. Grace Burton-Edwards will be leaving the Diocese in a couple of weeks and Bishop Cate has asked the Rev. Deacon Drew Klatte to lead the Global Missions Committee. He has tremendous experience with all of the partner Diocese and with Haiti – he brings much experience and he is eager to be useful.

Congregation & Community Life: Allen Rutherford+ reported the following:

Since our last E.C. meeting in November, as Chair of the C&CL my work has been paved with good intentions. I did get in contact with David Emerson, Chair of the Mission Strategy, and we agreed to have a conversation about the work of Mission Strategy and how our E.C. Committee might be helpful to their work and be in prayer with them. I can also report in my own deanery, Southwest, that I have participated in one clericus meeting with Canon Debra Kissinger who has been working with the congregations in the deanery who currently are without a priest. As the bishop reported, and Canon Kissinger confirmed Peace Rockport is moving in the direction of hiring a “full-time” vicar. We are watching with interest the formation of the two shared ministries created last year in our diocese, and are exploring the possibility of such a shared ministry. Out of a sense of necessity, congregations striving to balance their budget with clergy support are rediscovering Morning Prayer as a viable option for Sunday morning worship. Along with that is a recommitment to lay leadership in these congregations. It would be helpful for our committee to contact the Deans of our various deaneries and find out which ones are planning to hold a spring deanery council meeting and have members of our E.C. Committee present.

Exploration & Opportunity: Whitney Rice+ reported that Suzanne Wille+ has offered to be the liaison the Reimagining Task Force – Suzanne+ reported the following:

Diocesan Reimagining Task Force (DRTF) Report for Executive Council: January 25, 2014

DRTF Meetings

Beginning in 2014, the DRTF started meeting via web twice a month and will have in-person gatherings for Lent and mid-summer

Connecting with Parishes and Diocesan Staff

DRTF continues to visit parishes and is also trying to schedule a meeting with Diocesan staff.

At parish visits, DRTF has heard variations on a few themes, regardless of whether a parish is small and struggling or growing. As a result, while we are certainly listening for new information as we visit parishes going forward, we're planning to start testing out ideas as we have them for suggestions and improvement.

Common Themes:

- Communications concerns - both internal and external
- Questions about how diocesan funds are being expended (it should be noted that many people are unaware that ~45% of diocesan budget goes for health coverage and to 815; it should also be noted that this substantial detail does not always soothe concerns).
- Parish financial concerns take a variety of forms, from the challenges associated with growth (i.e., seeking matching funds to inspire a capital campaign) to those already receiving Mission Strategy funding. Some concerns about inequity of clergy compensation among those directly employed by the diocese vs those employed by parishes
- Desires for help from the diocesan office:
 - Seeing where some churches are doing particularly well and highlighting practices that seem effective.
 - Helping ease parish administration, particularly with regard to parish finances and management of physical plant.

We note with a measure of dismay that some other parallel reimagining task forces in the wider church have issued reports and recommendations that we view as timid, given the scale of the challenge. TREC is expected to issue a report at the end of this month that will provide more information.

The Challenges DRTF Believes the Diocese Faces:

- **Legislation:** We don't think there's much here.
- **Technical fixes:** This mainly relates to communications, where DRTF notes that significant progress has already been made over the last year. However, there are still some easy fixes to attempt. Also possibly in this category: highlighting the availability of stewardship resources, further development of Diocesan Convention with workshops/networking.
- **More complex logistical issues:** For instance, when we think about what some centralization of administrative tasks would look like (perhaps purchasing, or accounting, etc. - [these aren't necessarily things that we're advocating, just things that have been discussed] - the precise project plan of what to do and how to do it is bigger.

- **Big Vision:** Still working on this. Over the course of the next few months DRTF will use the visions collected in the Diocesan Convention exercise to play back to the household interesting things that we heard and seek input on how the church would have to change to enact them. There is concern that those who are more conservative concerning the Diocesan budget are unlikely to make much headway (absent a financial emergency that really forces a choice) unless there is a shared vision of how we ought to use our resources. The DRTF takes the Great Commission seriously and believes that the Episcopal Church can grow and is called to do so. But doing this means prayer, service, and deployment of the resources we have been given to that end. (i.e., we need to spend money to grow, and growth won't immediately yield more financial resources as it takes time for new members / new Christians to develop spiritual habits, including tithing).

The General Convention deputation also has a responsibility to be thinking and engaging about what TREC and others are thinking about. There is substantial advocacy to reduce 815's ask to 15% or even lower, which would make a huge difference for IndyDio's budget, but this will mean hard choices at the denominational level. The deputation's aim with respect to TREC and whatever proposal comes out of PB&F should be to coalesce around a vision of what *growing* purpose the denominational apparatus should serve.

Notes from Brendan O'Sullivan-Hale, January 24, 2014

Adapted and submitted by E. Suzanne Wille, January 28, 2014

Whitney+ also reported that Karen King has resigned from Executive Council and Bill Hughes (from St. Stephen's, Terre Haute) will be joining the Exploration & Opportunity Committee and it looks like the big project for 2014 at Canon Kissinger's request will be Holy Currencies in project support, etc.

Bishop Waynick reported that the Anti-Racism Committee will all be attending a 2 day training session in the middle of February and out of that we expect to be able to have some folks come and due some training with leadership groups in the Diocese. Know that the Committee is moving.

Administration & Budget: Tom Wood will start with his Treasurer's report (below):

Treasurer's Report - Executive Council – Jan 25, 2014

Financial Statement

This financial statement is for the entire year. The major take away here is that we ended the budget year with a surplus in funds of some \$30,000 dollars and on top of that – we drew 130,000 less from the Unrestricted fund than budgeted. Thus, we were under budget by \$160,000. I recommend that you leaf through this document. Keeping track of the budget is just one part of the complex financial activity of this diocese.

Investment and Finance

The committee next meets on February 19th to review in detail the year-end Investment activity with Wells-Fargo and our investment manager, Justin Haskin. The committee and I received some information from Justin, but it is not final. What I can share is:

The asset value of the Unrestricted Fund on 12/31/2013 was \$31,589,923. Thus, the fund grew by \$1,745,129 after withdrawals and fees (12/31/2012 value was 29,844,794). That is a 5.8% growth in asset value. Actual return on investment will be around 13%. The exact figures have yet to be calculated.

Revolving Loan and Grant Fund activity

St. John's Speedway had a loan whose balance was above \$10,000.00. This was established before RL&G criteria would allow a \$10,000.00 grant. To provide relief to St John's the committee forgave \$10,000.00 of the balance with only the remainder continuing as a loan.

An additional comment include diocesan responsibilities with the Commission on Ministry and Ember Day activities as well as being selected to serve as co-chairman of the Liturgical Design Team for the 2015 General convention. His point is that we as Episcopalians live in a wider realm than just our own congregations as beautifully stated in his following paragraph.

“The blessing of the Episcopal Church is our connectedness. As a local church, we are connected to the diocese. As a diocese, we are connected to the country and to the world. Whatever we do in the name of Christ, we do as a family – a body.” The Rev. Charles Dupree –Trinity Topics –January 2014

I would hope this sentiment may be a part of every congregation's stewardship awareness.

Submitted by Thomas Wood
Diocesan Treasurer

C. Davies Reed+ moved to accept the Treasurer's Report, subject to Audit, Joe Weaver seconded – Passed unanimously.

Kristina Baker asked for an explanation of the history of the Congregational Development Fund. Canon Gebuhr furnished the following response:

History of the Congregational Development Fund

When we restructured in 2007-2008 the Mission Strategy group was asked to no longer add to their operating budget funds of between \$50,000 and \$100,000 above the promised assistance amounts. The old process allowed for contingencies of churches with emergency financial needs. However, if the funds were not expended then there was some criticism for unused budgeted dollars. It was decided at that time with about \$300,000 to set up a Congregational Development Fund held in the Special Funds that the Canon to the Ordinary and Mission Strategy could draw on for these emergency needs. If a church suddenly has a large income loss the budget cycle is such that assistance can be drawn from this fund until a church can apply and be approved for Mission Strategy assistance. This fund at 12/31/13 has a market value of \$90,854.68.

Allen Rutherford+ moved that the Executive Council move the \$30,386.68 surplus from the 2013 annual budget be moved into the Congregational Development Fund for 2014. Joe Weaver seconded. Passed unanimously.

C. Davies Reed+ moved to approve changes (in red) to the Budget Process for 2014 – seconded by Laura Cornell. Passed unanimously (see Resolution below):

Resolution from the Budget Formation Committee to Executive Council Regarding the Budget Process, updated, January 25, 2014.

- I. Budget request forms should be ready by the 17th of December with a final copy to be delivered to the Canon for Administration's office.
Those people working on Budget areas for the 2015 budget include:

<u>Executive Council Commission</u>	<u>Representative to Budget Process</u>
Congregation and Community Life	Allen Rutherford
Administration and Budget	C. Davies Reed
Local and Global Outreach	Steve Holt
Exploration and Opportunity	Whitney Rice
- II. The new form should be mailed to all current budget participants by January 27th and placed "on line" for all new groups requesting funds.
- III. Completed forms are to be returned to the Canon for Administration by February 18th.
- IV. The Budget Formation Committee will meet by February 21st and distribute requests to the four commissions named above. **(This shall go out by email)**
- V. The Executive Council Commissions will work through their requests and be prepared to bring any concerns to the March 15th meeting of the Executive Council. Special attention should be paid to identifying priorities for funding.
- VI. By March 31st, the following this should have occurred:
 - a. The Executive Council Commissions and Committees will submit their budget priorities to the Chair of the Budget Formation Committee and to the Canon for Administration.
 - b. The Treasurer will submit income figures (even if estimates).
 - c. The Canon for Administration will submit apportionment income figures.
- VII. The Executive Council Commission chairs will take to their committees the amounts from the Budget Formation Committee that need to be adjusted to achieve a balanced budget. Line item adjustments made by the Executive Council Commissions and Committees will be submitted by April 15th to the Budget Formation Committee.
- VIII. The Budget Formation Committee will draw up the preliminary budget to be distributed to the household by May 1st. **(All EC committees must contact the chair persons and deliver the proposed 2015 line item for their request and explain the timeline for appeal.)**
- IX. Between May 1st and August 1st request for appeal to a Committee's budget should be submitted to the appropriate Commission Chair. Then, requests for appeals to Commission budgets may be submitted to the Budget Formation Committee by the chair of the Commission requesting the appeal.
- X. Requests for appeal will be heard at the August meeting of the Budget and Finance Committee. Decisions will be returned to the Commission requesting appeal by August 31st. **(Following the September approval of the 2015 budget all EC committees should contact the chair persons who appealed and deliver the final 2015 line item amount.)**

Minutes:

Joe Weaver moved to approve the November 8-9, 2013 minutes of the Executive Council Meeting, Whitney Rice+ seconded. Passed unanimously.

Ratified the on-line votes for the Budget Adjustments for year-end –

In finishing up the yearend financial report the final line items exceeded budget by more than \$200 and must have approval to adjust from budgets that were under: Thus please vote on the following budget adjustments for 2013:

Decrease Medical	\$5,844.00
Increase Travel EC & Others	\$ 651.00

Increase Bishop's Hospitality \$ 312.00
Increase Diocesan Convention \$4,881.00 (We have cut below any realistic budget for a 3 day event.)

Increase Youth \$ 768.00
Decrease Young Adult \$ 768.00

Increase Mission Strategy \$34,899.00
Decrease various NE Deanery

Accounts:

5355-1 \$23,977.00
5256-1 \$ 4,844.00
5156-1 \$ 4,149.00
5057-1 \$ 1,929.00

(These were due to changes in NE Deanery, new unaided problem areas and the new shared ministry)
Passed unanimously.

Ratified the on-line votes for the 2014 Housing and Utilities –

Below is a summary of the requested housing and utilities figures for all of the clergy paid through the diocesan budget.

Whereas the clergy listed below are employed as ministers of the Episcopal Diocese of Indianapolis and are not provided a residence the Executive Council on the 19th day of December designates as parsonage allowance for each as stated below for 2014 within the meaning of that term as used in Section 107 of the IRS Code of 1986.

Charles Allen:

Housing \$ 8,200
Utilities \$ 8,800

Total \$17,000

Peter Bunder:

Housing \$ 29,600
Utilities \$ 8,400

Total \$ 38,000

Susan Bennett:

Housing \$ 15,940
Utilities \$ 5,900

Total \$ 21,840

Debra Kissinger:

Housing \$ 38,515
Utilities \$ 8,100

Total \$ 46,615

Bruce Gray:

Housing \$ 50,500
Utilities \$ 4,800

Total \$ 55,300

Whitney Rice:

Housing \$ 13,256
Utilities \$ 4,200

Total \$ 17,456

Rebecca Nickel:	
Housing	\$ 31,365
Utilities	<u>\$ 12,500</u>
Total	\$ 43,865
Linda Johnson:	
Housing	\$ 31,755
Utilities	<u>\$ 5,850</u>
Total	\$ 37,605
Cate Waynick:	
Housing	\$ 70,268
Utilities	<u>\$ 14,369</u>
Total	\$ 84,637

Passed unanimously.

Year-End Financial Statement (attached) Canon Gebuhr spoke about this document & responded to questions raised. If any additional questions come up contact Canon Gebuhr.

Joe Weaver moved to receive the Year End Financial Statement, pending audit, seconded by Bill Barfield+. Passed unanimously.

Bishop's Report:

- 1) Instituted Frank Impicliche+ as the Vicar of St. Mary's, Martinsville
- 2) Will be instituting Rebecca Nickel on February 16, 2014 as Rector of St. Timothy's, Indy
- 3) Visited the Seminary of the Southwest and visited with our seminarian T J Freeman, his wife & new daughter and had conversation with the Dean at the seminary
- 4) In November went to Rome for a meeting of the Board of Governors of the Anglican Centre in Rome
- 5) Freedom Indiana – regarding “marriage protection”
- 6) INDY Can – regarding public transit
- 7) Peace, Rockport is in the search process for a full time Vicar
- 8) South Sudan – weekly conference call which includes people all over the world -

Fund Raising for South Sudan -

Kathy Copas reported on the work she has been doing for this fund raising project:

Attached is a link to the heart-shaped lapel pins we could get the best deal on, at 66 cents a piece for 1,000 (or even less for greater quantities). 1,000 pins, for example, would be about \$660.00. If we sold them for \$5 each which should be easy if even a few parishes, youth groups, schools, businesses, and others would pitch in and get behind it, that would be at least \$4,340 (assuming everyone would just give a minimum \$5.00---many would likely give more).

<http://www.pinscentral.com/showproduct.asp?item=007001#order>

Below is a draft design for the informational piece of paper they could be pinned to for the sale. I would also plan to put up a quick/simple web site with minimum information and a focus on a giving link to try to snag some larger donations. We could also do some Indy area media (morning talk and midday news shows), promote to other dioceses, sell through social media, and partner with places like floral shops, card and gift stores, schools and maybe even speciality merchants.

Kathy hopes to get this launched about February 1st.

The following is what will be on the card that the pin is attached to:

Share the Love With South Sudan

www.sharinglovewithsouthsudan.org

Imagine armed rebels invading your local hospital and assassinating patients right in their beds... raping and killing people in their homes and places of worship... burning dwellings after stealing anything of value.

For the community of **Bor in South Sudan**, this nightmarish scenario recently became reality. Those who managed to survive the invasion fled by the thousands to overcrowded refugee camps or hid in the bush or on a river, creating a massive human needs crisis.

Your help is needed!

The **Episcopal Diocese of Indianapolis**, and its 47 churches throughout the lower two-thirds of Indiana, has been at **work in Bor for years** and is directly helping the **gentle and joyful Bor people recover** and rebuild their lives.

Your minimum \$5.00 tax-deductible donation will help purchase food and water, medicine, and supplies for re-building. Even your small gift can help save lives in the midst of this crisis.

Wear or give this pin to show your love and support for the people of Bor and South Sudan!

Learn more about it, make additional gifts, and track our progress.

New Giving Web Site for the fund raiser is:

<http://sharinglovewithsouthsudan.org>

The E. C. feels it would be better if we used the words “helping our brothers and sisters” in place of “gentle and joyful Bor people”

Bishop Waynick will get together with Kathy Copas and will make an advertising video to go the parishes, etc. for selling the pins.

Bishop Waynick authorized Kathy Copas to order 2,000 of these pins & cards as an initial investment & she has paid for them herself but it would be a good thing for the Executive Council to embrace a plan to raise fund for humanitarian aid for our brothers & sisters of South Sudan.

C. Davies Reed+ for the Administration & Budget Committee recommends to the Executive Council to move \$2,500 from the 2014 medical line item (5075-1) to the 2014 Exploration, Promise and Opportunity line (5106-1) of the budget to support the “Hearts for Sudan” button project. Seconded by Whitney Rice. Passed unanimously

Whitney Rice+ chair of the Exploration, Promise and Opportunity Committee have offered their help however they can.

Attached to the minutes will be the Propers for the Martyrs of Sudan so they will not have to be looked up for the February 16, 2014 World Day of Prayer.

Canon Bruce Gray+ gave his report:

**Pathways to Vitality
Diocese of Indianapolis
Mid Project Report, January 2014**

Through my first four years as Canon to the Ordinary for our diocese, I saw common themes and needs running through many of our congregations. Those insights formed the basis of the Pathways To Vitality program I created, which has been funded by an Episcopal Church grant obtained through the grant writing skills of Mike Scime.

My goal is that at the end of May, the conclusion of the Pathways project, our diocese will have over half our congregations equipped with lay and ordained leadership that has a deeper and more sophisticated understanding of how significant changes can take place in their own congregations for years to come, therefore making it easier to have congregations faithfully fulfilling God's desires for those people and places.

The kick-off event was a Friday evening/Saturday event at Waycross in September. That was followed by a condensed training in October at St. Philip's in Indianapolis. One of the workshops at Convention later in October both gave a summary of what the Pathways program is about, and some congregations already participating gave summaries of their efforts to date. In January I hosted a consulting day at St. Paul's, Columbus, at which participating congregations shared their progress and received feedback from myself and fellow Pathways participants. Our next Pathways gathering is Saturday February 22 at Waycross.

Over half the congregations in the diocese have participated in the Pathways training, in which they learn to be their own congregational consultants. The congregational teams learn about change dynamics, leadership recruitment and development, dealing with resistance, and many other applicable subjects. They are asked to plan for one small change in their congregations so that they can observe how change happens and affects their own congregation, since each church has unique dynamics. They then are equipped to make further and more significant changes using what they had learned from their small change process and results. The teams are especially asked to have a deep spiritual component to their efforts, so that there is an explicit theme of living deeper into God's presence and therefore God's ministries in their Pathways efforts.

Some congregations have started their one small change ministries already. One congregation is reshaping how its Vestry functions so that the ministry of being on a Vestry will draw its members closer to God and one another. Another church is beginning a new ministry for its surrounding neighborhood for pre-schoolers. St. John's Crawfordsville has been holding free meals with first responders for their region, so that they can hear from the police, fire fighters, etc. what ministries their community needs. Another congregation is having deep conversations with its members about how God is part of their lives both in and beyond church, with an eye on using those spiritual foundations to reach out beyond the current membership to the unchurched.

The Pathways to Vitality program officially ends with a May overnight at Waycross, and I can already see the positive, long term effects it will have on our diocese through shifts within some of our congregations in how they view and embody ministry, leadership, and their relationships with God.

Bishop Waynick brought to the E. C. the request we have received from the Diocese of Pittsburgh (see attached) requesting some financial help for SheldonCalvaryCamp. It needs considerable work and they are asking for help from the wider church to support their camp.

Joe Weaver moved that we send \$3,000.00 to the Episcopal Diocese of Pittsburgh for the help in refurbishment of Sheldon Calvary Camp. Specifically \$2,000.00 from Cathedral Grant and \$1,000.00 from Congregational Development Fund. Seconded by C. Davies Reed+. Passed unanimously.

The following comment was made by Allen Rutherford+ regarding the 2014 Budget Process Recommendation and asked that it be in the minutes:

Brought up at the Executive Council meeting January 25, 2014

Last year was my first year on Executive Council and I was assigned to the Congregational and Community Life Committee. It was my first time reviewing the budget requests from the budget line item ministries. I took the budget process very seriously and made a line-by-line assessment and recommendations. However, I made an observation last year that raised a concern as we move forward with the budget process for 2014. For several years now, the diocesan budget has been in a freezing or reducing mode of allocations for a number of line item ministries in order to balance the budget. A careful study of those line item ministries illustrates this point. Yet, I observed that a number of ministries within my committee's purview requested considerably higher funding than what they had received in at least the two years prior. I would venture to say that this is also true of other line item ministries throughout the budget. In other words, in my view, they were ignoring the budget trend and submitted unrealistic budget requests. Then they were shocked that they did not receive nearly as much money as they had requested, though in most cases, they received funding that was more in line with what they had been granted in previous, recent years. It is my thought and feeling that we need to inform all of the budget line item ministries that submit requests toward the 2014 budget to assess what they have received in recent years, and attempt to submit more realistic numbers. That way, there is less shock and awe when they are notified of what they can expect to be allocated. I realize that there will be ministries who will have special circumstances from year to year for which they will need "extra", one time funding and we can take these into account.

Respectfully Submitted,
Rev. Allen D. Rutherford

Bill Hughes mentioned an Indiana Network for Higher Education Ministries (INHEM) Networking Event that is being held February 6, 2014 at Indiana State University, for young adults.

Description:

<https://bos.etapestry.com/prod/viewEmailAsPage.do?databaseId=IndianaNetworkForHigherEdu&mailingId=28011240&personaRef=11800.0.11459&jobRef=882.0.70876197&memberId=934114111&erRef=11800.0.11476&key=cd0692c3bfe59267d5ecfac5310286c>

Regis. Form:

<https://app.etapestry.com/onlineforms/IndianaNetworkForHigherEdu/NetworkingEvent-copy.html>

Bishop Waynick closed the meeting at 12:15 pm with prayer.

Our next meeting date and place will be Saturday, March 15, 2014 at Waycross.

Respectfully submitted,



Sally Cassidy