

APPROVED
MINUTES OF THE EXECUTIVE COUNCIL
Waycross Conference Center
June 26, 2010

Elected & Appointed Members in attendance:

The Rev. Polk Culpepper, Ms. Marianne Dice, The Rev. Kristen Dobyns, The Rev. Todd Kleffman, The Rev. Canon Zoila Manzanares, Ms. Peggy Miller, The Rev. C. Davies Reed, Ms. Amy Scott, Mr. John Steele, Mr. Joseph Weaver, The Rt. Rev. Catherine Waynick.

Elected & Appointed Members absent:

Mr. Randy Bridges, Ms. Karen Dorfman, The Rev. Richard Godbold, Mr. Gordon Hershey, Mr. Steve Holt.

Ex-officio Members & Guests in attendance:

The Rev. Ed Tourangeau, Kathy Copas, Canon Marsha Gebuhr, Mr. Thomas Wood, Sally Cassidy, Secretary.

Bishop Waynick opened the meeting with prayer and a leadership formation instruction on Stewardship in general & Financial Stewardship - this being meaningful because the budget will be looked at today.

Joe Weaver moved to accept the March 13, 2010 minutes, Peggy Miller seconded – passed unanimously.

C. Davies Reed acting Chair for the Budget & Administration Committee resolved that the Executive Council ratifies its vote that the Diocese of Indianapolis shall retain Larry Nunn & Assoc. to produce quarterly reports on its special fund investments and to continue doing our annual audit. This was approved on line by 12 yes votes. Passed unanimously.

Presentation by Ed Tourangeau, Chair of the Personnel Policy & Compensation Committee to the Executive Council on a portion of the budget that was reviewed on June 19, 2010, by the Budget Committee:

1. Adjustments to lay and ordained staff salaries for budget year 2011:
 - 1.5% Cost of Living Adjustment to all diocesan clergy, and recommend to parishes as well.
 - 2.0% Cost of Living Adjustment to all lay diocesan staff.
 - *Rationale: the slightly higher percentage is the beginning of a time of higher annual percentage CoLA adjustments for lay staff to effect higher salary levels for them over time.*
 - Canon salary equalization:
 1. PP&Compensation Committee recommended to Bishop that we move to equalize the three canons' salary levels.
 2. Bishop suggested three options to Administration and Budget Subcommittee: to do so all at once, over a three-year period, or over a five-year period. Elected to go with three-year period.
 3. The selected plan calls for Gray to receive standard (in 2011, 1.5%) CoLA; Gebuhr to receive \$9200 increase in each of 2011, 12 and 13; and Kissinger to receive \$9500 increase over the same period. Subsequently each will receive standard CoLA as it is established.
 4. All other benefits to remain the same.
 5. This will bring the three salaries to w/in a just proximity to each other, yet respect the “on call” responsibility of the Canon to the Ordinary.

The Bishop discussed that there is a need to address the disparity in the salaries of the Canons. This is a three year plan in which the Canon to the Ordinary will receive only the cost of living increase and the other two Canons will have increases over a three year period to bring them more closely into alignment with each other. The Bishop will work with the Canon for Administration is what would it cost to have in the Diocesan budget premiums for lay employees of the Diocese (supposing that each Parish would need to have at least one lay employee).

2. Health Insurance:

- The PP&Comp Committee wishes to explore and evaluate the possibility of offering a HD/HSA (High Deductible Health Savings Account) as a means of dollar savings in budget (\$730,000 budgeted for Health Insurance in 2011).
- *If this seems a reasonable option we may recommend “incenting” the choice for those who make it by contributing all or a significant portion of diocesan premium savings into the savings portion in the first year, meaning an eventual rather than an immediate savings to the diocese. We are asking EC if it is OK to proceed w/this exploration.*
- EC is reminded that current plan is to increase employee premium share (at 10% in 2010) to 12.5% in 2011 and 15% in 2012, and try to hold at that level for some time. (***)NB that right now, we do not require a premium share from the two employees who have chosen the HD/HSA plan.)

The Executive Council voted unanimously for the Personnel Policy & Compensation Committee to go ahead and explore this Health Insurance issue.

3. Church Pension Group/Medical Trust and GC Resolutions A138 and A177:

- A138 stipulates employers in the Church must offer pension benefit to lay employees working 1000 or more hours per year (20 hours/wk). The employer contribution must equal at least 9% of employee salary.
- A177 stipulates employers in the Church must provide health care benefits to lay employees working 1500 or more hours per year (30 hours/wk). Lay and ordained employees are to be subject to the same cost-sharing provisions; clergy cannot be treated more favorably than lay employees.
- Both resolutions must be in place by 12/31/2012.
- Consequently, Marsha has arranged for representatives from both the Pension Fund and the Medical Trust to visit the diocese on 9/10 and 11. They will attend the EC meeting in Columbus on 9/11 and diocesan leadership beyond EC will be invited to attend; this will be at Bishop's invitation, probably to include at least the PP&Comp members and Deans.
- Persons unable to attend Columbus session on 9/11 can arrange to attend a meeting on the afternoon of 9/10 in the Indy area.

Bishop stressed that it will **be very important** that all Executive Members be at that 9/11/10 meeting.

All Executive Council members must understand all that Ed has explained so that when you go to your Deanery meetings this Fall, their will be questions, and Executive Council members are expected to be able to explain the budget that will be presented to the Diocesan Convention.

Local & Global Mission & Outreach:

Chair, Richard Godbold did not send out a report prior to the meeting and Joe Weaver said at this time he didn't have anything to report.

Bishop reminded the Council if there were any people from around the Diocese that they would like appointed to their particular Committee and the person is willing to serve, to let her know and for a year at a time she will appoint individuals to that Committee.

Congregational & Community Life/Mission Strategy:

Kristen Dobyms reported that in Karen Dorfman & Bruce Gray's absence she received an e-mail from Bruce Gray that C&CL has been working on a proposal for St. Luke's Shelbyville that should be voted on today. Peggy Miller (co-chair) & Kristen had communication with Canon Gebuhr it was concluded that because of rules that have been changed last year nothing needs to be voted on today.

Exploration & Opportunity Committee: Polk Culpepper reported the following:

Commission members present: Polk Culpepper, Kristen Dobyms and Amy Scott.

On Saturday, June 26, 2010 the meeting was called to order by the Chair, Polk Culpepper, who proposed that the Commission continue its discussion of the Purpose Statement which reads:

“The purpose of the Exploration and Opportunity Commission of the Executive Council is to identify and address areas of opportunity or concern within the Council and the Church at large which require deeper study and which may best be addressed by novel or as yet untried means.”

The Chair began the discussion with the question: what do we see as “areas of opportunity or concern within the Council and the larger Church”? Responses are listed below:

1. The need for anti-racism education and training
2. Concern over a \$100,000 cut in the diocesan budget for 2011
3. Concern that some lay members of the Council feel “out of the loop” vis-à-vis clergy members who are better educated about the issues
4. Concern that many Americans, including Episcopalians, give their primary allegiance to American civil religion, thinking it represents the Christian faith.
5. Items dropped by the Council between meetings, such as the use of webcams
6. Concern that many churches may soon be unable to afford full-time clergy or maintain their buildings
7. Concern that the percentage of Americans who regularly attend church services continues to decline

Chair Culpepper will distribute these minutes to Commission members and seek (1) further responses to the question and (2) ideas for the next step, i.e., now that we have identified areas of opportunity and concern, what do we do with them?

There was conversation among the members.

At 12:10 pm the Council broke for lunch and Bishop asked that we be back by 12:45 pm.

Administration & Budget Committee: Tom Wood spoke to the Treasurer’s Report that was sent out before the meeting.

Since last E.C. meeting the Diocesan Audit has been received and reviewed. Peggy Miller moved that the E.C. moved to accept the Audit the report as received, seconded by Todd Kleffman, passed unanimously. Tom Wood spoke to the May Financial Statement that was sent out before the meeting – their will be a Finance Committee meeting on July 14 with where our first quarter with *Wells Fargo* (editorial correction made) will be reviewed.

There are 2 other accounts that have been at J.P. Morgan which were the Revolving Loan and Grant Fund and the Program & Expense Fund – The RL&G fund has been moved to a special fund account & now Marsha will be receiving all of the payments on all outstanding loans. The Program Expense Fund will make use of a no fee cash management fund that Wells Fargo offers and we have access to.

Tom Wood asked that you read over the Investment & Finance Minutes for March 3, March 24 and June 2, 2010 that were sent out before the meeting. The Investment & Finance Committee allotted \$ 1,736,601.00 from the Unrestricted Fund for the 2011 Budget – this represents a 6% draw and more information is located in the Investment & Finance Minutes.

C. Davies Reed moved to accept the Treasurer’s report, subject to audit, passed unanimously.

Two Line Item Adjustments:

- 1) Adjustment to the Archives (Line Item 5155-1) add to that line \$2,000
- 2) Under Bank Fees (Line Item 5090) subtract \$2,000

Indicate that the Fund Reporting by Nunn of \$3,000 will be incorporated into the Bank Fee Line Item.

Tom Wood spoke to questions on this.

C. Davies Reed for the Administration & Budget Committee moved to accept these line item adjustments, passed unanimously.

Marsha Gebuhr for the Administration & Budget Committee walked through the Budget 2011 with the E.C. If any questions should arise after looking this over e-mail questions to Canon Gebuhr now!

Bishop Waynick mentioned that we do not have a handbook for the Administration & Budget Committee, for the Budgeting process, it would be helpful to have a handbook of what is expected and she is willing to work on this – Tom Wood offered to work on the establishment of this handbook, Joe Weaver and Peggy Miller both agreed they will work with Bishop also on the handbook.

When the Fall Deanery Council Meetings meet, Executive Council members who represent that Deanery are expected to attend those Deanery Meetings and be able to speak to things like the Budget.

Bishop's Report:

In May nine people from the Diocese made a trip to our Companion Diocese in Brasilia for the 50th Anniversary of an Anglican presence in Brasilia the 25th Anniversary of the Cathedral in Brasilia. Eight folks (not the Bishop because of prior commitments) were able to be there for several days and see many of ministries that this Diocese has been supporting. They were also able to attend the ground breaking for the HIV/AIDS house. Bishop arrived on May 21, in time for weekend celebrations at the Cathedral – wonderful memories of those who have been a part of the life of the Cathedral of Brasilia. Bishop Waynick was able to announce that the Diocese of Indianapolis had raised \$10,000 as an Anniversary gift. They also received notice that the United Thank Offering is granting them \$75,000 for another project and this grant came through the Bishop's Office because of Companion relationship with Brasilia. Bishop Waynick preached at the Celebration Eucharist on Sunday.

She has had her physical check up and things are good and going the way they are supposed to.

Continuing to meet with the core group for General Convention 2012. It looks like we are going to need a total of 1100 volunteers overall – stay tuned!

Bishop continues to serve on 2 Seminary Boards – General Theological Seminary in New York and Bexley Hall in Columbus, Ohio and serving on a special committee with Bexley that is in conversation with Seabury Western Seminary looking at some ways perhaps some things can be provided for continuing education for clergy and lay professionals and provide some training & development for lay people who want to take on leadership roles in the Church.

Kathy Copas reported that she is working on 2 pieces – one will be a general report for Diocesan Convention and the other is a “stand alone” Sunday School where we can share some things and allow Parishes and Sunday Schools be able to talk about how they might engage in the issues of our Companion ministry.

Bishop Waynick spoke about the “Pentecost Letter” from the Archbishop of Canterbury and the Presiding Bishop's response. (Both letters are on line at the National Church's web site.)

Old business:

Deanery meetings can be scheduled anytime after Sept. 20th.

At the Sept. 11th meeting the Executive Council will vote to recommend to Convention the 2011 Budget as it is

presented at that time. (In case there are changes from what we are looking at today).

Kathy Copas reported that the new web site has been launched.

When a member of E.C. posts to the Executive Council Forum all members of the E.C. will receive notification that someone has posted to it.

A new site on the new web page is Neighbor to Neighbor – exchange ideas about what is going on, etc. “The Food Connection” and “The Job Connection” place where you can go if you have heard of jobs or if you know someone with a certain skill – here is a place for that kind of information – also Food Connection is a place to list of feeding ministries – if someone is looking for a place here is a place to use as a reference tool. Also, here is a place to list a need for volunteers and exactly what might be needed at any given time. Kathy suggested that you explore the new web site (it is always a work in progress) and let her know if you have any questions and/or concerns!

We are launching in June “The Gathered Community” – you have probably seen something about this in the Wednesday Mailbag or on the Web Site. Every first of the month E-News Letter – it will be sent to every Congregation with the idea that each Congregation can send it out to their members.

Sept. 1 we will be launching “Go Forth” the new quarterly magazine – and we have videos in process (1 – the budget video, 2 – two Brasilia videos and 3 – Mission Minutes for Diocesan Convention)

New Business:

Next Meeting: Saturday, Sept. 11th at St. Christopher’s Carmel. Very important meeting.

If you absolutely cannot make the Saturday, Sept. 11 meeting, please plan on being at the Diocesan Office for the presentation on Friday, Sept. 10 by the folks from 815.

Bishop Waynick closed the meeting at 2:30 pm with prayer.

Faithfully submitted,



Sally Cassidy



The Rt. Rev’d Catherine M. Waynick