

APPROVED
MINUTES OF THE EXECUTIVE COUNCIL MEETING
Waycross Camp & Conference Center
March 21, 2015

Elected & Appointed Members in attendance: Kristina Baker, Peter Bunder+, Coral Hamlin, Steve Holt, William Hughes, Max Nottingham, Whitney Rice+, Allen Rutherford+, Sean Sullivan, Evelyn Wheeler+, +Cate Waynick.

Ex-officio Members in attendance: Kathy Copas, Canon Marsha Gebuhr, Canon Bruce Gray+, Tom Wood, Sally Cassidy

Allen Rutherford+ opened the meeting at 10:05 am with prayer & check in.

Minutes: Allen Rutherford+ moved to approve & accept the December 6, 2014 minutes of the Executive Council Meeting, seconded by Coral Hamlin. **Passed unanimously.**

Commission Reports:

Administration & Budget:

Tom Wood, Treasurer submitted the following:

Treasurer's Report - Executive Council – Mar 21, 2015

Financial Statement

The February statement shows us to be behind by approx. \$3,000. But, we have drawn some \$18,700 less from the unrestricted fund to date based on equal monthly withdrawals. There are always extra expenses at the beginning of a year. As a comparison – last year's February report showed a \$28,000 deficit. So, we seem to have gotten started in pretty good shape.

Too early to have a full grasp of how apportionment payments are proceeding, but there are only four congregations who have yet to make any payments for this year. And, if you look at the last page of the statement, you will note that the apportionment arrearages are down from last year. Some of these arrearages were alleviated from special grants from the Congregational Development Fund to several congregations to cover unexpected expenses. The status of this fund with recommendations is covered in the Investment and Finance minutes.

Investment and Finance

The committee met on February 11th to review in detail the year-end Investment activity with Wells-Fargo and our investment manager, Justin Haskin, and take up other matters that are contained in the minutes you received and include:

- 1) 2014 diocesan fund performance.
- 2) Comments on available draw from the Unrestricted Fund for the 2016 budget
- 3) Discussion regarding the depletion of Congregational Development Fund and the committee's recommendation.
- 4) The committee recommended action taken to remind congregations of a) canonical requirements for investments by diocesan entities and b) what comprises good investment practices. The Treasurer was to write a letter. He did and it is attached.

- 5) Revolving Loan and Grant Fund activity not yet included in I&F minutes (were approved on-line). 1) A loan of \$100,000.00 and grant of \$10,000.00 to St. Andrew's, Greencastle for remodeling and additions to their parish hall. 2) A loan of \$50,000.00 and a grant of \$10,000.00 to Trinity, Bloomington for interior restoration of the sanctuary.
- 6) Discussion centered on the status of the Congregational Development Fund that resulted in the presentation of the following motion for Executive Council consideration.

The Administration and Budget Commission on behalf of the Investment and Finance Committee moves that \$55,000.00 of the 2014 cash budget surplus be transferred to the Congregational and Development Fund and that the remaining surplus of \$5,600.00 be returned to the Unrestricted Fund and recommends that the Executive Council restore a budget item for ongoing support of this fund whose purpose is more than just an emergency fund as its name implies.

Submitted by Thomas Wood
Diocesan Treasurer

Minutes
Investment and Finance
February 11, 2015

C. Davies Reed+
Steve Fales+
John Denson+
Chip Chillington+
George Plews
Canon Marsha Gebuhr – Staff
Canon Bruce Gray – Staff
Tom Wood, Chair
Absent:
Tom Honderich+

Meeting called to order at 2:00 pm

1. The committee reviewed 2014 performance of diocesan funds with Justin Haskin of Grace Legacy Capital. The summary of his report is that our investments performed very well this past year with a total return of 10% which was slightly better than our benchmark of 9.8%. The S&P return which is solely made up of equities was 13.7%. The cash return was essentially \$3 million. We spent about \$1.6 million; thus, the fund grew in asset value by \$1.4 million.

The special funds performances for the year actually exceeded the S&P with a return of 14% for the growth fund and 16% for the balanced fund. Our congregations who are invested in these funds did very well. While Justin cites these returns as proof we are using an appropriate investment model, he also acknowledged that the high returns of the special funds were somewhat by luck. The relative large cash holdings (needed to meet redemption demands) added more value than one would normally expect.

Looking forward, most people agree that the economy is on an upward path. What is not so clear is how the markets will perform. While the pundits are all over the place, there is a broad consensus that large cap domestic stocks are a safe bet. And, fixed income is beginning to have some return.

Not great, but better than zero. This is pretty much how 2014 ended, and Justin sees no need to alter our asset allocations at this time. We remain fully invested.

2. The Treasurer shared information on final budget performance and fund availability for the 2016 budget to be passed on to the Budget Formation Committee.

As shown by the December full year financial statement, the budget ended with a cash balance of \$55,600.00, and the amount drawn from the Unrestricted Fund was \$112,066 less than allotted. Thus, the actual percent draw for 2014 was 5.25% instead of the budgeted 5.67% (2015 budgeted draw is 5.4%). With the good investment returns of the last two years, and the ability to drop a less than stellar return from the three year average used to compute budget income, there will be an additional \$60,000 available over the current year which we are hopeful can yet again reduce the amount of draw.

3. The Treasurer noted that during the most severe years of the depression, many congregations were faced with financial needs beyond their means, and beyond the resources of Mission Strategy. These needs were primarily met through the resources of the Congregational Development Fund. This fund was created about eight years ago to foster congregational growth and was funded both by the budget and by direct contributions from the Unrestricted Fund. The funding ceased shortly after the depression set in. An average of approximately \$52,000 a year has come out of the fund. Today the balance has fallen to \$73,000. This has been a very important resource for the diocesan family to meet crises needs, but it is being depleted. It is time to move beyond the point where it is primarily a crises fund and return it to its original intent as a development fund (which will still have a crisis component). To this end, the Investment and Finance Committee recommends the Executive Council do three things.
 1. Transfer \$50,000.00 of the 2014 cash surplus to the Congregational Development Fund.
 2. Return the remaining \$5,600.00 to the Unrestricted Fund.
 3. Recommend that the Congregation and Community Life Commission consider restoring ongoing support of the fund through the budget.

The motion will read: The Administration and Budget Commission moves to transfer \$55,000.00 of the 2014 cash budget surplus to the Congregational Development Fund, return the remaining surplus of \$5,600 dollars to the Unrestricted Fund, and recommend that the Executive Council restore a budget item for ongoing support to this fund.

4. Chip Chillington+ raised the question: should this committee, as the result of actions taken by Christ Church Cathedral, inform our diocesan family to be aware of certain investment practices and procedures that may not be in their best interests. The committee agreed that this would be a good idea while remaining at arms-length from the Christ Church situation. The Treasurer agreed to draft a letter for review with the committee.

With no further business, the meeting was adjourned at 3:50pm

Submitted by Thomas Wood
Treasurer and Chair

The Executive Council recommends that we recind the designation of \$50,000 for the Archives Project set aside from the Revolving Loan and Grant Fund.

Passed Unanimously.

The Administration and Budget Commission moves to transfer \$50,000.00 of the 2014 cash budget surplus to the Congregational Development Fund, and return any remaining surplus to the Unrestricted Fund, and recommend that the Executive Council restore a budget item for ongoing support to The Congregational Development Fund.

Passed Unanimously.

Evelyn Wheeler moved to accept the Treasurer's report, subject to audit & Max Nottingham seconded – Passed unanimously.

Line Item Adjustments that were voted & passed on line & now need to be affirmed by EC:

1.

Increase Public Relations 5112-1	\$2,000.00
Decrease Go Forth Magazine/Gathered C. 5111-1	\$2,000.00

The magazine publication was reduced but we assisted several churches in setting up web sites thus the need to adjust.

Increase Pooled Program 5106-1	\$4,380.00
Decrease Reimagining 5108-1	\$4,380.00

The pooled account assisted with the pins for Sudan and then we held an anti-racism meeting in November which did not have budgeted funds until 2015. The reimagining group spent only about \$400 of their \$5,000 budget in 2014 so adjusting these two accounts would shift funds to cover the extra cost in the pooled account.

The next batch will all be requests to increase budgets and decrease the medical insurance line item to cover the overages (Many of these line items were cut very thin over the last few years. We have discussed recently if we are budgeting realistic figures in some cases so these adjustments will help us better plan the 2016 budget):

Increase Staff Travel 5062-1	\$5,266.00
Increase Bishop Hospitality 5064-1	\$3,297.00
Increase Property/Liability 5074-1	\$1,196.00
Increase Diocesan Convention 5094-1	\$4,697.00
Increase Ordinations 5098-1	\$1,832.00
Increase Mission Strategy 5213-1	\$2,363.00
Increase Min. Higher Ed. 5230-1	\$1,158.00
Increase Archives 5155-1	\$ 201.00
Increase Shelbyville Pension 5357-1 qtr. '13 until '14)	\$2,548.00 (This one we were not billed for 4 th)
Decrease Medical 5075-1	\$22,558.00

2.

Below is a summary of the requested housing and utilities figures for all of the clergy paid through the diocesan budget. The Executive Council needs to do an online vote prior to the first payroll for 2015 so

please respond to gebuhr@indydio.org with your yes or no vote. (If the cleric has made a change from their 2014 housing & utilities requested designation you will find the detail attached.)

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 22nd day of December designates as parsonage allowance for each as stated below for 2015 within the meaning of that term as used in Section 107 of the IRS Code of 1986.

Charles Allen:

Housing	\$ 8,200
Utilities	<u>\$ 8,800</u>
Total	\$17,000

Peter Bunder:

Housing	\$ 30,500
Utilities	<u>\$ 8,500</u>
Total	\$ 39,000

Christopher Beasley:

Housing	\$20,569.40
Utilities	<u>\$ 5,680.70</u>
Total	\$26,250.10

Susan Bennett:

Housing	\$ 15,940
Utilities	<u>\$ 5,900</u>
Total	\$ 21,840

Debra Kissinger:

Housing	\$ 55,700
Utilities	<u>\$ 8,500</u>
Total	\$ 64,200

Bruce Gray:

Housing	\$ 50,500
Utilities	<u>\$ 4,800</u>
Total	\$ 55,300

Whitney Rice:

Housing	\$ 13,076
Utilities	<u>\$ 3,600</u>
Total	\$ 16,676

Rebecca Nickel:

Housing	\$ 40,201
Utilities	<u>\$ 9,760</u>
Total	\$ 49,961

Linda Johnson:

Housing	\$ 31,305
Utilities	<u>\$ 5,750</u>
Total	\$ 37,055

Cate Waynick:		
	Housing	\$ 70,268
	Utilities	<u>\$ 14,369</u>
Total		\$ 84,637

3.

Members of EC:

The Rev. Canon Dr. Gray Lesene begins as Vicar in the Brownsburg area this month. The letter of agreement states the following in regards to compensation:

- I. The Vicar's annual cash salary will be **\$58,242**, paid bi-monthly in the appropriate pro-rated amounts.
- II. At the Vicar's request, a portion of the annual cash salary shall be designated as housing allowance. For 2015, the Vicar designates \$24,000 of the annual cash salary as a housing allowance. The housing allowance request will be presented in the format provided by the Diocese of Indianapolis and submitted to the Diocese of Indianapolis by December 31 of the year prior to the request. The Vicar's annual cash salary, and housing allowance, shall be reviewed and adjusted annually in light of changes in the cost of living and a recommendation of the Personnel Policy and Compensation Committee recommendation regarding clergy salary and merit.

Therefore please vote your approval of his housing amount of \$24,000 for 2015

Affirmation of all three items were affirmed unanimously.

Conflict of Interest Policy as proposed:

EPISCOPAL DIOCESE OF INDIANAPOLIS Conflict of Interest Policy

A conflict of interest is a transaction or relationship that presents or may present a conflict between a member or an employee's obligation to the Diocese of Indianapolis (and the diocesan Parishes and Missions) and that person's personal, business or other third party interests.

This policy is designed to help identify situations that present potential conflicts of interest and to provide a procedure that will allow a transaction to be treated as valid and binding even though a member may have a conflict of interest with respect to the transaction. The policy is intended to comply with IC 23-17-13-2 of the Indiana Nonprofit Corporations Act governing conflicts of interest for directors of nonprofit corporations.

I. Relationships:

- A. **Personal Relationships:** ~~Refrain from dual relationships~~ **It is best practice to avoid dual relationships whenever possible.** Dual relationships in a church setting occur when clergy attempt to relate to a person on two levels at the same time. This can happen when clergy attempt to relate to an individual both personally and professionally (i.e., as cleric and parishioner, and at the same time in some other role such as supervisor and parish employee.) Dual relationships may diminish the effectiveness of ministry.

To avoid dual relationships:

- Parishioners should not be in paid staff **positions if at all possible recognizing in small congregations this may be difficult.**
- A clergy spouse, partner or family member should not serve on parish staff as a lay employee, a convention delegate, or as a parish officer or Vestry/Bishop's Committee member in the parish where the related clergy person serves.

- Do not allow more than one member of a family to serve on Vestry/Bishop's Committee.

B. **Business Relationships:** All conflicts of interest are not necessarily harmful to the diocese or a church; however, full disclosure of actual and potential conflicts should be considered by the Executive Council/Vestry/Bishop's Committee. The interested member(s) should be excused from participating in discussions and voting on the matter. Any deviation from the policy should be approved and documented.

Example:

- A contract or financial transaction between the diocese or a church and an entity to which a member, clergy, officer, or family member has a material financial interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, conservator or other legal representative.

II. **Procedures to Disclose and Address Personal & Business Relationships:**

A. **Disclosure of Conflict**

- Prior to board or committee action on **employment**, a contract, or transaction all interested persons in attendance with any actual or possible conflicts of interest shall disclose his or her **personal or** financial interest and all material facts. Such disclosure shall be reflected in the minutes of the meeting.

B. **Addressing Conflict**

1. An interested person may make a presentation at the board or committee meeting, but after such presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement resulting in the conflict of interest. Such person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.
2. A person who has a Conflict of Interest with respect to a Contract or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote. The person having a conflict of interest may not vote on the Contract or Transaction and shall not be present in the meeting room when the vote is taken, unless the vote is by secret ballot. Such person's ineligibility to vote shall be reflected in the minutes of the meeting.
3. The chairperson of the board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement. If a more advantageous transaction or arrangement is not reasonably attainable under circumstances that would not give rise to a conflict of interest, the board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest and for its own benefit and whether the transaction is fair and reasonable to the Corporation and shall make its decision as to whether to enter into the transaction or arrangement in conformity with such determination.
4. If the board or committee has reasonable cause to believe that a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after hearing the response of the member and making such further investigation as may be warranted in the circumstances, the board or committee determines the member has in fact failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action such as request divestment of conflicted interest or dismissal from the board of directors.
5. **In the case of dual relationships the employer shall defer to the Personnel Policy of the organization which should already cover complaint procedures, confidentiality and other employee expectations. The diocesan policy on the web site may be modified for parish use. (If necessary the vestry could request a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement such as the Canon to the Ordinary.)**

Review of policy

To ensure The Episcopal Diocese of Indianapolis operates in a manner consistent with its charitable purposes and does not engage in activities that could jeopardize its tax exempt status, periodic reviews shall be conducted.

The Personnel Policy & Compensation Committee shall review this policy annually on behalf of the Executive Council. Any changes to the policy shall be communicated immediately to officers of the Diocese, Clergy, Wardens, Vestries and Bishop's Committee.

I have reviewed, and agree to abide by, the Conflict of Interest Policy of the Episcopal Diocese of Indianapolis currently in effect.

Signature: _____ Date: _____

Passed unanimously with changes made (see below).

Conflict of Interest Policy as amended & Cover Letter from the Bishop :

**EPISCOPAL DIOCESE OF INDIANAPOLIS
Conflict of Interest Policy**

A conflict of interest is a transaction or relationship that presents or may present a conflict between a member or an employee's obligation to the Diocese of Indianapolis (and the diocesan Parishes and Missions) and that person's personal, business or other third party interests.

This policy is designed to help identify situations that present potential conflicts of interest and to provide a procedure that will allow a transaction to be treated as valid and binding even though a member may have a conflict of interest with respect to the transaction. The policy is intended to comply with IC 23-17-13-2 of the Indiana Nonprofit Corporations Act governing conflicts of interest for directors of nonprofit corporations.

I. Relationships:

A. **Personal Relationships:** It is best practice to avoid dual relationships whenever possible. Dual relationships in a church setting occur when clergy attempt to relate to a person on two levels at the same time. This can happen when clergy attempt to relate to an individual both personally and professionally (i.e., as cleric and parishioner, and at the same time in some other role such as supervisor and parish employee.) Dual relationships may diminish the effectiveness of ministry.

To avoid dual relationships:

- Parishioners should not be in paid staff positions if at all possible.
- A clergy spouse, partner or family member should not serve on parish staff as a lay employee, a convention delegate, or as a parish officer or Vestry/Bishop's Committee member in the parish where the related clergy person serves.
- Do not allow more than one member of a family to serve on Vestry/Bishop's Committee.

B. **Business Relationships:** All conflicts of interest are not necessarily harmful to the diocese or a church; however, full disclosure of actual and potential conflicts should be considered by the Executive Council/Vestry/Bishop's Committee. The interested member(s) should be excused from participating in discussions and voting on the matter. Any deviation from the policy should be approved and documented.

Example:

- A contract or financial transaction between the diocese or a church and an entity to which a member, clergy, officer, or family member has a material financial interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, conservator or other legal representative.

II. **Procedures to Disclose and Address Personal & Business Relationships:**

A. ***Disclosure of Conflict***

- Prior to board or committee action on employment, a contract, or transaction all interested persons in attendance with any actual or possible conflicts of interest shall disclose his or her personal or financial interest and all material facts. Such disclosure shall be reflected in the minutes of the meeting.

B. ***Addressing Conflict***

1. An interested person may make a presentation at the board or committee meeting, but after such presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement resulting in the conflict of interest. Such person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.
2. A person who has a Conflict of Interest with respect to a Contract or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote. The person having a conflict of interest may not vote on the Contract or Transaction and shall not be present in the meeting room when the vote is taken, unless the vote is by secret ballot. Such person's ineligibility to vote shall be reflected in the minutes of the meeting.
3. The chairperson of the board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement. If a more advantageous transaction or arrangement is not reasonably attainable under circumstances that would not give rise to a conflict of interest, the board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest and for its own benefit and whether the transaction is fair and reasonable to the Corporation and shall make its decision as to whether to enter into the transaction or arrangement in conformity with such determination.
4. If the board or committee has reasonable cause to believe that a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after hearing the response of the member and making such further investigation as may be warranted in the circumstances, the board or committee determines the member has in fact failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action such as request divestment of conflicted interest or dismissal from the board of directors.
5. In the case of dual relationships the employer shall defer to the Personnel Policy of the organization which should already cover complaint procedures, confidentiality and other employee expectations. The diocesan policy on the web site may be modified for parish use. (The vestry could request a disinterested person or committee, such as the Canon to the Ordinary or the diocesan PP&C Committee, to investigate alternatives to the proposed transaction or arrangement.)

Review of policy

To ensure The Episcopal Diocese of Indianapolis operates in a manner consistent with its charitable purposes and does not engage in activities that could jeopardize its tax exempt status, periodic reviews shall be conducted.

The Personnel Policy & Compensation Committee shall review this policy annually on behalf of the Executive Council. Any changes to the policy shall be communicated immediately to officers of the Diocese, Clergy, Wardens, Vestries and Bishop's Committee.

I have reviewed, and agree to abide by, the Conflict of Interest Policy of the Episcopal Diocese of Indianapolis currently in effect.

Signature: _____ Date: _____

Dear Friends,

Enclosed with this letter, and posted on the Diocesan web site, you will find a Conflict of Interest Policy which has been crafted by the Executive Council of the Diocese, and is now in effect.

Such policies are common in the business and education communities – and anywhere the possibility for conflicts of interest can arise; the Church also needs to ensure that our decision-making avoids both the reality and any appearance of inappropriate entanglements or favoritism.

Conflicts of interest can arise in several ways. Examples would be when a parish is taking on a project and one or more of the contractors bidding on the job are members (or relatives of members) of the parish, when the spouse of an employee is a member of the Vestry or Bishop's Committee, or is making decisions about the investment or spending of funds. This list is not exhaustive, but gives you an idea of the sort of situation which can raise questions and concerns.

Where possible, it is best always to avoid any such conflicts. At the same time, where the group of people available for necessary tasks is very small, it may not be possible to keep the boundaries completely distinct. In those cases, the potential for conflict of interest concerns must be acknowledged, and steps taken to ensure that no one is placed in a position to have his or her integrity challenged.

For example, where spouses of employees are members of decision-making groups, they must excuse themselves from conversations and decisions regarding employment conditions and compensation. Such an arrangement must be honored by all involved, and everyone affected by the decision – in our case a parish or diocese – must be aware that the conflict exists and is being handled with integrity.

Creative solutions can be reached in some cases – a small Episcopal parish and a small Methodist congregation may be able to 'trade' treasurers, or sextons, or secretaries, rather than place members in the position of conflict of interest.

In any case, our desire to have certain kinds of work accomplished must be tempered with the desire to be as transparent and responsible as possible, in order to do all things faithfully and in good order.

This Conflict of Interest Policy should be signed by all clergy and Vestries or Bishops Committees on an annual basis or if you have a more extensive policy already in place you may use that policy. Then the signed policy will be submitted to the Bishop's office with other required documents in February.

+Cate

The Rt. Rev'd Catherine Waynick
Episcopal Diocese of Indianapolis
1100 W. 42nd Street
Indianapolis, IN 46208

Executive Council members were provided by A&B with the following Draft of the *Diocesan Budget Priority Statement for 2016*:

Diocesan Budget Priority Statement for 2016

The priority of the Diocese of Indianapolis is to spread the love of God, primarily through congregational ministries that serve parishioners and the communities beyond each parish. This dynamic is how we live out the diocesan mission statement of “Deepening our Faith, Widening our Embrace.”

Therefore the diocesan budget focuses on supporting congregations. A significant aspect of this support is shown in the health insurance expense, which benefits all half or full time clergy who choose it. This diocese is one of only two which pays for clergy health insurance through the diocesan budget rather than by each congregation. The Mission Strategy Group expense is the direct financial aid to twenty of our congregations. The MSG also coaches congregations toward more creative faithfulness and vitality.

Diocesan programming is designed to enhance, support, and build up congregational ministries, with examples including Holy Currencies, Pathways to Vitality, Vestry College, Education for Ministry, Fresh Start, our new Brownsburg Church Plant, Diocesan Youth Ministries, and trainings in Stewardship, Communications and in Evangelism, to name a few. Diocesan staff responsibilities are focused on supporting congregations and their ordained and lay leadership through these programs as well as the individual ministries by each staff member.

Waycross and campus ministries receive substantial budget support both due to their current ministries and for the potential future Episcopalians. The Waycross and campus ministries reach youth and young adults, forming them as curious, creative Christians, and helping to discern their vocations and develop their leadership potential.

The budget looks beyond the diocese with appropriate support for the Episcopal Church and our Anglican partners, our Cooperating Ministries, and local outreach is spread through every deanery of the diocese through the grants made by the Episcopal Fund for Human Need.

Amendments were made (see below):

The following is the Amended Diocesan Budget Priority Statement for 2016 that was voted upon:

(Amended) Diocesan Budget Priority Statement for 2016

The priority of the Diocese of Indianapolis is to spread the love of God, primarily through congregational ministries that serve parishioners and the communities beyond each parish. This dynamic is how we live out the diocesan mission statement of “Deepening our Faith, Widening our Embrace.”

The diocesan budget focuses especially on support of congregations. A significant aspect of this support is shown in the health insurance expense, which benefits all half or full time clergy who choose it. This diocese is one of only two which pays for clergy health insurance through the diocesan budget rather than by each congregation. The Mission Strategy Group expense is the direct financial aid to twenty of our congregations. The MSG also coaches congregations toward more creative faithfulness and vitality.

Diocesan programming is designed to enhance, support, and build up congregational ministries, with examples including Holy Currencies, Pathways to Vitality, Vestry College, Education for Ministry, Fresh Start, our new Brownsburg Church Plant, Diocesan Youth Ministries, and trainings in Stewardship, Communications and in Evangelism, to name a few. Diocesan staff responsibilities are focused on supporting congregations and their ordained and lay leadership through these programs as well as the individual ministries of each staff member.

Waycross and campus ministries also receive substantial budget support both for their current ministries and for potential future Episcopalians. The Waycross and campus ministries reach youth and young adults, forming them as curious, creative Christians, and helping to discern their vocations and develop their leadership potential.

The budget looks beyond the diocese with appropriate support for The Episcopal Church and our Anglican partners and our Cooperating Ministries. Local outreach is spread through every deanery of the diocese through the grants made by the Episcopal Fund for Human Need.

Passed unanimously

Executive Council Members also received 2016 Budget – Second Draft 2/26/2015 – see attached to this document.

Canon Gebuhr discussed Current & Projected Bishops' Compensation Packages.

This report was shared with the Personnel Policy & Compensation Committee for their review and further discussion and if you have any input as this is discussed please get back to Canon Gebuhr to take to the PP&C.

Bishop Waynick shared with the EC that at the April Convention she would announce a date regarding the call of the next Bishop for the Diocese of Indianapolis. Bishop asked the EC to prayerfully consider during lunch a \$ amount to be put aside for the search & election of the Eleventh Bishop of the Diocese of Indianapolis.

Congregation & Community Life Commission:

The Rev. Allen Rutherford reported the following:

Congregation and Community Life Report for March 21, 2015 Executive Council Meeting

Since early January, I have made e-mail contact with the other three members of the 2015 C & CL committee to introduce myself and set up contact information with them for further communication during this year. My other purpose for communicating with them early in the year is to make them aware that I will be away on Clergy Renewal (Sabbatical) this summer from May 1st through August 24th.

I was present for the budget meeting held on February 25th via teleconference from my church office. After Marsha e-mailed out the ministry budget requests to all committee members, I contacted members of the C & CL committee to help make sense of all of the information and which documents were relevant to our committee. There has been some back and forth e-mailing between myself and other C & CL members since that budget meeting. We are close to being prepared to make our recommendation on the budget requests for the ministries within our purview. I am planning to attend the Diocesan Convention Day on April 25th and then teleconference for the next budget meeting on April 30th. I will provide one of our C & CL committee members with a template to e-mail to all of our ministries to inform them of what their budget amount is proposed to be and what the process is for appeal. Marsha will need to contact one of the other C & CL members (Kristina Baker?) in my absence to keep the C & CL moving forward on the budget schedule.

Respectfully submitted

Rev. Allen D. Rutherford+

Chair

Congregations and Community Life

11:45 am Bishop prayed Grace and broke for lunch.

12:30 pm Bishop called the EC back to order.

Canon Bruce Gray spoke about The Rev. Gray Lesesne and the new start-up in Brownsburg. He has been on the job for less than a month – but the wonderful thing is that things seem to be really blooming in Brownsburg!

Missions Commission: Steve Holt, Chair of the Mission Commission reported that all requests are in. They exceed last year's budget by \$34,000. The commission will meet after Holy Week and make a recommendation to the Budget Committee.

Bishop's Report:

- Ordained 4 Transitional deacons (Mary Bargiel, Nancy Woodworth-Hill, Whitney Smith, Steve Balke)
- Visited Yale where Jessie Gutsell is a student at Berkley Divinity School
- Preached at Community-wide worship service during the Week of Prayer for Christian Unity
- Traveled to Chicago twice for the meetings of the Board of Trustees - one of the meetings was with the visiting Accreditation Team
- Weekend retreat with our deacons
- Will be traveling to Boston with the Roman Catholic Archbishop Joseph Tobin
- Will be traveling to Israel with Rabbi Dennis Sasso & a group called Interfaith Partners for Peace
- House of Bishop Meeting
 - Racism
 - Poverty
 - The Report from the Committee for Revisioning The Episcopal Church
 - General Convention – will be chairing a legislative committee on Ecumenical and Inter-Religious Relations

Sean Sullivan moved that the Executive Council of the Episcopal Diocese of Indianapolis designate \$200,000.00 from the Jennie Moore Fund to provide for the election of the Eleventh Bishop of the Diocese of Indianapolis. Allen Rutherford+ seconded.

Passed unanimously.

Per recommendation of the Congregation & Community Life Commission the Executive Council of the Episcopal Diocese of Indianapolis resolved that a new line item be created in the 2016 Diocesan budget to start a fund for the transition process of the Diocesan Bishop in the amount of at least \$1,000 annually. Coral Hamlin seconded.

Passed unanimously.

Evelyn Wheeler+ moved to adjourn, seconded by Coral Hamlin, Passed unanimously.

Bishop Waynick closed the meeting at 2:15 pm with prayer.

Our next meeting is Saturday, June 20, 2015, at Waycross starting at 10 am (EDST).

Respectfully submitted,

Sally Cassidy

Sally Cassidy