

**CORRECTED & APPROVED EXECUTIVE COUNCIL MEETING  
MINUTES SATURDAY, SEPTEMBER 6, 2008  
ST. JOHN'S, LAFAYETTE, IN**

**Members in attendance:**

The Rev. Thomas Blake, The Very Rev. Stephen Carlsen, The Rev. Charlie Carpenter, Ms. Karen Dorfman, Ms. Amy Decker-Hulsey, Ms. Sue Heady, Mr. Gordon Hershey, Dr. Bob Hogan, Ms. Sally Pedersen, The Rev. Walter Sherman, Mr. Ronald Thieme, Mr. Ted Todd, The Rev. Ed Tourangeau, The Rev. William Wieland, The Rt. Rev. Cate Waynick.

**Members absent:**

Ms. Monteen Elliott, The Rev. Stephen Fales, The Rev. Richard Godbold.

**Guests in attendance:**

Ms. Debbie Asberry, Consultant, Canon Marsha Gebuhr, The Rev. Canon Debra Kissinger, Mr. Thomas Wood, Treasurer.

Bishop Waynick opened the meeting with prayer at 10 am and check in.

Bishop Waynick moved to approve the minutes as corrected of the June 21, 2008 meeting. Seconded by Walter Sherman and passed unanimously.

**Local & Global Outreach:**

Sue Heady, on behalf of the Local & Global Outreach Sub-Committee, moved to ratify the following resolution on Cooperating Ministries:

*We recommend that Alternatives, Craine House, Dayspring, Damien Center, Julian Center and St. Richards School continue as cooperating ministries.*

*We recommend that the International Violin Competition be dropped and that we approve the addition of Exodus Refugee/Immigration Inc.*

There was not a quorum vote over the internet so this resolution could not be ratified. After much conversation regarding the dropping of the International Violin Competition, Sue Heady, for the Local & Global Outreach Sub-Committee moved the following resolution:

**RESOLVED**, that Alternatives, Craine House, Dayspring, Damien Center, Julian Center and St. Richard's School continue as Cooperating Ministries of the Diocese.

That the International Violin Competition be dropped as a Cooperating Ministry at the end of 2009.

That the Executive Council recommend to Diocesan Convention that Exodus Refugee\ Immigration Inc. be added as a Cooperating Ministry of the Diocese.

Resolution passed unanimously.

- ❑ *Sue Heady will communicate The Rev. Allen Rutherford, Chair of the Resolutions Committee for Diocesan Convention with the resolution regarding Cooperating Ministry.*
- ❑ *Sue will also communicate with each of the Cooperating Ministries letting them know what the Executive Council is recommending for each of them.*

## **By-Laws:**

Walter Sherman, for the By-Laws Sub-Committee moved approval of the following resolution:

**RESOLVED**, the adoption of the By-Laws that were circulated at the meeting and they will be placed on the Diocesan Web Site and mailed to all members via the list serve.

Resolution passed unanimously.

Ted Todd moved that “**Article 7 Amendments; Section 7.1 These by-laws may be amended at any regularly scheduled meeting of the Executive Council by a majority vote**” be added to the passed By-Laws.”

Gordon Hershey seconded.

Passed unanimously.

A copy of the BY-LAWS OF THE EXECUTIVE COUNCIL will be placed on the Diocesan web page.

- *Walter Sherman and Ted Todd will work on a policy statement about conducting our online discussions and voting. This will be coming to all members via the Executive Council list serve.*

## **Administration & Budget:**

Treasurers Report:

Tom Wood e-mailed Treasurer’s Report, Minutes Investment and Finance Committee, August 18, 2008, and the Financial Statement for month ended July 31, 2008.

The Sub-Committee feels fairly secure that we should finish the year without any great difficulties financially. Tom commented that our apportionment income is more up-to-date than they have been in the last few years. The Revolving Loan Grant Fund has approximately \$300,000, activity as noted in the statement as well as in the Finance Meeting Minutes.

- *Tom Wood has agreed that he will send out via the list serve a list of “definition of terms”.*

The Treasurer reported that we are on target for expenditures, except Travel and Computers where we will probably run over and some line item adjustments will need to be made.

The Finance & Investment Committee moved the following resolution:

**RESOLVED**, the limit of collateral available from the Unrestricted Fund for the Diocesan Loan Program shall not exceed 20% of the market value of the fund in any given quarter.

Discussion followed.

Passed unanimously.

The Finance & Investment Committee moved the following resolution:

**RESOLVED**, that the Revolving Loan and Grant Fund, which is accustomed to reviewing the financial health of congregations, receive applications for said loans for review and recommendations, which the Finance & Investment Committee will then pass on to the Standing Committee and (Executive Council if any Diocesan funding is requested) with the Committee's findings and recommendations.

Passed unanimously.

Gordon Hershey moved to approve the Treasurer's report, subject to audit and the Finance & Investment Committee report.

Seconded by Sally Pedersen

Passed unanimously.

The information regarding the Percept contract was distributed ahead of time by Marsha Gebuhr.

Extensive discussion followed.

Karen Dorfman moved that we continue our contract with Percept for 3 years maintaining the dollar pool for use by Parishes and allowing that the Canon Administrator will negotiate the best possible price for our contract. This contract will be funded from excess bank fees.

Walter Sherman seconded.

Passed unanimously.

- ❑ *We will find every possible way to demonstrate the use of this marvelous tool.*
- ❑ *Some hands on education of Percept for the Executive Council will take place at our November overnight gathering.*

Bishop Waynick offered noon day prayers and broke for lunch at 12:05 pm

Executive Council reconvened at 12:35 pm

The Diocesan Budget 2009 – Draft was distributed along with the Narrative on the Diocesan Budget 2009.

- ❑ *It was asked who makes up the Ecumenical Indiana Consortium of Ecumenical Agencies.*
- ❑ *Marsha will send the answer out on the list serve of whom & how much they have been funded this year.*

Discussion followed.

The Administration and Budget Sub-Committee moved the following resolution:

**RESOLVED** the Diocesan Budget 2009 Draft for approval so that it can be presented to the Diocesan Convention.

Passed unanimously.

The Administration and Budget Sub-Committee moved the following resolution:

**RESOLVED** the four health plans and the three dental plans selected and submitted the Medical Trust for our employees, lay and ordained, in 2009 with no employee cost share increase. Total Premium increase absorbed by the Diocese.

Passed unanimously.

The Administration and Budget Sub-Committee moved the following resolution:

**RESOLVED** to continue the one year contract for Employee Assistance with St. Vincent's Stress Center.

Passed unanimously.

Conversation took place regarding consideration of how the budget will be presented at Diocesan Convention. It was agreed that the Administration and Budget Sub-Committee will meet at the Diocesan Office on Monday, September 22, 2008, at 1:30 pm to decide how the presentation of the budget as a theological document will be presented to Diocesan Convention.

The Administration and Budget Sub-Committee moved the following resolution:

**RESOLVED** the Clergy Compensation Guidelines and Recommendations for The Episcopal Diocese of Indianapolis, Calendar Year 2009 be approved.

Passed unanimously.

The Administration and Budget Sub-Committee moved the following resolution:

**RESOLVED** the approval of the New Section 403(b) Employer Adoption Agreement with the Church Pension Fund.

Passed.

**Purpose Statement for the Administration and Budget Sub-Committee is as follows:**

The Administration and Budget Sub-Committee of the Executive Council is responsible for the oversight of all Diocesan financial assets and staff. The single largest responsibility is the creation of the yearly Operating Budget. This Sub-Committee coordinates with the Finance and Investment, and Personnel Policy and Compensation Committees of the Diocese, and brings recommendations from those bodies to the Executive Council for action.

Administration and Budget is also responsible for oversight of yearly performance reviews for Diocesan staff. The current membership consists of five Executive Council members. The Treasurer of the Diocese and the Canon for Administration serve in an advisory role.

The Administration and Budget Sub-Committee moved that the Executive Council accept this Purpose Statement for this Sub-Committee for the years 2008-2009.

Passed unanimously.

## **Exploration and Opportunity:**

### **Purpose Statement for the Exploration and Opportunity Sub-Committee is as follows:**

The purpose of the Exploration and Opportunity Sub-Committee 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 Exploration and Opportunity Sub-Committee moved that the Executive Council accept this Purpose Statement for this Sub-Committee for the years 2008-2009.

Passed unanimously.

The Sub-Committee passed out their report for discussion with the Council.

Extensive discussion followed regarding leadership training and the use of a Diocesan Assessment Tool, a proprietary instrument of Holy Cow Consulting. Steve Carlsen suggested the Sub-Committee look at a group of consultants who offer these kinds of services to compare before making decisions. The Sub-Committee was not aware of other consulting agencies like this and *Steve Carlsen said he would provide a list of such to Bob Hogan and the others on this Sub-Committee*. Tom Wood asked if they had a list of dioceses or parishes who have already partaken of this instrument and of their feed back? Bishop feels that it might be helpful to the Council to have some response from Dioceses who have used this instrument – what was helpful about it, etc. *Bob Hogan said it would be available, he will work on getting that information from Russ Crabtree and get back to the Executive Council*. Bishop suggested that in theory the suggestion of this Sub-Committee could be helpful, but that there are probably more questions of the members of the Council.

- ❑ *The Council should e-mail their specific questions to the Sub-Committee members who will do their best to get these questions answered.*
  
- ❑ *Members of the Sub-Committee will scan examples they have from the consultant and will e-mail them to the members of the Executive Council via the list serve.*

## **Congregation & Community Life:**

Bill Wieland reported that his Sub-Committee accepted an invitation to go to Bloomington and see a site that the IU Campus Ministry is looking at for a possible lease (and possibly eventual purchase). Tom Blake and Bill Wieland were the two members who actually were able to go to Bloomington, see the property at 719 E. 7<sup>th</sup> Street; Bloomington, and meet with members of the Board as well as with Linda Johnson, Chaplain of IU Campus Ministry. The Board was seeking from the Sub-Committee an endorsement to go ahead and lease this property.

Two issues that came before the Executive Council are:

1. Standing Committee is questioning whether this is a ministry of the Diocese for which we can enter this kind of relationship;
2. An approval of the Executive Council that the lease should be entered into.  
The Lease Agreement needs to be reviewed by our Chancellor.

Extended discussion followed.

The Congregation and Community Life Sub-Committee moved the following resolution:

**RESOLVED** that the Board of IU Campus Ministry and working in collaboration with the Congregation and Community Life Sub-Committee move forward in crafting a lease agreement, to be approved by the Chancellor, and which does not bind the Diocese in unfavorable ways, in order to provide a meeting space for the Chaplaincy.

**AND FURTHER RESOLVED** that concerns about the relationship between the Chaplaincy Trinity Church, Bloomington be addressed and the Congregation and Community Life Sub-Committee monitor that and help to facilitate reconciliation between the Chaplaincy and Trinity Church.

Passed unanimously.

- *Bill Wieland will communicate with the IU Campus Ministry.*

Bishop Cate reported that on Tuesday, September 23 she will be going down to meet with the people of St. Luke's, Cannelton.

**Purpose Statement for the Congregation & Community Life Sub-Committee is as follows:**

The purpose of the Congregation and Community Life Sub-Committee is to be in genuine relationship with people and congregations, to seek to nourish and deepen our spiritual lives together and to help build our sense of community. We serve in this process by visiting, listening, asking questions, praying together, providing resources and by making appropriate recommendations.

Discussion followed.

- *Amy Decker-Hulsey will send out the purpose statement for this Sub-Committee on the list serve for questions, and a vote for approval.*

**Local and Global Outreach:**

Sue Heady reported that this Sub-Committee will be meeting later with the Cooperating Ministries to discuss support that they are receiving and make recommendations for financial help.

**Purpose Statement for Local and Global Outreach Sub-Committee is as follows:**

The purpose of the Local and Global Outreach Sub-Committee of the Executive Council is 1) to review the workings of the several cooperating ministries of the Episcopal Diocese of Indianapolis at least annually and to make funding recommendations to such ministries based on their needs and requests, especially as the work of those ministries relate to the mission statement of the Diocese; and 2) to recommend (or endorse) for consideration to the Diocesan household projects and emphases of a national and global perspective that align with our Diocesan mission statement.

It was suggested that this Sub-Committee might want to expand this statement might want to include our global partnerships and the Millennium Development Goals. Perhaps also the Global Missions Committee should be represented on this Sub-Committee.

It also was suggested that when the Sub-Committees are listed on the web site it would be helpful to the household to remind them which of the Diocesan committees are being overseen by a particular Executive Council Sub-Committee.

- ❑ ***This Sub-Committee will continue to work on their purpose statement and will be sending their changes out to the Council via the list serve for questions and then a vote for approval.***

Hopefully all of the Purpose Statements can be completed and approved and on the web site before Diocesan Convention.

- ❑ ***Sally Cassidy will e-mail to Kathy Copas the approved Purpose Statements and the approved By-Laws for the web site.***

Amy Decker-Hulsey reported that a small *ad hoc* group has been formed to help with what the next steps should be regarding the energy audit. It was decided that this group will collect energy bills from congregations in the last 2 years to figure out a carbon footprint of each congregation and then get a carbon footprint of the entire Diocese and then present that at Diocesan Convention.

- ❑ ***A short presentation will be made to Diocesan Convention under Unfinished Business. Amy should make sure she gets the presentation ahead of Convention to Kathy Copas.***

The Council ratified the previous on line vote to adopt these **Policies for the Protection of Children & Youth from Abuse** Passed unanimously.

- ❑ ***Sally Cassidy will send these Policies to Kathy Copas for our web site.***

### **Membership:**

Those rotating off Executive Council this year are:

Karen Dorfman, Ron Thieme, Ed Tourangeau, Charlie Carpenter, Stephen Carlsen, Stephen Fales and Bob Hogan. Karen, Ron and Ed are all eligible to be reappointed. There will need to be clergy elected from the South East Deanery, The South Central Deanery and the North Central Deanery and a lay person from the Mid Central Deanery.

### **Future Meetings:**

The Executive Council next will be meeting overnight November 14 & 15 at Waycross, this will be the first meeting following Diocesan Convention and we also meet December 13, starting at 10 am (EST) at St. Andrew's, Greencastle. At this point we do not have any dates set up for 2009.

- ❑ ***Sally Cassidy will send out a tentative meeting schedule for 2009 to which you can respond to with your availability.***

### **Web Page/Technology:**

Kathy Copas spoke about possibilities that might be helpful for the future. She showed a web cam with microphone and any one who has a high speed internet connection like broad band or

DSL and has a flash reader capability on their computer, the Diocese already has the software installed and capability of putting up to eight people live on screen at a time to discuss anything back and forth. As you think about your Sub-Committees and how they can work this is an excellent way to help us involve people around the Diocese.

Kathy may be able to establish a bulletin board that would be password protected. This would be similar to a chat room. We can do links to documents that you want to share. We also have the opportunity to do blogs.

Kathy may also be able to establish a module that can possibly be added to our web site that can allow electronic voting. Kathy will continue to look into this module.

Kathy welcomes your questions, ideas, etc. and you can reach her at: [kathycopas@aol.com](mailto:kathycopas@aol.com).

- *Kathy will work on setting up a bulletin board for future conversations/voting.*

It was decided that the communications function should fall under the Administration and Budget Sub-Committee.

**Bishop's report:**

This was primarily on her Lambeth meeting.

**For the Good of the Order:**

We will get material out on the web site or e-mail no later than Tuesday of the week of the meeting.

That Sub-Committees will send their resolutions to be voted on via e-mail or at least bring the resolutions written with enough copies for all attending.

The idea of a bulletin board for on line conversations would make those conversations more doable and more in real time.

Bishop Waynick closed the meeting at 4:30 pm.

Respectfully submitted,



Sally Cassidy  
Secretary

The Rt. Rev'd Catherine M. Waynick

