

APPROVED
MINUTES OF THE EXECUTIVE COUNCIL MEETING
Indiana InterChurch Center, Indianapolis, IN
December 6, 2014

Elected & Appointed Members in attendance: Kristina Baker, Peter Bunder+, Laurel Cornell, Caroline Fairbanks, Gloria Gangwer, Coral Hamlin, William Hughes, Frank Impicciche+, Max Nottingham, Whitney Rice+, Evelyn Wheeler+, Suzanne Wille+, +Cate Waynick.

Ex-officio Members in attendance: C. Davies Reed+, Kathy Copas, Marsha Gebuhr, Bruce Gray+, Tom Wood, Sally Cassidy

Bishop Cate opened the meeting at 10:02 am with prayer & check in.

Bishop Waynick reported that C. Davies Reed+ is going to continue to Chair the Diocesan Budget Committee, he will not be continuing as a member of the Executive Council.

C. Davies Reed+ gave the following Orientation about the Budget Process.

A ONE-PAGE, LET'S NOT TAKE ALL DAY TO LEARN ABOUT THIS, BUDGET PROCESS REVIEW

COMMISSIONS OF EXECUTIVE COUNCIL

CONGREGATION AND COMMUNITY LIFE COMMISSION

Committees thereof

ADMINISTRATION AND BUDGET COMMISSION

Committees thereof

[Budget Formation Committee lives here]

MISSIONS COMMISSION

Committees thereof

EXPLORATION, PROMISE & OPPORTUNITY COMMISSION

Committees thereof

BUDGET FORMATION COMMITTEE (2015)

Congregation and Community Life Commission Chair

The Rev. Allan Rutherford

Administration and Budget Commission Chair

The Rev. Peter Bunder & The Rev. C. Davies Reed

Missions Commission Chair (Local and Global Outreach)

Steve Holt

Exploration, Promise & Opportunity Commission Chair

The Rev. Whitney Rice

At large:

Laurel Cornell

Max Nottingham

The Rev. Steve Fales

Sally Peterson

The Rev. Jan Oller

Budget Formation Chair

The Rev. C. Davies Reed

Ex officio

Tom Wood, Diocesan Treasurer

REVIEW OF PRIORITY STATEMENTS FOR 2014 AND 2015 (SEE BELOW):

Diocesan Budget Priority Statement for 2014

The priority of the Diocese of Indianapolis is to spread the love of God, primarily through congregational ministries that serve parishioners and the community beyond the parish. Therefore the diocesan budget priority is in supporting congregations and their clergy.

The Diocese of Indianapolis is one of only two dioceses nationwide that offers health insurance for clergy through the diocesan budget. This support allows congregations of any size to call the clergyperson they believe is their best match without worrying if the parish can afford health insurance. This benefits all of our congregations and our clergy.

Twenty congregations receive direct financial support through diocesan Mission Strategy funding. Many of these congregations are in smaller communities or in areas where demographics are shifting. Each Mission Strategy congregation has a coach to encourage trying new things and participate in diocesan programs such as the Pathways to Vitality program.

Diocesan programming is designed to enhance, support, and build up congregational ministries and their clergy rather than creating programming distinct from congregational life. Vestry College, Education for Ministry, Fresh Start, the Barnabas Project and Pathways to Vitality are just a few of our many offerings. Diocesan staff responsibilities are focused on supporting congregations and their clergy.

Waycross and campus ministries each receive substantial budget support. Their ministries are ones of evangelism and invitation. They serve to both equip current and form future Episcopalians in spreading the love of God.

The budget also looks beyond the diocese. The budget supports local outreach in every deanery of the diocese through the Episcopal Fund for Human Need and our co-operating ministries. It also offers significant support of the Episcopal Church nationally and through our international partnerships with our companion dioceses of Bor and Brazilia. Beyond the budget the diocese also supports other mission such as our work in Haiti.

Diocesan Budget Priority Statement for 2015

“Deepening our Faith, Widening our Embrace” is the vision of the Diocese of Indianapolis. The priority of our budget is to support our diocesan vision by funding resources that help equip both lay members and clergy to spread the love of God through their ministries.

Nineteen congregations receive direct financial support through diocesan Mission Strategy funding. Many of these congregations are in smaller communities or in areas where demographics are shifting. Each Mission Strategy congregation has a coach to encourage trying new things and participating in diocesan programs such as the Pathways to Vitality or Holy Currencies programs.

The Diocese of Indianapolis is one of only two dioceses nationwide that offers health insurance for clergy through the diocesan budget. This support allows congregations of any size to call the clergyperson they believe is their best match without worrying if the parish can afford health insurance. This benefits all of our congregations and our clergy.

Diocesan programming prepares both lay and clergy leaders for service in their local church, in their community, and in the world. The diocesan budget supports programming and diocesan staff that regularly interact with parishes and offer programs both diocesan wide and with individual parishes. A few of our offerings include, Vestry College, Education for Ministry, Fresh Start, the Barnabas Project, Pathways to Vitality, Holy Currencies, Stewardship, Youth Ministries, and Evangelism programming, and guiding our congregations through transition. Diocesan staff responsibilities include both new initiatives and supporting congregations and their clergy.

Waycross and campus ministries each receive substantial budget support. Their ministries are ones of evangelism, invitation and leadership development. They serve to both equip current and form future Episcopalians and others to spread the love of God.

The budget also looks beyond the diocese. The budget supports local outreach in every deanery of the diocese through the Episcopal Fund for Human Need and our co-operating ministries. It also offers significant support of the Episcopal Church and to our international partnerships with our companion dioceses of Bor and Brasilia. Beyond the budget the Diocesan Household also supports other mission such as our work in Haiti.

HIGHLIGHTS OF THE BUDGET TIMELINE – 2015 FOR 2016

December 6, 2014	Review Budget Process with Executive Council. Ask for Budget Process Resolution to be passed.
February 12, 2015	Budget requests due to Marsha
February 25, 2015	Budget Formation Committee meets Commission Leaders receive budget requests
March 21, 2015	Executive Council Meeting Agenda Item

Commission Leaders discuss priorities with EC remembering that it's not a good idea to fund every good idea every year.

~~May 1, 2015~~ **April 22** Budget Formation Committee meets
April 25, 2015 First ***ROUGH*** Draft of the Budget Distributed to the Household (Budget may not be exactly in balance) at 1 day meeting of Diocesan Convention at Trinity, Bloomington.
May 1 – Sept 1 Appeals and conversation resulting in a balanced budget
October 24, 2015 Present Balanced Budget to Diocesan Convention for Approval.

Resolution presented by C. Davies Reed+ from the Budget Formation Committee to Executive Council Regarding the Budget Process for 2015, updated, December 6, 2014.

- I. Budget request forms should be ready by the **16th of December** with a final copy to be delivered to the Canon for Administration's office.
Those people working on Budget areas for the 2016 budget include:

<u>Executive Council Commission</u>	<u>Representative to Budget Process</u>
Congregation and Community Life	<u>Allen Rutherford+</u>
Administration and Budget	<u>Peter Bunder+ & C. Davies Reed+</u>
Missions Commission	<u>Steve Holt</u>
Exploration and Opportunity	<u>Whitney Rice+</u>
- II. The new form should be mailed to all current budget participants by **January 12th** and placed "on line" for all new groups requesting funds.
- III. Completed forms are to be returned to the Canon for Administration by **February 12th**.
- IV. The Budget Formation Committee will meet by **February 25th** and distribute requests to the four commissions named above.
- V. The Executive Council Commissions will work through their requests and be prepared to bring any concerns & set Diocesan Budget Priority Statement for the 2015 Budget to the **March 21st** 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 13th** to the Budget Formation Committee.
- VIII. The Budget Formation Committee will draw up the preliminary budget to be distributed to the household by **April 22, 2015**. Commission Chairs will ensure distribution of the Draft Budget to Committee Chairs and those requesting specific line items.
- IX. **Between May 1st and August 1st** requests for appeal to line items may be made to the Chair of the respective Commission. With agreement of the Commission Chair appeals may be submitted to the Budget Formation Committee for review.
- X. Requests for appeal will be heard at the August/September meeting of the Budget Formation Committee. Decisions will be returned to the Commission requesting appeal by **September 5th**. Commissions are expected to notify those making appeals.
- XI. A balanced budget will be distributed to the household thereafter for consideration at Deanery meetings and at Convention.

Bishop Waynick asked to have the date of April 22 be the date to have the Preliminary budget ready to be distributed because the Diocese has decided to try a new format for our Diocesan Convention by having a one day meeting in April – which will be April 25, 2015, and then having a two day meeting in October, 2015 (Oct. 23 & 24, 2015). The Fall Convention will start at 1 pm on Friday afternoon & Saturday

afternoon – this only require one night overnight. In order to get all of the business in we will have two gatherings rather than one. Dates have been changed and in red above resolution & agreed upon.

Passed Unanimously.

The Dates for the 2015 Diocesan Convention are:

- 1) **Saturday, April 25, 2015 (1 day) to be held at Trinity, Bloomington (starting at 10 am local time)**
- 2) **Friday, October 23, 2015 (2 day) to be held at St. John's, Speedway (starting at 1 pm local time).**

Assignments to Executive Council Commissions – 2015

Administration & Budget Commission:

Chair: Peter Bunder+

C. Davies Reed+ (non Executive Council – Chair of the Budget Formation Committee)

Laurel Cornell

Max Nottingham

Congregation & Community Life Commission:

Chair: Allen Rutherford+

Kristina Baker

Gloria Gangwer

Frank Impicciche+

Missions Commission:

Chair: Steve Holt

Michael Galvin+ (Chair of the Global Missions Committee)

Sean Sullivan

Caroline Fairbanks

Evelyn Wheeler+

Exploration & Opportunity Commission:

Chair: Whitney Rice+

Coral Hamlin

Suzanne Wille+

Bill Hughes

Bishop asked C. Davies Reed+ to go over for the new members of E. C. and to remind current members of the Proposal for Funding Center for Congregation Grants: (this was passed unanimously at the Sept. 13, 2014 E. C. Meeting).

“Proposal for Funding Center for Congregation Grants” (see below)

A fund shall be established by the Episcopal Diocese of Indianapolis in the amount of \$50,000 to assist parishes in funding matching grants made by the Center for Congregations. The initial funding will come from the Land Bank Fund and it would be hoped that future Executive Councils would choose to

replenish the fund annually from the annual budget. The fund will reside within the Special Fund of the Diocesan Endowment.

Because the approval of grants will need to occur more frequently than the intervals set for Executive Council meetings, the Exploration, Promise and Opportunity Commission of the Executive Council shall have approval authority and oversight of this program in concert with the Canon to the Ordinary of the Diocese and will report regularly to Executive Council.

After applying the grant from the Center for Congregations, the grant made by the Diocese will equal no more than 50% of the remaining cost of the project with a maximum of \$10,000. The parish is expected to provide the other 50% of the remaining cost.

The maximum match made by the Diocese to any congregation annually will be \$10,000 even though, at this time, the Center for Congregations will match up to \$15,000 for any single resource grant. This will provide at the outset a minimum of 5 congregations with the added benefit of additional funding for Center for Congregation grants.

Example:

A parish has a \$20,000 project approved by Center for Congregations.

The Center for Congregations will fund 50% of the project, that is, \$10,000.

The Diocese will match 50% of the remaining \$10,000, that is, \$5,000.

The Parish will fund 50% of the remaining \$10,000, that is, \$5,000.

The parish will send copies of all reports required by the Center for Congregations to the Exploration, Promise and Opportunity Commission of Executive Council and to the Canon to the Ordinary of the Diocese.

Funding will occur after the Center for Congregations has approved and funded a resource grant. No grants will be made which have not been approved by the Center for Congregations.

Minutes: Frank Impicciche+ moved to approve & accept the September 13, 2014 minutes of the Executive Council Meeting, seconded by Coral Hamlin. **Passed unanimously.**

Tom Wood, Treasurer submitted the following:

Treasurer's Report - Executive Council –December 6, 2014

Financial Statement

The November financial statement is not yet available as this report is being written. The October statement shows the budget to be ahead by approx. \$1,000. But, we are underdrawn on the unrestricted fund as of Oct 31st by almost \$82,000.00 providing a budget balance of \$83,000.00 as of that date. As of Nov 30th, UN fund asset value was \$32,076,918 – a gain of almost \$500,000.00 over the December 31, 2013 of \$31,596,808 and absent of December dividend/interest income yet to come. So, with what appears to be both a budget surplus and modest portfolio growth, the year-end asset value of the UN fund should at least equal the same amount as 12/31/13 and I expect to see modest growth.

Once again, apportionment payments essentially follow the same pattern with only two congregations raising any real concerns with Speedway being the one congregation where serious problems exist. Canon Gray is working with them. Bedford has been resolved with support coming from the Congregational Development Fund, and they are current for this year. Letters have been sent to all congregations informing them of their apportionment status. Several congregations listed in the apportionment receivables are now paid in full. Again, I would like to see those congregations who have caught up with their arrears from past years be

removed from the monthly reports. And again – surely New Harmony ought to be able to come up with \$14.00 to wipe out their arrears.

Investment and Finance

Committee has not met since September 10, 2014. Next meeting will be held in January to review 2014 investments and consider UN fund allotment for 2015 budget.

Submitted by Thomas Wood
Diocesan Treasurer

Addendum – 12/4/14

With the release of the November Financial Statement – a few additional comments.

Statement shows a budget balance of \$67,500.00. Likewise, the UN Fund is underdrawn by about \$100,000.00 if I calculated correctly. December will have more expenses, but it certainly appears there will be some budget surplus.

Churches lagging in apportionment now include Anderson and Nativity.

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

The **Diocesan Reimagining Task Force** (that has now completed their work & have disbanded) reported to Executive Council on the Report they made to the Diocesan 2014 Convention – conversation followed as well as thanks of Executive Council for all of the hard work that was put in by this Task Force. The following were members of the Task Force that gave the report to the EC:

Will Boggs, from St. Francis in the Fields, Zionsville; Lara Dreyer, St. Mark's, Plainfield (co-convener); The Rev. Enid Morrison, Deacon; Brendan O'Sullivan-Hale, All Saints', Indianapolis (co-convener).

Executive Council Members asked for one of the four members to get to the E. C. (it can be sent to the Bishop's office – email is OK) – to have an idea of the questions that were asked and a list of which parishes they met with. Just a general format – understandable that questions come up from the initial questions asked.

The task force members were asked to join the E.C. for lunch.

Bishop Waynick asked members of the Congregation & Community Life Commission and the Exploration & Opportunity Commission be working with a few members of the Diocesan Reimagining Task Force who would like to carry on & pick up where the Task Force brought us so far. To continue conversations around the Diocese and to gather good ideas and insights – and continue doing that.

Max Nottingham offered blessing for lunch & asked group to reconvene at 1 pm

Bishop Waynick called the meeting to order at 1 pm.

Report from Congregational & Community Life – nothing to report

Report from Exploration & Opportunity – Whitney Rice+ turned the report over to The Rev. Canon Bruce Gray for the following report:

**Proposed Brownsburg Church Start Report to Executive Council
The Rev. Canon Bruce Gray, December 6, 2014**

2014 Evangelism In The Age Of High Tech Start Ups

We are living in an age of people starting new businesses in their garages and kitchens, using the internet with other modern technologies and practices to begin ventures that in past years would have required much more ornate processes and complex physical facilities. So the way we start new congregations should embrace what can be learned from what is going on all around us.

A working group of the Mission Strategy Group and I have worked out a “startup style” new congregation start approach, deeply rooted in Episcopal faith and practice. The first key feature is a great deal of flexibility and forgiveness so that new ideas can be quickly tried, evaluated, modified, or discarded. As is often said in contemporary business, fail fast so that learnings from those failures can be quickly implemented, rather than push on with a technique that is not going to work. The second feature is to live out core values from the very beginning, so this new church effort will have faith formation as its focus from the start rather than added on after people are gathered. Connected with faith formation is the sharing of the core story in business startups (so sharing our version of Scripture, tradition, and reason), and through that sharing, building relationships with new people. We will not be designing or selling smart phones but we will use what such industries have taught us about how people interact, connect and form loyalties in 2014 as we begin to gather a new Episcopal community.

The Brownsburg area is ripe for a new Episcopal congregation. It has nearly doubled in size since 1990, yet in 2014 the surrounding Episcopal churches draw only a handful of members from the area. Demographic studies for Brownsburg predict a further ten percent growth in the next ten years. Numerous new housing developments have broken ground this year. Civic leaders have announced plans for a revitalized downtown Brownsburg to draw additional new residents to live in high density housing above retail and business spaces, and the first \$65 million Main Street project was recently approved. More conservative and traditional Christian congregations have built large churches in the Brownsburg area, but no liberal expressions of Christianity can be found there. That is a need we can faithfully fill.

Part of our plan is to share what we learn from this project throughout the diocese. Of course Brownsburg has unique advantages in starting a new congregation, but we should be able to glean approaches and techniques that can be used throughout our diocese by existing congregations and perhaps other new starts in the future.

The new Episcopal community gathered in the Brownsburg area will be:

- **Progressive and multicultural:** We will be a visibly inclusive, accepting, open, and multicultural community. We will target those who seek diversity or have progressive or liberal theological or political inclinations, but can't find a church home in the northwestern suburbs to match their ideology. If you are an “other,” you will be welcome.
- **Focused on formation:** We will be a community where people (young and old) are expected to grow and mature into theologically and Biblically-grounded progressive Christians. Significant newcomer Catechesis and a commitment to ongoing Christian formation will be the norm for all.
- **Lean and Simple:** Inspired by the words of Jesus in Matthew 10:10 (“Take no bag for the journey, or two tunics, or sandals, or a staff; for laborers deserve their food.”), we will be intentionally building-less, at least for the first phase of our ministry. We will be creative in limiting overhead and traditional institutional costs and become self-sustaining as quickly as possible, raising one dollar from investors (i.e. financial supporters not part of this new community) members, and outside grants for every matching dollar of diocesan start-up money right from the very start. We will focus on the

building up the ministry and leadership of all the baptized rather than on hiring additional staff to plan and lead our work.

- **Focused Outward Rather Than Inward:** Our gatherings for worship and formation will engage people where they are rather than expecting them to already be like us. Newcomers will immediately be encouraged to add their gifts and therefore very quickly shift who we are as a community, helping the community to become increasingly relevant to its neighbors outside.
- **Artistic and Creative:** We will encounter God in the beautiful, and we will be a haven for artists and others who experience God's grace in playing, creating and transforming. Our gatherings will be fun and joyful.
- **Collaborative:** Wherever possible, we will collaborate with other churches, nonprofits, and, when appropriate, for-profit entities, rather than starting a ministry or outreach ourselves. (This also helps us keep lean and simple) We will be a vibrant participant in the Diocese of Indianapolis, encouraging the planting of other churches and revitalization of existing ones.
- **Transparent and Connected:** We will oversee and grow our community through open, invitational leadership that is grounded in clear, measurable goals and benchmarks and that encourages mutual accountability between clergy and laity. We will work closely with diocesan staff and other resource people rather than be detached or distant from the diocesan household.

Birthing A Community More Than Planting A Church

Successful modern church starts are all about building a web of relationships rather than building a worship space or even formulating a plan. Many theories abound about how to begin from scratch a successful church, but what is common to all of them is that relationships within the community must flourish before there is even a public worship service. Eric Law's Holy Currencies trainings reinforce that approach. So the emphasis of our list of very broad goals for birthing this community focus on what the physical manifestations of creating a new network of relationships, called a church, probably will look like. For the sake of ease of understanding, we have continued the use of the term "church planter" for the priest midwifing this process.

Goals For The First Stage of Startup

1. Hire a planter. Connect the planter with a church planting coach and connect him or her with other planters in the Episcopal Church, Lutheran Church and beyond.
2. In months 1-6, the planter will be building relationships in the Brownsburg community and also within the Diocesan household.
3. In months 6-9, the planter will be gathering initial small groups of ten non-churched people, with the group activities focused on formation. As each group matures, it will be asked to split and grow into two new groups of ten.
4. In months 6-9, the planter will identify lay leaders and shepherd them in their leadership development while primarily using outside resources for their training.
5. By month 10, the planter will be having regular gatherings for dinners, formation, and preview worship services. At this point the community will be over 100 strong and continuing to grow. Lay leadership will be performing key functions.
6. By month 12, aided by diocesan members skilled in such work, the Episcopal Church Foundation, and other resources, the planter will raise at least \$75,000 from individual Diocese of Indianapolis donors and outside grants to match a \$75,000 investment of the Diocese.
7. By month 12, the planter will have a plan ready for months 12-24 that is created in partnership with diocesan staff and the Mission Strategy Group of the diocese.

8. During months 12-18, the planter and gathered community will begin offering to the general public Sunday worship and formation, with a goal of an attendance on launch Sunday of at least 200 people.

Whitney Rice+, Chair of the Exploration & Opportunity Commission Moved the following Resolution:

To authorize the use of Land Bank funds to be used for any expense associated with a new congregation start rather than only for the purchase of land.

Seconded by Gloria Gangwer, **Passed unanimously.**

Bishop's Report: Since Bishop last was with the E.C. she has attended the House of Bishop's meeting in Taipei, Taiwan. Taiwan is part of the Episcopal Church and the Bishop of Taiwan is extremely faithful in attending HOB meetings – it is a LONG trip! A number of Bishops went on to Hong Kong after leaving the House of Bishops meeting – Hong Kong is not part of the Episcopal Church but it is a member of the Anglican Church and again they saw some wonderful ministries as they did in Taiwan – they also had the opportunity to be with their daughter, son-in-law and grandchildren. In November she went to Rome, Italy with the governors of the Anglican Center in Rome and had the wonderful opportunity to meet with the Holy Father. She has made numerous visitations and Vestry meetings.

She has been invited to join with Rabbi Dennis Sasso to be involved with program of Jewish & Christian leaders and hopefully travel to the Holy Land together in April or May. More on this later.

Bishop has been approached by the Episcopal Church Building Fund back in November, the Building Fund now has a program that they are calling Buildings for a New Tomorrow in which they gather some churches and help them imagine how to make different use of their building. We are going to be doing this in collaboration with the Disciples of Christ – we will be learning from each other. They would like to have a gathering in April – this will not initially include all of the parishes in the Diocese – it is designed to help congregations get past that sense that there is only one having trouble with their building. Canon Gray and the Mission Strategy Group will be working on helping to identify some places where we might jump start this in the future.

Another exciting opportunity - Bishop has been contacted by the Director of the Lilly Endowment Inc., John Wimmer, to participate in a grant proposal that would look at clergy indebtedness. We will see where this will take us.

After Diocesan Convention – Larry & Bishop attended a conference to begin to look at how do a bishop and a spouse begin to think about “what’s next” in their own lives. It was very helpful – we had homework to bring home – I will have more to say about that.

Bishop explained all that has gone on with a broken bone in her foot! It is doing better and right now she is in a boot!

Report of the Missions Commission – Steve Holt was not present but Bishop Waynick reported that The Rev. Mike Galvin (member of Executive Council & member of the Missions Commission) will chair the Global Missions Committee.

Voted Upon and Approved 2015 Executive Council Meetings:

(All meetings are scheduled for Waycross Camp & Conference Center – beginning at 10 am local time):
January 17, 2015

March 21, 2015

June 20, 2015

September 19, 2015

November 6 (starting with dinner 6:30 pm) & Nov. 7 (Overnight Planning Meeting)

Bill Hughes asked that the following 2016 dates for Executive Council meetings be approved, seconded by Caroline Fairbanks – Passed unanimously.

January 16, 2016

March 19, 2016

June 18, 2016

September 17, 2016

November 4 – 5, 2016 Overnight Planning Meeting (starting with dinner at 6:30 pm)

Frank Impicciche+ moved to adjourn, seconded by Coral Hamlin, Passed unanimously.
Bishop Waynick closed the meeting at 3:10 pm with prayer.

Our next meeting is Saturday, January 17, 2015 at Waycross starting at 10 am (ET).

Respectfully submitted,



Sally Cassidy



+Catherine M. Waynick
Bishop of Indianapolis