

**Executive Council Meeting**  
**March 17, 2018**  
**Waycross**

**PRESENT:** Jeff Brinkmann, Max Nottingham, John Rumble, Bill Hughes, Lara Dreyer, David Guilfoyle, Susan Steigerwald, Allen Rutherford, Caroline Fairbanks, Michelle Roos, Xander Koponen, Frank Impicciche, S. Davies Reed, Mariann Scott, Sean Sullivan, Isaiah Kuch, Tom Wood, Canon Brendan O’Sullivan-Hale, Bishop Jennifer Baskerville-Burrows, Janet Brinkworth.

The meeting was called to order by Bishop Jennifer Baskerville-Burrows at 10:02am. Morning prayer was led by the Bishop after we introduced each other around the circle.

Bishop Jennifer began by noting some changes to the Executive Council: Debbie Dehler has resigned due to her workload. Isaiah Kuch was introduced to all from Christ Church Cathedral, stating that the Bishop met Isaiah when Bishop Moses here last year. Isaiah is working to connect Bor & Indianapolis. Other reminders that Bishop Moses is coming in early May; Xander Koponen was appointed to the youth presence at General Convention. There was some discussion on the youth presence at GC.

**January Minutes:** There was a request for more information surrounding some of the actions taken on certain things. There were questions on communications information and the Zoom call not being recorded on December 13, 2017. It was notes that the documents discussed were made on Google docs. No action or votes was taken on December 13. There were no minutes, but docs discussed on structure and budget were discussed and distributed. No action was taken on these documents. January minutes were moved for approval by C. Davies Reed, with a second by Allen Rutherford. PASSED. Janet advised she would send out new minutes next week.

Refreshing Diocesan Life:

**Staff updates** – John Gedrick, associate for resource development, joined the staff, working with Melissa Hickman. Our commitment to the Lilly Endowment Grant and Pathways to Vitality program means we have to raise \$200,000 by end of the year to match funds. The Diocese had no infrastructure for fundraising and we need a new way to do this. There are also other ongoing fundraising needs such as EFHN (Episcopal Fund for Human Need), etc. There was some discussion on this.

Fatima Yakubu-Madus has been assigned to assist the Diocese with community engagement and will serve Christ Church Cathedral as deacon. Bishop Jennifer says it is a gift to have her, and she will work 20 hours per month. Approximately twice a month she will visit other congregations. There was a question from Bill Hughes on “Holy Currencies” – will she work with that? The Bishop reminded the council of her vision of a leadership team and wants to keep things cohesive, not lose focus or be scattered. There are other programs that are good programs, but they may not be programs we adopt.

The Bishop gave an update on Debra Kissinger that she is working from home. We are trying to keep her responsibilities covered. The Bishop mentioned some tension in our staff’s morale and in the past few months we have moved from three canons (executive staff members) to one. Lara asked if Executive Council can help with the situation. Bishop Jennifer says she is not trying to stretch budget. And it might help to have someone who knows the diocese give some assistance (asked for suggestions). The Bishop asked, “What is your ideal?” Discussion on having two Canons—one for congregational/leadership and the other for administration and evangelism. In addition there would be a staff person to oversee transitions. We are trying to fill holes made long ago. Are there budget dollars to bring in someone? Brendan says we should be OK for the year, but the Bishop knows there is a pinch. A reminder was made that staff positions were kept open for the transition (in the budget). There was a question of who is paying Canon Debra now – insurance or the Diocese? There was a question on the youth leader, Victoria Hoppes. And a reminder of our communications team, too. The

Diocesan Convention should have a report of staffing. A complete plan is probably not realistic yet, as models suggest a transition to new staff should take 2 years.

**Conversation: Purpose of the Diocese** – After the last meeting, Bishop Jennifer assigned reading to provoke conversation on organizational health and the purpose of a diocese (attached). Lara Dreher began by asking the question, “what are these institutions for?” Wartime munitions production? Failures are noted with efforts around hurricane Katrina in 2005 and multiple hurricanes hitting Puerto Rico in 2017 – pain is cured by what authorities think should happen, not necessarily what the people who need it want to happen. It is a failure of morals and values. We should have shared mission, goals and arrange our organization to meet these goals. If we don’t know the goal, how do we structure? Mission of the church. Allen Rutherford mentioned the DACA article (regarding the arrest of protestors from the Cathedral in Indianapolis March 6, 2017), that people in South Indiana wondered what his response was. This issue is not huge in his area, but now the Episcopal church is in the news. A comment was made to be firm in mission, but maybe different areas have different focus – south Indiana vs central, etc. “what is need and passion right here” is the question. It doesn’t look the same from church to church. But news shows the church is active. The issue in the news may not work for all, but our job is to amplify our work. Allen Rutherford made a reference of the church being a peach, the insides were firm and solid while the outer layers could be mushy. The Bishop says if we remove the silo, we must collaborate. There was further discussion on the articles the bishop distributed for reading before this meeting. The Bishop has been pondering some of the comments and wrote on the board 3 words: agile, connection, peach). She mentioned some thoughts on the 5 deaneries? How about having a central one and large regions stemming from it. Critical mass areas to assist each other. Could have meeting by region and then have affinity groups (campus, bi-vocational clergy, evangelism catalyst, missional community). Meet 4 times per month? Also try using technology and meet by Zoom so people can all be involved. There was a reminder that part-time clergy may make up a deanery and the church as a whole, therefore a Zoom meeting would not take as much time.

*Break for lunch*

We continued our discussion,

**What is a diocese?** How do we form/structure ourselves? The core—the central unit of the church—is the Diocese, the bishop is the chief pastor. If we are all silos it is hard to deal with individual churches. It can be complicated to think of the other 48 churches when one hears the word “diocese” and not the headquarters or bishop’s office. Instead, imagine the diocese as 48 mission stations - an extension of the bishop. What keeps us agile & connected? Discussion continued on the matter of how to convey who we are, what is your one sentence description of the Episcopal church?

**Began conference call with Mieke Vandersall** (re: website design). The process is important, and it reflects who we are. Canon Brendan O’Sullivan Hale and Mieke Vandersall explained work of feedback committee. Mieke explained that identity pillars describe priorities. Radical welcome, bold witness, connected with Christ. There are three pillars: #1- things aren’t as they appear, #2- messiness is expected and embraced, #3- it’s your call to keep your ears close to heartbeat of humanity. The council saw a mockup of the main/landing page of our new website. They want to include lots of photos of members of our diocese. There were some questions and discussion on the landing page and we saw a second page. There were suggestions on the navigation feature: a desire for fewer clicks to get where you’re going, ability to find a parish easily, add search bar. The color palette of the site was discussed. Brendan wants to know feedback by Wednesday March 21. There were remarks made about other sites. We are still wanting to launch in April and want to launch as complete as possible.

**Budget** – Tom Wood advised that the Task group has not met since the last EC meeting. Canon Brendan spoke on ways to “shake loose” more money and spoke about a plan that was discussed. An idea was suggested by Laurel Cornell that allowed for some things stay the same but cut some items each year (get figures from Canon Brendan). By doing this, we would retain in year 1, \$100,000, in year 2, \$200,000. This is just something to think about. Bishop Jennifer asked, what is the goal here? Do we find more funds or are we looking for ways to

fund other programs? There was discussion on this scenario, where the money might go, how we account for it, who deserves it, should the staff be compensated over cost of living levels, does this money get repeated each year?

**Waycross update** – The Bishop expressed that the interim director, Evita Krislock is hard at work. She invited members to attend the board meeting next Thursday, March 22. They are getting close in the search for next director and have 2 candidates for 2<sup>nd</sup> interview. There were questions about when construction is to start on the Waynick center? It was said that the delay may be due to financial transitions, staff transition.

**Diocesan Convention planning** – Canon Brendan said we already have some folks to help. Erin Houglund for children's formation, Charlie Dupree and Michael Boney for liturgy and music. A request was made to the Council if anyone was able to serve on this board – Dave Guilfoyle volunteered. It was mentioned that Linda Johnson may have some people available through Canterbury at Indiana University.

**Episcopal Fund for Human Need** – The Bishop says money is being raised but there is no committee or person responsible. She asked if someone could meet about this? There hasn't been fundraising, but it needs leadership from Executive Council. It was mentioned that maybe Rick Kautz would be interested. The question becomes, how do we fund Episcopal programs. This is on hold for now.

**Resolutions** – Canon Brendan mentioned the housing allowance for Fatima Yakubu-Madus. See attached document. We do need approval for this. Total is \$8,247 for 2018. Move to approve for from C. Davies Reed, seconded by Mariann Scott. PASSED.

**Treasurer report** – Tom Wood went over the budget sent by email. He indicated that over \$70,000 was not spent. It was mentioned that this may be related to unspent funds on clergy in Shelbyville. This does not affect the financial report, it only affects how things are stated. The S&P is 2.8% up – economy is strong. Tom commented on bonds we held using companies involved with guns and the search we've done shows none (that means less than ½%). Tom provided 2 blogs for Executive Council to look at. A motion was made to approve the Treasurer's report by C. Davies Reed (subject to audit), seconded by Max Nottingham. PASSED.

**Next meeting** – There was a discussion regarding having another meeting before the June meeting. It was decided that we should meet, and the date decided was May 12, location TBA. The subject of the meeting would be discussing the budget and structure.

After singing happy birthday to Tom Wood, we adjourned at 3:20pm.

Respectfully Submitted,

Janet Brinkworth

Addendum to Minutes: Vote taken by email 3/27/2018 regarding new housing allowance resolution for Canon Debra Kissinger. Email string attached.