

Executive Council Meeting Minutes

Waycross Camp and Conference Center

Sept 15, 2018

Revised minutes, updated with corrections made in the October 27, 2018 meeting

PRESENT: Jeff Brinkmann, Max Nottingham, Bill Hughes, Lara Dreyer, the Rev. David Guilfoyle, Susan Steigerwald, the Rev. Allen Rutherford, the Rev. Michelle Roos, Xander Koponen, the Rev. Frank Impicliche, the Rev. C. Davies Reed, Laurel Cornell, Mariann Scott, Sean Sullivan, Isaiah Kuch, Tom Wood, Canon Brendan O’Sullivan-Hale, Bishop Jennifer Baskerville-Burrows, Janet Brinkworth.

The meeting began with devotions at 10:02am.

Approval of Minutes from 6/16/2018 meeting. The following corrections were made: Mariann’s name was misspelled under deanery paragraph. From the congregational identifiers paragraph, change the sentence, “How do we get the clergy to realize this is a problem?” To “How do we get the clergy and laity to realize this is a problem?”. It was also noted that Max Nottingham was incorrectly listed as a member of the clergy. New minutes will be sent out with these corrections. The corrected version of the minutes was moved by C. Davies Reed and seconded by Mariann Scott. PASSED

The Work Set Forth. This “new language” is being used and we need to continue it. The language comes from the listening sessions held around the diocese last year and from other discussions at the last convention and other meetings. *Grounded in God’s love in Christ, the Episcopal Diocese of Indianapolis is called to reach out with a radical welcome and bold witness to serve and transform our world.* This is a barometer for us.

Leadership transitions. The Bishop announced that Tom Wood is retiring as treasurer. Laurel Cornell will take over as treasurer in January 2019, pending election by the Diocesan Convention. Cathy Bridge is retiring as Assistant Chancellor. The new Assistant Chancellor is Todd Relue who is with Plews Shadley Racher & Braun LLP (Todd attends Trinity Indianapolis). George Plews continues as Chancellor.

Diocesan Leadership Institute (DLI). This is a program of the Episcopal Church Foundation, created to help make dioceses more effective and vital. The Bishop asked Canon Brendan and Laurel Cornell to speak on this. Brendan says we adopted a project which includes a Thriving in Ministry grant from Lilly. Some of the parts of the grant could include bringing three priests on board (new priests) to create new faith communities which may or may not be connected to parish. The would help expand a way to look through new eyes at a community. “Learning From London” is another program where new faith communities are planted and people are trained using a specific plan. The “College for Congregational Development”, is a two-year training of lay and clergy to learn models to assess congregational health. The Bishop said this program is very impactful and is a part of our “Work Set Forth” list. The diocese asked for a 1 million-dollar grant to do this. If we don’t get the grant, we still need to do the work. The grant would help

make it happen more quickly. Laurel spoke about what a great group of people were there, with lots of different experiences. There is a change in that the Bishop should not be apart from us, but more of a coach to us. This team (the Bishop, Canon Brendan, Canon Kristin White and Laurel) will continue the training with a coach and the Bishop says they asked for a coach that has experience in inter-cultural diversity. There will be periodic calls with the team and the coach (approximately once a month).

If the Lilly grant is obtained, these will be budgetary priorities in 2020/2021. There was a mention that our convention speaker, Dwight Zscheile, will help us learn to grow and embrace change. The question was posed, how can congregations embrace something new when the new thing changes often? Bishop Jennifer sees the new program as options not edicts to stop and do something new. Do what works. The bishop's staff should be on the ground, looking at congregations, seeing what they need and helping them. There was a question of wanting to see the grant and what the diocese wrote. Yes, this is available. (*attached*)

Trinity Haven. (Initiative out of Trinity Indianapolis for LGBTQ Youth.) The Bishop spoke of this project, to provide transitional housing for LGBTQ youth experiencing homelessness. They want to make it a cooperating ministry of the diocese and will probably want some financial support. There has been some tension between Trinity and St. Richard's Episcopal School about Trinity Haven.

Structure Conversation. The goal is to present this at convention. The most recent discussion was at the May meeting of the Executive Council. Lara Dreyer reminded us that there are two parts of this concept: affinity groups and regional approach. The regional component is the biggest concern. The committee has tried to find a grouping so that meetings can be held within an hour drive (to be more accessible). With that in mind, the new grouping would include churches that are various sizes and financial status meeting together. The gathering spot may not be a church, which may help to reset our view of deaneries. The regional group feeds into the Executive Council and we need to populate the Council from the groups or neighborhood. There was discussion of also having some affinity groups represented on the Council, but the question was raised, "what is the purpose of the Executive Council"? This body oversees fiduciary issues of the diocese, so perhaps adding an affinity/interest group representative is not something for the Council. There was some discussion on who the Bishop Appoints to the Council and how they fit in. And a reminder that if we change the deanery structure we have to change all Canons that mention deanery. Maybe we should suspend Canons 9 & 10 so we can work on this and develop a new canon to revisit in a year? This will give some time to figure out what will work for us. Canons are there to assist us. Maybe this suspension is to be decided at convention? The point is not to make changes this year, but to authorize suspension to the Canons to allow us to try a new structure so we don't elect a new person to a system of deaneries that may be changing. We want to increase the ways people gather geographically plus have affinity groups (even though people may have to drive farther to attend an affinity group event). We need clear guidelines. A Visual Map of the proposed groups was emailed to the Council. This map shows churches and meeting spots; two of the regions don't have a church in the meeting place. It was noted that this map also shows where there are no Episcopal churches and all think there should be; maybe this will be different in the next few decades.

Lunch break

Some more discussion of restructuring. Is this restructuring good and helpful? It was brought up that in Marion County there are large and small parishes and there is a question of whether this is not helpful to all due to the differences in church experiences. Some discussion on big church vs small church. Does this prompt collaboration? Unfair advantage? Opinions given were wide-ranging. What role would this new structure system play? What decisions are being made? Are there divisions between large churches and small? Would need to have a frank conversation before things start. The hope is to have meetings during the year to discuss other things, not just convention. This might change delegate expectations. Would need clear indication of expectations. Tabled for now, still other things to discuss. Most Council members are open to this idea. There was a motion to write the resolution to suspend Canons 9 and 10 from convention 2018 to convention 2020.

A motion made by Allen Rutherford, seconded by Frank Impicciche,

“The Executive Council endorses the creation of a resolution to suspend Canons 9 and 10 beginning at convention 2018 for 2 years, completed at or before the convention of 2020.”

Vote passed unanimously

Diocesan Convention Update. A brief description was given of convention plans. This year, online registration is offered, and we are promoting programs for children, youth and guests.

Episcopal (Bishop) Mutual Ministry Review (MMR). Frank Impicciche reports that the Standing Committee has contracted Dan Martin to do the review. He is coming in February 2019. A survey and a panel will do the work, some of the work has already been done (Listening sessions, etc.). There is a conference call planned during the October meeting of the Standing Committee with Dan Martin. The participants to include a wide range of interests. The diocese statement on MMR highlights challenges, future focus and finances. There was a reminder that the MMR is for the Bishop and our diocese.

Treasurer’s report. Given by Tom Wood. (*Attached*) Waycross Promissory Note. (*Attached*) This Line of Credit was set up, so Waycross only pays on money they need/borrow. There was a question on how Waycross got this way. Laurel Cornell explained David Ramsey’s presentation, looking at the camp, needs, etc., which does not always give Waycross the money to exist in the budget. David and the Bishop meet regularly, wanting to watch out and help it grow.

Waycross Promissory Note vote taken and passes unanimously.

Treasurer’s report was accepted and moved by C. Davies Reed, seconded by Allen Rutherford. Passed, subject to audit.

Kemper CPAs met with the Treasurer, Treasurer-elect, and Canon Brendan to present the 2017 audit. The lateness of the audit was due to the time it took to sort through Waycross’s finances. With new leadership in place it is hoped that this issue will not repeat for the 2018 audit. Kemper reported no meaningful exceptions in their review of the diocese’s finances. Kemper also noted that there will be new requirements for non-profit reporting coming into effect next year, which they will help us adjust to.

The Executive Council received the audit as presented.

Budget. C. Davies Reed reminded the Council to use the budget sent to the Council for the June meeting. Several things were to be tweaked after the June budget. The projection was for a 10% increase of healthcare, but this came in lower. The Health Savings Account (HSA) is moving

from the diocese paying 75% to 70%. Line 183 is new to help with new/young churches, but this will hold right now for future. It was mentioned again that the 2020 budget items should reflect the Work Set Forth. There were questions about the campus ministry plan for 2019 (fundraising and matching). That will stay as it is, but those involved will meet and come up with thoughts for a mission strategy for the campuses. There was discussion about transparency with publishing salaries of the bishop's staff to be good stewards, but also that salaries for all clergy should be listed as well. There is more work to do to prepare for this kind of transparency. There was a question of making public the staff reporting chart for the bishop's staff.

Ministerial Excellence Fund. Canon Brendan reported that we are tasked with coming up with matching funds of \$250,000. There is a pledge for \$60,000 toward this. The diocese hopes to match what is raised and will host an event on October 4. A reminder that this match is not from the operating budget.

A motion was made by Susan Stiegerwald, seconded by Sean Sullivan.

“To establish from the funds that have accrued due to interest in the Ministerial Excellence Fund (MEF) grant investment, that we establish a \$100,000 match incentive for the MEF, per Melissa Hickman’s memo dated Sept 12, 2018.”

(attached)

Motion passed unanimously.

The next meeting of the Executive Council is Oct 27. The hope is the meeting will be only two topics: budget and structure. The meeting is at Waycross.

The meeting was adjourned at 3:07pm. With a motion from C. Davies Reed, seconded by Allen Rutherford.

Respectfully Submitted, Janet Brinkworth

An email was sent to the Council from Canon Brendan O’Sullivan-Hale on 10/11/18 requesting a vote on the following:

Whereas the Rev. Cn. Kristin White is employed as a minister of the Gospel of the Episcopal Diocese of Indianapolis, which does not provide a residence for her, the Executive Council of the Episcopal Diocese of Indianapolis resolves that of the total compensation of \$27,500 to be paid to the Rev. Cn. Kristin White during 2018, that \$27,500 be designated as a parsonage allowance within the meaning of that term as used in section 107 of the IRS code of 1986.

A quorum voting yes was reached via email replies. The quorum was reached on October 14, 2018 (additional “yes” votes were received after the quorum was reached). There were no dissenting votes. Responses of “yes” were received from:

Ms. Lara Dryer	Rev. Frank Impicicche	The Rev. Dave Guilfoyle
Rev. Michelle Roos	Mr. Max Nottingham	Mr. Isaiah Kuch
Rev. Allen Rutherford	Mr. Xander Koponen	Ms. Laurel Cornell
Rev. C. Davies Reed	Ms. Mariann Scott	