

Executive Council Meeting Minutes
March 23, 2019
Waycross Camp and Conference Center

These Minutes approved by the Council on June 1, 2019

Present: Ms. Mariann Scott, the Rev. Rebecca Nickel, Ms. Rose Anne Grasty, Ms. Laurel Cornell, the Rev. C. Davies Reed, the Rev. Holly Zaher, Miss Ellie Zaher, Mr. Bill Hughes, Mr. Jeff Brinkmann, Mr. Michael McGraw, Mr. Max Nottingham, the Rev. Canon Kristin White, Ms. Caroline Fairbanks, the Rev. Frank Impicicche, Mr. Isaiah Kuch, Mr. Sean Sullivan, Ms. Lara Dreyer, Ms. Susan Steigerwald, Canon Brendan O'Sullivan-Hale, the Rt. Rev. Jennifer Baskerville-Burrows, Ms. Janet Brinkworth.

Not present: the Rev. Jan Oller, the Rev. David Guilfoyle, the Rev. Christopher Beasley.

The meeting began with morning prayer at 10:07am, led by Bishop Jennifer Baskerville-Burrows. Bishop Jennifer gave opening remarks welcoming everyone to the meeting.

Diocesan Mission Pillars. Bishop Jennifer remarked that it is helpful to hear and think about these five points often. This will continue to solidify it as our vision and wants everyone to make it familiar.

Setting Norms. Canon Kristin White presented suggestions for the Executive Council "norms", which was discussed at the December retreat. She presented a list of six norms. 1.) Live more fully into mission. How do we see God? The group shared several stories. 2.) Do the work God gives us to do. 3.) Make every effort to arrive on time and stay through to the end. 4.) Use technology that brings us into shared work. 5.) Deepen our fellowship in work together. 6.) Praise God and proclaim the good news. The question was raised, do we need a policy on confidentiality? There was discussion on the public nature of the work done by the Executive Council, but it was agreed that we should be clear when we need confidentiality. Should we add this to the list? This meeting is public. There was further discussion on making Executive Council (EC) a place where all members can be heard. Also, a suggestion to be open to listen actively and respond thoughtfully. There was further discussion on making space for all to speak.

Approval of Minutes from January 19, 2019 meeting. There were no corrections or additions. A motion was made to accept the minutes by the Rev. C. Davies Reed, and seconded by Ms. Susan Steigerwald. PASSED UNANIMOUSLY.

Report of Diocese Restructuring Subcommittee. Lara Dreyer advised that the most recent meeting of this committee was February 26 and included the Bishop and Canon Kristin White. The discussion included making the change from "deanery" to "neighborhood." Canon Kristin spoke on the upcoming meetings of each neighborhood and want to connect all parts of the diocesan leadership. The first meeting is April 6 in Princeton IN (with the former Southwest Deanery). Canons Kristin and Brendan will be present, with invitations going to convention delegates, clergy, alternate delegates or other leaders including Executive Council members of the deanery. All meetings are 10am-noon and will be facilitated by the bishop's executive team. Each deanery is currently labeled by color corresponding to the map presented at the 2018 diocesan convention, and at these upcoming meetings they will rename their deanery with a new neighborhood name. After the April 6 meeting, follows meetings in two locations on May 11, in two locations June 1, and in one location on June 15. Other items on the agenda include defining each person's role, identifying what roles are vacant, and electing two conveners for the fall meeting (1 lay and 1 clergy). The Fall meeting will include election of two conveners to serve in 2020, to

be approved at the 2019 diocesan convention. There was discussion whether the conveners elected in the Fall may be the next members of Executive Council? There needs to be clarity on who are elected, for what position and for how long. Finally, a hearty “thank you, subcommittee” was expressed by the Council members.

Deans and their relation to the new structure. The Council spoke at the last meeting of the role of deans, that it might be good to have a primary leader to communicate with the bishop. There was discussion on how to communicate details of this work with the diocese and the bishop’s office, whether this should be a regular agenda item for Executive Council. What is the news that needs to be given to this Council or the Bishop? Is a group needed for this? In the past, the dean in some deaneries helped to coordinate issues that occurred. There should be clarity to all roles with their responsibilities. The elected convener is a one-year term, not the three-year term of an Executive Council member. The Bishop advised she will talk with the clergy about these things at the upcoming clergy conference that convenes next Monday.

Deacon formation pathway. Canon Kristin provided a handout from the Deacon Formation Task Force. The members are Deacon Cathy Scott, the Rev. Bradley Pace, Archdeacon Connie Peppler, Ms. Nancy Hutchins, the Rev. Mary Taflinger, and the Rev. Erin Houglund. The role of the deacon is based in relationships. Church Divinity School of the Pacific (CDSP) has an online program of study that supports cohort learning. Our diocese previously had Information Day for anyone – but if you missed that day, you had to wait a year to start the discernment process. The committee is looking at more appropriate ways to begin the process, not subject to the calendar. There is a need to define the relationship between Commission on Ministry (COM) and the Standing Committee. It is desired that the Standing Committee have more involvement with those in discernment throughout the process. There will be more streamlined communication with the candidate when they interview to move forward without waiting for weeks to hear results. The COM is working on a Dropbox file for individuals to screen and store forms which can be shared with their priest.

The Council broke for lunch

Law & Policy Program - Fiscal Sponsorship Request. Adam Mueller is a member of Trinity Indianapolis, and represents a group seeking to start a law and policy program in Indiana. Indiana already has several legal aid programs that provide legal services to people who otherwise could not afford them. These are largely funded through federal grants that allow the organizations to helping resolve individual cases, but prohibit them from addressing the policies that cause these issues in the first place. For instance, a legal aid organization may help an individual get his or her driver’s license back, but is not allowed to advocate for a change in the Indiana laws that cause driver’s licenses to be taken away for reasons unrelated to driving records. Mueller’s group seeks to found an organization that would be able to engage in such advocacy work.

Mueller is requesting that the diocese consider acting as a fiscal sponsor for this prospective organization while it is in the planning stages. This is needed because Mueller and his team intend to apply for planning grants before the organization officially takes shape, and granting agencies will require a reputable 501(c)3 to which they can award the funds. Canon Brendan noted that there is precedent for the diocese acting in this capacity before, and that the Bishop’s staff does have the administrative capacity to handle the relatively light transaction volume needed. The diocese does not have a canonical process for approving fiscal agency, but Canon Brendan recommended that the Executive Council treat this request in the spirit of Canon 6, which governs cooperating ministries. This

requires the Bishop's affirmation that an organization's mission is in line with the mission of the Diocese of Indianapolis, and subsequent approval by Executive Council. Bishop Jennifer has affirmed that the founding of a law and policy program is in line with the diocese's call to stand with the vulnerable and the marginalized.

A motion was made for the Executive Council to authorize further conversations between the Diocese and Mueller to develop a formal proposal for a fiscal sponsorship arrangement. that could be approved at a subsequent Executive Council meeting. Motion by the Rev. C. Davies Reed, second by Michael McGraw. PASSED UNANIMOUSLY.

2019 Convention Planning. Jeff Brinkman and Susan Steigerwald are co-chairs of the Convention Planning Committee. The Rev. Frank Impicliche and Susie Wolfe are also helping on the committee. The working theme is, "Half a shade braver to love and serve our neighbor."

Racial Justice. Dr. Catherine Meeks will lead a workshop for diocesan leadership on October 5, 10am-3pm. Dr. Meeks is the Director of the Absalom Jones Center for Racial Healing in Atlanta, and our diocese has been working to bring her here. This is formational work and this should be done on a regular basis.

Youth Report. Ellie Zaher gave her report, mentioning some local events she has participated in and diocesan events she has attended in recent months. She mentioned the friendships she continues to have with other youth she meets at these events. The Bishop asked Ellie to bring any questions the Youth of the diocese have to the Executive Council.

Budget formation update. The Rev. C. Davies Reed informed the Council they are still working on the various pieces of the budget. They are working off a new budget request form which ties requests to the new diocesan mission and vision. Their next meeting agenda is to balance the budget. They are trying to represent the mission better and with more clarity.

Executive Team Updates. The Bishop updated the Council on Diocesan Leadership Initiative (DLI) sponsored by the Episcopal Church Foundation. Regarding the Episcopal Mutual Ministry Review (EMMR), the consultant is waiting on final reviews to finish the report. The Bishop spoke about the review, saying that we are on the right track and it is helpful to hear the things we need to do. We will have the reports soon and will send it out to all. We are planning to do EMMRs every few years. This report goes to the Presiding Bishop and it is required for parishes, also. The Bishop reported the recent House of Bishops meeting and conversations regarding the 2020 Lambeth conference.

Canon Kristin White spoke about a Mutual Ministry Review (MMR) for priests and reminded the Council that this is not a performance evaluation, but an evaluation of how priests and congregations are doing with their shared ministry. The same three questions would be posed to three entities: clergy, wardens, and vestry. Also, there have been some meetings on missional communities and neighborhoods at convention. She is considering sharing photos at these events. (Please send these to Canon Kristin.) We have called a new Associate for Transition to the Diocese – the Rev. Sean Cox will begin May 1.

Canon Brendan O'Sullivan-Hale then announced that we have closed the books on 2018, and the auditors were pleased. Also, Waycross closed their books and had their own audit done as well. This is a credit to Executive Director David Ramsey. Brendan mentioned the PRIDE Parade and Festival (June 8) and that the Diocese of Northern Indiana wants to participate with us. He reported that the Faithful Innovations training on February 16 had forty people from ten congregations of all sizes. Brendan

informed the Council that he visited with Episcopal hospital chaplains and it was a very moving experience with great people. The Financial Leadership Workshop is today, and this morning 25 people were in attendance from 13 congregations. These financial leaders can be overwhelmed, and the diocese wants to do what they can to help.

Treasurer's report. Laurel Cornell reminded everyone that documents were emailed to the Council from Brendan and to please read them all. There were no questions. She also asked what other information the Executive Council members would like to receive from the Investment and Finance Committee. Several questions were raised and could be discussed at the next meeting:

- what specifically does the Investment and Finance Committee do
- there is a need to clarify when a church can ask for money from the diocese and under what circumstances
- could the Council receive a summary of accounts (Laurel advised she will provide a summary to the Council).

The Treasurer's report was submitted for audit.

The next meeting of the Executive Council was scheduled for June 8, but the PRIDE Festival has been scheduled for that date. It was decided that the Council would have a short meeting by Zoom call on June 1. There are two neighborhood meetings that day from 10am-noon and the Executive Council call will take place from 2-4pm.

The meeting adjourned at 3:10pm.

Respectfully submitted,
Janet Brinkworth