

Executive Council Minutes  
June 1, 2019  
Zoom Conference Call

*These minutes were approved on the October 26, 2019 meeting.*

Present: Mr. Jeff Brinkmann, Mr. Max Nottingham, The Rev. Jan Oller, Mr. Bill Hughes, The Rev. Christopher Beasley, Mr. Michael McGraw, Ms. Susan Steigerwald, Ms. Caroline Fairbanks, Ms. Rose Anne Grasty, Ms. Lara Dreyer, The Rev. Frank Impicliche, Mr. Sean Sullivan, Canon Brendan O’Sullivan-Hale, Canon Kristin White, Dr. Laurel Cornell, The Rt. Rev. Jennifer Baskerville-Burrows, Ms. Janet Brinkworth.

Absent: The Rev. Dave Guilfoyle, The Rev. Holly Zaher, Miss Ellie Zaher, Mr. Isaiah Kuch, The Rev. C.Davies Reed, Ms. Mariann Scott.

The meeting began at 2:06pm with prayer given by Bishop Jennifer.

**Approval of Minutes.** The Minutes from the March 23, 2019 meeting had already been distributed and the Council was asked if there were corrections or additions. There were none. A motion to approve the minutes as written was made by The Rev. Jan Oller and seconded by The Rev. Frank Impicliche. PASSED UNANIMOUSLY.

**Organizing for Business.** The Bishop reviewed our mission. She indicated that this is an important part of the Council’s work and it is important to continue to review it. This work has been going on for two years.

**Leadership & Diocesan Updates.** The Bishop said she purposely reviewed our mission before our discussion on the 2020 budget. She mentioned the importance of empowering community and told a story about St. Mary’s Martinsville. Her first meeting with the parishioners included a question of whether their church was scheduled to close. Her answer was no, plus they had ideas for good worship and good community involvement. In the Fall of 2018, Canon Kristin had a tense meeting with them, but then used some church model resources she has used in the past, and it clicked for them. The congregation took a new form. This is a good story – they still have financial issues, but they are energized. We need to bring the best of our resources to be out and active in the world. A healthy organization with healthy habits is the way we should grow. Canon Kristin mentioned that St. Mary’s is still trying to figure out how to do this and articulate this. She also added to the Bishop’s illustration of St. Mary’s regarding her Fall 2018 meeting, and Canon Kristin also indicated how the congregation was worried about having enough people on their Bishop’s Committee and were worried about money. Their continued conversations developed into a new sense of a call of their congregation.

The question was asked, “What is the best way to nurture churches both financially and non-financially?” The healthy way is to align budget with mission. There was a study of the work recently done at the Diocese of Olympia and New Hampshire. Their model has changed from aid toward development, grant-based, financial and practical support. The following Council discussion included several elements of implementation of the plan. There will be a conversation between The Rev. Frank Impicliche and the church currently receiving aid and Father Frank will describe the new orientation to them. A grant committee will be made up of

Executive Council members and others. Any congregation and any size are eligible. Canon Brendan advised that the current grants of the Diocese are a maximum of approximately \$400. However, to fund a congregation is different and the Executive team is looking at a model that can help to transform a congregation. The Bishop indicated that we need to change the previous pattern, we need to ask questions and do new things. Canon Kristin confirmed the steps of the process. Father Frank will contact churches getting aide, and they will also have conversations with both Canon Brendan and Canon Kristin. We will use models from the College for Congregational Development (CCD). The receiving churches will attend CCD training, and we'll have other resources at their disposal. There was some discussion on transparency and figuring out how to work this out to fit our diocese. Current aid to churches is not specific as to how the money is used with salary or other items. This process (to move to a grant-based system of aide) will be a years-long transition.

There will be a letter coming soon from the Bishop explaining why we're moving in this direction for the 2020 budget. With this letter will be a letter from the Treasurer, as well as the draft budget.

There were some final questions about the types of grants offered, the groups involved, how the timeline will fit a church's situation and not a one-size-fits-all.

**2020 Budget** – Canon Brendan sent out information in advance for the 2020 budget and indicated that there are almost 200 lines in this budget, but the items should be clear. Canon Brendan went over the budget in detail, which is based on our mission. He first spoke about all income items and noted the Endowment draw is slightly higher. He spoke next about expenses. Some of the expenses were referenced as to how they relate to our mission points. Canon Brendan feels this budget provides more transparency. Some additional information was given on insurance and legal expenses.

There was some discussion on additional categories such as the Bishop and Bishop's Staff. A request for individual staff salaries was made. Canon Brendan pointed out that Executive Council already receives information about individual staff salaries in its monthly financial reports. He added that a broader discussion about salary transparency is needed. In The Episcopal Church, there is a pervasive difference between the salaries of male and female clergy, and that difference occurs in the Diocese of Indianapolis as well. In dioceses that have tackled this issue head-on, transparency in salaries of all clergy, not just bishop's staff, have been part of the toolkit to move toward pay equity. The question of broad publication of bishop's staff salaries is most appropriately addressed as part of that conversation. For now, Executive Council has all of the information required for its oversight role.

### **Updates from the Bishop & Executive Team**

The Bishop mentioned that she has heard from several people that they have seen some of the things she has been doing (visitations, Commencement and Honorary Doctorate at Church Divinity School of the Pacific, co-consecrator of new Bishops, etc.).

Canon Kristin announced an upcoming reception for The Bishop-Elect of Vermont, Shannon MacVean-Brown is Sunday June 16 from 3-5pm. She facilitated a meeting of a neighborhood today. Since the previous Council meeting, there have been several neighborhood meetings which were named Crossroads, Wabash, Waycross, and Riverbend. The final meeting is June 15 in Anderson. Besides naming their neighborhood, they elected co-conveners. Both meetings produced good questions and the groups are asking about things that the diocesan staff

is working on. Regarding transitions, Canon Kristin shared that St Thomas has closed their search. The Pathways Priest, Ben Wyatt, has signed all paperwork and begins August 1.

Canon Brendan brought up the Housing Allowance for Sean Cox, the paperwork was provided prior to the meeting. There was a motion to approve the allowance made by The Rev. Frank Impicciche, with a second by Mr. Michael McGraw. MOTION PASSED. (Resolution attached) Canon Brendan also mentioned sponsorship of the Justice Indiana group (presentation made at previous Council meeting). He mentioned some additional conversation happened with our chancellor just yesterday that has changed some details in the direction we are likely to go. Therefore, there is nothing for the Council to do today, but we are moving ahead. They will apply for 501c3, but that process does not need to be complete for fiscal sponsorship to proceed.

**Treasurer's report.** This was sent to the Council prior to the meeting. There was a motion to approve the report made by Mr. Max Nottingham with a second made by Ms. Susan Steigerwald. There was one question as to why more money is being allocated for the Diocesan Convention, which was answered by Canon Brendan.

**Other Business.** Ms. Lara Dreyer reported that the Restructuring Group has met twice since the previous Council meeting and is doing good work. A report will go to Canon Kristin soon.

Canon Kristin shared that the Bishop election in the Diocese of Michigan has just become final, with the Rev. Bonnie Perry becoming Bishop-Elect.

The Bishop indicated that the next meeting would be September 14 at Waycross and the Council would approve the budget at that meeting.

The meeting adjourned at 4:05pm with closing prayer by the Bishop.

Respectfully Submitted,  
Janet Brinkworth

**On August 7, 2019** a phone conference call was held by a quorum of the Executive Council. The Resolution was to facilitate the purchase of a residence for the Rt. Rev. Jennifer Baskerville-Burrows. The Resolution was passed and is attached.