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Reports to Convention

**Historiographer's Report
Pathways to Vitality
Waycross**

**182nd Annual Convention
November 15-16, 2019**

Report of the Historiographer of the Diocese of Indianapolis to the Diocesan Convention (2019)

Greetings:

The documents contained in an archive tell the complete story of an organization. Without this link to our 182-year past, we risk losing sight of our Christ-centered mission and important place in the history of our communities as beacons of Christ's presence there.

To introduce myself, I am a member of All Saints Indianapolis and often attend daily Mass at the Cathedral. I earned a Juris Doctorate and Masters of Library Science from Indiana University in 2016 and work as a law librarian at a law firm in Indianapolis. I was appointed as historiographer-registrar of the diocese at the last diocesan convention. It quickly became apparent that it would be a monumental task, since the position was last filled from 1997-2003 by the late Thomas A. Pence (St Michael's, Noblesville).

Bishop Jennifer and I have identified a few key initiatives for the archives that will take several years to implement:

1. Digitization for archival materials
2. Review full holdings of diocesan archives and cross-check holdings with the existing and outdated catalog
3. Review of records retention policies and best practices
4. Potential institutions to partner with to properly hold diocesan archives
5. Creation of portal on diocesan website with some data

The goal is to have a system for a streamlined process of document retention and transfer to parish or diocesan archives and providing a proper space for those documents.

Much of the first year was spent becoming acquainted with the diocesan archives and speaking with various congregations about their archives.

Tasks:

- Spoke with:
 - *Bishop Baskerville-Burrows* to discuss vision and tasks
 - *Rev. Suzanne Wille* (All Saints Indianapolis) to discuss parish archives
 - *John Zimmerman* (Christ Church Indianapolis) to discuss parish archives
 - *Mark Duffy* (Canonical Archivist of Episcopal Church) to discuss steps forward
 - *Diane Wells* (Archivist & Records Manager, Diocese of Olympia) to discuss records retention policies
 - *John Beatty* (Historiographer, Diocese of Northern Indiana) to discuss his role in his diocese
 - *Canon Brendan O'Sullivan-Hale* and *Kim Christopher* visited *GRM Documents* (storage facility for diocesan archives) to assess our holdings and how to proceed
- Compile list of:
 - Clergy & congregations mentioned in diocesan convention journals
 - Prior historiographers
- Projects identified
 - Administrative (diocese-wide)
 - Investigate digitization options
 - Administrative (parish-specific)

- Develop worksheet to individual parishes when addressing parish archives
- Historic research
 - Clergy of Christ Muncie in 1940s
 - Deanery structure from leading up to ordination of Rev. Jackie Means
 - List of clergy, parishes, and missions from diocesan convention journals
 - Compile mini-biographies of each clergy
 - Compile parish histories

There is much work to be done:

- If you have questions about how to deal with your parish archives, I am still developing a worksheet and structure for how parishes can handle archival materials.
- If you or a member of your parish would be interested in helping to write and compile a history of your parish and/or short biographies of clergy who have been involved with your parish, please contact me and we will begin that process.
- If you have materials that may be of diocesan-wide importance, please contact me to discuss further how to proceed.

My hope for the year to come is that this will be a bit easier to manage and that additional resources will be available to parishes regarding individual parish archives.

Faithfully,
Lee R. Little, JD-MLS
Historiographer of the Episcopal Diocese of Indianapolis

Report to Diocesan Convention

November 2019

Funded by Lilly Endowment Inc., **Pathways to Vitality** is a financial wellness and literacy initiative designed to strengthen congregations by supporting and educating the clergy and lay leaders who serve them. During the first three years, we made progress in achieving our overall goal to create more transparency surrounding clergy finances so we can authentically share in the generosity of God. We learned, however, that the financial challenges facing our clergy are more complex and subtle than we originally imagined. To address these ongoing challenges, the diocese applied for and received a sustainability grant of \$375,000 from Lilly Endowment. We are now in the first year (2019) of the sustainability grant and in the fourth year of the overall initiative.

Objective #1: To continue the process of creating a culture of transparency regarding clergy and parish finances in our congregations. Highlights of 2019 have included the following.

- Free personal financial advising to clergy and their spouses/partners provided by Lisa Brown, CPA and MBA, Highfield & Associates
- Financial Leadership Workshop for treasurers and others (March)
- Bishop's Summit on Faith & Giving focusing on fundraising as ministry for clergy and lay leaders (June)
- Parish Administrator & Operations Workshop (September)
- Continued to maintain www.pathwaystovitality.org – a financial literacy resource for clergy and congregations including a monthly blog

Objective #2: To continue enhancing ministerial innovation, vitality and sustainability in our congregations. Highlights of 2019 have included the following.

- Recruited the second cohort of Pathways Parishes which include St. John's (Crawfordsville), St. Matthews (Indianapolis) and St. Peter's (Lebanon)
- Recruited and hired The Rev. Benjamin Wyatt, Pathways Priest, to serve the second cohort
- Launched the 12-month training program for the second cohort of Pathways Parishes

Objective #3: To maintain and expand the Ministerial Excellence Fund (MEF) providing direct aid to clergy, clergy families and seminarians to enhance their financial well being

- During the last four years, we have made grants from the MEF totaling approximately \$155,000 providing emergency aid, seminary debt assistance and seminary scholarships, among others.
- The MEF has provided direct financial assistance to 20 clergy serving 17 congregations during the last four years. Three seminarians have received MEF scholarships.
- The MEF grant program was expanded in 2019 to include deacons.
- To date, \$115,965 has been pledged to meet our promise to Lilly Endowment to match their original grant of \$250,000 to the MEF. With our renewal grant, we have pledged to raise an additional \$100,000 to sustain the initiative.

Program Director and Administration

- Conducted evaluations for all program components
- Completed 2018 comprehensive annual report required by Lilly Endowment
- Attended Lilly Endowment's "First Fruits" Conference (January) and the Program Directors' Conference (April)

I am grateful to members of the Ministerial Excellence Fund Grant Committee for their continued wisdom and dedication. And I am personally grateful to the entire diocesan family for the honor of doing this important ministry with you and on your behalf.

Submitted By:

Melissa E. Hickman
Program Director



Waycross Camp and Conference Center

Report to Diocesan Convention 2019

It has been a great year at Waycross! With a supportive Diocese, a capable and committed Staff, and a dynamic Board, Waycross is striving to become what Bishop Jennifer envisions as the “spiritual center of the Diocese.”

In January, Waycross hosted the **Episcopal Camps and Conference Centers (ECCC)** annual meeting, with Presiding Bishop Michael Curry in attendance, and our own Bishop Jennifer delivering a keynote address. This was a remarkable opportunity to showcase the Center and continue to make connections throughout the National Church. The Waycross staff worked tirelessly during the Polar Vortex to keep everyone safe and comfortable.

In the spring the organization completed the “**Waynick Welcome Center**” project with generous donations from folks in the Diocese and a Christ Church Cathedral grant. Improvements were made to the way folks arrive at Waycross and included upgrades in the Conference Center entrance, parking lot, lobby, offices, and public spaces. Waycross dedicated the new areas with **Bishops Cate and Jennifer** on hand for Mother’s Day.

Waycross had another wonderful year of camp led by Victoria Hoppes, who splits her time between Waycross and serving as the Diocesan Youth Coordinator. WX has also hosted Family Camp, Indiana Baha’i School, Indiana Sherriff’s Camp, many parish and youth retreats, and various arts and music groups. Because of the different types of lodging and our flexible dining service, we can often accommodate several groups at the same time. At the end of November, we will host another fantastic Diocesan Youth Event, for which registration is now open!

For the first time in many years, Waycross has applied for and received both program and capital grants to further the organization’s capabilities:

United Thank Offering Grant Victoria Hoppes received a **Young Adult Grant** of **\$5,000** from the National Church that enabled Waycross to host two young adult retreats.

In October, The Rev. Callie Swanlund facilitated “**Daring Discipleship: Finding Your Way and Following Your Dreams**” at Waycross for a motivated group. Next month, a group from Atlanta will lead a “**Dismantling Racism**” retreat, also for young adults.

Roanridge Trust Grant The Executive Council of The Episcopal Church announced that Waycross Camp and Conference Center was among the organizations awarded grants from the Church’s Roanridge Trust. Offered annually, Roanridge Trust Grants support creative models of leadership development, training, and ministries in small towns and rural communities across The Episcopal Church. Waycross was awarded **\$15,000** to increase its year-round utilization by hosting new programs aimed at dismantling racism, advocating for acceptance of “the other,” and conflict transformation. Waycross also hopes to begin a residential intentional community for a diverse group of young adults.

Allen Whitehill Clowes Charitable Foundation Capital Grant For many years the old Youth Lodge on the Waycross campus sat idle, due to problems with infrastructure and systems. Earlier this year Waycross entered conversations with the **Allen Whitehill Clowes Charitable Foundation** to seek a capital grant to help restore this amazing building. After receiving encouragement regarding a letter of intent to the Foundation, Waycross submitted a formal grant request in the amount of **\$225,000** to undertake the project. In late October the organization received word of that its proposal has been accepted and these funds would be dispersed by the end of this year. Most of the work to renovate the building will take place by mid-2020.

Last month, **St. Christopher’s in Carmel** hosted the **Love4Waycross** event. The evening was a wonderful success with multi-generational stakeholders enjoying a delicious meal prepared by the Waycross staff, along with silent and live auction items. Special thanks also goes to **St. Paul’s Indianapolis** for an outreach grant to help underwrite the food.

Waycross would be delighted to host your parish weekend or vestry, youth, or choir retreat or some other secular group of which you are a member. If you have not been here in a while, please come visit and be a part of all of the exciting changes that are happening. Registration for 2020 Waycross Camp and Women’s Week is open. Please check out our website at **www.waycrossccc.org**