



**EPISCOPAL
DIOCESE *of*
INDIANAPOLIS**

Reports to Convention

**Commission on Ministry
Commission on Ministry in Higher Education
Episcopal Women's Ministries
Global Missions Commission
Historiographer's Report
Standing Committee (added 11/5/20)
Treasurer's Report (added 11/4/20)**

**183rd Annual Convention
November 7, 2020**

Commission on Ministry Report to Diocesan Convention 2020

Goals/Purpose/Mission Statement

The Commission on Ministry assists Bishop Jennifer with the process of ordination to Holy Orders those individuals seeking to fulfill a call to either the priesthood or vocational diaconate. We are tasked with helping individuals discern and envision their call to God's service.

Activities/Actions taken over the past year to accomplish these goals

The COM holds Fall and Spring Retreats at Waycross where those people interested in ordination and those already in the process toward ordination meet with Commission members for support, continuing discernment, and holy fellowship. This year, the Diocese has witnessed the ordination of two candidates to the priesthood and several people are starting and continuing their journey to Holy Orders. It is a blessing for the COM members to accompany these folks as they seek to serve Christ in their brothers and sisters.

Membership

The Rev. Barb Kempf
Becky Ridder
Maria Langston
Sally Cassidy
Joan Amati
The Rev. Connie Pepler
The Rev. Patrick Burke
The Rev. Fatima Yakubu-Madus
Pamela Smith
Terri Noble
The Rev. Cathy Scott

Commission on Ministry in Higher Education Report to Diocesan Convention 2020

Goals/Purpose/Mission Statement

We provide mutual support and exchange ideas regarding ministry on college and university campuses. We request and distribute diocesan funds for our programs and plan special events (guest speakers, retreats, mission trips, etc.) when funds allow. We administer the special supplementary fund set up in the diocese to receive gifts designated for campus ministry.

The COVID-19 VIRUS put a halt to our meetings through most of 2020.

Activities/Actions taken over the past year to accomplish these goals

The commission meets 3 to 5 times per year. Lists of activities at the individual campus ministries are available from each ministry: they include a variety of worship and study activities, service projects, events and activities with diverse religious and social justice groups on campuses and in surrounding communities, food banks, weekly meals, and pastoral counseling.

Membership

Linda Johnson+ (retired June 30, 2020), Hilary Cooke+, Charles Allen+, Robert Abner+, Jim Lemler+, Bill Hughes, Janet Oller+, Evelyn Wheeler+—from time to time we are joined by students, board members of the ministries, and other interested parties.

Submitted by Bill Hughes, convener pro-tem. (Erin Hoagland+ and Ben Anthony+ will assume the convener role late in 2020.)

Episcopal Women's Ministries (EWM) Report to Diocesan Convention 2020

Goals/Purpose/Mission Statement

Episcopal Women's Ministries (EWM) serves to connect and support women throughout the diocese as they grow in their baptismal ministry. We do this by sharing and encouraging women's ministries within and beyond the diocese; seeking, developing and recognizing women leaders; and educating and advocating for justice.

Activities/Actions taken over the past year to accomplish these goals

Spring Luncheon: It is attended by an average of 80 women of the diocese, both lay and clergy. This event, which includes a keynote speaker, worship and a luncheon, is a valuable inter-congregational opportunity for fellowship, networking, encouragement and inspiration. Childcare is available. A modest registration fee supports this program. Because the pandemic closures were put in place near the date of this event, it had to be cancelled this year. We will be making plans to hold the event virtually in 2021.

Fall Retreat: This successful, free event was virtual on Zoom. We opened up registration to any and all comers: women, men, youth across the country - with a very satisfying number applying - 46 total. The title was "Living Our Call as Disciples - a Virtual Retreat", led by Canon Kristin White, Canon to the Ordinary for Congregational Development and Leadership in our diocese. We gathered virtually Friday, Sept. 25 from 7:30 PM - 9 PM for a welcome/meet and greet. Saturday, Sept. 26, yoga was offered, then we met for 2 morning sessions and 2 afternoon sessions which included teaching, discussion, prayer and silence. We reflected on discipleship and learned practices to help us become better disciples. So far, we have had very favorable feedback from our attendees. Lara Dreyer created a detailed script which we rehearsed several times to fine-tune the flow and she was the "gatekeeper" for the event. Louise Boling was the main contact person and host/moderator for the event. The result was a well-run presentation. Since the retreat serves as an annual meeting of diocesan women, a short business meeting was scheduled at which time we elected officers and approved bylaws. EWM is very grateful to Canon White for her time and spiritual leadership over the weekend. In 2021, Bishop Jennifer Baskerville-Burrows will lead our Fall Retreat.

Honored Women from the Diocese: Every 3 years, we invite our parishes to participate in our Honored Woman Program. Each church is encouraged to send us the name of a special woman in their parish. In 2020, EWM recognized and celebrated the lives and

ministries of 9 Honored Women and will select one as the Distinguished Woman from our diocese to be recognized during the ECW Triennial Meeting in 2021. We created a slideshow starring the women and a short bio of each one. The video was played during part of our virtual Fall Retreat. It is also posted on our official FB page.

The ministry of EWM is coordinated by the EWM Council which collaborates with or represents several ministries of the national church: Episcopal Church Women (ECW), The Order of the Daughters of the King, United Thank Offering, and other ministries. The EWM Council meets 4 times annually, with extra meetings added as needed. This year, all meetings have been held virtually on the Zoom platform. The Council also serves as a resource for the women of our diocese to explore different ministries and events available in our diocese, Province 5 ECW, and National ECW.

Membership

All women communicants in good standing in the Diocese of Indianapolis are members of the Diocese of Indianapolis Episcopal Women's Ministries and the larger national association of Episcopal Church Women (which, incidentally, will be 150 years old in 2021!). Current EWM Council members are: Helen-Louise Boling, Episcopal Church of All Saints, Indy; Lara Dreyer, Erin Nysewander Tannner, and Burnie Wilkins, all from Good Samaritan, Brownsburg; Lisa Matucheski and Beverly Ruebeck, St. Paul's, Indy; Karen Sullivan, Grace Episcopal, Muncie; Esther Weaver, St. Matthew's, Indy; and Margie Taylor, Trinity, Bloomington

Social Media - Facebook (FB): <https://www.facebook.com/EWMINDYTEC> (official site for events)

Facebook group: <https://www.facebook.com/groups/EWMINDY> (here you can comment on posts)

Global Missions Commission Report to Diocesan Convention 2020

Goals/Purpose/Mission Statement

The Global Missions Commission is comprised of clergy and laity throughout the Diocese of Indianapolis, working together to nurture, grow, enrich and sustain our global partnerships with the Diocese of Brasilia and St. Andres, Mithon, Haiti, while exploring possibilities for expanding and developing new global relationships.

Activities/Actions taken over the past year to accomplish these goals

The commission was blind-sighted by the pandemic that arrived in March of 2020. Plans were well underway to host the Global Episcopal Missions Network Conference at Christ Church Cathedral in April. Unfortunately, with the onset of the pandemic, the conference was cancelled. The GMC is hopeful that the Diocese of Indianapolis will have the opportunity to host the event in the future. The theme for the conference was “Creation Care” and while the conference was cancelled, the certification program for global missions offered by GEMN moved its training online, with over 40 people in attendance from all over the Province. The Rev. Jeffrey Bower, Chair of the Global Missions Commission for the Diocese of Indianapolis, served as faculty, along with former Canon for Latino Ministries at CCC, The Rev. Jean Beniste.

Bishop Mauricio Andrade and his wife, Sandra, from the Diocese of Brasilia, along with Fr. Jean Michelin from the Diocese of Haiti were to be with us at the GEMN Conference. Plans are underway for them to join us in the Diocese of Indianapolis in the future (when it becomes safe to travel, hopefully by spring of 2021). Through the gifts of technology, the GMC has been blessed to spend time with Bishop Mauricio, Sandra, Tatiana Ribeiro (Dean of the Cathedral in Brasilia) and Paulo Ueti, as well as with Fr. Jean Michelin, Diocese of Haiti, to receive the most recent updates on the situations with our global partners.

Diocese of Brasilia

Brazil continues to be a major epicenter for the pandemic, resulting in the closing of churches, many that are home to important programs that serve the community. The work of the social agencies throughout the Diocese of Brasilia has moved from providing in-person classes and nutrition for children K-5th grade, to serving the community in other ways, providing food, financial assistance, and sundry items of essential need. Hundreds of handmade masks have been distributed through the social agencies.

The administrative building at the cathedral historically has been a great source of revenue for the Diocese of Brasilia, however, prior to the pandemic some of the spaces had become vacant. And since, other tenants have asked for a 50% reduction in rent, creating a significant gap in the financial resources available to pay clergy and staff and to support the ongoing costs of the ministries provided by the diocese.

In spite of all their obstacles, financially, the Diocese of Brasilia has begun preliminary work on the sports and activities center in Pedregal, clearing the space and securing the property by completing a wall and fence around the future site of the building. They are hopeful to commence the work in the coming days. Through the generosity of individuals, parishes and grant support from Global Missions of the Diocese of Indianapolis, \$54,000 was raised in 2019 and is restricted for the completion of the center, hopefully next year.

The Diocese of Brasilia's most recent initiative amid the pandemic is CASA A+, a program to educate and prevent sexually transmitted infections and to intervene and provide practical resources and advocacy for those diagnosed with HIV/AIDS.

St. Andres, Mithon, Haiti

Lunches and Lessons continues to be an important ministry of the Diocese of Indianapolis. Begun shortly after the earthquake in 2010, our relationship has evolved with the people of Mithon, Haiti and St. Andres parish. Over 150 children are educated and receive a hot meal each day through the generosity of individuals and parishes of the Diocese of Indianapolis who continue to support this important ministry. The annual budget for this program is approximately \$30,000 and pays for eight full-time staff, and provides uniforms, supplies and food for all the children who attend the school (K-5th grade).

In a recent conversation with Fr. Jean Michelin and the Global Missions Commission, he reports that the well (another gift of the Diocese of Indianapolis and the North Central Deanery) is in need of some basic maintenance. This work is scheduled to be completed to allow for the continuous supply of clean water to the city.

Unfortunately, Hurricane Laura, destroyed the crops that they were counting on to provide food and income for the people.

While the death totals during the pandemic have been incredibly low, the inability for people to travel freely to Leogan and Port au Prince has resulted in less income, less

supplies, less food and less medical resources to sustain life.

The school reopened in September but the daily struggle continues as Fr. Michelin and his team stretch the financial resources available to pay staff and provide for the program of education and nutrition for the children of Mithon.

Financial Report

This year's budget for Global Missions was reduced from the original \$38,500 that was approved at last year's convention, to \$28,500 (necessitated by the pandemic). To date, \$22,000+ of our budgeted resources have been used to support our global partnerships. The remaining \$6000 is being offered as a match, matching dollars contributed through individuals and parishes, up to \$6000, by December 11, 2020. The funds raised will be distributed to our global partners at year-end, recognizing that our financial resources will help to sustain the important ministries that we have committed to support.

In addition, the GMC wishes to thank Christ Church Cathedral, parishes and individuals who have provided over \$50,000 of additional support to our global partners this year.

Membership

Clergy and laity of the Diocese of Indianapolis with a passion for Global Mission.

Historiographer's Report to Diocesan Convention 2020

To the 183rd Convention of the Diocese of Indianapolis:

I am pleased to submit my report as the diocesan Historiographer for 2020. We have witnessed much this year and responded as a church in way great and small. We have been forced to find new ways to serve as members of Christ's Body, but we remain steadfast in our faith.

I will begin with a list of completed tasks from the past year before presenting a request for information from our congregations.

Tasks completed:

- Completed update of list of canonically resident clergy and congregations from 1837 to present
 - As of this report, the diocese has had 1085 canonically resident clergy since our founding
- Began research into the response of the diocese as it relates to redlining and similar race-based policies
- Continued biographical research into each clergy
- Completed several minor research requests about specific clergy

In order to tell the history of our work as beacons of Christ's love in our communities, our congregations need to tell their stories. So far as I can tell, the 150th Anniversary of the Diocese in 1988 was the last time our story was told in a cohesive manner and much has happened in the 32 years since. As Historiographer of the Diocese of Indianapolis, I have a three-part questionnaire for congregations, and a request for information going forward.

1: Parish histories

- Does your congregation have a written history? If so, please submit a copy of or link to the most recent version, along with the title(s) of any previous histories to Lee Little
- If your congregation does not have a written history, please consider creating one. In narrative form, a good history includes names of founding members, clergy, a timeline, important events in your congregation's life, and anything else needed to tell the story of your particular portion of the Body of Christ. If you need help beginning this process, please contact me.

- At one time many congregations submitted an annual narrative to the Diocesan Convention reporting on the life of their church over the previous year. The best of these resemble a family Christmas letter, giving colorful highlights of the past year, rather than a dry recitation of events. This tradition is worth resuming, especially as we minister in these unusual times.

2. Coronavirus questions:

The [2020 parochial report](#) adds an extensive list of questions about how congregations have responded to the pandemic. Please take the time to respond to these questions thoroughly, since they will tell an important story about your life as a congregation and ours as a diocese during an extraordinary time in history.

In addition to the questions posed in the report, consider recording the following information:

1. Describe how you have been holding services. What modification have you made to existing liturgies? What have you created that is new? How have you handled music?
2. What platform are they held on? Examples: Zoom, FB Live, phone call
3. Are you tracking numbers? If so, how and are those being recorded?
4. How is pastoral care being addressed by your congregation?
 - 4a. How are deaths and related care being addressed?
5. How was your congregation personally affected by the pandemic?
6. Upon completion of social isolation/distancing (presuming that happens over the next year), how did your congregation celebrate being able to meet again?
7. Are congregants engaged with the IndyDio Virtual Abbey or other outlets for online worship and community?

How are congregants engaged with each other?

3. Questions to the congregation regarding racial justice and equity:

- Anticipating the passage of resolutions coming before this convention related to this diocese and its congregations telling their stories about racism and white supremacy, congregations should plan to engage fully in this process.

Please give these questions prayerful consideration and submit your replies to Lee Little (historiographer@indydio.org)

I remain your Brother in Christ,

Lee Little, Historiographer

Standing Committee Report to Diocesan Convention November 2020

The Standing Committee consented to the following Bishop elections:

- The Reverend Susan B. Haynes, as Bishop Diocesan of the Episcopal Diocese of Southern Virginia.
- The Reverend Dr. Lennon Yuan-Rung Chang, as Bishop Diocesan of the Episcopal Diocese of Taiwan.
- The Reverend Canon Frank S. Logue, as Bishop Diocesan of the Episcopal Diocese of Georgia.
- The Very Reverend Craig Loya, as Bishop Diocesan of the Episcopal Church in Minnesota.
- The Reverend Poulson C. Reed, as Bishop Co-Adjutor of the Episcopal Diocese of Oklahoma.
- The Reverend Deon Kevin Johnson, as Bishop Diocesan of the Episcopal Diocese of Missouri.
- The Right Reverend Mark Allan Van Koevering, as Bishop Diocesan of the Episcopal Diocese of Lexington.
- The Reverend Dr. Glenda S. Curry as Bishop Coadjutor of the Diocese of Alabama.

Financial:

- The Standing Committee approved the Bishop's salary and SECA.
- The Standing Committee responded to a request for forgiveness of an apportionment in arrears.

Commission on Ministry:

- The Standing Committee approved the Rev. Samuel Vaught for ordination to the priesthood.
- The Standing Committee approved the Rev. Allan Wallace for ordination to the priesthood.
- The Standing Committee approved the Rev. Charles (Chip) Russell for ordination to the priesthood.
- The Standing Committee approved Rebekah Sims for candidacy and ordination to the diaconate.

- The Standing Committee approved Joanna Benskin for candidacy and ordination to the transitional diaconate.

Members:

Johnnie Alex

Hilary Cooke, Secretary

Drew Downs

Sally Hardgrove

Whitney Smith, Vice President

Phil Wills, President

Treasurer's Report to the 183rd Annual Convention of the Episcopal Diocese of Indianapolis

Laurel L. Cornell
16 October 2020

Based on: Preliminary Financial Statement for the Month ended 30 September 2020;
Episcopal Diocese of Indianapolis 3Q2020 Performance Summary.

Pandemic

Beginning in March, under the able leadership of Canon for Administration and Evangelism Brendan O'Sullivan-Hale, the Diocese undertook several strategies to make sure that all 48 of our congregations survive the pandemic whole and healthy. Executive Council approved two revisions to the 2020 budget. These allowed apportionment relief to congregations that needed it and changed allocations of funds. The principal change was to move funds from other line items and create an emergency fund of about \$220,000, available for emergency aid to congregations. After apportionment relief, only one congregation requested assistance from this fund. In 2021 this pool of funds will be rolled over into a specially designated account to serve as a rainy-day fund in the future. The Diocese also applied for and received a Paycheck Protection Program (PPP) loan of \$203,920. We met the conditions, so it is expected to be forgiven once that application is available.

This early and conservative strategy has served us well this year: as of the most recent diocesan financial statement, of August 2020, the budget is in balance and there is no stress on diocesan cash flow. However, given the amount of unemployment created by pandemic losses we expect 2021 to impose greater financial difficulties on our congregations.

Income

The diocese has two principal sources of income: apportionment paid by congregations, and the return on investments from our endowment. About half is from apportionment, half from the endowment.

Apportionment: The apportionment rate for 2020 is 14%. Early in the pandemic the diocese offered congregations up to 3 months of relief from paying apportionment. Thirteen of the 48 congregations took advantage of apportionment relief, the others taking a wait-and-see posture. Apportionment relief also will be available in 2021.

The congregations that are significantly (over \$1500.) behind in their apportionments for 2019 and earlier are as follows.

Trinity, Anderson: \$27,613.

St. John's Speedway: \$20,275.

Trinity Lawrenceburg: \$2670.

Trinity, Anderson is encumbered by an expensive building. The Standing Committee is considering their condition. St. John's Speedway can be reconstituted as a new kind of congregation in 2021; at that point their old debt may be forgiven. In addition, Holy Family, Fishers and St. Paul's Jeffersonville, are significantly behind on their 2020 apportionments. Brendan is working to identify the source of the difficulties and how to resolve them.

Endowment.

As a diocese we are extremely fortunate to have a sizeable endowment. Many do not, and rely for their programs almost entirely on income from apportionments paid by congregations. Our endowment is made up of bequests and other gifts from many individuals and groups, for a variety of purposes. It is a pool of funds whose earnings provide a source of income over the long term. The first bequest was in 1924, so we as a diocese have enjoyed a constant stream of income from it for the past 96 years.

Having an endowment enables us to both to cover some of our basic expenses and to provide services that otherwise would not exist. For example, the Diocese of Indianapolis pays for health insurance coverage for clergy and their families. This means that individual congregations do not have to cover this expense. Without it, each congregation would need to add about \$30,000 to their budget every year for each clergyperson they employ.

The Manger of our endowment is Grace Legacy Capital, headed by Justin Haskin. The securities in our endowment are invested principally in index funds. There is no buying and selling of individual stocks. The Unrestricted and Special Funds Growth accounts hold 60% in stocks and 40% in bonds and other fixed income investments. Special Funds Balanced is more conservative and holds 50% in stocks and 50% in bonds.

Unlike the case with employment, the pandemic has had little effect on the stock market. As of September 30, 2020, the total value of each of the funds is \$31.2 million, \$9.6 million, and \$3.6 million, respectively. The rate of growth for this year is 1.7%, 1.5%, and

4.0%. The budgeted rate of withdrawal (“draw”) is 5%. We achieved that prudent rate of withdrawal for the 2020 budget, after a number of years of higher rates of withdrawal. However, economic growth in the future is likely to be slower than in the past, so a new prudent rate is closer to 4.75% or 4.5%. Withdrawing at a higher rate decreases our endowment.

Fundraising

Due to pandemic concerns no fundraising campaign was undertaken this year. Nonetheless, the Bishop’s Appeal received donations of \$7400. An anonymous donor contributed \$25,000 to congregational relief and the Ministerial Excellence Fund met its fundraising target for the initial grant.

Expenses

This is the second year that monthly figures are presented by mission categories, important evidence that we are working to conform our budget to our mission. As mentioned above, the 2020 budget was revised twice to create funds for assistance to congregations. This was achieved by cancelling all in-person programs, eliminating most travel, and reducing office expenses as staff worked from home. Cancelling the College for Congregational Development had significant impact. Cash assistance to aided congregations continued to decrease as planned in earlier years.

Financial situation

As of the end of September income has exceeded expenses by about \$83,000. (Total budget income minus Total programs, in the Year to Date Actual column of the financial statement.) Usually expenses are greater than income during the first half of the year, and income is greater than expenses for the second half. It is reassuring to know that in this pandemic year our finances are following their usual annual pattern.

Those of you who have been following diocesan financial affairs know that we transformed our budget in 2019 so that our use of funds follows our mission. We have five broad line item categories for mission, and four for functional expenses. If we examine each of these categories, we can see how well our income and expenses follow the priorities we set in the Budget for 2020.

September is 9/12 = 75% of the way through the year, so when we look at each of the categories, lines marked 75% are on track with the budget, lines under 75% are under budget, and lines over 75% are over budget. The following table shows how each of the categories has performed as of September 30.

		Category	Percentage of budget
Income			
		Apportionments	76.7
		Investments	79.6
		Other	23.0
		TOTAL	73.2
Expenses			
	Mission		
		Beacons of Christ	62.4
		Generous invitation and welcome	90.7
		Stand with vulnerable, marginalized	83.2
		Connect within/outside	65.9
		Develop clergy/laity to lead	49.5
	Functional		
		Canonically required	75.3
		Bishop & Bishop's staff	74.3
		Insurance, financial, legal	75.4
		Congregational financial support	75.0
		TOTAL	71.1

Overall, we have received 73.2% of our budgeted income, and spent 71.1% of our budgeted program funds, so our income and expenses as of the end of September are in line with our 2020 budget. Expenses in the category “Beacons of Christ” are significantly lower than anticipated, due to significantly reduced communication and public relations expenses and lower than anticipated computer and web support. “Invitation and welcome” is high because Waycross receives its annual budget allocation early in the year to prepare for camp season. “Stand with vulnerable and marginalized” is high for a similar reason, that the Cooperating Ministries receive their allocations early in the year. Substantial decrease in convention expenses led spending on “Connect within and outside the Church” to be much lower than planned. “Develop clergy and laity to lead” is low due to lower leadership development expenses as meetings take place virtually rather than in person, and because the interim IU Campus Ministry position is unfilled. Thus, our spending in all of the categories is generally in line with our planned budget. There is no overspending in any category, which is a sign of financial health.

Budget

The 2021 Budget was successfully formulated by the Budget Committee in spring, presented and adopted by Executive Council, and presented to Neighborhood meetings in September and October 2020. Details of the 2021 Budget are in a separate presentation.

Investment and Finance Committee

The Investment and Finance Committee meets about a week and a half prior to any Executive Council meeting. One of the principal activities this year is reviewing a report prepared by Committee member Norm Callahan entitled “Risks to the Diocese Unrestricted Fund from Current Investment and Withdrawal Practices.” Financially astute members of the diocese have known for a decade that the diocese has been withdrawing funds for operating expenses at a rate that depletes the Unrestricted Fund. This report provides the details. It uses a Monte Carlo simulation to project the balance in the account in 2029, ten years in the future. Every scenario (withdrawal amount, investment return, and inflation) shows a high probability that the amount in the Unrestricted Fund ten years from now will be less than it is now, sometimes by more than \$10 million dollars.

Our stewardship responsibility is both to use the Unrestricted Fund for current operating expenses and to preserve its value so that it will provide income for us in future decades. Establishing a hardfast withdrawal percentage is not the objective of this study by the Investment and Finance Committee. The objective is to learn, as a diocese, how to be financially prudent in good times while being able generously to accomplish our mission in bad times. To do this we must talk about the abundance we have received and how best to manage it.

In addition, the Investment and Finance Committee has received and discussed the investment manager’s reports, reviewed changes to the budget, examined apportionments, analyzed loans and grants from the Revolving Fund and reviewed the monthly financial packages prepared by Brendan. Minutes of Investment and Finance Committee meetings are available on request.

Revolving loans fund

Grants or loans distributed in 2020 include \$17,964 to St. Phillip’s, Indianapolis, for HVAC repairs and \$7,100 to St. Peter’s, Lebanon, for purchase of capital equipment associated with a Care for Creation grant.

Audit

The 2019 audit is not yet available as of this date, due to the inexperience of the employee assigned to this project.

Personnel Policy and Compensation

Staff salaries were frozen beginning with the onset of the pandemic, so this committee did not meet.

Thanks

Thanks to Bishop Jennifer Baskerville-Burrows and to the Bishop's staff, especially Brendan O-Sullivan-Hale, Canon for Administration and Evangelism. Thanks also to the members of the Investment and Finance Committee not already mentioned: Norm Callahan, John Denson, Lara Dreyer, Steve Fales, Tom Honderich, Isaiah Koch, Max Nottingham, George Plews, and C. Davies Reed