



EPISCOPAL
DIOCESE *of*
INDIANAPOLIS

Reports to Convention

Updated 11/9/21

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Commission on Ministry Report

Goals

The Commission on Ministry (COM), established by Title III, Canon 2, of the Canons of the Episcopal Church, assists the Bishop in the determination of present and future ministries and needs for the ministry of all baptized persons and the design and oversight of the ongoing process for recruitment, discernment, formation for ministry and assessment of the readiness for ministry. The COM accomplishes these goals by overseeing the discernment of people to Holy Orders and lay ministry.

Activities and Actions

The COM holds Spring and Fall Retreats each year that gather, support, and interview aspirants, postulants, and candidates for Holy Orders, in collaboration with the Standing Committee and, when needed, the Examining Chaplains. Since the last Convention, the COM has journeyed with multiple individuals through ongoing discernment, guidance, and support through their process of becoming a priest, lay leader, or vocational deacon.

Membership

Ms. Joan Amati
Rev. Patrick Burke
Ms. Sally Cassidy
Rev. Frank Impicciche
Ms. Maria Langston
Rev. Beth Macke
Rev. Fatima Yakubu-Madus
Ms. Terry Noble
Rev. Connie Pepler (Archdeacon and Ex Officio)
Ms. Becky Ridder
Rev. Cathy Scott (Chair)
Ms. Pamela Smith

Episcopal Women's Ministries Council Report

Mission

The Episcopal Women's Ministries Council (EWM) serves to connect and support women throughout the diocese as they grow in their baptismal ministry of servanthood. 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 and Actions

The ministry of the 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.

In compliance with the Diocese of Indianapolis' mandate for all ministries to recognize and learn about racial justice and equality, members of EWM were eager to serve on various committees and attend and/or lead book studies, workshops, seminars, discussions, and webinars which offered training and insight about recognizing and dismantling racism. Future events are planned as well. (See list of participation in events relating to social justice and equity in report on Racial Justice and Reconciliation, submitted to the Diocesan Office in August, 2021.)

Our spring event was held Saturday, April 17, on the Zoom platform and was entitled "Tea and Conversation with Bishop Jennifer Baskerville-Burrows". We put together a packet which was mailed to registrants. It contained a lovely printed booklet containing a recipe for scones, a short essay about tea and mindfulness, how to make a pot of tea (who knew it was so involved?), and information about our ECW/EWM communications; also included - a packet of tea, 2 flower-shaped papers embedded with wildflower seeds, and a fancy napkin. We also asked attendees to wear a pretty hat to get into the spirit of the event. Sixty-eight people signed up for the event and forty-five of them actually attended virtually. We also showcased our Honored Women from churches around the diocese. From this group, we named Barbara Wills, St. Paul's, Columbus, as our Distinguished Woman from Diocese of Indianapolis. She will be honored during a luncheon at the Triennial Meeting in 2022.

Fall Retreat 2021 and Annual Meeting, September 24-26, was a hybrid event. 14 women met in-person at Waycross Camp and Conference Center. There were also 7

women who attended virtually, on Zoom platform. An option to attend as a commuter, was offered, too. Leader for the weekend was The Rev. Krista Cameron. She is originally from the Diocese of Indianapolis and was ordained in 1995. She has spent the majority of her ordained ministry as a small church rector and served over eight churches while also doing youth leadership, hospital chaplaincy, and serving on the Commission on Ministry. Currently, she is retired and living in the Diocese of Rochester New York, but still has family in Indiana. The theme was "Celebrate Life! As Women of Strength, Courage, and Resiliency". Through stories, scripture, sacred poetry, and embodiment prayers with familiar liturgy, we honored and celebrated with our whole selves; heart, soul, mind, and body. It was a great retreat!

Beverly Ruebeck and Lisa Matucheski are active on the Province V ECW Board. They attended, on Zoom, the Province V Annual Meeting and Board Meeting in May, 2021 and the Prov. V Fall Board Meeting, Oct. 2, 2021.

There are four women slated to attend the ECW Triennial Meeting in 2022: Burnie Wilkins, Sheryl Otter (UTO), Helen-Louise Boling, and Lisa Matucheski. This will be in conjunction with TEC General Convention.

Social Media - Facebook for events: @EWMINDYTEC
Facebook for comments & posts: @EWMINDY

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. Current EWM Council members are: Beverly Ruebeck, Co-Chair, St. Paul's, Indy; Lisa Matucheski, Co-chair and Secretary, St. Paul's, Indy; Erin Tanner, Treasurer, Good Samaritan; Sheryl Otter, UTO, St. Timothy's, Indy; Karen Sullivan, DOK, Grace Episcopal, Muncie; Lara Dreyer, IT/Communications, Good Samaritan; Helen-Louise Boling, All Saints, Indy; Burnie Wilkins, Good Samaritan; Betsy Johnson and Mary Cushing, St. Paul's, Indy; Terry Noble, Community of the Transfiguration, Cincinnati, OH and St. Andrew's, Greencastle; Esther Weaver, St. Matthew's, Indy.

Submitted by
Lisa Matucheski and Beverly Ruebeck

Global Missions Commission Report

Purpose

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

Activities and Actions

The Commission's work has been quite different in 2021 due to the on-going COVID pandemic as well as a change in leadership. The Rev. Jeffrey Bower stepped down as Chair and the Rev. Dr. Hilary Cooke was appointed by Bishop Baskerville-Burrows to take on the role.

The on-going pandemic has essentially halted travel for the Global Missions Commission while simultaneously increasing the needs of our companions.

The Diocese of Brasilia

All of Brazil has been hard-hit by the pandemic. Most problematic has been the distrust of science and the government's refusal to take the pandemic seriously. It was not until late spring 2021 that the country signed a contract for vaccines to be dispersed. By summer 2021, less than 9% of the population had been vaccinated and many cities had already run out of vaccine. One result of the pandemic has been a significant rise in food insecurity. Over 59% of Brazilian families are experiencing food insecurity, and 27.7% of those are experiencing moderate-severe food insecurity. The Cathedral in Brasilia has been responding as best as they have been able to the rise in food insecurity, becoming a distribution center for food baskets.

As was reported last year, the loss of rental income for the Cathedral in Brasilia has created a significant strain on financial resources available to pay clergy and staff and to continue the feeding ministries, as well as the Centro Social Anglicana in Pedregal.

St. Andre's, Mithon

In addition to the on-going pandemic, Haiti has faced other challenges this year including an earthquake in the summer and political violence. The well the Diocese of Indianapolis helped to fund was damaged by both Tropical Storm Grace the earthquake that followed. The well is the primary source of potable water for Mithon.

The Diocese of Indianapolis has for many years supported "Lunches and Lessons"-a program in which more than 150 children are educated and receive a hot meal each day. The budget for the program is about \$30,000 and pays staff, provides uniforms, supplies, and food for the children who attend the school. In spite of financial challenges, this work continues.

Financial Report

The 2021 Diocesan budget includes \$28,700 for the Global Missions Commission. Because there have been no travel costs for the Commission, in the third quarter of the year it was decided to offer \$23,500 as a match with the hope that the individuals and congregations from around the diocese will match or exceed these funds to support our companions. The remaining funds will also go to directly support our global partnerships at year's end.

Membership

Laitly and clergy from the Diocese of Indianapolis with particular interest in connecting with our global companions.

Historiographer's Report

1 November 2021
All Saints Day

Bishop Baskerville-Burrows,

As the pandemic continues to drag on, the necessity to confront and document the issues of our day increases. The following is a list of projects I have worked on since the 183rd Diocesan Convention:

- Worked with St Pauls Indianapolis, All Saints Indianapolis, Christ Church Indianapolis, Trinity Indianapolis St Augustine Danville, St Pauls Columbus, Trinity Lawrenceburg, St John Mt Vernon, Trinity Bloomington, the Diocesan staff, and the Union of Black Episcopalians, among others, on sundry projects of various sizes
- joined a network of historiographers, archivists, librarians and historians in Province V to better connect the legacy of Bishop Jackson Kemper in the Midwest;
- Continued updating the diocesan history spreadsheet with current clergy;
- Continued researching historic clergy and congregations, focusing particularly on the period prior to our 1838 foundation;
- Researched diocesan and parish interactions with systems of racism, particularly racist housing policies and the process Native American expulsion and White colonization of Indiana
- Wrote a book celebrating the old churches of all denominations in Indianapolis, including Christ Church, Trinity, and All Saints.

In the wake of the recent closure of St Stephens Elwood, I anticipate the processing of these documents to take a large amount of time and effort in the immediate future to ready their placement in the diocesan archives.

Most pressing from an administrative point of view, it has become apparent that the work of managing the diocesan historical documents and telling our stories is larger than one person. I request that the position of Diocesan Historiographer and Registrar be split into the following positions: 1) Diocesan Historian, responsible for research and storytelling; and 2) Diocesan Librarian or Archivist, responsible for managing diocesan artifacts and documents. If accepted, I propose that I retain the Historian position. There is precedent for a Diocesan Librarian, with Emily Upfold, daughter of Bishop Upfold, serving in the position in the 1880s and 1890s; the first woman to hold a position of diocesan leadership.

As we look forward to the 185th Diocesan Convention, I request the following of the congregations of the diocese:

- My request to collect the titles of parish histories from the 2020 convention was moderately successful. I repeat this request again this year;
- I request that each congregation complete an audit of the symbols, statues, stained glass windows, liturgical implements, etc., within each congregation. I am particularly interested in any dedicatory inscriptions that accompany these artifacts. See attached form.

The work of reexamining and retelling old stories is difficult but necessary; often, we have failed to love our neighbors as ourselves. Happily, our God is a God of love and forgiveness, inviting us to the Table time and again. I am humbled and honored to help in telling the story of this diocese and our congregations.

Faithfully,
Lee R. Little
Historiographer of the Diocese of Indianapolis

Pathways to Vitality Report



This is Pathways to Vitality Initiative's first report to Diocesan Convention since the Church and the world were dramatically changed by the worldwide COVID-19 pandemic in the spring of 2020.

Adjusting the program accordingly was challenging, frustrating, and saddening. The pandemic, however, revealed three things about us that will serve us well into the future. The need to create a culture of transparency regarding clergy and parish finances remains significant. Focusing on ministerial innovation, vitality, and sustainability in our congregations is a day-to-day priority for our clergy and lay leaders. And finally, some clergy and their families' financial wellbeing require ongoing financial support from the Ministerial Excellence Fund.

Beyond congregational programming and grant making, the Pathways' team focused its efforts during the last two years on leveraging the lessons learned to create systemic changes in the financial wellbeing of our clergy and congregations.

- Early in our grant making activities, we learned that many of the requests for financial aid from the Ministerial Excellence Fund were the result of clergy debt incurred due to high-deductible health insurance and medical out-of-pocket expenses. The diocese now offers health insurance options with lower deductibles with comparable coverage.
- We learned that many of our clergy are not saving for retirement beyond their pensions despite the diocese offering 403(B) savings plans. To inspire clergy and their families to jump start a savings discipline in 2020, Pathways launched a matching incentive to start a new 403(B) savings plan or to enhance a current savings plan. Everyone who starts or enhances a plan with at least a \$25 monthly contribution will receive a match of \$300 from the diocese at the end of 2021. Clergy who have made a maximum contribution to their existing plans also will receive a \$300 incentive.
- One-on-one personal financial counseling by a professional advisor is a powerful tool for clergy and their families to take responsibility for their financial wellbeing. Through the Ministerial Excellence Fund, the diocese pays for one year of this important service. The clergy who have taken advantage of this gift report it has been a life-changing experience. They feel it is the first time in their lives they have felt in control of their financial wellbeing.
- Seminary student debt can be debilitating for our clergy. To assist with this financial challenge, Pathways has made two grants of \$30,000 each to provide

scholarships to our diocesan seminarians. We also provide match grants to clergy who have seminary debt to assist them in paying it down.

During the last two COVID years, three congregations completed the Pathways Parish cohort experience. They included St. John's (Crawfordsville), St. Matthew's (Indianapolis), and St. Peter's (Lebanon). We met in-person until the spring of 2020 and then shifted to virtual meetings to ensure we

completed the series of workshops designed to develop adaptive leadership and technical skills. The current Pathways Parish cohort includes St. Paul's (Evansville) and St. Stephen's (New Harmony).

Both cohorts have been supported by a Pathways Priest (curate) — The Rev. Ben Wyatt and The Rev. Joanna Benskin respectively.

The Pathways to Vitality Initiative is delighted to share the diocese has now fully met its promise to Lilly Endowment Inc. to raise \$250,000 in matching funds for the Ministerial Excellence Fund. Through a generous gift of \$35,000 from Christ Church Cathedral, the diocese will continue to meet financial wellbeing challenges from the Ministerial Excellence Fund. Many thanks to Christ Church Cathedral and to every donor who helped us meet this challenge.

As part of the National Initiative to Address Economic Challenges Facing Pastoral Leaders funded by Lilly Endowment, Pathways' seventh and final year was to be 2021. With COVID, however, some of our programs were delayed. Lilly Endowment has graciously extended our grant period to the end of May 2022. At that time, the Pathways to Vitality Initiative will be integrated into other diocesan programming dedicated to the financial wellbeing of our clergy and congregations.

Province V Executive Board Report

Goals

Province V is a network of 14 dioceses of the Episcopal Church. We are one of those 14 dioceses. Each diocese gives an apportionment to the Province to support ministries and networking opportunities. I am the diocesan representative to the Province V Executive Board. The purpose of the Province is to "Connect, network, and support."

Activities and Actions

Please see below all of the many ways you can get involved!

Leadership

<https://www.provincev.org/exboard.html>

The Province V Executive Board meets monthly via Zoom to share resources from our dioceses and hear about and help develop provincial events and programming.

Networks

<https://www.provincev.org/networks.html>

The networks continue to expand to serve leaders across the province. Networks are open to any person who would like to be connected to others working on similar ministries. If there is a network that you might find helpful, contact Heather Barta.

Leadership Coaching Project

<https://www.provincev.org/lcp.html>

Coaches are available to work with you on your goals and challenges. All coaches are available to any person interested in working on ministerial or personal goals. All coaches will give a complementary "introductory" meeting so that you can get to know each other and ask questions about coaching with them. Rural Area Ministry Specialists are available at a reduced rate to leaders in rural areas.

Synod 2021

<https://www.provincev.org/synod.html>

Province V had previously planned for another Big Provincial Gathering for 2021. With the pandemic, it has been moved to 2022. We hosted a virtual synod meeting on May 1, 2021, with The President of the House of Deputies, The Rev. Gay Clark Jennings, as the keynote speaker.

Big Provincial Gathering and Synod 2022

<https://www.provincev.org/bpg2022.html>

April 29-30, 2022, South Bend, Indiana

Province V's next Big Provincial Gathering is scheduled for April 2022. All are invited to attend this event. Friday will include worship and workshops hosted by provincial networks.

Saturday will be the Provincial Synod. House of Deputies President Gay Clark Jennings is the keynote speaker. Networks will present on their work and will share plans about upcoming events. We will also hold elections for Province V's lay representative to the Executive Council of the General Convention and the officers of the Province V Executive Board.

Scholarships

<https://www.provincev.org/scholarships.html>

To enhance networking between the fourteen dioceses of Province V of the Episcopal Church, the Executive Board has made available \$5,000 to be given to individuals attending events in other dioceses over the course of 2021. Scholarships are available up to \$500, and may be used for conference fees, training fees, or travel expenses.

Scholarships are available on a rolling basis and applications are accepted throughout the year, until funds have all been disbursed.

Provincial Newsletter

Sign up for the monthly newsletter at the bottom of the website:

<https://www.provincev.org>

Membership

Please contact Lesley MacKellar for more information about the Province V Board at lesleymackellar@gmail.com or (317) 908-4426.

Racial Justice & Education Team

Report

Bishop Baskerville-Burrows,

The Racial Justice & Education Team (RJET) first meeting was on September 1st, 2020 with three charges to sign on or adopt “A Covenant to Root Out Racism”, host trainings to root out racism and support/connect with congregations to dismantle racism. In our first year of existence this work has proven to be engaging, challenging and uncertain. The team established is committed to the charges and have completed the following list of projects:

- Began discussion of A Covenant to Root Out Racism
 - Individual members signed
 - Explored next steps about adapting/adopting at the diocesan level
 - Focused on the need to build relationships in that process
 - Shared the Covenant at neighborhood meetings throughout the diocese
- Participated in and supported online workshop to dismantle racism with Dr. Catherine Meeks on October 21, 2020, as part of the pre-diocesan convention workshop series
- Offer ongoing support for efforts throughout the diocese to dismantle racism
 - Met individually with established parish anti-racism teams to glean best practices
 - Helped budding parish anti-racism teams develop strategies for parish assessment and formation
 - Met individually with parish rectors to help them develop formation centered on being an anti-racist parish
- Deacon Cathy Scott and Canon Mariann Scott continue to offer diocesan Sacred Ground
- Offer resource materials on dismantling systemic racism on the RJET page of the diocesan website for individuals and congregations
- Organized and supported a day-long Zoom training to dismantle systemic racism, led by Dr. Catherine Meeks on April 17, 2021, with 77 participants from across the diocese; members of the RJET facilitated small group discussions as part of the training
- Participated in the church-wide Racial Justice Audit of Episcopal Leadership
- Preparing to support implicit bias training for diocesan leadership to be offered by Ms. Andrea Hunley on January 29, 2022
- Shared the work of RJET at spring neighborhood meetings throughout the diocese
- Together with All Saints, Indianapolis, RJET offered a mass commemorating the life and witness of the Rev. Pauli Murray on July 1, 2021

- Created & distributed a racial justice survey to gain perspective on the work of dismantling racism throughout the diocese
- Attend to current matters of racial justice within our local congregations, continuing to invite leaders to do both individual and collective antiracist work

For 2022 and beyond the RJET will continue to engage, challenge, learn and grow as we pursue the hard, but critical work of dismantling racism. With a mission: *To cultivate courageous space for individuals and congregations in the Diocese of Indianapolis to live and walk together through holy discomfort, to create an environment for racial justice, healing, and repair, and to learn, listen, and grow into God's Beloved Community* some of the initiatives the RJET will work on for the 2022 Diocesan Convention are as follows:

- Establish or adopt a Covenant to Root Out Racism and present at General Convention 2022
- Engage Neighborhoods and Congregations and host trainings on dismantling racism
- Seek out, develop and share resources for individuals, congregations and communities for understanding racism, racial bias and dismantling racism

As we look forward to the 185th Diocesan Convention, we request the following of the congregations of the diocese:

- Each individual in the diocese complete Sacred Ground. This is a foundational course to begin the work of understanding the history of racial bias, current bias still in place today and our own bias.

The work of understanding and dismantling racism is difficult, but necessary. The RJET team is humbled, honored and ready to contribute to positively impact the diocese and our communities.

Faithfully,

Racial Justice & Education Team

Kate Bacon
 Jay Douglas
 Brandon Lowe
 Bradley Pace
 Natalie Palmer
 Valeria Phillips
 Cathy Scott
 Mariann Scott
 Chana Tetzlaff

Standing Committee Report

Since the last Diocesan Convention, the Standing Committee has met regularly and consulted directly with the Bishop and staff, addressing both pressing and potential concerns for the Diocese of Indianapolis. Some of these concerns include the effect of PPP loans on congregations, a potential real estate investment, our collaboration with the Diocese of Northern Indiana on the Church Buildings for Collaborative Partnerships initiative, the ongoing care of the Speedway building, and other potential projects and investments. The committee met with the Executive Council for collaborative discussion and worked with the Commission on Ministry to meet with candidates seeking holy orders.

The Standing Committee consented to the following Bishop elections:

- The Reverend Canon Ruth M. Woodliff-Stanley as Bishop Diocesan Bishop of the Diocese of South Carolina.
- The Reverend Dr. Ketlen A. Solak as Bishop Diocesan of the Episcopal Diocese of Pittsburgh.
- The Reverend Betsey Monnot as Bishop Diocesan of the Episcopal Diocese of Iowa.
- The Rev. Matthew D. Cowden as Bishop Coadjutor of the Episcopal Diocese of West Virginia.
- The Reverend Daniel P. Richards as Bishop Diocesan of the Diocese of Upper South Carolina

Financial:

- The Standing Committee worked with a congregation in financial hardship and forgave its apportionment in arrears.
- The Standing Committee authorized the diocese to engage in conversation and financial investment to enable real estate development in a strategic, historically-disinvested community.
- The Standing Committee authorized repairs to the Speedway building.

Commission on Ministry:

- The Standing Committee approved Joanna Benskin for ordination to the priesthood.
- The Standing Committee approved Joél Muñoz for candidacy for ordination to the priesthood.

Members:

Johnnie Alex

Hilary Cooke, Secretary

Drew Downs, President

George Eastman, Vice President

Erin Hougland

Phil Wills

Treasurer's Report

Laurel L. Cornell
20 October 2021

Based on: Financial Statement for the Month ended 31 August 2021; Episcopal Diocese of Indianapolis 3Q2021 Performance Summary.

Pandemic

In the early part of the year the pandemic seemed to be waning, but the appearance of the delta variant created an unwelcome resurgence in summer and fall. The Diocese continued its strategies to make sure that all 47 of our congregations survive the pandemic whole and healthy. The principal change was to allow all congregations to receive apportionment waivers. This relief was made possible by the ten congregations with financial assets greater than \$1 million committing in advance to pay their apportionment in full. Sixteen congregations applied for and received six-month apportionment waivers, two received waivers of less than six months, and one congregation that applied for and received a waiver found that their financial circumstances made the relief unneeded and paid their apportionment in full.

In addition, the Diocese's Paycheck Protection Program (PPP) loan of \$203,920 was forgiven in 2021. This conservative strategy has served us well this year: as of the most recent diocesan financial statement, of August 2021, the budget is in balance and there is no stress on diocesan cash flow.

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 2021 is 14%.

The congregations that are significantly (over \$1500.) behind in their apportionments for 2020 and earlier are as follows.

Holy Family, Fishers, \$16,148.

St. Phillip's, Indianapolis: \$2,527.

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

St. John's Speedway's past due apportionment was incurred by a congregation that was radically different from the church that exists today. They are current on their apportionments since the congregation left its building at the end of 2018. The past due balance may be forgiven as part of a formal reconstitution of the congregation.

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 97 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 between \$10,000 and \$30,000 to their budget every year for each clergyperson they employ.

The Manager of our endowment is Grace Legacy Capital. 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.

Fortunately, the pandemic has had little effect on the stock market. As of September 30, 2021, the total value of each of the funds is \$36.3 million, \$11.5 million, and \$4.4 million, respectively. The rate of growth for this year is 8.0%, 8.8%, and 6.4%. The budgeted rate of withdrawal (“draw”) is 4.5%. We achieved that prudent rate of withdrawal for the 2021 budget, after several years of higher rates of withdrawal. Economic growth in the future is likely to be slower than in the past, so the current prudent rate is closer to 4.75% or 4.5%. Withdrawing at a higher rate decreases the long-term spending power of our endowment.

Fundraising

Due to pandemic concerns no high-profile fundraising campaign was undertaken this year. Nonetheless, the Bishop’s Appeal has received donations of \$23,000.

Expenses

This is the third year that monthly figures are presented by mission categories, important evidence that we are working to conform our budget to our mission. Reductions in the 2021 budget were achieved by leaving 1.5 staff positions vacant and by cancelling most in-person programs, eliminating most travel, and reducing office expenses as staff worked from home. There is some uncertainty in the 2022 budget as it is unclear how some of these expenses will increase or decrease in the future. Direct cash assistance to aided congregations continues to decrease as planned in earlier years.

Financial situation

As of the end of August income has exceeded expenses by about \$87,000. (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.

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 2021.

August is 8/12 = 67% of the way through the year, so when we look at each of the categories, lines marked 67% are on track with the budget, lines under 67% are under budget, and lines over 67% are over budget. The following table shows how each of the categories has performed as of August 31, 2021

		Category	Percentage of budget
Income			
		Apportionments	59.9
		Investments	69.5
		Other	178.0
		TOTAL	68.5
Expenses			
	Mission		
		Beacons of Christ	67.5
		Generous invitation and welcome	92.6
		Stand with vulnerable, marginalized	1.4
		Connect within/outside	35.0
		Develop clergy/laity to lead	66.0
	Functional		
		Canonically required	67.4
		Bishop & Bishop's staff	65.6
		Insurance, financial, legal	61.7
		Congregational financial support	69.7
		TOTAL	66.0

Overall, we have received 68.5% of our budgeted income, and spent 66.0% of our budgeted program funds, so our income and expenses as of the end of September are in line with our 2021 budget. "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 low because financial support of our partners in Haiti and Brasilia is generally disbursed later in the year. Substantial decrease in convention expenses led spending on "Connect within and outside the Church" to be much lower than planned. 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 2022 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 2021. Details of the 2022 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 beginning a review of our investment advisor. It is prudent to review an investment advisor every five years, but we have not done so since 2014. The Investment Firms Review Committee (Norm Callahan, Rose Anne Gratsy, Isaiah Kuch, C. Davies Reed, Cara Spaccarelli, Brendan O'Sullivan-Hale, Laurel L. Cornell) is working with our consultant SpringReef LLC to identify potential firms, craft a Request for Proposals to our specifications, and help us narrow down the list to two or three potential advisors which we can interview and choose from. Staying with the incumbent advisor is also an option.

There are now terms for the membership of the Investment and Finance Committee, so no one who volunteers must think of membership as a lifelong obligation. This means there are openings for new members, by Bishop appointment. We especially seek persons who have experience in the financial industry, persons who have managed larger businesses, and persons who have thought deeply about the ethical uses of money.

In addition to the activities above, 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.

Assets: Waycross Camp and Conference Center

Waycross Camp and Conference Center is a major asset of the diocese both for what it contributes to our spiritual formation and for its value as a large, undivided piece of property in Brown County. Due to the pandemic, from May 15, 2020, through June 15, 2021, Waycross lost all of its business and had no revenue at all. Bookings for fall 2021 were excellent, but with the advent of the delta variant a wave of unexpected cancellations occurred. Executive Director David Ramsey has done an excellent job of keeping Waycross afloat during this time, including applying for and receiving two PPP loans, one of which was specifically for hospitality businesses that had lost revenue due to the pandemic. The Investment and Finance Committee, at its October meeting, gave Waycross a grant of \$100,000 to repay part of the line of credit it has with the diocese, which will tide it over until it receives its program funding from the diocese at the beginning of 2022.

If we value this asset, we need to think seriously about how best to support it. The program funding which the diocese provides, about \$150,000/ year, was generous in

1991, but with inflation now is worth about half of what it was then. Waycross has many buildings: there needs to be some specific financial provision for the continual maintenance these assets require. Finally, the future of Waycross could be better assured if there were a campaign to build a significant endowment for it

Revolving loans fund

Grants or loans distributed in 2021 include \$6,755 to St. Steven's, New Harmony for electrical and networking upgrades

Audit

The 2020 audit is not yet available as of this date.

Personnel Policy and Compensation

Staff salaries were frozen in 2021. Personal Policy and Compensation recommends a cost-of-living increase of 3-5% for 2022.

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, Caroline Curry, John Denson, Lara Dreyer, Steve Fales, Tom Honderich, Isaiah Koch, Max Nottingham, George Plews, and C. Davies Reed.

Waycross Camp and Conference Center Report



For over sixty years, Waycross has been a safe place for personal growth and spiritual exploration for generations of campers and guests. It has been an extremely challenging time! With a supportive Diocese, a capable and committed Staff, and a dynamic Board, Waycross is still striving to become what Bishop Jennifer envisions as the “spiritual center of the Diocese.”

Waycross has been uniquely impacted by the **COVID-19 Pandemic**. To date, the center has lost in excess of 1 million dollars in gross revenue and a projected \$912,242 in hospitality revenue, since the beginning of 2020 (with possibly more losses to follow). These shortfalls were caused by group cancellations or postponements and our own decision to shut down the day-to-day operations until it became possible to reopen safely for guests and staff. Unlike Indydio, or most of its constituent churches (which were able to maintain some level of normality in revenue) Waycross weathered a stretch of **15 consecutive months without one dollar of hospitality revenue**.

Fortunately, the organization was able to qualify for both the first and second **Paycheck Protection Plans (PPP)** in the amounts of \$99,800 and \$139,720 respectively; and was able to receive “full forgiveness” on both loans. By drastically cutting expenses, including payroll (which was largely achieved through attrition) and by tapping precious resources, the organization has been able to survive to date.

We were able to successfully reopen the Center in June, for camp, conferences and retreats! This was an expensive proposition, including new hires and significant food service expenditures. In response to COVID, the organization also invested available resources on air filtration technology in most public spaces. Though we had a busy fall calendar planned, the **Delta Variant of COVID** had a dramatic negative impact on our hospitality revenues.

At the end of the third quarter of this year, Waycross reached out to the **Indydio Investment and Finance Committee** to ask for additional support to help maintain operations through the end of the year, which it granted. Additionally, Waycross has been able to qualify for **Employee Retention Credit (ERC)** funds from the IRS, which were previously unavailable. As we look ahead to 2022 and beyond, we hope to emerge from the pandemic with a fresh perspective and new energy to live into the goals we have for the organization.

At the end of 2019, Waycross received a capital grant from the **Allen Whitehill Clowes Charitable Foundation**, to restore the old **Youth Lodge** on the lake, which had been dormant for over fifteen years. Originally slated to be completed in calendar 2020, much of the work was delayed by the pandemic. Waycross asked the foundation for a one-year extension to complete the project, which it received. As this year winds down, the project is in the final stages of construction and the newly renovated lodge exceeds all expectations. Stay tuned for announcements about the availability of this unique venue for your group or event.

Waycross has recently received a generous grant from **Father Charlie and Charlotte Mason**, to be used to plant native plants and trees around the property, for which we are grateful.

If the organization is not only going to survive but thrive into the future, we will need your help. We need your financial support now more than ever. Please consider making a donation to the **Waycross Annual Fund**.

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 **2022 Waycross Camp and Women's Week** will be open soon. Please check out our website at www.waycrossccc.org



