



EPISCOPAL
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INDIANAPOLIS

Reports to Convention

Updated 10/31/2025

Commission on Ministry
Diocesan Youth Ministry
Episcopal Women's Ministries
Global Missions Commission
Racial Justice and Education Team (RJET)
Standing Committee
Treasurer

Commission on Ministry

Goals/Purpose/Mission Statement

The functions of Commissions on Ministry specified in the canon are to assist the bishop "in determining present and future needs for ministry in the diocese" and to assist "in enlisting and selecting persons for Holy Orders."

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

Commission on Ministry Annual Report
Diocese of Indianapolis
2025

The Commission on Ministry (COM) continues its sacred work of walking alongside those discerning a call to lay and ordained leadership in the Church. We begin this year's report with deep gratitude for the Rev. Dr. Barbara Anne Fisher, whose past leadership laid a strong and faithful foundation for the Commission. Her vision and care continue to shape our work and bless our discernment.

We also give thanks for the dedicated lay and ordained leaders who serve on the Commission. Their joyful presence, spiritual wisdom, and pastoral insight are essential to our mission. Together, they accompany aspirants, postulants, and candidates with compassion and clarity, offering guidance not only to those in discernment but also to Bishop Jennifer, whose leadership we deeply value.

This year, we welcomed the Rev. Mary Taflinger as our COM chaplain. Her ministry of presence and spiritual support has been a gift to all who are navigating the discernment process. Her gentle wisdom and prayerful accompaniment remind us that discernment is not merely administrative—it is holy ground.

And last but certainly not least, we offer heartfelt thanks to Bishop Jennifer for her clear guidance, courageous leadership, and unwavering commitment to the formation of disciples. Her trust in the Commission empowers us to serve faithfully and creatively.

The Commission on Ministry remains committed to supporting all who are discerning a call to leadership—whether lay or ordained—that helps restore unity with God and all people. We believe that vocation is not a solo journey but a communal one, rooted in love, prayer, and the baptismal promises found in The Book of Common Prayer.

Currently, several individuals are in process as aspirants, postulants, and candidates to Holy Orders. We continue to meet regularly to listen, pray, and discern with them, offering recommendations to Bishop Jennifer as appropriate. It was especially heartening to see such a strong turnout at the October retreat for Discerning God's Call at Waycross—a testament to the Spirit's movement among us.

An Invitation to Join Us

If you are a lay or ordained leader who feels called to help form current and future disciples of Jesus in the way of love, we invite you to consider serving on the Commission on Ministry. This is a vital and creative ministry that helps others live into their baptismal vows: to seek and serve Christ in all persons, to strive for justice and peace, and to respect the dignity of every human being. Your voice, your story, and your presence matter.

Together, let us continue to build a Church where all are invited to discern, to lead, and to love.

Respectfully Submitted,
The Rev. Br. Aelred Dean, BSG
Chair, Commission on Ministry

Membership

The Rev. Canon Greg Baker, The Rev. Br. Aelred B Dean, Pam Douglas, Sara Gunter, The Rev. Frank S. Impicciche, Courtenay Murakowski, Leigh Anne Naas, The Rev. Canon Hipólito Fernández Reina, The Rev. Allan Wallace, The Rev. Kate Wilson

Diocesan Youth Ministry

Goals/Purpose/Mission Statement

The Youth Ministry of the Episcopal Diocese of Indianapolis equips congregations, leaders, and caregivers to welcome, nurture, and celebrate youth and to provide safe, inclusive communities who seek justice, foster belonging, and form lifelong Christian disciples.

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

As part of our Five-Year Goals, we:

- Launched Youth Ministry University (also known as YMU) — completing six Congregational Assessments to help congregations identify goals and ministry experiments as it relates to ministry with young people.
- Launched our first YMU Cohort, with 22 participants from 9 congregations, each pursuing a goal related to youth ministry to be completed by May.
- Introduced YMU Virtual Trainings, averaging around 20 participants each month.
- Expanded and redesigned the Youth Faith Formation Library to make it more accessible and user-friendly.
- Completed and piloted our new Youth Confirmation Curriculum at St. Christopher's and planned our first Youth Confirmation Retreat at Waycross this coming March.
- Completed data collection for the Christian Parenting Grant and have planned a "Hatch-a-Thon" to identify projects and next steps.

Additionally:

- This summer, we took an incredible mission trip to St. Louis! Our group provided tornado disaster relief and led student-designed "Choose Your Own Adventure" service projects.
- We also brought back our Fall Youth Retreat at Waycross after a five-year hiatus. We reached full capacity last year with 80 youth, and this year we've expanded to 100 spots! Registration closes tomorrow, and we're thrilled by the turnout.
- This summer, Heather also began a new tradition called "Waycross Wednesdays", spending each Wednesday at camp to connect with campers and staff. That effort, combined with our fall retreat, has deepened the relationship between Waycross and Diocesan Youth Ministry in meaningful ways.
- Welcomed Jackson Chamberlain as the Intern to Diocesan Youth & Young Adult Ministries

Membership

All women communicants in good standing in the Diocese of Indianapolis are members of the larger National Episcopal Church Women (ECW). Current EWM Council members are: Beverly Ruebeck, Co-Chair & Secretary, St. Paul's, Indy; Lisa Matucheski, Co-chair, St. Paul's, Indy; Sheryl Otter, United Thank Offering (UTO), St. Timothy's, Indy; Lara Dreyer, Treasurer & IT, Good Samaritan, Brownsburg; Natalie Rodriguez, Good Samaritan, Brownsburg, Graphics, Publications, & Communications; Jolaine Roberts, St. John's, Lafayette; Burnie Wilkins, Good Samaritan, Brownsburg; Betsy Johnson, St. Paul's, Indy; Terry Noble, Community of the Transfiguration, Cincinnati, OH and Grace Episcopal, Oak Park, IL; Susan Kinzer, Trinity, Bloomington; Christine Plews, Trinity, Indy.

Episcopal Women's Ministries

Goals/Purpose/Mission Statement

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, educating, and advocating for justice.

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

We pray for the repose of the soul of Mary Cushing, EWM Council member, on April 27th after a brief illness. We were all shocked and saddened by her sudden death.

Activities and Actions

The National Episcopal Church Women (ECW) 2025 Social Justice Action was to make the Church aware of the Missing and Murdered Indigenous Women (MMIW) and noted February 14, 2025, a Special Day of Awareness.

2025 Annual Province V Women's Ministries Gathering, March 1, 2025 virtual meeting. Speakers were Bishop Jake Owensby speaking about his book, A Full-Hearted Life and Lisa Bortner, National ECW President.

Spring Gathering, April 5, 2025 – "In Times of Unprecedented Change: Hope Springs from Our Youth" Diocesan Youth Minister, Heather Campbell, facilitated interactive conversations about who youth are today, and how they uniquely and courageously provide our churches and communities with hope. To begin the event, Bishop Jennifer Baskerville-Burrows pre-recorded a welcome video for us. This was a free virtual event

Women's Fall Retreat, September 26-28, 2025 – "In Times of Unprecedented Change: Women Rising Together" We met in person at the Waycross Conference Center. The Rev. Beth Scriven, Associate Rector at St. Paul's, Indianapolis, was our facilitator for the weekend. Women from around the diocese enjoyed the hospitality of Waycross and explored a woman's role as "midwives of a future we do not yet grasp". Beth led us as we considered who brought each of us to where we are today. Who was the "midwife" for each of us? What kind of ideal world do we envision? What is God's vision for us? We discussed our shared visions and common themes and asked ourselves what new dreams, visions, and realities might emerge out of this time of uncertainty. What holds us together are our core beliefs: the Baptismal Covenant and the Eucharist. Finding

common ground as we work together to find our way toward a future God dreams for all of us. It was a wonderful, faith-filled weekend!

Future Planning:

- We are getting ready to send out Information and Guidelines for the Honored Women Program to all parishes in the diocese.
- Plans for 2026 Spring Gathering and Fall Retreat are underway. The Rev. Yuri Rodriguez will lead and help us plan both events. Stay tuned!

Membership

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Global Missions Commission

Goals/Purpose/Mission Statement

The Global Missions Commission strives to move the Episcopal Diocese of Indianapolis to a greater understanding and expression of our call to serve beyond our borders, to enter into more faithful, life-giving relationships with our companions, and to explore the myriad ways that we are enriched when we share our cultures, traditions, and humanity with one another.

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

This year has been a full and meaningful one for the Global Missions Commission. We have worked diligently to maintain and strengthen our relationships with our companion partners in the Anglican Diocese of Brasília and in Haiti.

In Haiti, the school in Mithon continues to be a safe and nurturing place for nearly two hundred students to receive a quality education, even amid ongoing unrest. Through the diocese's continued financial support, teachers are compensated for their dedicated service, and students and their families are provided with lunches and clean water. Although travel to Haiti is not currently possible, we remain closely connected through regular updates from Fr. Michelin, who keeps us informed about their ministries and the daily challenges they face.

This year, the Commission coordinated a pilgrimage to Brazil to further deepen the bonds between our dioceses and to continue discerning the development of more formal parish-to-parish relationships. In addition to strengthening existing partnerships, we were blessed to form new relationships that we hope will grow into rich and diverse expressions of shared ministry and mutual support.

Two members of the Commission also attended the Global Episcopal Mission Network's annual conference in Honduras, joining representatives from across the Episcopal Church. The gathering offered opportunities to share both the joys and challenges of global mission work, as well as to explore creative and faithful approaches to this vital ministry.

The Commission remains committed to finding new and meaningful ways for our diocesan community to connect with our companions in Brasília and Haiti. We warmly welcome new members to join us in this rewarding and life-giving work. As we continue exploring parish-to-parish partnerships, we look forward to deepening our shared journey of faith and friendship across borders. If you are interested in learning more, please reach out to me or any member of the Commission.

Membership

Rev. Allan Wallace, Chair; Rev. Hilary Cooke; Rev. Bradley Pace; Rev. Fatima Yakubu-Madus; George Moore; Randy Keko; Peter Sehlinger; Betty Whaley; Steve Whaley; Maggie McClure

Racial Justice and Education Team Report

Goals/Purpose/Mission Statement

Encourages congregations to explore the past and live into our Baptismal Covenants to seek and serve Christ in all persons, loving our neighbors as ourselves, and striving for justice and peace among all peoples, respecting the dignity of every human being.

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

Through our presence we have supported:

- Diocesan Neighborhood Meetings
- Indy Pride 2025
- Pauli Murray Commemoration (All Saints)
- Prayer Vigil for Immigrant Communities

There is work to do to improve the navigation of resources on our diocesan webpage and meeting with congregations to listen to their plans and offer our support if needed.

We know that congregations are exploring their histories and working in their communities through already established groups. Some of those groups include:

Anti-Racism Committee – All Saints, Indianapolis

Racial Justice Ministry - Christ Church Cathedral, Indianapolis

Good Samaritans for Social Justice – Good Samaritan, Brownsburg

Becoming Beloved Community – St. Christopher's, Carmel

Faith in Action – St. Paul's, Indianapolis

(Anti-Racism resources available) – The Table, Indianapolis

Compassion, Peace, & Reconciliation Commission – Trinity, Bloomington

Social Justice & Racial Reconciliation Working Group - Trinity, Indianapolis

If your congregation has a group that was not mentioned, please let us know. We hope to improve networking and sharing of ideas among congregations.

We are very happy to announce a special upcoming formation on Christian Nationalism in America to be sponsored by RJET. It will be based on the book *American Idolatry - How Christian Nationalism Betrays the Gospel and Threatens the Church* by a local IU Professor of Sociology, Andrew Whitehead. Led by Deacon Cathy Scott and Canon Mariann Scott, this weekly online formation will meet for 8 weeks beginning on January 7, 2026.

Other 2026 events in the planning stage include:

- Absalom Jones Commemoration on February 14, 2026 at St. Philip's – Indianapolis planned with Christ Church Cathedral and the Union of Black Episcopalians (UBE)
- Indiana pilgrimage to historically significant sites, possibly in the summer of 2026.

There is a quote on the website for The Table by Dr. Sheila Caldwell, “The call to take up an anti-racist Christian identity is really just a call to be a Christian”. As we move forward, we ask that you keep the following question in mind: Shall we build walls, or shall we open doors? Physical doors as well as the doors to our hearts. There is room enough for us all.

Membership

The Rev. Bradley Pace (2026), Co-Chair; Ms. Valeria Phillips (2025), Co-Chair; Ms. Helen-Louise Boling (2027); Mr. Mark Kussmaul (2027); Mr. Michael Landon (2025); The Rev. William Morris (2027); The Rev. Joel Munoz (2027); Ms. Natalie Palmer (2026); Advisor: The Rev. Canon Giulianna Cappelletti Gray

Standing Committee

Goals/Purpose/Mission Statement

In every Diocese the Standing Committee shall elect from their own body a President and a Secretary. They may meet in conformity with their own rules from time to time, and shall keep a record of their proceedings; and they may be summoned to a special meeting whenever the President may deem it necessary. They may be summoned on the requisition of the Bishop, whenever the Bishop shall desire their advice; and they may meet of their own accord and agreeably to their own rules when they may be disposed to advise the Bishop.

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

Report of the Standing Committee
to the 188th Convention of the Diocese of Indianapolis

The Standing Committee met on the following dates: November 9, 2024, December 6-7, 2024, February 28, 2025, April 24, 2025, May 10, 2025 (combined meeting with the Reunification Team), July 15, 2025, and September 16, 2025.

Ordinations: Episcopal

The Standing Committee consented to the following episcopal elections in The Episcopal Church:

The Rev. Ángel Roberto Rivera Rodríguez as Bishop of Cuba.

The Rev. Robert Price as Bishop Coadjutor of Dallas.

The Standing Committee did not withhold any requests for consent to episcopal elections.

Ordinations: Diocesan

The Standing Committee consented to the following actions pertaining to ordination in the Diocese of Indianapolis:

Dr. Carolin Freuh for Transitional Diaconate.

The Standing Committee did not withhold any requests pertaining to ordination.

Episcopal Matters

The Standing Committee advised and encouraged the Bishop concerning her ministry within our Diocese and The Episcopal Church.

Diocesan Reunification Discernment

The Standing Committee received regular updates regarding Diocesan Reunification and offered advice and counsel. In addition, the Standing Committee attended the Joint Diocesan Council and Standing Committee Gathering with the Diocese of Northern Indiana on December 6-7, 2024. The Standing Committee was also invited to a Joint Executive Council and Standing Committee meeting with the Diocesan Reunification Committee on May 10, 2025.

Membership

Following the 187th Convention of the Diocese of Indianapolis, members of the Standing Committee were: The Rev. Dr. Paul Jacobson, Lara Dreyer, George L. Eastman, Susan Murray, The Rev. Dr. Matt Seddon, and The Rev. Holly Rankin Zaher. The Standing Committee elected The Rev. Holly Rankin Zaher as President and George Eastman as Secretary on November 9, 2024. Lara Dreyer was elected Vice President. The Rev. Dr. Paul Jacobson, Grace Episcopal-Muncie, has accepted a call to become Rector at Trinity Episcopal Church-St. Louis, MO, December 1, 2024 and resigned his position. The Standing Committee elected Canon Rev. Monique Ellison to fill the empty clergy seat on December 19, 2024.

Treasurer's Report to the 188th Annual Convention of the Episcopal Diocese of Indianapolis
Laurel L. Cornell
November 8, 2025

Based on: Financial Statement for the Month ended 31 August 2025; Episcopal Diocese of Indianapolis, Marquette Associates, Investment Report, September 30, 2025.

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 2025 is 13.5%. The only congregation that is significantly behind in its apportionment for 2024 and earlier is Jeffersonville, behind by \$14,676, which is known to be in financial distress. Plainfield owes \$80.76 for 2024. St. John's Speedway's past due apportionment of \$20,275 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. Holy Family Fishers successfully sold some desirable commercial property, which enabled it to rectify its apportionment arrears and repay its loan from the Diocese.

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 more than a century.

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.

As of September 30, 2025, the Unrestricted Fund had a value of \$37.2 million, an increase of 11.8% over a year ago, more than our benchmark of 11.1%. The Growth Fund had a value of \$12.4 million, a growth rate of 13.0%, somewhat higher than the benchmark of 12.7%. The Balanced Fund had a value of \$7.1 million, with a growth rate of 9.6%, higher than the benchmark of 9.1% percent.

The budgeted rate of withdrawal ("draw") from the investment accounts for 2025 is 5.0%. 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.

Congregations should remember that, if they wish to build an endowment, or if they receive a large amount of funds and need to hold it for a time before they figure out their investment strategy, they can invest in the two funds the Diocese holds on behalf of congregations. The objective of the Growth Special Fund is to achieve growth in the value of the investments. The objective of the Balanced Special Fund is to avoid large changes in the value of the portfolio. Because of the size of the pool, if a congregation invests its funds with the Diocese, it is likely to achieve higher rates of growth and lower declines over time, and better financial management, than it could by investing on its own.

Fundraising

In 2025 the Diocese carried out preliminary work in anticipation of conducting a capital campaign in 2026 focused on youth and supporting Diocesan youth ministry, Waycross Camp and Conference Center, and St. Richard's School. Interviews revealed great enthusiasm for these objectives, but they also revealed that the Diocese is missing an essential element for a capital campaign, the existence of successful annual campaigns for several years. The Diocese must establish a regular Bishop's Appeal before engaging in a capital campaign.

Despite the absence of any concerted fundraising effort, the Bishop's Appeal, by the end of August, has received donations of \$3087.00

Expenses

Cash balances are healthy, and diocesan cash flow is not stressed.

As of the end of August expenses for the year have exceeded income by about \$377,000. (Total budget income minus Total programs, Net Total in the Year to Date Actual column of the financial statement.) At this time of the year that amount is usually \$60,000 - \$70,000, so this figure is unusual. \$100,000 of that difference is due to the unanticipated grant the Executive Council made to Waycross at its July meeting. In addition, there are larger than usual costs in the categories of Bishop and staff travel, the expenses of preparing for a capital campaign, temporary and part-time employment, College for Congregational Development, and leadership development. Some of these overages will be resolved by the end of the year. The May through August period showed significant income and outflows in the Global Missions line, due to the Brasilia pilgrimage. Though the pilgrimage occurred in July, some expenses were not recognized until August, when credit card payments were received. At this point, all income and expenses related to the pilgrimage have been recorded. After a final accounting, any surplus generated by the pilgrimage will be donated to the Diocese of Brasilia. Similarly, youth program expenses recorded in August are mostly the recording of credit card expenditures for the youth mission trip to St. Louis in July. Finally, in August the Diocese recognized \$40,000 of diocesan support for Waycross that was prepaid in 2024. This was a budgeted expense, but recognition was delayed due to an oversight.

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 2025.

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, 2025.

		Category	Percentage of budget used
Income			
		Apportionments	61.6
		Investments	73.9
		Other	24.4
		TOTAL	66.1
Expenses			
	Mission		
		Beacons of Christ	116.3
		Generous invitation and welcome	122.6
		Stand with vulnerable, marginalized	0.0
		Connect within/outside	58.3
		Develop clergy/laity to lead	77.0
	Functional		
		Canonically required	67.4
		Bishop & Bishop's staff	72.4
		Insurance, financial, legal	74.1
		Congregational financial support	77.9
		TOTAL	75.7

Overall, we have received 66.1% of our budgeted income, and spent 75.7% of our budgeted program funds, so our income and expenses as of the end of August are broadly in line with our 2025 budget.

Budget

In anticipation of a potential reunification of the Episcopal Diocese of Northern Indiana and the Episcopal Diocese of Indianapolis, C. Davies Reed and Stephanie Palowski (of EDNIN) spent many hours working on a combined Budget for 2026. The process of reunification was paused in mid-year, so the Budget Formation Committee came together in mid-August to formulate and present to Executive Council a Budget for 2026 almost unchanged from the Budget for 2025.

Details of the 2026 Budget are in a separate presentation. The rate of apportionment is 13.5%, the same as 2025. The rate of withdrawal from the investment accounts is 5.0%, the same as 2025.

Investment and Finance Committee

The Investment and Finance Committee meets about a week and a half prior to any Executive Council meeting, and in the interim as necessary. This year we were delighted to add Mary Slenski and Ben Sternke as members. Joe Walker, Treasurer of EDNIN, has been sitting in to learn more about how we, the Diocese of Indianapolis, manage our finances. The committee has spent some of its time adjusting allocations among funds and some of its time choosing new managers for funds. In addition, we have considered several requests for funding from the Revolving Loan and Grant Fund.

The Investment Policy Statement, the governance document for Diocesan investments, requires that it be reviewed and changed or reaffirmed by the Executive Council every three years. The Investment and Finance Committee reviewed the document and determined that it is structured as a long-lived document and there is no need for any

change at this time. Executive Council reaffirmed the existing Investment Policy Statement.

The Diocese is working out an agreement with Good Samaritan Episcopal Church about their property at 7065 E County Road 400N, Brownsburg, IN, 46112. It involves two separate loans at terms Good Sam's can repay.

The Committee mentions the necessity of having a broad discussion both with Good Samaritan and across the diocese about the uses and future of the 56th Street property, which the Diocese owns free and clear.

Revolving loan and grant fund

Congregations needing help with capital expenses can apply to the Revolving Loan and Grant Fund for assistance. The application form is on the Diocesan website. The Investment and Finance Committee expects congregations to take some responsibility for these expenses, so it often offers assistance in the form of both a loan and a grant.

Grants or loans distributed in 2025 include:

To Waycross a total of \$19,500 for the cost of the Assembly Building A/C, taking the form of a \$10,000 grant and a \$9,500 two-year loan.

To St. Francis in the Fields a loan of \$100,000 to address a bill of \$170,000 due that month.

To The Table, a grant of \$16,000 and a loan of \$16,000 at a rate of 6.25% for up to ten years. to replace their A/V system and upgrade their streaming system.

To St. Michael's, Noblesville, a loan of \$25,000 at a rate of 6.25% for up to ten years to repair its heat pump.

Assets: Waycross Camp and Conference Center

Waycross is an asset of the Diocese, both for the formation it provides to youth, children, and adults, and as a physical property. The regular support that the Diocese has provided for many years, and will continue to provide, is critical to its existence.

Under the leadership of the Executive Director, Sara Gunter, and a newly reconstituted Board of Directors, Waycross has begun to place itself on a firm financial footing. It is actively seeking new sources of funding, such as grants. It is establishing an organized and consistent fundraising program. By creating a new company in Quickbooks, it has become possible to track income and expenses accurately. It has a new set of business practices based on the Manual of Business Practices in Church Affairs. The Executive Director is a regular participant in Executive Council meetings and in Diocesan staff meetings, so she is well informed of Diocesan priorities and activities. The Investment and Finance Committee of the Diocese was delighted that Waycross experienced a clean audit this year, the first financial audit in many years.

Nonetheless, it will take a number of years for Waycross to be on a firm financial footing. Due to lack of information over many years, it is still difficult to create an accurate annual Budget. For the same reason, it is not yet possible to calculate how much it costs to host a person at Waycross. In addition, there is considerable fluctuation in the constancy of Waycross's bookings. Waycross also is working on building better relationships with people in Brown County, where it is located, so they will think of it as a venue for events.

Wayscross also suffers from being a large and complicated property that has been under-maintained for many years. The sudden failure of a critical component --- such as the fan in a kitchen --- is a recurring problem. The responsibility for addressing such issues is likely to fall to the Diocese for several more years until Wayscross can build a large maintenance fund of its own.

The Diocese took a financial risk when, several years ago, it agreed to continuing to operate Wayscross. This risk already has begun to pay off in a much strengthened program and institution that can support the formation of youth, children, and adults in the Diocese of Indianapolis and outside it for many years to come.

Audit

Justin Hayes and Trent Parkinson of KSM presented the Draft Audit for 2024 at the Investment and Finance Committee meeting of September 10, 2025. It is a clean audit. They commended Brendan for his contribution to a smooth audit. In additional commentary the auditors pointed out two issues: redundancy in financial planning and cybersecurity. The auditors emphasized the need for cybersecurity training for Diocesan staff. Cybersecurity attacks are increasing in number and mutating endlessly. One that several of their nonprofit clients have experienced recently is as follows. A person makes a substantial donation to the organization (using a stolen credit card). A few days later they contact the organization, saying that an unfortunate event (such as a car crash or a hospitalization) has made it impossible for them to fulfill that donation. They ask that the donation be returned to them. However, they ask for a different means, such as a direct deposit to a bank account rather than to the credit card the donation was originally charged to.

Reunification

Reunification is on pause.

Personnel Policy and Compensation

The proposed Budget includes a cost-of-living increase of 3% for 2026. Vestries are reminded that this is the minimum recommended increase.

Thanks

Thanks to Bishop Jennifer Baskerville-Burrows and to the Bishop's staff, especially Brendan O'Sullivan-Hale, Canon for Administration and Evangelism and Kim Christopher, Administrator of Accounts and Events. Thanks also to the members of the Investment and Finance Committee: Norm Callahan, Bryan Dunnivant, Lara Dreyer, Isaiah Kuch, C. Davies Reed, Ben Sapp, Mary Slenski, and Ben Sternke.