



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, 07 May 2016 – -00:00 AM – 12:00 noon
Resurrection Episcopal Church
2131 Mount Rd – Aston PA 19014
610-459-2013 – www.resurrectiondockdale.org

MINUTES

Attendance

Rt Rev Clifton Daniel 3rd, Bishop
Brandywine Deanery: Rev John Sorensen
Bucks Deanery: George Pollitt
Delaware Deanery: Rev Greg Wilson, Kim Shiley
Merion Deanery: Stephen Krouse
Montgomery Deanery: Rev Mike Rau, Joseph Madison, Warren Wanlund
Pennypack Deanery: Rev Richard Robyn, Peter Datos, Dr. Carole Baxter
Schuylkill Deanery: Rev Maricclair Partee Carlsen
Southwark Deanery: Rev D Joy Segal, Jeanette Woehr
Valley Forge Deanery: Rev Mike Sowards, Beverly Loftus
Wissahickon Deanery: Helen Zartarian, Rose Muriel Rains
James Pope, Treasurer; Rev Canon Lucy Amerman; Rev Canon Nancy Demming; Jerome Buescher, Secretary

1. Call to Order

The Rev. D. Joy Segal

09:08 AM

2. Host – Welcome and Scripture Reflection and Opening Prayer (15 minutes)

The Rev. Greg Wilson

Welcome – parish result of merger of Calvary (1835), at this location, and St James the Greater (post WW-II). Each has struggled financially, merger seemed best option.

Reading from Ephesians, 3:14-21. Read twice: during first reading, try to pick out a word, phrase, or idea that strikes you; during the second reading, ask what God is asking you to be, to do, or to change.

Shares of things from first reading: God is ground of all being; strengthened in our inner being; Christ may dwell In your hearts; rooted and grounded; power to comprehend with all the saints; to accomplish abundantly

Shares of things from second reading: make accomplishments in the name of Christ; to grow in Christ; being grounded in this time of transition from one bishop to another bishop; call to unity in Christ (one family); how to embrace present and future and let go of past.

Follow on thought from Rev D Joy Segal: remembering her grandmother who prayed always and Paul does the same. God has prepared a future that is good even though we don't see it in present. Rev Maricclair Partee Carlsen -- like a benediction, passage would make a great final blessing -- trying to imagine more, being able to accomplish more than we could ever imagine -- like the transition committee work.

Prayer by Greg Wilson

3. Opening of the meeting (5 minutes)

The Rev. D. Joy Segal

a. Welcome and Introductions

George Vosburgh from standing committee; both canons to make presentations; Mike Rau, new clergy representative from Montgomery deanery; Rev Adam Kradel, co-chair of budget committee.

b. Adoption of the agenda

Moved, seconded, accepted without discussion.

c. Recognition of Visitors – done with Welcome and Introductions

4. Minutes of the March 19, 2016 meeting of Diocesan Council (5 minutes)

Jerome Buescher, Secretary

Moved, seconded, accepted without discussion. Secretary's work was acknowledged.

5. Presentation concerning benefit changes for Lay Diocesan employees (10 minutes) The Rev. Canon Lucy Amerman

Bishops Bartlett and Bennison: created policy to give lifetime medical benefits to lay employees of church house at a time of church house layoffs. Benefits parallel to retired clergy benefits. With time, cost has increased. Clergy benefits have been curtailed. Issue with lay employees arose some years ago – employees contended that grant of such benefits was contractual. Analysis by legal staff: not so, the health care guarantees are benefits, not contract items. The diocese needs to act – beginning in January 2017, a step down over 3 years will commence. Notice will be sent to 13 employees affected. May be objections to change. Question: change in medical benefits for 2017? Answer – no, will change for 2018 and 2019. Those 80 or older – grandfathered at present level. Bishop Daniel – those among the affected who have questions should be advised to speak with Canon Lucy Amerman who can suggest alternate sources of help. Joe Madison – are there minutes of meetings where Bishops Bartlett and Bennison gave these benefits Answer: minutes for such a meeting haven't been located. Not relevant actually, because the benefits are not contract matters.

6. Presentation concerning St. John's, Norristown (30 minutes)

The Rev. Canon Nancy Deming

Rev D Joy Segal began by explaining situation: Initial ask to the diocese was for a "grant," but what was actually being asked for is the creation of a new mission in Norristown.

Canon Deming: Here's the new mission: restarting worship at St John – see attachment that was part of the information package distributed for this meeting.

Income to parish is about \$100K, mortgage is about \$80K. An office manager has been hired for \$25K. Diocese needs about \$100K to fund a vicar and the vicar's benefits.

A parish vicar candidate, from Washington. Vicar candidate knows what's needed: meet community before opening doors of church. Canon Rob Rogers assures diocese that money for 2016 can be found. Idea is to have vicar in place by June 2016, and then establish funding for 3 years.

John Sorensen – about community, growth potential? Nancy Deming – growing, potential congregation is younger to middle aged, largely black and Hispanic. (St Patrick Roman Catholic church in Norristown has done a similar renewed parish initiative and is succeeding.) Helen Zartarian – will the new proposal house the vicar in the parish rectory? No, that building is under a long term rental agreement. Kim Shiley – is there business plan for 3 years? No, have to do this through increasing pledge income. Rev D Joy Segal – there should be language in the proposal to lay

out a plan for development. Joe Madison – St Patrick situation, Mexican issue vs islanders. Canon Deming: Answered, issue is known and being addressed. Salary in line with salary of other vicars? Rev Mary Clair Partee Carlsen – says the salary being discussed is about 15% higher than salary for other vicars. Bishop Daniel – asking person to take risk (move to Philadelphia, establish a new residence) and asking that risk is worth something in salary. Rev John Sorensen – spoke in favor, recommends taking risk, not trying to cheap out. Rev Mike Sowars – Mexicans by culture are Roman Catholics, cautionary tale.

Motion was offered to authorize creation of mission, and that motion was seconded. Discussion: Richard Robyn was in Norristown recently in clericals. Can see Mexican influence everywhere. He was asked: is the church closing the episcopal church? So – there's interest within the community. Peter Datos – spoke in favor of motion, it's right thing to do; also – thanks to congregation who gave us the keys with a \$3M endowment intact. Bishop Daniel: kudos to Rev Nancy Deming and Canon Rob Rogers for their hard work. Kim Shiley – what does it mean to found mission: 3 years? Answer: probably longer than that.

Vote on motion: aye, unanimous; no nays, no abstentions.

Second motion – approve a request for up to \$105K for 3 years without reducing existing grants and ministries. Discussion: recommendation for financing. Peter Datos – some portion of the funding could come from present funds though that would be hard. Rev D Joy Segal – probably needs money from other sources. Bishop Daniel – Diocesan Council should instruct the Church Foundation to find more money, as they need to.

Vote on 2nd motion: aye, unanimous; no nays, no abstentions.

7. Update from Diocesan Council sub-committee on Budget preparation (30 minutes) The Rev. Greg Wilson; Peter Datos

Peter Datos: this is a draft. This is confidential, seriously. Adam: New this year: input from congregational side (i.e., Diocesan Council) as well as finance. Has worked well.

Looking at draft budget – Line 22 is incorrect, 2017 statement is more accurate.

Meeting with new Bishop and current Bishop – please keep 2017 budget flat to 2016 till he gets here, doing that.

Question: Joe Madison: \$841K out of balance; “fix” to give new Bishop full slate? James Pope – speaking about property fund transfer – line 11.

Diocesan Council subcommittee, proposed changes to – delete 2nd horizontal page, out of date.

“Diocesan Council Recommendations for 2017” – thanks to Barry Norris for detail work. For each line 57 thru 78, there is a package of backup info. For these recommendation, added 2% in salary. Future: Diocesan Council should look at mission congregations in future.

Other discussion – stick with 2017 line 79 or change it? Or: if we recommend increase, do we need to recommend decrease elsewhere? Bishop: can ask Bishop or standing committee for money? Yes, can ask – but may not get it. Bishop again: personally, why doesn't Diocesan Council rise up and say: we're doing all these things, why don't you pledge? Greg Wilson: make “B” list of things we want to do but can't fund.

Line 57 – motion: increase to \$35K, seconded. Discussion: Led to decision to rescind resolution.

Line 78 – project of re-vitalizing parishes, is there internal work on this? Yes.

Line 76 – Healthy financials,

Line 64 – not appropriate

Anti-racism – can't afford requested amount

Anti-Human trafficking – can't afford requested amount

Communications – hold steady, new bishop has ideas

Absolom Jones – no communication

Hispanic Ministries – no response till late, too big an ask, reduced

Question: Beverly: education and communications – belong in operations? Yes, will be moved there.

Motion: approve ministry and grants as submitted, seconded. Discussion. People struggling with aspirational part. Call question. Approved, unanimous.

8. Finance Committee suggestion about Diocesan Council activity concerning Parish Pledges *(15 minutes)*
The Rev. Greg Wilson; Peter Datos

Joy suggestion – put off till next meeting, when Diocesan Council is fresher. James Pope – suggestion to publish redacted version of the pledging list. Bishop: comments. Parish pledging direct result of clergy-congregation interaction or doesn't happen; clerical leadership. Diocesan Council needs to establish committee on stewardship, go out to parishes, talk about doing this; need a canon for stewardship but that's not here yet. Suggestion agreed to.

9. Report from Bishop Transition Team *(10 minutes)*

Kim Shiley

- a. Consecration of Bishop-elect July 16, 2016

Thanks for great celebration on Saturday 30 April. Looking ahead to 16 July. More details in next few weeks. Things moving along. Huge celebration.

10. Executive Committee Report *(10 minutes)*

The Rev. D. Joy Segal

- a. Update on Darby Mission – attached in package; Doris coming in September.
- b. Diocesan Council's request for list of diocesan unrestricted assets (UNAs) and projection of lost income if principals are used for new mission and ministry in the diocese. – Request, again. James Pope: For each \$100K removed from UNAs, there will be a \$4.3K decrease in annual revenue.
- c. Plans and suggestions for future presentations to Diocesan Council
- i. Communications – Diocesan Staff
 - ii. Latino/Hispanic Ministry Committee
 - iii. Anti Racism Commission
 - iv. Global Mission Commission
 - v. Darby Mission *(scheduled for September 24th meeting)*
- d. Committees & Commissions represented on Diocesan Council
Stewardship issues – need to be addressed. Also spiritual growth and resources.

e. Schedule of Diocesan Council meetings remaining for 2016

June 18th, September 24th, November 12th. (Diocesan Convention:11/5/16)

11. Bishop's Report (20 minutes)

The Rt. Rev. Clifton Daniel, 3rd

Ordinations – 11 Jun 2016 at Cathedral. Rob Rogers recovering from surgery, as is Mary Kohart.

Parishes opening and closing is nothing new in history of diocese.

Bishop at daughter's wedding weekend of next meeting.

Appreciation to Joy as Vice-Chair of Committee and chairing this meeting.

Never forget – this is a great diocese.

Last message: "you is good, you is beautiful" (from *The Help*).

12. Treasurer's Report (10 minutes)

Mr. James Pope, Treasurer

Numbers thru 30 Mar 2016 distributed. Collections reasonable (about 30% collected in 25% of months). July & August slow revenue months. Cash position is reasonable for time of year but is tight. Prepared to hand over to new bishop a diocese that is solvent and stable. Audit should be completed no later than September.

13. Standing Committee Report (5 minutes)

George Vosburgh

Role of standing committee in transitioning to new bishop – delegated to transition committee.

Where are we in terms of consents? On track. House of Bishops – in good state.

Where is study committee on incorporation? Will be report on progress, not sure when.

Communication – currency of DIOPA website is improving.

Working well with Bishop elect.

14. Committee Reports (oral and written) (5 minutes)

Global Mission committee having retreat on Saturday 14 May 2016. Contact Dennis Lloyd or John Sorensen if interested.

Richard Robÿn – reminder about ordinations.

George Vosburgh – could get representatives from anti-racism commission for June meeting. Joy will co-ordinate.

15. Old business

None presented

16. Schedule of next meeting

Jerome Buescher, Secretary

(June 18, 2016 – Christ Church & St. Michael's, Wissahickon Deanery)

17. Reflections (5 minutes)

George Vosburgh – good to see better attendance at this meeting than last one. Much interest, enthusiasm.

Peter Datos – tone and dynamic of meeting. Hard, difficult, but productive conversation.

John Sorensen – thanks to Canons for their work.

Question from Helen Zartarian – what about Norristown situation can be shared with one's own congregation?
Answer: Diocesan Council has approved mission.

18. Closing Prayer

The Rt. Rev. Clifton Daniel, 3rd

19. Adjournment

The Rev. D. Joy Segal

12:12 PM