



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

Attendance (arranged by Deanery)

Rt. Rev. Charles Bennison

Brandywine: Pat Connelly, Martha Thomae

Bucks: Rev. Ernest Curtin, Doug Fonte, Emily Wolf

Delaware: Janet Ross, Rev. Michael Knight

Merion: Sarah Boote, Rev. Jane Cornman, George Vosburgh

Montgomery: Elise Bowers, Joe Madison

Pennypack: Carole Baxter, Peter Datos,

Schuylkill: Debora Brown,

Southwark: Rev. Joy Segal, Jeanette Woehr, Paul Yaros

Valley Forge: Barry Norris, Beverly Loftus, Rev. Koshy Mathews

Wissahickon: Victoria Sicks, Rev. Elliott Waters, Patricia Smith

Guests: Rob Rogers, Andrew Kellner, Christopher Hart, Mary Kohart, Norman McClave

MINUTES

1. Opening of the meeting (*10 minutes*) Bishop Bennison
 - a. Prayer – The Rev. Charles Bennison opened the meeting at 9:02 am with prayer.
 - b. Welcome and Introductions The Rev. Ernie Curtin welcomed us to St. Luke's Church. He led us in Bible reflections of John 15:9-17.
 - c. Adoption of the agenda
A motion was made by Rev. Joy Segal and seconded by Barry Norris to adopt the agenda. Motion carried.
 - d. Recognition of Visitors
2. Minutes of the March 3, 2012 meeting of Diocesan Council (*5 minutes*) Ms. Jeanette Woehr, Secretary

A motion was made by Rev. Ernie Curtin and seconded by George Vosburgh to approve the Minutes of the March 3, 2012 Diocesan Council meeting. Motion carried.
3. Small Group Break-Outs - Topic: Youth Ministry (*60 minutes*) Mr. Andrew Kellner, Canon for Youth Ministry

Andrew Kellner explained how the youth of our Diocese feel about Christianity. What do we want for our young people? The break-out groups discussed:

 - Describe a well-formed 18-to 20 year old who has grown up in the best of the Diocese of Pa programs. What are they like? What do they value? What can they do?
 - When have we failed to listen to God's call for collaboration in our ministry to young people?
 - When/where have we collaborated well with God for the benefit of our young people?
 - What future does the Church offer our young people?
4. Bishop's Report (*30 minutes*) Bishop Bennison

Since Diocesan Council last met on March 3, I have participated in the House of Bishops and the Province III Synod meetings preparatory to this summer's General Convention, completed my visitation to seminaries – Episcopal Divinity School, Church Divinity School of the Pacific, Virginia Theological Seminary, General Theological Seminary, and Lutheran Theological Seminary at Philadelphia -- where we have students enrolled, presided at celebrations of new ministry at Trinity, Solebury, and Advent, Kennett Square, and at parish anniversaries at St.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

James the Greater, Bristol (300 years) and All Saints', Collingdale (100 years), and have recruited a Diocesan Hispanic Missioner.

Most of my time, however, has been spent with our deans and their deaneries (all of whose clergy I am meeting with this Spring) addressing the reality that of our 140 churches, 60 support a full-time priest (what we are calling "Traditional Ministry"), and 20 a part-time priest (what we are calling "Non-traditional Ministry"), with what they receive in plate, pledge, or investment income, while 20 support a full-time priest, and 40 a part-time priest, by spending more than they receive in plate, pledge, or investment income – usually by invading their endowment principal.

I will have maps of our ten deaneries showing the break-down of our churches in those four categories available at Diocesan Council. If you are able to arrive early for our meeting, please take time to study them.

At this point I have visited with clergy in seven of our deaneries, and based on what I have learned, and from my own observation through my Sunday visitations and those of Bishops Michel, Turner, and Lee, I can report that we are growing in numbers, in diversity, and in outreach.

Following are some specific items of which I would like you to be aware:

All Saint's, Wynnewood: Under Diocesan Canon 13.4, I am requesting the Standing Committee's advice and consent to set a date certain by which either Rev. Rev. Edward Rix signs, under Canon III.10.3(f), the Declaration of Faith and Conformity, the Vestry pays all diocesan assessments for 2011, and the Rector, Wardens, and Vestry, under Canon III.12.3(a), receive a visitation by the Bishop Diocesan, or the parish forfeits its property to the Diocese.

St. Mary's Bainbridge Street: During Holy Week a consulting firm that the Diocese contracted to analyze St. Mary's books identified financial management constituting financial malfeasance.

I dissolved the vestry and appointed Ralph Hewitt as warden, Charlotte Jones as secretary, Joseph Whitely as treasurer. I met with the three of them and Dean Grandell on April 14 in order to support them in the leadership roles. Rob Rogers then spent \$15,000 from the Property Fund to pay the church's deferred taxes and utilities, which will be repaid from the church's income this year from its rents, investment dividends, and pledge and plate income. St. Mary's average Sunday attendance is 17, half of whom have transferred in from St. Philip's, Grays Ferry. Members have transferred to other churches, lapsed, or died, participation in worship and church life has declined, the number of lay members available for leadership has decreased, and financial support has fallen.

We leased the rectory to students of Janice Orlandi, who teaches dance in the church building, for one year for \$2,500 per month. Renting the rectory, and with proper oversight of the finances, the church should earn \$60,000/year and be able to pay a supply priest. But the utilities alone take over half of that income, so there is very little room for the other expenses. In addition, the diocesan governance bodies have instructed us to recover the \$15,000 we have spent. We have hired a bookkeeper, Ruth Knox, who works on Wednesday and Fridays to get the church under control. I contracted with Tom Gordon of Thomas A Gordon Associates Consulting (tagaconsulting.com) to meet with the Steering Committee on May 5. In his analysis of the church's chances of growing, he noted that the growth in the neighborhood of young professionals with children may bode well for the future, because St. Mary's does not have a parking lot or people under 60 years of age who can act as congregational developers and/or as entrepreneurs or strategists. It will take a tremendous investment by the Diocese to take advantage of the gentrification that is happening.

Diocesan Hispanic Missioner: On August 1, the Diocesan Hispanic Missioner of another diocese will become Diocesan Hispanic Missioner and Vicar of La Iglesia de Cristo y San Ambrosio. In this capacity, he will continue the ministry begun by the Rev. Carlos Santos-Rivera in North Philadelphia and explore initiating new Hispanic ministries in neighborhoods south of Washington Avenue, in West Norristown, and in Chester.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

Companion Diocese Committee: The Rev. Dennis Lloyd has agreed to succeed the Rev. David Rivers and Liz Rivers as chair of the committee. Dennis served as co-chair of the Companion Diocese Committee in the Diocese of Tennessee when they initiated their relationship with Ecuador-Litoral.

Disciplinary Board: The Rev. Temme has agreed to become the Intake Officer for people with information about clergy offenses. I request that under Title IV you appoint a clerical member to replace the Rev. Louis Temme, who resigned from the Disciplinary Board upon his appointment as Intake Officer. The Rev. Timothy Safford, President of the Disciplinary Board, and I are now in the process of appointing one or more Investigators.

Church House: In the April meeting of Standing Committee, Frank Allen moved to moved to reconstitute the Church House Committee to consider selling Church House and find a more appropriate and centralized location for Diocesan staff. The motion was seconded and adopted.

Estate of Virginia Sonderschafer: This past month we received a check in the amount of \$215,000 from this estate. In addition to the \$130,000 last December, we have received \$345,000. We anticipate receiving another \$100,000 forthcoming.

Wapiti Farm: Rob Rogers and Alan Lindsay have asked Northeast Retirement to provide a record of the Unrestricted Net Assets the Diocese spent proportionately in order to develop Wapiti Farm in 2004, and I urge the members of Diocesan Council to resist efforts to sell Wapiti until we know what funds held by the Diocese would be reimbursed by proceeds of any sale, and for how much.

Since acquiring Wapiti Farm in 2003, the Diocese has invested between \$10.5MM and \$13.5MM in the property. Now the Wapiti Sale Committee is requesting from the Standing Committee, Diocesan Council, and the Committee on Finance and Property their endorsements to market and list the Wapiti Farm property for \$8MM – the highest price it believes it can get for the property at this time. Such a sale is imprudent for three reasons:

(1) This is not the right time to sell, and there are no costs in waiting: for as long as he remains in office until the end of 2015, the Bishop promises to pay all operating costs at Wapiti Farm, as long as the property is not on the market.

(2) This is not the right price: if the property is sold for \$8MM, the Diocese will pay \$250,000 in real estate commissions, \$1.6MM to retire the mortgage, and \$2.2MM to the Denbigh Fund, established in 1976 to purchase a facility for diocesan youth, leaving \$3.95MM which, invested in the Church Foundation at 4.55% the endowment, will yield \$180,000/year in income – an amount that is not going to fix the problems the diocese faces. (Any scenario for a lesser sales price would yield even less than the \$180,000).

(3) This is not good mission strategy: We need a permanent camp facility as a venue wherewith to pass on the Christian Faith to our children and youth. Our once robust camping program continues to decline. While we had 287 campers from our own parishes at Wapiti in 2007, the last year it operated, in the summer of 2011, among the 120 overnight campers in our City Camp program, and 86 day campers in Camp Saint James, only 40 were from our own parishes. The average daily attendance was 57. The program employed 9 youth and young adults as well. This summer the City Camp program is expected to include 100 overnight campers and 120 day campers – a further decrease, though we will have 10 high school students and 6 young adults on staff.

Minority Aspirants Recruitment Consultation: Building on the Minority Aspirants Recruitment Consultation at Wapiti Farm on February 13-14, 2012, the Rev. Thomas Eoyang, Chair, Commission on Ministry, Archdeacon James Ley, the Rev. Harriet Kollin, the Rev. Koshy Mathews, the Rev. Elliott Waters, Canon Jill Mathis, Henry Carnes, Director of Education and Communication, and the Rt. Rev. Charles Bennison held a second MARC on April 23-24.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

The Anti-Racism Commission has endorsed the first of the following recommendations, with the proviso that the time-frame within which people must take anti-racism training be extended to December 31, 2014.

1. Propose to Diocesan Convention the following resolution:

RESOLVED: That the 229th Convention of the Diocese of Pennsylvania adopt the following addition to Diocesan Canon 4:

Canon 4.8.1

Any nominee or appointee, clergy or lay, for a diocesan office or position governed by the canons of the Diocese, including members of the diocesan staff, and of diocesan commissions and committees, boards and organizations, shall have successfully completed the anti-racism training mandated by the Diocese of Pennsylvania, as determined by the Diocesan Anti Racism Commission.

Canon 4.8.2

The Diocesan Antiracism Commission is responsible for certifying those who have successfully completed the anti racism training mandated by the Diocese of Pennsylvania and for providing to the Bishop's Office a record of those certified at the conclusion of each training session.

Canon 4.8.3

Any appointee from outside the Diocese of Pennsylvania who assumes a position on the diocesan staff shall successfully complete the diocesan anti racism training at the next available opportunity.

Canon 4.8.4

Any elected or appointed diocesan official who has not successfully completed diocesan anti racism training at the time of the adoption of this canon may continue in office, but shall complete the training no later than December 31, 2013, or resign from the position held.

Explanation: As a consequence of our long history of prejudice, the sin of racism is part of the very fabric of our social, political, and ecclesiastical institutions; it is systemic and structural. If we are to eradicate this evil, we must ensure that those who serve in our structures and oversee our systems understand, in part through our diocesan anti racism training, the workings of racism.

2. In order to assure that the Diocese has the funds necessary to plant and sustain churches in minority neighborhoods and remain a diverse community, propose to Diocesan Convention a resolution calling upon the Financial Review Committee to draft and propose a diocesan canon establishing a diocesan budget funded by a mandatory and graduated fair share monetary assessment.

3. Restore the Diocese of Pennsylvania (DIOPA) practice of permitting aspirants to be tested by minority psychologists, and require that all psychologists testing aspirants for their suitability for ordination successfully complete diocesan anti racism training.

4. Post on the diocesan website – www.diopa.org – a section describing the ordination process, including, in consultation with the Diocesan Mission Planning Commission, a description of the qualities/capacities we look for in aspirants for the ordained ministry (as theologians, entrepreneurs, and community organizers with past bi-lingual, bi-cultural, bi-racial, and bi-religious global experience) including a short list of minority clergy with whom aspirants and/or their rectors can consult.

5. Budget for and sponsor at Wapiti Farm two "Am I Called?" conferences" – one this June for those 14-18 years of age, and a second during the 2012 Christmas Break for those 18-30.

6. Require members of discernment committees and vestries of churches in transition to successfully complete anti racism training as a first step in their search work.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

7. Budget for and sponsor at Wapiti Farm in 2013, eight anti racism trainings in order to accommodate the increased numbers of those who will attend because of the implementation of these policies.
8. Update and revise the 2006 Report of the Black Aspirants Recruitment Consultation and publish it in time for distribution to the pre-Convention meetings in September, 2012. Include in the report a list of all clergy who have successfully completed the training and a map of the diocese showing the churches from which those trained have come.
9. In compliance with the resolution adopted at the 2009 General Convention, ask the Diocesan History Commission to work with all parishes in carrying out a self-examination of their own history with regard to racism.
10. Create a task force whose purpose it is to draft an overall diocesan strategy for minority aspirant recruitment. Recommend the task force be chaired by the Rev. Melford (Bud) Holland and include two members each from the Standing Committee, the Anti Racism Commission, the Commission on Ministry, and the Minority Aspirants Recruitment Consultation. Moreover, strongly recommend each member of the task force read "Meeting on New Ground."

Tickets for the Celebration of *This Far By Faith: Tradition and Change in the Episcopal Diocese of Pennsylvania*: Because space is limited to 200 seats in the Zell Auditorium of the National Museum of American Jewish History, Fifth and Market Streets, Philadelphia, for the Symposium with the book's authors on Sunday, October 7, at 3:00 p.m. and limited to 600 at Christ Church, Second and Market Streets, at 5:00 p.m. for the Evensong and Gala Reception in celebration of our diocese's history, we will be offering tickets to members of diocesan governance bodies first before making them available to the diocese as a whole.

It is up to the Standing Committee to set a date for conformity with All Saint's, Wynnewood. A congregation is required to submit an audit. To take control of the property would require the Diocese going to court.

Wapiti Farm – Northeast Retirement is the bookkeeping arm of Consolidation fund.

Bishop Bennison urged Council to not sell Wapiti.

The number of campers recorded in 2007 was 287. However, there were not 287 different children. The number was closer to 150 campers. The number of campers does not include campers attending Camp Arrowhead.

Only 40 from our own parishes attended. City Camp should not be compared with Wapiti or Camp Arrowhead.

Standing Committee, Finance and Property and Diocesan Council have agreed to the sale of Wapiti for \$8 million.

Financially do we need a camp? It would be wonderful but financially the Diocese cannot afford it.

The Wapiti Property Committee has received documentation for the price of \$8 million.

Much of the Wapiti area is swamp land. Money from the sale should go into programs.

Minority Aspirants. – Limit people to roles is limiting amount of leaders and gifts they could bring. Many people could not attend training but would like to do so. Twelve trainings will be scheduled on weekends and weekdays over the next two years.

Fair share assessment. Unless wealthy church does fair share in the Diocese will not have funds for mission work. Mandatory assessment to support minority would we also have mandatory assessment of youth, etc.

Mandatory Fair share assessment of all churches. Do away with voluntary pledge.

Financial Review committee to be extended. Come up with something new to maintain these. This is a proposed assessment.

Anti-Racism Committee should strike item two from the proposed Convention resolution. The Committee will only submit item one.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

The money from the Virginia Sondershafer estate is in an unrestricted fund. It is anticipated to receive another \$100,000 plus land located in the Poconos.

The same testing is used by all aspirants Testing firm does not have a mixed staff and do not take into consideration minority aspirants.

Anti-Racism training teaches breaking bonds of racism.

A motion was made to approve five minute continuation of discussion. discussion.

Need diversity in psychologists.

5. Financial Management

a. Treasurer's Report (*45 minutes*)

Mr. Norman McClave III, Treasurer

i. 2012 Program Budget

Suggested 2012 Program Budget Changes

The 2012 Program Budget is balanced with Total Expenses matching Total Income. However, three months into 2012, it is clear that the actual Congregational Giving will fall considerably short of the projected/budgeted Congregational Giving, by \$100,000 or somewhat more. To avoid a deficit, action must be taken now.

As of late March, Pledges against the Congregational Giving Goal of \$700,000 totaled \$572,000, including a recent large pledge by Christ Church, Philadelphia. While some further pledges may come in; they are not expected to be major. Accordingly, we face a shortfall in pledges by certainly \$100,000 and perhaps as much as \$115,000.

Rob and I have conferred and have a proposal for you which addresses this shortfall with a combination of some revenue increases and expenditure reductions, as follows:

Potential Revenue Improvements:

There are four funds with undedicated distributions which might be temporarily restricted to the 2012 Program Budget. This dedication could lapse at the end of 2012.

1. St. Nathanael's Kensington Fund
2. Lance Fund
3. St. Giles Proceeds
4. St. Matthias Proceeds

At the end of February 2012, these funds had a total market value of approximately \$784,000. We estimate that distributions from these funds for the remaining three-quarters of 2012 might be about \$25,000. You might recommend that this distribution be temporarily restricted to the 2012 Program Budget for the remainder of this year, adding **\$25,000** to the Revenue.

Potential Expenditure Reductions:

The major areas of expenditure in the 2012 Program Budget are in the support and grants for Ministry for Congregations. We recommend the following:

1. Elimination of funding for two Aided Parishes (DCMM):

- Free Church St. John, Philadelphia (\$28,000 for 8 remaining months in 2012)
- St. Mary's, Philadelphia (\$23,000 for 8 remaining months in 2012)

Both these churches are without permanent clergy. Salaries were budgeted for the year at a total of \$77,000. Assuming that salaries could cease by the end of April, savings here could be about **\$50,000** for 2012.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

I am aware that you did not wish to remove funding for the Free Church of St. John, but it might be possible for the Church of the Good Samaritan in Paoli to agree to pick up the remaining 8 months of cost of this Aided Parish. I am aware that this church prefers not to contribute to the Program Budget, but to do charitable works directly; perhaps support of the Free Church would fit into their mission.

2. Reduction in Monthly Grants for two Congregations Supported by the Diocese:

- St. Andrew & St. Monica, Philadelphia, currently at \$40,000 annually, could be reduced by **\$20,000** for the remainder of the year.
- St. David's, Manayunk, currently at \$25,000, could be reduced by **\$5,000** for

the remainder of the year.

This would bring the grants to the Supported Congregations into greater equality, with most of the churches receiving around \$15,000.

In summary:

Revenue Additions: \$25,000

Elimination of Funding for Aided Parishes: (\$50,000)

Reduction in Grants to Supported Congregations: (\$25,000)

Net Change in Program Budget: \$100,000

If more reductions were needed, you might wish to consider reducing the grant to St. Stephens, Norwood, currently at \$15,000, by perhaps \$5,000 to \$10,000.

Another option would be to reduce the grant to St. John the Evangelist at 3rd and Reed Streets, Philadelphia from \$15,000 for 2012 by between \$5,000 and \$10,000. These two would yield an additional \$10,000 to \$15,000.

Implementation:

If you agree with these recommendations, you shall have to rapidly:

- Approach the Standing Committee to temporarily restrict the distributions from the four funds to the Program Budget, before these distributions are diverted to other uses.
- Approach the Executive Committee of the Diocesan Council to gain approval of the elimination of support for the Aided Parishes and the reduction in grants to two or more Supported Congregations.
- Approach Church of the Good Samaritan to discuss their support of the Free Church of St. John.

The calculations for the net savings reflected above are based on the assumptions that the fund distributions can be directed to the program budget for the remaining three-quarters of 2012 and that the expenditure reductions will take effect at the end of this month.

Any delay will require that the expenditure reductions be increased to achieve a balanced budget.

A \$100,000 pledge shortfall is anticipated. Only 2/3 parishes have pledged. Pledges are running at 87% of last year. This is not a this year issue and has gone on for ten years. We need to address the \$100,000 shortfall with cuts across the board. Recommend additional allocation of revenue dedicated for 2012 program budget. Drop funding for priests at St. Mary's and Free Church of St. John. Reduction in monthly grants to St David's and St Andrew/Monica.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

The Executive Committee proposed a cut to the National Church and pro-rated reduction across the budget. 60% is spent on salaries and programs.

Where to cut budget - Executive Committee considered that cuts would affect congregations who most need the money. Recommend to look at each category to do cuts.

There are 24 parishes that have not pledged. Bishop Bennison will call each priest and explain the problem.

Cannot see total cost of staff – some staff are on the two budgets. If programs are cut, staff should also be cut. National Church is doing this. Jakki Wallace is retiring after convention

Budgets should be put together in a spreadsheet

Third quarter is always tight cash wise.

A unified budget and assessments is proposed to be presented at Convention.

Church Foundation pays 4.45%

Have a new form of currency for the diocese – donate time and talent instead of cash. Help churches is need. Good will offering

Diocesan Council has duty and responsibility to decide issue regarding shortfall.

A motion was made by Joy Segal and seconded by George Vosburgh to bring National pledge back to \$34,000 and book the \$48,000 income from Uncom

Motion withdrawn.

Bishop Bennison does not want to see the National Church cut. Bishop Bennison would make \$25,000 available if the National Church is not cut.

No sacred cow on budgets.

A motion was passed to extend the meeting 30 minutes.

A motion was made by Barry Norris and seconded by Patricia Smith to reach out to congregations who have not pledged, reduce the National Church pledge by \$35,000, further cuts across the board not to specific churches but to Ministry for Youth, Convention, Camp, Education and Training, Campus Ministry, Companion Diocese, Anti-Racism, and Congregation Development, Communication in proportion to totals as needed effective July 1. If cash is available money will be restored. Motion passed.

Cuts to the program portion will be 20%.

Communications with parishes and their pledge to be verified by the Deans who will contact churches for verification.

Norman McClave to send a letter to Uncom.

b. 2013 Program Budget Committee Report (*10 minutes*) Ms. Debora Brown & The Rev. Michael Knight

After several meetings:

1. We have received almost all of the information needed.
2. The Sub-Committee on grants has done its work and brought its recommendations.
3. Opportunities FAR exceed resources!
4. We have worked in coordination with other Diocesan bodies to make sure our priorities are those of the diocese.
5. We expect to bring our proposed 2013 Budget to the Jun Council Meeting.
6. We expect that *nobody* is going to be entirely happy with the result. We also expect that we will agree the budget as presented is the best possible allocation of the available resources entrusted to our stewardship. (Or at least the least worst of several bad alternatives.)
7. Thank you for your prayers as we do this work on your behalf.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

6. Executive Committee Report (*5 minutes*) Mr. Paul Yaros
A motion was made by Paul Yaros and seconded by Joe Madison to approve the sale of Wapiti for the asking sale price of \$8 million. Motion passed.

7. Standing Committee Report (*5 minutes*) Mr. Norman 'Mac' McCausland, VP
The Standing Committee has been dealing with the budget, the sale of Wapiti and interviewing candidates for ordination.

8. Finance and Property Committee (*5 minutes*) The Rev. Kirk Berlenbach, Chair

Since Council last met the committee for Finance and Property has met twice. We would like to highlight the following:

We accepted the resignation of the Rev. Marek Zabriskie. We thank him for his service. We are currently looking for a clergy person to serve out his unexpired term. In order to increase the diversity on our committee preference will be given to clergy of color and women.

On March 17th our congregational services sub-committee organized another excellent Vestry Symposium sponsored by the Leadership Institute. More than 100 participants from around 40 parishes attended. Presenters included The Rev. Tom Pumphreys on vestry role, Diocesan staff Rob Rogers, Earl Irby, and Seal McCauley on finance and property issues. Bruce Givnish on the Diocesan Revolving Loan Fund applications, Henry Carnes and JD La France on the Mission Insite tool, and Jay Einspanier on budgeting.

In addition to our routine duties we are currently trying to focus our time on larger issues. In terms of the Program Budget deficit we heard the recommendations of both the Treasurer and of Executive committee but did not endorse any particular course of action. Instead we discussed the long term ramifications of both declining pledge income and steadily rising costs for health care and RCMA and how these realities will shape what the diocese can fund in terms of mission and staff. In April we spent some time discussing the pros and cons of a unified budget. While many approved of the idea of unifying the budgets some were concerned that the assessments necessary to fund it might prove a burden on small or struggling congregations.

In terms of Wapiti we are pleased that the working relationship between Foundation/WLC and the governing bodies has been worked out. Along with Council and Standing Committee we voted to list the property for sale.

Finally we began to discuss what role F&P might be able to play in the process of assessing, assisting, and maintaining the properties of "At Risk" parishes. We agreed that there needs to be a more clear system and methods for this critical work. We will continue to discuss this and other matters mentioned above at future meetings.

Respectfully Submitted,
The Reverend Kirk T. Berlenbach, Chair

9. Committee Liaison Reports (*0 minutes*)
(*A brief report should be submitted in writing prior to each meeting, discussion as time permits or as requested*)

- a. Anti-Racism Commission Ms. Victoria Sicks

Co-Chairs are Rev. Renée MacKenzie-Hayward and Ann Booth-Barbarin

Members: Rev. Randy Callender, Rev. Sandra Elamad, Deborah Gaye, Mary Herring, Rev. Albert Holland, Rev. Harriet Kollin, Rev. Jim Littrell, Jill Mathis, Avyane Osborne, Donna Marie Peters, Victoria Sicks, Martha Thomae.

April 24-26, 2.5 Day Training, St. Raphaela's Retreat Center for 35 registrants, clergy and lay



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

May 5-8, Team Expansion Training, Pendle Hill. This training has been cancelled. Crossroads is holding a Team Expansion Training in Kalamazoo over the summer. Completion of the 2.5 day course is a pre-requisite for this advanced training.

Other goals for the year Continue to be:

1. Opportunities to show Traces of the Trade as a vehicle for conversation about institutional racism.
2. Reunion meetings for past workshop attendees.

b. Companion Diocese Committee

Ms. Martha Thomae

Companion Diocese Committee – Guatemala
Report to Diocesan Council – May 12, 2012

1. Wellness and Water for Life project in Chucalibal, a village in the Western Highlands (Quiche' speaking Maya)

Large (60 liter) ceramic water filters have been placed in the two churches, one Episcopal (San Bartolome) and one evangelical. Two large water filters have been placed in the school and the hours the school building is open have been extended so families can procure potable water more easily.

Responsible personnel have been identified and trained to care for and monitor the filters. The village committee is working to identify responsible families elsewhere in the community to receive and care for more filters to increase access to the entire community. St. David's supplied a pump and repairs for the water well located at San Bartolome.

2. There are Episcopal churches in Guatemala involved in community outreach and development who are actively seeking a helping partner with a parish here. This need not involve large expenditures of funds and can be very rewarding and even energizing.
3. On June 24, Bishop Guerra, Guatemala Diocesan, will formally recognize the value of our companion relationship in a special awards ceremony at the Cathedral in Guatemala City. The Rev. Frank Allen, the Rev. Frank Toia and Martha Thomae will be appointed Canons for Ministry in, Guatemala and Theodore Clattenburg, St. Martin's-in-Field and Carol Kangas, St. David's, Radnor, and their parishes will receive the Bishop's Medal.

c. Campus Ministry / LECM Advisory Council

Dr. Carole Baxter / Rev. Jane Cornman

d. Cathedral Chapter

The Rev. Ernest Curtain

e. Convention Committee

Mrs. Jeanette Woehr

f. Diocesan Consultation Team

The Rev. Joy Segal & Patrick Connelly

The DCT met on May 2, 2012. We reviewed situations we have recently been involved with and received updates from team members on the status of those situations.

We spent most of our time at this meeting talking about the role of the DCT and the perception of the DCT and its purpose in the diocese. There is some misunderstanding in some places about why we would be asked to be involved in a parish. There is a feeling among some in the diocese that if the DCT is contacted then it means the parish is close to closing, or being targeted for closing. This, of course, is not why we were created and affirmed by Convention, but we are concerned that this seems to be the case more often than not.



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

In discussing how and why the purpose of the DCT has been distorted for some in our diocese we determined that we have been, more and more, either been called in at the last minute or not asked to consult at all – out of fear that this would cause attention to a distressed parish.

It seems to us that because there is no process in place in the diocese for the determination of when or if a parish should or would be closed, it seems haphazard. As a result there is a “laying low” kind of mentality among those parishes who feel at risk, somehow feeling if they ask for help they’ll attract unwanted attention rather than receiving assistance.

Being involved earlier in a situation would be helpful for the DCT to accomplish some good work, as we have been able to do in the past. But how to insure this happens is the question. It was decided that we would contact, both formally and informally, those bodies that could contact us when problems are apparent – Standing Committee, Diocesan council, Finance and Property committee, Council of Deans, Clergy Compensation and Employee Benefits, outlining the purpose of the DCT and asking them to make referrals so that we may be of assistance. We would also contact Rectors and vestries, letting them know that we are available to them. And we will offer to attend meetings to discuss what we might be able to offer as well. We also decided that, due to the lack of funds for a Congregational Development person on the diocesan level, we would work on a resolution for Diocesan convention that would expand the scope and role of the DCT to include aspects of congregational development. We have heard the cry for this type of help throughout the diocese and believe that if the DCT added this to our mission and the people in the diocese understood there is a place to seek direction and discourse then additional volunteers qualified to do such work would be forthcoming.

Submitted by The Rev. Joy Segal

- g. Diocesan Mission Planning Commission The Rev. John Sorenson
h. Financial Review Commission Mr. Douglas Fonte / Mr. George Vosburgh

Financial Review Committee Report to Diocesan Council
May 12, 2012

Early in our work the Financial Review Committee analyzed the financial functions within the Diocese, discerned the points of friction and confusion within current canons and practices, and reviewed a variety of financial management models used in other dioceses.

The Committee considered two possible approaches for our use in revising the structures and canons to bring about the desired improvements in the financial operation of the Diocese. One was to adopt an incorporation model; the other was to revise existing canons, i.e., addition/modification of some canons and elimination of others with the goal of attaining the desired improvements. The Committee has decided on the latter.

Our deliberations have included analysis of the roles that various Diocesan governing entities, groups/individuals, play in the financial structure and the canons that currently apply to their authority in financial decision making.

For this purpose we identified Bishop Diocesan, Standing Committee, Church Foundation, Bishop Diocesan, Diocesan Council, Canon for Finance, Treasurer and a new Finance Committee.

The areas of decision-making we have included are 1) Budget, 2) Management and disposition of real property and investment funds, 3) Financial affairs, and 4) Parochial affairs. Our work more recently has focused on refining conceptually how these entities can interact most effectively in decision making with



THE EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL
Saturday, May 12, 2012
Saint Luke's Church, Newtown

respect to the financial operation of the Diocese. The next step will be to translate these relational concepts into canons that will effect the desirable changes in financial decision-making.

The Committee envisions the following to be the way the system will work as a result of the canonical modifications and additions the Committee will propose:

The Finance Committee will develop a "consolidated budget" in draft form by June, as is presently the case, so that the Bishop Diocesan, Standing Committee and Diocesan Council can provide comments in time for the FC to produce a final budget in advance of the pre-Convention meetings that begin in mid-September. The Bishop Diocesan has been brought into the process on equal terms with the Standing Committee and the Diocesan Council. The Finance Committee will have broad authority to revise expense items between conventions to account for revenue shortfalls, revenue windfalls, and reallocations, provided (1) the priorities of the Diocese are respected, and (2) the Bishop Diocesan, Standing Committee and Diocesan Council approve any proposed reallocations.

George Vosburgh
For the Financial Review Committee

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| i. Liturgy Committee
No report | Mr. Barry Norris |
| j. Middle East Study Committee
No report | Ms. Elise Bowers |
| k. Diocesan Council Nominations Committee
No report | Ms. Martha Thomae & The Rev. Earnest Curtin |
| l. Retired Clergy Medical Insurance Working Group
No report | Ms. Elise Bowers / Rev. Elliot Waters |
| m. Spiritual Growth
No report | The Rev. Marek Zabriskie |
| n. Stewardship Committee
No report | TBD |
| o. Wapiti Sale Committee
No report | Ms. Patricia Smith & The Rev. George Master II |
| p. Wapiti Wilderness Retreat Board
No report | Ms. Patricia Smith |
| q. Youth Advisory Board
No report | The Rev. Jane Cornman |



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10. Old business

11. New business

A reunion will be held on June 14 at the Church of the Advocate of those who participated in the anti-racism training. Growth in the diocese in attendance and confirmations, etc.
Some mission churches doing well. There is a lot of good energy in the Diocese.

12. Schedule of upcoming meeting

Mrs. Jeanette Woehr

June 16, 2012 – St. Stephen's Church -128 Chester Pike, Norwood, PA 19074 Corner of Chester Pike and Cleveland Ave.

13. Reflections (*5 minutes*)

40 churches part time drawing down on endowment funds.

14. Closing Prayer and Adjournment

Bishop Bennison

The meeting was adjourned at 12:30 pm.