



THE EPISCOPAL DIOCESE OF PENNSYLVANIA

Saturday, 22 Jun 2019

Church of St James the Greater

225 Walnut St

Bristol PA 19007-4940

(215) 788-2228

Celebration of Morning Prayer

MINUTES

Those attending:

Rt Rev Daniel GP Gutiérrez

Brandywine Deanery: Jeff Dean, Elizabeth Curtis Swain

Bucks Deanery: Rev Marlee Norton, Dave Dixon, George Pollitt

Delaware Deanery: Rev Marjorie Oughton, Henry Njenga

Merion Deanery: Rev Karen Kaminskas

Montgomery Deanery: Warren Wanlund

Pennypack Deanery: No representation

Schuylkill Deanery: Renae Rutherford Lowe

Southwark Deanery: Rev John Gardner, Peggy Buescher

Valley Forge Deanery: Rev Dr Mike Sowards, John Wallace, Faith Parshall

Wissahickon Deanery: Rev Bonnie McCrickard, Evelyn Partridge

James Pope, Treasurer; Jerome Buescher, Secretary; Canon Douglas Horner, Finance;

Canon Jennifer Tucker, Communications

Those notifying of non-attendance in advance of meeting: Dina L Harvey, Rev Mariclaire Partee Carlsen

1. Call to Order The Rt. Rev. Daniel Gutiérrez
9:54 AM
2. Host welcome, information about parish & community (10 minutes) – Rev Marlee Norton – This church of St James was founded in 1611. There are many famous people buried in the graveyard, the parish needs to take better advantage of its history. Increased outreach has been happening – in cooperation with 20 other churches in area, a meal is available every night
3. Opening of the meeting (5 minutes) The Rt. Rev. Daniel Gutiérrez, President
 - a. The Bishop welcomed everyone in attendance and introduced the Rev Bonnie McCrickard, Rector of St Timothy Roxborough, the new clergy representative from the Wissahickon Deanery.
4. Adoption of the agenda: The agenda was adopted as presented, a working document for the work of this Council meeting.

A motion to accept the minutes was made, seconded, and approved. Corrections were noted regarding the AGV activity as St Mary Ardmore. What transpired was a service, not a session. Further, in the section dealing with budget planning, a discussion occurred regarding spending on “bricks and mortar” rather than the indicated “bricks and mortal.”

Change in format/layout to reflect the more open nature of the meeting/Council retreat activity

Dave Dixon – Program grants program. From handout. Motion to approve the grants awarded, seconded. No discussion. Passed by voice vote. [Scan of the grants awarded attached at end of these minutes. -JGB]

Rev Canon Shawn Wamsley made a presentation concerning what has transpired in the Diocese of Pennsylvania (DioPA) in the past three years and where those events are leading us.

What is the diocese – not the office in a tower. Bishop’s call sheet, the list of items the search committee published in seeking a bishop three years ago. [Scan of this document attached at end of these minutes. -JGB] Bishop heard – are you closing my church. In 2016, began by going to every congregation in DioPA, to hear what people’s concerns were. By end of 3 years, restructured all office functions. Staff, offices, programs, catchment areas, needs of our neighborhoods, addiction. Supporting congregations – not just office of DioPA to parishes, but parishes to each other, sharing strengths, sharing approach to meeting needs.

Bishop – one more thing we have to do. We need the trust of TEC, we’re more than \$400K below our national ask. We need to fix that. We’re going to, this year, meet that commitment by heading into our resources. First 3 months of 2019, our endowments made \$7M! We have to get out of this upper room and go out.

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Rev Karen Kaminskas – why don’t we take it out of those \$7M. Objection – taking principal is risky. Treasurer James Pope pointed out that – 2007 assets were \$61.5M. Now, after spending \$14M, we have \$79M dollars. Take it! Rev Bonnie McCrickard – noted that she comes from Alabama where idea of endowments is “strange.” Financial literacy – Bishop – next year, STEWARDSHIP! Elizabeth Swain – so how do we take this story to all the parishes? Need to create underlying story of willingness to share resources.

Bishop, James Pope, Doug Horner – it would be good for this meeting to make itself heard that it approves the \$400K expenditure when budget time comes. A motion to support such action in the 2020 budget was made, seconded, and passed.

Renaе Rutherford Lowe – DioPA Youth. Heartened by youth activities, saddened by lack of parish participation. Asking each Deanery to be represented on youth activities – at present, only a couple deaneries participate. Renaе will leave handout for people to take. [In light of the fact that there were insufficient handouts, a scanned copy of the handout was e-mailed to all Council members after the meeting. -JGB]

Dave Dixon, beginning the work of the retreat aspect of this Diocesan Council (DC) meeting:

Self-introductions and please answer one of the following questions.

- **What do you see as your role on DC?**
- **How would you like to improve DC?**
- **How can we improve communications?**

Get info. Carry info back to deanery and parish. Privilege to be part of open, transparent diocese. Not sure how much interest in deanery there is in what goes on at DC. Bringing back to parish hope from DioPA. Double down on culture of listening in DioPA. Be honest about what one sees and hears, share insights from another province. Be of service, learn,

grow. Noted that significant more work required from DC members going forward – new permanent committees. Concern that deaneries are not doing deanery work. DC does a lot, but attendance can be spotty and not sure that what's done in DC makes its way out of DC back to deaneries, parishes. More strategic effort from new committees. Some deaneries do a good job, others don't; need to fix that. Vessel for communication among my church, DC, other churches, DioPA. Better understanding between DC and Standing Committee (SC). Takes at least a year to get comfortable and have ownership with DC issues. Vehicle for 2-way communication. Way to share our gifts with other parishes, the deanery, the diocese. Working with other people in my church, on my vestry. Help from DioPA to my parishes; now we're learning to give back, be creative. "Being" vs "becoming."

"Becoming is better than being." Motion to support paying the \$400K – a first in DioPA. Committee plan proposed a few months ago as part of the incorporation process hasn't worked, so we'll try version B (see below).

Permanent Committee revised structure.

- We are breaking the committees into 2 groups
 - Group A -all are encouraged to get involved

The three committees of Group A:

- Budget recommendation – need to get help for the Bishop
- Social concerns – have good programs (AGV, put self in their shoes, leadership)
- Leadership –

These three Committees will be the focus of DC through 2020.

The three committees of Group B:

- Christian Formation
- Congregational Development
- Congregational Life for Mission

Those interested in Group B Committees should continue their work, and those three Committees will become the focus in 2021.

Why change the approach this way?

- We have more people focused on fewer topics
- We'll have less diluted leadership
- We need to partner with others in the diocese to have the most impact
- We are still supposed to cut DC by half the Lay members

Breakout sessions, balance of the meeting, questions

- What do you want to achieve?
 - 2-3 things that will be an impact to churches
 - Who will lead this committee?
 - What resources do you need to succeed?
 - Partner with other committees?
 - How will you add to your ranks?
 - Can DioPA staff assist in directing you?

- What book will you read that will help your committee
 - Schedule 2-3 calls this summer to discuss the book
 - Come back in September FIRED UP!!!

Goals

1. Committee team & leadership are set with clear direction
2. Read a book & discuss
3. Come back in September ready to report progress
4. Your committee makes so much progress you're asked to present at Convention

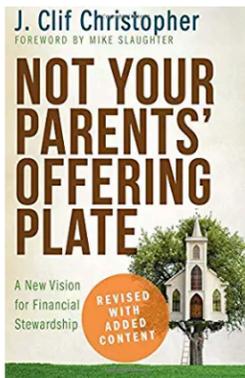
Group A Committee – Budget recommendations (Renae Rutherford Lowe will lead)

Discrepancy in pay scale between various kinds of clergy assignments.

All churches need to have two kinds of audit – process audits, maintenance audits.

Awareness of best practices among churches – maybe traveling team.

Book: Not your parents offering plate



Not Your Parents' Offering Plate: A New Vision for Financial Stewardship

by J. Clif Christopher and Mike Slaughter | May 1, 2015

★★★★☆ v 165

Paperback

\$11⁸⁸ ~~\$15.99~~

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Also – some resources online, maybe help from Canon Jen Tucker.

Group A Committee – Social concerns (Warren Wanlund speaking today; leadership postponed in absence of all members today)

Social Concerns

Poverty, and Gun Violence

- Food Insecurity
- Housing Insecurity
- Health
- Opiate Issues

Resources

- Power
- Advocates for Recovery
- In Their Shoes
- Widener Poverty Simulator
- Philabundance
- County resources – survey

Books

- Toxic Charity
- When Helping Hurts
- Charity Detox

Gun Violence

- Health Issues
- Opiate Issues

Resources

- Anti-Gun Violence Commission

Overall: Define Best Practices

Group A Committee – Leadership – Elizabeth Swain will lead

- What do we mean by leadership, for DC, for DioPA?
- Need a cohesive message – from DC to deaneries to parishes
- Need to get this done – convention coming up, will need nominations
- Good leadership means creating followers, from the bottom up, different audience today
- Asking Bishop to send a letter around – will need to communicate to clergy what positions may be
- Quote from catechism in Book of Common Prayer – to do my duty
- Question – how are deans taken office? Bishop? Election? How do we deal with non-functional deans?

What else can we do to make these things happen?

Philabundance – has published a list of food pantries in Montgomery County PA

The meeting adjourned with prayer at about 12:00 noon.

Jerome G. Buescher
Secretary

2019 Growth Development Fund Awards			
	Church Name	Grant Request Amount	Comments
1	Calvary St. Augustine Church	30,000	repair and restore church walls
2	Incarnation, Morrisville	30,000	parking lot
3	Redemption, Southampton	30,000	remodel bathrooms
4	St. Andrew and St. Monica, Phila	30,000	renovate basement for outreach
5	St. Asaph, Bala Cynwyd	30,000	renovation of church basement for program
6	St. John's Church, Lower Merion	30,000	update church bathroom, build 2nd bathroom, add 12 parking spaces
7	St. John's, Essington	17,366	establish secure storage for food bank ministry
8	St. Mary's, Ardmore	30,000	upgrade kitchen to commercial quality
9	St. Mary's, Hamilton Village	30,000	create bathroom. entrance/foyer & large room in Parish hall for Nursery school
10	St. Stephen's, Norwood	20,000	replacing the concrete sidewalk, steps and curbing
11	Trinity, Ambler	21,990	roof repair
		299,356	



Bishop's Call

The following were the requirements listed for a new bishop in the diocese:

- Energy.
- A readiness for building for the future.
- A commitment to everyone being heard and having a place.
- A desire to grow through building up existing parishes and ministries and starting new ones.
- A call to use our resources wisely — financial, human, and other resources as well.
- A longing to be relevant to one another and our surrounding communities.
- A deep love for our tradition and history.

Diversity of every kind that makes it impossible to take a “business as usual” approach to ministry

Our diocese also has characteristics that can be challenging:

- Some hesitance and suspicion around diocesan-level ministries and communications.
- Tendency to focus on and hold tightly to the needs of individual persons, parishes, and ministries.

Members of the diocese are ready for thoughtful leadership and carefully guided change.

From the Holy Conversations, it seems clear that any positive change within the diocese will require greater collaboration among parishes. The conversation participants stated clearly that they are tired of parish closures and want to prioritize resources for growth and renewal for struggling parishes. We also know that the diocese must operate as a resource-sharing network.

In common with some other dioceses, we also recognize a need to restructure our resources. The diocesan Standing Committee has proposed that the diocese incorporate and revise the diocesan governing structures so that the Diocese of Pennsylvania will be more effective and more responsive to missional objectives.

In so doing, our parishes will have an opportunity to recommit to each other in Christ, in all their diversity. We know that our next bishop will lead us in re-introducing ourselves to each other as the Body of Christ that is the first and founding diocese of our Episcopal Church.

Forming Priests, Deacons and providing theological education for the laity.

The work of reconciliation continues with the broadly shared conviction that we must include and connect with one another despite real and abiding differences. Several parishes which had long been alienated now participate in diocesan life again. Inclusion and social justice, which are so central to the Gospel message, continue to be foundational components of our DNA.

We are striving to be an anti-racist church, to support the full inclusion of LGBT people in the church and society at every level, and to acknowledge and celebrate theological and liturgical diversity. We are working to address inequities in the larger community, such as food insecurity and the crisis in urban public education. And, within the church, we're committed to reduce the inequalities in compensation and deployment that women clergy continue to face.

From search: From the Holy Conversations, it seems clear that any positive change within the diocese will require greater collaboration among parishes. The conversation participants stated clearly that they are tired of parish closures and want to prioritize resources for growth and renewal for struggling parishes. We also know that the diocese must operate as a resource-sharing network.