

EPISCOPAL DIOCESE OF SPOKANE
Diocesan Council
September 26-27, 2008
Minutes

Voting Members Present:

Bob Alexander
Anne Barton+
Bob Firman
Margaret Fisher+
Roger Gence
Paul Lebens-Englund+
Pia Longinotti (Saturday)
David Marshall+
Jan McCall
Bob Runkle
Holladay Sanderson+, Vice President
Stanalee Wright+
+Jim Waggoner, President

Voting Members Absent:

Patton Boyle+
Brian Prior+
Pam Rothwell

Call to order, and Welcome

Bishop Waggoner called the meeting at Paulsen House, Spokane, to order at 7:05 p.m. on Friday, September 26. The meeting was opened with prayer by the Bishop. Bishop Waggoner introduced our new WaterMark intern, Julia Bertaut. Julia will be with us this year and is being shared by Holy Trinity, Spokane, the Diocese and the Cathedral. Bishop Waggoner also noted a couple of other news items within the Diocese. David Marshall has been called as rector of Grace Episcopal Church in the Diocese of San Diego, effective November 30. Bob Runkle, of St. Luke's Coeur d'Alene, was featured in a nice article in the Coeur d'Alene paper. Bishop Waggoner congratulated them both, and wished David well.

Scripture Dialogue

Council members broke into small groups to engage in Bible dialogue on Luke 12:35-39 and how we as congregational leaders are watchful in our lives. The group reconvened at 7:50 and engaged in a short discussion and feedback. After discussion, Bishop Waggoner noted that both Council Guidelines and Proposed Convention Resolutions were available for review and recommendation. There was also a memo prepared by Bryan Krislock on the dollar impact of those proposed resolutions which would have a financial impact. Comments on Council Guidelines are to be directed to either Administration and Finance or to David Walker. Council recessed at 8:05 p.m. for the four Council committees to review the budget and discuss any convention preparations and proposed resolutions which affect their areas of responsibility.

Ex Officio Members Present:

Jan Griffin+
Peggy Johnson, Secretary
David Walker+

Diocesan Staff Present:

Libby Beck, Finance
Julia Bertaut, WaterMark Intern
Mary Beth Jorgensen, Communications
Bryan Krislock, Operations
Kristi Philip+, Canon to the Ordinary
Chase Shields, Camp Cross & Youth Ministries

Guests

Steve Larson (Saturday)

Compline

The evening concluded with Compline led by Chase Shields. The meeting recessed for the evening at 9:00 p.m.

Morning Prayer

The Council gathered at 8:15 a.m. Saturday at Holy Trinity for breakfast prepared by members of the congregation. Paul Lebens-Englund led the group in Morning Prayer in the sanctuary, with Bishop Waggoner delivering the homily.

Update on Holy Trinity

The Rev. Paul Lebens-Englund reported on the progress to date. A \$30,000 grant from the Directors was used mainly on hospitality and facility code issues – on the social hall restrooms, the kitchen and the access ramp, so that Holy Trinity is both safe and ADA compliant.

The church is openly “posturing toward the community,” which means that they are working hard to make themselves a valuable part of the community. The doors are open during worship, and there are weekday and seasonal programs, with more being added. There will be a neighborhood dinner – not a feeding program but a dinner for neighbors. Holy Trinity is beginning a series in October on Living the Questions. The local community is showing up – partly on Sunday but more often for the weekday programs.

Foundation Report

Bishop Waggoner introduced Steve Larson and Bob Firman to give the Foundation Report. Bob is on the Diocesan Investment Committee with Steve Larson and is also a trustee of the Foundation. The Foundation meets regularly every two months and has its own budget. At the last meeting they decided to assess 1% of the amount previously available and up to 10% of new money for operations.

Steve gave a brief overview of the way the Foundation operates and what it hopes to accomplish. It is responsible for three endowment funds that the foundation is responsible for: Endowment for the Episcopate, Church Growth and Development and Camp Cross. Undesignated funds are divided equally between the first two funds. Key components of the Foundation are stewardship of resources (investment of funds), fundraising and stewardship education. The Foundation is continuing to build its database and looks forward to growing the endowment funds for which it is responsible.

Budget Review

Bishop Waggoner emphasized that Diocesan Council approves the budget; Diocesan Convention approves the Askings. He noted that the budget is in effect the Diocesan Mission Statement. It is driven by the mission strategy adopted by Diocesan Council last year. Congregational development and mission strategy are the over-riding considerations in budget development.

Bob Runkle asked for a point of personal privilege prior to the beginning of the budget discussion. He spoke as a Council member, the chair of the Commission on Social Justice and Outreach and as the diocesan Jubilee Officer. He expressed his fear about the loss of staff

support in the 2009 budget. He feels that this will result in a loss of coordination between Diocesan ministries. He is concerned about the loss of the “Inland” and its function as a communication tool. He then recused himself from the budget discussion.

Margaret Fisher, chair of Administration and Finance, presented the proposed budget. She gave a short overview of how the budget was created. The mission strategy was one of funding what is happening and not funding places. A significant part of the diocesan budget is salaries. Discussions with staff began two years ago with the exercise of reflecting on functions. They received help in this from consultant Nancy Isaacson, with the Center for Organizational Reform. They identified the need to create a staff support position for a secretary, to produce mailings, provide administrative assistance to Camp Cross, but most especially to manage the database. This required the elimination of the current Bishop’s Assistant/Communications Officer’s position. Mary Beth Jorgensen will leave the staff at the end of the year. Publication of the “Inland Episcopalian” and provision of “Episcopal Life” will be suspended. A new Communications Committee will look at the effectiveness of the diocese’s communications tools.

The Camp Cross/Diocesan Youth Director position is being divided. The skill sets for these two jobs are different. Camp Cross needs to move toward a more clearly defined vision. Also, this position is seasonal, with heavy responsibilities May to October and much lighter duties the rest of the year.

There were questions about what various line items represented, including Technology for \$22K and Communications for \$15K, now that the Inland Episcopalian is on hiatus. The answer to the first was for computer replacement, for database maintenance and for computer system maintenance and repair. The second is that the Diocese will be looking at communications options and at other possible ways to publish. The question was raised about the reason there was no raise in the Bishop’s salary. Bishop Waggoner stated that this had been done at his request. There was concern that this might ultimately make us uncompetitive if we fall too far behind.

Formation for Ministry chair, Holladay Sanderson, asked Chase Shields to describe how he managed to save a lot of dollars in running Camp Cross this year. He made the following points:

1. There was an emphasis on saving money,
2. There were no non-essential capital improvements
3. They did not over-hire staff
4. They cut down on food costs in the kitchen

Chase went on to talk about his thoughts about what a half time director might mean for Camp Cross and what might be lost because of that decision. He suggested a paradigm shift toward possible ways for Camp Cross to fund the remainder of the full time position. Bishop Waggoner clarified for the Council that Chase was leaving the position not because it had become half time but because he was looking forward to other plans in another part of the world; he thanked Chase and wished him well.

There was discussion about Bishop Waggoner’s sabbatical which is to take place in Fall of 2009. He wants to work on the emerging church and leaning into the future.

It was moved by Holladay Sanderson and seconded by Stana Wright to adopt the budget as presented. **Motion carried. Budget adopted.**

Committee Reports

Administration and Finance

Margaret Fisher presented the draft Diocesan Council Guidelines. The Council is getting a first draft with the possibility of revision. She also presented the draft Personnel Manual, which is basically a completed document. Only grammatical revisions will be accepted. Finally, the Council is to receive a Clergy Compensation Report with guidelines for clergy compensation, with standards for fulltime priests in the Diocese. All documents are designed to be a model for congregations to use.

Libby Beck went over the Askings year to date. A few congregations either are behind or have not paid for the year, but about 95% of anticipated pledges have been received from the congregations. Libby also went over the 2008 Budget YTD. Although a few expenditures have gone over budget, most are well in check. At this point in the year, income received is ahead of expenses by about \$23,000. Congregational audits are lagging. There was some discussion about possible efforts by the Diocese to help this occur. It is a significant expense, particularly for congregations with small budgets.

The Council recessed for lunch at 12:00, with grace led by Anne Barton.

Formation for Ministry

Council reconvened at 1:00. The Bishop noted that congregations are doing some interesting things to develop their congregations. He asked Stana Wright to address how St. Anne's, Omak, welcomes and gets people in the door. Someone there said that church attendance is by invitation only, *so invite someone*. They sent out invitations to a back to school party to all current and former members and friends, with the result that attendance is up by about 50%. Holladay said that St. Paul's, Cheney, has new signage so that people know it is a church and not a dentist's office. They are also having key chains made with St. Paul's on them. Chair Holladay Sanderson noted that the work of the Committee over the year is reflected in the 2009 Budget.

Mission Strategy

Bob Alexander said that the Committee is still getting very general information from missions and ministries. They are taking steps to get detailed information and to integrate that information into committee deliberations. He suggested that the Diocese initiate the budget process in February-March rather than June; there was considerable agreement that an earlier start would be helpful.

Paul Lebens-Englund's diocesan position as Congregational Developer has been newly configured. He will be more available for development and will be out in other congregations one Sunday a month. Kristi will preside at Holy Trinity on those Sundays.

Social Justice and Outreach

Bob Runkle reported that in 2009 the Environmental Sustainability Committee will be able to stand on its own.

Convention Business

Resolutions 2008-01 through 04 and 06

Three resolutions with a potential impact on the income of the Diocese were discussed. Bryan Krislock prepared a memo detailing anticipated impact.

R2008-03 Askings - Healthcare would impact Diocesan income equal to about \$50,000 annually. There was recognition that paying Askings on health care benefits for lay and clerical employees can be a major burden, particularly for small congregations. Askings relief for individual congregations on a case-by-case basis is a real possibility.

R2008-06 Askings - Outreach Exemption is dependent on the amount congregations spend from budgeted funds on outreach. Under this resolution, that amount would be deducted from the total income figure on which the Askings are computed. Impact is anticipated to be between \$6,000 and \$18,000, depending on the percent of each congregational budget spent on outreach. There was some confusion around this with some council members thinking that the total amount of outreach would be deducted from Askings. That is incorrect. Rather the amount spent on outreach would be deducted from the income on which Askings are calculated, much like charitable contributions on federal tax returns. It was noted that some dioceses, such as the Diocese of Olympia, have used such a formula for many years in calculating their assessments.

It was **moved by Stana Wright, seconded and approved** that the Bishop be instructed to create a task force to review the Askings formula, including investigating the impact of these resolutions and report back to the 2009 convention. It was suggested the 2008 Convention might refer them to such a task force. Stana, Bryan, Libby and Mary Beth will work on drafting the actual charge to the task force.

R2008-04 Poverty in the Episcopal Diocese of Spokane would establish a fund for outreach ministries within the diocesan budget. The fund would be phased in over three years beginning in 2010, until it reached one percent of the diocesan budget, and is anticipated to have an impact of about \$9,000 when it comes fully into effect. Some members said it felt to them like it was going around the budget setting process. Bob Runkle responded that, similar to the allocation for Millennium Development Goals work, this is essentially a tithe and in line with the Diocesan mission imperative regarding focused outreach.

Approval of Minutes

The minutes of the May meeting were approved as presented.

Bishop's report

Bishop Waggoner gave a short report on the Lambeth Conference. It was a new experience for most bishops, and it raises questions about the model as it requires a huge outlay of money to attend on the part of each attendee. Does a meeting every ten years make sense anymore? Bishop Waggoner said that although nothing really replaces physical attendance, other models are being explored. The conference was preceded by the Hospitality Initiative, whereby each bishop was assigned as a guest of a British diocese. Our bishop was assigned to the Diocese of Chichester in the south of England. Once into the actual conference, the focus continued to stress unity in mission. There was a real desire to express unity in Christ, knowing that they

will never agree on some things. There was also an overriding desire to talk about “important stuff” such as poverty, global warming and environmental issues.

Bishop Waggoner noted that this meeting is the final meeting for several members of council, who are retiring or moving on. He expressed thanks to Stanalee Wright, Bob Firman, Pia Longinotti, Holladay Sanderson, David Marshall, and Brian Prior.

Adjournment

The meeting adjourned at 3:00, with the reminder that we’ll be seeing each other again at Diocesan Convention at the Cathedral of St. John, October 17-19.

Submitted by
Peggy Johnson, Secretary

DRAFT