



Diocese of Missouri
THE EPISCOPAL CHURCH

*Making Disciples
Building Congregations
For the Life of the World*

TRUSTEES OF THE CORPORATION OF THE EPISCOPAL DIOCESE OF MISSOURI

Meeting as

DIOCESAN COUNCIL

**Sisters of St. Joseph of Carondelet:
St. Louis, MO:
September 11 - 12, 2015**

Members Present Friday and Saturday: Brooke Forsyth, Jerry Martin, Carolyn Hackman, Patricia Heeter, Allyce Bullock, Kevin McGrane, Edie Bird, Carl Muench, Liz Yount, William Gilbert II

Members Present only Friday night: Tamsen Whistler, Harry Richter

Members ex-officio: Tom Hedrick

Staff: Desirée Viliocco, Joe Chambers (Fri. Only)

FRIDAY, September 11

6:35pm Opening Prayer – Joe Chambers

Call to order -William Gilbert II

Approval of Minutes – June 6, 2015 Meeting

Tamsen moved, Brooke second, no discussion, approved

Update on Bishop Smith's health

Joe gave a brief update on the health of Bishop Smith

Year to date Financials – Mr. Tom Hedrick

- Presentation of the YTD statement, receipts from parishes and missions
- Raised issue about the rising cost of Medical Insurance, and urged council to get ahead of the potential problem by forming a task force.
 - Discussion followed about possible ways moving forward, and how this relates to the clergy compensation conversation that is already taking place.
 - Send recommendations for task force membership or suggestions about procedure to Tom or Desirée

2016 Operating Budget – Presented

Tom Hedrick gave an overview of the budget, line by line, including changes to income, expenses, and special funds and the purposes of those funds. An overview of the budget process was given as well as an explanation of how the budget is outlined and organized. There was short discussion regarding the absence of cost of living raises and other staff salary changes.

Housing resolution passed

RESOLVED, that of the total compensation to be paid to the Rev. Elizabeth A. Scriven in **2015** by the Episcopal Diocese of Missouri, \$10,000 be designated a housing allowance within the meaning of that term as used in Section 107 of the IRS CODE of 1986; and be it further
RESOLVED, that the designation of \$10,000 as a housing allowance shall apply to calendar year 2015 and all future years unless otherwise provided

Resolutions for the 176th Diocesan Convention (from Council)

- Minimum Clergy Compensation passed after short discussion.

Minimum Clergy Compensation

Submitted on behalf of the Diocesan Council

1. **BE IT RESOLVED** that this 176th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2016 as follows:

CASH SALARY & HOUSING ALLOWANCE \$58,480

[The actual compensation should be determined by Resolution of the Vestry/Bishop's Committee, in consultation with the clergy.]

2. **BE IT FURTHER RESOLVED** that the Church Pension Fund assessment will be paid by the congregation;
3. **BE IT FURTHER RESOLVED** that \$50,000 group life will be paid by the congregation;
4. **BE IT FURTHER RESOLVED** that the medical coverage for clergy be in compliance with Diocesan Resolution A-172;
5. **BE IT FURTHER RESOLVED** that a standard of ten days per calendar year and \$500 will be provided for continuing education;
6. **BE IT FURTHER RESOLVED** that the standard auto allowance will be \$2,000 per year;
7. **BE IT FURTHER RESOLVED** that all parishes and missions encourage their full-time clergy to set aside the equivalent of two days each week for personal time, 24 hours of which must be consecutive;
8. **BE IT FURTHER RESOLVED** that all parishes and missions be strongly encouraged to provide dental insurance for clergy and eligible dependents, or be assured they already have such coverage; and
9. **BE IT FURTHER RESOLVED** that the Clergy in Charge shall accrue two weeks of sabbatical time for each year of service.

RATIONALE

1. 2015 cash salary plus housing allowance was \$58,480. The recommendation for 2016 reflects no increase. This recommendation is based on a decrease in the Consumer Price Index using the Bureau of Labor Statistics, Consumer Price Index - Midwest Urban Consumers first half of 2014 comparison to the first half of 2015.
2. The Canons of the Episcopal Church mandate that pension assessments be paid by congregations (assessment = 18 percent of cash salary plus housing and utilities allowance).

3. Provides for \$50,000 of term life insurance for active clergy. (In addition, all active clergy are eligible to receive an additional term life insurance benefit from the Church Pension Fund equal to four times total compensation to a maximum of \$100,000).
4. A list of medical plans can be obtained from the Office of the Bishop.
5. Congregations are encouraged to provide both time and financial resources to assist clergy with continuing education opportunities.
6. Standard allowance for auto expense.
7. Congregations are urged to encourage their clergy to take two days of personal time in the manner stated above.
8. A list of dental plans can be obtained from the Office of the Bishop.
9. Per standard clergy letter of agreement.

This resolution establishes a standard base compensation for clergy. Congregations are urged and invited to compensate clergy beyond the standard. It is understood that under individual circumstances and conditions internal adjustments in the compensation package may be negotiated.

New Ventures in Community Ministries Report:

Jerry Martin- With the original deadline, we had one grant application, but after the deadline was extended, 6 applications were turned in from: Christ Church Cathedral- Housing for Homeless, St. Charles- Laundry of Love, St. John's- Peace Meal, St. Paul's- Feed and be Fed, St. Tim's- Young Adult Community, Church of the Good Shepherd, More than twice the amount available has been requested. The committee is meeting on the 21st of September to deliberate approval.

Nominations Committee- Carl

Looking for three nominations for each position. There are four committees/boards looking for new member: Standing Committee, Diocesan Council, Cathedral Chapter, and Disciplinary Board

Other: Tamsen reported about Kemper Convocation including sharing about Smart Choice Food as an alternate source for food shopping.

7:37 p.m. Compline

7:45 p.m. -Adjourn

SATURDAY, September 12

Council met for Day Two on Sept. 12, 2015, at 9:00 AM.

Those present were Gilbert, Yount, Muench, Bird, Bullock, Heeter, Hackman, Martin, Forsyth, and McGrane. Tom H. and Desirée V. attending as presenters. It was determined that we did have a quorum.

Gilbert brought the meeting to order and opened the floor for questions and comments regarding Day One. The committee decided to go through the budget page by page and address questions in that manner.

- Hackman: Q: why \$0 for Lui? A.: impossible at this time to get it there.
- Bullock: Q: if so, why money allocated on Line 30 for "companion diocese? A.: parking allocated funds for their conferences and other expenses when the situation improves politically.
- Muench: Q: Line 46, no increase for property/casualty at this time? A: was not requested by Church Insurance

- Forsyth: Line 46: no increase in office equipment? A. not necessary at this time.
- Bullock: #73, money allocated for "EfM-Sewanee"; that is still active? A.: Bishop wants to keep it active/available.
- Tom H.: please note #88, as Diocese is augmenting AEP with funds from Aged and Infirmid Clergy Fund.
- Tom H. also discussed long-term concerns about two issues, aging buildings and rising health insurance costs. He expressed concern over the increasing costs of maintaining aging buildings and the possibility that taxes on health insurance premiums could rise by as much as 40% in 2017. He suggested we begin to form a committee of experts to address the insurance concerns.
- Muench: Q: St. Paul's-Sikeston is decreasing income and losing a priest? Should there be money allocated at this time? A: Bishop and Standing Committee has not made a decision on the disposition of St. Paul's, so they are keeping it in the budget at this time.
- Muench: Q: Did Ascension get grant from national church office? A: yes.

Tom H. requested that we accept the budget. Forsyth so moved and Muench seconded. Committee vote to approve with no dissenting votes.

Convocation Reports:

- Kemper: referred to written report submitted
- Metro II: Bullock reported orally. Last met two weeks ago; gave Convention report, individual parish reports, various parishes networking in food ministries, and a campaign to involve all Metro

II parishes. Metro II is also looking for clarification of membership. Gilbert said it is being addressed. Meeting at Cathedral at end of Sept..

- Metro III: referred to written report submitted.
- Metro IV: has not met this summer.
- West: currently re-energizing the convocation and holding elections in Oct.
- South: last meeting in May, scheduled Oct meeting.

Other Business:

- Diocese has made the top four cut for the National Convention in 2021.
- Seven new Deaconess Anne interns.
- National Church Pilgrimage to Ferguson in Oct. Our diocese hosting.
- Diocesan Convention registration will be online and it is up now. Diocesan Council will pay for Council members registration fees to be there; mention your status in the tag when you register.
Online donation app available.
- Convention itself will be online. Only one binder per table.
- Martin: Did we get property in Eureka for St. Francis? A: Yes; done deal.
- Muench: How has the shift of funds to new fund manager performed? A: Doing well; Endowment Committee very pleased.
- Tom H.: Application now before the IRS to change the status of our entity to a "supporting organization", with will save us 0.5% in excise tax.

No further business required, we adjourned the meeting, celebrated the Eucharist, had lunch, and left.