



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 9 – 10, 2016

Members Present: Krista Baker, Rebecca Barger, Edie Bird, Allyce Bullock, Barbi Click, William Cramer, Brooke Forsyth, William Gilbert II, Al Ludwig, Margaret Rowe, Tamsen Whistler, Liz Yount, Bishop Smith

Staff: Desiree Viliocco, Joe Chambers

Treasurer: Tom Hedrick

FRIDAY, September 9

7:00 p.m. Opening Prayers, and Call to order

Approval of Minutes – June 4, 2016 Meeting

- Approved unanimously without discussion.

Year to date Financials – Mr. Tom Hedrick, Treasurer and Ms. Desirée Viliocco, Executive Director of Finance and Administration

- Only one church is behind in paying their assessment, but for this particular parish this is typical.
- The current deficit as of August Year-to-Date actual, is also not unusual as income typically catches

up rapidly in the fall.

- Income from the White Fund is lower for a variety of reasons including lower interest rates.
- Also to be noted, we estimate the benefit packages for employees and, on occasion, an employee might change benefits during open enrollment, resulting in a change to actual expenses.

2017 Operating Budget – Tom Hedrick

- A big thanks to Desiree for her hard work and also Bill and Liz for serving on the Finance Committee.
- Presenting a budget to convention is a process and this meeting is a part of that process.
- The budget was presented in great detail.
- A few clarification questions were asked and there was a detailed discussion about how the diocese supports and will support parishes.
- Council had a discussion about the New Ventures in Community Ministry grant process.

Bishop's Report

- Christ Church Cathedral is interviewing candidates for Provost and should be making a call soon. The candidates are very good. The Rome Group submitted a report to the bishop about possibilities for the Bishop Tuttle Memorial Building. Much of the value of the BTM is contingent on the redevelopment of the Jefferson Arms building, which is right across the street, and other buildings and businesses in the neighborhood.
- Canon Joe Chambers gave an update about the various transitions happening throughout the diocese.
- The Bishop took a month of sabbatical and a month of vacation. He feels rested and charged to do the work in front of him. The Bishop read 27 books during this time.
- House of Bishops convenes next week in Detroit.
- The Bishop will attend a board meeting of the Anglican Theological Review.
- Devon Anderson will join us to present at Clergy Conference. She is the chair of the Standing Commission on Liturgy and Music.
- The Bishop will attend an in-person meeting with the Standing Committee on Liturgy and Music in October. The big projects include a rewrite of the Book of Occasional Services, and to write a rationale to revise the Book of Common Prayer.
- In November, the Bishop will travel to Montreal to coach their new bishop.

8:30 p.m. Compline

8:40 p.m. Recess for the evening

SATURDAY, September 10

9:00 a.m. Call to Order and Opening Prayer – Bishop Smith

2017 Budget Discussion and Consideration

- Krista Baker brought up a question about the presence of Millennium Development Goals in the budget and discussion followed. After a lengthy discussion, Council opted to include a line item for Sustainable Development Goals and allocate \$2,000 dollars. In addition, the Diocesan Convention Eucharist offering will go towards this line as well.
- Council discussed how New Ventures in Community Ministry grants could be less restrictive while maintaining the original intent of the fund. A small working group was formed to research the intent and to bring a recommendation to the next diocesan Council meeting.
- Council discussed sustainability and a working group was formed to further the discussion that affects all churches.
- The amended draft budget was motioned and approved unanimously.

10:17 a.m. Break

10:30 a.m. Reconvene

Theological Education Fund Grants

The following resolution was moved, seconded, and passed without discussion or objection.

RESOLVED, that the Corporation of the Episcopal Diocese of Missouri does hereby confirm and approve the following corporate action of COEDMO: that grants in the amount of \$1,500 each be approved from the Theological Education Fund to Martin Geiger, Leslie Scoopmire and Laurie Anzilotti.

Aged & Infirm Clergy Fund Resolution

The following resolution was moved, seconded, and passed without discussion or objection.

RESOLVED, that the Corporation of the Episcopal Diocese of Missouri does hereby confirm and approve the following corporate action of COEDMO: that a grant in the amount of \$4,896.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with orthodontia expenses not covered through an insurance plan.

Church Assistance Endowment Fund Grant Revision

CHURCH ASSISTANCE ENDOWMENT FUND GRANTS

2016

The Trustees of the Corporation of the Episcopal Diocese of Missouri administer the Church Assistance Endowment Fund and its related grant program.

1. A congregation may apply for a grant, of up to **\$10,000**, to be used for capital improvements and/or repairs.
2. A congregation may not receive more than two grants over four consecutive years from this Fund.
3. Grants will be awarded based on a completed application. Such application, among other things, will outline **the need for the project, its purpose**, what sources of funds the congregation will use to ensure funds cover the entire cost of the project, and a future plan for upkeep.
4. Priority will be given to health, safety and accessibility and these areas should be addressed in the cover letter of the application when appropriate.
5. Grant recipients must complete the project within eighteen months from the date of award, or forfeit the grant. A forfeited grant recipient may re-apply the following year.
6. **Parishes shall submit a progress report nine months after receipt of the grant.**
7. A request for a project that has already received a grant cannot be submitted again.
8. A request cannot be made for a project that has already been completed.
9. **Money that is not spent will carry over to the next year.**

STANDARDS for GRANTS

Congregations applying for a grant must:

- A. Have the ability to generate matching funds for the project. **Exceptions may be considered on the basis of need.**
- B. Explain the proposed project with documentation to support the cost of the project.
- C. Submit certification that the congregation's accounts have been audited in accordance with National (Title 1, Canon 7, Sec.1 (f)) and Diocesan Canons (Canon 4.8, Sec.1). [Guidelines for auditing are available from the Offices of the Bishop.]

(A 2014 audit or certification should be on file with the Offices of the Bishop, or attached to your application, in order for your application to be considered as complete. A 2015 audit will need to be filed with the Offices of the Bishop prior to the release of funds.)

- D. Attach a copy of the current Parochial Report.

(A 2015 Parochial Report should be on file with the National Church and the Offices of the Bishop, or a copy included with your application in order for your application to be considered as complete.)

- E. Have paid in full their 2015 assessment commitment and/or present a plan to achieve full payment of their assessment.

Resolutions for the 177th Diocesan Convention (from Council)

The following resolution regarding Clergy Compensation presented, amended, moved, seconded, and passed without objection.

1. BE IT RESOLVED that this 177th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2017 as follows:

CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME PRIESTS

Years of Service	Average Sunday Attendance		
	Under 75	75-175	176 or greater
0	\$58,480	\$61,108	\$64,107
5	\$61,108	\$64,107	\$67,252
10	\$64,107	\$67,252	\$70,615
15	\$67,252	\$70,615	\$74,145
20	\$70,615	\$74,145	\$77,853
25	\$74,145	\$77,853	\$81,745

* Table outlines a standard base for full-time solo or senior priests. Full-time associate compensation should follow the left column. 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.

CASH SALARY & HOUSING ALLOWANCE TABLE FOR PART-TIME PRIESTS

Years of Service	Quarter	Part Time	
		Half	Three Quarters
0	\$14,620	\$29,240	\$43,860
5	\$15,277	\$30,554	\$45,831
10	\$16,027	\$32,053	\$48,080
15	\$16,813	\$33,626	\$50,439
20	\$17,654	\$35,307	\$52,961
25	\$18,536	\$37,073	\$55,609

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.

APPENDIX A. CURRENT SALARY RANGE FOR FULL-TIME SOLO OR SENIOR PRIESTS IN THE DIOCESE OF MISSOURI

Full time solo or senior clergy					
ASA	Low	Median	High	Avg	Avg Yrs
0-75	\$47,532	\$66,357	\$71,310	\$63,878	9.12
76-175	\$57,615	\$58,800	\$86,120	\$65,301	9.15
176+	\$92,053	\$96,354	\$211,065	\$117,368	16.85

Report from Nominations Committee

Margaret Rowe gave an update on the status of current nominations for convention.

Convocation Reports:

Kemper: Met in June and August, minutes attached. Council had a short discussion about deacon retirement age.

Metro II: Meeting tomorrow, one resolution has been submitted

Metro III: Trying a new schedule, meeting next week, good email traffic

Metro IV: Next meeting September 17

West: Met in June, meeting next month. Have not generated minutes, but energy is good and conversations flowing

South: Have not met since last fall.

11:00 a.m. Noonday Prayer

11:47 a.m. Adjourn