



Diocese of Missouri
THE EPISCOPAL CHURCH

DIOCESAN COUNCIL

Sisters of St. Joseph of Carondelet
St Louis, MO
September 8-9, 2017

Members Present: Krista Baker, Rebecca Barger, Nancy Belcher, Richard Braznell (Saturday), Barbara Click, William Cramer, Jon Hall, Patricia Heeter, Al Ludwig (Saturday), Todd McDowell, Margaret Rowe (Saturday), Bishop Smith, Elizabeth Yount.
Staff: Desiree Viliocco
Treasurer: Thomas Hedrick

FRIDAY, September 8, 2017

7:00 p.m. Opening Prayers, and Call to Order – Bishop Smith

Approval of Minutes – June 3, 2017 Meeting

× Approved unanimously as submitted.

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

× A few parishes are behind in paying their assessment, but are expected to fulfill their obligation by the end of the year.

2018 Operating Budget – Tom Hedrick

× Thanks were extended to Desiree for her hard work and also Liz Yount and Al Ludwig for serving on the Finance Committee.

× The process developed to prepare the Budget has been refined over time and is working well with few surprises.

× The committee had done an excellent job in reviewing all of the paperwork that was submitted.

× Each line item was studied and updated based on past experience and current trends.

× The budget details were presented along with clarification and rationale for some line items. Suggested updates were made and discussed.

× Tom and Desiree were able to make adjustments for some of the suggestions, which will be incorporated into the draft budget.

Bishop's Report

× The Bishop reported spending an enjoyable staycation at home.

× The fall will be busy with trips scheduled to a House of Bishop's Meeting in Alaska including a

Visit to an indigenous village of Beaver, Alaska; a Standing Committee on Liturgy and Music meeting in Seattle; and a Prayer Book conference at Sewanee.

- × Clergy Conference is next week, September 12, 13, and 14.
- × Convention will be held in Hannibal in November. Chuck Wynder from the Presiding Bishop's staff is one of the keynote speakers. He will focus on a curriculum for parishes on racial reconciliation. The other keynote speaker is Hope Welles Jernagan, Executive Director of Magdalene House, St. Louis.
- × Transitions include the following:
 - o Trinity - Kirksville just called the Rev. Amy Fallon.
 - o Emmanuel - Webster Groves is in a search process.
 - o Grace - Jefferson City is in a search process.
 - o Joe is working with an opportunity in the Midsouth Cluster: Ironton – St Paul, Farmington - All Saints, DeSoto – Trinity, St. Genevieve – St Vincent's In-the-Vineyard.
 - o Carondelet - St Paul has completed their profile.
 - o Good Shepherd - Town and County is in the process of making a decision about an interim.
- × The All Saints and Ascension merger remains challenging but a sense of stability is emerging. The Kingshighway property has been sold. Daniel Pearson will serve as consultant for the work remaining to be done to finalize the merger.
- × A discussion took place about the removal of two stained-glass windows depicting Confederate generals at the Washington National Cathedral and memorials to the Confederacy at the University of the South in Sewanee, Tennessee.

8:30 p.m. Compline

8:40 p.m. Recess for the evening

SATURDAY, September 9, 2017

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

2018 Budget Discussion and Conclusion

- × Additional clarification and explanation of the budget was shared to bring those who were absent yesterday up to date. Updates to the budget which were agreed to yesterday were reviewed.
- × Jon Hall spoke to the Council about missed opportunities for parishes. This led to a discussion of how to “make disciples” instead of “maintaining disciples”.
- × Approval of the amended draft budget was moved and approved unanimously.
- × There were five applications received for New Ventures in Community Ministries Grants.
- × At Convention, the Bishop will speak about Baptism.

Theological Education Fund Grants

Moved adoption of the following resolutions. The motions were seconded and approved without 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, Peter Armstrong, Mary Haggerty and Laurie Anzilotti.

Fund balance as of 08/31/2017: \$307,000

Established in 1876 and derived from offerings and gifts. This temporarily restricted fund is used to support seminary students.

Aged & Infirm Clergy Fund Resolutions

The following set of resolutions was moved, seconded and approved without 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 \$1,591.16 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with medical expenses not covered through an insurance plan.

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 \$5,394.26 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with medical expenses not covered through an insurance plan.

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 \$4,803.25 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with medical expenses not covered through an insurance plan.

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 \$3,084.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with dental expenses not covered through an insurance plan.

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 \$681.05 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with dental expenses not covered through an insurance plan.

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 \$3,498.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with dental expenses not covered through an insurance plan.

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 \$3,500.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with dental expenses not covered through an insurance plan.

Fund balance as of 08/31/2017: \$1,653,000

Established in 1870, and derived from offerings and gifts. This Fund is to be used for the relief of Clergy canonically resident in the Diocese disabled by age, disease, or otherwise, and of the surviving spouse and children of Clergy. Per Diocesan Canon, the Trustees of COEDMO shall receive, consider and grant or deny applications for relief.

10:05 a.m. Break

10:15 a.m. Reconvene

Resolution for the 178th Diocesan Convention (from Council)

The following resolution regarding Clergy Compensation was presented. A request to add the salary range for full-time priests in the Diocese to the rationale was made. The resolution was moved, seconded, and approved as amended.

Resolution A-178

1. BE IT RESOLVED that this 178th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2018 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	\$59,474	\$62,147	\$65,196
5	\$62,147	\$65,196	\$68,395
10	\$65,196	\$68,395	\$71,815
15	\$68,395	\$71,815	\$75,406
20	\$71,815	\$75,406	\$79,176
25	\$75,406	\$79,176	\$83,135

* 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			
	1/4 Time	Half Time	3/4 Time
0	\$14,869	\$29,737	\$44,606
5	\$15,537	\$31,074	\$46,610
10	\$16,299	\$32,598	\$48,897
15	\$17,099	\$34,198	\$51,296
20	\$17,954	\$35,908	\$53,861
25	\$18,851	\$37,703	\$56,554

- 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

The recommendation for 2018 reflects a 1.7% increase. This increase is based on the Bureau of Labor Statistics, Consumer Price Index-Midwest Urban Consumers.

Current Salary Range for Full-Time Solo or Senior Priests in the Diocese of Missouri

ASA	Low	Median	High	Average	Average Years
0-75	\$52,248	\$70,000	\$75,539	\$66,510	14
76-175	\$58,480	\$70,000	\$94,232	\$74,320	15
176+	\$100,000	\$112,089	\$211,065	\$129,694	24

Convocations Reports

- a. Kemper - Met in June and minutes are attached. They are meeting at the different parishes. June was in Louisiana
- b. Metro II – No report
- c. Metro III – Plan to meet next week
- d. Metro IV – Have met but minutes are not available. Fall social events are being planned. St. Francis – Eureka grand opening planned for November. Have next meeting scheduled.
- e. West – Met in July. Minutes attached. Will meet again October 5th.
- f. South – No report

Report from Diocesan Council to Convention

Margaret Rowe distributed a draft report from the Diocesan Council for Convention and asked for any suggested updates to be forwarded to her.

Nominating Committee

Todd reported the nomination committee would like to have at least one person from each convocation for each open position on the ballot for convention voting.

Disaster Relief – Nancy Belcher

The best way to respond to the current disasters (Hurricane Harvey and Hurricane Irma) is to make a cash donation to Episcopal Relief and Development. Other options may be found using Charity Navigator and/or Charity Watch.

Diocese of Lui

Bishop Smith reported South Sudan continues in a state of civil unrest and tribal war, and has no effective government. Most of our friends in Lui are either in refugee camps in Uganda or have fled to the bush. The seed project has not been able to get seeds into Lui. The shoe project may actually get shoes and Vaseline delivered to the camps in Uganda next week. The church continues to grow in South Sudan with a new Diocese just being established.

Noonday Prayer

Bishop Smith adjourned the meeting at 10:55 p.m.

Blessing

Lunch

Respectfully submitted by Krista Baker