



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 7 – 8, 2018

Members present on Friday: Bishop, Al Ludwig, Sondra Kecec, Todd McDowell, Pat Glenn, William Cramer, Margaret Rowe, Tina Dillon, Nancy Belcher, Rebecca Barger, Barbi Click, Krista Baker

By Phone: Janet Thompson

Treasurer: Tom Hedrick

Staff: Desiree Brattin, Joe Chambers

Opening Prayers and Call to order: 6:50 p.m.

Approval of Minutes – Approval of minutes of the June 2 meeting - Moved, seconded, and Approved without objection

Year to date Financials – Mr. Tom Hedrick, Treasurer

Receipts from Parishes and Mission are coming in in a timely manner. The Operating Budget is tracking well with no areas of concern.

2019 Operating Budget – Presented by Mr. Tom Hedrick, Treasurer

A few changes from last year's budget including:

- A reduction in a staff position
- Changes in income from Thompson Fund (decrease) and the White Unrestricted Funds (increase)
- Final year of 3-year budget commitment to New Ventures in Community Ministry Fund mandated by Diocesan Convention Resolution G-176.

Mr. Hedrick explained certain decisions about the budget that were made by the Finance Committee, and discussion ensued about how the budget process works and how decisions are made regarding parish assistance.

Further questions and discussion followed, mostly clarifying questions about the following topics: St. Paul's/Sikeston, Campus Ministry, National Church Assessment savings, possibly changing future parish assessments by doing an analysis, and Episcopal City Mission.

Members of the Finance Committee are Al Ludwig, Sondra Kekec, and Thomas Hedrick.

Bishop's Report

Bishop Smith reported on the recent renewal of ministries in the diocese including Rebecca Ragland at St. Paul's Carondelet, Jenny Hulen at Emmanuel, Webster Groves, and Ian Lasch at Grace, Jefferson City.

The Bishop spoke about General Convention in Austin, Texas, and informed Council that St. Louis is again a finalist for General Convention to be held in 2024. St. Louis is also a finalist for the 2020 Episcopal Youth Event.

The Bishop will travel to Virginia Theological Seminary to meet with the Board of the Anglican Theological Review in early October, followed by a trip to Sewanee for a Board of Trustees meeting to elect a new Chancellor.

The Bishop reported on the death of the Rev. Kevin Selle, and requested prayers for Jan Oneil's recent surgery to remove a tumor.

The Bishop reported on two diocesan property changes on the horizon.

Compline

Adjourn 8:30

SATURDAY, September 8, 2018

Members present on Saturday: Bishop, Al Ludwig, Sondra Kekec, Pat Glenn, William Cramer, Margaret Rowe, Tina Dillon, Nancy Belcher, Rebecca Barger, Barbi Click, Krista Baker, Melanie Slane, Janet Thompson, Bob Taliaferro

Treasurer: Tom Hedrick

Staff: Desiree Brattin, Joe Chambers

9:05 a.m. Call to Order and Opening Prayer

2019 Budget

Conversation continued about the budget, including a conversation about long range plans and using our resources responsibly.

The budget draft was moved and approved without objection.

Theological Education Fund Grants

The following resolution 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 grants in the amount of \$1,500 each be approved from the Theological Education Fund to Martin Geiger, Peter Armstrong, Mary Haggerty, Meg Goldstein and Laurie Anzilotti.

Fund balance as of 08/31/2018: \$338,000

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

Aged & Infirm Clergy Fund Resolution

The following resolution 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 \$7,396.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergy person with medical and dental expenses not covered through an insurance plan.

Fund balance as of 08/31/2018: \$1,730,000

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 spouses and children of Clergy. Per Diocesan Canon, the Trustees of COEDMO shall receive, consider and grant or deny applications for relief.

Resolutions for the 179th Diocesan Convention (from Council)

The following resolution was approved without objection following the addition of the 10th resolved.

Resolution A-179

Clergy Compensation

Submitted by Diocesan Council

1. BE IT RESOLVED that this 179th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2019 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	\$60,664	\$63,390	\$66,500
5	\$63,390	\$66,500	\$69,763
10	\$66,500	\$69,763	\$73,251
15	\$69,763	\$73,251	\$76,914
20	\$73,251	\$76,914	\$80,760
25	\$76,914	\$80,760	\$84,798

* 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	\$15,166	\$30,332	\$45,498
5	\$15,848	\$31,695	\$47,543
10	\$16,625	\$33,250	\$49,875
15	\$17,441	\$34,882	\$52,322
20	\$18,313	\$36,626	\$54,939
25	\$19,228	\$38,457	\$57,685

- 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.

10. BE IT FURTHER RESOLVED that all parishes and missions be encouraged to reimburse deacons and non-stipendiary clergy for reasonable expenses incurred in connection with continuing education and diocesan clergy retreats, including mileage, professional memberships and publications. (See also requirement in Title III Canon III.2 Sec 4 of the Constitution and Canons of the Episcopal Church in the Diocese of Missouri).

Rationale

The recommendation for 2019 reflects a 2.0% 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	\$58,513	\$67,900	\$77,090	\$69,037	16
76-175	\$59,634	\$75,498	\$98,661	\$77,243	13
176+	\$103,726	\$115,194	\$211,065	\$128,833	24

Church Assistance Endowment Fund Grant Guidelines – Proposed Change

The following application and process has been approved with the addition of #5.

CHURCH ASSISTANCE ENDOWMENT FUND GRANTS

2018

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. Should the requests total more than the available funds, priority may be given to parishes that have a greater need.
6. 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.
7. Parishes shall submit a progress report nine months after receipts of the grant.
8. A request for a project that has already received a grant cannot be submitted again.
9. A request cannot be made for a project that has already been completed.
10. 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 2016 audit/financial review 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 2017 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.

_____ \$ _____

_____ \$ _____

Total B: \$ _____ (total of A and B must equal #3 above)

4. Project Title: _____

5. Attachments Required:

- A. Detailed description and drawing, if available and appropriate.
- B. List of bids (or estimates) received.
- C. Outline of actions your congregation will take to ensure sufficient funds will be available to pay for future maintenance and repair costs.
- D. Most recent financial report of your congregation.
- E. Maintenance plan for major repairs.
- F. Photographs of project needs, if available.
- G. Outline of plans to achieve full payment of assessment, if applicable.

6. Documents on file with Offices of the Bishop or included with application.

- A. The 2016 or 2017 Audit/Financial Review (A 2017 will be required prior to disbursement of funds if your grant request is approved.)
- B. The 2017 Parochial Report.

Contact Person: _____ Position: _____

Phone Numbers: Daytime: _____ Evening: _____

Email Address: _____

Convocations Reports:

- a. Kemper- Meeting next Saturday
- b. Metro II
- c. Metro III - Meeting in two weeks to consider the budget
- d. Metro IV- Meeting soon

e. West- Meeting next week

f. South- Meeting soon.

Other Business

None

Open Question/Comment Time

The bishop spoke about the diocesan bishop search. The Standing Committee is putting together a search and nominating committee and working closely with a consultant who is overseeing the process.

Al Ludwig encouraged Council to have a look at the nominations material for diocesan positions. The deadline for nominations is September 28.

Barbi Click announced the Schmiechen Lecture at Eden, which will feature Rev. Dr. Wil Gafney talking about “Womanist Biblical Translation and Hermeneutics.” Everyone is welcome to attend this free event on October 5.

William Cramer invited everyone to the dismantling racism event at Trinity, St. Charles in a few weeks. There are a few spots still available.

The meeting was adjourned at 10:02 a.m., following a blessing by Bishop Smith