



*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 6 – 7, 2019**

**Members present on Friday:** Margaret Rowe, Lyn Ballard, Marvin Foltz, Bill Cramer, Chris Sturgeon, Renee Fenner, Bishop Smith, Scott Ferguson, Pat Glenn, Emily Hillquist Davis, Liz Yount, Janet Thompson,

**Absent:** Tom Allen, Sondra Kekec, Tina Dillon

**Present by phone:**

**Treasurer:** Tom Hedrick

**Staff:** Desiree Brattin, Doris Westfall

**Opening Prayers and Call to Order** at 7:02 p.m.

**Approval of Minutes** for meeting on June 1, 2019-accepted as presented

**Year to Date Financials**-Mr. Tom Hedrick, Treasurer

A number of parishes are catching up on their assessment payments which explains the \$48,000 difference. This is not unusual or anything to be concerned about. Historically these churches have made up the difference.

The 2019 Year to Date Operating Budget shows a slight deficit of \$15,152, which is not a concern at this point. Salary and benefits expense line items will reflect increases due to severance payments for two staff positions through December 31 in Episcopate and Communications. This totals approximately \$80,000 which was not budgeted but can be absorbed. As a result there will probably be a deficit this year for the first time in nine years, which is estimated at approximately \$50,000.

### **2020 Operating Budget-Presented by Mr. Tom Hedrick, Treasurer**

The Treasurer explained how the budget is put together. The budget process estimates what parishes have historically given and can be counted on to give versus what their true assessment amount is calculated at. This can fairly accurately be determined. It is estimated that \$1.29 Million dollars will come in through parish assessments. Approximately half of the \$2.5 million dollar 2020 budget comes from investment income. Investment income on the Unrestricted and Donaldson Funds is computed as 5% of a three year rolling average. The White Fund Loan Account line item is estimated income earned on the loan portion of the fund. Income paid from the Kelton White Trust to the White Loan Fund is computed as 4.5% of a three year rolling average. Income derived from the Thompson Trust is also computed as 4.5% of a three year rolling average, and the Bishop designates a portion of that income to the Operating Budget.

The treasurer explained that the Diocese of Missouri has historically fulfilled 100% of its assessment to the National Church, which is reflected in the proposed budget.

In 2015, the General Convention adopted a plan to reduce diocesan assessment percentages over three years in order to allow more Diocesan funds to be available for local ministry. A resolution from the diocesan convention that year stipulated that the savings from the reduction of the diocesan assessment be added to the New Ventures for Community Ministry Fund for a period of three years. Total amount in the fund is approximately \$1.5 million dollars with an estimated \$145,000 available for grants. Grants will continue to be made directly from the New Ventures in Community Ministry Fund.

The Bishop Transition expense line item shows an increase of \$20,000 to cover anticipated expenses in excess of accrued funds.

A 1.5% COLA increase is budgeted for staff. Overall health care premiums for 2020 showed an increase of approximately 4-4.5%

### **Bishop's Report:**

The Bishop discussed his surgery at the end of June and stated that he is doing well.

Staff changes were reviewed with the Rev. Canon Joe Chambers leaving for the position of Chief of Staff for the Bishop of the Diocese of Texas and being replaced by the Rev. Canon Doris Westfall; the position of Executive Assistant to the Bishop formerly held by Susan Wegner is now held by Jillian Smith; the position of Director of Communications held by Beth Felice has been filled with Janis Greenbaum; the position of Executive Director of Deaconess Anne House formerly held by Jillian Smith is now held by the Rev. Michaelene Miller.

The Bishop spent ten days in Texas visiting the three parishes he oversees. The Rev. Canon Joe Chambers continues in his role as transition consultant for the parish of St. Thomas the Apostle. The Bishop will continue in this role until 2021.

Bishop Smith will attend the House of Bishops meeting in Minneapolis the week of September 16th and will then travel to Virginia Theological Seminary to ordain the Rev. Joseph Thompson and to Sewanee for an ATR Board meeting. In October he will travel to Atlanta for a meeting of the Task Force for Prayer Book revision.. Also in October is the anticipated birth of his third grandchild.

Bishop Smith explained the property issues that resulted in St. Stanislaus' rejection of entering into an agreement with the Diocese of Missouri as well as his prayerful discernment in deciding not to receive the Rev. Marek Bozek into the Episcopal Church.

**Compline** was led by the Rev. Canon Doris Westfall

**Meeting Adjourned at 8:15 p.m.**

**Saturday, September 7, 2019**

**Members Present on Saturday:** Bishop Smith, Margaret Rowe, Lyn Ballard, Marvin Foltz, Bill Cramer, Chris Sturgeon, Renee Fenner, Scott Ferguson, Janet Thompson, Liz Yount, Emily Hillquist Davis, Pat Glenn, Tom Allen

**Members Absent:** Sondra Kekec, Tina Dillon

**Treasurer:** Tom Hedrick

**Staff:** Desiree Brattin, Doris Westfall

**Call to Order and Opening Prayer** at 9:04 a.m.

**Discussion of 2020 Budget (continued)**

A suggestion was made that parity be considered between lay and clergy amounts available for continuing education grants. The clergy line item amount is proposed at \$6000 and the lay line item amount at \$1000. The need for additional communication about the availability of the funds, especially for the lay amount was discussed. Desiree Brattin said she believed that \$5,000 could be found in another fund to create the parity discussed, specifically adding \$5,000 to line item 9 of the proposed 2020 budget (White Fund Loan Account interest), increasing this line item to \$350,000 and adding \$5,000 to line item 85 Continuing Education-Lay to bring the total to \$6,000.

The resolution to approve the 2020 Operating Budget for the Diocese of Missouri as amended with the above change was moved, seconded, and passed unanimously.

The next step in the budgeting process will be to bring the proposed budget to the convocations for review and suggestions.

### **Theological Education Fund Grants:**

There is a new seminarian from Calvary-Columbia, Josh Huber, who will be attending Yale Divinity School. The Bishop requested that this individual be included in the Theological Education Fund Grants. A \$1500 grant for Mr. Huber was moved, seconded and passed unanimously.

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 \$1,500 be approved from the Theological Education Fund to Josh Huber.

Fund balance as of 07/31/2019: \$353,300

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

### **Aged and Infirm Clergy Fund Resolution**

The resolution for the five grant requests was moved, seconded and passed unanimously

## **Aged & Infirm Clergy Fund Resolutions**

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 \$720.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergy person with out of pocket medical expenses.

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 \$690.00 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with out of pocket medical and dental expenses.

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 \$2,291.69 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with out of pocket medical and dental expenses.

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 \$5,572.30 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with out of pocket medical expenses.

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 \$5,067.43 be awarded from the Aged & Infirm Clergy Fund to assist a clergyperson with out of pocket medical expenses.

Fund balance as of 07/31/2019: \$1,740,400

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.

## **Banking Resolution**

The Banking Resolution removing the Rev. Joseph Chambers and adding the Rev. Doris Westfall as signers on accounts for the Corporation was moved, seconded, and passed unanimously.

## **Banking Resolution**

**RESOLVED**, that Midwest BankCentre is hereby designated as a depository of this Corporation and funds shall be subject to withdrawal from time to time upon checks signed in behalf of the Corporation by the following individuals on the following accounts:

1. Corporation of the Episcopal Diocese of Missouri  
Operating Account (2 signers required)

Authorized Signers:

George Wayne Smith, President  
Doris Westfall  
Desiree A. Brattin  
Thomas Hedrick, Treasurer  
Harold R. Burroughs, Secretary

2. Corporation of the Episcopal Diocese of Missouri  
White Fund Loan Account (2 signers required)

Authorized Signers:  
George Wayne Smith, President  
Doris Westfall  
Desiree A. Brattin  
Thomas Hedrick, Treasurer  
Harold R. Burroughs, Secretary

3. Corporation of the Episcopal Diocese of Missouri  
Bishop's Trust Funds Account

Authorized Signers:  
George Wayne Smith, President

OR

Two (2) signatures required from among the following:  
Doris Westfall  
Desiree A. Brattin  
Thomas Hedrick, Treasurer  
Harold R. Burroughs, Secretary

4. Corporation of the Episcopal Diocese of Missouri  
Bishop's Discretionary Account (one signature required)

Authorized Signers: George Wayne Smith

**RESOLVED FURTHER THAT** Joseph Chambers be removed effective immediately as a signer on all listed accounts held with Midwest BankCentre.

**RESOLVED FURTHER THAT** the above resolutions be communicated to the said Bank and remain in force until the same is cancelled or modified by the Corporation of the Episcopal Diocese of Missouri.

## Corporate Officers Resolutions

The Rev. Doris Westfall and Desiree Brattin were appointed as Vice Presidents of COEDMO  
The resolution was moved, seconded, and passed unanimously.

## Corporate Officers Resolutions

**Resolved**, that the trustees of the Corporation of the Episcopal Diocese of Missouri hereby appoint Doris Westfall as a Vice President of COEDMO with the associated rights and responsibilities of said office; and be it further

**Resolved**, that the trustees of the Corporation of the Episcopal Diocese of Missouri hereby approve the continuing appointment of Desiree A. Brattin as a Vice President of COEDMO with the associated rights and responsibilities of said office.

## Clergy Housing Resolutions

Housing allowance resolution for the Rev. Doris Westfall and the Rev. Michaelene Miller was moved, seconded, and passed unanimously.

## Clergy Housing Allowance Resolutions

**RESOLVED**, that of the total annual compensation to be paid to the Rev. Doris Westfall in **2019** by the Episcopal Diocese of Missouri, \$50,000 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 \$50,000 as a housing allowance shall apply to calendar year 2019 and all future years unless otherwise provided.

**RESOLVED**, that of the total annual compensation to be paid to the Rev. Michaelene Miller in **2019** by the Episcopal Diocese of Missouri, \$22,000 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 \$22,000 as a housing allowance shall apply to calendar year 2019 and all future years unless otherwise provided.

## New Ventures in Community Ministry Report-Liz Yount

There were 12 requests for grants and 8 were moved forward for 2020.

The Phase II reports are due on 9/27/19. There is \$145,000 available for grants and the grant requests total \$140,000.

Six month reports were received from 5 organizations. There was a question regarding the \$6,000 Cape Girardeau funding. It is being kept in the budget but clarification is needed regarding how it is to be used.

Episcopal City Mission was granted \$10,300 to expand its community based chaplaincy program called Hope and Healing-a grief and loss support group. The first group had seven participants with two chaplains. The recommendation is to have no more than seven in a group and to lengthen the number of group sessions held by two.

Holy Cross-Poplar Bluff received \$25,000 to refurbish a building given for the Northside Community Center so that lunches and after school tutoring could be held. Renovation is underway.

St. Paul's-Carondelet received \$11,569 to develop their "Outside In" program. The funds were to be used for marketing, banners, and community BBQ's. Several gatherings have been held and there is a Friday morning playgroup that meets.

Trinity-CWE received \$8,554 to hire a director for an art program. This is the second year of an amended grant.

**Resolutions for 180th Diocesan Convention (from Council)**

Resolution A-180  
**Clergy Compensation**  
Submitted by Diocesan Council

Resolution A-180 was moved, seconded, and passed unanimously to bring before convention

Resolution A-180  
**Clergy Compensation**  
Submitted by Diocesan Council

**1. BE IT RESOLVED** that this 180th Convention of the Episcopal Diocese of Missouri set the annual standard base compensation for full-time clergy in 2020 as follows:

**CASH SALARY & HOUSING ALLOWANCE TABLE FOR FULL-TIME PRIESTS**

<b>Years of Service</b>	<b>Average Sunday Attendance</b>
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	<b>Under 75</b>	<b>75-175</b>	<b>176 or greater</b>
0	\$61,574	\$64,341	\$67,498
5	\$64,341	\$67,498	\$70,810
10	\$67,498	\$70,810	\$74,350
15	\$70,810	\$74,350	\$78,068
20	\$74,350	\$78,068	\$81,971
25	\$78,068	\$81,971	\$86,070

\* 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

<b>Years of Service</b>			
	<b>1/4 Time</b>	<b>Half Time</b>	<b>3/4 Time</b>
0	\$15,393	\$30,787	\$46,180
5	\$16,085	\$32,170	\$48,256
10	\$16,874	\$33,749	\$50,623
15	\$17,702	\$35,405	\$53,107
20	\$18,588	\$37,175	\$55,763

25	\$19,517	\$39,034	\$58,551
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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 2020 reflects a 1.5% 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	\$56,000	\$67,087	\$83,339	\$68,367	15
76-175	\$63,648	\$76,498	\$122,387	\$82,229	16
176+	\$106,162	\$108,000	\$211,065	\$131,655	22

### **Convocation Reports:**

- **Kemper**-next meeting is 9/21/19
- **Metro II**-no report
- **Metro III**-next meeting 9/14/19
- **Metro IV**-presently there is no president. Hoping someone will step up at next meeting on 10/5
- **West**-no report
- **South**-no report

### **Other Business:**

Help is needed by Nominations Committee to fill slates for positions. Kevin McGrane is chair of the committee.

### **Other Questions and Comment Time:**

Janet Thompson reported that she and Maria Evans worked closely with Episcopal Relief & Development and services needed in Jefferson City after the tornado in May. A large section of the poorer area of Jefferson City sustained significant damage. Funds for grocery cards for thirty families were given. Funds were also given to help with mental health resources for farmers in the area. Significant flooding has led to increased need for counseling resources and emotional triage training.

**Meeting Adjourned at 10:17 a.m.**