

Bishop's Committee Minutes  
Good Samaritan Episcopal Church  
July 16, 2017

Present: The Rev. Gray Lesesne, Lara Dreyer, Tim Kerstein

Absent/Regrets: Tom Gibbs, Wendy Meaden, The Rev. Erin Houglund (called away on a pastoral emergency)

The Bishop's Committee convened at 11:15 a.m.. Gray presented the proposed agenda for the meeting, and the group approved.

The Committee reviewed the minutes of the May 2017 meeting and approved them without amendment.

Lara Dreyer presented a Treasurer's Report as of May 31, 2017 (June 2017 numbers were still pending), and the Committee was pleased to note both the surplus of income and the conservative spending which yields us a positive balance at this time. Of note is higher than expected congregational giving, which totals approximately \$28,000 year to date.

Priest-in-Charge Update

Gray gave a short update with measures and benchmarks through June 2017. Congregational attendance continues to grow from 62.1 (as of week of January 12, 2017) to 73.5 (as of April 26, 2017) to 76.8 (as of June 12) to 76.1 (as of June 26). Congregational giving continues to increase, with \$27,074 given year to date. If current pattern were to continue, annual projected giving would be approximately \$54,148 for 2017. This is an increase of \$19,148 from our 2017 projected giving of \$35,000.

Memorializing electronic vote

The Bishop's Committee formalized the approval of the job description (which follow these minutes) of the Director of Youth Ministry, which had been unanimously approved via an electronic vote on June 29, 2017. A search is underway for candidates.

2017 Bishop's Committee Goals & Key Process #3: Stewardship/Generosity

The Bishop's Committee discussed content and process for coming Cottage Gatherings in September 2017 focusing on vision and mission. Members took the large group of questions gathered at the Lay Leader and Bishop's Committee Ministry Day on June 15 and asked Gray to begin an electronic document so that the Committee could edit these questions and ultimately narrow them to a small pool of questions for use at the cottage gatherings. At our next meeting, we will select dates and hosts and finalize a script to use at these gatherings.

Safeguarding God's Children Requirements for Vestry and Lay Leaders

All Bishop's Committee Members have now completed the required training for Safeguarding.

By-Laws

The Bishop's Committee reviewed the third draft of proposed By-Laws and made no additional amendments. With a motion from Lara and a second from Tim, the Committee adopted the by-laws unanimously.

### Hiring of Nursery Assistant

The Bishop's Committee authorized the Vicar to hire Olivia Brown as a new nursery assistant and to promote Rachel Lawson to Nursery Director.

### Resolution 2017-01: Authorization of Housing Allowance Adjustment

At the request of the Vicar, the Bishop's Committee also authorized the following:

*Whereas*, The Rev. Dr. Gray Lesesne is compensated by Good Samaritan Episcopal Church and the Episcopal Diocese of Indianapolis exclusively for services as a minister of the Gospel; and

*Whereas*, Good Samaritan does not provide Father Lesesne with church-owned housing; therefore, it is hereby

*Resolved*, that the total compensation paid to Father Lesesne for calendar year 2017 is \$66,197, of which \$34,000 is now hereby designated to be a housing allowance, an increase of \$12,000 over the previous 2017 housing allowance which was authorized in December 2016 by the Executive Council of the Diocese of Indianapolis, our predecessor governing body; and it is further

*Resolved*, that the designation of \$34,000 as a housing allowance shall apply to all future years unless otherwise provided.

### 2017 Disbursement Requests

The Bishop's Committee approved disbursement requests, including the reimbursement of the clergy's monthly business expenses.

The Committee adjourned at 12:20 p.m.



# GOOD SAMARITAN

## EPISCOPAL CHURCH

### 2017 Congregational Goals

#### Bishop's Committee:

1. We will continue to develop a **supportive and advisory relationship** with the priest-in-charge, moving toward a model of eventual shared governance and accountability. At the last meeting of each quarter (March, June, September, December), we will check in about strengths, weaknesses, opportunities, and challenges in our pastoral and governance relationship.
2. **We will focus the bulk of our meetings on developing the five key strategic processes** (see below), and we will partner with the priest-in-charge and staff to identify and recruit leaders for them.
3. We will adopt a set of **congregational by-laws and governing documents** by May 30, 2017.
4. We will plan a **budget and income strategy for 2018** by October 31, 2017 and adopt it by December 31, 2017.
5. We will **create and oversee an engagement plan** that challenges every member of Good Samaritan to be a part of some aspect of our ministry/formation/etc., with a goal of **80% participation of our base members active in something** by October 31, 2017.

#### Staff:

1. We will assist the Bishop's Committee and our lay leaders in **developing the five key strategic processes** (see below).
2. We will create at least four opportunities (one per quarter) to **thank and nourish the souls of our lay leaders** by the end of December 31, 2017.
3. We will focus our energies on **developing and mentoring our lay leaders**, building their capacity for ministry, helping each of them to build a support team around them by December 31, 2017.
4. We will **model leadership of evangelism** by making two intentional, ongoing connections with people in groups or organizations outside of Good Samaritan in the local community by December 31, 2017.

#### Ministry Leaders:

1. **We will build teams for our ministries**, focusing on mentoring and developing the next class of leaders to whom we will transition our ministries in 2018.
2. We will assist the Bishop's Committee and staff in **developing the five key strategic processes** (see below).

### Processes:

1. We will develop a lay-led **evangelism and community connections** process to continue to meet new people in our community.
2. We will form a crystal clear process to **integrate newcomers** (open the front door) and to **keep and engage the members we have** (close the back door).
3. We will identify and recruit Good Samaritans who are good at influencing others and train them in basics of **stewardship**.
4. We will develop a **bookkeeping process or hire a financial secretary/service** to be ready for 2018, when we will take over our own books.
5. We will form the nucleus of a **pastoral care team** to help our members begin taking care of their fellow members.

### Priest-in-Charge:

1. I will be a resource and provide oversight for Bishop's Committee, staff, and lay leaders to help us **develop and implement the five key strategic processes** (see above).
2. I will **oversee, encourage, and help Bishop's Committee members** achieve their goals by meeting individually with them once a quarter for mentoring/coaching, by connecting them with outside resources, and by checking in with them on their goals progress at the last meeting of every quarter (March, June, September, December).
3. I will **oversee, encourage, and help staff members** achieve their goals by one-to-one meetings with them every two weeks, by connecting them with outside resources, by focusing and guiding our staff meetings, and by encouraging them with regular surprises of joy (e.g. birthday cards, thank-you notes, etc.).
4. **I will hold Good Samaritan's vision of service, inclusion, and formation at the core of our ministry.**
5. I will **pursue one grant per quarter and develop database and giving of outside donors by 20% this year** while helping the Bishop's Committee to begin the process of **developing stewardship leaders**.
6. **I will model good self-care practices, spiritual health, and good boundaries** by keeping my Sabbath day (Fridays), by taking all of my vacation, by keeping my personal anniversaries, by having friends outside the congregation, and by encouraging staff members to do the same.
7. **I will invest in my own professional development and ongoing continuing education by completing the church planter coach training by December 31, 2017.**
8. Working with our evangelism and connections team, **I will develop a long-range internal/external communications plan** for Good Samaritan by July 30, 2017.