

Good Samaritan Episcopal Church
Bishop's Committee Meeting Minutes
Sunday, June 14, 2020

The Bishop's Committee met via Zoom.

Members Present: The Rev. Dr. Gray Lesesne, Jason Addis, Ellen Burton, Kevin Samples, Melinda Sowers, Erin Tanner, Denise Young

Guest Present: Barbie Russell, Director of Children's Ministries.

Father Gray called the meeting to order at 11:05 a.m. Committee members shared joys and concerns in their lives.

May Meeting Minutes: The minutes from the May meeting were reviewed. With no edits or corrections to the minutes, Ellen made a motion to approve the minutes. Jason seconded. Motion approved.

Treasurer's Update: Melinda Sowers offered a brief update on the Paycheck Protection Loan loan. By the end of June, all monies loaned to us will have been spent in expectation with the loan guidelines on personnel costs and rent costs. Once reporting forms are available, we will pursue complete forgiveness of the loan with Indiana Members Credit Union. All accounts have been reconciled through the end of May. Current account balances reflect \$120,290 in the savings account and \$118,959 in the checking account. Kevin and Erin will be added as signatories on the church accounts. The Committee reviewed the year-to-date budget, and Melinda noted that she will soon separate out our income received between pledges and plate offerings. She asked each Bishop's Committee member to take a moment to review their liaison areas for questions or concerns. Kevin made a motion to approve the Treasurer's Report. Erin seconded the motion. Treasurer's Report approved.

Vicar's Report: Father Gray reported on measures and benchmarks as of June 7, 2020:

- Number of people in "base": (completed Good Sam's 101 and considered solid): 176 (118, adults, 58 children/youth)
- Number of newcomers (people in the pipeline yet to go through Newcomer Initiation): 50 (35 adults, 15 children/youth)
- Rolling attendance last 4 weeks: 162.5 (155, 139, 145, 211)
- Year to date attendance average Sunday attendance: 152.1
- Year to date attendance last year at this time: 108
- 2020 amount pledged: \$153,074 in 68 pledges
- 2020 amount given: \$82,524 (as of June 6, 2020)--53% of annual giving
- Contact with community leaders since last time:
 - MeChelle Callen, United Way of Indianapolis
 - The Rev. Dr. John Denson, St. Paul's, Indianapolis
 - Kate White, Center for Congregations
 - Hendricks County Alliance Diversity Meeting with local police officials

Staffing Update: Father Gray then transitioned to an update on staffing, and Barbie Russell, Director of Children's Ministries, joined him for the conversation. Barbie reviewed the work she has been doing since May 1, when we increased her hours to 14 hours a week in preparation for Erina Ludwig's departure as Director of Youth Ministries at the end of June. Her focus has been on recruiting volunteer leaders for both children and youth and to develop a standardized curricula that flows and builds on itself from our elementary school students to our high school students.

The conversation then turned to the hiring of a new youth director. Barbie noted that we have a large batch of elementary school students who are transitioning into middle school, with needs and a culture that are very different from our existing high school students. She and Gray have been in conversation with the Wardens about hiring two employees to replace Erina--one who would focus on leading ministry with middle school students (5 hours per week), and the other who would focus on leading ministry with high school students (5 hours per week). This would allow us to keep the same budget line in the director of youth ministry and double our efforts and to focus on building up a strong group of middle schoolers while continuing to minister to our high school students. Gray mentioned two candidates who are members of the congregation that he and Barbie have in mind for these positions, and asked the Bishop's Committee's permission to pursue conversation with these candidates with a projected start date of August 1, 2020. The Bishop's Committee approved this request by acclamation; Gray noted that he would likely seek an e-vote sometime in July for permission to hire these candidates, in accordance with the congregation's by-laws.

Gray also noted that Astrid Caruso-Lynch, our administrator, had been accepted into graduate school in the fall and that she is requesting permission to modify her hours slightly.

Continuum on Becoming an Anti-Racist Multicultural Organization: As a followup from our Growing Courageous Neighbors work, Father Gray introduced the Committee to the Continuum (see attached chart) and conversation followed about how we can lead Good Samaritan into becoming a more anti-racist, multicultural organization. The Bishop's Committee acknowledged as part of this conversation that our staff is mostly white and that we currently have no people of color on our Bishop's Committee.

The Committee feels that a thorough audit of where we are on this Continuum is a helpful next step, and asked Father Gray to follow up with the newly formed Social Justice Ministry to assist us with this work and to help us craft an anti-racist statement for our community; Melinda indicated that she would be glad to be a liaison in this work.

Budget Adjustments: Erin Tanner presented the Bishop's Committee with an amended 2020 budget (attached) for consideration. She noted several cost adjustments, most notably a reduction in rent since we are not meeting in person at Harris Academy. She also proposed, on behalf of the priest and Wardens, our discontinuing our lease at Elevate Offices, since the primary benefit of that space is the use of conference rooms,

which is not possible into the foreseeable future because of required social distancing related to COVID-19. She also noted several reductions to programmatic areas because of reduced cost needs in relationship to COVID, and that our outreach budget remains intact as a core commitment of the congregation. The amended budget was unanimously approved.

Re-Entry Plan: Father Gray presented, on behalf of the regathering team, a draft re-entry plan for the Bishop's Committee's consideration. Once amended and approved by this Committee, this plan will be submitted to Bishop Baskerville-Burrows and her staff for approval and to Brownsburg Community School Corporation. The plan covers four possible phases, starting in July 2020, with limited attendance in-person gatherings in outdoor spaces and builds over time to the possibility of limited attendance in-person gatherings at Harris Academy, possibly in August or September. All gatherings would be contingent upon diocesan requirements around declining number of COVID-19 cases in Hendricks County, enforced social distancing, and wearing of masks.

The Bishop's Committee had several edits to the plan, including coordination with Harris Academy leadership in case of a positive diagnosis of a student in their case or a parishioner in our case. The Committee approved the plan (attached), and authorized Gray to send it to Bishop Jennifer.

Ministry Liaison Updates: Jason Addis reported that upon return to indoor, in-person worship, our hospitality ministry will not be able to immediately furnish coffee, snacks, etc. under current diocesan guidelines. We will need to consult with updated diocesan guidelines. Melinda Sowers noted that she, Father Gray, and Anne Davis are already meeting to discuss 2021 Stewardship campaign, with an ingathering of pledges scheduled for November 2020. Anne will join us in August to discuss.

Kevin Samples noted a positive conversation with the Canons to the Ordinary of Diocese regarding their 2021 budget planning. We will continue to gradually move responsibility for Father Gray's salary from the Diocese to Good Sam's, moving from 72% of diocesan support in 2020 to approximately 68% in 2021.

Father Gray reminded the group that no July meeting is scheduled.

With no further business to discuss, the meeting was adjourned at 12:28 p.m.

Faithfully submitted,

Denise C Young