

Good Samaritan Episcopal Church
Bishop's Committee Meeting Minutes
Sunday, March 20, 2022

The Bishop's Committee met via Zoom.

Members Present: The Rev. Beth Scriven, Melinda Sowers, Anne Davis, David Huang, Katy Hilts, Charlee Mitchell, and Clerk Tina Lamb

Members Absent: Susan Burt

Guests: Courtenay Murakowski, Rowan Squire-Willey

Mother Beth called the meeting to order at 1:05 p.m. Committee members shared joys and concerns in their lives.

February Meeting Minutes: The minutes from the February meeting were reviewed. With no edits or corrections necessary, Anne moved to approve the minutes. Melinda seconded. Motion approved unanimously.

Treasurer's Update: Melinda Sowers offered a brief update on check signing duties, which are now assigned to David Huang and Anne Davis. Pat Harris was suggested as a possible assistant treasurer; she enters deposit information into Realm and then Melinda approves and posts to the ledger. Melinda sought guidance from the auditor re: the option of having someone else writing checks, and then she as treasurer would sign. The Bishop's Committee was all in favor. Beth mentioned that the auditor seemed to feel these things made sense, also. Melinda stated she tentatively planned to meet with Pat on April 3rd. There were no questions regarding budget figures, though it was noted that on the February report, the column labeled 2022 contained 2021's numbers. Melinda said she was making the corrections and that March reports would be correct: "What they're being compared to is what's not correct at this time." Beth clarified that the Committee was in a position to approve because the key portion was correct. Katy moved to approve and Charlee seconded. Motion approved unanimously.

Ministry Liaisons: Katy mentioned that Nanci Slagle was traveling, so she would provide an update later. Charlee's and Anne's reports were similar, with nothing to report at the moment. Melinda mentioned Cal Brandenburg's desire to no longer serve as chair, but had no other updates at that time. Charlee and Katy briefly discussed Kristen Drake's transition into leadership.

Transition Updates: Rowan announced that she would be transitioning out of youth ministry at the end of the program year to pursue new career endeavors and projects but would look forward to volunteer work and music at Good Sam's. Communication plans were discussed. Beth suggested that the committee consider helping folks think about the transition as one event and not three (Rowan's, Astrid's, and her own). Courtenay suggested assuring the congregation that staff transitions are common and the timing has been coincidental. A decision was made that Rowan, who will be with us until the end of the school year, would share the news with youth

group students and their families first and then an announcement would be made the following Friday to the congregation.

Mother Beth, having already discussed the matter with Anne and David, explained that her next job might start in July, so to plan for a two-month transition, May 1st would be her last Sunday at Good Sam's. All of her remaining 2022 vacation time would be used. Discussion ensued regarding determination of her last work day, taking her vacation time and cutoff into consideration.

Conversation shifted back to Astrid's departure, and Beth wondered whether Astrid might be interesting in working for Good Sam's only, for more hours, when the congregation is only paying for a Sunday minister. Offering Barbie Russell more hours was discussed as well. HR coverage would need to be looked into. An alternative to the above would be to start a search for a second admin whose time would overlap with Astrid's for training.

David noted that there would be no better person to train the new admin than Astrid, and suggested a combination of the strategies mentioned. Katy advised acting soon to arrange an overlap. Anne expressed a desire to support Astrid so she isn't expected to do more than is appropriate, particularly since the last transition was stressful. Beth concurred: "Unless we have help built in, she may feel she has to do too much." David wondered about the possibility of giving Astrid more hours to make overextension less likely, along with finding a replacement sooner rather than later, and having Barbie help.

Melinda wondered whether Barbie is willing, and whether the committee knew what she was looking for. Beth's impression was that Barbie would be willing, short term, with an understanding of what the time and the expectation would be. She suggested a timely job posting, with the hope of having someone start at about the time that she, Beth, would be leaving. Then Astrid and the new admin would work together for a while, with resources available due to clergy hours temporarily minimized. "Step one, a new parish admin with overlap, and step two, identify what we would need from Barbie," she said.

Anne wondered, "Are we on our own in financing this?" And Beth explained that "if it falls within our budget for the year, yes." David noted that the financing is a lesser concern, with the more pressing question being who would be doing the interviewing until May 1st.

Beth suggested that the job description be prepared and posted right away, and David made the motion to do so. Anne seconded the motion and the decision was unanimously approved.

Beth said she would work with Anne and Astrid to get it posted, going over the description and adjusting as needed, with the Bishop's Committee then being invited to weigh in. Melinda asked Beth to let the committee know what she's doing that should be included, administratively. Beth agreed to create a triage list that would cover this, e.g. forms needing filed.

David suggested a list of things that Astrid can do—or would rather not do—that would be extra, so the committee can make appropriate adjustments. Beth discussed determining hours over the course of a year, finding out what the structures are, e.g. who works how many hours. She then asked how the news of her final Sunday should be shared with the congregation. Anne felt it

should be first shared in the e-news and then during the service on Sunday. David felt the priority should be to get the information out ASAP without overthinking, repeating verbally as needed, and Anne agreed, particularly in the context of spring break season for families. The decision was made to share the news verbally on March 27th. Beth agreed to share the information with the staff beforehand.

Melinda wondered about when to discuss supply clergy and Beth thought it should be discussed immediately. She agreed to reach out to Jen Phelps regarding clergy coverage before a vicar is in place. David mentioned the need to give adequate time for these arrangements.

Conversation turned to the Village Hub, with David mentioning eight replies that were received to requests, per a check with Rob Cullen. Discussion of an overall timeline followed, with a need to document how decisions are being made, with input from the Village Hub team.

Beth then stated that the multimillion dollar contributor had been narrowed down, but the rector at St. Paul's met with the Eli Lilly folks, who immediately stated that they do not give money for buildings or to individual churches anymore—which changes how we must think about the Village Hub plans. Hub groups “have to think about going ahead and working with an architect... (it) may need to be built in stages, maybe over ten years instead of one. The idea to build a common space that includes space for us... needs to be looked at. It may be a better plan to buy an existing building and work on it more gradually.” She urged the committee to decide how to discuss the next phase with the congregation, acknowledging it would be a big conversation and suggesting asking Canon Kristin White for input.

Melinda acknowledged that all of this felt like “one kick in the gut after another—a lot to take in.” Tina noted that Speedway's St. John's congregation is geographically near Brownsburg and in a similar situation re: a need for a meeting place. Beth said she would ask Canon Kristin about their situation. Anne expressed interest in this line of inquiry and said she would bring it up with David, who had needed to leave the meeting a few minutes earlier due to his family's vacation travel. Beth stated that she would email Jen about supply clergy, Kristin about the Village Hub, and Brendan about HR questions associated with her upcoming departure.

Informal brainstorming followed, with a focus on possible charitable contributors to the Village Hub, e.g. the Glick family, Fairbanks, etc. Charlee stated, “We work with a lot of philanthropic groups at work (Indiana Commission for Higher Education) but you really have to have all your ducks in a row for a proposal.” Katy felt there may be a need to move forward after a new vicar is in place.

The Member on Duty spreadsheet was shared for signing up.

Regarding the Vicar's Report, Beth stated that the new post office box is in-process and that more steps are being taken in moving out of the interchurch center, e.g. the printer has been moved. Astrid and Beth will both have keys to the box; Astrid would be finalizing the forms within the week. A problem with Realm was also mentioned, which had been causing information to be lost. The committee was urged to save information first and often.

Beth agreed to communicate Rowan's announcement and to hold off on sharing Village Hub information until a strategy is in place. She also agreed to communicate with Susan, the only committee member absent.

Melinda extended thanks to Anne and David for their wisdom regarding the approach to the transition and its handling, and Charlee agreed. Anne expressed appreciation for the good feedback received from the congregation. Courtenay lifted up Melinda and all feeling transition anxiety, and shared her feelings of confidence based on the openness with which it's being handled.

Beth thanked all in attendance and gratefully acknowledged that there would be much emotional and logistical work. "You are the right leaders for this moment; thanks for all you're doing and for who you are." She followed with prayer and the meeting was adjourned.

Vicar's Report:

By the numbers...

Measures and Benchmarks as of March 16, 2022

- Number of people in "base": (members and regular participants): 250 (181 adults, 63 children/youth)
- Number of newcomers (people in the pipeline yet to go through Newcomer Initiation): 17 adults
- Rolling attendance last 4 weeks: (103, 122, 132, 79) avg. 109
- Year to date average Sunday attendance: 82.6 ○ 2021 in person ASA: 56 ○ 2021 online ASA: 88 ○ 2021 total ASA: 77.6
- Year to date average Sunday attendance last year at this time: 124.6
- 2022 amount pledged: \$151,616.16
- 2022 amount given: \$30,537.02
- Vicar's community connections: I have largely backed off pursuing new community connections due to the upcoming transition. I am continuing to pursue newcomer connections and maintain current community connections on behalf of the congregation, but mostly the focus right now is on the transition itself.

Mailing Address: A new PO Box has been purchased - address and verification for use forthcoming.