

**Good Samaritan Episcopal Church  
Bishop's Committee Minutes  
May 24, 2024**

**Members Present:** Rev. Jim, Mike Kennedy, Susan Burt, Christa Nierzwick, John Morrison, Tim Grino, Katy Hilts (zoom), Melinda Sowers, Barbie Russell

**Approval of Consent Agenda and Meeting Minutes:**

Christa motioned for the April minutes and consent agenda to be approved, John seconded. All agreed to approve as written, motion carried.

**Treasurer's Report and Budget Discussions:**

Checking \$37,765.13  
Savings \$191,370.95

Melinda noted that some corrections will be made with respect to the retirement information. Jim reported that they are working out a way that lay ministry leaders get information about their budget and how much they have spent so they don't overspend.

Tim moved to approve the treasurer's report, Mike seconded. All agreed with one abstention as Susan didn't get the report, motion carried.

**New Business:**

Mike thanked the BC members for being on duty on Sundays and asked that if a BC member needs to change their day that they get a substitute and like Mike and Katy know so they can update the spreadsheet. He acknowledges that BC members have different commitments but encouraged other members to be present at events as much as possible. He also pointed out that BC members need name tags especially as they are on their phones taking attendance. Katy got one but others haven't; they have been ordered. John emailed Bri to ask about name tags for Christa and himself as they are new, will follow up. Jim encouraged folks to wear their name badges any time they are representing GS.

Barbie noted that separating nursery ministry and children's ministry doesn't make sense anymore. She reports that there is one director of children's youth and family ministry (Barbie), one nursery assistant (Audry Davis), and a potential additional hire in September. She hopes to bring on Laura Winegard who will be 16 then. There are 16 littles that average attending about once a month (average 9 per Sunday), 13 regular participants in GS kids (average 6 per week); combined about 30 regulars (average 15/week). If no change in members in the next 2 years, there will be 9 ready for Rite 13 youth group in the next 2 years. There will be growth and the gaps will be filled. We don't have adequate programming for children's ministry, mainly due to spacing; if we don't have programming, we won't create the space. The older kids need their own time and there is only about 15 minutes for programming. Ideally the ages would be grouped in more groups. She recommends: pre-K/kindergarten together, 1-4 grades, 5-6 pre-teen would need 2 adult volunteers as they would meet somewhere else; she thinks she could find a space if we have programming.

Barbie proposes hiring a new children's service minister for 10 hours a week at \$25/hour. She listed a variety of ways they could help. She has updated the job description and emphasized the importance of youth ministry in helping kids know that they are loved by God and GS and of attracting qualified people to nurture the 60 kids we have now. If we don't have the programming they will lose interest in being part of GS. We're looking to do this in July. Barbie has a great dismantling racism course for kids but we don't have staff to do that, Barbie does include diversity training when she can. A discussion was had on how to fund it and what is needed from the applicant with respect to training. Jim noted that we want someone who has interest in Christian formation. He suggested that this is important enough to considering funding it through savings. A discussion was had about adding it into the budget, it needs to get included in the budget after this year.

Christa moved to approve Barbie's recommendation to seek a children's ministry leader for \$25/hour and 10 hours a week, Katy seconded. All approved, motion carried. It was suggested that in the future decisions such as this should not be raised and voted on in the same meeting, so time was available to think about it. Jim agreed to go back to that as it was the policy in the past.

Jim discussed dates for summer meetings. It was agreed that the July meeting will be done through email. The June meeting will be June 19<sup>th</sup> at Christa's house. Jim will have to remote in as he will be at Waycross that week. December's meeting will be a party at Jim's house.

Discussion was had about the ministry leaders meeting and when it is best to hold it. Jim noted that we want to teach folks how to use Realm and also noted that we are in the process of exploring a transition to Microsoft 365. John reports that there is a non-profit grant through Microsoft that can help. Jim reports that Brendan said that there is a grant that we could apply for that is due May 31<sup>st</sup>; Jim completed the grant application.

Jim asked about interest in going to the annual convention in Louisville the week of June 23<sup>rd</sup>. The will be electing a presiding Bishop to replace Michael Curry and it's close enough to drive, which isn't typical. Jim will be going and will get information to anyone interested in going.

### **Old Business:**

Jim doesn't think any work has been done on the policy for staff computers.

Plan B: Mike reports that he and Kevin looked at some property on Airport road. BCSC may be having some changes so we aren't sure about what they will do with respect to Harris, and we won't have a Village Hub built by then. So Mike asked for approval to continue looking into Plan B options. Katy was on that in the past and will look to see who was on that committee to see if they are interested. BCSC suggested that there may be other schools we could lease while our building is being built. Some ideas were explored. Mike will let Kevin know that they can continue to explore options for an interim location.

Jim asked whether folks agreed with the revised budget; he described some of the changes. Outreach is comfortable with keeping their budget, which is 10% of the original planned budget rather than of the revised budget. That is unusual for Episcopal church, and shows the commitment to service. John noted that since the commitment is 10% of the budget, it needs to specify the date of the budget used for this as it changes with new people/pledges. Jim stated that the budget has to be approved by the December meeting to present at the Annual meeting in January. The request that lay ministry leaders

submit a budget request by October, which will help with planning the budget. Outreach reports they may have more money than they can spend if it is adjusted. Jim suggested that the revised budget be discussed/approved the next meeting so folks have time to look at it.

Discussion was had about the ministry leaders' meeting and when it is best to hold it. Jim noted that we want to teach folks how to use Realm and noted that we are in the process of exploring a transition to Microsoft 365. John reports that there is a non-profit grant through Microsoft that can help and shared it with Jim; it is free for up to 300 users with a terabyte of storage space.

Jim reports that Brendan said that there is a grant that we could apply for that is due May 31<sup>st</sup>; Jim completed the application and submitted it.

### **Ministry reports:**

Christa asked for some clarification about Outreach and what groups are included in that category. Jim provided the information and discussed the new form – Tim created a Lay Ministry Leader Update Form. One response was received. Tim sent a copy of it to Bri and she needs to copy the form and share it with everyone. Tim points out the ministry leaders are confused about the process and who the liaisons are for each group, as well as what the process for liaisons will be. It was suggested that the BC liaison can send the form to the ministry leaders and they will send it back to Bri and the BC liaison. Tim recommended creating an organizational chart. When do we discuss what falls under what? There was some discussion about subgroups. In the past, BC members all had one overall ministry. Katy said she can help with an organizational chart in a few weeks, Mike and Christa can also help. We might check with the leaders of the larger groups (ie outreach, community connections) whether they want to check with their subgroups or have others do so. Tim mentioned the Diocese has a suicide program but it's not a good fit for GS at present.

Jim is going to ask the Diocese if they have an expert in change management. We are growing so fast that it would be helpful to have someone help us manage the growing pains.

John reports that we have our first response from the RFQ from BGW (Building God's Way). It came with 3 videos. The information they sent was amazing. We have already approved our percentage of our percentage of the cost. Jim believes that we have to pay 15% of the design. John notes also the part of the building that is estimated to be the church can only be 15% of the building.

Susan closed the meeting with a prayer.

Vicar's Report: by the numbers...

Measures and benchmarks as of May 28, 2024

- Numbers of people in "base": (members and regular participants) 185 adults + 88 children = 273
- Number of newcomers (people in the pipeline yet to go through Newcomer Initiation: 9
- Rolling attendance last 6 weeks: (94, 117, 105, 112, 135, 146)
- Average Sunday attendance last 6 weeks: 103
- Average online viewers: 15
- 2023 Total average attendance: 121
- 2023 previous year given: \$150,544

- 2023 Amount pledged: \$162,305
- 2024 Amount pledged \$184,150
- 2023 Number of pledges: 57
- 2024 Number of pledges: 67
- 2024 Updated Pledged: \$202,800
- 2024 Updated pledges: 72
- Vicar's newcomer connections: 2

Rev. Jim closed the meeting with the Lord's prayer.

The next meeting is May 29<sup>th</sup> at Susan's house.

Respectfully submitted,

Ann Lovko, Clerk