

**MINUTES OF MEETING OF THE
COUNCIL OF TRUSTEES
OF THE EPISCOPAL DIOCESE OF KANSAS, INC.**

September 20, 2017

The Council of Trustees of the Episcopal Diocese of Kansas, Inc. met at Upton Hall, Bethany Place, Topeka, Kansas, on September 20, 2017. In the absence of the Very Rev. Foster Mays, President, Mrs. Margaret LaRue convened the meeting at 10:00 a.m. The Rev. Canon Torey Lightcap offered the opening prayer.

Members of the Council of Trustees present were:

Mrs. LaRue
Mr. Todd Allison
The Rev. Sharon Billman
Mrs. Elizabeth Doll
Mr. Jack Dutra
Mr. Tim Flynn
The Rev. A. Patrick K. Funston
Mr. Scott Howard
The Rev. Laurie Lewis
Mr. Stephen Mann
Deacon Rex Matney

Members of the Council of Trustees absent were:

Fr. Mays
The Rev. Gar Demo
The Rev. Andrew O'Connor

Also present was advisor to the Council of Trustees Mr. L. Franklin Taylor, Chancellor and Clerk.

Also present were:

The Rev. Canon Torey Lightcap, Canon to the Ordinary
Mrs. Jeanne Atha, Executive Assistant to the Bishop
Mr. Larry Bingham, Interim Finance Committee Chair
Mr. Jay Currie, Comptroller
Mrs. Melodie Woerman, Director of Communications
The Rev. George Wiley, Canon Pastor
The Rev. Betty Glover, Campus Missioner
Ms. Debbie Kremers, Missioner for Transition
Mr. Will Chaney, Campus Intern, Canterbury House, Lawrence
Mr. Dillon Green, Campus Intern, Canterbury House, Manhattan

Mrs. LaRue recognized the Rev. Michael Munro, Rector and Mr. Tom Dials, Senior Warden, St. Paul's Parish, Leavenworth, who made a presentation requesting forgiveness of the parish's unpaid apportionment for 2016 and seat, voice and vote at the 158th Diocesan Convention. They noted that the parish's financial situation is improving, that they are on track to meet their commitment to pay 85% of the parish's 2017 apportionment and that Mr. Mann's assistance as the COT liaison to the parish has been very helpful.

Mrs. LaRue presented the Minutes of the Meeting of August 16, 2017. Mr. Dutra moved, seconded by Mr. Howard, to approve the minutes as presented. The motion carried unanimously.

Mr. Currie presented the budgeted financial statement for August 31, 2017. He noted that parish apportionments are short of budget by about \$70,000, the most substantial portion of which is attributable to three parishes anticipated to be delinquent for the year, and that most other parishes are current or close to current. He noted that expenses are generally on track with budget and that expenses for the Bishop search will increase in September but remain relatively small. He also commented that he made an endowment draw of \$200,000 after August 31 and that, at this point, revenues exceed expenses.

Mrs. LaRue presented the August 29, 2017, resignation of Treasurer Douglas K. Anning, who has been appointed by Executive Council to the position of Acting Chief Legal Officer of The Episcopal Church. Mthr. Lewis moved, seconded by Mr. Allison to accept this resignation with gratitude for Mr. Anning's service and, pursuant to Article IV, Section B.3 of the Constitution, to designate Mr. Larry Bingham as Treasurer *pro tem* and to nominate Mr. Bingham for an initial one year term as Treasurer, subject to his election by the 158th Convention.

Mrs. LaRue reported for the Ecclesiastical Relations Committee; actions were taken based her report:

- Mr. Flynn moved, seconded by Mr. Dutra, that the Council of Trustees, acting as Standing Committee of the Diocese of Kansas, consent to the election of the Rev. Kevin F. Brown as Bishop Diocesan of the Diocese of Delaware. The motion carried unanimously.
- Mr. Allison moved, seconded by Mrs. Doll, that the Council of Trustees, acting as Standing Committee of the Diocese of Kansas, consent to the election of the Rev. Brian Lee Cole as Bishop Diocesan of the Diocese of East Tennessee. The motion carried unanimously.
- Mr. Dutra moved, seconded by Deacon Matney, that the Council of Trustees, in its capacity as Ecclesiastical Authority of the Diocese consent to sending Letters Dimissory for the Rev. Stephen King to the Diocese of Nebraska. The motion carried unanimously.
- Deacon Matney moved, seconded by Mthr. Billman, that the Council of Trustees, in its capacity as Ecclesiastical Authority of the Diocese consent to sending Letters Dimissory for the Rev. Andrew Grosso, PhD., to the Diocese of Upper South Carolina. The motion carried unanimously.
- Mr. Allison moved, seconded by Deacon Matney, that the Council of Trustees, in its capacity as Ecclesiastical Authority of the Diocese consent to granting Licenses to Officiate in the Diocese to the Rev. Craig Sweeny (Diocese of

Bethlehem), the Rev. Nancy Shank (Diocese of Central Pennsylvania) and the Rev. Sarah Stewart (Diocese of Washington). The motion carried unanimously.

Mr. Bingham reported for the Finance Committee:

- The Building Committee met last Wednesday. Building progress is online with few change orders. The Bishop Kemper School for Ministry space in the Cathedral has been completed and dedicated. He expects project completion by January 2018.
- The Road Show to the four convocations for the 158th Convention was well received due to efforts to communicate about Mission Plan and agenda items in advance.
- Mr. Bingham, Mr. Dutra and Mr. Currie met with the Rev. Dixie Junk, the parish administrator and the Vestry at St. Paul's Parish, Kansas City to review financial statements and operation. The parish's revenue and expenditures are in balance without the ability to pay apportionment and outreach programs are self-sustaining based on restricted off balance sheet funds.

Fr. Demo joined the meeting at 10:30 a.m.

- Mr. Bingham continued his report about St. Paul's. he suggested that the only viable solution is to create a Mission Center in conjunction with Episcopal Community Services, St. Francis Community Services and other partners and to reconfigure the worshipping community as a small parish. Episcopal Community Services is expected to assume responsibility for operation of the food Pantry as of October 1, 2017, discussions continue about having ECS manage parish finances. Mr. Bingham recommended the formation of a Task Force to review activities and to propose a new working structure. There followed an extended discussion by the Council of Trustees.

Mthr. Billman reported for the Search Committee:

- The Rev. Rob Baldwin has resigned from the Search Committee this morning. Mthr. Billman moved, seconded by Mthr. Lewis to accept his resignation with regret and with gratitude for his service. The motion carried unanimously. After further discussion, it was agreed that it would be disruptive of the search process to replace Fr. Baldwin at this point.
- She presented a proposed protocol for candidate for Bishop serving on the Council of Trustees or the search of transition committees. After some discussion, Mthr. Billman moved, seconded by Deacon Matney to adopt the following protocol:

Any member of the Clergy who agrees to be nominated as a candidate for the 10th Bishop of the Episcopal Diocese of Kansas shall immediately resign from the Council of Trustees, the Search Committee or the Transition Committee and shall not further participate in any way in the review or nomination of candidates. The intent of this protocol is to avoid any appearance or possibility of a conflict of interest, and to preserve the integrity of the diocesan election process.

The motion carried unanimously.

- Mthr. Billman proposed two dates for the search timeline:
 - Date for Episcopal Election—October 19, 2018 (in conjunction with the 159th Convention).
 - Date for Consecration of the Tenth Bishop of Kansas—March 2, 2019.Mthr. Lewis moved, seconded by Mthr. Billman, that these dates be approved. The motion carried unanimously.

The Council of Trustees recessed at 11:22 a.m. and reconvened at 11:27 a.m., at which time, Mthr. Glover introduces Mr. Chaney and Mr. Green. She reported on Campus Ministry activities in Pittsburg, Parsons, Chanute, Wichita, Emporia and at Washburn University in Topeka. Mr. Chaney and Mr. Green reported on Campus Ministry activities in Lawrence and Manhattan, respectively.

Mrs. LaRue recognized the Rev. Dixie Junk, Priest-In-Charge, and Ms. Joy Spearman, Senior Warden, St. Paul's Parish, Kansas City, who made a presentation requesting forgiveness of the parish's unpaid apportionment for 2016 and seat, voice and vote at the 158th Diocesan Convention. They noted that they need to restructure their ministry in Kansas City to leverage community resources and that they are not currently functioning as a traditional parish of a size that would correspond to their budget.

Mr. Mann reported for the Bishop's Compensation, which was tasked with proposing a starting point for negotiation of salary and benefits for the Tenth Bishop of Kansas. A compensation package approved by the Council of Trustees will be published as a part of the Diocesan Profile in connection with the search. After some discussion, at 12:10 p.m., the Council of Trustees recessed for An Order for Service for Noonday followed by lunch.

The Council of Trustees reconvened at 12:45 p.m. Mr. Mann proposed a base salary (stipend and housing allowance) of \$142,400. After some discussion, Mr. Allison moved, seconded by Mthr. Billman, to set the base salary for the Profile at \$150,000. The motion failed. Fr. Funston moved, seconded by Mthr. Lewis, to set the base salary for the Profile at \$141,100. The motion carried by a vote of 8 to 3 with 1 abstention. Fr. Funston moved, seconded by Mr. Dutra, to approve the proposed compensation package with this salary figure, a copy of which is attached to and made a part of these minutes, inclusion in the Diocesan Profile as the starting point for negotiation. The motion carried unanimously.

Mrs. LaRue presented the written report of Ms. Karen Schlabach, Youth Missioner, on the Fall Fun Fest, which will be discontinued as a Diocesan youth activity, which is no longer meeting its purpose and will be replaced by Girls Only/Guys Only weekends and YouthTide annually instead of biannually.

Mr. Mann reported for the Mission and Outreach committee. Alleluia Grants are recommended as follows:

- Church of the Epiphany, Independence (entrance improvement)--\$1,763.00.
- St. Luke's, Wamego (facility upgrade)--\$700.00.
- St. Thomas, Overland Park (ROTC Transportation)--\$3,000.00.
- St. Thomas, Overland Park (Giving Project)--\$3,000.00 (contingent on match with \$1,500 in additional funds).

- Trinity, Arkansas City (Community Building--\$3,000.00 (contingent on approval of a \$600,000 grant).

Fr. Funston moved that the proposed grants be approved. The motion was duly seconded and passed with four abstentions.

Ms. Kremers reported on Transition Ministry:

- St. Peter's, Pittsburg—a candidate for the parish's part-time clergy position has been interviewed once and will visit again on October 13-15, after which the Vestry will meet to discern whether to make an offer.
- St. Andrew's, Derby—the congregation is currently preparing its profile.
- St. Michael and All Angels, Mission—has conducted final interviews and the Vestry has decided to call an Interim Pastor. A Letter of Agreement is being negotiated.
- St. Paul's, Wamego, has called the Rev. Casey Rohleder as its part-time Rector, subject to the approval of a Letter of Agreement by the Ecclesiastical Authority.
- The Rev. Greg Doll has been offered the position of part-time Vicar of St. Mark's, Blue Rapids and St. Paul's, Maryville, subject to the approval of a Letter of Agreement by the Ecclesiastical Authority.
- St. John's, Wichita, has completed its interim period with the Rev. Ted Curtis and has called the Rev. Elizabeth Rubio Montes as its full-time Rector, subject to the approval of a Letter of Agreement by the Ecclesiastical Authority.
- St. Paul's, Clay Center, continues to search for a part-time Rector. Their contract with a Lutheran pastor has ended as she has taken another position.

Canon Lightcap presented negotiated Letters of Agreement for approval by the Council of Trustees:

- Deacon Matney moved, seconded by Mr. Allison, that the Council of Trustees, in its capacity as the Ecclesiastical Authority of the Diocese, approve a Letter of Agreement between the Rev. Greg Doll and the Vestries of St. Paul's, Maryville, and St. Mark's, Blue Rapids. The motion carried unanimously with one abstention by Mrs. Doll.
- Fr. Funston moved, seconded by Mr. Flynn, that the Council of Trustees, in its capacity as the Ecclesiastical Authority of the Diocese, approve a Letter of Agreement between the Rev. Elizabeth Rubio Montes and the Vestry of St. John's Wichita. The motion carried unanimously.
- Fr. Demo moved, seconded by Fr. Funston, that the Council of Trustees, in its capacity as the Ecclesiastical Authority of the Diocese, approve a Letter of Agreement between the Rev. Casey Rohleder and the Vestry of St. Luke's, Wamego. The motion carried unanimously.

Canon Lightcap reported that transitional Deacons Mark Ohlemeier, currently employed in the Diocese of West Missouri, and Clay Calhoun, currently employed in the Diocese of West Tennessee, have requested to be ordained in the Dioceses to which they have moved. Fr. Demo moved, seconded by Fr. Funston, that the Council of Trustees, in its capacity as Ecclesiastical Authority of the Diocese, authorize the ordination to the Priesthood of Deacon Mark Ohlemeier and Deacon Clay Calhoun by the Bishops Diocesan of the dioceses of West Missouri and West Tennessee, respectively. The motion carried unanimously.

Mrs. LaRue called for action by the Council of Trustees on the requests of St. Paul's Parish, Leavenworth, and St. Paul's Parish, Kansas City presented earlier in the meeting.

- Mthr. Lewis moved, seconded by Fr. Funston, that the Council of Trustees recommend to the 158th Diocesan Convention that the unpaid 2016 apportionment of St. Paul's Parish, Leavenworth, be forgiven. The motion carried unanimously.
- Fr. Funston moved, seconded by Mr. Dutra, that the Council of Trustees recommend to the 158th Diocesan Convention that St. Paul's Parish, Leavenworth, be granted seat, voice and vote in the convention. The motion was approved.
- Fr. Funston moved, seconded by Mthr. Lewis, that the Council of Trustees recommend to the 158th Diocesan Convention that the unpaid 2016 apportionment of St. Paul's Parish, Kansas City, be forgiven. The motion carried unanimously.
- Fr. Funston moved, seconded by Fr. Demo, that the Council of Trustees recommend to the 158th Diocesan Convention that St. Paul's Parish, Kansas City, be granted seat, voice and vote in the convention. The motion was approved.

Mrs. LaRue called for a discussion of a Task Force to determine the viability of ministries currently conducted at St. Paul's Parish, Kansas City, the authority to invite partners into that ministry or to transfer responsibility, and to recommend a structure for both the structure of the parish and the outreach ministry of the Diocese in Kansas City. After discussion, Mrs. LaRue moved, seconded by Fr. Demo, to appoint a Council of Trustees Task Force on Ministry in Kansas City, Kansas, with the following membership:

Mr. Jack Dutra, Chair
The Rev. Gar Demo
The Rev. Patrick Funston
The Rev. Andrew O'Connor
Ms. Linda Brown

With the Treasurer and the Chancellor to participate in their respective capacities as officers of the Diocese and advisors to the Council of Trustees. The motion carried unanimously.

Fr. Demo reported as the Bishop's proxy to the Board of Episcopal Social Services (ECS) that ECS determined in 2012 to focus on feeding ministry in Kansas City and is now in the process to rebranding itself to enhance that ministry. He noted that, of a budget of \$3 Million (\$1.5 Million in cash/\$1.5 Million in kind), churches and the Dioceses of Kansas and West Missouri provide \$50-100 Thousand. ECS is transitioning to a "faith informed" agency that will continue to work with both Dioceses but will likely not be a Diocesan Institution of either.

Fr. Funston reported that the Rev. Mary Siegmund requested, on behalf of the Transition Committee, a list of people that submitted their names as applicants for the Search and Transition Committees, but were not selected. It was determined that this is confidential information, but that if the Transition Committee has requests for volunteers for its working subcommittees, they could be transmitted specifically on behalf of the Council of Trustees to those applicants and others.

Fr. Funston noted that, considering action with respect to Bishop Seabury Academy taken by the Council of Trustees in a prior meeting, Section 6 of Canon IV.1 is now superfluous and unnecessary. Because the repeal of this section was not presented to the Committee on Constitution and Canons by the required deadline, he has requested that the Committee on Dispatch of Business for the 158th Convention allow consideration of a motion for its repeal.

Mrs. LaRue observed that this is the last regular meeting in Fr. Demo's current tenure on the Council of Trustees. Mthr. Lewis noted that Mrs. LaRue is also attending her last regular meeting. The Council of Trustees thanked both for their thoughtful and faithful service.

There being no further business to come before the meeting, Mr. LaRue asked Canon Lightcap to adjourn the meeting with prayer at 2:15 p.m.

L. Franklin Taylor, Clerk



Office for
Transition
Ministry

Ministry Portfolio

Portfolio Summary (last updated Nov 20, 2017)

Diocese of Kansas, Kansas

835 SW Polk St., Topeka, KS 66612-1688, United States

Contact:

Bishop Diocesan | Receiving Names until 01/19/18.

kansasbishopsearch@gmail.com

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
3350	75	27	17
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$140100		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
over \$2000/year	Yes	Yes	