

Minutes of the Executive Council  
Episcopal Diocese of Lexington  
April 25, 2009

The Executive Council of the Diocese of Lexington met on Saturday, April 25, 2009, at Cathedral Domain. Members present were the Rt. Rev. Stacy Sauls, the Rev. Mark Furlow, Barbara Crain, Steve Gabbard, David Davidson, the Rev. Audrey Miskelley, the Rev. Michael Henderson, Shannon Wilson, Katherine Harper, the Rev. Bob Sessum, Virginia Robbins-Bugg, Carla VanMeter, Maggie Miles, the Rev. Jan Dunnavant, C. C. Johnson, and Jane Fitzpatrick.

Members present by virtue of their office were Buck Hinkle, Chancellor; The Venerable Bryant Kibler, Archdeacon and Bishop's Deputy for Administration; Sam McDonald, Canon to the Ordinary; Ann Davis McClain, Treasurer; and Cindy McKee, Assistant Secretary. Mission House staff persons present at Bishop Sauls' invitation were Kay Collier McLaughlin, Bishop's Deputy for Communications and Leadership Development, and Holli Powell, Bishop's Deputy for Finance.

Elected members absent were the Rev. Melanie Mudge and Pam Knight. Members by virtue of their office absent were Andy Sigmon, Facility Manager, Cathedral Domain; Nathan Churchill, Camps and Conferences; Jim Adams, Vice Chancellor; and Bungee Bynum, Reading Camp.

The meeting was called to order by Bishop Sauls who led the Council in morning devotions.

### **Approval of Minutes**

Bishop Sauls called for approval of the January 24, 2009 minutes. The Rev. Bob Sessum moved, Katherine Harper seconded that minutes be approved. The minutes were amended as follows:

Page 3, under Finance Committee, change Power to Powell

Page 6, under Special Order, change Ben Harper to Senior Warden and John Range to Junior Warden.

The minutes were approved as amended.

### **Comments from the Chair**

1. Staff reorganization is complete and has gone well. There have been things that weren't thought of and need to be adjusted, particularly with Cathedral Domain. Cindy Sigmon will work at the Domain periodically and regularly through the summer months.
2. Post sabbatical focus is on strengthening the lives of our congregations. The diocese is in a time of tremendous transition. Within the next three years, half our congregations will change clergy leadership.
3. Network of churches (St. Mary's, Middlesboro; St. Patrick's Somerset; Ascension, Mt. Sterling, Our Saviour, Madison County) has been developed to recruit the best seminary graduates to accept position of priest in charge with these congregations. Traditionally, seminary graduates have been placed in larger churches or as vicars of smaller, rural congregations.

Extensive support structure for these congregations includes support session at Mission House; video seminars on practical pastoral leadership skills; congregational development seminars done via video conferencing with at least clergy and wardens participating; a mentor will be assigned; and a congregational support team will be in place.

Clergy in the network will be paid the diocesan minimum salary and will receive a \$3,000 per year bonus at the end of the three-year contract that could be used to repay student loans.

Interviews have already taken place at General, Virginia, Bexley Hall and Sewanee with inquiries from other seminaries. The seminaries think this is the best thing ever for their students. Currently have a list of 14 people we would be extremely interested in. Six of the 14 are scheduled to come in for interviews the week of May 11. Roxanne Ruggles is one of the six. The economy favors this approach. The churches in the network have to, want to and need to fill their positions.

Each congregation will interview each candidate, on the phone and in person. All six will visit the four sites. The candidates and the churches will give Bishop Sauls their ranking of each other and he will make the matches. No one will get a match that they indicated was unacceptable.

4. Strengthening Small Church Ministry Consortium (SCMC) is a priority. The Consortium was birthed with the idea of making sure ministry continues in our smallest churches but didn't have as fully formed a plan as the Network. SCMC is the only option for our smallest churches. Ministry in these smallest places is vitally important.
5. Youth Missioner position. The money in the budget will be used to make matching grants to congregations for ministry at the congregational level rather than to hire a person at the diocesan level.
6. Reading Camp continues to expand with many inquiries received from around the country. Of note, Trinity Wall Street has asked to help fund Reading Camp in Grahamstown, South Africa; the Diocese of Southeast Mexico is interested in taking Reading Camp to Latin America; and the CEO of the Episcopal Church, Linda Watt, will visit a Reading Camp this summer.
7. St. Agnes' House director has been hired. There were five applicants, three persons interviewed, with a clear consensus to call Susan McDonald as the new director.
8. The ministry of the Cathedral Domain is the most important single opportunity we have to form children and youth. There are significant financial problems and we are at a crisis point. No intention to close, but things will be done differently.
  - a) Stabilize financial situation. Last year lost \$72,000. Cannot continue.
  - b) Bryant Kibler approves all Domain expenditures.
  - c) Goal is no loss for this year, and in good shape year to date.
  - d) Executive Council must do its job to lead to Cathedral Domain. Canon 2 and 27 rests the authority and responsibility for the Domain finances with Executive Council.
  - e) Improve religious content of camps.
  - f) Marketing to increase revenue. We have more summer capacity than we can use, only filling half our beds. The remainder needs to be sold for other groups to use.
  - g) Develop a sound business plan. The consultant said we are a really good summer camp. Little viable adult use because we can't compete with the state park system.

- h) Stop the long-term use of endowment and increase the endowment to \$2.5-\$3 million dollars. First step is to manage the existing budget.

Bishop Sauls answered questions and received comments from those present.

### **Chancellor's Report**

Buck Hinkle reported on the following:

1. The canons have been posted on the diocesan website.
2. Canon 6 was amended at Convention but the online version has not yet been updated.
3. No update on St. Paul's parking lot situation. Negotiations remain at a standstill.
4. St. Michael's is involved in a refinance for a line of credit, which required approval of the Bishop and Standing Committee. That property is not in the name of the diocese. They have been asked to provide a Declaration of Trust stating the property is held in trust by the parish for the diocese. This has been done.
5. There has been an expression of interest in the acquisition of the property where St. Martha's is located and a contract has been provided for the Chancellor's review. The buyer, American Foundation for Affordable Housing, Inc., needs financing for their offer of \$1 million dollars. The Adult Free Clinic has a lease; the counseling center does not. If the sale occurs, the proceeds would be St. Martha's to use. The Bishop's Discretionary Fund would be repaid for the funds originally used to refurbish the property.

### **Treasurer's Report**

Updated financial reports were distributed prior to the meeting. Ann Davis McClain reported on the following:

1. Holli Powell's due date is June 21. She will work as long as possible and a plan is in place to cover for her while she is on maternity leave.
2. The audit will take place the week of May 18.
3. General Convention expenses will be more than budgeted due to the West Coast location. The Rev. Bob Sessum will present a report at the next Executive Council meeting.

Carla VanMeter moved, Mark Furlow seconded that the financial reports be accepted. Passed.

### **Canon the Ordinary**

Sam McDonald submitted a written report and added the following information:

1. Has been meeting with rectors, visiting seminaries and interviewing candidates.
2. Youth missionary re-think has taken a lot of time and energy. The re-think plan has one of the parish youth ministers designated to work with the Hispanic population.
3. Met with Barry Neese regarding college ministry at University of Kentucky.
4. VoCARE will be restarted as part of young adult ministry.

### **Archdeacon**

Bryant Kibler submitted a written report and added the following information:

1. Five congregations have not filed their parochial reports, which are due Friday, May 2. Four are in progress.
2. In June 2008, Executive Council passed new training guidelines concerning sexual misconduct. Most Executive Council members are due to update their training. Two model policies are forthcoming regarding adult sexual harassment and adult sexual exploitation. Please review these before the next meeting and send any questions and comments.

3. Work continues with the city regarding the parking lot at Mission House.
4. The roof at St. Augustine's has again repaired but absolutely must be replaced before winter. It is at least 7-8 years overdue.
5. Additional components for ACS software being considered. Will not increase diocesan budget.

### **Executive Council Committees**

- A. Finance—no report
- B. Church Catholic—no report
- C. Personnel—will report in June
- D. Audit—no report
- E. Diocesan Mission—no report
- F. Small Church Ministry—no longer exists
- G. Appeals—no report
- H. Budget—no report

### **Episcopal Church Women**

Katherine Harper reported that two \$500 scholarships for continuing education were awarded from the Bishop Hosea Fund. A \$200 matching grant was awarded to the Church of the Resurrection ECW. The matching grant balance of \$1,300 would be used on the toddler playground project in conjunction with the Camps and Conferences Board. The Bishop Moody Fund will also be used for this. The Women's Weekend is May 15-17. The spring newsletter has been sent. A delegation will be going to Kanuga for Province IV ECW meeting.

**Diocesan Men**—no report

### **Old Business**

1. Salary adjustment, Deputy for Communication and Leadership Development. The salary change approved at the January meeting has not been implemented. Instead, the Personnel Committee was asked to consider this as part of a broader look at the diocesan salary structure. They will report at the June meeting.
2. Counseling center lease—covered in Chancellor's report.
3. St. Paul's parking lot—covered in Chancellor's report.
4. Report on Task Force for Fundraising. A recommendation has been made that a policy regarding fundraising be developed. Report in June on how to implement that recommendation.
5. Loan documents for St. Raphael's, St. Michael's and Our Saviour were provided in the meeting packet. No action to be taken. The Loan Committee will report back to Executive Council regarding these.

### **New Business**

1. Amendments to Resolution on Committees. Additional amendment added to change the name of the Oversight Committee of Camp and Conference Board to The Cathedral Domain Committee. Barbara Crain moved, Maggie Miles seconded to approve all the proposed amendments. Discussion. Passed.
2. Committee appointments. The following corrections were made to the printed materials previously distributed: Appeals Committee—change Pam King to Pam Knight, add Jan Dunnivant. Budget Committee—add Jan Courtney. St. Peter's. Katherine Harper moved, Carla VanMeter seconded to approve the committee appointments. Discussion. Passed.

3. Election of Vice President of Executive Council. Bishop Sauls nominated Jane Fitzpatrick. Bob Sessum seconded. No further nominations. Passed.
4. Executive Council Secretary. Diocesan convention elected Marie Rogers as secretary, and she has since resigned. Bishop Sauls nominated Cindy McKee to fill this position. Carla VanMeter seconded. No further nominations. Passed.
5. Request made to change October meeting date from October 24 to October 17. Katherine Harper moved, Jane Fitzpatrick seconded that this be done. Discussion. Passed.
6. Director of St. Agnes' House—covered in Comments from the Chair.
7. Website contact list. Steve Gabbard shared concerns that Council members' home addresses and phone numbers are posted on the internet. Most dioceses and other nonprofits he has been involved with don't do this. "It won't be a problem until something happens at somebody's house." If someone legitimately needs to contact an Executive Council member, that can be done through the diocesan office. Steve Gabbard moved, Barbara Crain seconded to stop posting Executive Council members' personal contact information on the internet. Discussion. Passed.

Written reports from St. Agnes' House and the Deployment Officer were distributed.

The next Executive Council meeting will be held on Saturday, June 27, at 10 a.m. at Mission House. There being no further business, the meeting adjourned.

Respectfully submitted,

Cindy McKee  
Secretary