

**EPISCOPAL DIOCESE OF EASTERN OREGON
DIOCESAN COUNCIL**

Minutes of the Meeting

November 15-17, 2013

Ascension School Camp and Conference Center, Cove, Oregon

Present

The Rt. Rev. Bavi "Nedi" Rivera, Bishop

Class of 2014

Joel Bigelow
Kim McClain
The Rev. Jim Mosier S/C
Julie Sarazin S/C

Class of 2016

Charlie Cagle
The Rev. Anna Carmichael S/C
The Rev. Kathy Macek
Beth Spell

Seat and Voice

Diane Adams, Secretary to Council
Lisa Boquist, Secretary to Council
Neva De Mayo, Ecumenical Associate Member

Class of 2015

Doug Boone
Ann Havill S/C
Karla Nash
The Rev. Ted Rodrigues S/C

Ex-Officio

Doug Harder, Secretary to Convention
Jerry Frazier, Treasurer

Visitors

Patty Lindsey, Ascension School Executive Director
Ruth Tsu
The Rev. Alison Dingley

Absent

The Rev. Rich Landrith
Bergen Bull, Legal Advisor to the Bishop

Friday, November 15, 2013

A webcast "Fifty Years Later-The State of Racism in America" that was shown at 11:00 am followed by a Standing Committee Meeting at 1:00 preceded the Diocesan Council Meeting. The Diocesan Council Meeting opened with prayer by Bishop Nedi at 4:20pm

Bishop Nedi reviewed the goals for the weekend:

- Build Community, Make connections
- Pray, Worship, Rest in God
- Organize for Business
- Reflect on the State of Racism
- Set Goals, Work, Plan 2014

She posted a working agenda was up on the wall which included the following:

- Orientation/Job Descriptions
- Canons, Rules or Order, Norms

- Understanding Finances
- Review of 2013 Convention
 - o Plans for 2014
- Plans and Goals 2014
- Minutes 8/13 meeting
- Elections Co Chair and Vice Chair
- Bisbee Grants
- Ascension School Report and Board Confirmations
- General Convention Action
- Clergy Salary Guidelines
- Follow up to 50 Years Later

The Bishop thanked everyone for their service, and introductions were made around the table.

Fifty Years Later Follow Up

There was a discussion about the webcast that was shown that morning.

5:15 The Rev. Anna Carmichael and The Rev. Kathy Macek led Evening Prayer.

5:30 Meeting Adjourned

Dinner and break

After dinner the council reconvened and shared stories prompted by Share a Story Cards.

Saturday Morning November 16, 2013

8:45 Morning Prayer was led by Kim McClain

9:00

- A moment was taken to remember and share stories about Bishop Spofford. The Council joined together in singing I Sing a Song of the Saints of God.

Job Descriptions

- Bishop Nedi went over job descriptions for Diocesan Council and Standing Committee

Rules of Order-Norms

The Rules of Order were reviewed and Group Norms were developed. They are as follows:

- Respect
- Courtesy
 - o No interrupting
- Punctuality
- Being Present-if you're not here we don't have a voice that was elected to be here.
- Stick with announced times.
- To understand, respect, and honor differences. To assume that the other person has as much faith and spirit as you do.
- Steeped in prayer
- Understand that people process differently
- Listen-to Holy Spirit in or through one another

- There is a discernment that we are stewards and leaders.
- Everybody gets a voice
- We support the consensus
- Live in tension between risk and responsibility.
- Confidentiality-we don't share peoples stories without their permission, we don't say what other people said.
- Entertain the possibility that "business as usual" will not happen.
- Remember we are Episcopal-we have a connection and a position to honor. We are connected to something larger.
- We seek to follow God's calling

Bishop Nedi pointed out a sheet labeled Parking Lot, where people can list issues that they feel need to be discussed.

10:15 Break

Bisbee Grants

- A grant committee was formed consisting of The Rev. Kathy Macek, Karla Nash, Beth Spell, Joel Bigelow and Charlie Cagle. The committee agreed to review 8 Bisbee Grants that were received and bring their recommendations to the council on Sunday.

Financial Report

- Jerry Frazier reviewed and explained the 2014 Budget, the various financial forms and reports presented in the council packets.
- The Diocesan checking account is in the process of being moved from Columbia State Bank in The Dalles to US Bank in La Grande. The council approved signers on the account will be The Rev. Kathy Macek, Bishop Nedi, Jerry Frazier, and Patty Lindsey.
- Audit-The last bound approved accepted copy of an audit is 12-31 2005. 2006 and 2007 will be available soon. Friend and Reagan prepares the data to send to the audit firm. The information for 2008 and 2009 is ready to send to the firm in Redmond. Jerry announced that he would like to retire as Diocesan Treasurer once the audits are complete. The job will be easier in the future, and maybe others will think about taking that job.

12:00 Lunch and break

2:00 The meeting was reconvened and Share a Story Cards were passed around and discussed in small groups.

2013 Diocesan Convention Review

- Doug Harder led a brief review of the 43rd annual convention that was held at St. Matthew's in Ontario on October 11-13, 2013. The survey results presented in the Council packets were discussed. The council asked The Rev. Jim Mosier to take their thanks and accolades back to those at St. Matthew's who worked so hard to make the convention a success.

Diversity

- Doug Harder, the Rev. Alison Dingley and Ruth Tsu attended the Council of Diversity at St. James in Hillsboro, Oregon.

M/S/C *Motion that Council appoint a commission for diversity and anti-racism and ask Ruth Tsu to convene that commission. (The Rev. Anna Carmichael)*

- Nedi agreed to contact Ruth regarding her participation. Doug Harder stated that he would be willing to serve on that commission. The follow up to the webcast was handed over to the commission for discussion and review as well as wrestle with the questions such as: How do we become instruments of the future instead of merely looking to the past?

3:30 Break

General Convention Resolutions

- Kim McClain agreed to track actions of dioceses regarding the resolutions.

M/S/C *That Council establish a commission on the environment with Kim McClain convening the commission (The Rev. Anna Carmichael)*

- Jerry, Nedi and Kim agreed to discuss possible fiscal impacts this commission and the anti-racism commission may have on EDEO and to research any possible sources of funds to assist with the work of the commission.

Standing Committee

The Rev. Anna Carmichael gave a report from Standing Committee.

- Standing Committee recommended that Marilyn Roth be moved to candidacy to the diaconate.
- Standing Committee agreed to continue the relationship with The Friends, who use 601 Union, The Dalles, for monthly meetings, and to allow Matt Carmichael to use two of the offices for the archival work being done for EDEO.
- The Rev. Anna Carmichael will continue to serve as president of Standing Committee and The Rev. Ted Rodrigues will be secretary.
- Standing Committee discussed that Bishop Nedi's contract is up in the spring of 2015. The diocese and Bishop Nedi will do some discerning about what that means. Standing Committee will be meeting with Helen Spector on January 20th to ask for her assistance with this conversation. Helen is a consultant in organizational development and Appreciative Inquiry. Standing Committee will report back to council with the findings from that meeting in February.

MDG's

- Discussion was held regarding the MDG's and where the budgeted funds should be allocated. The current amount budgeted is \$3227.00.

M/S/C *That Council designate \$2000 to ERD for disaster relief in the Philippines, and \$1500 to the Diocese of Haiti for scholarships. (Beth Spell)*

Consensus *That the Sunday offering be added to help cover the MDG's expense.*

M/S/C *That in the future EDEO's MDG percentage be based on the prior year's income. (Jerry Frazier)*

- It was suggested that parish reports include where they have been sending their outreach funds to ascertain what goals are important to EDEO.

5:00-Evening Prayer was led by The Rev. Ted Rodrigues, followed by social time, dinner, and games with the youth who were attending the Fall Youth Retreat at Ascension School.

**Sunday
November 17, 2013**

9:00 Morning Prayer led by Beth Spell

Minutes

M/S/C *Motion to dispense with the reading of the minutes and approve them as presented.
(Anna Carmichael)*

Agenda for 2014 including some proposed agenda items

- **January 18th** will be a virtual meeting 10:00 am PST
 - o Final 2013 Financials
- **February 8th** will be a virtual meeting 10:00 am PST
 - o Report from SC on meeting with Helen Spector
- **March 8** virtual meeting 10:00 am PST.
 - o General Convention Resolutions
- **May 30-31** in Canyon City Standing Committee @ 3:00 pm PDT. Council @ 5:00 pm PDT
 - o Report from Bisbee grant committee
 - o Convention planning
 - Nominating Committee
 - o Future Diocesan Convention Schedule
 - o First report from Commissions on Anti-Racism and Diversity and Commission on the Environment
- **Aug 8 - 9** in Bend Standing Committee @ 3:00 pm PDT. Council @ 5:00 pm PDT
 - o Final Diocesan Convention Planning
 - Convention Offering
 - o Finance Committee Report
 - 2015 Budget
- **November 14-16** Diocesan Council Retreat at Ascension School

Elections an Appointments

M/S/C *To elect Doug Harder as Co-Chair of Diocesan Council.*

M/S/C *To elect The Rev. Jim Mosier as Vice-Chair of Diocesan Council*

- Kim McClain was appointed to be the Diocesan Council Liaison and Chair of Finance Committee.
- Charlie Cagle was appointed to Standing Committee for the Lay Class of 2016. Which creates a lay vacancy on Diocesan Council.
- Doug Harder will work on recruiting a new person to serve on Diocesan Council.

Clergy Salary Recommendations

M/S/C *That recommended FTE guidelines be posted on the website and given to congregations to be considered along with other community factors. (Julie Sarazin)*

Bisbee Grants

Karly Nash presented for discussion a report to Council on the grant committee findings and recommendations.

Because the requested amount for Bisbee Grants was \$13,600 and the amount available was only \$8358 adjustments to the requested amounts had to be made and alternate sources of funding applied.

M/Com/C

- **St. Paul's, The Dalles** EOHP will receive \$2400 from the Barrett Trust
- **St. Paul's, Klamath Falls** PALM Program will receive \$2000 from the Bisbee Grant
- **St. Matthew's, Ontario** Next Chapter Food Pantry will receive \$1200 from the Bisbee Grant
- **Trinity, Bend** Family Kitchen will receive \$2000 from the Bisbee Grant
- **All Saint's, Heppner** Thanksgiving and Spring Break Food Boxes will receive \$1000 from the Bisbee Grant
- **St. Barnabas, Bonanza** Summer Enrichment will receive \$1500 from the Barrett Trust
- **St. Stephen's, Baker City** Bountiful Baskets will receive \$1500 from the Bisbee Grant
- **Trinity, Bend** COPY Program will receive \$500 from the Bisbee Grant

Consensus *Joel Bigelow proposed that this Bisbee grant committee serve for next year, with the addition of Ann Havill, to reevaluate guidelines and application for the Bisbee Grant. The proposal was accepted.*

- Finance Committee was charged with establishing a report distinguishing the principal from the available funds of all of EDEO's invested accounts and reporting to Council

Ascension School

- Patty Olson-Lindsey reported to Council and presented the Ascension School Budget

M/S/C *That Council accept the Ascension School's budget as presented (Julie Sarazin)*

- Angela Gorham has been hired to fill the Director's Assistant position.
- Patty reported on their progress with ECF and the feasibility study regarding a capital campaign. The Case Statement will be completed by November 18th and 16 interviews have been scheduled in December.
- The greenhouse project that was made possible by a UTO grant is underway and they should be ready to start growing food in January and February. Patty mentioned the challenge of finding volunteers to help with the project and the possibility of using the Episcopal Service Corp.

Housing Allowance

M/S/C

Resolution on Housing Allowance

WHEREAS, section 107 of the Internal Revenue Code permits a minister to exclude from gross income a church-designated allowance paid to him or her as part of his or her compensation for services as a minister, to the extent used by him/her for actual expenses in owning or renting a home; and

WHEREAS the Rt. Rev. Bavi Rivera is employed as a minister of the Gospel by the Episcopal Diocese of Eastern Oregon which does not provide a residence for her, Diocesan Council resolves that of the total compensation received during 2014, \$3000 per month shall be designated a parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

The Diocesan Council also resolves that the amount designated as housing allowance shall apply to 2014 calendar year and all future years unless amended by the Diocesan Council.

Action needed: reaffirm

2014 Diocesan Council Goals

- Appreciative Inquiry Planning for next steps in EDEO
- Look at the endowed and restricted funds and clarify use, restrictions, and intent of Diocesan Funds with the help of Finance Committee.
- Reevaluate the Bisbee Grant process with a report from the grant committee to be presented in May
- To make some kind of progress on two commissions: Commission on Anti-Racism and Diversity and the Commission on the Environment. A report on the goals of the commissions and Council's responsibility to those two commissions will be on the May meeting agenda.
- Discuss future Diocesan Conventions

Meeting adjourned at 10:45

Eucharist

Eucharist was held in Kimsey Commons with Bishop Nedi presiding.