

Episcopal Diocese of Western New York  
Diocesan Council  
March 9, 2006  
The Diocesan Offices  
1114 Delaware Avenue  
Minutes of Meeting

Voting members present: Bishop Garrison, Kim Baker, Enrique Cadena, Nancy Consedine, Charles Deacon, Liam Doherty, Philip Dougharty, Shawn Duncan, Owen Gould, Barbara Northan, David Noves, Daniel Pinti, John Rupnow, Catherine Way.

Voting members unable to attend: Terry Bull, Kim Greene, Steven Metcalfe, Douglas Turner.

Others present: Richard Cutting, Howard Gondree and Lorraine Hapeman

Total present: 17

The Bishop called the meeting to order at 6:00 p.m. Devotions were offered by Philip Dougharty.

The consent agenda including the minutes of the February 9, 2006 meeting and the Bishop's calendar was presented. A motion was made and seconded to approve the consent agenda as presented. The motion carried.

Employment Practices Liability Insurance follow-up: The Deans met with Tom Michaels, the diocesan insurance agent from the Foreguard Agency and Bob Banuski from AMTEK Management Services. AMTEK has worked in Central New York as consultant with the Presbyterian Church and a Catholic Charities Program. The Trustees approved \$7,800 to cover the cost of AMTEK conducting seven on-sight visits to help put together an employee handbook for the churches of the diocese. This fee is not reimbursable by our insurance carrier but it may help to reduce insurance premiums in the future. A motion was made and seconded to endorse the decision of the Trustees to hire AMTEK to serve as a consultant to the Diocese for employment practices liability issues. The motion carried.

The Bishop also reported that the Diocesan Personnel Committee has completed a draft of an employee handbook for the Diocesan staff. It will be reviewed by the Bishop, staff and others before being finalized.

Fair Share Pledge Letters: Barbara Northan reviewed the compilation of letters of issue and concern from the fair share pledges. Eric Williams asked to have the compensation guidelines reviewed. Catherine Way clarified what he meant by "review." He stated it had been a long time since the guidelines were studied. The issue of struggling churches and the fact that more and more churches cannot afford full-time clergy, he felt it may be time to take a look toward the

future and review the guidelines with regard to part-time clergy. There was a discussion about the issue of clergy compensation being convention mandated to bring the clergy into the top one third of the Church Pension Fund's list for ranking 100 dioceses. The Church Pension Fund is no longer using a list of 100 dioceses. It is now using a system of ranking by regional area. The Finance Committee will discuss this at a future meeting. The fair share formula will be reviewed as part of the work of the Futures Committee. Discussion was held on the fair share process and the possible sharing of ministry of churches. Council will act as a catalyst to encourage congregations of similar size to have conversations and find ways of helping each other.

The Futures Committee will be hosting meetings with representatives of the Diocese to address issues and look for new opportunities for churches to move ahead. Possibly have Vestries meet with other Vestries in their Deanery for an event to share ideas and find ways to help each other. They are also planning a Diocesan event for September 23<sup>rd</sup>.

The idea of doing research about what other Dioceses of similar size are doing regarding fair shares, compensation, etc. was suggested. No one was interested in doing the research.

The role of Council, strategic planning, mission priorities, and what Council can do will be the main topic for the April meeting.

Howard Gondree shared the list of those congregations that still have unpaid balances on their 2005 pledges. He asked that Council members contact these churches to find out why the pledge hasn't been paid and to encourage them to pay the outstanding balance. He also distributed copies of the Diocesan Profit and Loss Statement for information.

The 2006 compliance report was reviewed. There are still 10 congregations that have not filed parochial reports that were due on March 1<sup>st</sup>. Even though fair share pledges are not a compliance issue, there are two congregations that have not submitted completed fair share pledge forms, St. Michael's, Buffalo and St. John's, Dunkirk.

The Diocesan Council Listserv has been set-up and is ready to be used by members of Council to share information between meetings.

The April meeting of Council will be held on April 20<sup>th</sup> and the May meeting will be held on May 18<sup>th</sup>.

There being no further business, the meeting adjourned at 7:40 p.m.

Respectfully submitted,

Lorraine B. Hapeman

Secretary