

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

June 21, 2023

The Council of Trustees of the Episcopal Diocese of Kansas, Inc., met on Zoom on June 21, 2023. Prior to the start of the meeting, President Fitz Gibbon shared a prayer.

Dr. Elizabeth Fitz Gibbon, President and Chair, called the meeting to order at 10:06 a.m.

Members of the Council of Trustees present were:

- Dr. Elizabeth Fitz Gibbon, President
- The Rev. Helen Hoch, Clerk
- Deacon Jim Cummins
- Dr. David Littrell
- The Rev. Marc McDonald
- Mr. Mike Morrow
- The Rev. Andrew O'Connor
- Mr. Ron Olson
- Mr. John Smittle
- Ms. Diana Waddell-Gilbert

Members absent were:

- Bishop Cathleen Chittenden Bascom
- The Rev. Greg Doll
- The Rev. Doreen Rice
- The Very Rev. Casey Rohleder
- Ms. Teresa Ryther

Also present as advisor to the Council of Trustees:

- Mr. Brian Geary, Treasurer

Also present:

- The Rev. Jennifer Allen, Diocesan Missioner
- Mr. Jay Currie, Comptroller
- Ms. Michael Funston, Executive Assistant to the Bishop
- The Rev. Canon Patrick Funston, Canon to the Ordinary
- Ms. Caroline Howard, Curate for Bethany House & Gardens
- Mrs. Michele Moss, Director of Operations
- The Rev. Canon Lisa Senuta, Canon for Spiritual Life & Clergy Care

President Fitz Gibbon presented the May 17, 2023, meeting minutes. A motion to approve the minutes as presented was made by the Rev. Marc McDonald, seconded and approved unanimously.

President Fitz Gibbon called on Caroline Howard, Curate for Bethany House and Garden, to introduce herself.

Treasurer's Report

Mr. Jay Currie, comptroller, reported on the May 2023 financial statements. The diocese is ahead on apportionment year-to-date. The diocese took a draw from the endowment last month and there are still some summer camp fees that will be coming in, but the diocese is where it needs to be. Mr. Currie pointed out that the new groundskeeper salary will be under the Bethany Place budget line item. Under congregational development there is a gap because St. Paul's, Kansas City, is waiting on their new priest to be called and begin service. Seminarian and curate support will change from seminarian support to curate support as Caroline Howard begins as a curate. There is also a gap in Youth Ministry as the bill from Camp Wood has not been received. Expenses are under budget at this point but that will change as the year continues. At this point in the summer, the diocese is in a good position.

Finance Committee Report

Mr. Brian Geary, treasurer, reported on the work within the Finance Committee. The committee had their meeting last week. Mr. Currie is working with the auditors on that process. There were recommended changes for the audit process that will be before the Council of Trustees in the August meeting. The Finance Committee is looking for feedback from convocations about the draft of the 2024 Mission Plan which was sent out earlier this month (June). Mr. Geary asked the Council to pass along any questions and comments they hear about the budget. President Fitz Gibbon had a question from St. Paul's, Leavenworth, about where their new priest's salary is located in the budget since he will also be a diocesan employee. Mr. Currie said that it is under the Minsters line item in the budget. This line item is for any priest that is serving as a "minster priest" like the Rev. Daryl Stanford in the Agape Minster and whoever is called for the Little Church on the Prairie Minster.

President Fitz Gibbon called on Canon to the Ordinary, the Rev. Canon Patrick Funston, to speak to the staff sabbatical proposal for Michele Moss, Director of Operations. This proposal comes from the bishop with her high recommendation for approving it. Canon Funston mentioned that Mrs. Moss has been on staff for 15 years and is entitled to a full sabbatical. After some positive discussion and questions about Mrs. Moss's planned study, Mr. Michael Morrow moved that the Council of Trustees approve the proposed sabbatical for Michele Moss which was seconded and approved unanimously.

President Dr. Elizabeth Fitz Gibbon moved on to the working group presentations. President Fitz Gibbon presented Group 2 “Develop a Culture of Mission, Invitation and Welcome in Neighborhoods” goals and tactics.

Goals:

1. Educate ourselves, our clergy and parishes about the Episcopal Church’s positions on equity and justice. This goal has 7 tactics.
2. Build a culture of diversity, equity, inclusivity and welcome in parishes. This goal has 3 tactics.
3. Invite, Welcome, Connect by engaging beyond parishes in communities and neighborhoods. This goal has 4 tactics.

President Fitz Gibbon took comments and clarifying questions.

The Rev. Marc McDonald presented Group 3 “Building Leadership Among Youth and Young Adults” goals and tactics.

Goals:

1. Help our churches build relationships with youth and young adults ages 10 to 35. This goal has 2 tactics.
2. Formation and support for helping parishes and adults include youth and young adults in decision making and parish leadership. This goal has 6 tactics.
3. Develop Episcopal and Ecumenical Partners. This goal has 3 tactics.

Father McDonald took comments and clarifying questions.

The Rev. Canon Funston presented Group 4 “Grow Leadership Capacity (Clergy and Lay) in All Congregations” goals and tactics. This group changed their objective outside of the Council of Trustees work to “Diocesan and parish leaders will have the resources they need to be healthy and sustainable.”

Goals:

1. Develop and use resources to recruit and train leaders.
 - a. Add new leaders and train them.
 - b. There are 4 tactics with this goal and sub-goal.
2. Develop and use resources for healthy and sustainable ministry.
 - a. Equip and care for those in leadership
 - b. There are 4 tactics with this goal and sub-goal.
3. Develop and use resources to think and act in new and creative ways.
 - a. Enhance the ability of leaders.
 - b. There are 4 tactics with this goal and sub-goal.

Canon Funston took comments and clarifying questions.

The Council took a brief break and resumed their meeting at 11:45 a.m.

Reports from Council of Trustees and Staff

President Fitz Gibbon called on the staff to speak to their different reports. Canon Funston reported on the Transition Ministries report. Canon Funston also highlighted items on the Bishop’s Actions report. Mother Allen reported on the Diocesan Missioner report.

Canon Funston led the council in Noonday Prayer remembering Alban, martyr, c. 304. The meeting adjourned for lunch and resumed at 12:48 p.m

President Fitz Gibbon facilitated a conversation around the working groups' presentations on the objectives and goals. She emphasized that the goals be:

1. Internally consistent with diocesan and national church needs.
2. Consistent with the realities and changes of the external environment.
3. Appropriate given our resources of time/talent/treasure.
4. Are they at a satisfactory risk level.
5. Are they workable and realistically executable.

The meeting was adjourned at 1:38 p.m. with a prayer from the Rev. Andrew O'Connor.

The Rev. Helen Hoch
Clerk