

Vision Statement: A world healed by love

DIOCESAN BOARD
Zoom – Tuesday, June 30, 2020

Present:

The Rt. Rev. Dr. DeDe Duncan-Probe
Ms. Debra Barker
The Rev. Jon White
The Rev. Molly Payne-Hardin

The Rev. Lisa Busby
The Rev. Steve White
Mr. Angie Smith
The Very Rev. Christine Day

Excused:

Ms. Cindy Adamowsky
Mr. Ronald Cole

The Rev. Julie Calhoun-Bryant

Other's Present:

Ms. Martha Berry
The Rev. Cn. Carrie Schofield-Broadbent
Ms. Cathy Hobart

Mr. Jonathan Fellows
Mr. Henry Wakefield (property discussion only)
Ms. Kathleen McDaniel

Opening Prayer – The Rev. Steve White

Consent Agenda

- Minutes of May meeting

The Rev. Payne-Hardin moved to approve the minutes as presented, seconded by Ms. Barker. Approved.

Reports

- Financial
 - April and May Financial Statements

The Rev. White gave thanks to Ms. Hobart for her faithful bookkeeping and asked her to present the salient points.

May: we are at a surplus of \$39,000 for the year, projecting against the 2020 Revised Budget. The Diocese received the federal PPP (Payroll Protection Plan) loan of \$135,000. Investments are slowly coming back. There's been a large increase in cash accounts – moving money to invest in UIF.

The Rev. S. White moved to approve the financial statements as presented; seconded by the Very Rev. Day. Approved.

- Committees & Task Forces
 - Property – Mr. Henry Wakefield (report in packet)
 - Clark Mills: (rent to buy) Proposal from the Property Com. that we allow the buyers to rent the property with permission to start renovations in July prior to closing. The rent amount would be whatever the mortgage

amount should be and then at the closing the total amount of the rent will be applied to the mortgage amount that the Dioceses will be holding.

Mr. Wakefield proposed that we allow early entry on property so property renovations can begin. If we go past July they may pull out of the deal. If approved, Mr. Fellows will contact their lawyer to put this forward. We will establish some monetary reimbursement that would go against the mortgage payment. They would be liable for insurance.

Mr. Fellows has filed the petition for approval of the sale. Clark Mills was built in the 1860s; there's no deed on record for the property as a whole. We had to publish a notice to potential objectors who could claim rights to the property. It's on file and has been assigned to a judge. The application is turntable on September 15th. We need to publish the notice in local newspapers and give people time to object.

**Mr. Smith moved to proceed with reclosing possession; second by the Very Rev. Day.
Approved.**

- Whitesboro: Mr. Fellows noted that he also filed a petition for the sale of St. John's, Whitesboro. Church insurance was given the name of the contractor who has been contacted to demolish the former rectory. We are awaiting the demolition contract. Church Insurance is still in conversation to establish how much we owe in deductible. The contractor will have to bill the Diocese for that amount.
- Waverly – the property appraisal has been received. Pastor Hall is interested in buying the church. Once we have discussions going, we will move forward with establishing the sale price based on the appraisal. We intend to do this without a real estate agent to save the fee.
- Canon's Report
 - Youth Ministry: Tory and Kristen Blum had to step down as Co-Coordiators of Youth Ministry due to business and family constraints. We are trying to discern the next best step; what is the best way forward – diocesan or regional level? Interested parties have been asked to join a conversation for discernment. That (virtual) meeting will be held at 2:00 PM on July 29th; all Board members are invited to attend. We are not looking to repeat what worked in the past; we are looking to create something new and different.
Costs for youth programing, stipends, etc. TBD.
 - CCD workshops are taking place with the Rev. Paul Frolick. The AIM program for new clergy continues with a transition in leadership as the Rev. Jim Corl will be stepping down.
 - Working with congregations in transition; some are beginning to put out profiles.
 - Lots of leadership coaching with parishes and clergy who are having a hard time experiencing change due to the COVID-19 pandemic and others who are in some sort of conflict.

- Meeting with wardens once a week. This is a great group of people; lots of good exchanges.

Bishop's Time

The Bishop is concerned about her pastoral visits and how best to do them. The last group of visits have been virtual. This is very stressful for the clergy. Clergy are tired, stressed and overworked so these visits are not necessarily helpful to them.

She is listening to colleagues and others. Given the ongoing pandemic, she is planning to say that all visits will be virtual until June 2021. The Bishop will be providing the worship and music (parish will have option to provide the music). Clergy only need to read the gospel and be in touch with office to get access to online connection (which they will share with their parishioners). This would also be a phone service for those parishes who are not connecting online.

The Bishop is concerned about the parishes that are not meeting and have not had connection with their parishioners in months.

Pastoral offices -- confirmations, receptions and reaffirmations -- will be part of the Convention liturgy as a catechumenate-type blessing. We will acknowledge the journey, hold everyone in prayer, receive their commitment to join the Church and in 2021-22 some sort of service will be held. The Bishop is working with a group specifically to look at virtual worship going forward.

Discussion:

- * Virtual gatherings have been outstanding.
- * No American Anglican was confirmed for the first 50 years. It makes sense not to have the bishop going in and out of in-person gatherings until we have better control over the virus.
- * Ms. Kadet Sanderson is a person in process and this will be part of her formational process. One service will be used for the church season with the same slides.
- * This will come as a great relief to clergy who are struggling with various online platforms.
- * Visitations will take place in this way beginning in the fall.

The Racial Justice team (no formal title yet) is cautiously optimistic about moving forward.

New Business

- Revised Safe Church Policies: Protection of Children and Youth, Vulnerable Adults and Offenders. (Ms. Berry)
 - The Board previously adopted a general sexual harassment policy. These updates used the policies of the National Church and adapted them to the Diocese of CNY. There is some overlap between the two policies (youth and adults). None of our policies dealt with how to deal with a convicted sex offender who wanted to (re)join the church.

Questions:

- * *The policy also talks about having a conversation with the offender's supervisor (i.e. parole officer). Not everyone on the sex registry is under supervision so how would*

that work? Ms. Berry will look at this. (Initial thought is that if the individual is not under supervision another person would need to be called as an advocate.)

* *What will parishes' responsibility be: confirm compliance? Does each parish have to come up with their own guidelines?* No. The idea is that we have the diocesan policies that vestries can say they will be bound by so no parish has to come up with their own and we all have the same policies.

* *Would it be possible to have a list of resources (counselors, psychologists)?* Ms. Berry will look into this.

The Rev. S. White moved that we approve the policies for children and adults; seconded by Mr. Smith. Approved.

- Update to Parish Closure Procedure/Manual – The Rev. J. White

The Rev. J. White gave a brief overview of the manual, review of responsibilities, checklist, ministries that could continue, etc. The previous version was complex; this is more user-friendly and addresses both pastoral and practical issues. The flow chart is very helpful.

The Rev. J. White suggested changing the title of the 'closing manual' as this document also contains a lot of good discernment information.

Question: How will the training of the oversight committee be handled? Facilitators will be assigned to the parishes. Property Committee tasks are approximately the same and they were involved in the updates. There are still outstanding questions (i.e. indoor columbariums, etc.).

The Very Rev. Day moved to approve the process/content; Mr. Smith seconded the motion. Approved.

Need still need to come up with a new name for the manual.

Discussion:

The Bishop would like to invite parishes to let us know how they are doing financially. The focus would be to find ways for the Board to be supportive. How, as a diocesan community, can we be prepared and support one another? Parish closures affect all of us. Is there a way to be better informed of the challenges parishes are having that is not intrusive or threatening?

Because of the timing of putting our budget together it will be helpful to have this kind of information before May 2021. We should present the question as trying to be good stewards and need the help of the parishes in planning by having them provide information/guidance as we prepare for 2021. Do we need to offer assessment reductions again? Ms. Hobart will work with the Rev. S. White to craft a letter for the parishes on this request.

Discussion of parishes that have not sent in their parochial report yet.

Ms. Barker left the meeting at this point.

- **Budget 2021 Plan and Beyond - Discussion**

Toward the end of summer, we may use the reserve funds to allow parishes to request funding for ministry initiatives. Moving forward, we could build that in as a regular process of the budgeting for the Diocese. The Rev. J. White invited a small group of people to discuss the details of how we would provide oversight and what criteria would be used in applications.

Ministries this would fund include some of the goals that were discussed in the visioning process. This makes it easier for us to be responsive to the needs of the Diocese, we don't have to plan a year in advance. We let the parishes, church groups, diocesan staff, etc. form those goals based on criteria we have set. This is more like a rapid response team. This granting process could be used as a carrot for the parishes to work with the Diocese to lift themselves up as they can. The intent would be to offer the grants twice a year while part of the funding could be set aside for emergencies.

This is a significant change and an important process. We are reimagining church now – it's not as we ever expected it to be; life is not as we expected. It's important to be agile and creative and find new ways of being.

The Rev. S. White moved to adjourn the meeting; seconded by the Rev. Payne-Hardin.

Approved. Meeting adjourned at 2:18 PM.

Old Business

Items under Committee Review/Consideration

- Task Force for Amendment Review
 - identified - yet to meet

Future Items to Be Addressed

Next Meeting Date & Location: 11:00 AM, Tuesday, August 18th re: 2021 Budget

Respectfully submitted by:
Kathleen D. McDaniel