

**Diocesan Council Meeting**  
**via Zoom**  
**July 23, 2023**

**Present:** Donna Pettit, Tammy Enockson, Steve Godfrey, Bishop Ely, Stephanie Garcia, Terry Overbo, Brandy Watson, Robert Fox, Leslie Ross, JoAnn Keehn, Bob Hoekstra, John Baird, George Abdilnour, Kim Fox, Angela Goodhouse-Mauai, Jason Thoms, Leo Wilking, Elsie Magnus, John Baird, Amy Morrow, Jessica Thielke

**Absent:** Helen Lodu, Mark Strobel, John Anderson, Elaine McLaughlin

**Special Guest from the Finance Committee:** David Martin

- The meeting began at 6:35 with opening prayer: Bob Hoekstra
- The Bishop called on the Treasurer to look at the budget
  - Treasurer Amy Morrow made some observations concerning our Diocesan finances
    - We do not have an emergency fund.
    - It is her opinion that money ought to go to churches that are in need of repairs.
    - There is a conflict of interest with members of the finance committee who are the spouses of those whose salaries are being determined.
- Questions about the 2023 budget up to June
  - Bob Hoekstra asked how close we are to 100% participation of churches in the Diocesan Stewardship Share.
  - Jessica Thielke noted that she is waiting on some June payments but will have an answer soon.
- 2024 proposed budget highlights
  - NW Ministry is no longer funded
  - A part-time bookkeeper position has been added
  - There is an update to our shared space agreement with the Cathedral
  - The part-time youth/young adult position has been changed to full-time position
- Discussion about the 2024 proposed budget
  - Amy Morrow reiterated her concern about the conflict of interest for some members of the Finance Committee. An extensive conversation followed that offered various ways to address the concern while also utilizing the gifts of the people in the diocese willing to serve.
  - Stephanie Garcia asked about the sizable increase in personnel expenses such as the salary increase as well as the travel expenses.
  - Steve Godfrey explained the increase in COLA is based on what the Social Security Administration sets for cost of living increase. Steve also noted that when calculating a COLA increase the priest's compensation includes the stipend and housing allowance. We separate these in our budget only for tax purposes.
  - When we create our budget we estimate what the COLA increase will be for the coming year because the Social Security Administration publishes their number in October. It is the job of Council to make the adjustment after the number has been announced.
  - Salary increases for employees of the diocese include COLA as mentioned above as well as a step-increase compensating employees for another year of experience.
  - Several people commented on the extensive travel that is required in order to minister to the smaller churches in the diocese that are without a priest.
- Diocesan Council along with the New Season of Ministry Task Force have identified the following goals for our future:
  - Youth/Young Adult Ministry Development
  - Native American Ministry
  - Congregational Development
  - Reconciliation
  - Creation Care
- NSMTF is working on the following recommendation to the Diocese:

- Elect another part-time Bishop provisional with the specific goal of working with the leadership of the Diocese to prepare them to elect a Diocesan Bishop.
- Change youth/young adult position to full-time priest
- The Diocesan Minister to continue on full-time
- A possible additional position
- Between the Youth/Young Adult position, the Diocesan Minister and a possible additional position the following tasks would be divided
  - Youth/Young Adult Development
  - Congregational Development
  - Native Ministries
  - Reconciliation
  - Creation Care
  - Sacramental Ministry in smaller congregations
  - Diocesan Administration
  - Working with the next Bishop Provisional
- To accomplish this proposal an additional \$395,000 would be required in the budget over a three-year period. This cost does not include any grants that might be applied for.
- The Diocese currently consists of the following
  - 19 churches
  - 6 full time clergy
  - 1 full time Diocesan Minister
  - Part-time Bishop
- All of this information is confidential at least until the report the Task Force meets on August 20th
- Amy Morrow questions
  - What do we hope to accomplish after 3 years?
  - Are we willing to invest with no guarantee?
    - Bishop's response was there are no guarantees. We try things on and learn from them. A good example of this is with the NW Ministry.
    - John Baird commented that the NW Ministry was not a failure. It may not be possible to continue the ministry at this time but good things happened.
    - Leo Wilking responded that faith is not only required for this endeavor but is also a core belief.
- ADDITIONAL MEETING POSSIBLE - after August 20th
- Bishop Ely and Amy Morrow will schedule a meeting with the Finance Committee.
- Closing Prayer – Bob Hoekstra
- Angela Goodhouse-Mauai offered a dismissal as the meeting adjourned at 8:24 p.m.