



*seek a deeper understanding of the mystery of God,
offer the hospitality of the Gospel, and
strive for a just and compassionate community for all*

Bishop's Committee Meeting
January 21, 2018
MINUTES

A meeting of the Bishop's Committee was called to order at 12:25 p.m.

Members present: Lorelei Auld, Ralph Behrsin, Janet Chisholm, Kathleen Costello, Mike Dmytriw, Geof Farnsworth, Barbara Kimler, Cindy Louter, Lisa Pickford (quorum)

Members absent: none

Also present: The Rt. Rev. Diane Jardine Bruce, Rev. Dawn Vukich, Anne Wilke

Opening Prayer offered by Ralph Behrsin.

Cindy Louter opened the meeting by welcoming the Bishop and thanking her for visiting Faith today. The purpose of the meeting is to update the Bishop on our progress toward her suggestion that we "think outside the box" about clergy and lay leadership since the last vicar left in 2015.

Kathleen Costello provided an overview (attached) of the development, implementation and results of the fall 2017 stewardship campaign. The campaign reflects the Bishop's Committee's long term planning for clergy, lay and administrative staffing for the church. The plan launched in January 2018 with creation of a half-time administrator position and implementation of a "rota plus" schedule for clergy, consisting of Sunday services plus 10 hours per week for pastoral care, community engagement, office hours and projects as assigned.

Cindy Louter stated that our plan beginning in January 2018 is for the "rota plus" plan to include Rev. Dawn as our primary clergy, with Rev. Valerie Hart as supply clergy during the six months per year when she will reside in California.

The Bishop affirmed that this plan reflects Rev. Vukich's preferences and that Rev. Hart supports the plan. Highlights were shared about Faith's congregational growth and our satisfaction with Rev. Vukich, as well as of increased community engagement and average weekly attendance during her tenure on the rota.

The Bishop stated that she will talk to the Diocese's leadership about our plan; Bishop Taylor already is aware of many of the details. Bishop Bruce will report her recommendations to him. She stated that Faith looks fantastic and that we are in great shape; that we had done all that Bishop Bruno had asked us to do. Bishop Taylor will make a decision about our long term plan; he will want to know that it is the result of a process of engagement and discernment with the congregation. Bishop Bruce will recommend that Bishop Taylor appoint Rev. Vukich as our vicar and that we keep doing what we've been doing.

Bishop Taylor appointed Anne Wilke Bishop's Warden as of the January 28, 2018 annual meeting. Anne asked Bishop Bruce about the Diocese's expectations for us going forward. The Bishop explained that the Commission on Ministry is the primary contact for congregations undergoing transitions in clergy. Bishop Bruce recommended we send a letter to the Commission summarizing today's meeting and details of our long term plan and request that Rev. Vukich be appointed our Vicar. The request should be added to the Diocese's executive staff meeting next week.

Closing prayer offered by Mike Dmytriw.

Meeting adjourned at 1:30 p.m.

Approved February 25, 2018



STEWARDSHIP CAMPAIGN 2017 recap presentation January 21, 2018

HISTORY

In the last decade Faith has been served by 8 different clergypersons.
We have been served by full-time clergy for 9.75 of our 25 year history.

year(s)	clergy	FTE	tenure (yrs)	pledging units	avg wkly attendance	MSF grant?
1992-2003	Jack Henning	0.5	10			yes
2003-2004	Emily Bell *	0.5	2			
8/04 - 8/10	Sharon Gracen ~	1.0	6	61	71	
11/10 - 4/11	Giovan King *		0.4			
4/11 - 12/14	Kirby Smith	1.0	3.75	38	47	yes
3/15 - 8/15	J.R. Lander	0.8	0.4			yes
8/15 - 12/17	Rota (2 or 4)	0.1	2.2	27 avg \$2,754	33 ('16) 45 ('17)	
1/18 -	Rota (2)	0.2				
* interim; ~first full-time vicar						
formed 1989; met in homes then Design Center; Shepherd of the Hills 1994-2004; El Lazo 2006-						

STEWARDSHIP GOAL (2017 campaign for 2018 pledges)

The congregation considered various options for building capacity to support the "rota plus" approach.

year	clergy time base (hrs/wk)	budgeted clergy costs	to meet goal for clergy costs	
			\$ pledged % increase	pledging units # increase
2017	2 (rota)	\$16,000		baseline = 27
2018	10 (rota plus)	\$24,000	20%	+ 5
?	20 (half-time)	\$55,000	55%	+ 15
?	40 (full-time)	\$97,000	105%	+ 28

RESULTS

Pledged amounts, multi-year pledges, and new pledges exceeded goals.

year	pledging units	total pledged	pledging units that were:		
			\$ increased	new	multi-year
2017	28	\$74,350			
2018	34	\$93,440	14	7	14
increase	21%	26%	41%	21%	41%