

CEMP LEADERSHIP COUNCIL MINUTES
MARCH 22, 2018
ST. TIMOTHY'S CHURCH – 6:30 PM

Attending: Bishop Doug Sparks, Mtr. Michelle Walker, Pastor Kris Graunke, Canon Terri Bays
St. Barnabas: Melvin Evans & Pauline Millard-Evans
St. Christopher: Dee Haniford, Becky Krumwied, Bob Schrum, Sally Steele
St. Paul: Pam Hart, Ellen Candelaria, Cindy Coyle, Pat & Paul Kincaid
St. Stephen: Bob & Josie Mattix
St. Timothy: Harriet Rincon, Ken Goodwin, Tom Zaczekiewicz, Melissa Goodwin,
Pat Hamilton, Judy Gabrys as CEMP Treasurer

Opening Prayer: Bishop Sparks began the meeting at 6:39 PM with a prayer.

Faith Community Check-In:

St. Paul:

- Positive – We have showed a cohesive congregation that performs many needed tasks.
- Challenge – Numbers in Church every Sunday.

St. Timothy:

- Positive – People in our Church stepping up and a new Church Copier.
- Challenge – Numbers in Church every Sunday.

St. Stephen:

- Positive – We had great response when we hosted the Lenten Soup Supper
- Challenge – Problems with our old renters

St. Christopher:

- Positive – New Vestry Leadership and supplies for the Food Pantry going well.
- Challenge – Needing to get a footprint into our community.

St. Barnabas (Leadership Council members arrived after we'd completed this activity)

Approval of the Minutes from January 11th Meeting:

A motion was made and seconded to approve the Minutes as read. Motion carried.

Financial Report: Presented by Judy Gabrys – CEMP Treasurer

- Present CEMP checking account balance is \$41,246.40.
- Expenses for the last two months were \$13,094.09
- Sabbatical Fund is \$775.
- Discretionary Fund is \$4,842.06
- Grant money available is \$3,020.05
- Camp Scholarship Fund is \$744.62
- Food Pantry Fund is \$5,460.48 plus credit from the Walk
- Nut Fund Raiser presently shows a \$1,482.08 profit
- Total CEMP Assets are \$56,088.61
- Total Profit is \$1,684.08

Old Business:

- Vacation Bible School - Pastor Kris reported on the plans for the June 10th-June 14th event. After a great deal of discussion the Leadership Council moved to table this event this year.

- CEMP Social Gathering – Pastor Kris reported that the first event at St. Christopher’s went very well with 30 to 40 people attending. She suggested that these events be held quarterly. There was also discussion to possibly add a Cookout as part of our next Gathering.
- Coordinating Spiritual Care – Mother Michelle reported that this is still a work in progress. We are continuing to try to work with the recent graduates of the Spiritual Care Program and make them a part this process.
- Lenten Soup Supper and Study - The rotating program has gone very well with an average attendance being 30-40. A 6th week was added at St. Augustine on Wednesday, March 28th starting at 6:30 PM. Bishop Sparks thanked Mother Michelle for her outstanding leadership with this program.
- Lenten Icon Cross Writing – Pastor Kris said that the Cross had been moving as scheduled to the various Churches. Progress is being made with finishing touches still remaining. We were reminded that the Icon Cross made last year still travels to the various churches in CEMP for their 5th Sunday Service along with the Gospel Book. The rotation and schedule for the New Icon Cross is being worked on with the possibility of St. Augustine presenting the Cross first on Easter Sunday.

New Business:

- CEMP Feedback Document produced by Canon Terri Bays. Bishop Sparks encouraged us to look at this report using the “Fierce Conversation Objectives”:
 1. Interrogate Reality
 2. Provoke Learning
 3. Tackle Tough Challenges
 4. Enrich Relationships

Much discussion ensued focusing on the challenges that all five parishes experienced while in CEMP. Some of the concerns listed were: distance between parishes, clergy spread too thin, clergy burnout, value of 5th Sundays, priest having to leave immediately after the service, various struggles each church faces, history of the formation of CEMP, expansion of CEMP from 3 to 5 churches, and life without Vikki Mize (parish administrator).
- Scheduling – Mother Michelle asked for comments on our two new supply priests (Fr. David Evans and Pastor David Russell). The summer scheduling process could be thin and would require some parishes to use Morning Prayer for a Sunday Service. This was discussed, and agreed upon, by the Leadership Council. This is due to vacations, General Convention, the Bishop going off the clergy rotation schedule, and availability of supply priests.
- Port-a-Pit (Chicken) Fundraiser – Judy Gabrys; A handout was passed out giving information on a possible fundraiser for CEMP and/or individual parishes. A minimum of 200 tickets would need to be sold to make a profit. It was decided that CEMP would sponsor one week and St. Timothy another week. This event will be held in the Griffith City Park, which also sponsors a Central Farmer’s Market on Fridays. Judy will work on setting up the dates for this fundraiser.
- Taize Service – Pastor Kris was looking for a church to sponsor a Taize Service on Ascension Day, Thursday, May 10th. St. Christopher agreed to host this event, which will start at 7:00 PM.

Next Steps:

Bishop Sparks began the discussion on possible solutions for next steps in CEMP. He first wanted it to be clear that he would not be making a decision without everyone in CEMP buying in. He also feels the reality of our situation is that one full-time person cannot serve five faith communities.

The Bishop asked us to consider two points:

1. Use a call process to call **two full-time priests**, with hopefully one being a priest of color. Each priest would be responsible (vicar) for three churches and each priest would be provided full benefits, as necessary.
2. Invite St. Augustine to join CEMP, increasing CEMP to a partnership of six churches.

The Bishop is very committed to having and maintaining an Episcopal presence and visibility in the city of Gary. Both of the called priests would work in collaboration with each other. We will be looking for priests that would be willing to live in the CEMP communities.

Canon Terri Bays talked about the Search Process, which is presently going on in at least 3 other churches in our Diocese. The first step is setting up a Profile that will describe what we are looking for. She indicated that there are Profiles from other churches that we could use as an example. Each parish's Senior Warden and one other representative will become members of the Search Committee. Each parish should hold a Vestry Meeting in April to establish the second representative for the Search Committee, discuss the two full-time priest consideration, and vote on St. Augustine becoming a member of CEMP.

Bishop Sparks passed out a handout – Financial Information for CEMP Faith Communities from 2016. This handout shows the financial contributions for the five members of CEMP with the addition of St. Augustine. He also indicated that there are Financial Formulas that can be used to establish what we, as CEMP, could afford to do in our search process. It was also mentioned that CEMP has not paid for any Health Benefits for its priests in the past. This will not likely be the case in the future.

Discussion followed by many Council Members, Wardens and Clergy which included: possible burnout of the priests; how long can we afford to maintain six church buildings; the days of having one priest for each parish are over; each church will need to adjust their needs (less frequent Vestry Meetings, fewer Vestry members, quarterly vs. monthly financial reports, etc.); what kind of support staff will we have (part-time priests or supply priests); and the timeline for a new priest or priests will need to be established.

Next Meeting: Thursday, June 7, 2018 – St. Barnabas

Fifth Sunday Rotation: Sunday, April 29th, 2018 – St. Barnabas

Closing Prayer: Bishop Sparks led us in prayer which concluded our meeting.

Respectively Submitted,

Bob Mattix
March 23, 2018