



Approved Minutes of Diocesan Council Meeting

Via ZOOM/Conference Call on Saturday, November 12, 2022, at 10:00 AM

*In attendance:*

**Council Members:** Bishop Bonnie A. Perry, Karen Lewis, Greg Wortley, Emily Williams Guffey, Lynn Wiggins, Alice Sawyer, Gwyneth Dugliss, Jenny Ritter, Jamie Taylor, Judith Schellhammer (assisting secretary), Katie Walworth, Chris Harris, Shirley Lappi, Bruce Hinkle, Cleda Smartt, Luke Thompson, Edie Wakevainen (secretary)

**Diocesan Staff:** Jo Ann Hardy (Canon to the Ordinary), Mark Miliotto (Treasurer, Canon for Finance)

*Absent:* RaeLee Baxter, Halim Shukair

\*\*\*\*\*

**Opening Prayer** – Edie Wakevainen

**Welcome** – Bishop Perry

**Introduction of Council Members**

**Terms of Council** – Edie Wakevainen

**Reflection on Diocesan Convention, Legacy Giving, Emrich** – Bishop Perry

Diocesan Convention: Suggestions included continuing the Bible study during Eucharist, involving Youth/Young Adults more intentionally, having multiple choices of workshops, encouraging more vendors to be present

About Legacy Giving: Any conversation in congregations? Going forward? “Money follows when we are clear about our mission and ministry.” – Bishop Perry

Emrich future conversation: 35 people participated, more thoughts are welcome (send to Canon Hardy), decisions will be based on a consideration of Emrich’s mission and ministry within the diocese

## **BUSINESS MEETING**

### **Acceptance of Agenda – Bishop Perry**

K. Lewis moved to accept; A. Sawyer seconded. Motion passed.

### **Approval of Minutes from October 2022 Meeting – Edie Wakevainen**

A motion to approve was made and seconded. Motion passed.

### **Administrative Reports – Jo Ann Hardy**

- 1. Property Report**
- 2. Review of Council Documents: [HR Handbook for Clergy & Lay](#), [Diocese of Michigan Constitution & Canons \(October 2022\)](#)**

### **Finance Overview and Report – Mark Miliotto**

Regarding Emrich, starting in 2015-2016 bookings started to fall. In 2019, expenses far outstripped income. It was closed for 18 months during the pandemic but expenses for staff and buildings continued. Bookings need to be \$100K to \$120K to break even, and now they are about \$20K. Almost no Episcopal retreat centers are self-sustaining.

J. Ritter moved to accept the financial report and file for audit. K. Lewis seconded. Motion passed.

### **Other Business – Bishop Perry/Mark Miliotto/Jo Ann Hardy**

- 1. Housing Allowance Resolutions for clergy staff** ADD TEXT

The following housing resolutions were presented:

Whereas *the Reverend Sister Veronica Dunbar* is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Dunbar during 2023, \$12,272 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

Whereas *the Reverend Ellen Ekeveg* is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Ekeveg during 2023, \$65,520 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of

1986.

Whereas *the Right Reverend Dr Bonnie A Perry* is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Perry during 2023, \$50,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

Whereas *the Reverend Susie Shaefer* is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the salary to be paid to Reverend Shaefer during 2023, \$49,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

Whereas *the Reverend Halim Shukair* is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for him, the Executive Committee of Diocesan Council resolves that, of the salary to be paid to Reverend Shukair during 2023, \$25,132 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

Whereas *the Reverend Teresa Wakeen* is employed as a minister of the Gospel of the Episcopal Diocese of Michigan, which does not provide a residence for her, the Diocesan Council resolves that, of the annualized salary to be paid to Reverend Wakeen during 2023, \$9,000 be designated as parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986.

The motion to approve the housing allowance resolutions was made and seconded. Motion passed.

## 2. **Clergy Compensation Guidelines Update**

C. Harris moved to approve the updated Clergy Compensation Guidelines; K. Lewis seconded. Motion passed.

K. Lewis moved: With the expectation that there might be a significant operating surplus in 2022 and knowing that staff salaries did not keep up with inflation in 2022 nor are they budgeted to keep up with inflation in 2023, Diocesan Council resolves to give the bishop authority to make one-time inflation adjustment payments to staff within the scope of the projected 2022 surplus.

S. Lappi seconded. Motion passed.

## 3. **Allocating Remaining Social Service Ministries Grant Funds**

Church of the Messiah Housing Corporation provides affordable housing on the east side of Detroit. They have a temporary cash flow problem, due to delays in receipt of funding from expected developer

fees. They cannot pay their staff, and they need \$10,000 per month for salaries and benefits. Bishop Perry and the Canons have reviewed the request and suggest a grant of \$20,000 compiled from a variety of funds. J. Ritter moved to approve the grant and S. Lappi seconded. Motion passed.

## **ORGANIZATIONAL SESSION**

### **2023 Meeting Schedule – Jo Ann Hardy**

Saturday, January 28 at 10:00 a.m.

Saturday, March 25 at 10:00 a.m.

Wednesday, May 17 at 7:00 p.m.

Saturday, June 24 at 10:00 a.m. (in person)

Saturday, September 23 at 10:00 a.m.

Saturday, November 11 at 10:00 a.m.

### **Sexual Misconduct Policy – Edie Wakevainen**

Council members were reminded to review the diocesan Safe Church Policy and sign their agreement to abide by it using the Formstack link provided. The most current version of the Policy will be provided via an email link.

**Role of Diocesan Council Members** – Bishop Perry referred everyone to the handout distributed by email.

### **Appointees – Bishop Perry**

Registrar: Canon Jo Ann Hardy

Dean: The Rev. Halim Shukair

Warden: Shirley Lappi

Secretary: Dr. Edie Wakevainen

Assistant Secretary: The Rev. Judith Schellhammer

Treasurer: Canon Mark Miliotto

Diocesan Chancellor: Mr. Stephen Ott

Vice Chancellor: Ms. Megan Norris

A motion to approve the slate was made and seconded. Motion passed.

## **Executive Committee of Council/Elections of Class Representatives**

President/Chair: The Rt. Rev. Dr. Bonnie A. Perry

Canon to the Ordinary: Jo Ann Hardy

Treasurer: Canon Mark Miliotto

Secretary: Dr. Edie Wakevainen

Dean: The Rev. Halim Shukair

Warden: Shirley Lappi

Class of 2023: Karen Lewis

Class of 2024: Emily Williams Guffey

Class of 2025: Chris Harris

J. Ritter moved approval of the slate as presented, and A. Sawyer seconded. Motion passed.

## **Approval of Diocesan Signatories for 2023**

Canon Mark Miliotto

Canon Jo Ann Hardy

Canon Ellen Ekevag

The Rt. Rev. Dr. Bonnie A. Perry

Dean: The Rev. Halim Shukair

Warden: Shirley Lappi

J. Ritter moved approval, and K. Lewis seconded. Motion passed.

**Committee Appointments** – Members were directed to refer to the list of committee assignments distributed by email.

*Loans & Grants* -- Gwyneth Dugliss, Shirley Lappi (chair), the Rev. Dcn. Jenny Ritter, the Rev. Alice Sawyer (the Rev. Mary Jane Peck), the Rev. Halim Shukair, Lynn Wiggins

*Audit Committee* –the Rev. Judith Schellhammer (2023), Luke Thompson (2024), the Rev. Chris Harris (2025)

*Committee on Nominations* -- the Rev. Rae Lee Baxter, the Rev. Judith Schellhammer, the Rev. Dcn. Cleda Smartt, Luke Thompson, Greg Wortley

*Mission Budget Committee* -- the Rev. Emily Williams Guffey, the Rev. Chris Harris, Bruce Hinkle, the Rev. Karen Lewis, Jamie Taylor, Katie Walworth

## **Council Liaisons**

Canterbury MSU – Karen Lewis

All Together Campus Ministries (Wayne State, U of M Dearborn, Henry Ford College) – Halim Shukair

Canterbury U of M – Lynn Wiggins

## **Closing Prayer – Bishop Perry**

Respectfully submitted,

*Edie Wakevainen*

Edie Wakevainen, Secretary, Diocesan Council\*\*

\*\*Names of those who moved and seconded are included only in cases in which the bishop identified these individuals by name. The Secretary cannot make the identification and type at the same time—even with an assist by Zorro the cat. 😊