

Diocesan Reimagining Task Force

Report to the 2014 Convention of the Episcopal Diocese of Indianapolis

Introduction

A time of revolutionary change in the church is here. We, as the Diocese of Indianapolis, the Episcopal Church in Central and Southern Indiana, can affirmatively choose to be part of it, or not. But the change that is happening today, whether rapid technological advances, social norms that no longer expect church attendance, or the harm done the Christian message by its most public proponents, happens with or without our participation.

The church has dealt with revolutionary change since its earliest days. Faithfulness in this time was marked not by playing defense, but by looking for new ways to spread the Gospel. (Acts 8:1-8) In this final report of the Diocesan Reimagining Task Force to the 177th Convention of the Episcopal Diocese of Indianapolis, we present some potential pathways to future growth in faithfulness and in numbers. In particular, we focus on the following subjects:

- Our responsibility to do our part in fulfilling Christ's Great Commission.
- The leadership model called for today, noting that the networked leadership model that enables many creative Christian endeavors exists in tension with our hierarchical polity.
- Improving community, communications, transparency and accountability throughout the diocese.
- Our shared budget, seeking ways to use our financial strength to better enable engagement with our mission field.
- Removing barriers to the creation of non-parish Episcopal communities, including alternative Episcopal communities which are not dependent on clergy leadership nor have a permanent building.
- The effectiveness of our deaneries and options for their more productive use.
- Sustainability models for smaller Episcopal communities.

The purpose of this report is to articulate a positive vision for the Episcopal Diocese of Indianapolis. Our vision is to invigorate existing congregations; to create new congregations - planting traditional congregations where it makes sense, and experimenting with other congregational models; to encourage cooperation and information sharing among members and congregations; and to care for those in need. Rather than present a specific path to achieve this vision, the purpose of this report is to inform the choices - some easy, many hard - that are ahead of us.

The Diocesan Reimagining Task Force has no power to execute any of the recommendations made in this report. To the extent we have presented a vision the diocesan household perceives as appealing and

faithful, it will be up to leaders at every level of this diocese to choose among the options presented (or offer options we have not considered), adjust them where needed, and step affirmatively into our shared future.

A Word About Statistics

We do not dwell in this report on a statistical analysis of the Diocese of Indianapolis, but we acknowledge some basics to provide context. From 2002-2012, average Sunday attendance across the diocese fell by approximately 20%, more or less in line with the denomination at large and to a lesser degree than a great many dioceses (of The Episcopal Church's domestic dioceses, only the diocese of Tennessee had growth in average Sunday attendance).

Eight of our parishes saw an increase in average Sunday attendance over that 10-year period. Twenty-four grew in financial giving over that time frame, a positive indication of the commitment of our members. Considering just the period from 2011 to 2012, nearly half of our parishes – 21 – saw increases in average Sunday attendance. The Diocesan Reimagining Task Force enthusiastically acknowledges there are marks of a faithful community other than attendance and financial giving; for instance, the number of people in the larger community served by a particular ministry or the hours that church space is used for community groups. We regret, however, that these indications of parish life have no common definition and so cannot be objectively or consistently measured at this time.

The resolution that established this task force at the 175th Diocesan Convention in 2012 was a composite of two resolutions. One closely mimicked the resolution that chartered the Task Force for Reimagining the Episcopal Church at the 2012 General Convention. The other addressed the budgetary challenges many parishes and the diocese as a whole face. The latter resolution's sponsors were especially concerned with the increasingly strained collective budget of the diocesan household. For reference, the 2004 budget of the Episcopal Diocese of Indianapolis, as reported to The Episcopal Church Finance Office, was approximately \$2.4 million, rising to \$3.1 million in 2012. Despite an increase in income, the diocesan budget seems to be doing comparatively less due to several key factors, principally:

1. Consistently overspending what is generally regarded as a sustainable 4-5% spending level of our endowment, exacerbated by two severe bear markets within a 10-year period;
2. Increases in the cost of health insurance provided to parish clergy and diocesan staff;
3. Increased need for direct parish financial support;
4. High levels of costs perceived as fixed, most notably diocesan staff, campus ministries, and contributions to The Episcopal Church.

As a consequence, funds for local and global mission, new church plants, and other worthy collective efforts have withered. We have instead focused on the maintenance of existing church structures, with the 2014 budget explicitly stating that its “priority is in supporting congregations and clergy.”

A Hierarchical Structure and Networked Leadership

The polity of the Episcopal Church is hierarchical in nature. While we make no recommendations for major formal changes in the governance of this diocese at this time, a hierarchical governance structure makes an awkward companion to the networked model of leadership that has generated some of the most exciting activity in our diocese over the last few years, including:

- Relief and reconstruction activities in the Diocese of Haiti, initially spearheaded by Christ Church Cathedral. This was subsequently expanded through a Diocesan Convention resolution seeking additional funding, which was then administered through a multi-parish task force to rebuild St. André’s School in Mithon.
- Opposition to HJR-3, a proposed measure that would have enshrined a ban on same-sex marriage in Indiana’s constitution. The Episcopal Diocese of Indianapolis was a prominent faith witness. Its participation was informally organized through relationships between clergy and laypeople and secular advocacy groups.
- Participation of multiple parishes in the webcast of the 2013 Episcopal Network for Stewardship conference, which was organized by laypeople; the effort was subsequently picked up in 2014 by diocesan staff.
- The enormous turnout of Episcopalians from many parishes in the 2014 Indianapolis Pride march, which was organized by a few laypeople on Facebook. Diocesan staff helped boost the group’s impact by providing event shirts and a banner to boost the visual impact - which played a role in the diocese being honored by Circle City Pride as Outstanding Walking Group.
- The lay-led prayer ministry, dailyoffice.org, which has been a gift nationally and internationally, attracting more than 1 million visitors over its history.
- Increased profile for lay leadership through an intentional effort to recruit and license lay preachers in the Southwest Deanery, led by St. Paul’s Evansville. A related intra-parish model also exists at St. Matthew’s Indianapolis.
- This task force arose from the efforts of a mix of clergy and laypeople picking up on the energy of the 2012 General Convention and related task forces in other dioceses.

What characterizes these successful efforts is that they originated in the grass roots callings of individuals and groups around the diocese. The role of diocesan staff and resources is not so much to originate ideas as to curate them and determine how best to offer strategic support.

The future church will – and should – see more of this type of leadership. The fading of the Christendom model of churchmanship – where churches were full in large part because of the cultural expectation that a respectable person went to church – means that church membership becomes ever more radically participatory. Rather than outsourcing their ministry to clergy or other paid staff, lay members will increasingly be co-creators in worship, mission, teaching, and other ministries, both in and beyond traditional church buildings.

The canons of the Diocese of Indianapolis seem well-written for this type of environment. Our canons allow for the licensing of laypeople for a robust array of ministries (though in actual fact, only the Lay Eucharistic Visitor license is common). We encourage greater use of the licensing provisions our canons already provide for with clear, published guidelines.

We caution that development of these guidelines and processes should not be elaborate or burdensome, and that where appropriate licensing should be offered based on existing qualifications rather than adherence to a process. The three-year term of the licenses and strong provisions for revocability and clergy discretion in authorizing activity in their parishes provides ample room for experimentation. The licensing system should be used as a means to encourage lay participation and leadership, not erect barriers to its exercise.

Networked leadership is characterized by what one of our members has dubbed the “Great Permission.” This means that as Christians and Episcopalians we are all ministers of the church. People with ideas should be encouraged to share and pursue them – and efforts and risks that do not work out must be a chance to learn, not cause for blame. The impermanence of once-popular initiatives should not be viewed as a mark of failure but as the end of a season. This way of doing things is not novel; in fact, it is a throwback to the history of The Episcopal Church in the 18th and 19th centuries, when much of what was accomplished in the church nationally was done through voluntary subscription-based affinity groups (known then as “missionary societies”) that existed until the work was done, participants or funders lost interest, or the work was absorbed into the corporate church. The United Thank Offering is one such missionary society that still exists in highly visible form today.

The role of a hierarchical leadership structure in such an environment is to:

- Recognize itself as a node in the network rather than a central hub, albeit a node with special authority and responsibility;
- Encourage experimentation and highlight successes;
- Facilitate clear channels of communication and dissemination of data;
- Mediate conflicts where needed;
- Provide correctives for deviations from Christian teaching;
- Deploy resources where doing so can help an exciting project achieve liftoff.

An Emerging Episcopal Vision for Central and Southern Indiana

During our visits to parishes, our visioning exercise at the 2013 Diocesan Convention, and at meetings among ourselves (both virtual and in-person) we heard a variety of visions for how the Diocese of Indianapolis might look different in the future.

We heard from people who would like to see their buildings sold; others who wanted to see their buildings be something “not a tomb” six days a week. We heard an image of the church as a sailing ship moving wherever it is needed. There were desires for increased lay involvement in worship and leadership, and increased tolerance for electronic devices in the pews. One respondent raised the image of a model similar to Alcoholics Anonymous, where somewhere in the diocese there was some way to connect with the holy in an Episcopal community every night of the week. Many expressed a desire for small groups or house churches. We heard recurring themes of relationship and connection, spiritual growth and discipleship, but with uncertainty about how to pursue these ends.

We heard of church in Starbucks, church in your pajamas on the internet, and a church that can make holy whatever ground it happens to be standing on. We heard of a church that can welcome people in by being ragged at the edges and solid at the core. The people of our diocese dream of a church that can shed its anxiety and become a fearless proclaimer of the Gospel to all people in ways that emphasize unity in worship over unity of belief and shared authority among all members of the church and orders of ministry.

How might we respond to God’s call and actually make these visions happen?

The growing Latino congregations at Christ Church Cathedral and St. John’s Speedway raise new possibilities for our mission field, especially but not exclusively in metro Indianapolis. Several parishes have created regular gatherings for intimate conversation following variants of a “theology on tap” model. As our society becomes increasingly urban and secular, there will be a growing need to create more entry points (including virtual ones) for people to have an encounter with Christ in our communities.

Some could be parish-sponsored, but it’s likely that some would be smaller, sustainable, independent communities. We estimate that the minimum required budget for a church to operate under a traditional parish model with full-time clergy and a permanent physical structure is \$120,000 per year, too far a stretch for many communities without outside support. A revision of Canon 20 Section 16 (Ministries of Strategic Scale, or MOSS) would unlock us from geographic thinking and allow creation of new ministries to respond to demographic or affinity-based opportunities.

Use of an amended version of this canon might enable more churches to follow the footsteps of St. George's West Terre Haute and St. Luke's Cannelton, which have found a new kind of life after changing their expectation of clergy presence and their physical footprint, St. George's now operates as a lay-led church with a rotation of supply clergy on Sundays and has seen a modest uptick in attendance in recent years. St. Luke's has seen a marked increase in attendance and had several confirmations this year, despite the fact that it no longer owns its building.

The fact that we are seeing some turnaround in attendance and giving at many of our parishes shows that there is abundant life in the traditional parish model - though even healthy parishes must continually adapt to engage in a relevant fashion with the world around them.

And it is not just the existing parishes that have life but some churches yet to be born. In years to come the Episcopal Church in Central and Southern Indiana should be pursuing possibilities to plant church communities both in suburban/exurban Indianapolis and Evansville and urban infill communities in large and mid-size cities. The skill of planting churches has atrophied in both this diocese and The Episcopal Church at large (though reports from Peace Rockport are encouraging). As a result, our denomination has no presence in Greenwood, Center Grove, Greenfield, Mooresville, or Brownsburg, and has only one church in Evansville, a city big enough it might be able to support at least two. Investment in the skills required for planting would also benefit existing congregations willing to participate: the ability to develop and articulate identity, vision, and purpose; to communicate effectively; and to raise funds are necessary for all church communities, new and existing.

The diocese has a history of founding social service agencies in response to community needs, in most cases providing funding to back the efforts of a committed group of Episcopalians and others working together. No new cooperating ministry has been founded in many years. We believe the question of whether the Diocese of Indianapolis should be in the business of founding new social service agencies to be an open one. However, our calling as Christians to serve the poor is certain, and we call upon the diocese, including its constituent congregations, to dedicate a set percentage of their budgets to serve those who are in need, offering the tithe as a long-term target. Deployment of these funds could take the form of open checkbooks and/or community projects: both have their place and are valuable.

Implications for Resource Deployment

Changing models of interaction and leadership coupled with the responsibility for faithful stewardship of the gifts given to us suggest a reconfiguration in how we as The Episcopal Church in Central and Southern Indiana conduct collective mission. We outline two potential proposals for what a reconfigured leadership model looks like, though there may be other options.

Our goal in proposing these options is to better resource mission by:

- Reducing endowment draw for routine operations;
- Cutting “fixed” expenses to allow a more flexible approach to ministry and mission;
- Increasing availability of funding to create community with those in need;
- Increasing availability of funding for investment in people and in creative mission/ideas, including planting new church communities;
- Expanding geographic reach of diocesan staff;
- Intentionally developing a networked, not centralized, form of life together, including, where necessary, using its resources to back technologies that enable communications between other network nodes.

These proposals involve decreases to staffing at the diocesan level. We emphasize that the Diocese of Indianapolis has the moral responsibility and the financial capacity to treat those displaced by either of these proposals (or variants thereof) fairly and compassionately.

Model 1: Bishop & Missiologist

Our first model suggests the minimum required level of staffing for an approach that would prioritize growth of new ministry opportunities. We estimate that this approach would save approximately \$250-300,000 annually, depending on the particular assumptions used. Of this savings, approximately \$125,000 would be available for new ministry, while the balance would be used to reduce the endowment draw to a sustainable level.

Under this model, the core diocesan staffing would consist of:

- Bishop
- Missiologist, Suffragan Bishop, or Canon to the Ordinary (referred to hereinafter as “missiologist”)
- Business/Finance Officer
- Communications, funded at a full-time level, but possibly using a professional firm
- One full-time or two part-time administrative staff.
- Ad hoc staff / third parties on a project basis

The Missiologist would play a critical role under this model. As our goal is to free up funding for new mission, this individual would be responsible for encouraging and identifying new opportunities for traditional or non-traditional community plants. Those could include parish-sponsored initiatives, as well as independent initiatives under the MOSS or other models. The missiologist would also have responsibility for oversight of new communities, and with the business/finance officer would administer

funding for diocesan-funded church plants. Finally, this role would serve as the key mechanism for identifying alternate use strategies for existing buildings across the Diocese. Examples of this may include establishing a community center near St. Philip's or creating a center for music appreciation at Grace Muncie; the options are myriad. This part of the Missiologist's role, we envision, could be supported by a specifically-chartered lay/clergy task force whose responsibility would be to support the tactical work associated with this effort.

The Task Force offers the possibility that the missiologist could also serve as a suffragan bishop. We do not think this is a requirement, but note that it would relieve some of the bishop's visitation responsibilities and would offer the possibility of a return to confirmation/reception services occurring on Sundays in confirmands' home church communities.

As part of this recommendation the Task Force suggests closing the diocesan office at the Interchurch Center and relocating staff to existing empty space in parishes. Net rent on the diocesan office today is approximately \$40,000 per year. Parishes housing diocesan staff would be compensated for their services. This offers an opportunity to reduce the amount we spend on real estate as well as form an alternative revenue stream for some parishes that would offset a portion of their Mission Strategy funding.

We also note that under this model some staff could be located outside metro Indianapolis. Though the majority of our diocese's parishioners are located in and around Indianapolis, the majority of parishes are not. This model could address some of the perceived disadvantages of geographic distance from the diocesan office.

Maintaining a greater level of diocesan staffing is possible and is perhaps advisable for additional functions the household may deem strategic. However in order to free necessary funds for mission other significant diocesan spending will need to be examined.

Model 2: Bishop/Rector Model

The second model suggests an approach focused more on maintenance/growth of the existing parish base with less emphasis on growing new ministry opportunities. Cost savings would be similar to the first model, but the nature of the bishops' jobs under this approach would suggest that part of the savings would be used to cut the endowment draw, and most of the balance would go to parish support or a reduced apportionment. The intent is to offer support to parishes in a lower cost means than today. Under this model, core staff would consist of:

- Bishop, also serving as the rector of a parish in metro Indianapolis

- Suffragan bishop, also serving as the rector of a parish (outside metro Indianapolis, specifically in the southern part of the diocese)
- Business/Finance Officer
- Communications, funded at a full-time level, but possibly using a professional firm
- One part-time administrative staff; some cost-sharing of administrative staff at bishops' parishes.
- Ad hoc staff / third parties on a project basis

The bishop/rector model would be a return to the historical roots of the Episcopal Church following independence. The role of the bishops would be primarily pastoral, and the cost structure of the episcopacy would be significantly reduced because salary and benefits expenses would be shared with their parishes. The public role of the bishop, both to non-Episcopalians within our geographic area, and within the broader denomination, would likely be reduced. Because of the divided attention of these individuals, the bishops could only be located at parishes large enough to also support associate clergy.

Under this model the diocesan office would also be closed and staff relocated either in the parishes of the bishops or in other vacant parish space.

Further Considerations Regarding Leadership

Compared to other dioceses of similar size in parishes or attendance, either of these models would be a smaller-than-average staff, though larger than some.

Implementation of either plan, or variants thereof, should be done with careful planning and over a sustained 18-24 month time frame. It is not reasonable to expect that a smaller number of staff would do the same work the diocesan office does today. It is possible that some functions would cease, but that others (diocesan convention, youth events) would be handled on a project basis either internally or externally, and other items would be handled by professional firms. The business/finance officer position would be the point person for vendor management. An extended transition cares for the expected challenge related to impacting the livelihoods of existing staff as well as allowing for a disciplined approach to selecting the business officer and firms with which the Diocese would partner for services.

The Task Force is not of one mind regarding what activities should be handled by diocesan staff and where we might hire third-party firms. Certain aspects of finance, communications, and event planning functions are the most likely areas where there would be quality outside candidates. However, there is a tension between our stated desire to increase capacity for mission and have that work formed by prayer and life in Christian community, and the need to achieve operational efficiencies in order to free up time and funds to do this. This underlines the point that we must be deliberate about what activities we expect from diocesan staff and what we expect from outside vendors, carefully documenting these

expectations in clearly spelled out contracts with vendors, and carefully written job descriptions and regular evaluations of staff.

This will rely on others in the diocese to pick up areas that are being handled as some activity transitions from being handled at the “corporate” central office level, and transitions to networks. This will mean empowering lay and clergy leaders to partner on tasks that interest and inspire them. There may also be opportunities for parishes around the diocese to leverage the leadership and experience of the endowed parishes to the extent those congregations’ callings benefit the whole household. The interest the Cathedral has taken in encouraging Spanish-language ministries is a good example of this.

Mission Strategy and Parish Aid

The Diocesan household must look carefully at how it uses Mission Strategy funding to sustain existing struggling congregations. We affirm the strategic role parish aid plays in supporting churches that have had financial shocks or are adapting to new realities, and we also acknowledge that there are some churches that may receive sustained diocesan aid to accomplish a shared diocesan purpose in proclaiming the gospel. However, reducing the amount the diocese spends on parish aid is required to enable us to allocate resources for new growth. Specifically, we must do it in a way that allows congregations to discern for themselves what the most faithful response to their circumstances and community opportunities are.

Reductions in diocesan aid need not be a decision to close parishes. A congregation no longer receiving aid to continue in its current form has agency in deciding what its future will look like, and should be given room from diocesan leadership to explore those possibilities creatively. Parishes themselves must decide if the most faithful response is to change for new growth, to downsize, to merge with another parish or communion partner, or to close. A congregation choosing how to proceed and given freedom to move to a different model has the potential to be affirming and life-giving.

Smaller, struggling parishes will have to examine new models of sustainability, likely characterized by strong lay leadership and possibly a changed physical footprint. More parishes will quickly need to adopt approaches similar to St. George’s West Terre Haute or St. Luke’s Cannelton in order to have energy for spiritual formation and mission. Our suggested amendment of the MOSS canon (20-16) intentionally accommodates existing parishes or missions moving into a MOSS designation.

Parishes that are struggling today in cities and towns experiencing demographic growth likely have different possibilities but seizing them will require identifying new ways to reach and engage with the material, social, and spiritual needs of the populations around them. Diocesan aid has a role to play in supporting parishes that have substantial prospects to return to financial sustainability under the typical parish model. St. Timothy’s Indianapolis is a good example of a sustained cost-sharing arrangement that

is putting that parish on footing for future growth. The best approach for some congregations that are shrinking even as the populations around them grow may be to replant if the existing congregation proves unable or unwilling to engage creatively with the mission field before it.

Prospective changes in parish aid must be communicated clearly and far in advance. The role of a missiologist and the suggested clergy/lay task force referenced above would be critical in helping parishes evaluate their options.

Other Potential Areas of Savings and Resource Reallocation

The 19% asking of the national church is a major portion of our budget. Discussions are happening now, both in TREC and Executive Council, of what the denominational structure and services would look like if the asking were reduced. This would make a material difference in the financial life of this and many other dioceses. We encourage our bishop and General Convention deputation to be informed and actively engaged in these conversations as the 2015 General Convention approaches.

We judge the implications of the Affordable Care Act as too fluid to suggest any of its provisions as providing any near-term alternate approach to the way the diocese provides health insurance coverage, but we should be attentive as the understanding of the law as it develops.

The diocesan health plan is currently in the process of migrating to a high-deductible plan with a health savings account, with 25% of the cost ultimately to be paid by clergy. This will reduce the strain on the diocesan budget - though it is not likely to result in net savings given that health care costs are likely to continue to rise. For clergy, most of whom are not particularly highly compensated, the obvious result is an effective decrease in their standard of living unless parishes are able to increase their salaries. It is important for congregations and vestries to understand this dynamic, and respond to it appropriately.

The Task Force is supportive of the work our campus ministries do in providing a unique Christian witness on campuses and fostering lay and clergy vocations. However, we suspect, given the high profile of the topic of youth and the church, that there are opportunities for these ministries to diversify their funding sources. The diocese has a role in providing the technical expertise to help accomplish that over the long term.

Communications

At virtually every parish visit, the topic of communications was a hot issue. A large number of people feel that communications from the diocesan office are not handled in a way that is relevant to them. As currently structured, diocesan communications relies on parish clergy to serve as an intermediary or curator of information between the office and those in the pews. Put succinctly, the clergy feels very in

touch with the Diocese, but the laity does not. An example is the composition of the mailing list for the Wednesday Mailbag, which is composed only of clergy and select lay leaders, despite containing no confidential information and much that would be of general interest.

Additionally, we rely on a “pull” strategy - requiring that people affirmatively go to the diocesan website to seek information - rather than a “push” strategy that uses e-mail or social media as well as traditional printed and mailed materials effectively to communicate diocesan events or shared priorities. Though the diocese has an active Facebook group, and many parishes are extremely active on social media, the Episcopal Diocese of Indianapolis has negligible *official* presence on social media. This absence is perhaps most keenly felt when the bishop has a timely message to share - whether about HJR-3 or South Sudan - but lacks a means to publish it in a fashion designed for sharing on social media platforms. Considering that we say that communicating with youth is a priority and 90% of youth (as well as the majority of people in the 30+ age group) are active on social media, this is an area in need of swift action. Selecting and managing a professional communications firm whose job is to continually, pervasively and prolifically saturate the laity with information will likely be a key to our next stage of creating and encouraging community and effervescence across the Diocese.

Rather than detail a list of problems and solutions, we suggest that the Diocese of Indianapolis emulate other dioceses with highly effective communications practices, highlighting in particular Chicago, Olympia, and Maine.

Transparency and Accountability

Particularly outside metro Indianapolis, distrust of how diocesan funds are being spent is widespread. We think this is largely due to lack of information, particularly around parish aid, payment of apportionments, and health insurance costs. We have admirable transparency in our budgeting process, but we suggest that the Diocese of Indianapolis follow the practices of other dioceses such as Maine, Chicago, and Nebraska and publish financial data in a simple and highly available manner so that we can clearly see how we materially support each other’s common life. After all, when health insurance costs are included, the majority of our parishes are net recipients of diocesan aid.

The Diocese of Indianapolis has an essential role to play in modeling effective communication for stewardship. A recent workshop led by the Episcopal Church Foundation on planned giving emphasized the need for parishes to clearly express why they are worth giving to and how they are good stewards of estate gifts. Since receiving the Lilly estate gifts, the Diocese of Indianapolis has not engaged in the kind of donor relations communications that would express why it is a worthy recipient of further substantial gifts. This is a significant area of opportunity for improvement, and could have particular impact in raising funds for certain designated ministries, notably Waycross and campus and youth ministries. A deliberate turn on the part of the diocese toward planting new Episcopal

communities could also form the basis for a future major gift campaign. For this to truly happen, the job description of the diocesan stewardship officer should be rewritten as a true fund development position.

Clergy and lay leaders require greater education about the diocesan endowment and on how it is invested. We heard several suggestions about spending down the endowment or indicating concern that money was just “sitting in the bank”. The reality is that those funds are invested for long-term growth, and intended for the permanent support of their respective parishes and the diocese. Temporary overspending of the endowment (loosely defined as expenditures greater than 5% of an endowment’s value on a moving average basis) may be tolerated in the event of emergency or as part of a deliberate, clearly articulated plan to invest in promising new ministries. Overspending in order to maintain the status quo is not faithful stewardship.

Access to positions of governance is a problem. For instance, scheduling Diocesan Convention as a two-night event including all day Friday is an inadvertent exclusion of many laypeople, skewing leadership toward those who are retired or far along in their careers that they can manage time off. Moving to a Friday evening - Saturday day convention could broaden the base of participation, as could webcasting or recording sessions for remote participation. We encourage continuation of recent changes to the format of convention to focus more on workshops and information sharing, and less on legislation.

The deaneries, originally intended as a unifying structure for parishes in a geographic region to do ministry together, are ineffective. While somewhat useful for clergy, for the laity they are opaque and serve only a weak governance function, because they serve as gatekeepers for nomination to certain aspects of diocesan leadership (such as Executive Council). The ineffectiveness of certain aspects of diocesan communications and the recent canonical change that made deanery meetings only an annual, rather than semi-annual, requirement, exacerbate this issue. The deanery structure also prioritizes geography, rather than interest or affinity, as the mechanism for common ministry. Except insofar as they erect barriers to participation in leadership, the deaneries do no harm, and in a few cases (notably the Southwest Deanery), they have been useful. However, they are not useful in governance. To the extent the diocese prioritizes geographic representation in candidates for governance positions, it would be more useful to adopt a transparent model for nominations for leadership, possibly using a nominating committee approach similar to The Episcopal Church’s Executive Council.

Changing the Name of the Diocese

In several parish visits we heard that the name of this diocese is alienating to those outside metro Indianapolis. Some suggested name changes, such as “Wabash Valley” or “Central and Southern Indiana”. The Task Force believes a name change would do no harm but is at most tangential to the principal challenges that face the church. If there is a party interested in changing the name of our

diocese and following a legislative process that would allow a name change at the 2018 General Convention, we offer our measured support. Widely adopting the more inclusive identity of “The Episcopal Church in Central and Southern Indiana” as we have in this report, is recommended even if a formal name change is not pursued.

Conclusion

The work of this task force has been exciting and daunting and we are grateful to have served the diocesan household in this exploration of our common life. This report highlights some of the challenges and opportunities we have discovered in the Diocese of Indianapolis at this particular moment in time. We have attempted to discern the movement of the Spirit in and among our congregations and to name those places that may be blocking greater growth in Christ. We have suggested several ways forward. We know that our future lies in the heart and imagination of God and our hope is that we can allow God’s spirit to continue to prod and shape us as individuals, congregations, and a Diocese, so that we can be ever more fruitful and faithful in our life in Christ.

*Gracious God, we pray for your holy catholic Church.
Fill it with all truth, in all truth with all peace.
Where it is corrupt, purify it;
where it is in error, direct it;
where in anything it is amiss, reform it.
Where it is right, strengthen it;
where it is in want, provide for it;
where it is divided, reunite it;
for the sake of Jesus Christ your Son our Savior.
Amen*

Respectfully Submitted

THE DIOCESAN REIMAGINING TASK FORCE

Will Boggs, St. Francis in the Fields Zionsville	The Rev. Rebecca Nickel, St. Timothy’s Indianapolis
The Rev. Stephen Carlsen, Christ Church Cathedral Indianapolis	Brendan O’Sullivan-Hale, All Saints Indianapolis (co-convener)
Lara Dreyer, St. Mark’s Plainfield (co-convener)	The Rev. Karen Sullivan, St. Philip’s Indianapolis
Alissa Goudswaard, St. John’s Lafayette	The Rev. Mary Taflinger, Trinity Lawrenceburg
Katherine Holtzleiter, Trinity Anderson	The Rev. Marc Vance, St. Paul’s Columbus
The Rev. Enid Morrison, St. Matthew’s Indianapolis	Scott Wilson, Holy Family Fishers
Jaimie Murdock, Trinity Bloomington	

Appendix:

Selected Data

Chartering Resolution

Dioceses of The Episcopal Church - Statistical Summary

Diocese of Indianapolis - Statistical Summary

Selected Parishes - Statistical Summary

Estimated Minimum Cost Structure of Traditional Parish Model

2014 Diocese of Indianapolis Budget

Apportionment/Aid/Cost Sharing Data

Structure of the Episcopal Church and Diocese of Indianapolis

Resolved, that the 175th Convention of the Episcopal Diocese of Indianapolis affirms Resolution C095, Structural Reform, adopted by the 77th General Convention of the Episcopal Church; and be it further

Resolved, that this Convention urge all members of the Episcopal Diocese of Indianapolis to pray regularly for the guidance of the Holy Spirit to be upon the task force so established for the duration of its work, commending the Prayer for the Church found on page 816 of the Book of Common Prayer as a useful example; and be it further

Resolved, that the Episcopal Diocese of Indianapolis commit itself and its officers to open and prompt sharing of information and expertise with the task force if and when so called; and be it further

Resolved, that the Episcopal Diocese of Indianapolis believes that just as the Holy Spirit is urging the Episcopal Church to re-imagine itself, so the Holy Spirit **is** also urging all of the **constituent** members of the church to re-imagine themselves, through the conversion of individual hearts, parishes, and dioceses to more faithfully

- proclaim the Good News of the Kingdom
- teach, baptize, and nurture new believers
- respond to human need by loving service
- seek to transform unjust structures of society
- **strive to safeguard the integrity of creation and sustain and renew the life of the earth;**

and be it further

Resolved, that this Convention, under the legislative powers vested in it by the Constitution of the Diocese of Indianapolis IV.4.(c) create a committee whose purpose is to

- **study scripture and pray for God's continual blessing upon the whole church and especially God's people in the Episcopal Diocese of Indianapolis**
- engage in theological and historical reflection on the diocese as the organizing unit of Christ's Church
- make itself available to the task force established by C095 as fellow travelers in discernment of the will of God for the Church
- engage in appreciative inquiry of the programs, activities, and outreach of the Episcopal Diocese of Indianapolis, obtaining the wisdom, perspectives, and expertise of others throughout the diocese, including those not often heard from
- discern a shared vision for the mission and ministries of the Episcopal Diocese of Indianapolis, and the relationship among the diocese and its constituent missions, parishes, and other bodies that reflects the love of Jesus Christ and the theology and polity of the Episcopal Church **calling upon any and all members of the diocese and the broader community of faith to assist in their discernment and examination,**
- develop recommendations for the diocese and its constituent missions, parishes, and other bodies to achieve that vision together, with God's help

- meet by Easter to establish the working structure for the committee and beginning the work, that the committee delivers an interim report to the 176th Convention and a final report to the

177th Convention, the latter to be published no later than August 6, 2014, (the Feast of the Transfiguration), on its discernment findings and recommendations, with such reports also to be published freely and made contemporaneously available online, along with such resolutions as may be necessary to implement those recommendations;

and be it further

Resolved, that the committee be composed of at least nine and no more than fifteen members, to be selected by the Executive Council through an open nominations process assuring that the members represent the diversity of the diocese in geography, demographics, talents, and order of ministry, including those at a critical distance from the power structures of the diocese, that the members of the committee be named no later than January 18, 2013, (the Feast of the Confession of St. Peter the Apostle), that the committee select its own chair and other officers, and be it further

Resolved, that the Executive Council, using the powers granted to it by the Constitution and Canons of the Episcopal Diocese of Indianapolis, make such resources available to the committee as are necessary to enable this resolution to be implemented energetically and successfully, "...for surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope." (Jeremiah 29:11)

EXPLANATION

The 77th General Convention of The Episcopal Church meeting in Indianapolis unanimously passed Resolution C095, Structural Reform, to re-imagine the structure of the Episcopal Church, noting:

The administrative and governance structures of The Episcopal Church have grown over the years so that they now comprise approximately 47% of the church-wide budget and sometimes hinder rather than further this Church's engagement in God's mission. Reform is urgently needed to facilitate this Church's strategic engagement in mission and allow it to more fully live into its identity as the Domestic and Foreign Missionary Society in a world that has changed dramatically over the years but that also presents extraordinary missional opportunity.

The 77th General Convention chartered a task force to develop a vision to restructure the high level structures of the Episcopal Church for a changed environment, to be presented at the 78th General Convention in 2015.

This resolution establishes a similar committee in the Diocese of Indianapolis.

The Episcopal Diocese of Indianapolis, along with many other dioceses of the church, faces a challenge. Our parishes are committed to engaging in mission and ministry to the communities around them and to people in need far away. But not everything is working – from 2000 to 2010,

average Sunday attendance in the diocese fell by 19.8%. Our diocesan structures are little changed in response.

As ever, the Holy Spirit calls us to be a missional church, spreading the Good News of Jesus and doing God's work in the world. A process of prayer, self-examination and discernment is necessary to hear God's call to us for how we must change to empower our parishes, missions, and members to boldly, energetically, and creatively proclaim the Gospel in the world through word and deeds.

Sponsored by

Brendan G. O'Sullivan-Hale, Sr. Warden, All Saints, Indianapolis

Fr. Richard Godbold, St. Paul's, Evansville

Howell Fairbanks, St. Paul's, Evansville

Caroline Fairbanks, St. Paul's, Evansville

Statistical Totals for the Episcopal Church by Province and Diocese: 2011-2012

Province	Diocese	Members 2011	Members 2012	Member Change	% Change	ASA 2011	ASA 2012	ASA Change	% Change
1	Connecticut	57,278	55,451	-1,827	-3.2%	17,095	16,407	-688	-4.0%
	Maine	12,657	12,251	-406	-3.2%	4,526	4,339	-187	-4.1%
	Massachusetts	63,831	63,246	-585	-0.9%	17,740	17,557	-183	-1.0%
	New Hampshire	13,545	12,896	-649	-4.8%	4,063	4,027	-36	-0.9%
	Rhode Island	18,380	17,517	-863	-4.7%	5,299	5,223	-76	-1.4%
	Vermont	6,793	6,706	-87	-1.3%	2,404	2,354	-50	-2.1%
	Western Massachusetts	16,703	16,787	84	0.5%	5,189	4,996	-193	-3.7%
	Province 1 Total	189,187	184,854	-4,333	-2.3%	56,316	54,903	-1,413	-2.5%
2	Albany	17,006	15,880	-1,126	-6.6%	6,611	6,532	-79	-1.2%
	Central New York	14,998	14,523	-475	-3.2%	4,714	4,595	-119	-2.5%
	Churches in Europe	3,695	3,610	-85	-2.3%	1,132	1,067	-65	-5.7%
	Haiti	86,424	85,528	-896	-1.0%	16,803	16,112	-691	-4.1%
	Long Island	49,613	48,424	-1,189	-2.4%	15,225	14,752	-473	-3.1%
	New Jersey	46,224	45,078	-1,146	-2.5%	14,165	13,616	-549	-3.9%
	New York	60,143	59,961	-182	-0.3%	19,540	18,935	-605	-3.1%
	Newark	27,419	27,225	-194	-0.7%	8,706	8,630	-76	-0.9%
	Rochester	8,211	8,100	-111	-1.4%	3,216	3,165	-51	-1.6%
	Virgin Islands	3,835	3,808	-27	-0.7%	1,834	1,821	-13	-0.7%
	Western New York	10,996	11,091	95	0.9%	3,814	3,769	-45	-1.2%
Province 2 Total	328,564	323,228	-5,336	-1.6%	95,760	92,994	-2,766	-2.9%	
3	Bethlehem	11,584	11,416	-168	-1.5%	3,775	3,715	-60	-1.6%
	Central Pennsylvania	12,847	12,803	-44	-0.3%	4,818	4,580	-238	-4.9%
	Delaware	10,418	10,084	-334	-3.2%	3,614	3,465	-149	-4.1%
	Easton	8,360	8,240	-120	-1.4%	2,844	2,788	-56	-2.0%
	Maryland	40,589	40,735	146	0.4%	11,260	10,743	-517	-4.6%
	Northwestern Pennsylvania	3,758	3,619	-139	-3.7%	1,544	1,502	-42	-2.7%
	Pennsylvania	46,523	45,236	-1,287	-2.8%	14,559	14,246	-313	-2.1%
	Pittsburgh	8,929	9,085	156	1.7%	2,438	2,451	13	0.5%
	Southern Virginia	28,927	28,292	-635	-2.2%	10,045	10,000	-45	-0.4%

Statistical Totals for the Episcopal Church by Province and Diocese: 2011-2012

Province	Diocese	Members 2011	Members 2012	Member Change	% Change	ASA 2011	ASA 2012	ASA Change	% Change
	Southwestern Virginia	10,646	10,460	-186	-1.7%	4,410	4,250	-160	-3.6%
	Virginia	78,358	77,553	-805	-1.0%	24,706	24,146	-560	-2.3%
	Washington	40,893	40,984	91	0.2%	14,692	14,157	-535	-3.6%
	West Virginia	8,467	8,146	-321	-3.8%	2,957	2,887	-70	-2.4%
	Province 3 Total	310,299	306,653	-3,646	-1.2%	101,662	98,930	-2,732	-2.7%
4	Alabama	32,574	31,954	-620	-1.9%	10,401	10,004	-397	-3.8%
	Atlanta	50,600	50,840	240	0.5%	16,596	16,103	-493	-3.0%
	Central Florida	29,542	29,609	67	0.2%	13,477	13,294	-183	-1.4%
	Central Gulf Coast	19,167	18,853	-314	-1.6%	6,258	6,289	31	0.5%
	East Carolina	18,376	18,196	-180	-1.0%	7,015	6,819	-196	-2.8%
	East Tennessee	15,742	15,833	91	0.6%	5,478	5,323	-155	-2.8%
	Florida	25,311	25,658	347	1.4%	8,956	8,659	-297	-3.3%
	Georgia	16,851	16,179	-672	-4.0%	6,346	6,104	-242	-3.8%
	Kentucky	9,761	9,243	-518	-5.3%	3,519	3,344	-175	-5.0%
	Lexington	7,422	7,002	-420	-5.7%	2,841	2,828	-13	-0.5%
	Louisiana	18,239	17,868	-371	-2.0%	4,962	4,819	-143	-2.9%
	Mississippi	18,952	18,987	35	0.2%	6,671	6,429	-242	-3.6%
	North Carolina	49,966	50,261	295	0.6%	15,587	15,221	-366	-2.3%
	South Carolina	29,444	29,236	-208	-0.7%	12,338	12,371	33	0.3%
	Southeast Florida	33,647	33,508	-139	-0.4%	13,037	13,140	103	0.8%
	Southwest Florida	31,787	31,207	-580	-1.8%	13,733	13,237	-496	-3.6%
	Tennessee	16,497	16,601	104	0.6%	5,841	5,881	40	0.7%
	Upper South Carolina	23,710	23,892	182	0.8%	8,214	7,812	-402	-4.9%
	West Tennessee	8,174	8,309	135	1.7%	3,447	3,346	-101	-2.9%
	Western North Carolina	15,072	14,908	-164	-1.1%	6,561	6,327	-234	-3.6%
	Province 4 Total	470,834	468,144	-2,690	-0.6%	171,278	167,350	-3,928	-2.3%
5	Chicago	36,452	36,565	113	0.3%	12,529	12,869	340	2.7%
	Eastern Michigan	6,831	6,578	-253	-3.7%	2,404	2,349	-55	-2.3%
	Eau Claire	2,037	1,948	-89	-4.4%	790	751	-39	-4.9%

Statistical Totals for the Episcopal Church by Province and Diocese: 2011-2012

Province	Diocese	Members 2011	Members 2012	Member Change	% Change	ASA 2011	ASA 2012	ASA Change	% Change
	Fond Du Lac	5,778	5,795	17	0.3%	2,135	2,176	41	1.9%
	Indianapolis	9,809	9,761	-48	-0.5%	4,052	3,934	-118	-2.9%
	Michigan	20,647	19,797	-850	-4.1%	7,170	7,006	-164	-2.3%
	Milwaukee	10,029	9,788	-241	-2.4%	4,020	3,895	-125	-3.1%
	Missouri	12,053	12,144	91	0.8%	4,160	3,951	-209	-5.0%
	Northern Indiana	4,809	4,729	-80	-1.7%	2,349	2,355	6	0.3%
	Northern Michigan	1,730	1,595	-135	-7.8%	592	568	-24	-4.1%
	Ohio	23,630	20,197	-3,433	-14.5%	7,971	6,821	-1,150	-14.4%
	Quincy	730	672	-58	-7.9%	340	333	-7	-2.1%
	Southern Ohio	20,764	20,714	-50	-0.2%	7,502	7,222	-280	-3.7%
	Springfield	5,229	5,014	-215	-4.1%	1,945	1,830	-115	-5.9%
	Western Michigan	10,153	9,958	-195	-1.9%	4,122	3,982	-140	-3.4%
	Province 5 Total	170,681	165,255	-5,426	-3.2%	62,081	60,042	-2,039	-3.3%
6	Colorado	26,874	27,031	157	0.6%	10,497	10,083	-414	-3.9%
	Iowa	8,475	8,532	57	0.7%	2,885	2,812	-73	-2.5%
	Minnesota	22,824	22,518	-306	-1.3%	7,347	7,325	-22	-0.3%
	Montana	4,589	4,649	60	1.3%	1,621	1,616	-5	-0.3%
	Nebraska	7,746	7,678	-68	-0.9%	2,833	2,725	-108	-3.8%
	North Dakota	2,423	2,497	74	3.1%	707	696	-11	-1.6%
	South Dakota	9,876	9,450	-426	-4.3%	2,302	2,118	-184	-8.0%
	Wyoming	7,364	7,146	-218	-3.0%	1,935	1,903	-32	-1.7%
	Province 6 Total	90,171	89,501	-670	-0.7%	30,127	29,278	-849	-2.8%
7	Arkansas	13,497	13,710	213	1.6%	4,843	4,940	97	2.0%
	Dallas	32,245	31,590	-655	-2.0%	11,552	11,494	-58	-0.5%
	Fort Worth	6,181	6,126	-55	-0.9%	1,633	1,511	-122	-7.5%
	Kansas	11,469	11,653	184	1.6%	4,057	3,970	-87	-2.1%
	Northwest Texas	7,220	6,880	-340	-4.7%	1,881	1,810	-71	-3.8%
	Oklahoma	16,191	16,389	198	1.2%	5,716	5,547	-169	-3.0%
	Rio Grande	11,188	11,108	-80	-0.7%	3,944	4,025	81	2.1%

Statistical Totals for the Episcopal Church by Province and Diocese: 2011-2012

Province	Diocese	Members 2011	Members 2012	Member Change	% Change	ASA 2011	ASA 2012	ASA Change	% Change
	Texas	77,393	77,948	555	0.7%	26,489	25,500	-989	-3.7%
	West Missouri	11,105	10,555	-550	-5.0%	3,811	3,640	-171	-4.5%
	West Texas	25,268	24,071	-1,197	-4.7%	9,291	9,136	-155	-1.7%
	Western Kansas	1,680	1,618	-62	-3.7%	731	665	-66	-9.0%
	Western Louisiana	9,472	9,399	-73	-0.8%	3,487	3,446	-41	-1.2%
	Province 7 Total	222,909	221,047	-1,862	-0.8%	77,435	75,684	-1,751	-2.3%
8	Alaska	7,268	7,309	41	0.6%	1,717	1,760	43	2.5%
	Arizona	22,336	21,699	-637	-2.9%	8,579	8,502	-77	-0.9%
	California	26,082	26,354	272	1.0%	8,431	8,212	-219	-2.6%
	Eastern Oregon	2,533	2,343	-190	-7.5%	1,095	1,024	-71	-6.5%
	El Camino Real	12,149	12,255	106	0.9%	4,315	4,080	-235	-5.4%
	Hawaii	6,871	6,916	45	0.7%	3,057	3,012	-45	-1.5%
	Idaho	4,845	4,852	7	0.1%	1,654	1,596	-58	-3.5%
	Los Angeles	58,822	54,703	-4,119	-7.0%	18,569	16,804	-1,765	-9.5%
	Micronesia	264	250	-14	-5.3%	133	141	8	6.0%
	Navajo Missions	609	643	34	5.6%	220	187	-33	-15.0%
	Nevada	5,342	5,244	-98	-1.8%	2,384	2,549	165	6.9%
	Northern California	13,301	13,429	128	1.0%	5,525	5,552	27	0.5%
	Olympia	27,003	26,914	-89	-0.3%	9,607	9,419	-188	-2.0%
	Oregon	17,743	16,956	-787	-4.4%	6,439	6,480	41	0.6%
	San Diego	15,902	15,277	-625	-3.9%	6,492	6,108	-384	-5.9%
	San Joaquin	2,110	2,130	20	0.9%	943	944	1	0.1%
	Spokane	6,016	6,010	-6	-0.1%	2,114	2,017	-97	-4.6%
	Taiwan	1,176	1,176	0	0.0%	687	687	0	0.0%
	Utah	5,423	5,411	-12	-0.2%	1,856	1,715	-141	-7.6%
	Province 8 Total	235,795	229,871	-5,924	-2.5%	83,817	80,789	-3,028	-3.6%
9	Colombia	3,176	2,993	-183	-5.8%	1,203	1,223	20	1.7%
	Dominican Republic	6,328	6,193	-135	-2.1%	3,171	3,142	-29	-0.9%
	Ecuador-Central	2,521	2,521	0	0.0%	1,219	1,219	0	0.0%

Statistical Totals for the Episcopal Church by Province and Diocese: 2011-2012

Province	Diocese	Members 2011	Members 2012	Member Change	% Change	ASA 2011	ASA 2012	ASA Change	% Change
	Ecuador-Litoral	9,358	9,778	420	4.5%	1,044	1,088	44	4.2%
	Honduras	49,913	49,897	-16	0.0%	10,252	10,237	-15	-0.1%
	Puerto Rico	5,742	5,798	56	1.0%	2,497	2,494	-3	-0.1%
	Venezuela	911	977	66	7.2%	514	550	36	7.0%
	Province 9 Total	77,949	78,157	208	0.3%	19,900	19,953	53	0.3%
Domestic Dioceses		1,923,046	1,894,181	-28,865	-1.5%	657,887	640,142	-17,745	-2.7%
Non-Domestic Dioceses		173,343	172,529	-814	-0.5%	40,489	39,781	-708	-1.7%
The Episcopal Church		2,096,389	2,066,710	-29,679	-1.4%	698,376	679,923	-18,453	-2.6%

Table of Statistics of the Episcopal Church
From 2012 Parochial Reports. Source: The Office of the General Convention as of January 2014

Province	Diocese	Open Parishes & Missions	Active Baptized Members	Commun. in Good Standing	Others Active in Cong.	Average Sunday Attendance	Church School Pupils	BAPTISMS		CONFIRMATIONS		Received	Marriages	Burials
								Children	Adults	Children	Adults			
Province 1	Connecticut	168	55,451	42,767	3,625	16,407	5,718	697	43	346	191	131	220	984
	Maine	64	12,251	10,017	1,146	4,339	1,096	120	22	36	39	35	92	270
	Massachusetts	169	63,246	48,537	2,535	17,557	6,885	1,026	74	278	125	89	283	987
	New Hampshire	46	12,896	10,154	957	4,027	1,051	176	20	42	41	56	90	281
	Rhode Island	50	17,517	12,987	1,774	5,223	1,575	281	19	36	84	24	97	287
	Vermont	47	6,706	5,455	618	2,354	560	77	12	24	13	7	51	134
	Western Massachusetts	62	16,787	12,193	822	4,996	1,376	230	26	49	63	54	78	324
	Total		606	184,854	142,110	11,477	54,903	18,261	2,607	216	811	556	396	911
Province 2	Albany	113	15,880	12,747	938	6,532	1,394	293	62	45	55	23	116	375
	Central New York	82	14,523	10,456	959	4,595	1,053	134	26	56	41	18	81	327
	Churches in Europe	14	3,610	2,881	362	1,067	333	41	5	8	3	9	37	24
	Haiti	101	85,528	24,184	2503	16,112	7,750	1002	654	534	608	102	144	195
	Long Island	141	48,424	35,343	3,161	14,752	3,416	858	149	243	324	113	293	745
	New Jersey	150	45,078	32,222	3,717	13,616	4,216	730	70	342	125	161	242	805
	New York	197	59,961	45,729	3,899	18,935	5,134	831	100	262	170	160	353	756
	Newark	106	27,225	21,298	1,908	8,630	3,059	408	39	209	77	71	177	457
	Rochester	47	8,100	6,631	518	3,165	846	142	27	61	21	39	73	190
	Virgin Islands	14	3,808	3,440	61	1,821	397	129	9	39	19	39	15	100
Western New York	58	11,091	7,967	550	3,769	900	175	18	42	47	36	113	273	
Total		1,023	323,228	202,898	18,576	92,994	28,498	4,743	1,159	1,841	1,490	771	1,644	4,247
Province 3	Bethlehem	60	11,416	8,744	884	3,715	897	168	18	78	46	50	61	223
	Central Pennsylvania	65	12,803	11,077	1,477	4,580	1,044	172	27	55	79	28	63	257
	Delaware	34	10,084	7,613	751	3,465	931	162	21	65	43	40	80	212
	Easton	38	8,240	6,281	859	2,788	649	88	16	32	27	12	76	168
	Maryland	111	40,735	29,813	2,539	10,743	4,381	478	46	116	177	73	225	592
	Northwestern Pennsylvania	32	3,619	2,945	210	1,502	312	64	14	1	26	22	32	101
	Pennsylvania	139	45,236	36,390	4,410	14,246	4,399	742	63	230	184	186	330	822
	Pittsburgh	36	9,085	7,188	679	2,451	775	92	10	49	23	32	59	129
	Southern Virginia	108	28,292	22,895	3,074	10,000	2,969	278	64	100	210	88	168	479
	Southwestern Virginia	56	10,460	9,201	1,537	4,250	1,153	115	11	47	52	14	74	219
	Virginia	182	77,553	61,657	11,745	24,146	8,068	1,007	121	591	429	260	419	881
	Washington	88	40,984	29,561	4,918	14,157	4,020	606	73	213	217	118	210	511
West Virginia	63	8,146	6,531	450	2,887	726	94	27	24	64	14	42	167	
Total		1,012	306,653	239,896	33,533	98,930	30,324	4,066	511	1,601	1,577	937	1,839	4,761
Province 4	Alabama	90	31,954	27,873	3,501	10,004	4,700	378	38	264	340	63	136	339
	Atlanta	95	50,840	42,108	7,144	16,103	6,470	889	90	226	311	195	182	483
	Central Florida	87	29,609	24,533	4,818	13,294	2,110	377	69	141	281	214	116	654
	Central Gulf Coast	62	18,853	15,383	1,333	6,289	1,773	199	36	112	183	54	104	257
	East Carolina	74	18,196	15,327	1,698	6,819	1,814	220	36	85	127	97	100	266
	East Tennessee	49	15,833	12,232	1,378	5,323	1,519	150	19	57	173	44	72	211
	Florida	62	25,658	22,304	2,846	8,659	2,083	260	78	91	217	89	91	331

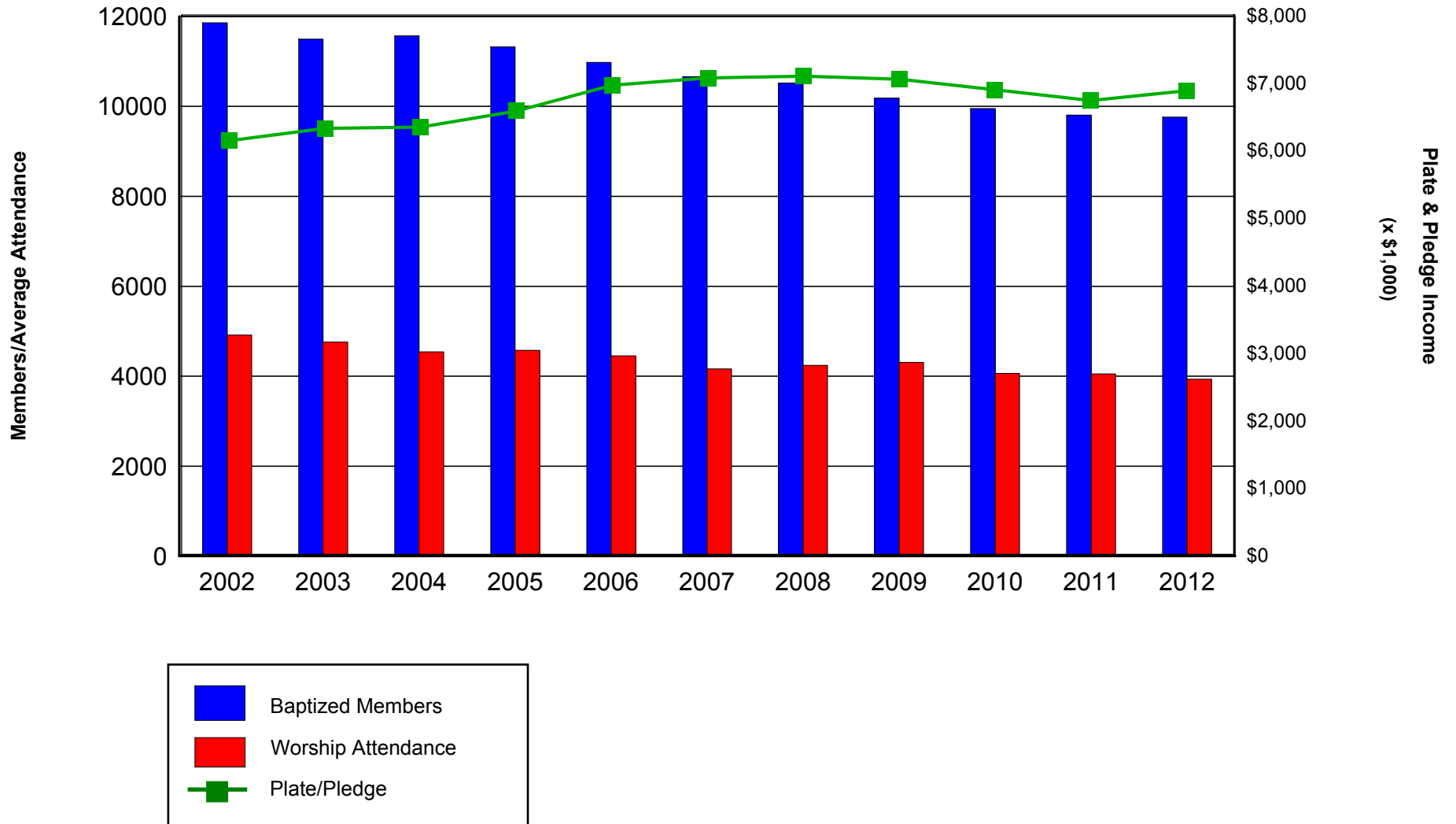
Province	Diocese	Open Parishes & Missions	Active Baptized Members	Commun. in Good Standing	Others Active in Cong.	Average Sunday Attendance	Church School Pupils	BAPTISMS		CONFIRMATIONS		Received	Marriages	Burials
								Children	Adults	Children	Adults			
	Georgia	69	16,179	12,474	1,428	6,104	1,720	200	22	54	123	73	73	259
	Kentucky	36	9,243	8,087	484	3,344	1,169	135	29	42	82	31	73	137
	Lexington	34	7,002	5,748	598	2,828	996	83	18	34	47	10	38	123
	Louisiana	48	17,868	12,756	1,467	4,819	1,514	242	35	55	92	66	129	220
	Mississippi	83	18,987	15,812	1,876	6,429	2,184	257	35	136	198	79	104	260
	North Carolina	115	50,261	42,265	7,450	15,221	9,073	758	77	427	497	177	240	515
	South Carolina	72	29,236	25,510	3,216	12,371	3,768	388	15	170	143	16	141	303
	Southeast Florida	77	33,508	26,646	3,173	13,140	2,458	743	57	146	162	116	267	421
	Southwest Florida	76	31,207	26,519	5,100	13,237	1,902	339	41	126	133	108	140	624
	Tennessee	46	16,601	13,650	3,243	5,881	2,221	252	25	70	208	54	88	166
	Upper South Carolina	59	23,892	19,421	1,880	7,812	3,785	299	25	72	217	114	109	291
	West Tennessee	31	8,309	7,077	1,237	3,346	1,000	121	13	39	111	26	66	110
	Western North Carolina	64	14,908	13,112	1,818	6,327	1,398	154	28	65	148	94	88	253
	Total	1,329	468,144	388,837	55,688	167,350	53,657	6,444	786	2,412	3,793	1,720	2,357	6,223
Province 5	Chicago	117	36,565	29,061	1,779	12,869	4,411	656	52	321	166	170	241	561
	Eastern Michigan	47	6,578	5,545	352	2,349	437	90	29	20	43	11	45	188
	Eau Claire	21	1,948	1,423	96	751	170	21	15	4	17	12	15	39
	Fond Du Lac	34	5,795	4,529	458	2,176	421	65	18	14	25	43	30	90
	Indianapolis	48	9,761	8,670	631	3,934	956	134	30	3	85	42	62	151
	Michigan	79	19,797	15,604	1,381	7,006	1,860	242	53	33	117	63	114	368
	Milwaukee	56	9,788	8,761	391	3,895	966	135	28	32	92	69	74	179
	Missouri	44	12,144	10,597	913	3,951	1,127	143	20	81	43	66	72	187
	Northern Indiana	36	4,729	3,991	436	2,355	396	50	16	32	56	25	38	113
	Northern Michigan	25	1,595	1,219	194	568	105	21	6	1	2	2	18	38
	Ohio	86	20,197	17,225	2,387	6,821	2,032	218	68	99	103	74	107	406
	Quincy	9	672	638	51	333	36	12	2	2	10	3	2	28
	Southern Ohio	75	20,714	17,479	1,156	7,222	2,200	265	33	113	77	55	111	344
	Springfield	36	5,014	3,776	186	1,830	405	37	16	20	35	15	19	68
	Western Michigan	57	9,958	7,666	736	3,982	946	120	19	0	46	9	68	218
	Total	770	165,255	136,184	11,147	60,042	16,468	2,209	405	775	917	659	1,016	2,978
Province 6	Colorado	101	27,031	22,460	4,728	10,083	2,387	449	87	68	226	118	138	428
	Iowa	61	8,532	6,929	480	2,812	788	116	15	36	49	26	61	166
	Minnesota	106	22,518	17,825	1,333	7,325	2,827	348	42	79	121	93	164	359
	Montana	37	4,649	4,005	485	1,616	422	57	7	39	12	7	23	99
	Nebraska	53	7,678	6,049	370	2,725	839	126	13	53	25	44	46	127
	North Dakota	20	2,497	1,906	136	696	247	74	4	17	13	20	14	40
	South Dakota	67	9,450	5,512	604	2,118	610	278	22	30	29	22	29	243
	Wyoming	46	7,146	5,126	624	1,903	561	91	15	18	22	12	75	143
	Total	491	89,501	69,812	8,760	29,278	8,681	1,539	205	340	497	342	550	1,605
Province 7	Arkansas	57	13,710	11,116	893	4,940	1,499	146	38	82	149	81	74	205
	Dallas	64	31,590	27,406	2,625	11,494	4,196	497	99	242	274	115	129	341
	Fort Worth	22	6,126	4,085	392	1,511	689	51	10	3	32	4	14	71
	Kansas	46	11,653	9,687	997	3,970	989	135	24	49	70	37	68	203
	Northwest Texas	33	6,880	5,292	377	1,810	721	80	9	19	59	5	28	104

Province	Diocese	Open Parishes & Missions	Active Baptized Members	Commun. in Good Standing	Others Active in Cong.	Average Sunday Attendance	Church School Pupils	BAPTISMS		CONFIRMATIONS		Received	Marriages	Burials
								Children	Adults	Children	Adults			
	Oklahoma	69	16,389	13,923	721	5,547	1,383	310	52	40	251	78	78	303
	Rio Grande	54	11,108	9,513	1,294	4,025	710	144	49	30	86	59	44	200
	Texas	151	77,948	64,887	7,579	25,500	8,177	1,236	154	471	635	301	349	792
	West Missouri	48	10,555	8,515	1,989	3,640	913	165	49	43	84	28	61	167
	West Texas	90	24,071	19,153	2,699	9,136	2,863	343	44	211	211	97	122	397
	Western Kansas	30	1,618	1,375	81	665	156	16	5	0	10	5	11	36
	Western Louisiana	45	9,399	7,717	828	3,446	689	116	26	21	71	34	57	175
	Total	709	221,047	182,669	20,475	75,684	22,985	3,239	559	1,211	1,932	844	1,035	2,994
Province 8	Alaska	50	7,309	5,540	820	1,760	470	196	21	37	12	16	37	159
	Arizona	58	21,699	18,197	3,400	8,502	2,008	403	65	70	127	54	83	387
	California	80	26,354	21,539	2,716	8,212	2,798	336	63	78	51	41	147	326
	Eastern Oregon	22	2,343	1,852	406	1,024	210	23	9	4	16	16	15	57
	El Camino Real	46	12,255	9,192	710	4,080	969	166	29	69	37	45	67	170
	Hawaii	34	6,916	5,571	607	3,012	548	145	20	18	52	26	58	166
	Idaho	30	4,852	4,141	355	1,596	466	75	11	3	16	13	19	71
	Los Angeles	135	54,703	41,190	4,274	16,804	4,260	807	177	157	342	169	286	707
	Micronesia	4	250	190	12	141	34	8	0	0	0	2	1	2
	Navajo Missions	9	643	490	29	187	68	14	8	5	2	11	2	27
	Nevada	30	5,244	4,741	604	2,549	590	127	20	35	29	51	46	116
	Northern California	66	13,429	12,007	840	5,552	1,277	205	52	44	62	29	97	262
	Olympia	94	26,914	22,041	1,657	9,419	2,386	319	63	30	148	76	126	463
	Oregon	72	16,956	13,797	1,507	6,480	1,532	238	44	49	124	64	111	283
	San Diego	46	15,277	12,896	3,400	6,108	1,555	253	38	67	104	64	62	250
	San Joaquin	21	2,130	1,575	94	944	160	39	14	11	25	19	9	55
	Spokane	39	6,010	5,046	425	2,017	366	40	12	12	24	56	32	103
	Taiwan	13	1,176	879	169	687	186	29	50	7	52	19	20	22
	Utah	24	5,411	4,401	426	1,715	549	79	17	13	59	21	13	84
	Total	873	229,871	185,285	22,451	80,789	20,432	3,502	713	709	1,282	792	1,231	3,710
Province 9	Colombia	29	2,993	1,223	179	1,223	221	126	24	39	62	91	110	22
	Dominican Republic	58	6,193	3,748	721	3,142	1,373	194	105	59	156	102	19	52
	Ecuador, Central	22	2,521	1,586	304	1,219	635	225	13	111	127	150	56	28
	Ecuador, Litoral	25	9,778	1,078	289	1,088	545	168	48	247	89	33	4	42
	Honduras	134	49,897	28,608	10,844	10,237	5,790	329	69	90	126	25	48	63
	Puerto Rico	49	5,798	3,580	655	2,494	142	182	28	76	53	157	56	142
	Venezuela	24	977	543	73	550	178	73	31	40	1	1	10	12
	Total	341	78,157	40,366	13,065	19,953	8,884	1,297	318	662	614	559	303	361
	Domestic Dioceses	6,667	1,894,181	1,516,117	179,000	640,142	190,606	27,140	3,836	9,112	11,362	6,290	10,366	29,442
	Non-Domestic Dioceses	487	172,529	71,940	16,172	39,781	17,584	2,506	1,036	1,250	1,296	730	520	704
	The Episcopal Church	7,154	2,066,710	1,588,057	195,172	679,923	208,190	29,646	4,872	10,362	12,658	7,020	10,886	30,146

Note: These figures are compiled from 2012 Parochial Reports submitted to the Office of the General Convention, 815 Second Avenue, New York, NY 10017-4564. For further information about the Parochial Report, contact the research office, DFMS, pr@dfms.org, or phone (800) 334-7626. Figures for Central Ecuador are from 2010. Totals for Honduras and Taiwan are from 2011. Figures for individual non-reporting congregations are carried over from the previous year.

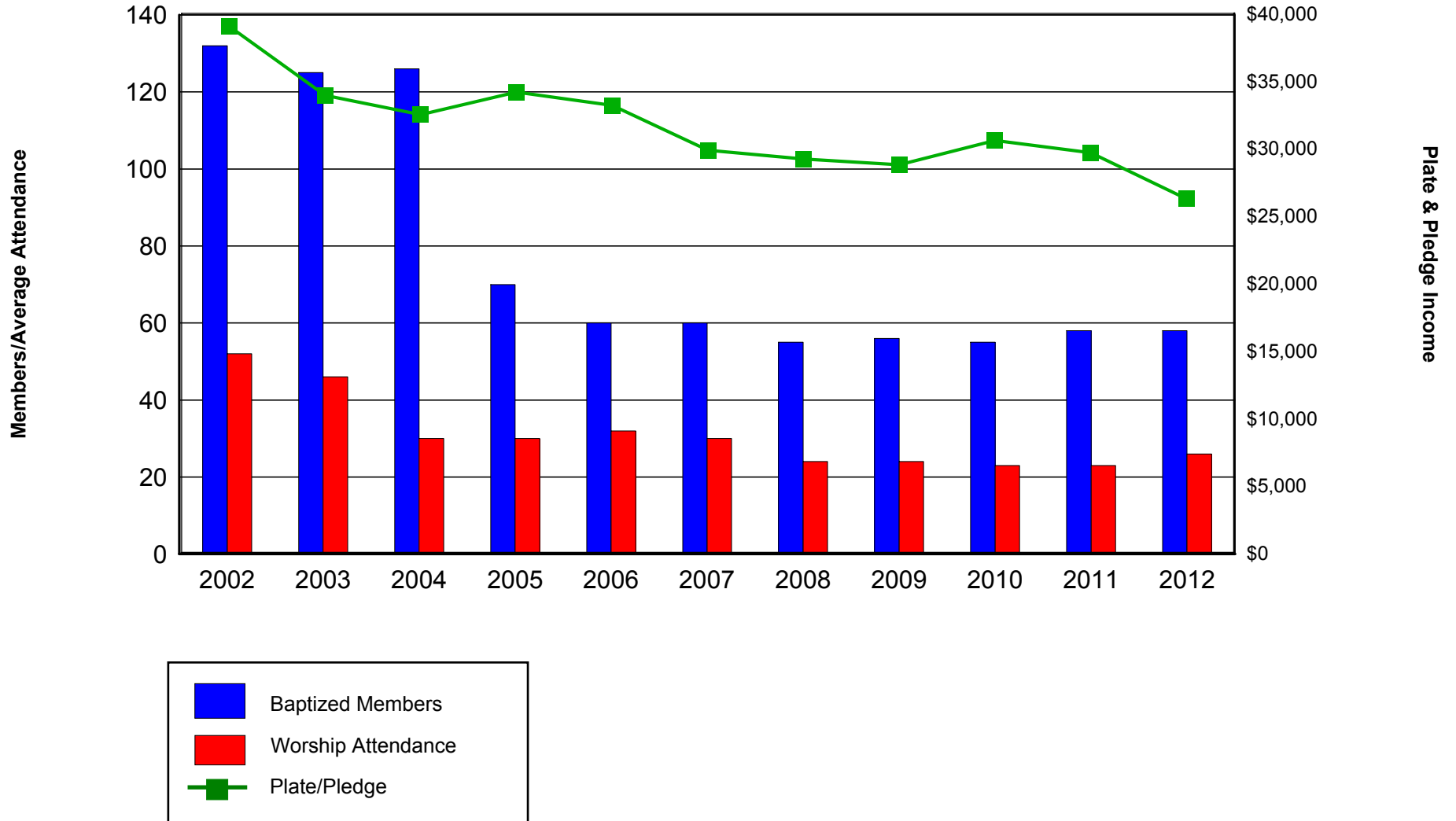
Participation & Giving Trends

Diocese of Indianapolis (7318-7510)



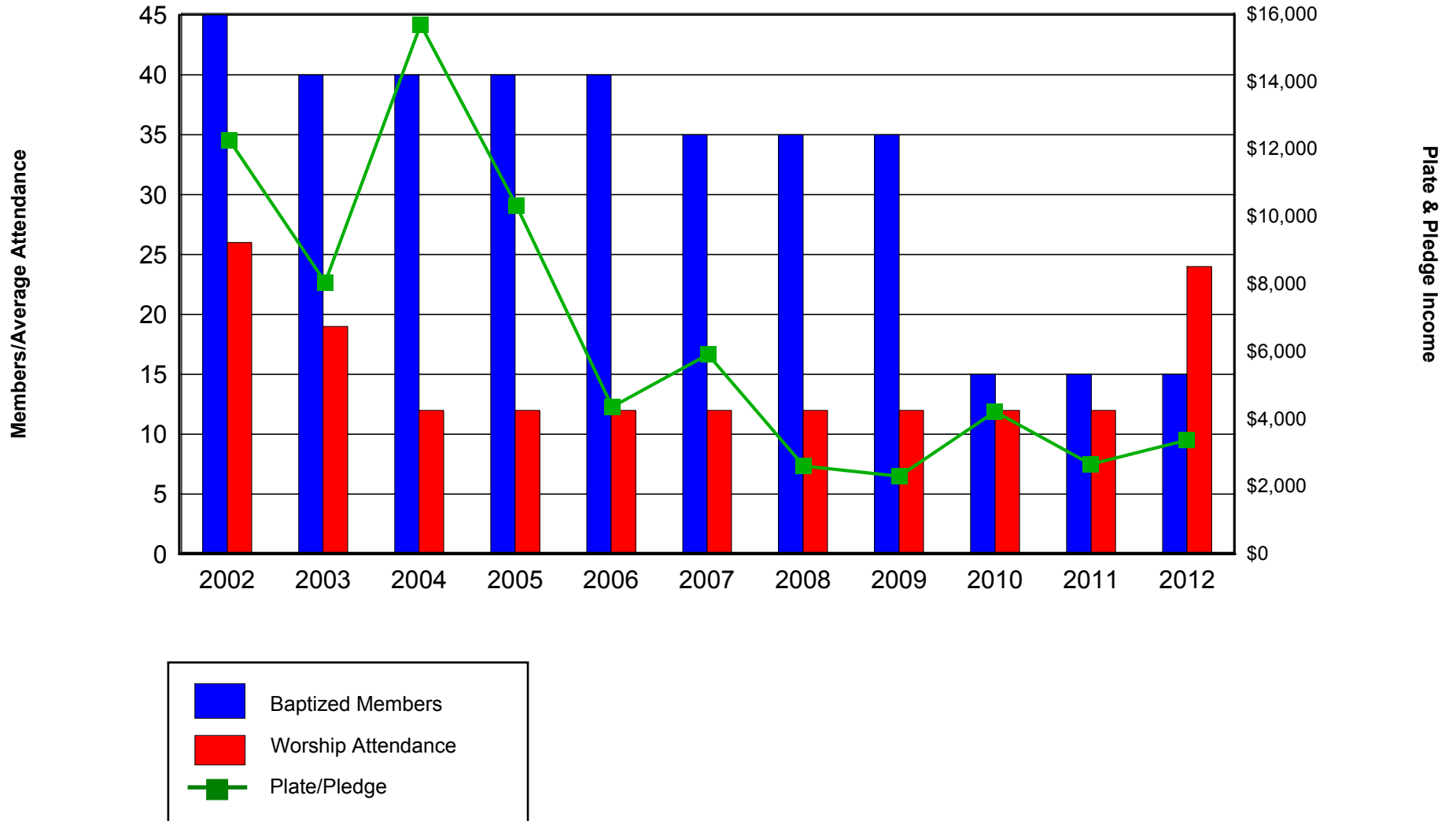
Participation & Giving Trends

St George Episcopal Church, West Terre Haute, IN (9212-9790)



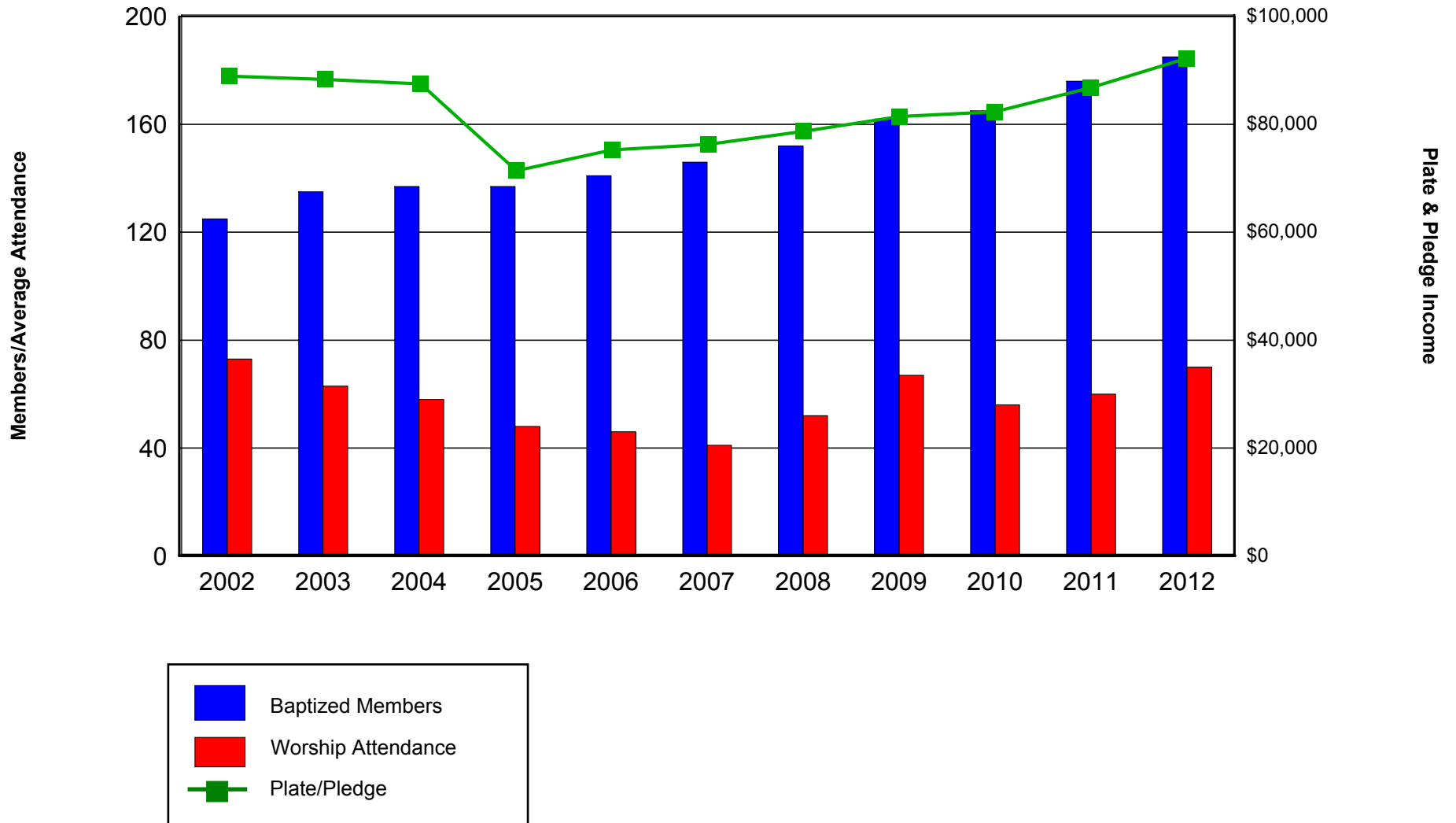
Participation & Giving Trends

St Lukes Episcopal Church, Cannelton, IN (5895-6665)



Participation & Giving Trends

St Timothys Episcopal Church, Indianapolis, IN (6288-5488)



	Estimated Minimum Fixed Cost for Parish with building and full time Priest			
	Full time Clergy at Dio Minimum		\$53,059	(salary, housing & seca)
	pension		\$9,551	18%
	building		\$24,000	(mortgage at 600/mo, util at 600/mo, maint at \$300/mo, insurance at \$500/mo)
	apportionment on \$115,000 pledge/plate		\$15,470	13.00%
	organist		\$6,500	125/wk
	church sec'y		\$7,800	10 hrs at \$15/hr (tax incl)
	Programs – education, vbs, parish life, outreach		\$2,400	\$200/mo
	Misc – mileage, office supplies, postage		\$1,200	\$100/mo
		Total	\$119,980	
	Say this parish has 70 regular attenders – 60 A			
	Average 2.5 people per “family-unit”		28	family units
	70% contribute to pledge/plate		19.6	pledge units
	pledge/plate per pledging unit		\$6,071	
Reference				If a pledging unit was an “average household” - amount above would be what % of income
	2011 average household income in Indiana		\$46,410	13%
	2011 average for ALL 61 counties in Indy Dio		\$46,890	13%
	2011 average for 7 county ring around Indianapolis		\$62,720	10%
	2011 average for other counties in Indy Dio		\$44,838	14%

Budget for 2014 - Convention Proposed 9/7/13

INCOME:

	2011	2012	2013	2014	2014	Reduce/Inc. over 2014
	Actual	Actual	Budget	Requested 13.25%	Proposed 13.75%	Request
1 Apportionment/Prior yr. Rec.	\$2,055,752	\$1,980,837	\$1,910,961	\$1,844,900	1,912,156	\$67,256
2 Totals	\$2,055,752	\$1,980,837	\$1,910,961	\$1,844,900	1,912,156	\$67,256

Program/Exp Fund

5 Foundation Fund	\$37,719	\$37,951	\$37,000	\$37,000	37,000	\$0
6 Unrestricted/Clark Fund						\$0
7 Interest on Invest Income	\$764	\$756	\$750	\$750	750	\$0
8 * Return from Diocesan Funds	\$1,680,000	\$1,660,929	\$1,678,179	\$1,628,811	1,678,179	\$49,368
9 Other Income	\$221	\$148	\$250	\$150	150	\$0
10 Interest on Warrant Capital	\$11,172	\$11,172	\$11,172	\$11,172	11,172	\$0
11 Totals	\$1,729,876	\$1,710,956	\$1,727,351	\$1,677,883	1,727,251	\$49,368

Other Receipts

15 Designated Funds	\$0	\$0	\$0	\$0	0	\$0
16 Area Ministries (Rockport & St. Tims)	\$0	\$30,255	\$105,435	\$107,544	107,544	\$0
17 Grisbaum Seminararians	\$12,401	\$12,477	\$12,000	\$12,400	12,400	\$0
18 Emily Upfold Fd (Epis Women Min.)	\$3,500	\$3,500	\$3,500	\$3,500	3,500	\$0
19 Waycross Endowment Fund	\$15,212	\$15,374	\$15,000	\$15,250	15,250	\$0
20 Shared Ministry Income				\$71,760	71,760	\$0

	2011	2012	2013	2014	2014	Reduce/Inc. over 2014
	Actual	Actual	Budget	Requested	Proposed	Request
21 Special Fund Accounts:						
22 Clergy Start Up/Transition	\$0	\$15,000	\$0	\$0	0	\$0
23 Interfaith Council (accrued Inc. for	\$0	\$4,500	\$0	\$0	0	\$0
24 Joanne Hall Mitchell-Clergy Medic.	\$0	\$11,734	\$12,000	\$12,000	12,000	\$0
25 Mental Health/Medical	\$0	\$24,008	\$0	\$0	9,385	\$9,385
26 Congregational Develop. Fd. ++	\$0	\$0	\$15,498	\$0	0	\$0
27 Clergy Sabbatical	\$0	\$0	\$29,302	\$0	0	\$0
28 Lily Grant for Economic Challenges	\$0				6,100	\$6,100
29 Totals	\$31,113	\$116,848	\$192,735	\$222,454	237,939	\$15,485

30

31	Sub-Total Income	\$3,816,741	\$3,808,641	\$3,831,047	\$3,745,237	3,877,346	\$132,109
32							
33	Investment Shrinkage	\$0	\$0	-\$832	\$0	-3,425	-\$3,425
34	BUDGET INCOME TOTAL	\$3,816,741	\$3,808,641	\$3,830,215	\$3,745,237	3,873,921	\$128,684
35							
36	Non Budget Income	\$87,000	50,000	0	0	0	\$0
37	GRAND TOTAL	\$3,903,741	\$3,858,641	\$3,830,215	\$3,745,237	3,873,921	\$128,684

38

39 * Rate in 2010 5.5% draw net of bank fees. Rate in 2011 is 6% net of bank fees,
 40 2012 5.5% draw net of bank fees and 2013 5.75% draw net of fees and 2014 is frozen at 2013 level so a bit below 5.75%. (\$1,702,848)
 41 Bank fees are approximately .85 basis points (less than 1% of the market value of the investments) or about \$225,000.
 42 *+ At the end of June 2009 Rev. Ln. fund had \$513,000. It is recommended that EC pull \$150,000 for the 2010 budget
 43 to support congregations and 90,000 in 2012.
 44 ** \$170,572 was allocated by EC to use \$18,000 for the 2010 budget, a portion of the remaining (\$152,572)
 45 for upgrading technology in our parishes and the rest to the Development Fund all supporting the priority to grow
 46 and minister in our congregations.
 47 Draw from Congregational Development Fund ++

EXPENSES:

Convention Proposed 9/9/13

	2011	2012	2013	2014	2014	Reduce/Inc.	
	Actual	Actual	Budget	Requested	Proposed	over 2014	
						Request	
1	Congregation and Community Life						
2	Youth Program	\$31,230	\$20,545	\$27,500	\$31,500	28,000	-\$3,500
3	Young Adults	\$250	\$3,084	\$3,000	\$0	0	\$0
4	Episcopal Women's Ministry (ECW)	\$9,500	\$9,000	\$8,500	\$9,500	8,500	-\$1,000
5	Waycross	\$150,000	\$150,000	\$150,000	\$160,000	150,000	-\$10,000
6	Communications & Technology	\$95,385	\$83,844	\$51,000	\$82,000	71,000	-\$11,000
7	Commission on Ministry	\$36,642	\$34,277	\$43,200	\$42,555	40,000	-\$2,555
8	Stewardship Commission	\$3,203	\$2,093	\$2,400	\$2,400	2,300	-\$100
9	Archives/History Commission	\$2,733	\$2,879	\$3,000	\$3,000	2,900	-\$100
10	Leadership Development	\$72,135	\$65,534	\$74,650	\$76,650	70,000	-\$6,650
11	Ministry in Higher Ed	\$168,333	\$123,880	\$114,996	\$126,815	115,000	-\$11,815
12	* Purdue Mortgage		\$15,000	\$10,000	\$10,000	10,000	\$0
13	* IU Mortgage Payment		\$28,800	\$18,800	\$18,800	18,800	\$0
14	* Ball State Lutherans				\$5,000	5,000	\$0
15	Congregation Res. Center	\$8,000	\$8,000	\$7,500	\$7,500	7,000	-\$500
16	Revolving Loan Fund	\$0	\$0	\$0	\$10,000	0	-\$10,000
17	Congregational Audits	\$5,974	\$5,391	\$6,000	\$6,000	5,750	-\$250
18	Mission Strategy	\$397,006	\$380,400	\$389,530	\$423,335	435,693	\$12,358
19	Sub Total before Salaries & Benefits	\$980,391	\$932,727	\$910,076	\$1,015,055	\$969,943	-\$45,112
20	Salaries and Benefits Vicars and Chaplains (see Footnotes)						
21	Compensation - Vicars						

22	St. Timothy's Salary/Housing/Utilities/S	\$15,071	\$35,823	\$57,903	\$59,061	59,061	\$0
23	Pension	\$3,807	\$6,397	\$10,423	\$10,631	10,631	\$0
24	Totals	\$18,878	\$42,220	\$68,326	\$69,693	\$69,692	\$0
25	Peace Rockport Salary/Housing/Utilities/	\$5,483	\$20,430	\$31,448	\$32,077	\$32,077	\$0
		2011	2012	2013	2014	2014	Reduce/Inc. over 2014
		Actual	Actual	Budget	Requested	Proposed	Request
26	Pension	\$5,776	\$4,299	\$5,660	\$5,773	5,773	\$0
27	Totals	\$11,259	\$24,729	\$37,108	\$37,850	37,850	\$0
28	Salaries - Area Ministry Diocesan Vicars-Extra						
29	Elwood, New Castle, Shelbyville, Connorsville						
30	Salary/Housing/Utilities/SECA	\$34,044	\$44,649	\$63,119			
31	Pension	\$5,879	\$8,857	\$12,182			
32	Totals	\$39,923	\$53,506	\$75,301			
33	Salary/Housing/Utilities/SECA	\$6,486	\$0	\$9,319			
34	Pension (Retired Supply)	\$1,726	\$0	\$0			
35	Totals	\$8,212	\$0	\$9,319			
36	Salary/Housing/Utilities/SECA	\$14,630	\$14,245	\$9,318			
37	Pension (Retired Supply)	\$2,384	\$2,620	\$0			
38	Totals	\$17,014	\$16,865	\$9,318			
39	Salary/Housing/Utilities/SECA	\$29,255	\$14,865	\$17,875			
40	Pension (Retired Supply)	\$5,018	\$2,676	\$0			
41	Totals	\$34,273	\$17,541	\$17,875			
42	Total Area Ministry	\$99,422	\$87,912	\$111,813			
43	Salaries-Shared Ministries						
44	New Castle/Richmond:						
45	Salary/Housing/Utilities/SECA				\$59,189	59,189	\$0
46	Pension				\$10,654	10,654	\$0
47	Cont. Ed, Travel, Cell, Profess.				\$3,550	3,550	\$0
48	Totals				\$73,393	\$73,393	\$0
49	Shelbyville/Franklin:						
50	Salary/Housing/Utilities/SECA				\$56,546	56,546	\$0
51	Pension				\$10,178	10,178	\$0
52	Cont. Ed, Travel, Cell, Profess.				\$3,550	3,550	\$0
53	Totals				\$70,274	\$70,274	\$0
54	Elwood and Connorsville Supply				\$14,400	14,400	\$0
		2011	2012	2013	2014	2014	Reduce/Inc. over 2014
		Actual	Actual	Budget	Requested	Proposed	Request
55	Pension (Retired Supply)				\$0	0	\$0
56	Totals				\$14,400	\$14,400	\$0
57	Total Shared Ministry & Supply				\$158,067	\$158,067	\$0
58	Salaries - Ministry in Higher Ed.:						
59	IUPUI Chaplain Salary/Housing/Utilitic	\$55,960	\$56,855	\$56,855	\$57,992	57,992	\$0
60	Pension	\$9,824	\$10,234	\$10,234	\$10,439	10,439	\$0
61	Totals	\$65,784	\$67,089	\$67,089	\$68,431	68,431	\$0

62	IU Chaplain Salary/Housing/Utilities/SI	\$75,528	\$76,736	\$76,736	\$78,271	78,271	\$0
63	Pension	\$13,346	\$13,813	\$13,813	\$14,089	14,089	\$0
64	<i>Totals</i>	\$88,874	\$90,549	\$90,549	\$92,360	92,360	\$0
65	Purdue Chaplain Salary/Housing/Utiliti	\$76,109	\$77,327	\$77,327	\$78,874	78,874	\$0
66	Pension	\$13,451	\$13,919	\$13,919	\$14,197	14,197	\$0
67	<i>Totals</i>	\$89,560	\$91,246	\$91,246	\$93,071	93,071	\$0
68	<i>Total Chaplains Compensation</i>	\$244,218	\$248,884	\$248,884	\$253,862	253,862	\$0
69	Parish Clergy Medical Benefits **	\$527,778	\$563,530	\$549,940	\$579,540	540,511	-\$39,029
70	TOTAL CONGREGATION & COMMUNITY LIFE	\$1,881,946	\$1,900,002	\$1,926,147	\$2,114,066	\$2,029,925	-\$45,112

71 * Fixed Mortgages and Agreements

72

73 Admin. and Budget

74 Salaries, Allowances & Benefits

75

76 Bishop

77	<i>Salary</i>	\$59,648	\$50,250	\$50,250	\$51,255	51,255	\$0
78	<i>Housing/Utilities</i>	\$68,972	\$80,428	\$80,428	\$82,037	82,037	\$0
79	<i>Pension</i>	\$22,902	\$23,522	\$23,523	\$23,993	23,993	\$0
80	<i>Totals</i>	\$151,522	\$154,200	\$154,201	\$157,285	157,285	(\$0)

81 Canon to the Ordinary

82	<i>Salary</i>	\$41,575	\$42,955	\$42,955	\$43,814	43,814	\$0
		2011	2012	2013	2014	2014	Reduce/Inc. over 2014
		Actual	Actual	Budget	Requested	Proposed	Request
83	<i>Housing/Utilities</i>	\$44,700	\$44,700	\$44,700	\$45,594	45,594	\$0
84	<i>SECA</i>	\$6,600	\$6,706	\$6,706	\$6,840	6,840	\$0
85	<i>Pension</i>	\$16,468	\$16,985	\$16,985	\$17,325	17,325	\$0
86	<i>Totals</i>	\$109,343	\$111,346	\$111,346	\$113,573	\$113,573	\$0

87 Canon for Transition Ministries & Leadership Development

88	<i>Salary</i>	\$0	\$30,140	\$30,140	\$30,743	30,743	\$0
89	<i>Housing/Utilities</i>	\$74,419	\$46,615	\$46,615	\$47,547	47,547	\$0
90	<i>SECA</i>	\$5,693	\$5,872	\$5,872	\$5,989	5,989	\$0
91	<i>Pension</i>	\$14,171	\$14,873	\$14,873	\$15,170	15,170	\$0
92	<i>Totals (Request 3.5% for 5 yr. equal.)</i>	\$94,283	\$97,500	\$97,500	\$99,450	99,450	0

93	Canon for Administration	\$80,128	\$82,852	\$82,852	\$84,509	84,509	\$0
94	FICA (Employers Share)	\$6,129	\$6,422	\$6,339	\$6,466	6,466	\$0
95	Pension	\$7,212	\$7,457	\$7,457	\$7,606	7,606	\$0
96	<i>Totals (Request 3.5% for 5 yr equal.)</i>	\$93,469	\$96,731	\$96,648	\$98,581	98,581	0

97	Coordinator of Ministries with and for	\$26,520	\$27,183	\$27,183	\$27,727	27,727	\$0
98	FICA (Employers Share)	\$2,029	\$1,754	\$2,079	\$2,121	2,121	\$0
99	Pension	\$1,749	\$2,412	\$2,447	\$2,496	2,496	\$0
100	<i>Totals</i>	\$30,298	\$31,349	\$31,709	\$32,343	32,343	0

101	Stewardship/PG Officer	\$36,155	\$37,059	\$37,059	\$37,800	37,800	\$0
102	FICA (Employers Share)	\$2,766	\$2,783	\$2,835	\$2,892	2,892	\$0
103	Pension	\$0	\$0	\$0	\$0	0	\$0

104	<i>Totals</i>	\$38,921	\$39,842	\$39,894	\$40,692	40,692	\$0
105	Communications/Tidings Editor	\$54,447	\$55,808	\$55,808	\$56,924	56,924	\$0
106	FICA (Employers Share)	\$4,165	\$4,118	\$4,269	\$4,354	4,354	\$0
107	Pension	\$4,901	\$5,023	\$5,023	\$5,123	5,123	\$0
108	<i>Totals</i>	\$63,513	\$64,949	\$65,100	\$66,402	66,402	\$0
109	Bishop's Exec. Asst.	\$39,354	\$40,338	\$40,338	\$41,145	41,145	\$0
110	FICA (Employers Share)	\$3,011	\$2,820	\$3,086	\$3,148	3,148	\$0
		2011	2012	2013	2014	2014	Reduce/Inc. over 2014
		Actual	Actual	Budget	Requested	Proposed	Request
111	Pension	\$3,542	\$3,630	\$3,630	\$3,703	3,703	\$0
112	<i>Totals</i>	\$45,907	\$46,788	\$47,054	\$47,995	\$47,996	\$0
113	Administrative Asst.	\$43,287	\$44,369	\$44,369	\$45,256	45,256	\$0
114	FICA (Employers Share)	\$3,312	\$3,003	\$3,394	\$3,462	3,462	\$0
115	Pension	\$3,896	\$3,993	\$3,993	\$4,073	4,073	\$0
116	<i>Totals</i>	\$50,495	\$51,365	\$51,756	\$52,791	\$52,791	\$0
117	Receptionist/Secretary	\$42,461	\$43,523	\$43,523	\$44,393	44,393	\$0
118	FICA (Employers Share)	\$3,249	\$3,072	\$3,330	\$3,397	3,397	\$0
119	Pension	\$3,822	\$3,917	\$3,917	\$3,995	3,995	\$0
120	<i>Totals</i>	\$49,532	\$50,512	\$50,770	\$51,785	\$51,785	\$0
121	Payroll Taxes (Now above)						
122	<i>Totals</i>	\$727,283	\$744,582	\$745,978	\$760,898	\$760,898	\$0
123	Bonus/Merit	\$1,949	\$0	\$1,000	\$2,800	1,000	-\$1,800
124	Temp/Part Time	\$434	\$0	\$0	\$500	0	-\$500
125	Lay Pension Match (403(B))		\$2,406	\$3,000	\$3,200	3,200	\$0
126	<i>Totals</i>	\$2,383	\$2,406	\$4,000	\$6,500	\$4,200	-\$2,300
127	<i>Totals Salaries, Allowances/Benefits</i>	\$729,666	\$746,988	\$749,978	\$767,398	\$765,098	-\$2,300
128							
129	Travel and Expenses						
130	Bishop and Staff	\$67,277	\$66,824	\$62,000	\$65,000	62,000	-\$3,000
131	Travel/Meetings Others	\$6,304	\$3,942	\$6,600	\$7,000	6,600	-\$400
132	Bishop's Hospitality	\$10,493	\$6,786	\$7,000	\$8,000	7,000	-\$1,000
133	<i>Totals</i>	\$84,074	\$77,552	\$75,600	\$80,000	75,600	-\$4,400
134							
135	Insurance						
136	Dio Lay Life (Active and Retired)	\$3,310	\$3,416	\$3,400	\$3,500	3,500	\$0
137	Property and Liability	\$15,357	\$16,759	\$16,750	\$17,500	17,000	-\$500
138	Medical Dio. Staff/retirees**	\$163,060	\$163,060	\$153,060	\$160,460	154,937	-\$5,523
		2011	2012	2013	2014	2014	Reduce/Inc. over 2014
		Actual	Actual	Budget	Requested	Proposed	Request
139	<i>Totals</i>	\$181,727	\$183,235	\$173,210	\$181,460	175,437	-\$6,023
140							
141	Diocesan Headquarters						
142	Rent	\$54,987	\$56,439	\$59,000	\$59,585	58,750	-\$835

143	Office Operation Expenses	\$41,142	\$43,736	\$50,000	\$48,000	49,900	\$1,900
144	Equipment Reserve Accrual	\$2,000	\$1,000	\$0	\$2,000	1,672	-\$328
145	<i>Totals</i>	\$98,129	\$101,175	\$109,000	\$109,585	110,322	\$737
146							
147	Miscellaneous						
148	Bank Fees (Chase/JP Morgan)	\$8,732	\$9,290	\$9,500	\$10,000	10,000	\$0
149	Audit Fees	\$14,300	\$19,500	\$20,000	\$20,500	20,000	-\$500
150	Lambeth Reserve Accrual	\$1,500	\$1,500	\$1,000	\$1,500	1,000	-\$500
151	Diocesan Convention	\$21,999	\$18,679	\$16,000	\$18,000	16,000	-\$2,000
152	Contingencies	\$518	\$129	\$500	\$500	500	\$0
153	Gen Conv Reserve Accrual	\$10,000	\$10,000	\$12,000	\$12,000	12,000	\$0
154	Ordination Costs	\$493	\$309	\$2,500	\$2,500	2,500	\$0
155	<i>Totals</i>	\$57,542	\$59,407	\$61,500	\$70,000	62,000	-\$3,000
156							
157	Clergy Support/Direct Support						
158	Transition Ministries	\$1,101	\$2,218	\$4,250	\$4,750	4,250	-\$500
159	Chaplain to Retired Clergy	\$99	\$475	\$500	\$500	500	\$0
160	Clergy Evaluations	\$1,000	\$0	\$300	\$300	300	\$0
161	<i>Totals</i>	\$2,200	\$2,693	\$5,050	\$5,550	5,050	-\$500
162	Totals of Admin. & Budget	\$1,153,338	\$1,171,050	\$1,174,338	\$1,213,993	1,193,507	-\$15,486
163							
164	Missions						
165	Exec Council Fair Share	\$564,367	\$556,691	\$549,526	\$558,489	558,489	\$0
166	Province of the Midwest	\$5,000	\$5,000	\$4,500	\$4,500	4,500	\$0
		2011	2012	2013	2014	2014	Reduce/Inc. over 2014
		Actual	Actual	Budget	Requested	Proposed	Request
167	Cooperating Ministries	\$100,000	\$100,000	\$50,000	\$136,729	35,000	-\$101,729
168	Prison Ministry	\$3,936	\$3,427	\$4,000	\$4,000	4,000	\$0
169	EFHN	\$15,000	\$20,000	\$15,000	\$20,000	15,000	-\$5,000
170	Millennium Development Goals/						
171	Global Mission	\$20,000	\$26,500	\$26,500	\$32,000	26,500	-\$5,500
172	Deacons/Council on Diaconate	\$862	\$2,960	\$2,000	\$2,900	2,000	-\$900
173	Other	\$0	\$0	\$0	\$0	0	\$0
174							
175	Total Missions	\$709,165	\$714,578	\$651,526	\$758,618	645,489	-\$113,129
176	Exploration/Promise/Opportunity						
177	Pooled Funds for new ministries:	\$0	\$153	\$0	\$0	0	\$0
178	Reimagining Task Force				\$5,000	5,000	\$0
179	<i>Totals</i>	\$0	\$153	\$0	\$5,000	\$5,000	\$0
180	BUDGET EXPENSE TOTAL	\$3,744,449	\$3,785,783	\$3,752,011	\$4,091,677	\$3,873,921	(\$173,727)
181	Non Budget Exp-Capital Cong Dev Fd	\$37,000	\$0	\$0	\$0	0	\$0
182	Non Budget General Convention Hostin	\$50,000	\$50,000	\$0	\$0	0	\$0
183	GRAND TOTAL	\$3,781,449	\$3,835,783	\$3,752,011	\$4,091,677	3,873,921	-\$173,727

** Full cost of medical budgeted for \$695,448

City/Parish As of 2/15/13	Budgeted Assistance & or High Ed in 2013	Budgeted Clergy Salaries 2013	Medical Insurance 2013 minus Co-pay	% of ActualA pportion. for Various Assist.	Totals of 1, 2 & 3 columns	2013 Apportionment
Anderson					0	\$16,846
Beanblossom			\$ 7,079	37%	\$7,079	\$18,948
Bedford	\$70,000		\$7,079	>100%	\$77,079	\$4,878
Bloomington			\$13,967	19%	\$13,967	\$74,676
Cannelton					0	\$2,082
Canterbury	\$54,381	\$90,549	\$7,443	>100%	\$152,373	\$2,940
Carmel			\$12,730	18%	\$12,730	\$71,568
Columbus			\$18,700	81%	\$18,700	\$23,152
Connersville **		\$17,540		>100%	\$17,540	\$2,523
Crawfordsville	813		\$13,967	79%	\$13,967	\$17,793
Danville			\$18,700	>100%	\$18,700	\$14,000
Elwood **		\$17,540		>100%	\$17,540	\$1,937
Evansville			\$13,967	34%	\$13,967	\$42,087
Fishers					0	\$21,749
Greencastle	\$23,437		\$7,443	>100%	\$30,880	\$14,633
Indpls. CCC (4.55)			\$53,299	11%	\$53,299	\$503,782
All Saints			\$13,967	61%	\$13,967	\$23,194
St. Albans					0	\$28,477
St. Matthew	\$20,000		\$19,788	>100%	\$39,788	\$26,623
St. Paul (2)			\$37,400	12%	\$37,400	\$330,204
St. Philip	\$45,000		\$12,730	>100%	\$57,730	\$11,598
St. Timothy	\$21,365	\$46,004 Net	\$18,700	>100%	86,069	\$11,950
Nativity			\$13,967	46%	\$13,967	\$30,917
Trinity (3)			\$45,931	22%	\$45,931	\$207,991
Jeffersonville	\$51,000		\$7,443	>100%	\$58,443	\$15,042
Lafayette			\$18,700	39%	\$18,700	\$47,886
Lawrenceburg			\$18,700	>100%	\$18,700	\$11,558
Lebanon	\$20,000			>100%	\$20,000	\$4,616
Madison	\$5,134			32%	\$5,134	\$15,948
Martinsville	\$9,800			>100%	\$9,800	\$2,067
Mt. Vernon			\$19,788	71	\$19,788	\$27,920

City/Parish						
Muncie	\$5,000		\$7,443	39%	\$12,443	\$32,609
New Albany			\$7,443	32%	\$7,443	\$23,295
New Castle**		\$40,815	\$13,967	>100%	\$54,782	\$5,402
New Harmony						\$19,626
Noblesville	\$40,000		\$18,700	>100%	\$58,700	\$20,733
Plainfield	\$32,083		\$7,443	>100%	\$39,526	\$16,522
Richmond	\$19,838			100%	\$19,838	\$19,838
Rockport	\$28,185	\$13,650 Net		>100%	\$41,835	\$4,076
Shelbyville **		\$35,082		>100%	\$35,082	\$4,762
Speedway	\$32,000		\$7,443	>100%	\$39,443	\$10,497
Terre Haute	\$14,036			46%	\$14,036	\$30,466
Vincennes	\$25,000		\$7,443	>100%	\$32,443	\$7,300
Washington					0	\$3,461
West Lafayette	\$49,587	\$91,246	\$19,788	>100%	\$160,621	\$7,949
West Terre	\$2,400			55%	\$2,400	\$4,384
White						\$29,615
Zionsville			\$13,967 \$12,128	35% >100%	\$13,967 \$78,161	\$40,841 0
Lutheran/IUPUI	\$12,097 net	\$67,089	\$12,128	>100%	\$78,161	\$1,933
TOTALS	\$561,318	419,515	517,253		1,517,924	\$1,910,962

- 21 out of 48 receive more back from the diocesan budget than they pay in apportionment.

** NE Deanery salaries in transition

Apportionment \$1,910,962
Out to Parishes - 1,517,924
Balance \$ 393,038

The remaining amount budgeted in Congregation & Community Life is \$348,758 which supports work in congregations like audits, training and education, etc.