

**Diocesan Council Meeting Minutes
December 12, 2019**

Present: Bishop Rob Hirschfeld, Chip Robinson (Seacoast) Reed Loy (Central), Gloria Gallant (staff), Joyce Johnson (Seacoast), Kelly Sundberg-Seaman (Lakes), Gail Avery (staff), Terry Knowles (Trustees), Bengé Ambrogi (staff), Zachary Harmon (Southern), Valerie Benoit (Western), Richard Davenport (Western), Teresa Gocha (Northern), Margaret Porter (Moderator/Secretary)

The Bishop called the meeting to order at 4.05, and opened our devotions using Daily Prayer for All Seasons. Council members shared their name, congregation, convocation.

Chip moved approval of October Meeting Minutes, Terry seconded, and the motion carried.

Staff Housing Allowances Gloria Gallant

Year-end staff housing allowances for clergy staff were presented and approved for Bishop Hirschfeld and Gail Avery. Teresa moved and Zach seconded.

Sustainability Development Goals grant recommendations Gail Avery

Gail explained the protocol of our commitment. There are 17 goals. We give 12.7% of our budget line to these goals on an annual basis. At this time of year our Angola Committee reviews and recommends SDG allocation. Criteria require some kind of partnership from within our own diocese, although they considered some that didn't meet that qualification or which are aligned with the wider or worldwide church. They try not to fund initiatives that were funded in the past. They want to choose entities that are sustainable in the future. The Reconciliation Commission also reviewed these requests.

Breakfast Project at The Good Shepherd Church in the Esmeralda Municipality (Cuba) Christ Church Exeter/The Rev. Mark Pendleton

Amount Requested: \$3,000 **amount approved: \$3000**

- *Chantilly Early Childhood Institution (Jamaica)*
St. Paul's Church Concord/Jamaica Committee (Mark Carney)
Amount Requested: \$2,000 **amount approved: \$1000**
- *Himalayan Healthcare (Nepal)*
St. Thomas Hanover
Amount Requested: \$4,000? (16 toilets at \$250 each = \$4000) **amount approved: \$3000**
- *Mayflower Medical Outreach (Nicaragua)* **amount approved: \$1000**
St. Thomas Hanover
Amount Requested: \$1920
- *Palestine Israel Network of the Episcopal Peace Fellowship*—a letter to Rob looking for funding **amount approved \$1000**
- *Episcopal Relief and Development—One Thousand Days of Love.* Integrated programs and partnerships with local churches and communities in Africa, Asia, and Latin America nurture children up to age six so they are learning, growing and thriving. **amount approved: \$1000**
- *The New Life Methodist Evangelical Mission of Tanzania*—"Reaching out, Growing up, Going Forth" sent a letter to Bishop Rob wanting a relationship with diocese of NH.

Total amount: \$10,000

Zach moved affirmation and Reed seconded. The motion carried.

Mission Resources Grants for 2019 & Fair Share Adjustment Process Benge Ambrogio

Benge reviewed recent grants to congregations:

- Children & Church program at St. Andrew's (New London) - **\$20,000**
- Red Church Door at St Peter's (Londonderry) - **\$7,500**
- Messy Church, Year 2 at Epiphany (Newport) - **\$9,797**
- Recovery Healing Eucharist, Year 2 at St. Andrew's (Manchester) - **\$2,500**
- Recovery Ministry at Plymouth State via St. Mark's (Ashland) and Holy Spirit (Plymouth) - **\$8,500**
- Healthy Living program at All Saints' (Littleton) and support of Youth Ministry - **\$11,650**

The Committee used most of its 2019 budget.

Fair Share Adjustment Process: Deadline for applications, January 24, congregational review meeting with applicants will be February. Question: Can there be a consideration of congregations who asked for certain amount but didn't get it, could they request more if F.S budget unspent by the end of the year?

Receive and approve changes to Compensation and Benefits Manual Benge Ambrogio

The HR Committee started meeting over the summer. The Clergy portion of the work was more focused, the lay section was fleshed out, and attention was given to sections and structural changes that should be in both. Updates for new tax law disallows certain clergy expense deductions, with changes to reimbursements. The most substantive change affecting congregations is to boost the supply clergy pay rates. Some of our churches pay above the guideline. Supply clergy were consulted and practice in other dioceses were reviewed. (MA, CT, W MA pay supply more than our churches). Our changes are in line with DioMass and RI. Maine's 1 Sunday service rate is the same as ours, their 2-service rate is higher. The rate is raised by \$25 per Sunday. Most congregations have supply about 8 times per year. We don't want to encourage churches to use supply too often.

Substantive changes to manual shall be approved by Council. There are minor technical changes that will be done without approval. Richard moved approval to the update and Zach seconded. The motion carried.

Approve Campus Ministry Grants Benge Ambrogio

Three requests are in: UNH (already received **\$4000** for weekly Canterbury Club, requesting second amount), PSU United Campus Ministry, **\$5500**, Dartmouth **\$13,500** Egerton House, and a supper club and other things. Their church budget is **\$50,000** for the whole program from multiple sources (rental, alums, etc). Grants total **\$27,000** and budget is **\$28,000**. Teresa moved approval of requests and dividing the surplus equally among all, and Richard seconded. Reed noted that several of the campus ministry people have gone through the ordination process in the diocese, though not all are from NH and all stay. Kelly pointed out that there is huge need of support of youth facing addiction issues, the counselling center reached out to Campus Ministry for support. Sandi Albom is stepping into that campus ministry as Kelly moves into part-time vicar of the congregations. There is great new collaboration and experiment with Marcia and Sandi on board. The motion carried.

Bishop's Time

Diocesan Convention. The Bishop's office received positive feedback about Diocesan Convention in Waterville Valley: content, Friday night gathering, accessibility of the facility. Complaints: chairs too close together, limited restroom

facilities. The Aprons and auction were wonderful, hospitality was great. Too much responsibility landed on Tina—it would be better to delegate liturgical part. (This was attempted, but didn't work out.) Hopkinton delegates were so pleased that they want to be delegates again (Hopkinton). Visuals were good during Bishop's address.

Press. ECONH is receiving mainstream press attention for Messy Church, via ENS. Epiphany Newport has done great things, getting so many people, children, families.

School for Ministry. Kelly the Dean, just started, got funding to start a month early. Kelly grant writing, 4 or 6 people to enter the school in the fall. Will be a great community of learners. Will transform our common life, especially for churches that can't afford fulltime priest. People clearly called by God but can't manage a 3 year residential seminary experience. The curriculum from SoSW is great for us. Not an M. Div. There will be some kind of certificate, and other dioceses handle it in different ways. Some do the full Iona Program, others pick and choose. Some might have M Div but not from Episcopal ethos or liturgy. Could be like EfM with certificate. It will have the rigor and focus and pattern. Before ordained, have to show proficiency in the 5 areas of the canons.

AngolaTrip. The Bishop and Gail visited the Diocese of Angola, which had provisional missionary status and is now recognized as a diocese of the Anglican Communion. The Bishop of South Africa was present, and other bishops of that Province. At an ecumenical conference with the Health Ministry of Angola, they learned of efforts to eradicate malaria along the Angola-Namibia border. The state is recognizing the work and help of the church, and its value. Volunteers go Gail and the Bishop delivered letters to Ondjiva from Church of Our Saviour Milford and from Chip Robinson. Our joint mission with them began the men's group at Ch or Our Savior. They sent gifts for Chip.

After closing prayers, the meeting was adjourned at approximately 5.50.

2nd Quarter meeting: March 19

3rd Quarter meeting: June 11

Respectfully submitted,

Margaret Porter