

**State of the Church  
Web/Teleconference  
March 13, 2017, 9pm EDT  
Minutes**

In attendance:

Winnie Varghese, Chair  
Ernesto Medina, Vice-Chair  
Sarah Lawton, Secretary  
Gary Commins  
Cliff Craig  
Evan Garner  
Jane Gould  
Laura Russell  
Bonnie Weaver

Winnie called the meeting to order at 9:04 pm EST.

Reports on work accomplished so far, and next steps:

- Pension Group:
  - Evan reported that we have heard from Mary Kate Wold, CEO and President of CPG, that the written responses to our questions will be forthcoming within a few weeks.
  - Evan reported that he has been working with Winnie to draft the survey. It will have two parts: Medical Trust and Pension.
    - Medical Trust draft questions:
      - Is there a plan in your marketplace/location that is not offered in the Medical Trust that you would like to see?
      - Since parity has been mandated, has there been a documented reduction in paid positions and hours?

Questions/discussion: Cliff asked if the first question is too open-ended or difficult given the many options and research that answering that question would entail. Evan asked if we should be willing to ask the question at the heart of some of the cost issues, which is – are we willing to pay more money to ensure that those in less favorable markets or situations can afford a plan? Cliff: the question is, what should the church's priorities be in terms of the Medical Trust? We have a present and growing problem with adverse selection, given that our pool of participants is older than wider community.

- Pension draft questions:
  - What % of retirement income do you expect will come from your church pension?
  - To what extent would be willing to give up pension income to help fund a pension for others in the fund who may come from poorer / more adverse situations? (Question of parity)

Questions/discussion: Laura asked to what extent parity is being implemented at the diocesan level. Winnie remarked that the issue in DioNY was that people were not prepared for the impact of parity on schools. Ernesto asked if we can get quantitative data from CPG on the issue of parity (answer: we can get a fair amount of data). Jane pointed out that the unreported, perhaps hard-to-gather question is how many position that were once 20-25 hours are now (on paper) 18-19 hours?

Based on this discussion and feedback, the CPG group will be posting a draft of the survey on the Extranet this week. Evan emphasized that that we “**beg your feedback**” – please read this draft and provide feedback!

- Social Justice / Advocacy: Laura Russell reported that the group is still working on their survey; she expects a draft will be done by tomorrow, shared with the sub-committee, and then the SoC group as a whole before being sent out. The group plans to work with the GCO to distribute the survey.
- Multicultural Ministries/Ethnic Groups:
  - Ernesto and Jane reported on their meeting with the ethnic desk officers will be meeting in Los Angeles last month. It was an excellent and frank meeting. Jane read out a summary of reflections and concerns, many of them profound in terms of how this work is constructed, how it is constrained and isolated from the rest of the church, not articulated with other work (such as public policy advocacy), and viewed through a lens in which “ethnic” church members are seen as objects of service and not agents of ministry; also, leadership development for multicultural ministry is not culturally competent, and the specific skills for multicultural ministry that have been developed by these leaders are not being used by the whole church at the very moment that they are so greatly needed. The entire summary (much more deeply reflective than can be reproduced here in these minutes) will be posted to the Extranet.

- Ernesto and Jane reported that plans are in the works for “key informant” interviews with leaders and stakeholders active in multicultural ministry in the church. They want to set up face-to-face meetings wherever possible, so they are working to connect people when and where they are in the same location.
- Parochial Report: Nothing to report this month.

Jane Gould offered a closing prayer.

The meeting adjourned at 9:47 pm.

The next meeting will be held by web/teleconference on Monday, April 10, 2017 at 9pm EST.

Minutes taken by Sarah Lawton, Secretary.