

This is a draft and subject to approval by the Board of Directors

**MINUTES OF A REGULAR MEETING
OF THE BOARD OF DIRECTORS
OF THE EPISCOPAL DIOCESE OF IOWA**

A regular meeting of the Board of Directors of the Episcopal Corporation of the Diocese of Iowa was held at St. Mark's Episcopal Church, 3120 24th Street, Des Moines, Iowa on March 4, 2005 at 10:30 a.m. pursuant to the annual meeting held on December 10, 2004.

The Rt. Rev. Alan Scarfe, president, presided.

The following directors were present:

The Rev. Al Aiton

The Rev. Cathleen Bascom

Mr. Bill Early

The Rev. Julia K. Easley

The Rev. Artis Ferrel

Ms. Elinor Kornhauser

The Rev. Mel Low

Ms Kim McIrvin

Canon Glenn E. Rankin

The Rev. Mel Schlachter

The Rev. Anne M. Williams

Ms. Marrie Williams

Mr. Paul Meginnis II, *ex officio*

Mr. Thomas W. Carpenter, *ex officio*

Also present: Mr. Robert Joy, Assistant Treasurer; Ms. Nancy Morton, Assistant Secretary and Ms. Sue Genereux, Assistant Youth Missioner.

Absent were: The Rev. Julia Easley, Mr. Steven Kennell, The Rev. Dian Ong, The Rev. Donald Payer, Ms. Barbara Sass, Mr. William Smith and The Rev. Lynne Carver, *ex officio*.

The Rev. Cathleen Bascom opened the meeting with a time of reflection around I Samuel 16:1-13.

The minutes of the January 21, 2005 meeting were approved. Also approved was a correction to the minutes of the Annual Meeting on December 10, 2004. Notice of Board approval for the Rev. Julia Easley and Mr. John Swope to serve on the Professional Development Leave Committee (Class of 2007) had been omitted.

Bishop's Report

As I approach the end of my second year as Bishop, I find that we are entering into a most productive period. Much of the work started in the Diocesan Ministry Development Team is beginning to be expanded into the Commission network of this Board, and there

has also been the initiation of some new Task Forces or leadership gatherings. All-Commissions Day marked a key time for the expansion.

All of the Commissions, including the Commission on Ministry found fresh energy for planning towards the future, as the plans and efforts of the staff began the process of blending or being assumed by the broader representation of the Diocesan-wide Commissions. Some very new ideas came out of this, especially in the area of youth ministry and in the challenge for this Board to have its own new strategic plan. Our agenda today reflects the creativity.

One Church, One World divided up its interests according to global mission on the one hand and ecumenism on the other, but also found that in some planning the perspective of the combined was of great value. Congregational Life is fully supporting the Ministry Development efforts of the Diocesan Team, and has assumed the direction of creating healthy congregations. The Jubilee Commission will become a natural place for deacons in the Diocese to find support for their ministry. I hope the Board reports will begin to reflect this renewed focus. Members of the Diocesan Team are now assigned liaison positions on each Commission.

In addition, new work has begun on stewardship with the calling together of the Bishop's Advisory Group on Stewardship. Their goal will be to develop training of congregational leadership in this area, as well as call clergy to look at their attitudes towards money specifically and a future Clergy Day on the whole interplay between congregations and the Diocesan structure as it comes to asking and pledging.

The Clergy Compensation Commission has also met recently and is forming an expanded Task Force on Clergy Care, which will deal with issues like transition periods in our ministry – retirement, new starts, sabbaticals, compensation, health insurance, pastoral care for clergy and their families, and continuing education including a design team for the clergy conferences.

Two more groups will soon be called: first, of potential faculty to consider the plans for the E-Seminary produced by Tom Gehlsen, and second, of interested parties for young-adult ministry to consider some new thinking that I have had on doing that work. This too is reflected in today's Board agenda. Finally, commitment remains high, after two meetings, for the joint commission on relations with the ELCA. We expanded the number of participants at our last meeting, and have identified two working groups for consultation.

January and February have been months for one-on-one staff reviews at Mills House with the Diocesan Ministry Development Team. We still have not satisfactorily replaced the position vacated by Connie Lee in the summer, though Caroline Arter has been temporarily assisting the ministry team and especially the work needed to get out to prepare Convention and publish the Journal. I feel that we must continue to look for someone permanently for that position. The one-on-ones aired growing pains in communication and trust, especially in a system in which we are seeking to build

community and a team approach to issues, but which also, by its very nature, has a strong hierarchical character to it, and in which I am often pulled away by outside Diocesan duties. Keeping that balance requires constant effort. We are responding to the trust issues by increasing awareness among the staff of each other's roles and responsibilities. We have not yet developed written job descriptions for each position, and this I think would be helpful, especially to reflect the new staff. The review process, though, has been very helpful.

In other matters, the Dean of Trinity Cathedral has announced his retirement for June 1st, and I have met with the Chapter for conversation about the future steps in his replacement. I met with an eager group that had already formed a search committee, had carried out an extensive all congregational survey, and would liken to shorten the gap between Deans as much as possible. While aware of their anxiety, combined with a real sense of upswing as a congregation in this past year under the leadership of the current Dean and the Chapter – a momentum they are keen not to lose – there are canonical procedures which have to be followed which place quite a large responsibility on me for the replacement and for leadership in the congregation in the Dean's absence. I have also indicated to them a wish for a prolonged interim, but am open to compromise on this given their preliminary work and their self-perceived fragility as a congregation. Interims of course are often about clearing the space for the new incumbent, and people often underestimate what this might involve. I can also see wisdom in working under an appointed Acting Dean who could become Dean if they should choose who would strengthen their present sense of working together and move them farther down the road away from the emotions of this past eighteen months.

With regard to the situation in the Anglican Communion, it is probably good that responses are out of our hands at the moment. There remain mixed messages from the various constituents. The Primates, including our own and the Archbishop of Canterbury, seem to be saying that their meeting was open and demonstrative of a will to hold together, but there is also a perception that the North American Churches are three months away from some decisive moment. I cannot speak for the House of Bishops and how we might react to the request to remove ourselves from the ACC meeting in June. I find the communiqué from the Primates containing strong endorsement for the Lambeth 1998 position, including a phrase, which seems to link our unity with the Holy Trinity at question by our actions at General Convention. It certainly declares Lambeth 1998 as the position of the Church on human sexuality, which goes beyond the scope of resolutions with minority opinion. We can certainly provide a theological rationale for our actions, and we, in Iowa, are doing our part to collect the witness to Christ of gay and lesbian Christians, which is also called for. My focus remains that whether in or out of Communion, the mission of Christ does go on, and must go on with greater intensity.

That this remains Christ's Church, or one of Christ's vehicles for the Gospel and His Incarnated Spirit through the baptised is evidenced day in and day out for me in my visitations, interviews and conversations. Since we last met, I have made official visitations to St. Paul's, Sioux City; St. Paul's, Harlan; Grace, Decorah; St. Andrew's, Waverley; St. John's, Shenandoah; St. Alban's, Davenport, and Trinity, Muscatine. At

Muscatine I chaired the Annual Meeting and called for the reconstituting of their vestry as part of my Canon 14 intervention in their internal dispute. I have also carried out mid-week confirmations in Church of Our Saviour Clermont and officiated at the Ash Wednesday service in St. Anne's, Ankeny. I attended the Annual Meeting at Grace, Charles City where the congregation and their vicar, Kate Campbell, mutually decided to end their current relationship at the end of May due to insufficient income for that style of ministry. Kate remains attached to Clermont, but will also be a theological resource for the new Ministry Development Teams being formed in both congregations.

Ministry Development Teams are beginning to appear in formation at several places. In March, New Song had its first evaluation by the Commission on Ministry during an on-site visit by members of the Commission. It was a very gratifying and inspiring experience. Also this month, Calvary, Sioux City and the congregations of Charles City and Clermont will start the learning process of their teams' development. In April, Creston will follow, and Grace, Decorah is currently undergoing explorative work to this end. Ellen Bruckner and I held a weekend retreat on ministry development for the people of Grace during my visitation. It was very well attended.

While some of our churches are reaching vital points of decision in their common life and have to look seriously at their income and the nature of professional ministry they can afford, I receive reports of encouraging growth in a number of places. As the teams multiply and as commissions take the resources for ministry out into the regional chapters and to the congregational level, I believe that we can begin to work ahead of trends. We have good clergy in this Diocese, as I keep on saying, and I intend to keep them as far as it depends upon us. We have some brilliant clergy in training and I want to prepare for their return. Above all we have far more incredibly gifted ministers of the Gospel who are not ordained, but have the expertise, the life experience and skills and the passion to bring Christ to their communities. We must all learn to appreciate this, and put each other into action. That is what I really hope to see unfold as my third year stretches before me.

Financial Report

Mr. Robert Joy reported that the expense side of the 2005 budget was in line while the income side has a balance due of \$49,526. He noted that the amount of the arrears was not unusual for this early in the year. He has heard from some church treasurers about the pledges and the Ways and Means Committee will continue to monitor payments. The Board discussed the possibility of inviting the rector and wardens or treasurer of congregations not meeting their pledge to discuss the situation at a future meeting of the Board. With the 2006 budget in the planning stages the concern remains about the gap between "askings" and "pledges." *The Board scheduled a special meeting on the subject of finances and diocesan policies for April 22 at St. Mark's, Des Moines.*

Clergy Compensation Committee

The Bishop reported that the recent meeting of the committee chaired by The Rev. Patrick Genereux focused on care for clergy. They identified several topics for attention by task forces. One concern is transitions into retirement. Clergy 55+ would be invited to

Credo. Welcome packages are needed for new clergy. Arrangement for pastoral care is on the agenda as is input in planning a clergy conference. Insurance and health education are important components.

Young-Adult Missioner proposal

Bishop Scarfe shared some ideas for different approaches to ministry for young adults. He would use the \$120,000 now designated for college chaplaincies to fund a young adult missioner. Chaplaincies would move toward being parish-based. The missioner would coordinate work for college students, generation xers (those born between 1965-1080) whether in school or workplace. There would be opportunities for internships abroad, advocacy, and conferences 2 times a year. The question was raised about whether this could become an ecumenical effort. A committee was formed to discuss these new approaches. The members are: The Rev. Mel Schlachter, The Rev. Cathy Bascom, Ms. Marrie Williams and Mr. Steve Kennell.

Canons on Congregations

Mr. Tom Carpenter described the changes to the canons still needed to make terminology consistent with current usage that eliminated distinctions between missions and parishes. He noted that when the Diocesan Convention adopted the canons, authority and accountability were lost along with understanding of congregational relationship to the diocese. A policy of accountability and responding to pledges will be part of the conversation at the April 22 meeting.

The Rev. James Davis, a member of the Diocesan Ministry Development Team, opened the discussion of strategic planning raised at the Congregational Life session during the All-Commissions Day meeting. The topic is timely since this is the final year of the Strategic Plan 2000-2005. He used Mark 8: 27-38 as a model of organizational design and leadership. He identified the following characteristics of a leader. (1) identity – who you are, (2) know where you are going, (3) be able to articulate the direction, (4) willingness to correct those not following, (5) be inviting and (6) tell the truth.

The model sparked considerable discussion, as did the suggestion that this Board of Directors should have a mission statement. No consensus was reached by the end of the time allotted. The subject will be revisited at the June 10 meeting when it is hoped Mr. Steve Davis can attend to present his strategic-planning method. Time permitting, the discussion might continue at the April 22nd meeting.

Commission/Committee Appointments

The board approved the following appointments:

Clergy Compensation Committee (*committee of Convention*)

The Rev. William Pugliese, Christ Church, Cedar Rapids

(*To fill unexpired term through Convention 2005*)

Commission on Ministry

Brandon Gray Rainbow Cloud, St. Paul's Indian Mission, Sioux City

Don Wacome, St. George's Church, Le Mars

Staff resource for diaconate: The Rev. Warren Frelund

Jubilee Commission

Jay Leaman, St. John's Church, Mason City
 The Rev. Jean McKinney, St. Paul's Cathedral, Des Moines
 Georgiana Meadows, St. Mark's Church, Ft. Dodge
 The Rev. Patricia Roberts, Calvary Church, Sioux City
 The Rev. Merle Smith, St. Stephen's Church, Newton
 The Rev. Warren Frelund, staff resource

One World, One Church Commission

The Rev. Wendy Abrahamson, St. John's Church, Mason City
 Rebecca Conway, St. Thomas' Church, Sioux City
 The Rev. Margaret Harris, St. Andrew's Church, Des Moines
 The Rev. Linda Hughes, St. Martin's Church, Perry
 The Rev. Jean McCarthy, St. Mark's Church, Des Moines
 Melody Rockwell, Christ Church, Cedar Rapids
 Patricia Stiles, St. Mark's Church, Des Moines
 Kathy Travis, St. Andrew's Church, Des Moines
 Esther Walter, St. Andrew's Church, Des Moines

Youth Ministry Development Team

Caroline Arter, St. John's Church, Mason City
 Diane Bjorklund, St. John's Church, Ames
 Susan Frelund, St. John's Church, Mason City
 John Greve, New Song Church, Coralville
 The Rev. Robert Kem, St. Anne's Church, Ankeny
 Melissa Morain, Trinity Church, Iowa City
 Wanda Stahl, Trinity Church, Waterloo
 Kari Swanson, Trinity Church, Iowa City

Professional Development Leave Committee (as per minutes 12-10-04)

The Rev. Julia Easley, Episcopal Chaplaincy at University of Iowa, Iowa City
 John Swope, St. Andrew's, Church, Waverly

Commission/Committee Reports:

Architecture & Allied Arts/Property Committee: The discussion of their proposal scheduled for today, was postponed to the next regular meeting of the board on June 10.

Council on Deacons: Bishop Scarfe reported that the group will hold its first meeting on March 19 with The Rev. Warren Frelund as facilitator.

One World, One Church Commission: Mr. Paul Meginnis reported on the April 2nd meeting that continued the reorganization begun at All-Commissions Day and future plans. He also described the tornado near Manzini that cut off electricity and power and washed out crops. He asked for prayers for Bishop Mabuza's family after learning that

his nephew had shot his wife and then himself. This leaves two children to be raised by the Mabuzas.

Youth Ministry Development Team: Ms. Sue Genereux reported that the Dubuque ski trip was a huge success. The 72 youth and adults who camped out at St. John's were joined by 25 more participants for the day on Saturday. The YMDT has been gathering ideas for increasing fellowship the different parts of the diocese. Input is especially needed from the western part of the state; the east and central are increasing activities.

Congregational Life: Bishop Scarfe reported that the commission is working on making extended use of the Episcopal visits to congregations. This would include a policy of congregational accountability. Members of the commission are studying "appreciative inquiry" and provide training for themselves so that the information will be available to congregations.

Stewardship: No report. (See "BAGS" in Bishop's report.)

Jubilee: The Rev. Anne Williams reported that the commission has doubled in size since the All-Commissions Day. Their next meeting is March 12. She recently visited the Angola Prison in Louisiana which has an Episcopal congregation within the walls. She is exploring starting a congregation in at the prison she serves in Anamosa. She noted that a Provincial Prison Ministry conference is planned for the fall of 2005.

Deanery/Chapter Reports:

Bow-Tie Chapter: Ms. Eleanor Kornhauser reported that this north-central chapter is disorganized at present and in need of leadership.

East-Central Chapter: The first chapter meeting for St. Mark's, Anamosa; New Song, Coralville; Trinity, Iowa City, Grace Church and Christ Church in Cedar Rapids was well attended. Mr. Robert Joy opened a discussion of stewardship. Since there is informal work being done at Coe College in Mt. Vernon, the chaplain also attended. The chapter has not selected a name.

Mid-Central Chapter: The Rev. Cathleen Bascom reported that this grouping of St. Paul's, Marshalltown, St. Stephen's, Newton, St. Paul's, Grinnell; St. James', Oskaloosa and Trinity, Ottumwa shares activities from time to time without a formal organization or a name. Most recently a pulpit round robin that involved Marshalltown, Newton and Grinnell.

Central Deanery: Bishop Scarfe reported that the Metro rectors continue to meet. One topic is a centralized youth work. Discussions continue.

Northwest Deanery: The Rev. Mel Lowe reported a deanery meeting scheduled at All Saints' in Storm Lake on April 2.

Sacred Goose Chapter/Southwest Deanery: No report.

Special meeting of Board of Directors on April 22nd at St. Mark's, Church, 3120 24th Street, Des Moines, 10 am to 3 pm. (Please note earlier starting time.)

Next regular meeting:

June 10 at St. Timothy's, 1020 24th Street, West Des Moines.

The meeting adjourned at 2:30 p.m.

Respectfully submitted,

Nancy A. Morton, Assistant Secretary

APPROVED:

ATTEST:

The Rev. Anne M. Williams
Secretary of the Episcopal Corporation
of the Diocese of Iowa

The Rt. Rev. Alan Scarfe
President of the Episcopal Corporation
of the Diocese of Iowa