

**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. Andrew's Church, 5720 Urbandale Avenue, Des Moines, Iowa on September 14, 2007 at 10:30 a.m. pursuant to the annual meeting held on December 2, 2006.

The Rt. Rev. Alan Scarfe, president, presided

The following directors were present:

The Rev. Wendy Abrahamson  
Ms. Rita Baker  
Ms. Marva Eck  
Mr. George Eldridge  
Ms. Phyllis Melton  
Ms. Kathy Halverson-Rigatuso  
Canon Ronald Osborne  
The Rev. William Pugliese  
The Rev. Patricia Roberts  
Ms. Christine Schiltz  
Ms. Marta Shafer  
The Rev. Anne Williams  
Ms. Marrie Williams  
Canon Tom Carpenter, *ex officio*  
Mr. William Smith, *ex officio*

Also present: Mr. Robert Joy, Assistant Treasurer; Ms. Nancy Morton, Assistant Secretary; The Rev. Lynne Carve, *ex officio*, Ms. Julianne Allaway, The Rev. Raison Horn, The Rev. Mitchell Smith and Ms. Anne Wagner.

Absent were: The Rev. Artis Ferrel, The Rev. Sue Eades, Mr. John Gardner, The Rev. Linda Hughes, and The Rev. Patrick Genereux, *ex officio*.

The Chaplain, Ms. Rita Baker, opened the meeting with reflections and prayers about Holy Cross Day.

The minutes of the May 18 meeting were approved.

**Financial Report**

Mr. Robert Joy reported on the status of the 2007 budget. Pledge income through August 30 is running about one-half month behind. This is less than in 2006 at the same time. There are four congregations three or more months in arrears. He noted that the E-

Seminary income line would have a shortfall of \$30,000. The retirement of Canon David Titus and the resignations of The Rev. Warren Frelund, Ms. Sue Genereux and Ms. Diane Bjorklund will provide some savings until replacements are hired. This estimated savings at end of the year \$48,000.

He indicated two areas for which overspending is necessary due to a change in responsibilities.

On a motion by The Rev. Wendy Abrahamson, duly seconded, the following resolution was adopted:

**RESOLUTION NO. 1**

Overspend Chaplaincy for University of Iowa

**BE IT RESOLVED**, That, lines 43 and 44 covering Campus Chaplains' Salaries/Housing be overspent in the amount of \$12,000 to fund The Rev. Raisin Horn's ministry at the University of Iowa for July to December 2007.

On a motion by Ms. Phyllis Melton, duly seconded, the following resolution was adopted:

**RESOLUTION NO. II**

Overspend Salary for Ms. Anne Wagner

**BE IT RESOLVED**, That, lines 140 and 142 covering Administrative Assistants in the amount of \$2,400 be overspent to compensate Ms. Anne Wagner for her new responsibilities beginning July 1.

Mr. Joy announced that the budget for Clergy Conference would be overspent for 2007. Since the bills are not in yet for the conference scheduled for next week, he did not have an amount. Discussion centered on the possibility of scheduling only one clergy conference per year.

Mr. Joy reported that over all expenses for two-thirds of the year were 63 percent which includes prepaid registrations and dues. By September 13<sup>th</sup>, thirty-eight of 61 pledges were received. To date only two parochial reports are missing. Audits come in sporadically. Even though canonically required and reminded by Ways and Means, many congregations have not had audits in several years.

On a motion by Canon Ronald Osborne, duly seconded, the following resolution was adopted:

**RESOLUTION NO. III**

## Church Audit Policy

**BE IT RESOLVED**, That, the Board supports the Bishop in notifying congregations that a policy will be adopted sometime within the year that will address non-completion of audits.

On a Motion by Canon Ronald Osborne, duly seconded, the following housing allowances were approved:

### **RESOLUTION NO. IV**

Housing allowance

Jan Raisin Horne	\$9,000
Anne Scissons	\$15,000

The Rev. William Pugliese and Ms. Anne Wagner reviewed the proposed plan for health insurance for 2008. They reported that the cost increases were driven by prescriptions and high usage of services. The Rev. Mitchell Smith expressed concerns at how the increased costs affect families.

On a motion by The Rev. Wendy Abrahamson, duly seconded, the following resolution was adopted. The Rev. William Pugliese abstained. No votes were recorded by Ms. Rita Baker and Canon Ronald Osborne.

### **RESOLUTION NO. V**

2008 Health Insurance Plan

**BE IT RESOLVED**, That, the Board of Directors accepts the 2008 Health Insurance Plan as presented by the Clergy Wellness Committee.

On a motion by Ms. Phyllis Melton, duly seconded, the following resolution was adopted:

### **RESOLUTION NO. VI**

Suggestion regarding offset for out-of-pocket insurance expenses

**BE IT RESOLVED**, That the Board will send a suggestion to congregations that parish budgets have a line item to cover the difference between the current out-of-pocket maximum for clergy and the new out-of-pocket amount to offset the potential costs to families.

Mr. Robert Joy presented the 2008 Proposed Budget. He noted that there is a projected deficit of \$54,000. The Ways and Means Committee proposed four options for the board to consider. They could reduce giving to the National Church, cut program expenses, invade endowment or present a deficit budget to Diocesan Convention.

The discussion covered these options including requesting congregations that pledged below their asking to reconsider their pledges.

On a motion by The Rev. William Pugliese, duly seconded, the following resolution was adopted.

## **RESOLUTION NO. VII**

2008 Budget

**BE IT RESOLVED**, That, the Board of Directors approves sending a deficit budget for consideration by the delegates to the 155<sup>th</sup> Convention of the Diocese of Iowa meeting on November 2-3.

### **Bishop's Report**

Having suggested last Board meeting that we launch a clergy "less is more" campaign to tackle the weighty side of our health issues, I would not recommend my own version that has helped take off 12 pounds in the last three weeks! That was not the weight of the rock that was in my kidney, but it has felt like it during the past three surgical procedures hopefully to remove all the fragments. It turned a vacation into a mini-sabbatical of sorts, adding two and a half weeks of sick leave since August 27. I am grateful for your prayers and kind words, and am finding the experience a time of spiritual refreshment and visionary renewal about my role as bishop and the prospects for the Diocese. It is confirmation how God works all things together for good to those who love Him, which of course can include correction as well as encouragement and courage.

I could not have asked for a better send off than the Ministries Retreat which doubled in size (almost 200 registrants) through the energetic work of Catherine Quel-Engel and Elizabeth Adams and the tremendous talent of our contributors. The blend of children and adults was wonderful to experience. I have not seen the feedback forms, but can only imagine they were positive. That same blend of children and adults was in even greater evidence at the other summer event that proved a highlight of our Diocesan year. Sandwiched between what became vacation and sick leave was the Cathedral Day with the Bishop at St Paul's. Inspired by Wendy Abrahamson's idea of an Acolyte Olympics, it was well organized by our youth missionaries and the YMDT, with cooperation of the Cathedral's new Provost. Training was provided at every level - acolytes, confirmation teachers, J2A, Godly Play, prayer techniques - and forty-four congregations were represented. St. Luke's, Des Moines were the surprise winners of the first Bishop's shield in the Acolyte Olympics. There were 150 plus attendees.

Ironically the Day with the Bishop was the last hurrah for our Youth Missioners, who unbeknownst to one another, and for different personal reasons, offered their resignations within the same week. They have done a wonderful job in the past two years, connecting a much wider range of congregations in training for Christian educators, as well as promoting Christian discipleship and fellowship among our youth. They not only established new Diocesan wide events - such as the recent Day, and the Diocesan Youth Conference - but have grown the Christian Education Forum in the Spring, made Godly Play a main stream formation program for children in our varied size congregations, helped churches find each other to combine their youth for 12A and Rite Thirteen, and increased our youth presence at National events like EYE, General Convention, as well as Provincial gatherings. They helped young people from St Paul's Indian Mission participate in the national Native American Youth gathering last year. And have been ready respondents when I have come across what I call the "lone teenagers" in so many of our smaller congregations.

The missioners have worked not only to tie them into Diocesan wide programs, but also to bring their adult leaders into the YMDT planning process. Under their watch, Happening has become a Diocesan program, with the next one set for December at St Tim's. They have also managed well to identify parochial events, like the St John's Dubuque ski trip, and helped build them into Diocesan wide appeal. When children from St. Luke's, Ft. Madison; Calvary, Sioux City; St. Thomas, Algona and St. Martin's, Perry are becoming regulars at almost each event, then we know this is truly a ministry for us all. I am glad to be able to say that I am in conversation with some gifted individuals that will build on Sue and Diane's achievements. One of the major new initiatives which I hope we can sew up before too long is the work of the Task Force on Camping which Sue began. We are close to entering into contract with a Lutheran camp in Spirit Lake where we will be able to offer our own programs to Episcopal children, as well as work on planning a camp for children of prisoners with support from the national church.

Ministry among the youth, and among young adults was one of the primary mandates given to me as your Bishop, along with ministry development and these remain essential parts of my staffing priorities. I am pleased to report that Maureen Doherty has assumed responsibility for the campus ministry at University of Northern Iowa. Currently she is doing this as extension of her ministry at Waverly, but program monies have been transferred from St. Luke's Cedar Falls for this purpose, and my budgetary wish list would certainly include a half stipend for her as her time with St.. Andrew's is re-negotiated in the future. Raisin Horn, our new Campus chaplain at University of Iowa, will make a full report later in this meeting. We welcome her and commend her on her great start in a newly shared ministry with the congregations of Iowa City and Coralville.

Yesterday about thirty clergy met for the opening session of Fresh Start. Everyone represents some new movement in ministry around the Diocese of some kind in the last two years. Experienced clergy in new positions are sharing time with the newly ordained, under the mentorship of Wendy Abrahamson, Julianne Allaway, Lynn Carver, Curt

Moermond and Bill Pugliese. Among the new clergy I am delighted to introduce to you Virginia Lane, the new supervisor for CPE at University of Iowa Hospital and attached to trinity, Iowa City, Sean Burke, OT professor at Luther College and newly ordained priest eager to coach the MDT at Grace Decorah and be available for supply in the north-east, Mark Holmer, a retired Lutheran pastor who is part-time pastor in residence for St. Thomas Algona, and Anne Scissons, who is the new vicar at St Paul's Indian Mission. All are now settled in Iowa and will be good additions to the clergy roster. Over the summer I ordained to the priesthood John and Raisin Horn in Bettendorf, Elizabeth Popplewell in West Des Moines, and Sallie Verrette in Grinnell for Marshalltown. In July I ordained Judith Dalmasso to the diaconate in Clinton for St John's Dubuque. I look forward to the ordinations of Roman and Judith to the priesthood, both at Trinity Cathedral this winter. I am also anticipating that the Ministry Development Team from New Song will celebrate commissioning and ordinations over the next few months. They have met with the Standing Committee and the Commission on Ministry.

As Ministry Development moves into this next phase, it begins to come into closer cooperation with our Theological Education process. I am exploring the possibility of combining Ministry Development and Theological formation under one portfolio on the staff for Spring 2008 and am in conversation with Willa and Tom about the implications of this.

Over the past four months, I have made official visitations to St. Andrews, Waverly; St. Luke's, Cedar Falls; St John's, Dubuque; St. Paul's, Creston; Trinity, Iowa City, Grace Cedar Rapids; Trinity, Denison; St. John's, Glenwood; St Paul's, Council Bluffs; Church of Our Saviour, Clermont; St. Anne's Ankeny; Church of the Good Shepherd, Webster City; St. Mark's, Anamosa and the State Prison; St. James', Oskaloosa; St. Michael's .Mount Pleasant; and St. James', Independence. At Independence and Webster City was also introducing new clergy in the arrivals of Sue Anne Raymond, deacon, and Richard Graves, priest in charge at those respective places. Creston, Council Bluffs and Glenwood included meetings with their Ministry Development Teams as well as deployment work with the SW churches. It is hoped that we can bring Charles Kunene from Swaziland to work in the Southwest and with our distance learning projects for a two-year stint next year. I am inviting him over this next month to see if he is interested. The Creston visitation was supposed to be held jointly with Trinity Winterset. They did not turn up, and I fear that Trinity might be close to closing.

The Diocese received a bequest of \$145,000 from the estate of Margaret Altekruze of St John's Glenwood. I would like to see the Board use \$ 125,000 of it to begin an endowment for the E-Seminary and to allow us to use the rest for the Swaziland exchange. Margaret was our ERD coordinator for many years, as well as a devotee of Christian education. No restrictions are placed on the bequest. In July I was also in Spain at a Consultation sponsored by Trinity Wall Street. They brought over as many African partners to meet their Episcopal counterparts, and we worked together at developing a strategic plan for the next few years. Meshack and I have mapped out

possible scenarios for the next three years, including an exchange of evangelism teams - first for Swaziland in 2009, and then in Iowa for 2010. The other benefit and goal of the Consultation was to create a pre-Lambeth experience, testing the design being planned for our time in July/August 2008. It worked very well, and it offered a lot of opportunity for personal sharing around issues of the Communion.

In other projects of a broader nature, the annual Judicatories retreat was held in late May, and we focused on the Bishop in politics. We looked at the tendencies that have made the political arena so polarized. A number of us were present at a couple of gathering, one by the Farm Bureau and another by Senator Harkin, to study and address the Farm Bill, which is coming onto the floor this month. I have also continued work on the interfaith statement for the General Convention Ecumenical presentation, though I admit that the surgery has slowed that process down. The Living Stones Coordinators came to Des Moines in the summer, in preparation for their national meeting here in Des Moines which we host next February. Warren Frelund had been instrumental in bringing them here as our coordinator with Living Stones. Warren left for Wyoming in July, and I have been able to integrate his work within existing staff, particularly by making Anne Wagner the Program Manager, which includes oversight of Convention. Warren's work with Ministry Development had not been as strong an emphasis for him in latter months, and so it has not been important to replace this aspect of his ministry. Ellen and Willa work with congregations in this regard, while Anne has added visits to southwest and south central churches.

As staff we have been focusing on congregational development, with a particular emphasis on getting congregations turned around onto mission. It will be a part of our learning and resourcing for 2008. A number of congregations are doing well with their own growth, and I hope we can develop networking and sharing of resources in the new year. Ellen Bruckner put on a marvelous Provincial Synod on this theme in Omaha this July, at what I thought was one of the best Synod's I have attended since I arrived in the area. She is a wonderful resource and has a real passion for this subject matter.

I have been very grateful for three impressive pieces of work for the Diocese in recent months. In response to Diocesan Convention resolutions, Paul Fuesell and Barbara Schlachter led the way in developing and hosting an excellent workshop on domestic violence prevention. It was made mandatory for all clergy to attend. Along with that, the Windsor conversation group founded at Convention 2005 have been gathering faithfully and received training at the Reconciliation workshop in Los Angeles in the summer. They are putting on a workshop called "Beyond Winning" for the weekend at which we are meeting at the House of Bishops. The broad element of their work is that they provide tools for having respectful conversation over difficult topics. I also commend New Song Coralville for offering to the congregations a workshop next month on Health congregations, featuring the Mennonite mediation team from the Lombard center. I would be amiss if I did not also praise the Clergy Wellness Task Force who has worked

very hard at putting together a new Health Insurance program, which we have already heard about.

Along with all of the above, I continue to be acting dean at the Cathedral in Des Moines. This is more about attending extra meetings than anything else, as Cathy Bascom is doing a great job as Provost. The Chapter is not in any hurry to move beyond our present arrangement, but a sign of their returning health is their decision to pay up last year's pledge to the Diocese as well as catch up on this year's giving. It is the nature of Diocesan level ministry to seem to be casting out demons on many fronts, but it is nice to look around and see that God always prevails, and we are in such a place in many parts of the diocese. Two transitions mark us profoundly in the past few months. This weekend Anne Scissons takes over as vicar of St. Paul's Indian Mission. After 20 years of the passionate and devoted ministry of David Titus this is no small event. David and Charlene remain in Sioux City for the present, but will be assisting family for the next few months in Kansas. Anne brings long experience as a priest in native ministry, while being herself a Native person.

The other transition was of a more painful nature. Mid vacation I heard of the sudden death of Deacon Eric Johnson. I had just made Eric the new Deacon Coordinator for the Diocese. Eric was rightly beloved in his home church and town. It was a privilege to be able to be present for his family, his priest and congregation and to lead our thanksgiving to God for his life. He will be sorely missed. As will our beloved Elinor Kornhauser, whose death occurred as I returned to England and I hope to offer some memorial prayers on my visitation this weekend to Mason City. Elinor was well known to this Board as our NW representative and Diocesan Altar Guild Coordinator. I ask that we send our formal greetings to their families and offer thanks to God for their lives.

And now it is on to New Orleans and whatever awaits there in our discussions with the Archbishop of Canterbury. Rather than belabor the point here, I ask that you read the notes from the Communion Matters conversations I have been holding this summer, which will appear in Iowa Connections. We have a good perspective in Iowa on these matters, I believe. I am saddened that the Cathedral in Davenport and St. Paul's Durant continue to withhold funds from our common work together, and I am thinking of writing a note to them indicating that their protest has been heard and has hit us in our ministry potential, and to invite them to a new beginning. I am sure it is what the Communion is going to be doing as a whole.

### **Altekruse Bequest**

The Board of Directors acceded to Bishop Scarfe's request that the \$125,000 from the estate of Margaret Altekruse of St. John's, Glenwood, be used to begin an endowment for the E-Seminary. The remaining \$20,000 would be used for a Swazi exchange.

### **Old Brick**

The Diocese has been in conversation with the Lutherans about purchase of their interest in the facility in Iowa City used for campus ministry. The board authorized the Bishop to make a counter offer of \$100,000 over five years or \$80,000 now.

Since the merged congregation of Christ Church in Clinton decided to use the Grace Church building, they have been in negotiation for the sale of the St. John's facility to Bethel AME Church in the amount of \$45,000. Bishop Scarfe announced that the Standing Committee had signed off on the sale.

On a motion by The Rev. William Pugliese, duly seconded, the following resolution was adopted.

### **RESOLUTION NO. VIII**

St. John's, Clinton

**BE IT RESOLVED**, That the Board of Directors ratifies the sale of St. John's building to Bethel AME Church in Clinton for \$45,000.

### **University of Iowa Chaplaincy**

The Rev. Raison Horn described high visibility as one of her goals as she lives into her role as University of Iowa Chaplain. For starters she is publicizing the Taize service on all buses and dormitories. Her ministry is parish based with Trinity Church in Iowa City. She has recruited a new group of volunteers from the men's basketball team to serve at the Agape Café.

### *Regional Chapters*

**Metro** – Canon Ron Osborne reported that a small group met to discuss the deficit budget and about cutting program. They agreed not to cut youth work. They observed that the diocesan staff was made up of fewer full-time and more half-time positions.

**South Cedar Valley** – The Rev. William Pugliese indicated that there would be four resolutions coming to Diocesan Convention from that chapter. (1) Schedule board meetings on Saturday. Friday dates make it difficult for laity to attend. (2) Fully fund expenses for delegates to Provincial Synod. The same should apply to deputies to General Convention. (3) Provide a personnel committee to assist in hiring diocesan staff. (4) Request payment of full asking to the National Church.

**Sioux City** -- The Rev. Patricia Roberts reported that they really were "One Church with Many Locations" as they planned the Welcoming of the Rev. Anne Scissons as the new vicar at St. Paul's Indian Mission.

**North Cedar Valley** -- Ms. Marva Eck reported the chapter has been discussing ways churches could combine purchase needs for supplies. She invited everyone to come to

Clermont to see the new sidewalk installed by the Corps of Engineers in front of the Church of the Saviour.

**Southwest** -- Ms. Kathy Halvorson-Rigatuso reported the churches have met pledges because we have had a grant. She noted that The Rev. Tim Vann was retiring the end of December.

*Commission Reports*

**Justice Peace and Integrity of Creation** – The Rev. Anne Williams reported that the commission has decided to offer twenty grants of \$100 each to congregations as seed money for a Millennium Development Grant project. Awards will be made at the Diocesan Convention.

**One World One Church** -- Ms. Marrie Williams reported that a group had returned from Swaziland where they delivered chlorinators for water purification. She announced that Terry and Stevie Shively are the new co-chairs of Friends of Swaziland.

Bishop Scarfe thanked those completing terms on the Board of Directors. They are: The Rev. Wendy Abrahamson, The Rev. Patricia Roberts, Ms. Rita Baker, Ms. Phyllis Melton, and Ms Marrie Williams.

Meeting adjourned at 3:15 pm

Respectfully submitted,

Nancy A. Morton, Assistant Secretary

APPROVED:

Ms. Phyllis Melton  
Secretary of the Episcopal Corporation  
Of the Diocese of Iowa

ATTEST:

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