

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

**MINUTES OF THE ANNUAL 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 Church, 3120 E. 24<sup>th</sup> Street, Des Moines, Iowa on February 2, 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:

Ms. Rita Baker  
Mr. Brad Bateman  
The Rev. Sue Eades  
The Rev. Artis Ferrel  
Mr. John Gardner  
Ms. Elinor Kornhauser  
Ms. Kathy Halverson-Rigatuso  
The Rev. Linda Hughes  
Ms. Phyllis Melton  
Canon Ronald Osborne  
The Rev. William Pugliese  
The Rev. Anne Williams  
Ms. Marrie Williams  
Canon Tom Carpenter, *ex officio*  
Mr. William Smith, *ex officio*  
The Rev. Pat Genereux, *ex officio*

Also present: Mr. Robert Joy, Assistant Treasurer; Ms. Nancy Morton, Assistant Secretary; Ms. Julianne Allaway, and Ms. Diane Bjorklund.

Absent were: The Rev. Wendy Abrahamson, The Rev. Dian Ong, and The Rev. Patricia Roberts.

Ms. Rita Baker opened the meeting with a meditation on unity using passages from C. S. Lewis and the Book of Romans.

Minutes of the December 1, 2006 meeting were approved.

**Bishop's Report**

We turned the corner of the New Year in relatively good shape. As we shall see we gathered 97.5% of congregational pledges with the shortfall coming from two major sources, one expected and one not so expected. The St. Paul's Cathedral has been going

through internal conflict resulting in the resignation of the Dean on January 15<sup>th</sup>, and also manifesting its troubles with an end of year drop in its own completion of pledged giving. This affected its end of year giving to the Diocese. St. Paul's, Durant, continues to give mixed messages as to its future contribution to the Diocese. I was glad to be invited to hold confirmations of a good group of confirmands at Durant in early December, and have felt our relations have improved in recent months but we live in changing times as we see with the situation in Virginia and the equally mixed signals being given to our Primate as she prepares to gather with other Provincial leaders in Tanzania this month. While at the global level we are defining our work as shaping a covenant that can govern our mutual life – an aspect of the agenda for our own House of Bishops in March – it is clear that license is being granted for new neo-Anglican formations to take shape in the United States, and it should not be a surprise if these configurations, if continually allowed, begin to attract some of our own members.

It is in preparation for some of these times ahead that our Strategic Plan for 2008 through 2012 carries one of its four major emphases as Episcopal/Anglican identity. This is not only intending to explain ourselves to a curious society at large, but also lays out our strengths in mission and our peculiar invitation to people to follow God's call of love on their lives in Jesus Christ.

The Strategic Plan process has reached your door. Later on we will be looking at it in greater detail. The four areas of Shared Ministry, Strengthening Congregations, the Next Generations of Faith, and Episcopal/Anglican identity will mark our direction and efforts in the coming years, deep into what I consider my middle years as your Bishop. Previous focus on ministry development, lifelong Christian formation through the e-seminary, and the chapter reconfiguration set the groundwork into which the new work can fall. For ministry to be shared we need to be relating to each other beyond individual congregationalism, and we need very active Commissions. There are signs that we are growing new Commissions beyond the mega Commissions of previous years, but this is necessary as we become more active in specific ministries, such as multiculturalism, liturgy and music and clergy wellness. Ministry Development is more than creating non-stipendiary clergy, but developing an understanding of how we can make disciples and ministers of all the baptized in congregations. It is my hope that all our clergy in paid positions see themselves primarily as ministry developers. The six congregations working on Ministry Teams have continued to progress through the curriculum, and we are probably going to see some complete their process this year. We have halted new Teams until we have a chance to review the curriculum and establish more e-seminary courses to provide support for the learning process.

I have sought to renew the energies of the Commission on Congregational Life with new appointments in the expectation that they will take the lead in carrying out the Strengthening Congregations section of the Plan. One World One Church, and the JPIC Commission are the natural bearers of the final Episcopal/Anglican focus, especially where we address our manner of understanding and implementing Christ's mission based

on Luke 4: 16 onwards. What we ask you to do over the coming two months is to address the plan, and then be introducers of it at Chapter levels – not for “selling the plan” but for ingathering ideas and responses at the grassroots. I am sharing it with clergy on this round of Clergy Clusters. An important and perhaps bold but also scary move on my part was to ask the Ways and Means Committee to look it over and see what shape a budget might take to carry out the tasks included in it. Bob might refer to that in his report.

Commission on Ministry and the various Commissions gathered at All Commissions’ Day are all involved in considering the implications of the plan. The Commissions seem to receive it well without too much major change but a few additions. The Commission on Ministry has some new members that I think will serve us well as we proceed with efforts to ensure that leadership formation is kept at a high level in our ministry development work. The Strategic Planning Task Force will receive responses and report back to you at the May meeting.

Congregational deployment continues to be a major concern. Mel Low retired as priest for Algona and Emmetsburg at the end of the year, moving back to the Cedar Rapids area. I have arranged regular phone conversations with the senior wardens there, and they have settled into a supply routine with priests from Mason City while working on a search process. St. Thomas, Sioux City, is now in search mode, as Trinity, Muscatine will soon be. Tom Gehlsen is working with a new system provided by the Deployment Office of the Episcopal Church at these places, and also at St. Mark’s, Fort Dodge. Peg Jackson is happy to provide for St. Mark’s three Sundays a month, and All Saints Storm Lake with its new Deacon as of December 17<sup>th</sup>, Don Keeler, remains dependent on the good graces of Lil Johnson to hold Saturday evening services. Our hopes to find a part-time priest for them have been disappointed. With new announced retirements on the horizon – David Titus at St. Paul’s, Sioux City, Bruce Blois (October) at Keokuk, Tim Vann (January 2008) and even Pat Genereux (Summer 2008), deployment has busy times ahead. Obviously this will be about the changing face of the Diocese of Iowa and the quality of new callings will be essential. Trying not to sound too much like the Governor, I believe that Iowa is a place of exciting ministry potential for attracting new leaders.

Current conflict experience at the Cathedral has drawn the attention of the Clergy Wellness Task Force, and I anticipate some substantial policy decisions from them regarding the covenant between congregations and clergy that will help prevent escalating conflicts, and also provide training that addresses clergy/congregation/vestry/systems issues. Almost parallel, training on preventing domestic violence is being developed in response to the Convention resolution asking for the same. I think these two things can go side by side. We should see this not so much as additional requirement burdens, but as ingredient parts of becoming disciples of Jesus Christ called to reconciliation and mutual ministry. For, ministry is greatly hindered, not only when our energies are so inwardly and negatively focused, but more seriously when our witness to observers is strife and conflict. Clergy and congregational leaders both

need to know how to behave, and how to resolve conflicting expectations or even mutual personal disappointments.

In practical terms, I have invited Cathy Chittenden Bascom to be Provost at the Cathedral while I retain the position of Dean or Rector for the next couple of years. I have hopes for this transitional time as Cathy will have the assistance of Georgia Humphrey, a newly arrived priest from Colorado who is experienced in areas of congregational dynamics and development. This, of course, opens up another deployment situation in St. Stephen's Newton, but they have asked me to help them directly in finding a new priest. They are open to a newly ordained assignment, or simply for me to offer a suitable individual.

Ministry travels since we last met have taken me to Sioux City twice (St. Paul's, St. Thomas'), Le Mars for conversation on their new organizing mission in Orange City and the separation of Karen Wacome from St. George's (I am holding organizational meetings in both places this weekend), St. John's, Shenandoah (who are ready for a ministry team), St. John's, Ames, St. Peter's, Bettendorf (two healthy and flourishing congregations with much to offer the whole), St. John's, Keokuk (as they move through some difficult choices) Christ Church, Clinton (who are moving forward after making difficult choices about their two buildings) and St. Paul's Cathedral for their Annual Meeting on Sunday.

I also ordained four transitional deacons on December 16<sup>th</sup> – Sallie Verrette, Beth Popplewell, and John and Raisin Horn; attended the leave-taking service for Mel Low in Algona on December 27<sup>th</sup>, and officiated at Dick Osing's funeral this past Tuesday. The packed house at Christ Church, Cedar Rapids, was testimony to the breadth of Dick's ministry, and the love for him and his family. His causing me to delve into the tomes on my bookshelf on early church doctrinal development after experiencing his creed and eucharistic prayer at the funeral is testimony to his lively theological curiosity – an instinct we lose at our peril. I was also at New Song, Coralville to receive their commendations for specific ministry roles for their Ministry Development team, as well as receive new names for the start up of a new team possibly in the fall.

As I add to the list, the Advent Retreat for the Diocese at St. Mark's and the travel to the National Cursillo Board in Los Angeles, participation in the ecumenical services for peace throughout Advent, and as a speaker at the Inter-Faith service at the Governor's Inauguration, I must say that there is never any significant drop in pace or variety. I did manage to spend Christmas through New Year with my family in Des Moines, and saw an indulgent number of movies in the theaters and soccer games on Fox Soccer Channel. In this coming year my schedule intends to visit every congregation, including a new concept of spending a Saturday with some congregations who are not in the rota for Sunday visits in the normal run of things. The thought of having a whole day together seems to be daunting to some congregations, and I may get some free Saturdays! But I am grateful to Ron Osborne for first setting up such a day for my last visit to Trinity, Waterloo before he retired. I am hoping that it would not be seen as a burden but an

opportunity to have individual meetings with parish groups and individuals, as well as times to teach, rounded off with a Sabbath evening service. I am intending to put out next year's schedule by early September so the early birds on the schedule can better prepare.

The Great Turning is the title of this coming year's Convention, and with congregations like St. Tim's, West Des Moines leading the way in Christmas visits to Louisiana (and getting me to send them off in prayer at 5am the day after Christmas) and St. Luke's, Cedar Falls, and the Cathedral in Des Moines leading us in learning how to become Cool Congregations. This seems like it is going to be a Convention in which we celebrate fulfilling our theme rather than get sparked to embrace it. As I approach my fourth year anniversary, I have to say, I have not stopped enjoying, appreciating and feeling humbled by yours and God's call to be among you in this wonderful way.

### **Financial Report**

Mr. Robert Joy reported that although 95% of the pledged income from congregations was received in 2006, there would be a shortfall of about \$20,000. The deficit does not include the \$10,000 budgeted for the reserve fund for the Election of a Bishop. The ways and means committee recommended that this addition to the reserve fund be omitted for 2006.

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

#### **RESOLUTION NO. I**

Election of Bishop Reserve Fund

**BE IT RESOLVED**, That, the Board of Directors approves not transferring the \$10,000 line item to the reserve fund for Election of a Bishop in the 2006 Budget, and

**BE IT FURTHER RESOLVED** That, the unspent budget monies not be transferred to the reserve fund for Mills House Improvements.

Ms. Marrie Williams reported that One World One Church Commission's investigation into accountability for some proposed recipients of 2006 Millennium Development Grants was not completed in time for grants to be awarded before the end of the year. OWOC asked that the unspent portion of 2006 budget be carried over to 2007.

On a motion by Mr. Brad Bateman, duly seconded, the following resolution was adopted:

#### **RESOLUTION NO. II**

Carry-over funding for One World One Church

**BE IT RESOLVED**, That, the Millennium Development Grant funds not disbursed in 2006 be carried over for distribution as planned by One World One Church.

The board discussed the over-budget cost for the 2006 Diocesan Convention. Mr. Joy reported that greatest source overrun was due to renting audio-visual equipment and other technical assistance during plenary and workshop sessions. Some presenters made last-minute requests that didn't allow for finding less costly solutions possible with advance notice.

Mr. Joy noted that two-thirds of the congregations had filed their annual church audits.

The Rev. William Pugliese offered “**a process for fulfilling requirements of Resolution 154-N. See Attachment #1.**

Resolution 154-N changed the canonical structure of the Diocese of Iowa from Six (6) Deaneries to Twelve (12) Chapters by amending Canon 15. The acceptance of this canonical change necessitated changes in Canon 7, Sections 2 and 3, as it relates to the Board of Directors. The number of directors remains the same at eighteen (18) but is made up of six (6) at-large directors and twelve (12) chapter representatives. They will serve three-year terms with one-third being elected each year. Terms would alternate between clergy and laity.

### **Clergy Wellness**

The Rev. Pat Genereux reported on the activities of the Clergy Wellness Commission. (1) They are seeking bids from some additional insurance carriers to see if there is less costly health insurance available. Everyone enrolled in the diocesan plan will be sent insurance forms to fill out so that the insurers will have information about the group.

(2) They are discussing conflict in congregations – spiritual – emotional to help one another deal with it in early stages so everyone is not wounded.

(3) They are concerned with clergy education and want to develop mentorships and encourage attendance at Fresh Start Conferences.

(4) They are looking at compensation – salaries and benefits. They plan to organize two or three teams to provide chaplains for retired clergy. He noted there was funding for training from the national church.

(5) The Clergy Association is to be reactivated.

### **Strategic Plan**

Mr. William Smith reported for the Strategic Planning Task Force that a Pentecost Celebration on May 22 will launch the Strategic Plan 2007. He described the document as kindling to bring sparks to set congregations on fire. Board members received copies of the current draft of the plan for discussion. The task force is asking the Board of Directors, Standing Committee and Regional Chapters to point out any gaps, note things that need to be dropped, set priorities and get clarification where needed. The information

is requested by March 22 so that it may be incorporated along with the theological reflection for each section before the March 30 board meeting.

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

### **RESOLUTION NO. III**

Distribution of draft of Strategic Plan

**BE IT RESOLVED**, That, the draft document, “One Church, Many Locations, A plan for the Episcopal church in Iowa,” be sent forth to Regional Chapters for discussion at their February and March meetings.

### **Old Brick**

In a conference call with Mr. Charles Coulter in Iowa City the board reviewed the status of Old Brick, site of the Episcopal Chaplaincy for the Diocese of for the University of Iowa. The facility, owned by the Episcopal Lutheran Corporation, is a nonprofit, tax-exempt corporation. Old Brick’s mission is “to serve the community and nurture the spirit as a gathering place, an historic landmark, and a home for Episcopal and Lutheran campus ministries.” The Old Brick foundation and a Community Advisory Council encourage participation from the Iowa City community and raise funds for restoration, preservation and maintenance of the facility.

The conversation was generated because the Lutherans are planning to change to a parish-based chaplaincy and are investigating how they might dispose of their interest in Old Brick. The Diocese of Iowa has first refusal to any offer to sell. Bishop Alan Scarfe appointed a committee consisting of Mr. Brad Bateman, Mr. John Gardner and Ms. Linda Neuman, vice chancellor of the diocese, to explore options available to the Diocese of Iowa as the contemplated sale by the Lutherans moves forward.

### **Chapters**

The board approved requested changes in chapter affiliation for two congregations. Grace, Charles City, joins North Cedar Valley and St. James, Independence, joins South Cedar Valley.

Bishop Scarfe named the following chapter representatives to the Board of Directors: Ms. Marva Eck from North Cedar Valley and Ms. Marta Schafer from South Central.

The Rev. Artis Ferrel reported for the Southwest Chapter that the chaplet ministry of St. John’s, Glenwood, continues with more than 15,000 prayer beads completed and sent to armed forces. The chapter met in January but will meet again in March to discuss the Strategic Plan.

### **Youth Ministry Development Team**

Ms Diane Bjorklund reported on the 3<sup>rd</sup> Annual Youth Ski Trip in which 72 young people and 22 adults from 16 different congregations participated at St. John's, Dubuque. At that time a Youth Council was formed to advise the YMDT in planning activities and to actually plan at least one youth event each year. She also described the upcoming Happening #23 in Mason City, February 23 to 25 at St. John's in Mason City and the Christian Formation Forum March 2-3 at St. John's in Ames. *See attachment #2 for details along with minutes of YMDT meetings.*

### **Commission Reports**

*Congregational Life* – Met at All Commissions Day, January 27.

*Justice, Peace and Integrity of Creation* – The Rev. Anne Williams reported that they have new members and will refocus around JPIC ministries throughout the diocese. They will foster deed-based evangelism and they look forward in 2008 to offering a week of camping experience for children who have an incarcerated parent.

*One World One Church* – Ms. Marrie Williams reported that the Companions of Swaziland would likely have grant proposals for chlorination projects. The ecumenical committee is looking at some activities for Ascension Day.

*Multicultural Commission* – The Rev. Linda Hughes reported that the group plans to meet at St. Paul's Indian Mission after Easter. Two commission members will be available as anti-racism trainers for the diocese. The commission is looking at ways to help clergy coming to Iowa to understand multicultural issues.

### **Appointments**

The board approved Ms. Melody Rockwell as Diocesan Global Missioner.

### **Clinton**

The Rev. Sue Eades reported that members of Christ Church want out from costs at the St. John's location. There is not interest in doing ministry themselves at that site. They will explore possibilities to sell the property or find other uses for it.

The meeting adjourned at 2:30 p.m.

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

**Proposed Process for Fulfilling Requirements of Resolution 154-N****Attachment A**

Resolution 154-N changed the canonical structure of the Diocese of Iowa from Six (6) Deaneries to Twelve (12) Chapters by amending Canon 15. The acceptance of this canonical change necessitated the change in Canon 7, Sections 2 and 3, as it relates to the Board of Directors. The canonical changes that were voted upon and accepted provide for the following;

- 1) Each Elected Member of the Board will serve one three-year term and will not be eligible for re-election until after one year
- 2) There will be six (6) At-Large Members on the Board, three (3) Clergy and three (3) laity, one (1) Clergy and one (1) Laity to be elected each year
- 3) There will be twelve (12) Chapter Representatives, each chosen by the Chapter and presented to Convention for election.
- 4) Of the Chapter Representatives six (6) will be Clergy and six (6) will be Laity, two (2) Clergy and two (2) Laity to be elected each year.
- 5) Chapters that elect a Clergy as their Representative will elect a Lay Person when the Clergy Person's term expires. Chapters that elect a Lay Representative will elect a Clergy Person when the Lay Person's term expires.

In order to implement these canonical changes for the Board Terms beginning in November 2007, the following format is suggested to fill the Board for the November 2007-November 2008 Term

**For Terms ending in:**

<b>November 2008</b>	<b>November 2009</b>	<b>November 2010</b>
<b>At-Large Clergy</b> Canon Ronald Osborne	<b>At-Large Clergy</b> 1 for a two-year term	<b>At-Large-Clergy</b> 1 for a three-year term
<b>At-Large Laity</b> Brad Bateman	<b>At-Large Laity</b> 1 for a two-year term	<b>At-Large Laity</b> 1 for a three-year term
<b>Metro Chapter</b> Rev. Linda Hughes	<b>Sioux City Chapter</b> Clergy: 2-year term	<b>North West Chapter</b> Clergy: 3-year term
<b>S. Cedar Valley Chapter</b> Rev. William Pugliese	<b>East Chapter</b> Clergy: 2-year term	<b>Central Chapter</b> Clergy: 3-year term
<b>Quad Cities Chapter</b> John Gardner	<b>N. Cedar Valley Chapter</b> Laity: 2-year Term	<b>S. Central Chapter</b> Laity: 3-year term
<b>South West Chapter</b> Kathy Halverson-Rigatuso	<b>S. East Chapter</b> Laity: 2-year Term	<b>N. Central Chapter</b> Laity: 3-year term

At the Convention in 2008, the Metro and South Cedar Valley Chapters will each elect a lay person to represent them and the Quad Cities and South West Chapters will each elect a clergy person to represent them, each for three-year terms. Two At-Large, one clergy and one laity will be elected for a three-year term as well.

At the Convention in 2009, the Sioux City and East Chapters will elect lay representatives and the North Cedar Valley and South East Chapters will elect clergy representatives for three-year terms. Two At-Large, one clergy and one laity will be elected for a three-year term as well.

At the Convention in 2010, the North West and Central Chapters will elect lay representatives and the South Central and North Central Chapters will elect clergy representatives for three-year terms. Two At-Large, one clergy and one laity will be elected for a three-year term as well.