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**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 10:30 am at St. Anne's Church, 2110 W. First Street, Ankeny, Iowa on March 30, 2007.

The Rt. Rev. Alan Scarfe, president, presided

The following directors were present:

Ms. Rita Baker
The Rev. Sue Eades
Ms. Marva Eck
The Rev. Artis Ferrel
Mr. John Gardner
Ms. Kathy Halverson-Rigatuso
The Rev. Linda Hughes
Ms. Phyllis Melton
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*
The Rev. Pat Genereux, *ex officio*

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

Absent were: The Rev. Wendy Abrahamson, Mr. Brad Bateman, The Rev. Dian Ong and Mr. William Smith, *ex officio*.

Ms. Rita Baker opened the meeting with a meditation and readings from John Dunne.

The minutes of the February 2nd meeting were approved.

Bishop's Report

By the time we meet again we will have celebrated Easter, had our first visit by the Presiding Bishop (May Clergy Conference) and be ready to launch the Strategic Plan and

hopefully a budget that expresses its priorities. We are in the middle of a lot of activity with some major shifts in direction.

The gathering of the Episcopal Bishops at Camp Allen was the most significant event for the Church since we last met. We were faced with a Communique from the Primates of the Anglican Communion which included design for an Anglican Covenant, a process for providing alternative pastoral oversight for dioceses and parishes having difficulty accepting the authority of our own Presiding Bishop, and two requests that we affirm moratorium on authorizing same sex blessings and withhold consent from any person elected bishop who is gay and partnered. An additional piece was the setting of a September 30 deadline for our responses.

While the deadline set some bishops on edge, it was the perceived assault on our polity as The Episcopal Church and as Anglicans that stirred up the most emotion. As the Primate from Mexico said to us: "I felt like I had arrived (at the Primates' meeting) as a Primate and left a Cardinal." We questioned how a report from the Joint Standing Committees of the ACC and the Primates could find our responses from General Convention satisfactory and yet the Primates end up with such a communiqué. We were led to believe that a small group of agitated Primates led by Archbishop Akinola refused anything less than what was released. That same seven refused to have Eucharist with our own Presiding Bishop.

The Episcopal Bishops were unanimous in seeking an audience with the Archbishop of Canterbury who is seen as derelict of his duties and pastoral care towards us by his refusal to find any time in these past four years to come and be among us.

We asked the Executive Council of the Episcopal Church not to participate in the alternative oversight structure being suggested by the Primates as contrary to our autonomous polity. We shall over the coming months engage in a study and teaching process throughout every diocese on our relationship to the Anglican Communion and on the specific idea of establishing a Covenant for our life together as such. It should also be an opportunity to examine our polity and see why the Bishops responded so strongly. Information from these gatherings will contribute to the September discussion of the House of Bishops on the Covenant and also be part of the preparation for 2009 General Convention discussion of the same. We will also respond directly on the other issues referenced in the Communiqué. This will be part of our September 30th reply.

It is my observation that the Primates Communiqué actually pushed many bishops from The Episcopal Church together in defense of the broad principle of our polity based on the Baptismal Covenant and on our sense of comprehensiveness. Bishops who are on opposite sides of the sexuality issue found themselves on common ground. Others like me of a moderate position (willing at General Convention to agree to B033, but not willing to prohibit priests from providing local pastoral care for gay and lesbian couples including prayers for blessing though not formally authorized) are left wondering why we

obliged with any concession at General Convention 2006, when it seems nothing is going to be good enough.

In fact it was precisely the tone of the Communiqué that led Dr. Kathy Grieb, one of the presenters on the Covenant and a member of the Covenant Design Team, to suggest that we would do best to pull out of the councils of the Communion for a period of time (she suggested five years) and let the rest of the Communion get on with its listening process and a proposed hermeneutic study without us, while we stay truer to our understanding of the inclusion of all God's children. Her scriptural references spoke of being like Paul at Antioch or Jeremiah in Jerusalem at the time of the exile, or even Jesus on his way to the cross. I generally believe it is always better to threaten to stay than to quit, and therefore I think our voice is needed in those projects. We also cut ourselves off from learning and understanding by such action.

Our own listening group - the reconciliation group put together by Mel Schlachter in response to Convention 2005 - has reached a new phase as a number of them are heading to Los Angeles in May to participate in Reconciliation training. I hope they will be part of the summer focus groups as we develop them. I am grateful for everyone in that group who have hung in with one another through some tough times, and are not in the business so much of persuading each other but of learning to appreciate one another even in difference.

I would like to see the Presiding Bishop implement a form of shuttle diplomacy in coming months, speaking directly to the moderate Primates who are seeking less strident voices in our Communion. I believe that there are a number of them waiting for leadership that encourages their modesty.

Around the Diocese I continue to be excited by the self-starting Commissions like One World One Church, the Multicultural Commission, the Task Force on Clergy Wellness as well as the Reconciliation group. We are attempting to jump start the Property Committee and Architectural and Allied Arts Commission as more than a dozen congregations have building issues - most of them favorable steps to expand and grow.

The Youth Ministry Development Team continues to blossom, and I enjoyed a weekend with the young people at the snowed-in Happening in Mason City last month. Now is the time to gather the leadership strengths of these young people, and the generation ahead of them, and infuse them with the challenge of leadership, vision and service in our Church. A new Chaplaincy configuration is being explored for University of Iowa as Julia's time there comes to an end and we look to creating a more parish-based ministry structure. Funds from the Cathedral-to-Cathedral run will be financing a half-time position for the rest of 2007. The Investment Committee managed to meet in February, and at this Board meeting I hope we can appoint the Stewardship Commission to assume the work so ably generated by BAGS.

The month of February was review time for the Diocesan staff. I meet with everyone one on one and then we discuss our common findings at staff meeting. Often changes arise out of our conversations and this year, I ended up asking Anne Wagner to assume a liaison position with the Property Committee, including managing Mills House itself, and be available for some congregational development work. Bob Joy has taken over the payables side of our financial workings and is generating his own reports. We are blessed with energetic and committed people who serve Christ through their diocesan positions. They have been an eager presence at the various Chapter meetings held over recent weeks. It has been gratifying to read of chapters deciding to set new dates for further meetings. I hope this can be the beginning of more deliberate shared ministry.

The strategic plan has undergone a few changes for your consideration later today. We have pulled out certain actions steps for highlighting while placing other suggestions in the appendix. We have added a Strategic Discernment worksheet near the back which can become the place where commissions, chapters, congregations, diocesan staff and committees can place their own priorities and set action steps, deadlines and measurable goals.

With the resignation of the Dean from St. Paul's Cathedral, I have assumed the responsibility as Dean/Rector according to the canons. For day-to-day operations I asked Cathy Bascom to come on staff at the Cathedral and have appointed her as Provost. I will chair the Chapter meetings in this transitional arrangement, as well as oversee finances and personnel issues, and meet as part of the Executive Committee of the Chapter. Cathy is responsible for pastoral, liturgical, educational and ministry programming. She is available to be a candidate for Dean once I re-open that process. The Dean's departure was difficult for everyone, and I believe there is work to be done at the Cathedral in sifting through its relational processes as an institution. I encourage prayers for Bob and Mary as they continue with an extensive search process for a new call, and am grateful for what they have brought to us as colleagues and friends. I have asked Bob to be a ministry consultant as needed around the diocese as his search progresses.

My visitations in the diocese have taken me to our first new congregation in the Diocese of ten years. On February 4th I chaired the organizing meeting of the Church of the Savior, Orange City. More than fifty people, mostly students and faculty/administrators of Northwestern College, led by Karen Wacomb, were in attendance. The church was nested in St. George's, Le Mars, for several years before growing exponentially since moving up to Orange City. St George's are to be thanked for their gracious release of the Orange City congregants, and will, I believe, be honored with a fresh start in days to come as they explore new ways of doing ministry.

As well as Orange City and Le Mars, I have visited St. Martin's Perry; St. Mark's Maquoketa; Trinity Muscatine; St. Mark's Fort Dodge; New Song, Coralville; St. Alban's Davenport; Trinity, Ottumwa and St. Paul's, Marshalltown. I saw the clergy in their chapter clusters in the Metro area (Perry), Northwest and N Central (Mason City), and

South Cedar Valley (Iowa City). I attended chapter meetings in Waverly (N Cedar Valley), Oskaloosa (South Central) and Ames (N Central). The Daughters of the King held a day retreat in Ames at which Donna and I both participated, and I went to Burlington to explore further their future transition plans as Pat has announced his retirement in the late summer of 2008.

With clergy vacancies still very much the story of the North West, and as David Titus joins the retired at the end of April, there is much to be done before we begin to anticipate a series of South East retirements! Fortunately we have a good supply of home grown clergy, but they need mentoring and support. For this purpose I have sent a group of four to Fresh Start to train to assist with such a clergy in transition program.

I end by marking the passing of a beloved priest, pastor and friend in Dick Osing. Already in conversations this week I have heard several mentions of how much his counsel is being missed by his colleagues. Our love and prayers go out from this Board to his wife and family, and our thanks to God for Dick's life among us. His daughter said of him that she had never stopped getting to know him, and that was because Dick had never stopped growing in his own awareness and learning. He is an example to us of the fact that we are called to be part of an unfathomable mystery, this Church of Jesus Christ. Our job is never done, but it is also the most wonderful calling for any lifetime. It is how I pray we approach the possibilities of new openings, strategic opportunities and building new bridges to next generations of faith.

Financial Report

The board voted to reconsider the Resolution NO. II from the February 2 meeting of the Board of Directors that allowed Millennium Development Grant Funds not disbursed in 2006 to the carry over to 2007. Although the needs for which the funds were intended were worthwhile, the carryover increased the year-end diocesan budget deficit. There was a discussion about whether there should be a policy that prohibits carryover. No action was taken on the policy.

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

RESOLUTION NO. I

Rescind carryover of funds

BE IT RESOLVED, That, the Board of Directors rescinds Resolution NO. II passed on February 2, 2007 allowing One World One Church to carry over undisbursed funds \$4,000 to the 2007 Budget.

Mr. Robert Joy reported that pledge payments are less than one month behind. He noted that up to two months is not unusual. Beyond two months leads to an automatic check

up. This early in the year certain expenses are paid ahead such as pensions, insurance, dues and some once-a-year items. Even so expenses over all are under budget.

Clergy Wellness

The Rev. Patrick Genereux reported that the commission sees its activities in areas of health, finances and education. They are working toward providing chaplains for retired clergy. They plan to form a conflict management team that is trained to assist at times of conflict between the bishop and the clergy. This means being proactive in becoming aware of stumbling blocks early in the situation, not just react to them.

They also expect to be proactive on clergy health, not just insurance but to address abuse, addiction, depression and loneliness. This also includes family support and continuing education policies both funding and leave grants.

Compensation and insurance are on the agenda. The recent survey to negotiate for bids is at an impasse over external proof of employment and the fact that the diocese considers 20 hours or more eligible for health insurance. On May 3 at the clergy conference there will be a session reviewing information from the Medical Trust and an update on what we are aware of elsewhere.

On the compensation side they will be looking at other Midwest clergy including what is the median and what is published as minimum clergy salary. They intend to learn how they cope in smaller churches and ask some new questions. Cost of living increases are not universal.

Strategic Plan

Ms. Phyllis Melton reported on the feed back from chapter meetings. They liked the theological reflection, and found the list overwhelming. She emphasized that this is not a corporate strategic plan for the board. The task force is discussing how to keep it from being put on a shelf. There are some changes from the last version the board saw in February. The categories contain examples with more choices in the appendix. Two additions were suggested – Via Media and Asset Mapping.

The task force has worked on implementation. A framework or template for strategic discernment is being designed so that committees, congregations, boards etc. can find themselves within the plan and set what they want to do within the framework. There will be a reporting-back process with an understanding that the items in the plan are ongoing opportunities for ministry. The board will have another look at the plan at the May 18 meeting.

Old Brick

Committee report regarding sale

Mr. John Gardner toured the facility and consulted with other members of the committee, Mr. Brad Bateman and Ms. Linda Neuman. During the meeting there was a conference call with Mr. Charles Coulter, member of the Old Brick Board, regarding opportunities and pitfalls if the diocese purchased or didn't purchase the 50% owned by the Lutherans.

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

RESOLUTION NO. II

BE IT RESOLVED, That, the proposal of Mr. John Gardner, *et al* be adopted and that the Lutherans the Diocese negotiate for purchase of their 50% interest in Old Brick.

Diocesan Ministry Development Team

Ms. Anne Wagner described two recent areas of responsibility as an administrative assistant at Diocesan House and a member of Diocesan Ministry Development Team. She was part of BAGS, the Bishop's Advisory Group on Stewardship that just completed its 2-year assignment. The group developed a resource in the area of stewardship that is not just about money. It emphasizes that people will give to what they value. Ms. Wagner is currently working with Albia and Chariton researching their passions and values as they take a fresh look at stewardship.

Recognizing that the diocese is not just in Des Moines but everywhere, the property committee is regrouping to be proactive in working with congregations on their property issues. This includes determining ways to respond to existing needs. Bishop Scarfe gave them a list of 14 congregations as a starting point. Taking care of Mills House is also their responsibility. They plan to team up with the Commission on Church Architecture and the Allied Arts to share information and expertise.

Youth Ministry Development Team

Ms. Sue Genereux reported rescheduling of the Formation Forum to May 11-12. Happening #23 was snowed in February in Mason City. The National Happening Committee met in Des Moines for a planning session. A task force is being formed to explore possibilities of a diocesan camp program. The Pine Ridge SD mission trip is July 27-Aug 4.

Regional Chapters

Note: A member of the Strategic Planning Task Force and a staff member/liaison from the diocesan office attended each chapter meeting.

Quad Cities – They discussed the strategic plan and talked about how churches could work together to provide a critical mass for teenagers.

Southeast – They met to discuss the strategic plan. No further report.

East – They discussed the strategic plan and have scheduled a picnic for June 10 in Maquoketa.

North Cedar Valley – They discussed the strategic plan. Independence will come back to this chapter. They are talking about reviving Camp Sam.

South Cedar Valley – They met to discuss strategic plan. No further report.

North Central – They discussed the strategic plan but were disappointed that so few lay representatives from churches attended.

Metro – They had a lively discussion about how to use the strategic plan. There were enough people for conversation but not all congregations were represented and there were few laypersons in attendance.

Central – They met to discuss the strategic plan. No further report.

South Central – They discussed the strategic plan. There is some enthusiasm for developing a website.

Northwest – They discussed the strategic plan and elected chapter officers including a representative to the Board of Directors, Christine Schiltz.

Sioux City – They reported a spirited discussion about the strategic plan and the desire to work together as a chapter. They will meet again in April.

Southwest – The chapter thought there were good and valuable things in the categories of the strategic plan. They are pursuing a website for their churches. The number of chaplets created by the beaders of St. John's in Glenwood has reached 15,000.

Commission Reports

Congregational Life found several areas in the strategic plan where commission interests and responsibilities overlap. They are impressed with story-telling possibilities and the use of time line in congregations. They anticipate getting together with vestry members about becoming models for story telling. The commission is discerning what is theirs to do.

Justice, Peace, and Integrity of Creation considered two areas of the strategic plan. Next Generations of Faith offers opportunities for sharing faith in storefront ministry and other places of worship. Anglican Identity ties in with deed-based evangelism and Via Media.

One World One Church welcomed new members. The commission will send \$1700 to Swaziland for dental health care for children. There will be a Global Episcopal Mission Network workshop June 20-23 at Monteagle TN.

Multicultural Several members have begun training to be anti-racism trainers, most recently in St. Louis. They plan a trip to St. Paul's Indian Mission before the Rev. David Titus retires. They are researching doing a panel on multicultural issues of students for a future convention. They expect joint ventures with other commissions.

Appointments

The board approved the following persons:

One World One Church
Margaret Hanson

Professional Leave Committee
Alice Haugen

The meeting adjourned at 3 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