

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. Luke's Church, 3424 Forest Avenue, Des Moines, Iowa on May 18, 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
The Rev. Sue Eades
Ms. Marva Eck
Mr. John Gardner
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*
Mr. William Smith, *ex officio*.

Also present: Mr. Robert Joy, Assistant Treasurer; Ms. Nancy Morton, Assistant Secretary; Mr. David Oakland, *ex officio*, Ms. Diane Bjorklund, Ms. Julianne Allaway, The Rev. Thomas Gehlsen, Kelly Meiners and Andrew Howe.

Absent were: The Rev. Artis Ferrel, Ms. Kathy Halverson-Rigatuso, The Rev. Dian Ong, and The Rev. Pat Genereux, *ex officio*

The Chaplain, Ms. Rita Baker, opened the meeting with prayers.

The minutes of the March 30 meeting were approved.

Bishop's Report

Health of the clergy is one of the items at the top of our agenda this morning. We are tackling it as best we can at the end of the spectrum that is probably least accessible to us in one sense – premium costs – and yet most easily adjusted in another– choice for out-

of- pocket expenses. An elephant in the room related to health, as one priest has recently said to me, is our weight as clergy, not a new issue for any of us in Iowa. I had a telling confrontation with this in that one-year ago I was running across Eastern Iowa, and was more than twenty pounds lighter than I am today as a result of my preparation. At clergy conference one year ago I ran an eleven-mile run with one of my clergy, but this year managed to suffer through a two-mile plod. Life and time is not gentle with us, and we are not gentle enough with ourselves. Weight, of course, is probably not the PC avenue to address this, but it is certainly a personal one for me, and I would assume could be for a number of us. I know the difference in my own self.

In April I started on a sixteen-day trip mostly on the west side of the state at the West Iowa Synod of the ELCA in Sioux City. Apart from the torturous experience of watching one of my bishop colleagues have to undergo mid-term elections which made me glad I was an Episcopalian, and offering what I hoped were encouraging bible studies to the Synod Assembly, my ears picked up when the issue of health insurance came up. In particular they spoke of a preventative medicine scheme by which a fund would be set aside for clergy to participate in an annual medical examination monitored by the Mayo Clinic. We are a much smaller body than they, but this is the kind of approach that is needed and may be something to offer to the ongoing debate on health of our nationwide Church. We learned at Clergy Conference of some of the thinking being engaged by the Church Pension Fund Board on the Medical Trust. Another parallel approach could be that this Board endorses a healthy clergy initiative by which we establish a mutually encouraging support scheme. The Clergy Wellness Commission could work out the details, but it would seem a proactive move to physical and emotional well being that might go well alongside this year's Diocesan emphasis on losing the weight of our carbon footprint.

The visit of the Presiding Bishop and the decision to focus her time with the clergy brought up the health issue in both her modeling of the same but also in the true rest and spiritual retreat offered in the experience, which were so needed according to the very positive evaluations. Sometimes even the things we do to promote our competency – anti-racism training, the newly piloted and well received domestic violence prevention training, ensuring that our youth volunteers have safeguarding God's children certification – can add to our burden, and we need to keep working at ways to make these essential offerings more accessible and less stressful to receive. Maybe we have to look at how we use our gathering time at Convention to accommodate some of this, as I am loathe to take away from the freedom of choice provided by the Ministries Retreat by making that the major venue for these mandatory training of clergy. Adding travel days to the year's schedule just for these things is the least desirous in my opinion.

Before I leave the subject of clergy, I want to note that work needs to be done with the help of our Chancellors on addressing what canonical implications to our common life may need to be attended to as the first Ministry Teams complete their initial formation. The Commission on Ministry is gaining a good awareness of its role, but I will be asking

the Standing Committee perhaps with an additional Board and COM representative to work with the Chancellors on this. The stipended and seminary trained clergy had an opportunity to air their questions and comments at a pre-clergy conference sessions. This is an important addition to our life together, and shakes up the system in significant ways. For me this is a “both and” situation expressive of the hybrid ministry delivery system called for by the different ministering contexts in the Diocese.

This leads me to the event of this meeting which is the presentation later of the *Strategic Plan: One Church in Many Locations*. I am grateful to the Task Force members who over the relatively short time of thirteen months took on a massive task which included, we forget, the surveying of the Diocese at every level of significant participation. We counted forty-five action steps, most of them involving early Wednesday morning meetings before breakfast to reach this point. A number of the members are willing to serve on the monitoring committee which we suggest be established for 2008. Richard Graves, our original chair, for his approach to getting the job done, Phyllis Melton. Wendy Abrahamson, Don Payer and Bill Smith as your Board representatives, and from the Diocesan staff, Bob Joy and Julianne Allaway who brought us home as chair all deserve our thanks. I think it is going to be a powerful document at a lot of levels.

You are going to hear more in future meetings from the newly re-constituted and expanded Property Committee. I assume it takes an action of this Board and Convention to agree to combine the Architecture and Allied Arts Commission with the Property Committee and create the Property Commission as a new entity, but that is our proposal. The group has already shown its direct approach by single-handedly “mucking out” the Carriage House behind the Diocesan Center. The members have divided up the long list of neglected or prospective churches seeking assistance for various projects and are making individual site visits for recommendations. I have asked Anne Wagner to be the staff liaison and Steve Strassburg to be the Chair.

In my travels, I spent Holy Week in the north-west, worshiping at Waterloo, Decorah, Waverly and Cedar Falls, in a week which was book-ended by the traditional visit to the two Cathedrals (Trinity on Palm Sunday and St. Paul’s for the Vigil and Easter Day). An Ecumenical Peace Service was held on Palm Sunday at St. Ambrose Cathedral. This turned out to be Bishop Charron’s last official event with us as Judicatories in Des Moines, as he announced his retirement that next week. I would ask that this body offer a resolution honoring Bishop Charron’s leadership in the ecumenical community of Iowa and offering our prayers for him in his retirement.

On the issue of Peace, I was a signatory of the Presiding Bishop’s letter on the war on Iraq, which calls for a speedy resolve to end our involvement there. She also challenged us during her conversation time at Christ Church, Cedar Rapids, to be ready in a proactive way to reach out in ministry to the soldiers in our communities as they come home. The nature of this urban conflict and the lack of clear objectives have taken their

toll on men and women's psyche according to the Suffragan Bishop to the Armed Forces and Chaplaincies. We have some resourceful people to help do this in the Diocese.

Visitations to Trinity Waterloo, St. Timothy's, West Des Moines on the one hand and Grace, Albia on the other reflect the contrasting situations in which we minister in Iowa. Grace's small congregation continues to seek new ways to reinvent itself, using the stewardship tool produced by BAGS as a parish resource, and continuing to minister in tandem with the people of St. Andrew's, Chariton under their joint non-stipendiary, local priest, Sue Palmer. On the other hand Trinity, Waterloo and St. Timothy's, West Des Moines are seeing new people seek them out almost every week. I have chosen to award a Cathedral-to-Cathedral grant for new ministry initiative to St. Timothy's to help bring Elizabeth Popplewell on board as an associate starting July 1. Trinity Waterloo was a recipient last year along with St. Alban's, Spirit Lake and St. Alban's, Davenport. All helped bring back our newly ordained to ministry in Iowa.

This year Elizabeth is joined by the Horns as a newly ordained priest. John Horn has at least one more year as a professor at Ambrose University as part of his sabbatical agreement, which allowed him to go to Seabury Western to complete his theological formation. I have asked him to serve as curate at St. Peter's, Bettendorf. Raisin Horn has accepted a half-time appointment as Chaplain to the University of Iowa. This appointment is newly configured in that she will be working in close concert with a campus ministry board set up at Trinity Iowa City, which includes members both from Trinity and New Song. A similar, more intentionally parish-based arrangement is being considered for the Iowa State Chaplaincy through St. John's, Ames. Our fourth new priest to be, Sallie Verrette, will continue exploring Hispanic ministry opportunities as part of her assisting at St Paul's, Marshalltown. Roman Roldan, a new transitional deacon who will be assisting the Dean at Trinity Cathedral as youth and family ministries coordinator, adds to our new clergy this summer. We have also welcomed Sue Ann Raymond, a deacon who has returned to live in Independence.

Netha Brada in a conversation about her retirement at the end of September commented that before long we won't need supply as I will have provided for every situation. That would be nice but we will always need clergy willing to offer sacramental ministry on a supply basis. I have always thought of organizing them from time to time to formulate a common set of goals in concert with congregational development. I met with the people of Iowa Falls to discuss possibilities after Netha's retirement. Conversations are ongoing.

Other transition talks have begun in St. Paul's, Sioux City, where the newly appointed Bishop's Committee met with me at the beginning of my long travels and have met again twice with me as I brought candidates for potential Vicar from California and Oregon respectively. In the middle of all this we managed to celebrate David and Charlene Titus's retirement, as well as that of deacon Leon Pfothauer and his wife Lorraine. These are new days for St. Paul's as David has provided consistency over the past 18 years there. We are looking for someone who can give at least 8-10 years of service.

Again I ask this Board to make a resolution acknowledging David and Leon's contribution to our common life. We may have one other candidate to bring to the congregation before they seek discernment, but I am grateful in the meantime for the ministry of the people of Calvary, Sioux City who have moved their service time to make their pastor available to the people of St. Paul's.

In other transition news, I have appointed Richard Graves as Priest in Charge at St Mark's Fort Dodge and The Good Shepherd, Webster City. Both continue to work the transition process under Tom Gehlsen's guidance. Tom is also working with Trinity, Muscatine, St. Stephen's, Newton and St. Thomas', Sioux City, and is preparing the groundwork for St. John's, Keokuk. I have been working with Christ Church, Burlington as they take a long view of their transition ministry, and I expect Tom to begin assisting them in October or November. Somewhere in the middle of that we need to begin thinking about the SW Cluster as Tim Vann intends to retire in January 2008. For Keokuk and the South West I would assume a true interim situation would be considered.

Finally in this mode, I want to acknowledge the ministry of Julia Easley who leaves her position as chaplain at the University of Iowa after 13 years, and also the departure to the Diocese of Wyoming of my own staff member Warren Frelund.

Julia leaves behind an ongoing ministry to the homeless and poor of Iowa City in the Agape Café, and a continuing ecumenical community that gathers for prayers based on the Taize tradition, which I hope we will help sustain into the future. She has served this Board for many years, and been an active contributor to our broader life.

Warren's omnipresence in the Diocese of Iowa will make him missed on several levels. I came to know him through his visit during the bishop search process in which he was willing to interview the homeless on my behalf as part of the community relation's exploration. That probably endeared me to Iowa more than any other single thing: that my homeless friends could be your friends, and that you would honor their opinion. Warren typifies that approach to the life of faith. I am delighted that he will be in our Province though I will have to caution him about recruiting! He is an energetic, creative person whose real empathy I believe lies with working in congregations. I believe his Wyoming call as a regional missionary overseeing several small congregations suits him well. The deacons will have to come up with their own successor to his coordinating position, and I have asked Anne Wagner to assume responsibility for the oversight of our Convention arrangements. Nothing, however, will replace his wisdom and gospel challenges that mark his in-house presence or his relationship building in the Diocese. We wish him and Sue all God's best as they prepare their move for July 1.

As things go I must admit to a conversation with the Bishop of Wyoming, who on hearing me talk about our 2008 budget whispered to me that he might be helping me there! Not quite the way to find out about a colleague's pending move, but understandable and forgivable. The Ways and Means Committee has done us proud in

their deliberation of the 2008 Budget. They decided that in handling final, additional cuts after a major review brought them to face a relatively small deficit, they would not cut more at all – but challenge us to give more at the individual level. The Above and Beyond new budget line item asks every adult member of this Diocese over the age of 16 to give \$8 in thanksgiving directly to the Diocese above and beyond their congregational pledge. In my parish days we called this a Faith Promise. Others will address this as we look at the budget, but in my view it recognizes the generosity of the people of this Diocese, who in responding most recently to the Drought Appeal were able in a matter of weeks to raise \$ 29,000+ for the Diocese of Swaziland.

Jesus often would ask people what do you want me to do for you. He would also indicate that we receive not because we ask not. The Strategic Plan offers a promising future of mission engagement. It is something we have been slowly moving towards almost without awareness. As Nancy Morton said to me the other day, we used to build our information around Commission reports, but now it is all about ministries being carried out. This extensively long report may seem an exception to this, but it isn't really. It is about people and places, and what they do in the name of Christ. It is about ministry, our ministry as part of God's ministry.

A series of resolutions recognizing service, changes and retirement were adopted.

RESOLUTION NO. I

Bishop Joseph L. Charron, C.P.P.S

Whereas Bishop Joseph L. Charron has announced his retirement from the Des Moines Catholic Diocese after serving thirteen years in that office,

BE IT RESOLVED, That the Diocesan Council expresses its gratitude for his leadership in the ecumenical community of Iowa and offers prayers for him I in his retirement.

RESOLUTION NO. II

The Rev. Canon David Titus

WHEREAS, The Rev. Canon David Titus, a priest of this diocese, has served the people of St. Paul's Indian Mission in Sioux City faithfully and with more than a few words for eighteen years and will begin a new phase of ministry in retirement:

BE IT RESOLVED That, the Diocesan Council offers Canon Titus and Charlene, his spouse, its thanks and appreciation for his faithfulness, consistent witness, perseverance and fruitfulness, wishes him all good things and commends him to further ministry in Jesus Christ's name.

RESOLUTION NO. III

The Rev. Leon Pfothenhauer

WHEREAS The Rev. Leon Pfothenhauer has served the Lord in the Diocese of Iowa as a layman and then deacon after his ordination in 1995;

BE IT RESOLVED, That the Diocesan Council expresses its gratitude and appreciation for his leadership role through Cursillo, his servant ministry at Calvary Church in Sioux City, especially the 55 plus fellowship program, and his continued ministry as a deacon at St. Paul's Indian Mission also in Sioux City. Prayers and good wishes go with him and Lorraine as they begin their retirement years.

RESOLUTION NO. IV

The Rev. Julia Easley

WHEREAS The Rev. Julia Easley has served this Diocese as Chaplain at the University of Iowa for thirteen years, and did so faithfully and creatively;

BE IT RESOLVED that the Diocesan Council acknowledges with much appreciation her ministry among us and wishes her God's blessing in her ministry in the years to come.

RESOLUTION NO. V

The Rev. Canon Peter Sanderson

WHEREAS The Rev. Canon Peter Sanderson came to the Diocese of Iowa from our Companion-Diocese of Brechin and has served congregations including All Saints' in Storm Lake, Trinity in Iowa City and Trinity Cathedral in Davenport;

BE IT FURTHER RESOLVED that the Diocesan Council gives thanks for his presence among us these past sixteen years as vicar, priest, interim dean and faithful friend., an acquaintance that began with visits from the men and boys' choir of St. Paul's Cathedral in Dundee, Scotland. The appreciation and gratitude of the Diocese go with Canon Sanderson and his wife, Doreen, as they begin retirement in New Mexico.

RESOLUTION NO. VI

The Rev. Warren Frelund

WHEREAS The Rev. Warren Frelund's omnipresence in the Diocese of Iowa will make him missed on several levels as he begins duties as Regional Missioner and Director of Deacons in the Diocese of Wyoming on July 1:

WHEREAS he was ordained a deacon at St. John's in Mason City in 1994, he has served the Diocese of Iowa as Chair of the Search Committee for a Bishop, Coordinator of Deacons, the Diocesan Ministry Development Team, Diocesan Convention Coordinator, and Deputy to General Convention in 2006:

THEREFORE BE IT RESOLVED, That, The Diocesan Council recognizes him as an energetic, creative person with real empathy for working in congregations and recognizes his wisdom and gospel challenges that have marked his in-house presence and relationship building in the Diocese. The Council sends good wishes to Deacon Frelund and his wife Sue as they begin ministry in Powell, Wyoming.

Appointments: The Board of Directors approved the following to serve on the One World One Church Commission:

Ms. Cheryl Valenta, Christ Church, Cedar Rapids
Ms. Denise Smith, Trinity Church, Waterloo

Auditor's Report

Ms. Kelly Meiners and Mr. Andrew Howe of Meriwether, Wilson and Company, P.L.C., presented a preliminary report of the recently completed audit of the financial statements of the Episcopal Corporation of the Diocese of Iowa. They indicated that the financial statements fairly represent the financial position of the diocese as of December 31, 2006. The accompanying management letter called attention to what they consider significant deficiencies in internal control: Reconciliation of Accounts Payable and Accounts receivable are not reviewed and reconciled on a timely basis and Segregation of Duties regarding handing and recording of cash disbursements and investments are combined and handled by one person.

Financial Report

Mr. Robert Joy reported that the Budget Comparison for April 2007 represents one-third of the year. The income is behind \$64, 000 which represents less than one month. The Ways and Means Committee is following up on congregations that are more than two month in arrears. The income side shows 30% expenditure that includes many prepaid items. He noted that 75% of 2006 parochial reports are in. These are used to compute the stewardship share for 2008.. Congregational audits are due September 1. There is a one-page form to complete. Ways and Means encourages churches to reciprocate in doing their audits.

Proposed 2008 Budget

Mr. Robert Joy presented the 2008 Budget prepared by the Ways and Means Committee. In his report Bishop Scarfe had already referred to the \$29,000 "Above and beyond" item under Receipts. In the discussion there were several objections including that it set a poor

precedent. There were several suggestions for changes and some questions about income sources. The Board decided to return the document to Ways and Means to update pledge estimates based on 2006 parochial reports.

Strategic Plan

The Rev. Wendy Abrahamson, Ms. Phyllis Melton and Mr. Bill Smith spoke to the final version of "One Church Many Locations." This completes the work of the Task Force on Strategic Planning. A new group will be appointed by Bishop Scarfe.

Ms. Melton pointed out that the plan is local for each congregation. It provides a landmark for planning and input and provides for review. Next Sunday there is a letter from the Bishop to be read in all congregations as a way of launching the project.

Usage of the plan is intended also for commissions and committees, the Board of Directors and staff. To work successfully the plan needs implementation follow-up strategies such as: posting ideas on the web site, telling success stories, including the plan as part of conversation on Bishop's visitations. Quantifiable measures should be developed and in the future do a new survey to see if there are any shifts.

Mr. Smith indicated that the plan must play through the budget, possibly a lens concept as a way of viewing out life together. He would include both the pledge side and the way dioceses used to do things in the document. It is about working together, not about money. The Board of Directors agenda should include a report or check in on the four areas.

Clergy Wellness Insurance Report

The Rev. William Pugliese reviewed the changes being considered in health insurance coverage for clergy and lay employees. The presentation was developed for the Clergy Conference on May 3. The Clergy Wellness Commission will have recommendations in late summer regarding the plan to be adopted by the Board of Directors and Diocesan Convention.

Old Brick

Mr. John Gardner has learned that the national office of the ELCA Campus Ministry has jurisdiction over Old Brick. He and Ms. Linda Neuman will continue to pursue negotiations regarding purchase of the facility.

St. Paul's, Durant

Bishop Scarfe received a letter from The Rev. Darin Lovelace and Ms. Vonnie Dittmer, Senior Warden of St. Paul's, requesting an ongoing conversation with a subgroup of the Board of Directors. The three persons agreeing to contact St. Paul's were: The Rev. William Pugliese, Mr. John Gardner and Mr. Tom Carpenter.

Reprinted from minutes of May 19, 2006

St. Paul's, Durant

The board has a policy of inviting congregations that do not pledge the amount of the diocesan asking to come to a board meeting to explain the reasons behind their decision. St. Paul's, Durant was invited t the May 19 meeting. The Rev. Darin Lovelace, rector; Dennis Unga, senior warden; Ms. Bonnie Dittmer, junior warden, and Mr. George Boldt, past clerk of the vestry, attended. The conversation covered participation expected of a parish in both finances and program of the diocese.

Regional Chapters

No reports. Meetings to be scheduled for late August-early September meeting to discuss the proposed 2008 Budget

Commission Reports

Congregational Life – The commission met at St. Matthew's in Iowa Falls to continue developing a series of questions for congregations and a list of signs of a healthy church. They will begin to identify resources and critical topics for congregations. They will emphasize using a timeline so congregations can see who they were, are and are to become. The next meeting is July 28. Because of the high cost of gasoline, the commission plans to meet less often but for a longer time of 10am to 2 pm.

Justice, Peace and Integrity of Creation – No Report

One World, One Church – The commission will meet on June 9

Multicultural – The commission will meet June 2. They will welcome two new members: The Rev. Roman Roldan, a transitional deacon, and The Rev. Vincent Bete, new to the diocese from the Philippines.

Clergy Wellness – See report above.

Meeting adjourned at 2:45 pm

Respectfully submitted,

Nancy A. Morton, Assistant Secretary

APPROVED:

ATTEST:

Ms. Phyllis Melton
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

