

**MINUTES OF THE ANNUAL MEETING
OF THE BOARD OF DIRECTORS
OF THE EPISCOPAL DIOCESE OF IOWA**

The Annual meeting of the Board of Directors of the Episcopal Corporation of the Diocese of Iowa was held at 10:30 am at St. Mark's Church, 3120 E. 24th Street, Des Moines, Iowa on November 16, 2007, pursuant to a written Waiver of Notice signed by all directors in attendance.

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

The following directors were present:

Mr. Stephen Carroll
The Rev. Susan Eades
Ms. Marva Eck
Mr. George Eldridge
Mr. Gene Gardner
Mr. John Gardner
Ms. Kathy Halverson-Rigatuso
The Rev. Linda Hughes
The Rev. Carl Mann
The Rev. Canon Ronald Osborne
The Rev. William Pugliese
The Rev. Catherine Quehl-Engel
The Rev. Anne Williams
Canon Tom Carpenter, *ex officio*
Mr. William Smith, *ex officio*

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

Absent were: Ms. Margaret Hansen and The Rev. Karen Wacome

Bishop Scarfe opened the meeting with prayer.

The Minutes of the September 14 meeting of the Board of Directors were approved.

Election of Officers

Canon Tom Carpenter, Chancellor of the Diocese, reminded the board that the Bishop, the Rt. Rev. Alan Scarfe, serves as President.

Vice President: The Chancellor called for nominations for Vice President. The Rev. Linda Hughes nominated The Rev. William Pugliese. The nomination was seconded. Nominations were closed and a unanimous ballot cast.

Election of Secretary

The Chancellor called for nominations for Secretary. Ms. Kathy Halverson-Rigatuso nominated Ms. Marva Eck. The nomination was seconded. Nominations were closed and a unanimous ballot cast.

Assistant Treasurer:

The Chancellor called for nominations for Secretary. Mr. William Smith nominated Mr. Robert Joy. The nomination was seconded. Nominations were closed and a unanimous ballot cast.

Assistant Secretary: The Chancellor called for nominations for Assistant Secretary. The Rev. Catherine Quehl-Engel nominated Ms. Nancy Morton. The nomination was seconded. Nominations were closed and a unanimous ballot cast.

Bishop Scarfe noted that representatives to the board still needed to be elected from three chapters for 3-year terms. A non-ordained person is needed from both the North Central and the South Central Chapters; an ordained person is needed from the Central Chapter.

Meeting Dates for 2008

The board agreed upon the following dates for 2008.

February 1

March 28

May 23

June 27

September 19 (budget)

December 5 (annual meeting)

Bishop's Report

Convention is always a watershed for ministry and mission appraisal as a Diocese. Post Convention evaluations were highly appreciative of what went on. Without the assumption that next year we would follow a four-part segmentation of the agenda, it may be possible to bring more engaging resolutions to the front of the program, as I think the scattering of them throughout the event was appreciated. The reason the Windsor Report fell in the last section of Anglican Identity was because it thematically fitted there. Some felt that this again placed an important subject in our low tolerance and energy zone of the Convention. It was interesting however how many were ready to debate the Saturday/Sunday idea at such a late hour.

Anne Wagner will pick up this theme in her report. Staff prepare now for the All Commissions meeting on January 19 when the Commissions lay out their direction for the coming year. This year I am asking that they work with the Strategic Plan and set out their own five-year plan to dovetail with our overall direction.

Since we last met, the House of Bishops met in New Orleans. Are we any clearer because of it in our relations with the Communion? It depends on whom you ask. And will continue this way for some time further. I hope the Archbishop sticks to his intention to hold Lambeth despite nine Global South Primates asking otherwise. Two Episcopal Conventions sought the same delay: Utah and Olympia, but I feel that we should take every opportunity to come together in conversation, prayer and study. Each Lambeth needs to bear its own contextual circumstances, and seek God's will out of it. With Dioceses in the USA attempting separation strategies that could take two years to unfold, the waiting seems to me to be asked for better strategic positioning rather than calls for reconciliation. Reconciliation would be indicated if we saw Primates estranged from us increasing their willingness to come to the Lord's Table with us at least, and that is not happening.

It was noteworthy that the largest workshop attendance at Convention was the “Beyond Winning” Windsor group presentation. It continues to be a vital part of our inner work.

“Beyond Winning” is also an important concept for a broader application. I remain disappointed and I confess naively amazed at our capacity to engage in inner congregational conflict. For this report I counted three potentially serious ones brewing - all about ministering authority and communication and involving a clergy person being disputed by a small group within the congregation and even a ministering team seeking to find its way forward in leadership within a congregation. I am convinced that in these days when our potential to be a spiritual home for many people is really high, their tolerance for an infighting group is almost zero. We need to continue to search for some proactive training for congregational leadership but also for clergy. Examining the nature and purpose of annual vestry retreats is one place to begin, and insisting that every congregation engage in such a retreat is another. Maybe "Beyond Winning" can expand its focus.

The ability to deliver diocesan-wide presentations however depends itself on our ability to encourage Chapter development beyond gathering clergy and a few leaders. One way would be to get congregations to actually elect their Diocesan Convention delegates at the annual meeting, and then have the same people responsible for chapter participation. That is one way we could update Convention with relevant information through the year and have them become congregational representatives about diocesan affairs even on top of the work you all do as Board members. I think it is worth considering that with chapter representatives on this Board, your duties include being the communication link not only with your congregation but your regional group. The staff is divided up as liaisons with you in this, and I hope you begin to get acquainted.

Clergy morale is part of all of this too. The Clergy Conference is our main way of providing for refreshment and educational and spiritual stimulation. But we are thinking of the importance of adding Clergy Days for more specified issues. In a related topic, I am grateful to Bill Moorhead, Glen Rankin, and Liane Nichols for responding positively

to their commendation by clergy as chaplains to the retired. I am still waiting to hear from a couple of others.

The Standing Committee has asked me to refresh clergy memories about inter-personal relationship policies of the Diocese and to find ways for us to educate ourselves on keeping healthy boundaries and renew our knowledge on sexual harassment. This training has not been available since I came here and I understand a long time before that. Iowa makes hard demands on clergy's ability to tolerate working alone and with colleagues quite a distance away. The Fresh Start program attempts to bridge the gap, but knowing what some of our clergy carry about them, I wonder if even this program will become a safe place for them. As is normal about life, we tend to stay away from potentially inquisitive surroundings when we are trying to work out our own stuff.

I think something like this is going on with leadership at Trinity, Davenport. On my visit there immediately after Convention but before the resolution to them was sent, I was glad to be received well, and to be able to participate in the Evensong and meet the young people. Excellent work is going on at that level which is a credit to the new Dean and to his assistant Roman. Lydia Kelsey chose to visit at the same time and made good connections with the diocese and youth ministry. A number of members wanted me to know that they were eager for a visible presence at the Diocesan table as I think is probably true of everyone if we could have the right conversation. I will be there in a few weeks for Roman's ordination to the priesthood, and later Trinity will host Judith Dalmasso's priesting. I would like to be able to attend the Annual Meeting if my schedule allows it. Cathedral canons give me greater access than would be otherwise. It seems I am only allowed one Cathedral without anxiety at a time, and am glad to report that St. Paul's is moving forward well as their catching up of their 2006 pledge shortfall indicated.

I hope when we consider Trinity on the agenda we will hear one another well, especially in taking advantage of John Gardner's presence and gift among us, which I greatly appreciate and encourage. We will also hear from the group that went from the Board to Durant.

Deacons have been another part of my agenda since we last met. I had sensed a distance from them unwittingly affected by the creating of what was perceived as an additional layer of separation through my appointing of a deacon coordinator. When I approached them about replacing Eric, who never had an opportunity to live into this responsibility, the deacons said that they did not want one but could trust the Deacons' Council to be sufficient liaison and advice council for me. I am glad to say that there are a number of people in process toward the diaconate again after a rather heavy emphasis on priesthood. John Doherty was ordained deacon since we last met.

Other Episcopal acts since September include visitations to St. John's, Mason City; Grace, Charles City; St. Andrew's, Chariton, St. Thomas', Sioux City; Calvary, Sioux

City; All Angels, Red Oak and the SW Cluster; Harlan and the Trinity Cluster; St. Paul's Grinnell; St. Stephen's Newton; St. Matthew's, Iowa Falls; Grace, Boone, and St. Luke's Des Moines. I celebrated the completion of the BAGS Stewardship process with St. Timothy's, West Des Moines who registered a 26% increase in their 2007 giving as they enter into their 2008 Consecration Sunday this weekend.

Having now set limits to the amount congregation Stewardship Share can increase yearly, and with 75% of congregations meeting their Stewardship Share, I am optimistic that we can gradually bring one another into compliance. The newly revived Stewardship Commission I hope will build on the fine work of the BAGS process and help encourage its implementation in other congregation as a tool which makes them dig deep into their values and sense of mission as an important component of stewardship. It is not a time, talent, treasure program for the annual asking campaign, but a preparatory climate change agent on our sense of self as stewards.

I have also reset a number of clergy chapter cluster meetings, which had to be postponed because of my surgery and its subsequent schedule shuffle. I met with Metro, Central and South Central and North Cedar Valley clergy recently, and will be seeing Quad Cities and East, South Cedar Valley, NW and N Central and SE Chapter clergy before the year is out. That year ends early for me as I am taking Christmas vacation in UK and San Diego this year attending my father's 80th and son's 30th birthdays respectively in those places. Immediately after Thanksgiving I will be attending CREDO, which I find well positioned at this point in my episcopacy. I expect some plans for sabbatical to come from that time, possibly in 2010, which will be upon us before we know it.

Deployment remains a very active pursuit. Names have been sent to Trinity, Muscatine; St. Mark's, Fort Dodge; St. Thomas', Sioux City and St. Stephen's, Newton. Tom Gehlsen is beginning work with St. John's, Keokuk and Christ Church, Burlington. It seems he gets drawn to one end of the state or the other. Bruce Blois retired from Keokuk on 21 October, and Christ Church is anticipating Pat Genereux's planned retirement at the end of June 2008. Tim Vann will retire as Regional Vicar for the South West chapter at the end of January 2008 but is going to remain half time at St. Paul's, Council Bluffs. Charles Kunene from Swaziland has just completed a successful discernment stay with us in the Southwest, and hopes to return in February to assume interim regional vicar duties for two years for the SW cluster of Red Oak, Glenwood, and Shenandoah. He has been attending the new MDT Coaches training taking place this week led by Willa Goodfellow. Glenn Rankin, Richard Graves, Jean McCarthy, Ellen Bruckner and Anne Williams make up the other new coaches. Pat Genereux will join them later; as I hope will Sean Burke from Luther College in Decorah and Judith Jones. This is a fine collection of potential coaches, and finally combines EFM mentors into the mix. I am really excited about the group's potential.

Rounding out the congregational report, Netha Brada retired from Iowa Falls on 30th September, and Elliott Blackburn former rector of St. John's, Mason City has signed up

with them as a part-time vicar. Mark Holmer, as you know, a Lutheran pastor from Algona is St. Thomas', Algona's new half-time priest, but I am concerned about where this leaves Trinity, Emmetsburg whose regular supply can only continue through this year. Algona and Emmetsburg have shared priests in recent times. I continue to be frustrated by the inability to find a more local priest for All Saints Storm Lake, which would seem by all intent and purposes a place where we could have a good impact. I am grateful for Lil Johnston for coming from Sioux City every Sunday afternoon, and to Don Keeler for his administrative ministry as a deacon but Bishop Last and I have both come up short in finding a more accommodating answer. I think in all honesty Don would prefer to concentrate on his excellent diaconal ministry among troubled youth. Neither congregation is open to Ministry development Teams at this point, which often means they do not see the appropriate leadership among themselves at this time though I think they do quite well in the circumstances. One answer to Storm Lake might be to place a ministry developer there as part time priest and regional missionary in a position shared by the diocese and the congregation.

Christ Church, Clinton has closed its sale of the former St. John's building to the local AME Church. I hope to participate in a "Handing Over of the Word Service" in December when I am in the east side. I have spoken with the Standing Committee about the possibility that we should close Trinity Winterset, which has only one member remaining. They referred me to this Board. The Property Committee has received a recommendation to sell the closed or rather handed over/rented building at Centerville. In the meantime St. Andrew's, Waverly is looking into options to buy the local Roman Catholic Church which would greatly expand their capacity but not necessarily increase their flexibility with the larger building, or to make plans to expand their own space. I have advised the latter. And we have received a proposal from the newly incorporated congregation of Church of the Savior to consider buying their own space in Orange City. This will be coming before us later today. In conversations with members of St. Timothy's, West Des Moines, it has been suggested that I look at a piece of land just west of Waukee for a possible new congregation site. This could be a future site of our outreach as far west as Winterset.

While still living into the theme of last Convention, and with an opportunity to take a lead in environmental issues through our participation in Iowa Power and Light, and with the leadership of the Webbs, we nevertheless move forward into the New Year. The 2008 Convention theme is "A Dedicated Life" - dedicated to God and God's mission through our baptismal promises. I ask for an emphasis on personal discipleship and communal ministry. Within its potential we will be working on some obvious things - a renewal of the Cursillo Movement through the re-establishment of the Secretariat and with help from the members of the NE District which stretches from Indiana to Montana and Colorado; by sharing what we are already doing to this end in our congregations and what is working well; by looking closely at the Covenant group concepts offered last year by Ron Osborne; by creating study options we might offer diocesan wide for Lent or Eastertide

based on the staff's current studies; by a website explosion and shedding our fear of being out there in cyberspace to be counted.

In all of this, what is your place, as you begin a new Board? It is to help focus priorities, to be a communicator of good news to your chapters and regional congregations, to support your clergy and ministry leaders, and to give honest feedback to one another to clear the way for us to move forward in God's mission. We only meet six times a year and so it is what we do outside of this room that makes the bigger difference. I am always glad to report to you my own activities and the visions it conjures up and I appreciate the time you give me to do so.

Financial Report

Mr. Robert Joy reported that pledges for January through October 2007 were at 74 percent which means less than one month behind. He noted that because of congregational cash flow, this is normal. There are several churches farther behind and a few are unlikely to meet their pledges. He has been in touch with these churches. On the expense side the recent Diocesan Convention will be over budget when final bills are adjusted and paid. Overall expenses are under budget.

Mr. Joy estimates a year-end deficit of \$10,000 to \$15,000, depending on congregational pledges. This will be covered by the Working Capital Supplement. By canon this fund must be maintained at 20 to 25 percent of the annual budget. The fund will be within that range if needed for the expected deficit.

He reported that the diocese has received audits from half of the churches. Audits are due annually by September 1. Only one parochial report has not been received.

On a motion by The Rev. William Pugliese, duly seconded, the following housing allowances for 2008 were approved:

RESOLUTION NO. I

Housing Allowances

Tom Gehlsen	\$36,500
Willa Goodfellow	\$18,000
Jan Horn	\$9,000
Alan Scarfe	\$39,000
Anne Scissons	\$15,600
Tim Vann	\$30,000

Old Brick

Bishop Scarfe reported that the Chaplaincy Committee of the ELCA would meet on December 5 to consider the Diocese of Iowa's proposal to purchase the Lutheran's interest in the building.

St. Paul's, Durant

In response to a request from St. Paul's for a visit from the Board of Directors, Canon Tom Carpenter, Mr. John Gardner, The Rev. Linda Hughes, and The Rev. Bill Pugliese met with the rector, senior warden, junior warden and representatives from the congregation. to listen to their pain about directions taken by the Episcopal Church. The meeting was non-confrontational. The group heard about disappointment with church authority and the Windsor Report process and a feeling of not being heard. The visitors emphasized the welcome and fellowship available in the diocese.

Church of the Savior, Orange City

This new church in the Diocese meets in facilities at Northwestern College in Le Mars. They have located a building that would meet their needs and presented a proposal for its purchase.

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

RESOLUTION NO. II

Orange City property

BE IT RESOLVED, that the Church of the Savior's proposal be referred for further study by the Diocesan Property Committee.

Ms. Anne Wagner reported on the Diocesan Convention held November 2-3 at the Marriott Hotel Downtown in Des Moines. Evaluations were overwhelmingly positive about the facilities and service provided by the hotel. She noted that it was time to negotiate for 2009, 2010 and 2011. Management at the Marriott is under corporate pressure to increase occupancy on weekends especially Saturday nights. This means for the Diocese of Iowa to use the facilities without a Saturday-night stay, we need to have a partner organization whose attendees would use Saturday-night rooms. Since a Saturday-Sunday combination was discussed, Ms. Wagner suggested this and other opportunities, including meeting outside Des Moines, be investigated.

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

RESOLUTION NO. III

Convention site task force

BE IT RESOLVED, that the Bishop appoint a task force to study convention site and date alternatives and report to the Board.

The Rev. William Pugliese reminded the board that the premium for the Retiree Premium Insurance Plan has increased \$10. The Diocese currently pays a supplement of \$100. He requested the board to authorize payment of the \$10 increase.

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

RESOLUTION NO. IV

Retired clergy health insurance subsidy

BE IT RESOLVED, that the diocese pay the additional money to fully fund the retired clergy insurance subsidy.

Ms. Nancy Morton reminisced about her 20 years as editor of *Iowa Connections*. She announced her retirement effective December 31, 2007. She will continue as Assistant Secretary to the Board of Directors.

Appointments

The Board of Directors approved the Bishop's appointment of Ms. Lydia Kelsey as editor of *Iowa Connections*.

Regional Chapter Reports: no reports

Diocesan Ministry Team Reports: no reports

Bishop Scarfe announced that All Commissions Day on January 19, 2008 will be held at the Cathedral Church of St. Paul in Des Moines. It is not a regularly scheduled board meeting. Only board members who serve as liaisons to various commissions are urged to attend. The following liaisons were identified: JPIC – The Rev. Anne Williams, One World One Church – Ms. Margaret Hansen, Multicultural – The Rev. Linda Hughes, Clergy Wellness – Canon Ronald Osborne and Stewardship – Mr. Bill Smith.

Meeting adjourned at 2:30 pm

Respectfully submitted,

Nancy A. Morton, Assistant Secretary
APPROVED:

ATTEST:

Ms. Marva Eck
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

