

**MINUTES OF A REGULAR MEETING  
OF THE BOARD OF DIRECTORS  
OF THE EPISCOPAL DIOCESE OF IOWA**

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

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. Mark's Church, 321 E. 24<sup>th</sup> Street, West Des Moines, Iowa on September 18, 2009 pursuant to the Annual Meeting of December 5, 2008.

The Rev. Anne Moats Williams, Vice President, presided

The following directors were present:

The Rt. Rev Alan Scarfe (via Skype)

Ms. Diane Bjorklund

The Rev Artis Farrel

Mr. Raymond Gaebler

Ms. Margaret Hansen

The Rev. marcia kilpatrick madlock

Canon Ronald Osborne

The Rev. Catherine Quehl-Engel

Ms. Maggie Tinsman

The Rev. Karen Wacome

Canon Thomas Carpenter, *ex officio*

Also present: Mr. Robert Joy, Assistant Treasurer; Ms. Nancy Morton, Assistant Secretary; Ms. Anne Wagner, Ms Julianne Allaway, The Rev. Thomas Gehlsen, and Mr. David Oakland.

Absent: Mr. Stephen Carroll, Mr. Charles Cox, The Rev. Susan Eades, The Rev. Carl Mann and Ms. Mary Neis.

The Rev. Catherine Quehl-Engel opened the meeting with a meditation and prayer on Grace.

The Minutes of the Board of Directors' meetings for June 18 and July 24 were approved.

**Bishop's Report**

I am grateful to the Standing Committee for the opportunity to take some personal leave to attend to the affairs of my parents in England and share the burden of care which my brother and sister-in-law have been carrying alone. Removing one month of activities from a schedule is no easy matter and I appreciate the flexibility of everyone involved. It has however proven valuable in making for a planned sabbatical. I have been able to decompress the visitations schedule for the rest of 2009 on through 2011, and reset my goals in a way which I hope gives me more flexibility in my time to do what I think I do best and that is to be present to teach and reflect with congregations and groups.

With ordinations of the first group of people formed in Ministry Development Teams at New Song last July, and upcoming ordinations to the transitional diaconate for team members at Fort Madison in October, the shift of emphasis in ministry development is on ongoing supervision

and mentoring systems. I am sorry to announce that Willa Goodfellow has had to take an extended disability leave. She has pioneered much of the process and curriculum formation for the ministry development team work. I want to express my thanks to Willa for her leadership in crafting a mutual ministry model which build on work done in the past. It is my intention not to seek a replacement in 2010, but will take on more direct responsibility with others who have become Willa's colleagues in this ministry.

In June and July I ordained Kesha Brennom and Meg Rhodes to the priesthood. Kesha is serving in the Diocese of Los Angeles and Meg will become rector at St. Paul's, Council Bluffs in February 2010. I officiated at the wedding of Wendy Abrahamson and Steve Carroll on August 8<sup>th</sup> at Mason City, and we congratulate them as both have served on this Board. We also said farewell to Robert Elfvin as Rector of St. Luke's, Des Moines. It was a wonderful day marked by gifts of 840 Dahl grocery bags for Des Moines Food Pantry in his and Karon's name. The bags decorated the sanctuary and the parish hall corridors for the day.

I am hopeful for ongoing cooperation with St. Luke's as they move forward into a new search. While I am open to have Martha Kester continue to serve as associate rector and be the day-to-day pastor for the congregation, I have asked that they seek the regular services of a transitional consultant for a least one year to explore issues related to the transition from such a long pastorate. Other transitions under Tom Gelhsen's supervision at the moment include St. Luke's, Cedar Falls. Paul Fuessel is retiring from Grace, Cedar Rapids in October 2009 and the congregation has been in consultation with me as they call Curt Moremond as a part-time rector starting November 1. Alice Haugan remains a nonstipendiary priest there. I am also glad to announce that Chris Epting has agreed to assume interim Dean responsibilities at Trinity Cathedral after his retirement as Ecumenical Officer in January 2010. Jim Harris has moved to a new post in Florida.

There were fewer visitation opportunities over the past couple of months due to the travel of General Convention, regular vacation and the personal leave. I went to St. Mark's, Fort Dodge; All Angels', Red Oak; St. Andrew's, Des Moines; Grace, Cedar Rapids; St. Luke's, Des Moines and St. Martin's, Perry. Since we last met there were also several diocesan-wide events and meetings: the annual Deacons' Gathering at Trinity Iowa City which I think marked a revived level of energy among the deacons for coming together, a Youth Leadership Retreat in Monticello, the third annual Day with the Bishop at the Cathedral, the Clergy Wellness Commission, Stewardship Commission, Commission on Ministry and the Standing Committee. The Stewardship Commission will be coming to Convention with a resolution on creating a position for Development Missioner which is a follow up to a suggestion from my Convention address in 2008.

The meeting with the Standing Committee gave me a chance to go over actions from General Convention which affect us in Iowa in particular. The bishops of six states with equal marriage have been in close consultation as we explore what we believe the gift of "pastoral generosity" by GC C-056 in particular meant. We have shared guidelines and want to work together rather than in isolation. I will be sharing my guidelines for clergy at a special clergy on Marriage, Covenant and Community on October 3<sup>rd</sup>. For the present we continue working under the parameters of my April 10 statement. You recall that the bishops of six states moved a

resolution B-012 asking for such generosity but linking it to the adaptation of the prayer book. Though there was strong support in the hearing for this resolution, we withdrew it after C-056 as this captured the spirit of our request. While clearly indicating that there was no tolerance for adaptation of the prayer book, there was much understanding that we be given missional and pastoral space.

The General Convention was about much more than these two resolutions. There were some powerful calls to mission, economic justice and ecological urgency. Some may have felt that we were snubbing the Communion through our actions on human sexuality, but the concerns of the global community were very much a part of the whole Convention. Working on the Budget Commission was both sobering but also uplifting, as decisions were made to preserve mission while having to cut our own infrastructure. I think this is an ongoing work, and as with our own budget process I believe we are looking into a future where we need to take less for granted. I shared much of this experience at our last meeting.

With such a short report, you will be asking me to take more long breaks! We celebrated the final stage of the Shady Rest project in August. Maureen Doherty gathered the AmeriCorps workers who had been God-sends to help the project. The youthfulness of the workers only served to remind us of what this next generation of faith is looking for – an opportunity to make a difference, and to use their hands in tangible ways to change lives. The Gospel invites them and us to a far more radical way of facing such a challenge. While here in England I read up on an old church friend from my late teens and early twenties. He is now executive director of the National Association of Evangelicals in Great Britain. He and his wife have decided to spend a month living off the amount of money they might receive if on welfare benefits. Their project is called “Simplify.” This is one way Christians in England are trying to be faithful in a broader sense. We can learn much together just as we can from all our partners around the world. But equally, we have just as much to share in our own journey, celebration and struggle with faithfulness.

Finally on this note, some of you may have met Samuel Peni from the Sudan who studied at Dubuque and became well known to many of us. He returned to the Sudan this summer and now has been elected bishop for a new diocese. I hope we will extend our congratulations to him as a Diocese, and also make plans to explore how our lives as dioceses can be more greatly intertwined. I remind you that it is all about our baptized lives into Jesus Christ, and His Spirit gift of taking the likes of you and me and spreading and making Good News. Let us take that spirit into convention.

### **Financial Report Sept. 18**

Mr. Robert Joy reported that income from congregational pledges is running about two months behind. Some churches are more than two months in arrears and others have cut the amount they pledged. Mr. Joy reminded the board that the 2009 budget was previously cut \$100,000 and designated expense cuts went into effect July 1. He anticipates further reductions could be necessary between September and the next meeting of the board in December following Diocesan Convention. The Ways and Means Committee requested guidelines for action to be taken in this interim. The board referred them to the policy established at the board meeting of July 24, 2009 for preparation of the 2011 and 2012 budgets.

On a motion from Canon Ronald Osborne, duly seconded, the following resolution was adopted.

**RESOLUTION NO. I**

2009 budget adjustment guidelines

**BE IT RESOLVED**, that the resolutions of the July 24 board of directors' meeting identifying priorities for 2011 be commended to Ways and Means as guidelines for revisions of the 2009 budget to the extent practicable.

Mr. Joy anticipates a 2009 congregational pledge budget shortfall of about \$50,000. This is greater than the 20-25 per cent of income the Working Capital Supplement allows without a special congregational assessment. However, about \$30,000 in savings from staff adjustments would offset the \$50,000 shortfall. The Working Capital Supplement could absorb \$20,000 to \$30,000.

Mr. Joy noted that only one parochial report has not been received and about one-third of the churches have completed annual audits.

Mr. Joy stated that since congregations do not have a clear picture of resources until fall, Askings were sent out in early September and congregational pledges for 2010 are not due until October 31. The budget sent to churches, clergy and commissions for discussion was based on the best information available at the July 24 meeting of the board of directors. Since that meeting Bishop Scarfe has announced that the position of ministry developer will not be filled at the present time. Ways and means requests the board to consider using all or part of lines 127-130 to reduce congregational pledges.

On a motion by Mr. Raymond Gaebler, duly seconded, the following resolution was adopted:

**RESOLUTION NO. II**

2010 pledge income reduction

**BE IT RESOLVED**, that line 6 in the 2010 budget for Congregational Pledges be reduced by \$30,000 to \$865,537 and

**BE IT FURTHER RESOLVED**, that lines 127-130 Ministry Developer be reduced by \$30,000 leaving a total of \$18,150 to be entered as a new line called Ministry Development.

On a motion by Ms. Maggie Tinsman, duly seconded, the following resolution was adopted:

**RESOLUTION NO. III**

2010 budget sent to Diocesan Convention

**BE IT RESOLVED**, that, the Board of Directors release to Diocesan Convention the proposed 2010 Budget as amended.

Ms. Anne Wagner on behalf of the Clergy Wellness Commission recommends continuing the present diocesan insurance coverage for 2010 (The Medical Trust/Empire BCBS PPO 75/50 plan and Health Reimbursement Account administered by Kabel Business Services), and recommends

the addition of dental insurance for all qualified employees in 2010. On a motion by the Rev. Artis Ferrel, duly seconded, approved the following resolution:

**RESOLUTION NO. IV**

Diocesan health coverage for 2010

**BE IT RESOLVED**, that the Board of Directors approves the recommendation of the Commission on Clergy Wellness for diocesan health coverage effective January 1 through December 31, 2010. This coverage includes 1) health insurance through The Medical Trust of the Empire BlueCross BlueShield PPO 75/50 plan that includes health, prescription, mental health, vision and employee assistance program, and 2) the employer-funded Health Reimbursement Account (HRA) administered by Kabel Business Services of West Des Moines, and

**BE IT FURTHER RESOLVED**, that single dental insurance through a diocesan-sponsored plan with Delta Dental of Iowa be required as an employer-provided benefit beginning January 1, 2010 for all employees of the Diocese of Iowa that work 20 or more hours per week for a church or institution of the Diocese of Iowa, and do not have dental coverage through a spousal plan or previous employment. Eligible employees may also purchase family dental insurance by paying the difference between the single and family rates.

Canon Ronald Osborne described the new congregational start he has begun in Indianola and the need for regular meeting space. He moved the following resolution which was seconded and passed. Canon Osborne abstained from voting.

**RESOLUTION NO. V**

Indianola Rental Agreement

**BE IT RESOLVED**, that, the Board of Directors of the Episcopal Corporation of the Diocese of Iowa authorizes payment of funds for church development costs in Indianola from the New Church Start fund, not to exceed \$1,000 in 2009, and \$6,000 in 2010 and,

**BE IT FURTHER RESOLVED** that, the Board of Directors authorizes Mr. Robert Joy, Assistant Treasurer, in the absence of the Bishop, to execute agreements for rental of property and related matters for a new church start in Indianola.

**Regional Chapters** Canon Thomas Carpenter announced that the regional chapter reconfiguration was referred to the Constitution and Canons Committee for approval at the Diocesan Convention in November. Other updates for consistency in language will be considered at that time.

Recognizing that five board members complete their terms with this meeting, The Rev. Catherine Quehl-Engel moved the following which was seconded and passed.

**RESOLUTION NO. VI**

Recognition of retiring board members

**BE IT RESOLVED**, that the Episcopal Diocese of Iowa recognizes with thanksgiving those completing their term of service on the Board of Directors Class of 2009:

The Rev. Sue Eades  
 Ms. Margaret Hansen  
 Ms. Maggie Tinsman  
 The Rev. Karen Wacome  
 The Rev. Anne Williams

***Regional Chapter reports:***

*East:* The Rev. Marcia Kilpatrick Madlock reported the East chapter met on October 5. The budget was discussed and concern expressed about possible staff cuts.

*South East:* Ms. Margaret Hansen's report on the chapter meeting on September 13 included information from each of the churches. *St. Luke's, Fort Madison* is looking forward to an October ordination of three priest candidates as deacons from the ministry development team. The Rev. Willa Goodfellow announced she would be taking an extended disability leave. A replacement coach for MDT will be needed. *St. John's, Keokuk:* The Rev. Larry Snyder will serve as priest-in-charge. St. John's will support a medical mission to the Dominican Republic in January. *Christ Church, Burlington,* welcomed the Rev. John Horn as rector. A celebration of new ministry is scheduled for October 18.

Chapter members saw Bishop Scarfe's video and discussed the budget. The Rev. Patrick Genereux reported on the changes ahead for the 2011 diocesan health plan. He also talked about the success of Shady Rest Project in Waverly and announced that a disaster preparedness plan is being developed.

*Sioux City:* The Rev. Karen Wacome reported on the meeting on September 12. The Rev. Torey Lightcap, the new rector of St. Thomas', Sioux City was introduced. The food ministry at St. Paul's Indian Mission is overwhelmed in the current economic situation. Attendance is down at Calvary Church. The City of Le Mars is planning a universal pre-school which will impact St. George's well established pre-school. The Church of the Savior in Orange City drew 57 people for painting projects.

*Southwest:* The Rev. Artis Ferrel reported that All Angels', Red Oak was participating in a Bible school with other churches. St. John's, Shenandoah has completed some remodeling and the Ministry Development Team at St. John's, Glenwood is ready for examination. They appreciate having The Rev. Charles Kunene's presence with them for another year.

*No Reports:* North Cedar Valley, South Cedar Valley, Central, South Central, Metro, and Northwest

***Commission Reports***

*Justice, Peace and Integrity of Creation;* The Rev. Anne Williams reported that JPIC would meet on September 19.

*One World, One Church:* Mr. David Oakland reported that The Rev. Melody Rockwell, Mr. Dan Rockwell and Mr. Greg Stout are in Swaziland for six weeks to teach congregations how to build chlorinators and assess water resources. They discussed the possibility of an additional companion diocese. The following International Development Grants were awarded:

\$5,000	Publishing & Distributing Bibles in Amharic, Ethiopia
\$1,000	Chlorinator/Water Resource Training Diocese of Swaziland
\$1,700	Oral Health project: procuring and shipping toothbrushes, toothpaste and Oral health information, Diocese of Swaziland
\$3,000	Neighborhood Care Points, Diocese of Swaziland
\$4,000	Loving Parent Initiative (supporting two students) Guatemala

*Stewardship:* The Rev. Marcia Kilpatrick Madlock reported that the commission intends to present a resolution to the Diocesan Convention requesting Establishment of the Position of Diocesan Development Missioner.

*Youth Ministry Development Team:* Ms. Diane Bjorklund reported on a variety of activities accomplished or scheduled since the July board meeting. 1) Successful Ministry Retreat child and youth programs 2) PROM retreat for High school & Young Adults 3) Happening #27 brought together about 40 youth from 13 congregations and other denominations 4) New Beginnings #3 is scheduled in October 5) Youth conference during Diocesan Convention 6) Web/Tele conference call on Sept. 19 7) YMDT Retreat in November.

*Wellness:* See Resolution NO. IV above.

*No reports:* Multicultural Commission and Property, Architecture and Allied Arts

The meeting adjourned at 2 pm.

Respectfully submitted,

Nancy A. Morton,  
Assistant Secretary

APPROVED:

The Rev. Artis Ferrel  
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