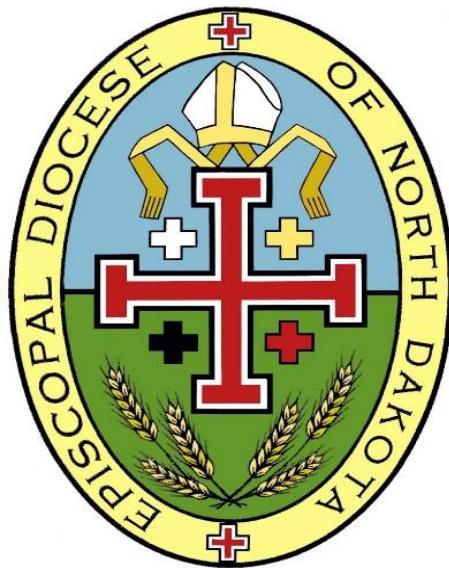


The Episcopal Diocese of North Dakota  
51st Annual Convention  
Leadership and Ministry Reports

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*Dancing into a New Season of Ministry:  
Growing Community to Seed God's Mission*

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No reports were received from the Standing Committee, Camp Gabriel, the North Dakota Council on Indian Ministries, the Reconciliation Committee, the General Convention Deputation, the United Thank Offering, the Episcopal Foundation for Ministry in Higher Education, or the Covid-19 Task Force.

## **Bishop Ely's 2021 Pre-Diocesan Convention Report**

This report covers the time frame from January to mid-September 2021 and is a summary of my ministry as Bishop Provisional in the Diocese of North Dakota, since being called into this ministry on January 4, 2021.

These past eight and a half months in which I have been engaged in this ministry have been richly rewarding, for which I am most grateful. I am deeply appreciative grateful for the support, the new relationships, the challenges, and the new opportunities this ministry offers me. as Your call for me to be your part-time Bishop Provisional included the understanding that I would make pastoral in-person visitations to North Dakota one week per month when travel and Covid conditions permitted. For the balance of my time, I would work remotely from my home in Vermont. Following my full Covid vaccination, I was happily able to begin those monthly visitations in May.

This ministry position is one of the recommendations in the Diocesan Discernment Task Force Report, adopted by the 2020 Diocesan Convention. That report identified various priorities and recommendations for the diocese over the course of the next few years. The season of discernment called for in that report is what I like to call A New Season of Ministry. It is my great honor and privilege to be on this journey together with you as a coach and pastoral leader. Having served as a bishop Diocesan for 18 years in Vermont, I think I understand the distinction in terms of this role as a coach and pastoral leader. In short, it is about helping the people of the Diocese of North Dakota live into the vision you have crafted, rather than bring an outsider's vision and plan to you. I have learned much in these past several months and hopefully I have brought some seasoned coaching and pastoral oversight for the good of our common life and ministry.

I am particularly grateful to several individuals and teams of people for helping orient me and who share in the model of circular leadership that lies at the heart of this new season of ministry. Among those, I include the Diocesan Discernment Task Force; the Diocesan Council; the Standing Committee; the Transition Team; the Cathedral Staff; the Diocesan Minister Interview Team; Charlotte Peterson, Diocesan Treasurer; Leo Wilking, Diocesan Chancellor; John Floberg, President of the Standing Committee; Hal Weidman, Canon Missioner; and the many other clergy and lay leaders with whom I have met one-on-one and in the context of the various committees, commissions, foundations and teams with whom it has been such a joy to share ministry together. My heart is a thankful one for all your many kindnesses, words of wisdom, gifts and skills, countless hours devoted to diocesan work, prayers, and good humor.

The following is a summary of some of my activities these first several months of ministry with the Diocese of North Dakota:

1. In-person pastoral visitations of one kind or another to every congregation in the diocese, including worship in all places, except where Covid limitations prohibited.
2. Six meetings with the Diocesan Council (5 Zoom and 1 Hybrid)
3. Multiple Zoom and some in-person meetings with the following committees, commissions, foundations, and teams:
  - a. Standing Committee
  - b. Finance Committee
  - c. Transition Team

- d. Commission on Ministry
  - e. North Dakota Council on Indian Ministries
  - f. Diocesan Minister Interview Team
  - g. North Dakota Episcopal Foundation
  - h. Congregational Development Committee
  - i. General Convention Deputation
  - j. Episcopal Foundation for Ministry in Higher Education
  - k. Diocesan Convention Planning Team
  - l. Personnel Committee
  - m. Covid Protocol Team
4. Zoom meetings with the House of Bishops
  5. Zoom meetings Bishops of Province Six
  6. In-person meetings with the Lutheran Bishops of the Eastern and Western North Dakota ELCA Synods.
  7. Attended the Winter Talk Conference on Indigenous Ministries (3-day virtual event).
  8. Successfully worked with others on grants from the Roanridge Foundation, the Constable Fund, and the United Thank Offering.
  9. Ordained the Rev. Joe Hubbard to the Priesthood, as part of a three-day visitation on Standing Rock.
  10. Ordained the Rev. Hellen Lodu to the Diaconate at Saint John the Divine, Moorhead.
  11. Confirmed and Received four (4) persons and dedicated a new organ at Saint Stephen's, Fargo.
  12. Worked with the Diocesan Council on preparations for Diocesan Convention, including the 2022 Budget and the Mutual Ministry Review Matrix, based on the priorities and recommendations of the Diocesan Discernment Task Force. (See John Anderson's report of the activity of the Diocesan Council for more on the work of Council).
  13. Called the Rev. Steve Godfrey as Diocesan Minister, beginning in July.
  14. Called the Rev. Kim Becker as Coordinator for the Northwest Episcopal Ministry, beginning in August.
  15. Called Kelly Noack as Diocesan Office Administrator beginning in September.
  16. Held first in-person meeting of the diocesan Ministry Support Team (dMST) in September. (The dMST includes Steve, Hal, Kim, Kelly and myself, and is the term I prefer rather than diocesan Staff).
  17. Produced various written and video messages to the people of the diocese, including articles for *The Sheaf*.
  18. Attended my first Native American Powwow! Ann and I were deeply moved by this experience. The dress, the dancing, the cultural expression, the drumming, the spiritual depth of what we experienced was an incredible gift.

There have, of course, been many emails and many phone and in-person conversations over the course of these several months, as well as much learning for me about the Diocese of North Dakota, its history, culture, customs, and rich diversity. This is an important time of discernment for our diocese, as noted in the Diocesan Discernment Task Force Report, which I like to call the New Season of Ministry Report. This is a challenging time, with much uncertainty as well as a rich time of opportunity to explore new ideas and models of ministry. Issues related to communication, healing and reconciliation, congregational and ministry development, youth ministry, finances, and our future are all in play.

I am grateful for the confidence you have placed in me as we navigate these waters together. I receive with thankfulness the many offerings of support, wisdom, prayer, encouragement, and good humor that you have shared with me. As we dance our way into this new season of ministry together, I am mindful of the fragility that is part of our common life as a diocese. At the same time, I am also mindful of the many hopeful aspirations of the people of our diocese. The Creator is with us on this journey as we devote our lives to the Jesus Way of Love and God's reconciling mission.

Faithfully yours in Christ,

*+ Thomas*

The Right Reverend Thomas C. Ely, Bishop Provisional  
September 15, 2021

### **Diocesan Minister's Report to Convention 2021 – The Rev. Steve Godfrey**

It is so exciting to have this opportunity to support the people of the Diocese of North Dakota moving into a courageous, creative, new season of ministry. Following the goals identified in the Diocesan Discernment Task Force report and Mutual Ministry Matrix that Council has developed in response, I am focusing on developing and supporting teams for leading congregational vitality, ensuring sacramental celebration in all our communities, facilitating communication throughout the diocese, and supporting administrative needs.

I have enjoyed worshiping and getting to know people at the Church of the Advent, Devils Lake; St. John's, Dickinson; St. Stephen's, Fargo; St. George's, Bismarck; St. John the Divine, Moorhead; All Saints, Valley City; All Saints, Minot; and on Standing Rock (camping-trailer church at the Porcupine Powwow), as well as hospitality and conversation at St. Michael and All Angels, Cartwright; and St. Peter's, Williston. In coming weeks, I am looking forward to worshiping with Grace Church, Jamestown; St. Peter's, Williston; St. Thomas, Fort Totten; St. James, Cannon Ball; St. Luke's, Fort Yates; Gethsemane, Fargo; and St. Paul's, Grand Forks. There are just a few more places I need to get on my schedule. Please help me to find a time when I can visit if I am not already scheduled where you are.

I have also been supporting the work of the new Congregational Development Committee and renewed efforts of the Commission on Ministry to host the School for Ministry. It will be very interesting to see presentations at Convention workshops from leaders of the Partnership for Renewal and Genesis II, two strong possibilities for congregational development processes that could end up forming a suite of options for developing teams and vitality in our local faith communities and neighborhoods. I am also looking forward to gathering at the end of October as the School for Ministry to learn about the Gospel of Luke, do some community development, reflect on the practice of preaching and scriptural reflection in liturgical settings, and have conversation about our hopes and needs for the School so it can support development of teams able to provide the full breadth of leadership for Episcopal congregational life. I am grateful for Donna Pettit and Harvey Henderson for their leadership of these efforts.

It has already been a great privilege to be able to work closely with Bishop Tom Ely, as well as with Canon Hal Weidman and our new Northwest ministry coordinator Kim Becker and office administrator Kelly Noack, and to support the development of a circle of leadership that we are calling the diocesan Ministry Support Team. Kelly and I are trying to figure out Realm, our powerful new tool for facilitating communication among diocesan leaders, and we are seeking a consultant to do a communications audit, to help us develop the right set of tools for communicating broadly in the ways that are needed at this time. She arrived just in time to take on the lion's share of administrative work preparing for Convention, for which I am grateful. Kim and I are strategizing about how best to organize and encourage the ministries of our five most northwest congregations. Hal is continuing to help with administration and congregational development, especially with St. John's in Dickinson.

I am also grateful for the diligent support of our diocesan treasurer, Charlotte Peterson, and convention registrar, Sandy Holbrook. A lot of work goes into managing a diocese and hosting conventions, so it is extremely helpful to have such committed ministers of administration. I am also tremendously grateful to the ministry of the Standing Committee and especially John Floberg for capable leadership and oversight during the recent long and unnerving transition, and especially for John's generosity in helping me to understand the people and ways of the Diocese of North Dakota.

Many years ago, a long-time mentor observed that my niche is helping dioceses "figure things out." More recently, when discerning whether to come here, a friend who knows this diocese said that there is a lot of work to do, but the people are great. That is the main attraction for me to the Diocese of North Dakota: there is a lot to figure out, a lot of challenges to face, and our numbers are small, but the people are so committed, capable, kind, faithful, and fun that I am not worried about whether we will be able to thrive. I can't wait to see where we end up. I am grateful to have been invited to be part of this new season of ministry.

Steve Godfrey

## **Canon Missioner's 2020 Report To 2021 Diocesan Convention**

The Rev. Canon Hal Weidman

### **I. Congregational & Leadership Development & Support**

- A. All Angels, Minot-Talked w/ leaders on clergy acquisition & leadership & congregation development
- A. St Michael & All Angels, Cartwright—Talked w/ ELCA Montana Synod & leadership about pastoral & sacramental care
- B. St Peter's, Williston, worked w/ Church Insurance Corporation [CIC], Williston contractor, Standing Committee President [SC-P] & Sr Warden regarding church & rectory damage-causing mold
- C. Transition Ministry Officer [TMO]—attended Province V, VI & VII TMOs meetings

### **II. Sacramental Support**

- A. St Michael & All Angels, Cartwright
- B. Church of the Advent, Devils Lake
- A. St John's, Dickinson
- B. All Angels, Minot
- C. St John The Divine, Moorhead
- D. St Peter's, Williston

### **III. Commission on Ministry [COM]-Related Projects/Issues**

- A. Discernment process
- B. Diocesan-wide educational events—School for Ministry
- C. Ordination process
- D. Worked on Ministry *Discernment Manual*
- E. Shared Lutheran Social Services-ND webinars w/ leaders

### **IV. Administration**

- A. Carried Diocesan cell
- B. Wrote & facilitated allocation & connection of Virtual Meeting hardware & software from \$15,000 Diocese of Texas grant
- C. Helped SC-P w/ circulation of *Sheaf*
- D. Worked w/ SC-P on remote Diocesan Convention
- E. Finished Part I & ensured all Congregational & Diocesan Parochial Reports submitted
- F. Bishop Keith: coordinated: calendar, lodging, meeting, & vehicle issues | assisted w/ after-visit reports
- G. Worked w/ diocesan Treasurer on Dental/Health Insurance | SC-P & Provisional Bishop w/ H.R. issues
- H. Helped write COVID Protocols & co-educated leaders
- I. Forwarded Dean Mark Strobel's Cycles of Prayer to diocesan leaders
- J. Worked on interim priests LOAs
- K. Aided diocesan vehicle insurer w/ ND drivers' list
- L. Promoted Province VI Young Adult Ministry Small Group Internship opportunity
- M. Updating ND canonically resident clergy list
- N. Coordinated Diocesan Council Meetings' logistics, snacks, lodging, & forms

**V. Diocesan Administrative Assistant**

- A. Semi-Supervised AA
- B. Worked w/ SC-P & AA on many issues/projects till AA resigned

**VI. Diocesan Contact**

- A. Church Insurance Corporation—Property
- A. EC Transition Ministry Office
- B. House Of Bishop's General Ordination Examination
- C. Oxford background checks
- D. Ordination news to *The Living Church*
- E. Assumption Abbey, Richardton, fall ministry weekend
- F. EC Congregational & Diocesan Parochial Report office
- G. Province VI Council
- H. CPG
  - 1. Integrated Benefits Account Management Services—IBAMS
  - 2. Medical & Life Participant System—MLPS
  - 3. “Red Book” Clergy finder
  - 4. EC Asset Map

**Regional Coordinator for Episcopal Ministry in Northwestern North Dakota**

Dear Beloved in Christ:

Since beginning my official duties on August 1st, I have enjoyed visiting all five churches in the Northwest region and look forward to continuing to serve as a resource, sacramental and otherwise.

Priorities for the Northwest include working to get church buildings open in Dunseith and in White Shield, as well as listening to each congregation's hopes and dreams for the future, despite the difficulty of the pandemic. Identifying gifts within each congregation that can then be shared with the wider community is Spirit-led work and I am privileged to get to begin listening to each congregation's stories.

In Cherokee culture, it is the elders who hold the wisdom and who can teach lessons for the future and it is the same with churches: our elders can help us learn from the past, remind us to be grateful in the present, while seeking Creator's vision for the future. We are called to live into the authority of our baptism and to embrace faith, not fear.

I am honored to be here and will do my best to earn and retain your trust. Please do not hesitate to contact me with any concerns or questions: 240.472.1102 or at [nwcoordinator@ndepiscopal.org](mailto:nwcoordinator@ndepiscopal.org)

In Christ's peace, power, and love,

Kim Becker

## **Report of the Diocesan Council 2021 – Deacon John Anderson**

The Diocesan Council had a busy year. We worked closely with the Standing Committee, COM, Finance, and other groups to bring Bishop Tom Ely to North Dakota. He started with us in January and has been a wonderful presence offering pastoral care, fresh insights, renewed energy, and organizational skills around the diocese.

The Council met six times in 2021. Bishop Tom felt it would be beneficial to meet a bit more considering all the changes and goals the diocese envisions. We are also focusing on the ND Convention in Bismarck in October, and the 2022 General Convention in Baltimore. We met in January, March, May, June, July, and August. Five meetings were via Zoom and one in-person.

The Council worked with Bishop Tom to develop a Ministry Matrix that outlines our goals introduced by the Diocesan Discernment Task Force and adopted by Diocesan Convention in 2020. The Matrix also fleshes out ways to reach these goals and includes a timeline to track progress. A resolution is being brought to Convention that will set in motion the next steps in our New Season of Ministry.

The Council approved the creation of a Task Force to study the Our Fair Share formula and process. The Council approved a re-designation of the New Church Plantings Fund, now known as the Congregational Revitalization and Renewal Fund, and designated \$50,000 from that fund to support the Northwest Ministry Initiative, for which we also received a Roanridge Grant allowing us to call the Rev. Kim Becker as coordinator for that ministry. The Council worked to develop the 2022 Diocesan Budget that will be presented to Convention. Request to redesignate the New Church Plantings Fund held by NDEF and controlled by Diocesan Council.

The Council received with delight the calling of the Rev. Steve Godfrey as Diocesan Minister and Kelly Noack as Office Administrator.

The Council approved various Covid protocols developed by the Covid Protocol Team.

The Council agreed to divide the \$40,000 Covid Relief fund between 20 congregations (\$2000 per congregation) for the purposes outlined in the Episcopal Church Executive Council memo.

Various Committees made reports and updates throughout the year about their important ministries.

There were two resignations from Diocesan Council this year. Quinn Palmer and Dan Rice resigned this summer. Perhaps these openings will be filled at Convention.

The Council is excited to continue its work into 2022, always thankful for the Spirit's guidance as we move into our New Season of Ministry.

In Christ,

Deacon John Anderson

Vice President of the Diocesan Council

## **Commission on Ministry – Report to the 2021 Diocesan Convention**

Father Harvey Henderson, Chair

Commission Members – The Rev. Harvey Henderson, Chair, the Rev. Bart Davis, the Rev. Jamie Parsley, the Rev. Canon Hal Weidman, the Rev. Sloane Floberg, the Rev. Terry Overbo, the Rev. John Anderson, Donna Pettit, Elaine McLaughlin, Joanne Lassiter.

The Commission on Ministry met several times on Zoom over the past year. Bishop Ely joined us and shared with us his vision for the work of the Commission. We are in the process of updating the Diocesan guidelines for **“Discerning and Responding to a Call to Holy Orders.”**

The Commission recommended to the Bishop and the Standing Committee that the Rev. Joe Hubbard be ordained as a priest, and that Hellen Lodu be ordained as a deacon. Joe’s ordination to the priesthood was June 26 on Standing Rock, and he is serving as a priest in the Episcopal Church in Navajoland. Hellen’s ordination was on July 24<sup>th</sup> at St. John’s, Moorhead, where she serves as a Deacon.

A meeting of the School for Ministry will be held on the weekend of October 29 – 31 at the Maryvale Retreat Center in Valley City, ND. This meeting of the School for Ministry will be funded by a Constable Grant of \$12,000 which the Commission was successful in securing from the Episcopal Church.

Respectfully submitted,  
Father Harvey Henderson, Chair

## **Education for Ministry (EfM) – The Rev. Canon Hal Weidman**

A unique four-year distance learning certificate program in theological education based upon small-group study and practice. EfM helps the faithful encounter the breadth and depth of the Christian tradition and bring it into conversation with their experiences of the world as they study, worship, and engage in theological reflection together.

Do you have questions about your faith? Most people do, and most find it challenging to get answers. “EfM was developed by the School of Theology in Sewanee, Tennessee, to provide a mechanism for people to work through those questions.

Meeting once a week in small groups with people from your neighborhood, church, community, and due to COVID-19 pandemic via the internet and led by mentors trained to facilitate the experience, you will begin to think theologically, reflect faithfully, and speak civilly when confronted by beliefs and principles in opposition to your own. And that’s something we can all appreciate in today’s world.

By being an EfM participant, you will learn how to articulate your faith and how to shape your faith into action. You will become involved in ministries in your community, and you will make a difference.

Since its inception in 1975, more than 100,000 people have participated in this vital program. EfM groups meet regionally in nearly every diocese of The Episcopal Church, in six provinces of the Anglican Communion, and some in virtual classrooms with participants from across the globe.

## **EfM Core Practices**

The terms “education” and “ministry” in EfM frequently need unpacking to better understand both the content and the purpose of the program. At its heart EfM is a program in practical theology, a program based in a set of **five core practices** that form and support each student in the various ministries to which they are called.

- **Living in Community**
- **Regular Prayer and Worship**
- **Theological Reflection**
- **Study of the Christian Tradition**
- **Vocational Discernment**

## **Enrollment Fees**

While the EfM program is a four-year curriculum, participants enroll for one year at a time. Each program year is 36-weeks long. Groups generally begin their year in either September or January.

Each EfM group must have a minimum of six students. To maintain an effective learning environment and to provide participation for everyone, EfM groups may not have more than twelve participants. In the case of a move during the academic cycle, a participant may transfer to another group.

The required texts and materials for study are provided in print form, although students will need to provide their own Bible. E-books of the Reading and Reflection Guides are also provided to all. Participants who desire e-book versions of the study texts may purchase them through several booksellers. The texts used in the program may be found on the EfM website at: <http://efm.sewanee.edu/wp-content/uploads/2021/05/EfM-Books-Handout-2021-2022-Rev5-2021-.pdf>.

The full year’s fee is paid at the time of enrollment participants. The current fee is **\$475**. Participants in groups under institutional sponsorship (*parochial or diocesan*) pay a discounted fee of **\$375**. [*The Diocese of North Dakota is a sponsoring diocese*] Typically the diocese would pay 1/3, the participant’s congregation will pay 1/3, and the participant will pay 1/3 of the costs.

In addition, there are scholarships based on group size. In groups of 8 or more participants, one participant can be awarded a tuition reduction to **\$175**. In groups of 10 or more an additional participant may receive the reduction to \$175.

To assist students in need, a fee reduction provision is available based on the total enrollment of the group. Scholarship funds also may be available from the EfM Alumni/ae Association Scholarship Fund.

Enrollment in a seminar group is done through the mentor who will provide a link for online registration. Since groups generally begin their year in either September or January, participants enroll in the month or two prior to the start date. To find a group near you, contact your diocesan coordinator—our diocese is searching for a coordinator. Speak to Bishop Tom or me if you are interested. The mentor can tell you if space is available in the group.

To find a group near you, contact your diocesan coordinator. The mentor can tell you if space is available in the group.

As a graduate of EfM, I highly recommend that you prayerfully explore this opportunity. It not only helped me to be more academically prepared for seminary but taught me to think theologically,

Grace and peace,  
Hal  
The Rev. Canon Hal Weidman  
Canon Missioner  
The Episcopal Diocese of North Dakota

### **Commission on Youth Ministry Report 2021 – Ericka Morlan**

The Commission on Youth Ministry was formed in 2021 to strengthen youth programming around the diocese. Members of the Commission are Dn. John Anderson, Robert Fox, Josh Floberg, Don Henderson, Ericka Morlan, and Kara Shaw. The Chair of the Commission is Ericka Morlan from Gethsemane Cathedral.

The goals set out by the commission are to make connections between those doing youth work in the congregations around the state. We hope to foster the sharing of resources and ideas. We believe that growth and excitement within our congregations is necessary for diocesan growth.

We want to support congregational youth events around the diocese. We will do this via connection, promotion, and monetary support when possible. In following with the circular leadership model that the diocese has identified, we are excited to work with those around the diocese who are already doing youth work. We look forward to creating a strong youth foundation for North Dakota.

A Facebook group has been started for anyone to join who is interested in this getting connected. Contact any member of the commission to be added. If you are interested in working on the commission, please contact Ericka Morlan at [youth\\_family@gethsemanecathedralfargo.org](mailto:youth_family@gethsemanecathedralfargo.org).

## **Congregational Development Committee – Donna Pettit**

The Congregational Development Committee is a new committee in the Diocese, formed as a result of recommendations of the Diocesan Discernment Task Force and discussions in the Diocesan Council.

While Bishop Whitmore was with us, we talked in Council about how this time of discernment could benefit all our congregations and not just the Diocese as a whole. To know where we wanted to go in the future, we needed to remember how each of our congregations was founded, its mission, what it has meant to its community and how successful (or not) that mission and community role is today. Some aspects of this inward review fall neatly under the Commission on Ministry, including identifying and raising up ordained ministry teams and being part of the Diocesan School for Ministry and continuing education.

Other parts of reviewing our history and creating a path forward will be different for each group. The future may look different in each congregation and community. This is the scope of the Congregational Development Committee. Our task is to help each congregation understand how it got to where it is today and how it wants to move forward. What any group did successfully in the 1970s (or pick any decade) may not be exactly what their community needs today or what they currently have the people and skills to provide.

A committee was formed and when Bishop Ely joined us, he was completely on board with this idea. Steve Godfrey has come to us as the Diocesan Minister, and he has great experience in Congregational Development. So, we are seriously planning a way forward for this venture. We have looked at several plans and ideas about how to study ourselves and how to help each congregation rewrite its future plans. It turns out there are many programs and ideas out there for doing this and we are examining several to find what we feel is the best fit for North Dakota.

We are offering two workshops at Convention to give the Diocese a sense of how two different programs could help us do this work. Both plans have successful track records and could offer strong support as needed by our variety of congregations. We have a very diverse diocese, Native and non-Native, Sudanese, large, small, urban and rural. It is important to the Committee that the needs of each congregation are recognized. While all the workshops offered at convention are important and worthy of our attention, we hope, when possible, you will ask someone from your congregation to attend these so they can go back home and share with your church family. We will be planning this work and will ask your opinion about what you think your congregation would feel comfortable doing.

I think you will be hearing a great deal more from us in the next months as we refine a plan to begin this work. We are looking forward to seeing results from these efforts.

## **Diocesan Personnel Committee – Sandra Holbrook**

Not long after Bishop’s Ely’s election as our Bishop Provisional, he noted that our personnel policies would benefit from an update. Individuals for a reconstituted Personnel Committee had been suggested by members of the Diocesan Council and were asked to serve on this group in late 2020. They include Carmine Goodhouse (St. Lukes), Robert Hoekstra (Grace Church), Sandy Holbrook (St. Stephen’s), David Lukudu (St. John the Divine, Moorhead), Leslie Ross (St. John’s, Dickinson), and Joyce Tello (St. George’s). These seven agreed to serve. Bishop Ely and Diocesan Minister Steve Godfrey are also serving as members of the group. The diocesan chancellor, Leo Wilking (St. Stephen’s), serves as consultant and resource for group’s work.

The responsibilities of the Personnel Policy Committee as proposed in the revisions are to 1) annually review and amend as necessary diocesan personnel policies to comply with church canons and state and federal laws and 2) review position descriptions and letters of agreement for all diocesan ministry support team members (dMST) for consistency with policies.

The group has begun its work of revising and updating all the current personnel policies, meeting via Zoom several times already with more meetings to come. The goal is to have the updated policies ready to present to the Diocesan Council by the end of December 2021.

## **Province VI, including Duties and Responsibilities of the Province According to the Canons of The Episcopal Church<sup>1 2</sup> - The Rev. Canon Hal Weidman**

### **Purpose of Province VI Council**

- To connect and collaborate with the eight dioceses in mission and ministry, seeking the ways things can be done better at a provincial level than individually.
- To strengthen relationships between the eight dioceses as well as with The Episcopal Church
- To increase the sense of belonging to the wider whole of The Episcopal Church
- To search for how the province can leverage resources to benefit everyone.

### **How the Province VI Council will be together:**

- We will work toward a shared leadership model
- The structure we build will be flexible and allow for diversity based on the work
- Our work is to listen carefully to our dioceses as we seek to determine what we can do better together
- We recognize the uniqueness each person brings to the Council
- We recognize the uniqueness each diocese brings to the Province

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<sup>1</sup> This memo does not address the responsibilities of the Bishop who is the President or Vice-President of the Province such as being a member of the Presiding Bishop’s Council of Advice nor does it address the responsibilities of the House of Bishops of the Province.

<sup>2</sup> This memo does not address the responsibilities of the Province regarding Missionary Dioceses because there currently are no Missionary Dioceses and there have not been any for decades.

- We will remember to build our own relationships within the Council and between the dioceses.
- Anyone is welcome at our Council meetings
- Networks are open to any who share similar passions
- We will continue to find ways the technology can strengthen our mission and ministry.
- We will seek feedback on any projects in order to continually improve.

## **Acknowledgements**

- There is work we (our dioceses) can do together.
- The Council seeks to identify what dioceses can do better together in mission and ministry.
- We recognize the isolation we feel in our dioceses which is due in part to the geographical isolation.
- We ask... What are the most efficient ways to enhance/strengthen Beloved Community at this provincial level?

## **Actions during 2020**

- Began revisions of ordinances
- Discussed date of Provincial Synod
- Discussed who would attend Synod—in the dioceses sent their General Convention Deputies as an orientation to General Convention
- Discussed when to hold Province VI Night at General Convention
- Discussed how to determine the amount asked from Dioceses
- Began discussing budget requests
- Discussed possible ways to support Indigenous Ministry opportunities in the dioceses
- Adopted young adult's small group facilitator internship opportunity based on: "Inspired by our faith, let's build communities that bring joy, love and healing to the world"

## **Responsibilities of the Province VI Council**

- Fill any vacancy in the province's membership on Executive Council
- Choose the auditor for the annual audit of all provincial accounts and receive the report of the audit
- Receive copy of notice of appeal from an Order of a Hearing Panel of a Diocese in the Province
- Administer and carry out such work as "may be committed to it by the General Convention, or by the Presiding Bishop and the Executive Council, or by the Synod of the Province"

## **Structure**

- We become supporters, empowerers, connectors
- We will spend time checking in with each other at each Council meeting
- We will find ways to include feedback loops into our planning

- The Council will meet monthly via Zoom for 90 minutes each month. At the 2022 Synod this commitment will be evaluated.
- We will explore the methods that best meet our communication needs.
- Provincial Bishops will advise on the best way to communicate with each diocese
- The Ordinances will outline the Provincial structure
- Once a quarter the Province will offer a program focused on an issue we all share. We will seek to understand how the Province can support each diocese and identify those ways we can do some things better together and support what each diocese individually can do.

### **Required Provisions of Provincial Ordinances**

Set the number of clergy and lay members of each Diocese or Area Mission in the Province for the House of Deputies of the Province

### **Responsibilities of the Provincial President**

- Vote whether or not to approve the site of the General Convention
- Receive the draft Budget from the Treasurer of the General Convention four months before General Convention
- Prepare an annual report to the Executive Council about the activities of the Province on the form specified by the Executive Council

### **Responsibilities of the Synod**

- Elect a Bishop, Priest/Deacon and a Lay Person to Executive Council
- Confirm the election of a Bishop for a Diocese elected by the House of Bishops of the Province upon request of a Diocese in lieu of the Diocese electing its Bishop
- Submit Resolutions to the General Convention
- Meet on a regular basis “for the purpose of organizing and carrying out the responsibilities of the Province as provided in the Canons.”
- Elect the President of the Province
- Determine the method of election and term of office of the President
- Elect a Bishop as the Vice-President of the Province if the President is not a Bishop
- Adopt Ordinances for the Province
- To adopt a budget for the Province and determine money for the budget will be raised
- Create a provincial Council to carry out the work of the Province
- Receive such subjects as the General Convention refers to the Provinces, consider them at the “first meeting of the Synod” after General Convention, and “report their action and judgment” to the Secretary of the General Convention at least six months before the next General Convention
- Keep minutes and records of its meetings and send copies to the Secretary of the House of Deputies and to the Archives
- Transmit inactive records of the Province to the Archives

## **North Dakota Episcopal Foundation – Andrea Stomberg**

### **NDEF Seeks applications!**

At the end of 2020, the North Dakota Episcopal Foundation (NDEF) had a total of \$1,755,240 in designated, unrestricted and endowment funds. These funds are managed by John Tillotson of Stifel Nicolaus, Minneapolis, as part of the “Pooled Investment Fund”, combined with funds from Gethsemane Cathedral and St. Stephens. Grants are called for in two rounds each year, the first-round applications are due on March 1, and the second normally September 1. This year only, the due date for the second round was shifted to November 1, in the hopes of getting more applications than NDEF has received in the recent past! Grant applications are normally subject to further due diligence by NDEF Committee members, and issued within a few weeks of the due date if approved.

To date in 2021, three grants have been made: \$8000 to St. Stevens, Fargo, for a new organ, \$2400 to St. John’s, Morehead, for training, and \$10,000 to Camp Gabriel for a new bath house. Three grant applications have been received so far for the second round.

The following diocesan mission priorities should be considered in applying for a grant, but they are not intended to be exclusive: evangelism, campus ministry, theological education, mission outside the Diocese, youth ministry, Sudanese ministry. Grants are also available, for example, to enhance the musical life of the congregation or undertake community outreach and similar efforts. The application form and guidelines are available on the NDEF website:  
<https://ndepiscopal.org/about/ministries/north-dakota-episcopal-foundation/>.

Members of the NDEF Committee include: John Baird, George Abdilnour, Beth Lipp, Andrea Stomberg (Chair), Bart Davis, Peter Halbach, and Amy Oksa.

## Safe Church – a new system and new courses

Sandra Holbrook & the Rev. Zanne Ness

### Same objective: assure that our churches are safe places for everyone

The online training has had a complete overhaul including the updating of existing courses and/or addition of several new courses. The new system is Praesidium Academy, and it provides much easier access and more independence for those who need training.

<https://www.praesidiumpacademy.com>

The screenshot shows the Praesidium Academy website. At the top left is the logo "PRAESIDIUM ACADEMY". On the right are "Sign In" and "CART (0)". Below the header is a large image of three young girls smiling. To the right of the image is the text "SEXUAL ABUSE IS PREVENTABLE" and a brief description about creating a safe environment. A callout bubble points to the "Sign In" button with the text "Sign in – includes option to create password". Below the main image are three course icons: a signpost for "Recognize Signs of Abuse", a person with a flag for "Respond to Red Flag Behaviors", and three people for "How Offenders Operate". At the bottom, there's a message about abuse risk management training and a footer with copyright information and a support link.

SEXUAL ABUSE IS PREVENTABLE

Having employees and volunteers well trained in abuse prevention is essential in creating a safe environment for everyone. The more employees and volunteers know about abuse prevention, the more comfortable they will feel reporting any concern.

Sign in – includes option to create password

SELECT LANGUAGE

Recognize Signs of Abuse

Respond to Red Flag Behaviors

How Offenders Operate

Abuse risk management training sends a powerful message to parents and to potential abusers. It tells parents, "We care enough about the well-being and safety of your child to require training for all employees." It tells potential abusers, "Abuse will not go undetected."

Effective abuse prevention training gives employees and volunteers the information and skills they need to keep those in their care safe.

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[Sign In](#)

Email Address

••••••••••

[Given a code to create an account?](#)

[Forgot your password?](#)

[Sign In](#)

### **Three new courses have been created:**

1. Introduction and Theological Background
2. Organizational Rules and Model Policies
3. Abuse and Neglect

This new “Abuse and Neglect” course replaces the four entry-level courses in the previous system.

### **These additional courses will be available by the end of 2021.**

1. Healthy Boundaries
2. Power Relationships
3. Inclusion
4. Pastoral Relationships
5. Anti-Harassment
6. Bullying
7. Reporting Abuse

As these new courses become available, we will identify those that are most appropriate for various ministry roles in our diocese. Information about who is required to have safe church training is included below. Our diocesan policy requires training to be “refreshed” every three years. Currently, most in our diocese (clergy **and** lay) need either a refresher or the initial training. More information about the training and how to access it will be provided in upcoming issues of *The Sheaf*. In addition, Diocesan Safe Church Coordinators, Canon Zanne Ness and Sandy Holbrook, will be contacting clergy and congregational leaders to assure that those who are required to have training are alerted. The coordinators will continue to provide reports on who has completed the training to clergy, wardens or others who may be helping to assure that local training is done by those who need it. Specific courses will be assigned based on the various ministry role(s) an individual has.

## **Training Requirements for Safeguarding God's Children and God's People (3 policies)**

### **1. Safeguarding God's CHILDREN**

Training required – at least once every three years - for

- a) all clergy (whether stipendiary or non-stipendiary)
- b) all paid staff or volunteers whose work regularly takes them throughout the facility or grounds or who have keys giving them access to the buildings (organists, etc.).
- c) all persons who supervise or assist with supervising children or youth (church school teachers, nursery workers, those who work with youth group or at youth camps/retreats)
- d) all persons who provide transportation to children or youth
- e) all members of Vestries /Bishop's Committees, Standing Committee, Diocesan Council and any others who have authority to approve the creation of ministries, programs or activities for children or youth.

### **2. Safeguarding God's PEOPLE (sexual exploitation of adults)**

Training required – at least once every three years - for

- a) all clergy (whether stipendiary or non-stipendiary)
- b) all duly appointed laypersons (employees or volunteers) who are authorized to and do provide counseling, pastoral care, spiritual direction or spiritual guidance, ministration of any Sacrament, life/leadership/peer coaching or hearing a person's confession
- c) all licensed lay ministers: Pastoral Leaders, Worship Leaders, Eucharistic Ministers, Preachers, Eucharistic Visitors, and Catechists.
- d) all members of Standing Committee, Diocesan Council, Vestries/Bishop's Committees, and any others who have authority to approve the creation of ministries, programs or policies involving Pastoral Relationships.

### **3. Safeguarding God's PEOPLE (sexual harassment)**

Training required – at least once every three years – for

- a) all clergy (whether stipendiary or non-stipendiary);
- b) all paid personnel whether employed in areas of ministry or other kinds of services by the diocese, its congregations, schools or other agencies;
- c) those who contract their services to the diocese, its congregations, schools, or other agencies;
- d) all volunteers, including any person who enters into or offers him or herself for a Church related service, or who actually assists with or performs a service, whether or not they have been selected or assigned to do so.
- e) all members of Standing Committee, Diocesan Council, Commission on Ministry, Vestries/Bishop's Committees, and any other group with authority regarding any term or condition of employment or authority regarding terms and conditions of volunteer service.
- f) all interns, persons in the ordination process, and persons serving in field education assignment

Training is found at <https://www.praesidiumacademy.com/> Each person must create an account using a unique email address and a password you create. No one else including the diocesan coordinators has access to your password. The courses you need to complete will be listed. Diocesan training coordinators: Sandy Holbrook ([sllholbrook41@gmail.com](mailto:sllholbrook41@gmail.com)) OR Canon Zanne Ness at [zannec@bis.midco.net](mailto:zannec@bis.midco.net)