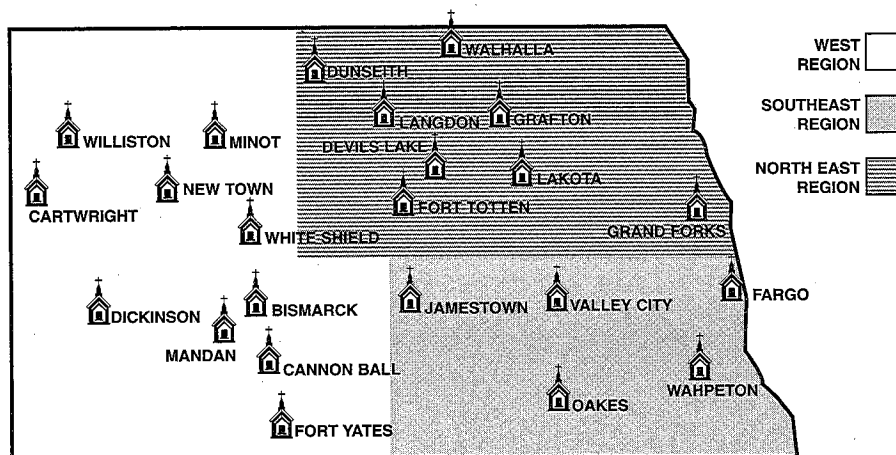




A Capital/Endowment Campaign
for the
Episcopal Diocese of North Dakota



St. George's, *Bismarck*
 St. James, *Cannon Ball*
 St. Michael's & All Angels', *Cartwright*
 Advent, *Devils Lake*
 St. John's, *Dickinson*
 St. Sylvan's, *Dunseith*
 Gethsemane Cathedral, *Fargo*
 St. Stephen's, *Fargo*
 St. Thomas, *Fort Totten*
 St. Luke's, *Fort Yates*
 Sts. Peter's/James, *Grafton*
 St. Paul's, *Grand Forks*
 Grace, *Jamestown*
 Our Savior, *Langdon*
 Good Shepherd, *Lakota*
 Christ, *Mandan*
 All Saints', *Minot*
 St. David's, *New Town*
 Sts. Mary & Mark, *Oakes*
 All Saints', *Valley City*
 Trinity, *Wahpeton*
 St. Peter's, *Walhalla*
 St. Paul's, *White Shield*
 St. Peter's, *Williston*

Leading from the Margins


"We Episcopalians in North Dakota have been gently and firmly led by God's Holy Spirit in recent years to find a broad-based sharing of ministry as the driving force in our church life and mission.

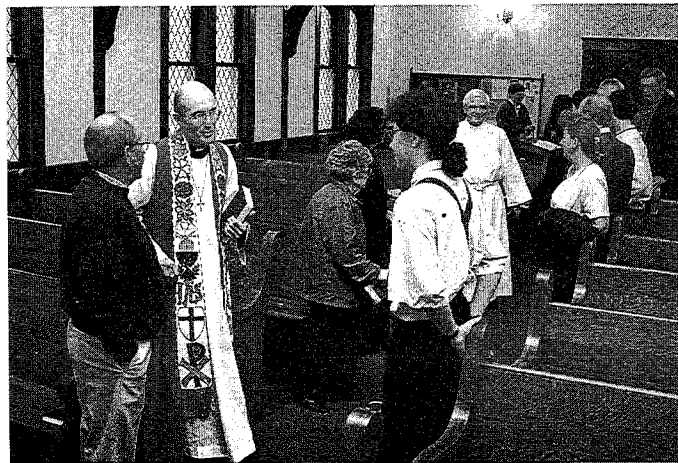
The church is most alive where people are saying "yes" to their baptismal promises to receive Jesus as their Savior, and to follow Him as Lord in their everyday life and work.

The church is most alive where members are supported in their everyday service to Jesus Christ by a team of church leaders, not just one specialist.

The church is most alive where leadership teams gather for prayer and sharing and planning for the worship, educational, pastoral and administrative aspects of their community life.

This is what we can share with the rest of the Episcopal Church in America. We are leading from "the margins," and I am excited and proud of us in the Lord."


The Rt. Rev. Andrew Fairfield
Bishop

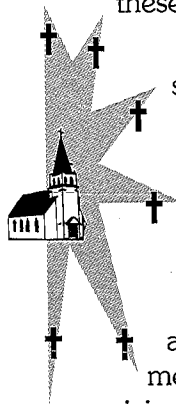


A Strategy for Mission

Through much prayer, planning and imaginative thinking the congregations of the diocese have developed a rational plan for addressing the challenges that face the Diocese of North Dakota.

The Regional Vicar Concept

During the next 10 years or so the population of the state of North Dakota will center in approximately 12 geographic areas. It is the diocese's goal to have a viable Episcopal presence in each of these population centers.



Some of these regional churches will be capable of supporting full-time clergy; others will need some assistance from the diocese. Each center, however, will serve not only the congregation on site, but to different degrees will function as a regional center for ministry serving the smaller congregations in the surrounding area.

Some resident clergy will serve as teachers, mentors and trainers for the ministry teams in the region. The mentor's church, likewise, will develop a ministry team, thus giving the priest the time necessary to complete the regional ministry duties.

Lay Ministry Teams

To fulfill this strategy for mission, each congregation in the diocese will need to develop a ministry team appropriate to its circumstances and vision.

These teams will generally consist of professional clergy (in some cases), local priests and deacons, the vestry, a pastoral care team (visitation), lay eucharistic ministers, licensed lay readers, Christian education leaders, and outreach and evangelism coordinators.

A strong educational program sponsored by the diocese, through diocesan and parish programs, will support these teams.

"I want to see every congregation in the Diocese have at least one locally trained priest."

BISHOP ANDY

The Ministry of the Baptized

God calls all members of the church to use their God-given gifts for service — whatever those gifts — and to actively participate in the mission of the church.

"God graces each person here with something important to offer and we're going to care for all persons and utilize what they have to share ... we're going to let go and trust God."

BISHOP ANDY

Resource Development:

Strengthening Our Mission Strategy

"THE PARTNERS IN MINISTRY CAMPAIGN"

Background

Over the more than 100 years of our diocese's history, people committed to the life and ministry of the Episcopal Church made gifts to the Diocese. These gifts have funded our diocesan endowment.

During Bishop Emery's Episcopate in the 1950's and 1960's, the diocese's first and only capital funds drive was held. The funds raised were placed in the Episcopal Endowment Fund which currently provides a substantial portion of the income for the annual diocesan program.

Several years ago diocesan leaders expressed concern about the need to strengthen congregations and to move toward a greater level of self-support. Beginning in 1993, congregational leaders began a process of prayer, visioning and planning that involved many people throughout the diocese. It eventually culminated in the goals now described in the Partners in Ministry campaign.

The plan was approved by the Diocesan Convention in October 1994.



"By reaching our minimum goals in cash pledges and planned gifts for diocesan programs, we will have an extra \$900,000 available to support the ministry of our congregations. If we can earn 5 percent interest on these funds, we will have an extra \$30,000 per year to underwrite congregational clergy positions, and an additional \$15,000 per year for congregational ministry training and support. By reaching the congregational goals, churches will be able to repair their buildings and/or fund mission and outreach programs as they choose."

BISHOP ANDY

The Goals of Partners in Ministry

The campaign focuses on two major goals, both of which support the diocese's short-term and long-term strategy for ministry development.

#1 The campaign will help to support professional clergy in congregations which are strategically located throughout the state. These clergy will in turn assist in providing theological education and training for lay leaders and ministry support teams throughout that region.

#2 The campaign will also provide support for the development of local priests and deacons, lay eucharistic ministers, catechists, lay readers, pastoral care team members and others who will become part of the ministry team.

This will be accomplished by providing a variety of educational opportunities.

Partners in Ministry (FINANCIAL GOALS)

Cash Pledges	\$500,000
Planned Gifts (diocese)	\$500,000
Planned Gifts (parishes)	\$500,000

Total Campaign Goal \$1,500,000

Setting Priorities

Most of the money raised through Partners in Ministry will go into an endowment fund to support the campaign's two major goals. Some funds will be spent for current needs.

The diocesan Mission Strategy Committee will establish guidelines and recommend how the funds will be spent; the Diocesan Council will vote on the recommendations.

The resolution approving the capital campaign placed all congregations, including mission congregations, on an equal footing in consideration for funding.



Building an Endowment

Endowments enable ministry to develop for the long term. Much of our diocesan program today is supported through the income derived from the Episcopal Endowment Fund, established many years ago. This reduces the need for greater fair share pledges from the annual budgets of our congregations and frees up funds for local ministry.

Building our endowment through Partners in Ministry will enable us to support the congregational development envisioned in our mission strategy and plan for the long-term development of our congregations.

It will also sustain a diocesan structure for the foreseeable future.

On Becoming Self-Reliant

Over the years, the diocese and the churches of North Dakota have become increasingly self-reliant. What was originally nearly 100 percent support from outside sources has been reduced to just 20 percent (about \$100,000).

Our goal, however, is to eliminate the need for outside help altogether. We want to be free from the shifting priorities of the national church. We want to control our own destiny. We will raise our own money, and make our own financial decisions.

We are a lively, thriving church — sharing as full partners in the larger Episcopal Church.

Some of Our Working Partners in Ministry

Doyle Burkhardt

STS. MARY AND MARK, OAKES

Oakes is a small farming community near the border with South Dakota surrounded by large, productive farms.

Doyle Burkhardt, a long-time member of Sts. Mary and Mark, farms some 5,000 of those acres, often getting up at 5 a.m. and working 12 and 14-hour days.

Then he hits the books or meets with The Rev. Sandi Holmberg, Assistant to the Bishop for Theological Education and Ministry Support, as part of his continuing preparation to become a Canon IX priest for the congregation at Oakes.

Doyle's call to leadership was unexpected, but welcome, as he and other members of the church assemble the people and a plan to keep the Episcopal witness alive and well in Oakes.

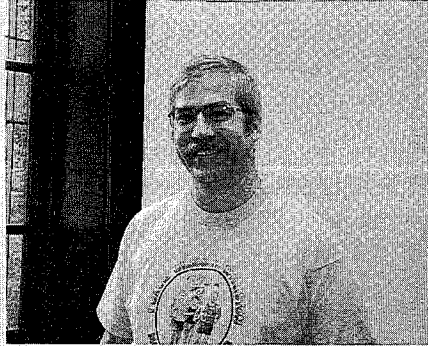
Other members of the ministry team, shown with Doyle are from left, seated: Marie Gray and Sandy Burkhardt; standing: Joann Garland, Rebecca Weiszhaar, Mae Holmes, Lois Hokana.



Randy Keehn

ST. PETER'S, WILLISTON

St. Peter's, Williston is without full-time clergy at this time; nevertheless the church, numbering about 100 members, continues to thrive through the development of local lay leadership.



Randy Keehn, currently studying to become a deacon, and Joan Peterson, studying to become a Canon IX priest, together provide key leadership for the parish. Both Randy and Joan are employed full-time, Randy with the Social Security Administration and Joan with a dental office.

"I have learned that one person is not expected to do it all," Randy says of his experience at St. Peter's, as he looks to the congregation for greater involvement.

Bart Davis

GRACE CHURCH, JAMESTOWN

Bart Davis, with help from his son Mike and others, farms 2,000 acres of land and tends 275 head of cattle on his farm near Jamestown. He is also studying to become a Canon IX priest.

"The longer I do it, the 'righter' it feels," Bart says of his decision to pursue the Canon IX priesthood.

"A lot of smaller churches are aging and in some areas the population is declining. Clearly this is a way to keep the Episcopal Church alive and well in these communities."

"My doing this at Grace Church will free Father George to teach and supervise other lay leadership in the surrounding areas."



Summing Up

At its heart, a diocese is a living, breathing family, a collection of Christians living together in community. Together we are learning what it means to be in community day by day as we live out our lives in relation to God and to one another.

We pool our resources, gaining strength from the myriad talents God has given us and the amazing diversity which exists among us. We share strengths and weaknesses, knowing full well that strengths become weaknesses and weaknesses, strength, according to God's plan.

Paul taught us that in the Body of Christ we are one. "For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ... But God has so arranged the body, giving the greater honor to the inferior member, that there may be no dissension within the body, but the members may have the same care for one another. If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it."


I CORINTHIANS 12:12-27

Together we are one in Christ, from Fargo to Williston, Fort Yates to Walhalla, all across this beautiful expanse of prairie.

As one, we seek to do God's will, to share our faith in Jesus Christ so that others, too, may find a home in Him, our savior and redeemer.

More than a capital campaign, Partners in Ministry is an expression of our unity, our common purpose, our shared vision — that Jesus Christ is the savior of the world.

Faithfully,


The Rt. Rev. Andrew Fairfield
Bishop



Partners in Ministry Prayer

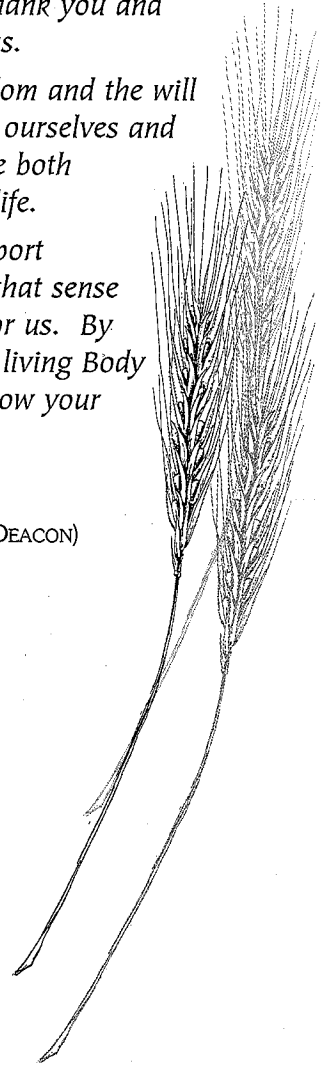
Most gracious and merciful God, we thank you and praise you for all that you have done for us.

We pray that you will give us the wisdom and the will to reach forth our hands in love, giving of ourselves and encouraging one another, that we might be both message and messenger of hope and new life.

Lord God, help us to raise up and support leadership in our congregations. Give us that sense of mission and ministry which Jesus has for us. By the power of your Holy Spirit make us the living Body of Christ, that people near and far may know your power and your love.

This we pray in Jesus name.

(PREPARED BY CHARLES NELSON, DEACON)



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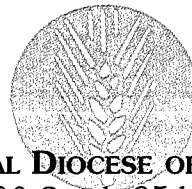
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