



The Sheaf

August 2020

Diocesan Reorganization Plan Progressing Forward

A plan is being presented to the Diocesan Council less than nine months after the Diocesan Discernment Task Force began working together to form a Reorganization Plan for the Diocese. The group that made up the Task Force represented much of the Diocesan Community.

Dr. John Baird headed up the group and The Rev. Thadd Bennett served as its consultant.

What they have presented to the Standing Committee, and with endorsement at that level, is moving through the Finance Committee and its 2021 Budget preparations for Council that meets near the end of August. The decisions that come from the Diocesan Council will be presented to the Diocesan Convention in October.

The key to understanding the proposal is that the Diocese of North Dakota is the Congregations that make up the Diocese. The whole of the Diocesan Structure and its Staff are to serve the Congregations. Any staff position developed in the DDTF/Standing Committee Report will have position descriptions by the time of the Diocesan Council's meeting. Among the general key elements of the report and recommendations are:

1. Request the Presiding Bishop to appoint a *Provisional Bishop* for a term of three years. This position will be part-time. The term of the Provisional Bishop is concurrent with a further time of discernment that establishes a more permanent restructuring of the Diocese.
2. Appoint a *Diocesan Minister* as a full-time staff position of the Diocese. Their work is to assist the congregations in the development and support of their ministries.
3. Hire a part-time/full-time *Diocesan Administrator*.
4. Continue to outsource the work of Diocesan Finance to an accounting firm.
5. If possible, hire a part-time *Youth Minister* for the Diocese.
6. Reorganize Diocesan Council into a *Council of Elders* to which each congregation would select their representative to that Council.
7. Contract with a *Reconciliation Consultant*.

Charlotte Peterson Named Diocesan Treasurer

When Diocesan Council met in December of 2019 Duffy Williams presented Charlotte Peterson to be named as the Diocesan Assistant Treasurer. The purpose of naming Charlotte at that time was to make sure that our financial house was in order and to set in place a transition plan for Treasurer of the Diocese. Fr. Williams made the motion placed before the Council that stipulated that Charlotte Peterson would become the Treasurer when the Diocesan Discernment Task Force had presented its Report to the Standing Committee in the summer of 2020.

Since then the Diocese has retained the accounting firm of Haga Kommer to manage the books for diocesan finance. They have been working under the direction of the Finance Committee and Charlotte Peterson. She has also been the point person for the Annual Audit.

The Diocese is grateful for the ministry these two individuals have provided to the Diocese during this part of our Transition.

Definitions in the Working Proposal

This is part of a *proposal* for restructuring that is in its formational stages. Thus far the process involved: The Diocese provided the Diocesan Discernment Task Force with input. The Task Force put together a proposal based on the input provided to them through interviews and surveys. This draft proposal was presented to the Diocesan Standing Committee at a meeting on July 25th. The following is not complete or approved position descriptions of the proposal being presented to the Diocesan Council by the Standing Committee and the DDTF.

Provisional Bishop: It is the determination by the DDTF and the Standing Committee that the Diocese is not ready to elect for ourselves our next Diocesan Bishop. There are canonical alternatives that provide for what is called a *Provisional Bishop*. The proposal is to provide a part-time deployment of *Provisional Bishop* for North Dakota. This will be in consultation with the Standing Committee, the Presiding Bishop and the Bishops of Province VI with the possible involvement of the 50th Diocesan Convention this fall. It is part of a ministry team made up of the other positions described here.

CANON 13: Of Dioceses without Bishops
Sec. 1. A Diocese without a Bishop may, by an act of its Convention, and in consultation with the Presiding Bishop, be placed under the provisional charge and authority of a Bishop of another Diocese or of a resigned Bishop, who shall by that act be authorized to exercise all the duties and offices of the Bishop of the Diocese until a Bishop is elected and ordained for that Diocese or until the act of the Convention is revoked. Sec. 2. Any Bishop may, on the invitation of the Convention or of the Standing Committee of any Diocese where there is no Bishop, visit and exercise episcopal offices in that Diocese or any part of it. This invitation may include a letter of agreement, shall be for a stated period and may be revoked at any time.

Diocesan Minister: This term is not used in the Canons of the Episcopal Church. This full-time position replaces the ministry of the Canon Missioner. In North Dakota a Canon Missioner works for a Bishop and to various Congregations and ministries within the Diocese. The *Diocesan Minister* is employed/ called by the Diocese to work for the Congregations and ministries of the Diocese. Their work will be to supervise the Diocesan Administrator, Diocesan Finance and to

coordinate with the Provisional Bishop in ministries that support and develop Congregational and Diocesan ministries. The person will be ordained and will be available, with other clergy, to provide for Sacramental Ministry in the Congregations of the Diocese.

Diocesan Administrator: The organization of the Diocese requires a staff person to keep records in order, prepare for Committee, Council and Convention needs, enable clear and timely communication and provide assistance to the *Provisional Bishop, Diocesan Minister and Diocesan Finance*. It is being developed as a part-time position but may become full-time as the need is known and finances allow.

Diocesan Finance: Presently this work is done through contract with Hagga Kommer Accounting Firm in our office at the Cathedral. Its work is under the primary supervision of the Diocesan Treasurer.

Youth Minister: This part-time position would be developed if finances allow and need presents itself. The desire for a Diocesan level youth ministry program that supports the Congregations was mentioned several times to the DDTF.

Council of Elders: The ministry of the *Council of Elders* would be advisory to the Diocesan Council or in replacement of the Council through a restructured election process that takes place in each of the Congregations selecting one of its members to become part of the *Council of Elders*.

Reconciliation Consultant: One recurring finding by the DDTF is the need for reconciliation and unity within the Diocese. A *Consultant* would assist the members of the Diocese to engage the ministry of reconciliation.

Report from the Diocesan Discernment Task Force



Friends,

Since you last heard from us in May we have been really busy! Since then we discerned some of the best ways forward based upon your input, feedback and our research. We then drafted our initial report and recommendations for a meeting with the Standing Committee on July 25th. At that meeting the Standing Committee asked questions and made some clarifying and helpful changes. They then approved the Report and asked that it be redrafted for Diocesan

Council. As well, they asked that the Diocesan Finance Committee review all the “financial implications” of the Report at their meeting on August 8th. Their input will be included in the redrafted Report.

That redrafted Report will be sent to Diocesan Council members prior to their meeting with the DDTF on August 22nd. They will vote on the Report and, if approved, it will be made public and sent to Diocesan Convention for discussion and a decision. The Convention will decide everything.

In the meantime, there is a joint Diocesan Discernment Task Force/Standing Committee task force working on ways to get the Report, all its information and all the implications for the diocese to the lay and clergy leadership of the diocese, to the congregations and to the Convention delegates as soon as possible after the August meeting. That task force is working on multiple ways to “market the Report,” have opportunities for Q&As, invite congregations to engage the Report and have Convention delegates ready to make a decision in October.

Stay tuned. We are excited about helping the diocese move forward and think you will be as well. With ours thanks for your help, your prayers of support and with God’s peace for our diocese,

John R. Baird, Chair, Diocesan Discernment Task Force

Delegates to Diocesan Convention

Congregations are asked to send the names and contact information (physical mailing and email addresses) for each of your Convention Delegates to the diocese immediately **or no later than September 14** (Holy Cross Day). The DDTF wants to send their Report to you well before Convention and help you engage the material. Don’t delay! Call or email the information to:

Canon Hal Weidman
Email: canon@ndepiscopal.org
Phone: 701 235 6688

See page 7 of this *Sheaf* for the Delegate / Clergy Registration Form

Finance Committee's Budget Proposal Anticipates Report's Recommendations

The Finance Committee has been working to prepare a working draft of the 2021 Budget for the Diocesan Council. The balanced budget anticipates income from various sources that will enable the Diocese to finance the anticipated appointment of a part time Transitional Provisional Bishop, a full-time Diocesan Minister, a full-time equivalent Diocesan Administration and a stipend for a Diocesan Youth Minister and Program.

This is the first Budget in a three-year Transitional Budget for the Diocese. It incorporates several key aspects of the Diocesan Discernment Task Force's (DDTF's) Report, including appointment of a Temporary Provision Bishop (part-time), Diocesan Minister (full-time), Diocesan Administrator (full-time equivalent), Youth and Young Adult Ministry (stipend) and supporting Congregational Ministry through direct Grants.

This is a Proposed Budget by the Finance Committee to the Diocesan Council. At the Council's meeting in August they will be presented the DDTF Report with this Budget as its 2021 implications. The Council will have opportunity to review the DDTF Report and this Budget Proposal to perfect them before sending them on to the Diocesan Convention in October.

It is this Budget along with the Transition Report as adopted by the Council that will be published and widely disseminated throughout the Diocese.

It is important to note that there are significant fluctuations in the 2020 to 2021 Budgets. Each Budget reflects the needed incomes and expenses for these Transitional Years. The 2021 Budget anticipates a decline in congregational support to the Diocese due to the Covid-19 Pandemic.

A Glimpse of the Proposed Budget to Council

Income Sources:	2021	2020
General Convention Grant	\$231,333.00	\$231,333.00
Trust and Endowment Funds	\$184,586.00	\$124,000.00
Our Fair Share	\$180,510.00	\$194,477.00
Transfers from Designated Funds	\$74,728.00	\$59,495.00
Royalty Income (Bakken Fund)	\$44,600.00	\$44,600.00
Expenses:	\$718,644.00	\$661,356.00

NDEF Grants Offered

The North Dakota Episcopal Foundation (NDEF) solicits grant applications for its second round of grant awards in 2020. Applications are due by September 1, 2020, with grant awards announced on or about October 1, 2020. The NDEF application and guidelines are available via the NDEF listing under the "Ministries" tab on the Diocesan web site.

Grants, like those offered by NDEF, are meant to supplement budgets that meet consistent and ongoing expenses. They fill in gaps and offer seed money for new ministries.

This is a reminder that any resolutions, canonical revisions, etc. must be presented in writing sixty days prior to the Convention. A resolution may be admitted to the floor of Convention through a 2/3 vote of the delegates if submitted within sixty days of the Convention.

*50th Annual Convention
Episcopal Diocese of North Dakota
October 23-24, 2020*

NOMINATION / REGISTRATION FORM

Personal Information (please print clearly)

Name: _____

Address: _____

City, State, ZIP: _____

Telephone: _____ E-Mail: _____

Congregation: _____

Are you interested in being nominated for any of the following position (check those that apply)

- | | |
|--|--|
| <input type="checkbox"/> Secretary of Convention | <input type="checkbox"/> EFMHE Member (2 positions) |
| <input type="checkbox"/> Treasurer of the Diocese | <input type="checkbox"/> NDEF Member (3 positions) |
| <input type="checkbox"/> Standing Committee
Convention (Lay Member) | <input type="checkbox"/> Lay Alternate Deputy to General
(4 positions) |
| <input type="checkbox"/> Standing Committee
Convention
(Clergy Member) | <input type="checkbox"/> Clergy Alternate Deputy to General
(4 positions) |
| <input type="checkbox"/> East Region Representative to Council (2 positions) | |
| <input type="checkbox"/> West Region Representative to Council (2 positions) | |

Nominee's Affirmation (check boxes)

- I understand the obligations of the position .
- If elected to this office, I agree to serve.

Nominee's Signature: _____ Date: _____

Nomination Deadline: Nominations will be received "from the floor" of Diocesan Convention, by the deadline of September 28, 2020 is set for publication of pre-convention materials.

Experience and Qualifications

NOTE: this information will be published in 2020 pre-convention materials.

1. Please list the experiences which help equip you for this position.

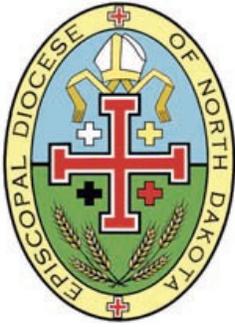
2. Why do you wish to serve in this ministry and what gifts would you bring to it?

Complete both pages of this form and send to:

The Rev. Dr. John Floberg
820 West Central Avenue
Bismarck, ND 58501
Cell - (701) 891-2911

OR

E-mail: jffloberg@gmail.com



50th Annual Diocesan Convention

October 23 & 24, 2020

May Be Meeting Virtually Throughout the Diocese

Recent developments are leading the Standing Committee and Council to consider alternatives to a face to face Diocesan Convention this fall. Even though the decisions to be made at Convention this year are weighty, the consequence of a Covid-19 outbreak among the delegates proves to be an overriding consideration.

At this time each congregation is advised to plan for its delegation to meet together, where possible. If determine to have a Virtual Convention, the instructions will be provided on how delegates will be registered for the Convention and the rules of a Virtual Convention - if the Council and Standing Committee determine this to be the planned venue.

Who can serve as delegates with seat, voice and vote?

All Clergy in Good Standing

From the Parochial Report of each Congregation it is determined that there will be 2 delegates (16 years older) for each Congregation with up to 15 members

3 delegates for 16 to 30	6 delegates 91 to 120	9 delegates 181 to 280
4 delegates for 31 to 60	7 delegates 121 to 150	10 delegates 281 to 380
5 delegates 61 to 90	8 delegates 151 to 180	11 delegates 381 to 480

Open Positions for the Life, Mission and Ministry of the Diocese

Diocesan Committee Work

Finance
 Constitution and Canons
 Title IV – Disciplinary Board
 United Thank Offering

Episcopal Relief & Development
 Commission on Ministry
 Commission on Youth Ministry
 Constitution and Canons

Elected Positions

Secretary of the Convention
 Diocesan Treasurer
 Representatives to Council
 from the East and From the West
 EFMHE Board Member
 NDEF Board Member
 Standing Committee

Alternate Deputies to the General Convention*

*General Convention is likely to be postponed until 2022. If it is postponed we will hold the election for Alternate Deputies at the 2021 Diocesan Convention.

The Canon's Trajectory - the Rev. Canon Hal Weidman

Thoughts On Leadership And Liturgy: Take Time To Think About Both

Grace and peace, I read a reflection years ago of Episcopal Diocese of Georgia's Bishop Scott Benhase "Leadership is NOT a heresy-We just don't need John Wayne". In his article, he takes on Justin Lewis-Anthony's book, You are the Messiah and I should know: Why Leadership is a Myth (And probably a heresy).

Benhase contends, and I agree, that the reason many of our parishes are not thriving is "because our clergy and congregational leaders are not equipped with the requisite skills to lead effectively in a post-Christian context; a context that requires them to jettison their role as a chaplain to a declining church."

Although I laud and have deep affection for my seminary education and experience, it was mostly academic. I learned to add more descriptive terms to my writing, emit a ministry of presence during life events, and reverently lead/pray orthodox worship in the Episcopal tradition.

One challenge, among many, that I accepted when answering the call as a priest in Christ's church is to tacitly and lovingly lead our members to be willing to disciple others; others who are different than they are. Another opportunity I accepted was to motivate them to seeing the need to look beyond their comfort zone. I was to urge others, using Jesus as their guide, to not only to accept, but also love others who don't attend our worship offerings—*whether in-person or live-streamed*.

Contrary to popular—and inaccurate beliefs—our *Book of Common Prayer* liturgies: are deeply full of the Holy Spirit; rooted in The Bible; honor tradition and reflect our reformed openness. They are not intended to entertain or turn you into a "sappy happy tongue-speaking fundamentalist"—not that there's anything wrong with that expression of Christianity...Our liturgies are a communal response to the sacred through activity reflecting praise, thanksgiving, supplication, or repentance.

Our liturgies call us to live out our call to discipleship from the living Word, The Bible. All of our liturgies that I pray, yes I said pray, seek to connect the Holy Trinity with all so they can be heard, understood, digested and shared.

New Community 2020 Virtual Conference

Theme: Weaving Our Diversity and Forming Life-Giving Relationships For The New Reality

Friday, October 30 (6:00 pm - 9:00 pm EDT) and Saturday, October 31 (3:00 pm - 6:30 pm EDT) /

Registration Deadline: October 15, 2020

The Episcopal Church's Department of Ethnic Ministries is hosting The New Community Virtual Conference to be held October 30 and 31, 2020.

This gathering of Asian, Black, Latino/Hispanic and Indigenous clergy and lay leaders provides a safe place to explore mission in ethnic ministries, share resources and best practices, hopes and dreams, needs and concerns, gifts and ministries, suffering and joy in the context of "Weaving Our Diversity and Forming Life-Giving Relationships for the New Reality."

The Conference will include plenary sessions and workshops. Workshops include:

* Social justice in the age of COVID-19: how do we advocate and challenge systems of oppression without putting our bodies at risk. (e.g. protests prohibit social distancing). * Mental health and

healing: dealing with and supporting each other in processing grief and loss and still finding joy in our new reality. * How domestic and international support of Navajoland in response to their needs during the pandemic have strengthened, challenged, or forged relationships between the Navajo Nation and others. * Power and strength of the black/brown church to work in unity. Sharing and discussion of strategies to strive for unity and support among our constituencies.

In lieu of a registration fee, we are asking for a donation for Indigi-Aid, which is a fundraiser administered by the Diocese of Northern Michigan that benefits Indigenous communities adversely affected by the pandemic.

Please contact acabanban@episcopalchurch.org for any questions you may have. Thank you.

The Rev. Dr. John Floberg Accepted Into Three Year Sewanee Ministry Collaborative for Rural Ministry

Fr. John Floberg applied to The Sewanee Ministry Collaborative and has been accepted as one of twenty-eight participants for this year's Cohort. The Collaborative is a three year mutual mentoring program designed to help clergy flourish in their ministries; that is, to recapture the deep sense of vocation that brought them to ministry with a particular community. The Collaborative uses proven techniques to create mutually supportive small groups where clergy learn from and empower one another. This initiative is funded by the Lilly Endowment, Inc.

There are four Cohorts to be formed. Floberg applied for the Rural Ministries cohort. According to their web site: "The work of the Collaborative focuses on ministry contexts where a supportive community of colleagues is known to be especially important—Latino/Hispanic ministries; Black Ministries; rural ministries; and clergy trained in alternative theological education programs, with a special focus on women across all four groups. The School of Theology's goal is to create clergy groups that represent a wide range of diversity—age, ethnicity, regions, etc.

Young Adult Small Group Internship Awarded

Submitted by: Canon Hal Weidman

Ms. Solveigh Barney, a member of St George's in Bismarck, and incoming first year student at Macalester college in St Paul, Minnesota has been awarded a Young Adult Small Group Internship. This internship is made possible by a generous grant from Province VI of the Episcopal Church.

The internships mission is: "inspired by our faith, let's build communities that bring joy, love and healing to the world."

The Small Group Interns will:

- Read The Art of Gathering and learn community organizing strategy.
- Form a group of 6-10 friends/classmates that will gather 5x/semester.
- Check-in with the other small group leaders 3x/semester for mutual support.

WHY THIS INTERNSHIP IS IMPORTANT!

Groups let us know that we belong. They are places to tell stories, ask questions, goof around and share life. Jesus' ministry was all about gathering folks in small groups to show folks they are loved--no matter what.

This world needs the joy and healing that can come from small groups. The small groups will focus on telling our own story and hearing the stories of others. We believe that starting with stories helps us build real friendships and strong communities.

Solveigh, also a member of the Episcopal Youth Event Planning Committee says, "I'm excited to partake in the internship during this time in my life because I am transitioning into college which can be both an interesting and anxious time. Having this opportunity will give me an outlet to a group centered in the Episcopal faith all working together to produce authentic relationships."

The internship will last from August through December.



Service in Navajoland

Summer 2020 The Rev. Joe Hubbard & Family

The Rev. Joe Hubbard, newly ordained Deacon of the Diocese of North Dakota, spent his summer with his wife, Ashley, and their three children in Bluff, Utah. Their summer project was to create a substantial above ground garden for the Church in its community.

Deacon Hubbard with Canon Cornelia Eaton of Navajoland (below) looking over the progress. Food Security has become a significant aspect of maintaining Indigenous Sovereignty.



Below, Joe and Ashley's children are knee deep into cultivating the soil for planting.

Joe is completing his final year at Virginia Theological Seminary (VTS) and Ashley is beginning a Program in Discernment there this fall. Joe authored a report for the Diocesan Discernment Task Force as they prepared their recommendations for the Diocesan Transition.





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AT 12PM**

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AUGUST 19TH

An overview of North Dakota's social service organizations and the services they provide

SEPTEMBER 16TH

Supporting congregation members through mental health struggles

OCTOBER 21ST

Racial inequality and implicit bias

NOVEMBER 18TH

Homelessness in North Dakota and how the church can help

DECEMBER 16TH

Reimagining how churches can serve the wider community in our changed situation

JANUARY 20TH

The impact of state and federal policies for refugees and New Americans

FEBRUARY 17TH

Congregation President and Council Responsibilities

MARCH 17TH

Highlighting programs and services for older adults

LUTHERAN SOCIAL SERVICES OF NORTH DAKOTA





The Sheaf

Episcopal Diocese of North Dakota
3600 South 25th Street
Fargo, ND 58104-6861

Diocesan Calendar – *God Giveth The Increase*

August

21 & 22 - Diocesan Council/DDTF at St. Paul's, Grand Forks
23 - *Bishop Whitmore at St. Paul's, Grand Forks and St. Peter's, Walhalla*

September

20 - *Bishop Whitmore at Standing Rock Congregations: Church of the Cross, Selfridge, St. Luke's, Ft. Yates and St. James', Cannon Ball.*

October

23 & 24 - Diocesan Convention
25 - *Bishop Whitmore at St. George's, Bismarck.*
31 - *Eastern North Dakota Synod of the ELCA Bishop's Consecration, Fargo*

November

1 - *Bishop Whitmore at Gethsemane Cathedral, Fargo*
1 - *Bishop Whitmore at St. John the Divine, Moorhead*

Watch for information on the availability of a Minister's Conference this fall.

December

5 - *Bishop Whitmore at Sts Mary and Mark, Oakes*
6- *Bishop Whitmore at Grace Church, Jamestown.*