



The Sheaf

50th Annual Convention of the Episcopal Diocese of North Dakota

In This Sheaf

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The Registration Fee for Diocesan Convention is \$45.00 for Clergy and Delegates. No charge for visitors.

This covers the cost of providing an Online Convention with the assistance of AEProductions.

Please send registrations and fees to:

Canon Hal Weidman
c/o St George's Episcopal Church
P. O. Box 1241
Bismarck ND 58502

Convention Registrations

It isn't too late to register! Please email registration information (found in the September Issue of *The Sheaf*) to:

John Floberg

jffloberg@gmail.com

There is a strong quorum registered by the Convention Delegates, both lay and clergy that have sent in their information. At a date closer to the Convention each one will receive the Log-In Information for the Virtual Convention. It will also be placed on the Diocesan Website (ndepiscopal.org) where it will be found on the Top of the Convention Page. Visitors are also welcome to join the Virtual Convention. There is no registration fee for visitors.

The \$45.00 Convention Delegate Registration should be payable to the Diocese of North Dakota and mailed to:

The Rev. Canon Hal Weidman
% St. George's Episcopal Church
PO Box 1241
Bismarck, ND. 58502

During the Convention groups and individuals will be "sent" to the West and East Region Meetings for their primary task to elect representatives to the Diocesan Council. The Diocesan Discernment Task Force will also have "break out rooms" so that 5-7 people can talk about the Bible Study passage and then come back and "report" in. Where congregational delegations are meeting in one place, and there is enough bandwidth for more than one computer system to be online, we may ask them to divide their group for this part of the meeting and log in with others from around the Diocese.

A census of delegates will be made in advance to know how people are expecting to join the Virtual Convention. An email or call will be made to Rectors/Priests in Charge or to a "lead delegate" to receive this information.

Looking Back Is A Way to be Looking forward

To the Episcopal family in North Dakota

Presented By Tom Tudor:
[From the January-February 1971 North Dakota Sheaf]

TO THE CLERGY AND PEOPLE OF THE EPISCOPAL CHURCH IN NORTH DAKOTA:

Greetings to all of you on this the first Sunday of the new year. Every annual turn of the calendar cycle spells change. I pass on to you an appropriate prayer for this season: "Dear God, we accept change as a part of this life within our own selves. Two things we ask: That we may be flexible; that we may be kept in close touch with You, the unchanging One."

Among the many actions taken by the General Convention at Houston was one which affects us directly. All Missionary Districts in the United States (North Dakota, South Dakota, Nevada, Utah, Eastern Oregon, Western Kansas) were changed into Dioceses. In practical terms this means for us more self-government, more financial responsibility, full representation in General Convention instead of one-fourth representation. It also means that we must hold a Primary Convention (i.e. an organizational convention at which we adopt a new Constitution and of Canon Laws). At first, we thought that this new status would take effect at the time of the Primary Convention, but the most recent interpretation of the legislative language states that this new status began on January 1. Since the Constitution and Canons is a most important document for us, we must not prepare it lightly or hastily, and therefore, it is likely that it will not be ready for final consideration before next fall.

Closely related to this is the restructured "District Council," which was voted on at our September Convocation in Minot, but which required the subsequent approval of the Presiding Bishop. Through his deputy, Canon Guilbert, the Presiding Bishop has now indicated that this restructure, while basically acceptable, would be in technical conflict with the National Canons. Moreover, since we will be required to adopt new Diocesan Constitution and Canons anyway, he suggests that the technical adjustments can be enacted by us then. Meanwhile, we continue under our old Canons and old structure, and the election of the new combined "District Council" is void, at least for the time being.

One further effect of Diocesan status is contained in Article II of the National Church Constitution, quoted as follows: "In every Diocese the Bishop or the Bishop Coadjutor shall be chosen agreeably by the Convention of that Diocese: Provided, however, that when a Diocese shall be formed out of a Missionary District, the Missionary Bishop in charge of said District shall become the Bishop of said Diocese, if he shall so elect."

I have no basic quarrel with most of the renewal movements in the Church today, but I still consider the most important renewal to be that of the spirit itself—a revival of prayer—a return to self-discipline—a renewed confidence that Jesus Christ still redeems.

Bishop George Masuda

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Also, Canon 9, Section 5, states as follows: The Convocation of a Missionary District at the time of its organization as a Diocese, shall be entitled to elect Deputies to the succeeding General Convention, and also to elect a Bishop, if the Missionary Bishop shall elect not to become the Bishop of said Diocese.”

Consequently, I believe there are prescribed here three options open to me, namely:

- a. Continue as Bishop-as in Article II.
- b. Resign and refuse to be a candidate in a new election.
- c. Resign, and agree to be a candidate in a new election.

Perhaps, to some, this would pose no problem, but to me it was an occasion of much wrestling of mind and searching in prayer. After consultation with the members of the Council of Advice and in accordance with their counsel, I have decided to follow option (a) and continue on as Bishop. Now I must proceed in the firm belief that this is the right decision. I hope that this decision either pleases you or disappoints you---because indifference would be the only intolerable response. I continue to need your support, your criticism, your cooperation, your loyal opposition, and much else---but above all, your prayers.

There were other deliberations and decisions at the Houston General Convention—more crucial to the life of the whole Church—such as the financial crunch, missionary outreach, racial discrimination, liturgical reform, war and peace, clergy deployment, ecumenical negotiations. Such bewildering problems so as to recall from my memory that old prayer that goes like this: “We doubt whether our faith is strong enough; sometimes we doubt whether we have any faith at all. We do not know what we are or where we are. Lord, let us rest in the assurance that you know.

And this suggests that even greater dangers lurk around the corner—the danger of leaving God out of our deliberations altogether---the danger of disregarding some eternal and unchanging truths in our haste to be “relevant” to the world today---the danger of shallow liturgical thinking, whereby we assume wrongly that if we substitute the modern idiom for the Tudor language of the Prayer Book and by moving church furniture around, we shall somehow become more religious at heart. I have no basic quarrel with most of the renewal movements in the Church today, but I still consider the most important renewal to be that of the spirit itself—a revival of prayer—a return to self-discipline—a renewed confidence that Jesus Christ still redeems. Surely spiritual renewal must be our top priority in the Church today—elsewhere and right here, beginning with me—and you.

As I began this message with an informal prayer, let me close with another—one that might serve as a daily reminder in the new year: “Lord, let us not be so busy doing, that we have no time for caring; let us not lose sight of the mainspring of all activity undertaken in Christ’s name—love.”

May the Lord be with you.

s// George + Masuda

BISHOP’S ADDRESS [in part] TO CONVENTION

{September 24-26. 1971}

So, I turn hastily to other matters---to the present affairs of the Episcopal Church in North Dakota—some observations and some concrete proposals:

1. Diocesan Status: This is the Primary Convention of the Episcopal Diocese of North Dakota and we complete this new status by adopting a Constitution and Canons or rules. For the past year, the

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Committee on Restructure has worked diligently to prepare such a document for your consideration and I wish to thank them publicly for this valuable work. Over the past few years my efforts have pointed toward a more participatory democracy, whereby the responsibilities of decision are not focused at the top, but shared by the broadest possible base by every congregation regardless of size. I believe that the Restructure Committee has succeeded in large measure in fostering this. Their first draft proposal was published in mimeographed form and sent to all churches in April. Your responses were considered by them and the final draft was mailed the first of June and subsequently printed in the SHEAF magazine and I hope that this Convention will consider their proposals carefully, for we shall be living with these basic guides for years to

“

If you don't know where you want to go, it doesn't matter much which way you go, does it?

”

2. Planning Process: Alice in Wonderland said to the Cheshire Cat, “Which way shall I go?” Replied the Cat, “Where do you want to go?” “I don't really know,” answered Alice. “Then,” said the Cat, “If you don't know where you want to go, it doesn't matter much which way you go, does it?” Alice's problem may just be our problem. And one of our first and essential responsibilities in our new status as a Diocese is to determine just where we want to go—to formulate clear plans based on real needs and opportunities. The proposed Canons call for a Planning Board to outline goals and recommend strategy. We have always been aware in a general way, of various problems and issues, and we have tried, in general ways, to deal with these problems. But, for the most part, it has been a matter of emergency surgery or band aid treatment rather than deliberate health maintenance and growth. The purpose of the Planning Group is to put some discipline and preciseness into dealing with problems, goals, action and evaluation. I support the principle of this new small congregation. The priest in the small congregation too frequently makes all the decisions. For whatever reasons, too many country vicars find themselves planning every aspect of Church activity and programs—as well as shoveling the snow, repairing the furnace, etc. We need to rethink the role of the parson. Above all, lay persons must have a responsible share in decision making in all aspects and at all levels of Church life.

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s//George + Masuda

The Carving of a Constitution-The Dedicating of a Diocese

(by G. Peter Williams)

The 87th Annual and final Convocation of the District of North Dakota was held in Valley City - September 24-26, 1971.

How did it happen? This Convocation with the most amount of business to do-long pages to be gone over slowly by word-thought by thought to have our Canons and Constitution say just what we want them to say—and no more. So many, many changes from any previous such gathering. We changed our name halfway through-went into the first business session a Convocation-came out the last as a Convention. We had been a District-and now we are a Diocese. We met in many places-upstairs and downstairs in four different buildings-in and out of Valley City.

Our Bishop instantly had our undivided attention as he began his address-in song!! Light, happy, loving “Good News, Good News-Anybody listening?” Ten ways of listening-none to be forgotten.

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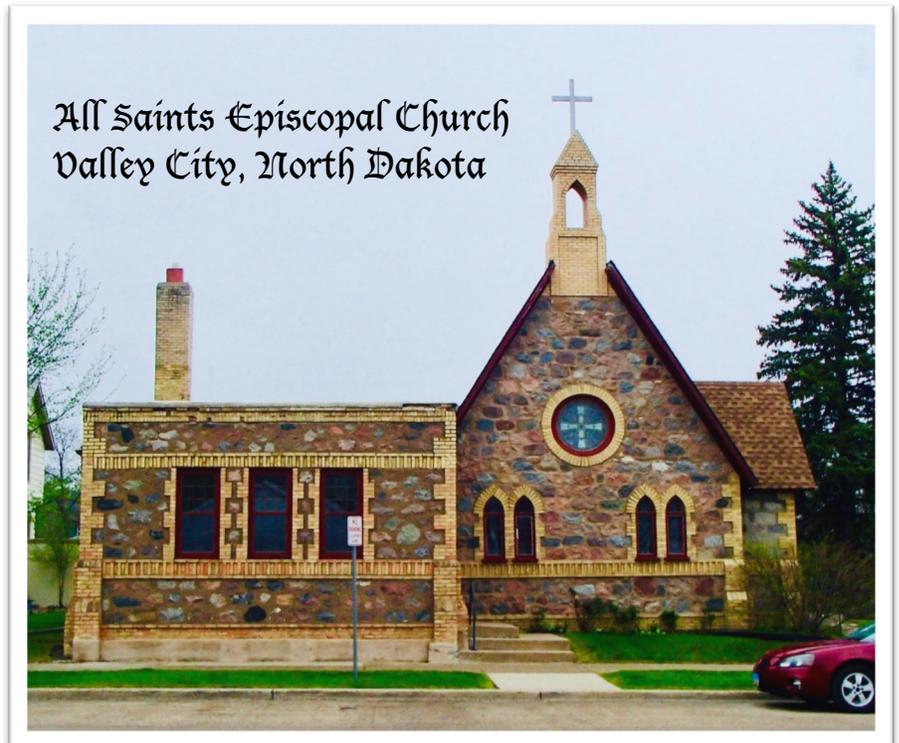
We are grateful to the people of Our Saviour's Lutheran Church for the use of their beautiful church. It was good earlier for many to visit for the first time our host church [All Saints' Episcopal Church, 1881], the oldest church in North Dakota, 90 years old, a beautiful old mauve stone church. After the opening service, we went into our First Business Session, called to order by Bishop Masuda. Mrs. Elthea Thacker and Dr. Stuart Frear presented a petition that St. Stephen's Mission of Fargo be made a parish in communion with the Episcopal Church in the United States and in North Dakota-and so the motion to this effect was unanimously passed. What a beautiful way to begin the development of a New Diocese! Committee on Restructure was introduced. The Chairman, the Rev. Karl Reich pointed out that these new rules leave the way open for a new and creative response of the church in present times. They have three distinct qualities- "First they are directive in nature, they tell us what to do. Canons are also restrictive, in that they tell us what we cannot do," and thirdly- "They are permissive, which gives the corporate body God's given opportunity to be creative in life."

The next morning, we met in ten homes through the town to receive Holy Communion in small groups. The Second Service in the green paper-back Services for Trial Use was used. Discussion followed-which was getting most interesting just as we had to leave. We reconvened in Business Session No. 2 at Roman Catholic Maryvale-such a large, beautiful new building in its lovely rural setting. And finally, we were through the Canons-and they were all voted into effect and the Eighty-Seventh Convocation was adjourned.

And suddenly we were a Diocese-and our First Convention was called to order by Bishop Masuda. Elections were held and some 42 Resolutions were individually presented, debated and acted upon. Among those passed were the adoption of a \$191,209 Budget, one on Viet Nam encouraged withdrawal of troops as soon as possible, and one on Abortion Legislation encouraged "Liberalized" laws, the resolution on Local Planning Groups encourages the forming of such and provides Diocesan assistance. This First Convention adopted as a missionary project the Church's work among Indians with the desire expressed that

Indians themselves be heard in each local parish and mission, and finally the resolution endorsing Coalition 14 was passed. Bishop Masuda is chairman of 14 Dioceses who have formed a coalition based on the principles of cooperative and mutual concern rather than competition and have been assisted by funds from the National Church.

It was a real pleasure to hear Mrs. Richard Emery, National UTO chairman at our evening banquet. She pointed out there's just nothing like it in any of the other churches. Generally, people start with a project and raise money for it. We go the other way around and begin with being thankful....Being thankful is an outgrowth of being aware of what God is doing for us....Blue boxes, hopefully in this new Diocese will be used by the men as well as the women. And it was good to hear our Bishop's joy as he shared with us his delight in the gift from his wife in recognition of this new step from Missionary Bishop of North Dakota to Bishop of the Episcopal Diocese of North Dakota- Purple socks!! How splendid! Bless you both.



Treasurer

Charlotte Peterson - (running for election, presently serving as appointed)
St. Paul's, Grand Forks

Alternate Deputies to the General Convention

4 - Lay Order

No Nominations as of 10/5/2020

4 - Clergy Order

No Nominations as of 10/5/2020

Standing Committee: CLERGY

Vote for One Candidate

The Rev. Terry Overbo, Deacon

Gethsemane Cathedral, Fargo

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

I have served on Standing Committee, Diocesan Counsel and Commission on Ministry. I understand the workings of each committee and continue to look forward to the collaborative approach these teams create.

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

I want to serve in this ministry because I have gained historical knowledge through my years of service that will help us to continue to move our Diocese forward. I bring a collaborative approach to problem solving that I believe results in hearing all voices who serve alongside me.

The Rev. Robert Hoekstra, Priest

Rector of Grace Church, Jamestown

Experience and Qualifications

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

Served on Standing Committees in the diocese of Eau Claire during the time of a Bishop's resignation and working with a Provisional Bishop.

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

One gift would be perhaps a newer perspective as one relatively new to diocese yet with years of experience. I may be a helpful addition to the Standing Committee.

Standing Committee: LAY

Vote for One Candidate

Amy Phillips

St. Stephen's, Fargo

Experience and Qualifications

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

In the context of formal employment, I have had the good fortune to work in interdenominational organizations, social service agencies, and higher education as a program and organizational director, community organizer, family therapist, and social work professor. Taken together, these experiences have helped me develop abilities related to:

- group facilitation and collaborative decision-making;
- project/program/organizational development;
- grant writing;
- human resources responsibilities;
- community outreach, education, and collective problem-solving; and
- formal and informal teaching and instruction.

I believe I have good written, research, and analytic skills and was able, along with my husband Dan Rice, to put these to use during the past few months to develop the *Summary of 2019 Income, Assets, and Expenses of the Episcopal Diocese of North Dakota* which was used by the Diocesan Discernment Task Force. I have also supported the work of the Diocesan Finance Committee through document review, editing, and minute-taking.

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

Although I am new to the Episcopal Church (having been brought up the daughter of a United Methodist minister), the ND Episcopal Diocese and specifically St. Stephen's in Fargo have been important parts of my life over the last few years. The community of Episcopalians has enriched my social life, the social justice mission of St. Stephen's has reinforced my values and enhanced my volunteer service, and the ritual of the Episcopal worship service has deepened my spiritual life. I contribute to St. Stephen's through tithing and "time and talent" activities, but would appreciate the opportunity to also offer my gifts to the Diocese. I believe these gifts include:

- an ability to see "the forest" *as well as* "the trees;"
- a comfort level with diverse viewpoints and opinions, but a simultaneous capacity to stay laser-focused on the topic or issue at hand;
- a commitment, both philosophical and practical, to follow and support the leadership of groups who have been excluded or marginalized in Church structure and processes;
- a belief that God's will is revealed via the dynamics of community; and
- a complete ease with expressing my thoughts, ideas, and questions for the purpose of promoting discussion and speaking truth as I see it.

I take committee membership seriously but would also *enjoy* the opportunity to offer my abilities and gifts to help the Standing Committee carry out its service to the Diocese.

Diocesan Council

3 Council Seats in the East (one for one year and 2 three year terms)

The Rev. Larry Thiele – re-election for second term

St. Thomas', Ft. Totten

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

Currently serving 1st term on Diocesan Council.

Currently serving as Vice president of NDCIM.

Currently serving on Board of Directors for the American Indian and Alaska Native Lutheran Association.

Currently serving on the Eastern ND Synod Racial Justice ready bench.

Served on Eastern ND Synod Council a total of 14 years between 1992 and 2008.

Served 2 terms as President of the American Indian and Alaska Native Lutheran Association from 2000 to 2008.

Served on ELCA Division of Congregational Ministries 1995-2001.

Served on Various Boards and committees in the Eastern ND Synod and ELCA Churchwide organization.

Community service:

Served on Warwick Public School Board 1995 to present, as President 2004-2020.

Served as at large member of First Nations Women's Alliance 2012 to present.

Served on Victims Assistance Board 1997-2005.

Served in various ways for Spirit Lake youth organizations and teams.

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

Serving on the Diocesan council is also a learning experience for me, giving me an understanding of the polity and functions of the Episcopal Church, which in turn will help me serve within the local congregation and community.

I bring the experience of working within the ELCA Churchwide organization, Synodical and ethnic ministries and leadership.

Quinn Palmer

Gethsemane Cathedral, Fargo

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

I am a verger and the head of the acolytes at Gethsemane cathedral, positions that I love. (I'm really really good at logistics and details. If there's something going on, you can bet that I've thought of at least one thing people probably haven't thought of.) At work, I am a team leader, and a problem solver, which has given me an ability to work through difficult situations and help others understand.

3. Why do you wish to serve in this ministry and what gifts would you bring to it? I want to be able to serve God and my church with my gifts as much as possible. I have always felt called to help people, with compassion and understanding. I have gifts of listening and understanding, and I truly want everyone to be heard, and want to work with differing opinions and beliefs, and bring them together for a more loving church. I care deeply about people, and God has given me a love and understanding of all of his children which I want to share with people. Also, if there are any other places where my gifts and talents and abilities would be useful, I would be more than happy to serve.

ELECTIONS

Diocesan Council

2 Council Seats in the East (2 three year terms)

Tammy Enockson re-election having filled an unexpired term
St. George's, Bismarck

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

I have served one year on the Council. While attending the Church of the Atonement in Chicago. I served on the Vestry and as Junior Warden.

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

After serving one year on the Council I am more convinced than ever that the work of the diocese is incredibly important to the health and support of our parish churches. I grew up in North Dakota so my love for the community here is in my bones. I bring experience from a large parish in a large diocese and a determination to understand how every aspect of the diocese sustains the whole.

The Rev. Angela Goodhouse Maui re-election for second term
Standing Rock - St. Luke's, Ft. Yates

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There will also be elections for the following boards:

North Dakota Episcopal Foundation (NDEF)

The Rev. Bart Davis
Grace Church, Jamestown

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

Have served on Finance Committee for a number of years, past President of the Standing Committee, served on DDTF, served on Diocesan Council.

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

In visiting congregations while serving on DDTF I heard of needs within those congregations and see this board as being able to help fill those need proactively. Finance and ministry are two gifts I might bring to this position.

ELECTIONS

North Dakota Episcopal Foundation for Ministry in Higher Education (EFMHE)

The Rev. Elsie Magnus re-election
St. Peter's, Walhalla

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

I have served on EFMHE since the 90's. We have supported the youth of the Diocese with scholarships and other support. I am a parent of 3 college graduates and understand the financial burden.

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

I have served on EFMHE's board and understand the need for committed members. Jim, Leah and I work well together. We have been THE EFMHE TEAM.

Finances

The DDTF Report was the framework of in the development of the budget for 2021. The creation of the budget began with requests by entities within the diocese, and then with the release of the DDTF Report it factored in its recommendations. The revenue for the Budget primarily comes from the following sources:

- A Grant from the General Convention for Indigenous Ministries within the Diocese.
- Investment Income from Trusts and Endowments. (The investment draw is now being based on the designation of a dividend and a low percentage additional draw if needed.)
- Congregational Our Fair Share
- Reserve Funds that have been developed through direct contributions for certain expense.

All of the financial documentation that accompanies the 2021 Budget Proposal can be found on the Diocesan Website <https://ndepiscopal.org/diocesan-convention-2020> . Once there, look for the green choices for the financial documents.

The 2021 Budget is present in the following pages.

2021 Proposed Diocesan Budget

North Dakota
 Analysis of Revenues & Expenses - Budget worksheet
 January to September 2020

Headings and Account	2019 Actual	2019 Budget	YTD Actual Sept 2020	YTD Budget Sept 2020	Annual Budget 2020	Annual Budget 2021	Comments
Revenues							
001-001-40100 - Our Fair Share	\$ 180,510.40	\$ 208,280.00	\$ 103,714.74	\$ 145,857.78	\$ 194,477.00	\$ 180,510.40	
001-001-40200 - Our Fair Share Prior Year	\$ 7,486.69	\$ -	\$ 19,698.60	\$ -	\$ -	\$ -	
001-001-40500 - General Convention Grant	\$ 231,333.00	\$ 231,333.00	\$ 173,499.75	\$ 173,499.75	\$ 231,333.00	\$ 231,333.00	
001-001-40800 - From Designated Funds	\$ 35,253.98	\$ 24,050.00	\$ 36,649.63	\$ 44,621.82	\$ 59,495.73	\$ 69,328.00	
001-001-41300 - Rebilld Insurance / Services	\$ 2,172.47	\$ -	\$ -	\$ -	\$ -	\$ -	
001-001-41600 - Event Income	\$ 2,205.00	\$ 4,300.00	\$ 330.00	\$ 3,224.97	\$ 4,300.00	\$ 4,272.00	
001-001-41800 - Royalty Income	\$ 44,460.00	\$ 44,460.00	\$ 37,230.36	\$ 33,345.00	\$ 44,460.00	\$ 44,600.00	
001-001-41900 - Miscellaneous Income	\$ 71.07	\$ -	\$ -	\$ -	\$ -	\$ -	
001-001-49800 - Transfer from Trust & Endow Fund	\$ 60,934.17	\$ 112,893.00	\$ 181.07	\$ 92,999.97	\$ 124,000.00	\$ 235,668.00	dividends \$146,000; 4% Trust/Endowment
Total Revenues	\$ 564,426.78	\$ 625,316.00	\$ 371,304.15	\$ 493,549.29	\$ 658,065.73	\$ 765,711.40	
Expenses							
Extra - Diocesan Expense							
001-010-50100 - Diocesan Covenant Commitment	\$ 30,622.96	\$ 30,643.00	\$ 22,148.28	\$ 22,148.28	\$ 29,531.00	\$ 23,350.10	
001-010-50200 - General Convention Deputies	\$ 9,999.96	\$ 10,000.00	\$ 13,500.00	\$ 13,500.00	\$ 18,000.00	\$ 5,000.00	
001-010-50300 - Province VI Assessment	\$ 2,200.00	\$ 2,200.00	\$ 1,650.00	\$ 1,649.97	\$ 2,200.00	\$ 2,200.00	
001-010-50500 - Lambeth Conference	\$ 333.32	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	
001-010-50600 - Ecumenical & Interreligious Officer	\$ 1,300.00	\$ 1,000.00	\$ 800.00	\$ 749.97	\$ 1,000.00	\$ 1,500.00	
001-010-50700 - Niabrara Convocation 2020	\$ 5,000.00	\$ 5,000.00	\$ -	\$ -	\$ -	\$ -	
Total Extra - Diocesan Expense	\$ 49,456.24	\$ 49,843.00	\$ 38,098.28	\$ 38,048.22	\$ 50,731.00	\$ 32,050.10	
Episcopate Program Expense							
001-020-50100 - Business Hospitality	\$ 716.00	\$ 1,500.00	\$ -	\$ -	\$ -	\$ -	
001-020-50200 - Automobile Purchase	\$ -	\$ -	\$ 570.25	\$ -	\$ -	\$ -	
001-020-50300 - Travel Expense	\$ 8,424.29	\$ 15,000.00	\$ 5,426.29	\$ 10,316.97	\$ 13,756.00	\$ 20,000.00	
001-020-50400 - Transfer to Discretionary Fund	\$ 333.32	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	
Total Episcopate Program Expense	\$ 9,473.61	\$ 17,500.00	\$ 5,996.54	\$ 10,316.97	\$ 13,756.00	\$ 20,000.00	
Personnel - Episcopate							
001-030-51100 - Stipend - Bishop	\$ 29,581.28	\$ 29,581.28	\$ -	\$ -	\$ -	\$ 35,000.00	
001-030-51200 - Housing/Utilities	\$ 2,960.00	\$ 2,960.00	\$ -	\$ -	\$ -	\$ -	
001-030-51300 - Pension	\$ 5,857.44	\$ 5,857.44	\$ -	\$ -	\$ -	\$ 6,650.00	
001-030-51400 - Medical Insurance	\$ 5,444.00	\$ 5,508.00	\$ -	\$ -	\$ -	\$ 8,500.00	
001-030-51500 - Life Insurance	\$ 64.00	\$ 64.00	\$ -	\$ -	\$ -	\$ -	

Headings and Account	2019 Actual		2019 Budget		YTD Actual	YTD Budget	Annual Budget	Annual Budget	Comments
	2019 Actual	2019 Budget	Sept 2020	Sept 2020	Sept 2020	2020	2021		
001-030-51800 - Continuing Education	\$ 144.93	\$ 2,500.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-52100 - Stipend - Assisting Bishop	\$ 4,068.00	\$ 14,237.00	\$ 18,306.00	\$ 18,306.00	\$ 18,306.00	\$ 24,408.00	\$ -	-	
Total Personnel - Episcopate	\$ 48,119.65	\$ 60,707.72	\$ 18,306.00	\$ 18,306.00	\$ 18,306.00	\$ 24,408.00	\$ 50,150.00	-	
Personnel - Canon Missioner									
001-030-53100 - Stipend - Canon Missioner	\$ 27,939.00	\$ 18,530.00	\$ 35,422.50	\$ 36,436.50	\$ 48,582.00	\$ -	\$ -	-	see St George's under
001-030-53300 - Pension	\$ 3,465.00	\$ 2,825.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	Other Congregational Support
001-030-53600 - Travel	\$ 3,632.03	\$ 1,500.00	\$ 1,903.20	\$ 6,000.03	\$ 8,000.00	\$ -	\$ -	-	
Total Personnel - Canon Missioner	\$ 35,036.03	\$ 22,855.00	\$ 37,325.70	\$ 42,436.53	\$ 56,582.00	\$ -	\$ -	-	
Personnel - Diocesan Minister									
001-030-54100 - Stipend - Diocesan Minister	\$ 696.64	\$ 696.64	\$ -	\$ -	\$ -	\$ -	\$ 50,000.00	-	
001-030-54200 - Insurance & pension	\$ 4,200.00	\$ 4,200.00	\$ -	\$ -	\$ -	\$ -	\$ 40,000.00	-	
Travel							\$ 12,000.00	-	
Total Personnel - Diocesan Minister	\$ 4,896.64	\$ 4,896.64	\$ -	\$ -	\$ -	\$ -	\$ 102,000.00	-	
Personnel - Sustainability									
001-030-55100 - Stipend - (Floberg) Sustainability	\$ 5,394.00	\$ 5,394.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55200 - Housing/Utilities (Floberg)	\$ 1,412.00	\$ 1,412.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55300 - Pension (Floberg) Sustainability	\$ 1,634.04	\$ 1,634.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55400 - Medical Insurance (Floberg) Sustain	\$ 3,048.48	\$ 3,245.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55500 - Life Insurance (Floberg) Sustain	\$ 23.04	\$ 23.04	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55600 - Travel (Floberg) Sustainability	\$ 2,648.11	\$ 2,191.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55700 - Housing Equity Allowance	\$ 177.00	\$ 177.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
001-030-55800 - Continuing Education	\$ 300.00	\$ 300.00	\$ -	\$ -	\$ -	\$ -	\$ -	-	
Total Personnel - Sustainability	\$ 14,636.67	\$ 14,376.04	\$ -	\$ -	\$ -	\$ -	\$ -	-	
Personnel - Standing Rock									
001-030-56100 - Stipend - (Floberg) Standing Rock	\$ 39,559.00	\$ 39,559.00	\$ 34,782.84	\$ 34,782.75	\$ 46,377.00	\$ 46,814.00	\$ -	-	
001-030-56200 - Housing/Utilities (Floberg) Stand R	\$ 10,353.00	\$ 10,353.00	\$ 8,823.60	\$ 8,823.78	\$ 11,765.00	\$ 11,765.00	\$ -	-	
001-030-56300 - Pension (Floberg) Standing Rock	\$ 11,983.08	\$ 11,983.00	\$ 7,939.36	\$ 10,212.75	\$ 13,462.00	\$ 13,551.00	\$ -	-	
001-030-56400 - Medical Insurance (Floberg) Stand R	\$ 22,355.52	\$ 23,798.00	\$ 22,480.00	\$ 20,232.00	\$ 26,976.00	\$ 28,325.00	\$ -	-	
001-030-56500 - Life Insurance (Floberg) Stand Rock	\$ 168.96	\$ 168.96	\$ 160.00	\$ 144.00	\$ 192.00	\$ 192.00	\$ -	-	
001-030-56600 - Travel (Floberg) Standing Rock	\$ 17,079.22	\$ 16,069.00	\$ 10,831.05	\$ 13,695.03	\$ 18,260.00	\$ 18,260.00	\$ -	-	
001-030-56700 - Housing Equity Allowance	\$ 1,298.00	\$ 1,298.00	\$ -	\$ 1,106.28	\$ 1,475.00	\$ 1,475.00	\$ -	-	
001-030-56800 - Continuing Education	\$ 2,200.00	\$ 2,200.00	\$ 140.00	\$ 1,874.97	\$ 2,500.00	\$ 2,500.00	\$ -	-	
001-030-56901 - Stipend - Youth Counselor	\$ 8,883.00	\$ -	\$ 11,421.00	\$ 11,421.00	\$ 15,228.00	\$ 15,228.00	\$ -	-	offset by Designated Fund {15,228}
001-030-56905 - Travel	\$ 4,129.28	\$ -	\$ 744.63	\$ 6,000.03	\$ 8,000.00	\$ 8,000.00	\$ -	-	offset by Designated Fund {8000}
Total Personnel - Standing Rock	\$ 118,009.06	\$ 105,428.96	\$ 97,322.48	\$ 108,292.59	\$ 144,390.00	\$ 146,110.00	\$ -	-	

Headings and Account	2019 Actual	2019 Budget	YTD Actual Sept 2020	YTD Budget Sept 2020	Annual Budget 2020	Annual Budget 2021	Comments
Personnel - Dunseith							
001-030-57100 - Stipend - Dunseith	\$ 14,853.00	\$ 14,853.00	\$ 11,439.00	\$ 11,439.00	\$ 15,252.00	\$ 15,367.00	
001-030-57600 - Travel	\$ 12,308.44	\$ 12,737.00	\$ 2,389.59	\$ 9,253.53	\$ 12,338.00	\$ 12,388.00	
Total Personnel - Dunseith	\$ 27,161.44	\$ 27,590.00	\$ 13,828.59	\$ 20,692.53	\$ 27,590.00	\$ 27,755.00	
Personnel - White Shield							
001-030-58100 - Stipend - White Shield	\$ 6,903.00	\$ 6,883.00	\$ 5,469.03	\$ 5,469.03	\$ 7,292.00	\$ 7,417.00	
001-030-58200 - Housing/Utilities	\$ 9,400.00	\$ 9,400.00	\$ 7,049.97	\$ 7,049.97	\$ 9,400.00	\$ 9,400.00	
001-030-58500 - Life Insurance	\$ 159.00	\$ 159.00	\$ 132.50	\$ 119.25	\$ 159.00	\$ 159.00	
Total Personnel - White Shield	\$ 16,462.00	\$ 16,442.00	\$ 12,651.50	\$ 12,638.25	\$ 16,851.00	\$ 16,976.00	
Personnel - Fort Totten							
001-030-59100 - Stipend - Fort Totten	\$ 10,320.00	\$ 10,320.00	\$ 7,740.00	\$ 7,740.00	\$ 10,320.00	\$ 10,509.00	
Total Personnel - Fort Totten	\$ 10,320.00	\$ 10,320.00	\$ 7,740.00	\$ 7,740.00	\$ 10,320.00	\$ 10,509.00	
Personnel - Administrative							
001-030-65100 - Salary - Administrator	\$ 15,060.72	\$ 45,182.00	\$ 6,786.00	\$ 11,700.00	\$ 15,600.00	\$ 22,780.00	25 hrs/wk; \$17.50/hr
001-030-65300 - Pension	\$ 1,355.32	\$ 4,066.00	\$ -	\$ -	\$ -	\$ -	
001-030-65400 - Medical Insurance	\$ 3,024.00	\$ 9,781.00	\$ -	\$ -	\$ -	\$ -	
001-030-65500 - Life Insurance	\$ 64.00	\$ 64.00	\$ -	\$ -	\$ -	\$ -	
001-030-66100 - Salary - Finance Officer	\$ 20,250.00	\$ -	\$ -	\$ -	\$ -	\$ -	
001-030-66110 - Travel - Finance Officer	\$ 2,450.72	\$ -	\$ -	\$ -	\$ -	\$ -	
001-030-90100 - FICA - Employer's Share	\$ 2,797.31	\$ 2,801.00	\$ 1,128.84	\$ 749.97	\$ 1,000.00	\$ 1,000.00	
001-030-90200 - Medicare - Employer's Share	\$ 654.22	\$ 655.00	\$ 264.00	\$ 187.47	\$ 250.00	\$ 250.00	
001-030-90500 - Employee Assistance Program	\$ 900.00	\$ 900.00	\$ -	\$ 675.00	\$ 900.00	\$ 900.00	
001-030-90700 - Workman's Compensation	\$ 247.62	\$ -	\$ 250.00	\$ 187.47	\$ 250.00	\$ 250.00	
Total Personnel - Administrative	\$ 46,803.91	\$ 63,449.00	\$ 8,428.84	\$ 13,499.91	\$ 18,000.00	\$ 25,180.00	
Total Personnel	\$ 321,445.40	\$ 326,065.36	\$ 195,603.11	\$ 223,605.81	\$ 298,141.00	\$ 378,680.00	
Other Congregational Support							
001-040-50100 - Move / Interview Mission Clergy	\$ -	\$ -	\$ 6,750.00	\$ 6,750.00	\$ 9,000.00	\$ 6,000.00	
001-040-50500 - Grace Church - Jamestown	\$ 20,000.00	\$ -	\$ 13,000.00	\$ 9,749.97	\$ 13,000.00	\$ 7,000.00	
St George's - Bismarck							
001-040-50700 - Advent - Devils Lake	\$ 323.64	\$ -	\$ -	\$ -	\$ -	\$ -	grant to assist in retaining clergy
001-040-50800 - St Michael's & All Angels - Cartwri	\$ 815.48	\$ -	\$ -	\$ -	\$ -	\$ -	partial offset, Designated Funds {10,000}
Total Other Congregational Support	\$ 21,139.12	\$ -	\$ 19,750.00	\$ 16,499.97	\$ 22,000.00	\$ 76,582.00	

Headings and Account	2019 Actual	2019 Budget	YTD Actual Sept 2020	YTD Budget Sept 2020	Annual Budget 2020	Annual Budget 2021	Comments
Communication							
001-050-50100 - Administrative Costs	\$ -	\$ 2,770.00	\$ -	\$ -	\$ -	\$ -	
001-050-50400 - Sheaf	\$ 2,101.68	\$ 3,000.00	\$ 1,973.15	\$ 4,327.47	\$ 5,770.00	\$ 5,770.00	
Total Communication	\$ 2,101.68	\$ 5,770.00	\$ 1,973.15	\$ 4,327.47	\$ 5,770.00	\$ 5,770.00	
Stewardship							
001-080-50100 - Administrative Costs	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 749.97	\$ 1,000.00	\$ 1,000.00	
Total Stewardship	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 749.97	\$ 1,000.00	\$ 1,000.00	
Outreach							
001-100-50100 - Sudanese Ministry	\$ 5,000.00	\$ 15,000.00	\$ 2,500.00	\$ 11,250.00	\$ 15,000.00	\$ -	moved to Other Congregational Support
001-100-50200 - East African Mission	\$ 2,499.96	\$ 2,500.00	\$ 2,500.00	\$ 1,874.97	\$ 2,500.00	\$ -	
001-100-50600 - Migration Ministry	\$ 3,500.00	\$ 2,000.00	\$ 5,000.00	\$ 3,750.03	\$ 5,000.00	\$ -	
001-100-50700 - Haiti Mission	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 7,000.00	partial offset, Designated Funds {5000}
Total Outreach	\$ 10,999.96	\$ 24,500.00	\$ 10,000.00	\$ 16,875.00	\$ 22,500.00	\$ 7,000.00	
NDCIM							
001-110-50100 - Administration/Meeting Costs	\$ 650.00	\$ 1,200.00	\$ 80.00	\$ 749.97	\$ 1,000.00	\$ 800.00	
001-110-50200 - Meeting Expense	\$ 2,020.48	\$ 2,000.00	\$ 567.82	\$ 2,250.00	\$ 3,000.00	\$ 2,400.00	
Property Repairs							
001-110-52100 - Cannon Ball Property Repairs	\$ 4,308.00	\$ 4,307.00	\$ -	\$ 1,713.78	\$ 2,285.00	\$ 2,285.00	
001-110-52200 - Dunseith Property Repairs	\$ 4,308.00	\$ 4,307.00	\$ 297.70	\$ 1,713.78	\$ 2,285.00	\$ 2,285.00	
001-110-52300 - Fort Totten Property Repairs	\$ 4,308.00	\$ 4,307.00	\$ -	\$ 1,713.78	\$ 2,285.00	\$ 2,285.00	
001-110-52400 - Fort Yates Property Repairs	\$ 4,308.00	\$ 4,307.00	\$ 434.09	\$ 1,713.78	\$ 2,285.00	\$ 2,285.00	
001-110-52500 - Selfridge Property Repairs	\$ 4,308.00	\$ 4,307.00	\$ -	\$ 1,713.78	\$ 2,285.00	\$ 2,285.00	
001-110-52600 - White Shield Property Repairs	\$ 4,308.00	\$ 4,307.00	\$ -	\$ 1,713.78	\$ 2,285.00	\$ 2,285.00	
001-110-52700 - Camp Gabriel Property Repairs	\$ 4,461.76	\$ 4,307.00	\$ 477.42	\$ 1,717.47	\$ 2,290.00	\$ 2,290.00	
Total Property Repairs	\$ 30,309.76	\$ 30,149.00	\$ 1,209.21	\$ 12,000.15	\$ 16,000.00	\$ 16,000.00	partial offset, Designated Funds
Insurance							
001-110-53100 - Cannon Ball Insurance	\$ 7,240.25	\$ 4,968.00	\$ 4,573.75	\$ 4,413.78	\$ 5,885.00	\$ 6,360.00	
001-110-53200 - Dunseith Insurance	\$ 5,541.42	\$ 3,305.00	\$ 2,833.58	\$ 2,939.22	\$ 3,919.00	\$ 4,298.00	
001-110-53300 - Fort Totten Insurance	\$ 3,163.00	\$ 2,536.00	\$ 2,350.83	\$ 1,919.97	\$ 2,560.00	\$ 2,771.00	
001-110-53400 - Fort Yates Insurance	\$ 7,206.83	\$ 5,761.00	\$ 4,745.00	\$ 4,533.03	\$ 6,044.00	\$ 6,630.00	
001-110-53500 - Selfridge Insurance	\$ 676.00	\$ -	\$ 333.50	\$ 920.97	\$ 1,228.00	\$ 1,294.00	
001-110-53600 - White Shield Insurance	\$ 6,297.25	\$ 5,169.00	\$ 3,351.75	\$ 3,761.28	\$ 5,015.00	\$ 5,424.00	
001-110-53700 - Camp Gabriel Insurance	\$ 16,109.25	\$ 9,679.00	\$ 10,177.15	\$ 9,566.28	\$ 12,755.00	\$ 14,208.00	
Total Insurance	\$ 46,234.00	\$ 31,418.00	\$ 28,355.56	\$ 28,054.53	\$ 37,406.00	\$ 40,985.00	
Total NDCIM	\$ 79,214.24	\$ 64,767.00	\$ 30,212.59	\$ 43,054.65	\$ 57,406.00	\$ 60,185.00	

Headings and Account	2019 Actual	2019 Budget	YTD Actual Sept 2020	YTD Budget Sept 2020	Annual Budget 2020	Annual Budget 2021	Comments
Office Expense							
001-120-50100 - Office Expense	\$ 985.03	\$ 2,500.00	\$ 774.93	\$ 1,874.97	\$ 2,500.00	\$ 1,500.00	
001-120-50200 - Postage	\$ 536.52	\$ 600.00	\$ 278.65	\$ 600.03	\$ 800.00	\$ 800.00	
001-120-50500 - Equipment / Maintenance	\$ 1,500.00	\$ 1,500.00	\$ 1,441.21	\$ 1,125.00	\$ 1,500.00	\$ 1,500.00	
001-120-50600 - Miscellaneous Expense	\$ 10.00	\$ 500.00	\$ 10.00	\$ 375.03	\$ 500.00	\$ 100.00	
001-120-50700 - Telephone	\$ 1,646.45	\$ 1,300.00	\$ 653.89	\$ 974.97	\$ 1,300.00	\$ 1,200.00	
001-120-50800 - Copier	\$ 1,200.00	\$ 1,200.00	\$ 900.00	\$ 900.00	\$ 1,200.00	\$ 1,200.00	
001-120-50900 - Internet	\$ 317.22	\$ 600.00	\$ 450.00	\$ 450.00	\$ 600.00	\$ 600.00	
001-120-51200 - Rebillied Insurance	\$ 80.00	\$ -	\$ -	\$ -	\$ -	\$ -	
001-120-51600 - Retiree Life Insurance	\$ 889.25	\$ -	\$ 648.00	\$ 596.25	\$ 795.00	\$ 636.00	
001-120-51900 - Rebillied expenses (reconciliation)	\$ 2,092.47	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Office Expense	\$ 9,256.94	\$ 8,200.00	\$ 5,156.68	\$ 6,896.25	\$ 9,195.00	\$ 7,536.00	
Financial / Legal							
001-125-50100 - Bank Fees	\$ 727.50	\$ -	\$ 620.32	\$ 562.50	\$ 750.00	\$ 750.00	
001-125-50200 - Charge Card Fees & Interest	\$ 599.53	\$ -	\$ 75.45	\$ -	\$ -	\$ -	
001-125-50300 - Audit	\$ 13,004.05	\$ 11,900.00	\$ 13,102.92	\$ 9,375.03	\$ 12,500.00	\$ 13,500.00	
001-125-50400 - Office Insurance/Umbrella	\$ 7,358.00	\$ 7,458.00	\$ 3,919.75	\$ 4,065.75	\$ 5,421.00	\$ 5,257.00	
001-125-50500 - Directors' & Officers' Liability	\$ 5,021.73	\$ 7,458.00	\$ 3,318.75	\$ 3,296.25	\$ 4,395.00	\$ 4,551.00	
001-125-51000 - Assessments / Taxes	\$ 313.48	\$ 200.00	\$ 331.94	\$ 225.00	\$ 300.00	\$ 350.00	
001-125-52000 - Software	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 600.00	
001-125-53000 - Financial Services	\$ 912.50	\$ -	\$ 27,572.33	\$ 27,000.00	\$ 36,000.00	\$ 25,000.00	
Total Financial / Legal	\$ 27,936.79	\$ 27,016.00	\$ 48,941.46	\$ 44,524.53	\$ 59,366.00	\$ 50,008.00	
Convention							
001-130-50100 - Administrative Costs	\$ 362.61	\$ 1,000.00	\$ 1,672.05	\$ 749.97	\$ 1,000.00	\$ 1,000.00	
001-130-50200 - Meeting Expense	\$ 7,031.38	\$ 7,000.00	\$ 4,550.00	\$ 5,249.97	\$ 7,000.00	\$ 7,000.00	
001-130-50300 - Miscellaneous Expense	\$ 760.00	\$ 400.00	\$ -	\$ 299.97	\$ 400.00	\$ 400.00	
Total Convention	\$ 8,153.99	\$ 8,400.00	\$ 6,222.05	\$ 6,299.91	\$ 8,400.00	\$ 8,400.00	
Administrative Meetings							
001-140-50200 - Diocesan Council / Standing Commit	\$ 6,568.84	\$ 10,000.00	\$ 4,356.62	\$ 7,499.97	\$ 10,000.00	\$ 10,000.00	
001-140-52200 - Finance Committee	\$ 535.07	\$ 400.00	\$ 132.25	\$ 299.97	\$ 400.00	\$ 500.00	
001-140-54200 - Other Committee	\$ 121.43	\$ 100.00	\$ -	\$ 74.97	\$ 100.00	\$ 100.00	
Total Administrative Meetings	\$ 7,225.34	\$ 10,500.00	\$ 4,488.87	\$ 7,874.91	\$ 10,500.00	\$ 10,600.00	
Other Program Expenses							
001-150-50100 - Bismarck House Insurance/Repairs	\$ 4,083.44	\$ 3,694.00	\$ 2,546.50	\$ 3,075.03	\$ 4,100.00	\$ 4,200.00	
001-150-50200 - School for Ministry	\$ 663.84	\$ 3,850.00	\$ 676.91	\$ 4,500.00	\$ 6,000.00	\$ 6,000.00	offset by Designated Fund (3000)
001-150-50300 - Commission on Ministry	\$ -	\$ 1,100.00	\$ 171.35	\$ 2,250.00	\$ 3,000.00	\$ 3,000.00	
Budget Worksheet 2021.xls							

Headings and Account	2019 Actual	2019 Budget	YTD Actual		YTD Budget		Annual Budget 2020	Annual Budget 2021	Comments
			Sept 2020	Sept 2020	Sept 2020	Sept 2020			
001-150-50333 - Canonical Assessments	\$ -	\$ -	\$ 2,477.73	\$ -	\$ -	\$ -	\$ -	\$ -	
001-150-50500 - Youth Ministry / Programs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	
001-150-50550 - Camp Gabriel	\$ 3,300.04	\$ 3,200.00	\$ 2,399.94	\$ 2,400.03	\$ 3,200.00	\$ 3,200.00	\$ 3,200.00	\$ 3,200.00	
001-150-51300 - Bismarck Interest Expense	\$ 3,215.23	\$ 4,200.00	\$ 2,129.46	\$ 3,150.00	\$ 4,200.00	\$ 4,200.00	\$ 3,000.00	\$ 3,000.00	
001-150-51350 - Williston Rectory Expense	\$ 14,708.99	\$ 17,050.00	\$ 10,652.45	\$ 12,787.47	\$ 17,050.00	\$ 17,050.00	\$ 13,500.00	\$ 13,500.00	offset by Designated Fund {13,500}
001-150-51500 - Transfer to Trust & Endow Fund	\$ 21,904.83	\$ -	\$ 16,783.29	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Other Program Expenses	\$ 47,876.37	\$ 33,094.00	\$ 37,837.63	\$ 28,162.53	\$ 37,550.00	\$ 37,550.00	\$ 42,900.00	\$ 42,900.00	
Transition									
001-170-50000 - Bishop Search	\$ -	\$ -	\$ 15,000.00	\$ 15,000.03	\$ 20,000.00	\$ 20,000.00	\$ 15,000.00	\$ 15,000.00	
001-170-50100 - Consultant Stipend	\$ 5,280.00	\$ 14,237.00	\$ 17,366.25	\$ 18,304.47	\$ 24,406.00	\$ 24,406.00	\$ -	\$ -	
001-170-50200 - Consultant Travel	\$ 1,984.02	\$ 4,012.00	\$ 3,161.50	\$ 10,317.78	\$ 13,757.00	\$ 13,757.00	\$ -	\$ -	
001-170-50500 - Task Force Travel	\$ -	\$ -	\$ 3,745.10	\$ 4,408.47	\$ 5,878.00	\$ 5,878.00	\$ -	\$ -	
001-170-50700 - Transition Administrative Costs	\$ -	\$ -	\$ 637.95	\$ 749.97	\$ 1,000.00	\$ 1,000.00	\$ -	\$ -	
Total Transition	\$ 7,264.02	\$ 18,249.00	\$ 39,910.80	\$ 48,780.72	\$ 65,041.00	\$ 65,041.00	\$ 50,000.00	\$ 50,000.00	{salaries & travel as necessary}
Total Expenses	\$ 602,543.70	\$ 594,904.36	\$ 445,191.16	\$ 496,016.91	\$ 661,356.00	\$ 661,356.00	\$ 765,711.10	\$ 765,711.10	
Net Total	\$ (38,116.92)	\$ 30,411.64	\$ (73,887.01)	\$ (2,467.62)	\$ (3,290.27)	\$ (3,290.27)	\$ 0.30	\$ 0.30	
Other Revenues									
Savings									
001-500-40300 - Interest	\$ 2.28	\$ -	\$ 17.61	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Savings	\$ 2.28	\$ -	\$ 17.61	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Other Revenues	\$ 2.28	\$ -	\$ 17.61	\$ -	\$ -	\$ -	\$ -	\$ -	
Net Operating Total	\$ (38,114.64)	\$ 30,411.64	\$ (24,241.59)	\$ (1,645.08)	\$ (3,290.27)	\$ (3,290.27)	\$ 0.30	\$ 0.30	

Reports from Commissions, Committees and Boards

Report of the Commission on Ministry to the 2020 Convention of the Episcopal Diocese of North Dakota

As per the minutes of our meeting of November 8, 2019 we were charged by the Rev. Dr. John Floberg, Chair of the Standing Committee with the following tasks:

1. Work with people on ordination track as they begin and continue their seminary studies.
 2. Develop effective ways to train people locally to meet the needs of the church.
 3. Do a pastorally sensitive assessment of where each of the clergy presently on leave is with respect to ministry in the Episcopal Diocese of North Dakota.
 4. Similarly for retired clergy over age 72, helping people to meet the canon that requires them to renew their agreement with their worshiping communities annually.
 5. Develop effective ways to affirm and form lay people for ministry, especially for the ministries for which the canons provide for licensure.
- **Joe Hubbard** has been ordained a Deacon and he is continuing his seminary education.
 - **John Anderson** has been ordained a Deacon and is serving at St. Stephen's in Fargo.
 - The manual about the path toward ordination is being revised.
 - We are working on identifying those who may be interesting in pursuing Holy Orders.
 - Developing effective ways to train people for ministry is a work in progress.
 - A ministry conference was held at Assumption Abbey in Richardton from February 7th through the 9th.
 - The fall ministry conference was cancelled due to COVID restrictions.
 - We are exploring the Education for Ministry (EFM) program (Sewanee Seminary) and the Dimensions of the Faith – an online resource from Gordon Conwell Seminary. Canon Hal provided us with an extensive list of other possibilities for equipping lay people and clergy for the work of ministry.
 - We will try to reschedule the learning event with the Rev. Dr. Dwight Zscheile from Luther Seminary in the spring of 2021.
 - Contact has been initiated with some of the clergy on leave. Some have responded with an interest in returning to active ministry. Others have not responded as of the time of this report. For reasons of confidentiality I have not included the names here.
 - The clergy roster has been updated and contact has been initiated with those clergy over the age of 72 years to remind them of the canonical requirement to seek annual permission(?) from the Ecclesiastical Authority to continue serving in their present roles. We hope to have the amended roster up to date soon.
 - Little progress has been made in developing effective ways to train people for the various ministries in congregations, especially those which have in the past required licensure. At present training is done locally but we think that some uniformity across the Diocese may be helpful.
 - The Rev. Mary Johnson has submitted her resignation as a member (Chair) of the Commission on Ministry. We are grateful for her service.

Respectfully submitted,
Fr. Harvey Henderson, Chair

Reports Continued:

The North Dakota Episcopal Foundation (NDEF)

2020 Report: Leo Wilking

During the March 2020 and September 2020 grant cycles, the North Dakota Episcopal Foundation approved a variety of grant applications, including tuition support for seminarian Joe Hubbard, funding for the Pathways program at St. Gabriel's Camp, purchase of laboratory equipment for a medical center in Haiti, and assistance to St. George's in Bismarck in connection with its application to be listed on the National Register of Historic Places. The next application cycle ends March 1, 2021, with grants to be awarded by April 1, 2021. For more information on the NDEF, consult the NDEF page under the "Ministries" tab on the Diocesan web site, or speak to any NDEF board member: George Abdilnour (St. Peter's, Williston), Sandy Holbrook (St. Stephen's, Fargo), Linda Lavoie (All Saints, Minot) Beth Lipp (St. George's), Andrea Stomberg (St. George's), Tom Tudor (St. George's) and Leo Wilking (St. Stephen's). The terms of two board members expire at the end of this year. If you are interested in serving on the NDEF board, contact Leo Wilking at leowilking@hotmail.com.

Episcopal Foundation for Ministry in Higher Education (EFMHE)

2020 Report: James Coomber

The Episcopal Foundation for Ministry in Higher Education supervises the diocesan scholarship program. EFMHE scholarships are designed for undergraduates at colleges, universities, and vocational institutions. Scholarship recipients receive financial support and are required to participate in an Episcopal church, attending services regularly and helping out in such activities as singing in the choir, teaching Sunday School, groundskeeping, and ushering. The St. James, Grafton Scholarship is awarded to seminary students and for continuing education for North Dakota Episcopal clergy. Present members of the board are Deacon Elsie Magnus, chair; Leah Henderson, secretary; and Dr. James Coomber, Treasurer.

This year the board met January 8 and July 7 to review scholarship applications and student performance as well as to discuss our finances. We revised our financial procedures, necessitated by changes in the diocesan office. We designed and produced a brochure to be distributed to prospective EFMHE scholarship students. We have also helped our students and their supervisors adapt their participation to covid restrictions.

For spring semester 2020 six students received EFMHE scholarships; in the fall semester, ten students. One seminary student received a St. James, Grafton scholarship for fall semester. Total awards for both scholarships for 2020: \$18,225.

We are pleased to be helping our college-age Episcopalians both finance their education and participate in the ministry of the church.

Diocesan Youth Ministry

Planned attendance at the Episcopal Youth Event was cancelled due to Covid-19.

The United Thank Offering

No report received.

Anyone wishing to make a video report to Convention, please make a video no longer than 5 minutes and send it to: jffloberg@gmail.com



The Episcopal dioceses of Milwaukee, Eau Claire and North Dakota did the math, and learned that if every Episcopalian in our dioceses donated just \$10, we'd have enough to run St. Marc's school and clinic for a year.

Due to COVID-19 our donations are down, and we are in serious trouble. We are running out of funds to pay teachers and as it stands, the school may need to cut many grade levels. Just because our churches are closed doesn't mean that the church's work stops. Now more than ever, the people of Jeannette are counting on us. Can we count on you? Click the link below.

<https://haitiproject.org>

(submitted by Andrea Stomberg, St. George's, Bismarck)

Diocesan Convention + Friday and Saturday, October 23-24, 2020
The Virtual Broadcast of the 50th Annual Convention of the Diocese of North Dakota East and West Region Meetings with and their Council Elections and the Elections of General Convention Alternate Deputies, Standing Committee and Treasurer will take place on Friday evening. Convention begins at 6:30 pm Friday Convention reconvenes at 8:30 am Saturday with Presentation and Deliberation of the DDTF Report followed by the Budget.

First Order of Business

RESOLVED, that the 50th Annual Convention of the Episcopal Diocese of North Dakota utilize these Virtual means to gather, deliberate, hear reports, vote on motions and elections according as approved in Robert's Rules of Order.

EXPLANATION: When Diocesan Convention last met there was no pandemic threatening our welfare and the welfare of our neighbors and our members. Robert's Rules of Order, which we subscribe to, has provision for Virtual Meetings. The Standing Committee and Council have made it possible for the Diocesan Convention to meet Virtually that accounts for registrations of Delegates and Clergy, voting on resolutions et al and in voting by orders as proscribed in the Canons. This, being the very first act of Convention makes it clear that it is the determination of the Convention to operate in this way for the good of Diocese and the safety of our neighbors and our members. Leo Wilking, the Diocesan Chancellor and Chair of the Constitution and Canons Committee concurs with these arrangements.

Author: The Rev. Dr. John Floberg, Standing Committee President

The Enabling Resolution by the DDTF for Diocesan Convention

RESOLVED, that the 50th Annual Convention of the Episcopal Diocese of North Dakota accept the report created by the Diocesan Discernment Task Force (DDTF) as adopted by the Standing Committee and Diocesan Council, and adhere to the plan laid out by the DDTF for the diocese.

EXPLANATION: On October 20th, 2018, at the 48th Annual Convention of the Episcopal Diocese of North Dakota, Bishop Michael Smith announced his plans to resign on May 1st, 2019. This announcement sent the diocese into an interim period of discernment. During this period, the Diocesan Discernment Task Force (DDTF) was created and tasked with discerning *What God is up to in North Dakota* and to report their findings to the Standing Committee, Diocesan Council, and the Convention by the 50th Annual Convention in 2020.

After diligent data gathering and discernment, through pandemic and fierce North Dakota winter, the DDTF presented their final report to a joint meeting of the Standing Committee and Diocesan Council on Saturday, August 22nd, 2020. The Standing Committee and Diocesan Council fully support this resolution.

- Resolution Passed at Diocesan Council - August 2020

A Few Notes From Around the Diocese

Obituary

Wayne Paul Johnson

Age 66, of Minot, ND, died at home suddenly from an apparent cardiac event early in the morning of September 19, 2020. Wayne was born on March 3, 1954, the second of three sons of missionary parents, Dorothy Witmer Johnson and Weyburn C. Johnson. The family lived in India until Wayne reached the 10th grade. The family spent furloughs in Turtle Lake, ND and Brown City, Michigan. In 1976 he and Mary Peterson were united in marriage. Wayne graduated in 1977 with a BS in mathematics from the University of Illinois in Chicago and, in 1986, with an MS in computer science from the Courant Institute of New York University.

Wayne was employed by IBM, Western Electric Research, Bell Laboratories, and Chemical Abstracts Service, before co-founding LeadScope, Inc. in Columbus, Ohio in 1997. As a computer scientist he loved his work. His career revolved around

data mining and visualization and statistics.

Wayne's and Mary's work and education took their family of five children all around the USA. In 2013 he moved to North Dakota and in 2017 began building a house on his great grandfather's homestead. There, he was developing Friluftsliv Farm as a research site for regenerative agricultural practices. This was the great vocation of Wayne's life and the joy of his heart. He would say that if it was possible to complete a project in one's own lifetime, it was not big enough. Wayne's other great loves were choral music and classical piano, economic theory, his wife's cooking, and his grandchildren. He was his children's greatest cheerleader as they grew into responsible adults.

Wayne was predeceased by his mother, Dorothy Witmer Johnson, and his brother, David A. Johnson.

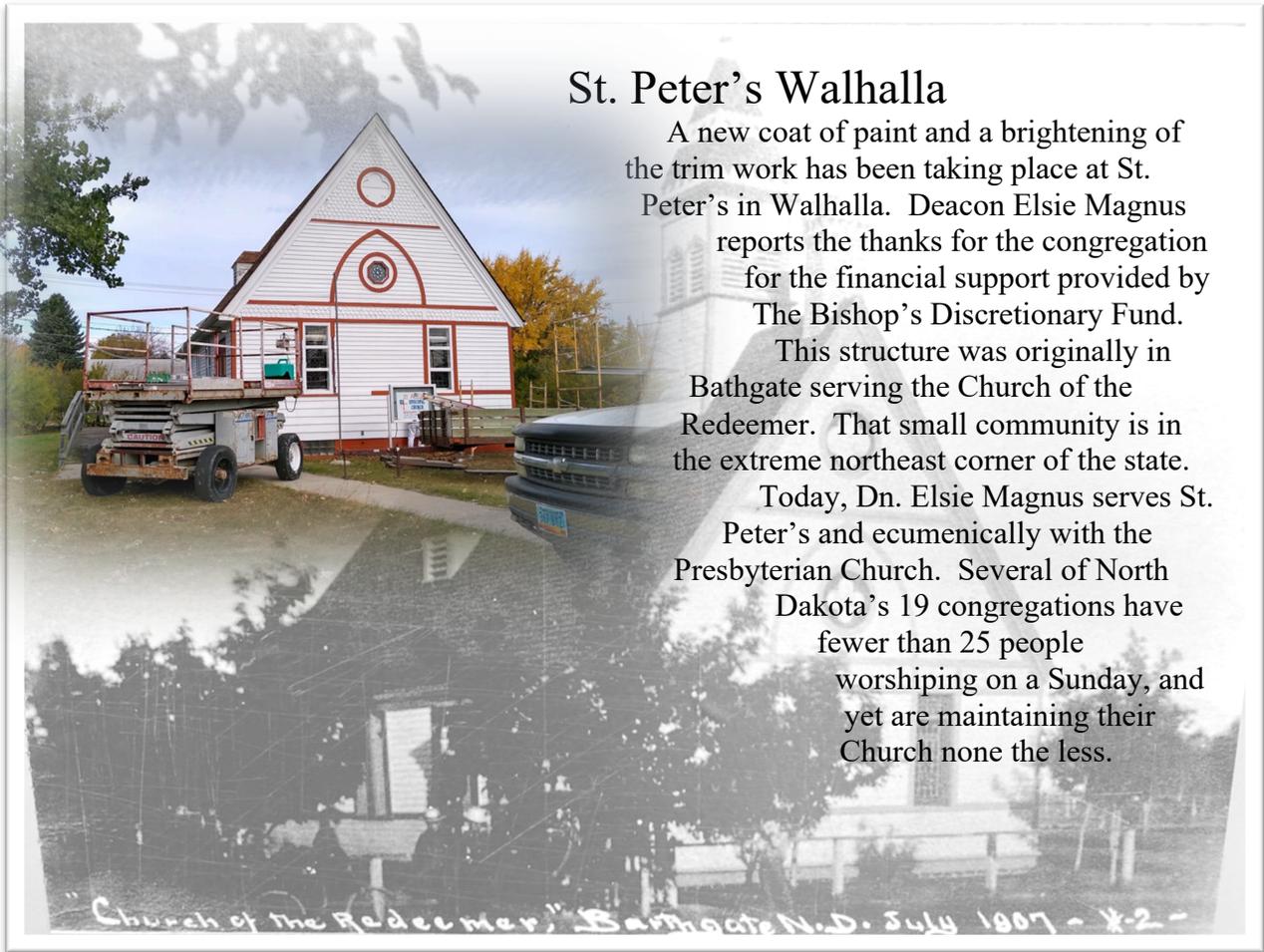
He is survived by his wife, the Rev. Mary Peterson Johnson; his father, Weyburn

C. Johnson; his brother, Donald Johnson and Don's wife, Pat; numerous nieces, nephews, and cousins; five children and their respective partners, and six grandchildren. Inspired, encouraged, and cherished by their father are his children and their spouses, and his grandchildren: Samuel Bernt Johnson and wife Katy Svatek and children Alex ("Lillian"), Sophia, Clara, and Abigail; Anna Maria McKenzie and husband Brent McKenzie and their children Sorrell and Finn; Simone Allegra Rosenblum and husband Ryan Rosenblum; Sylvia Elizabeth Kirby; and Paul David Johnson. A service for immediate family took place on September 23 at All Saints' Episcopal Church, the Rev. Canon Zanne Ness officiating.

In lieu of flowers, memorials may be sent to The Land Institute to honor Wayne's commitment to agroecology and regenerative agriculture (LandInstitute.org/donate).

St. Peter's Williston

St. Peter's developed a mold problem that began from a broken lawn sprinkler system. The water infiltrated the foundation and then spread humidity through the heating system. At a cost of nearly \$50,000, some of which came from insurance and a significant portion from the Bakken Fund and from St. Peter's, the problem has been resolved. Canon Hal Weidman coordinated efforts on behalf of the Diocese and worked with the Sr. Warden, George Abdilnour, to resource the funding and the clean up efforts.



St. Peter's Walhalla

A new coat of paint and a brightening of the trim work has been taking place at St. Peter's in Walhalla. Deacon Elsie Magnus reports the thanks for the congregation for the financial support provided by The Bishop's Discretionary Fund.

This structure was originally in Bathgate serving the Church of the Redeemer. That small community is in the extreme northeast corner of the state.

Today, Dn. Elsie Magnus serves St. Peter's and ecumenically with the Presbyterian Church. Several of North Dakota's 19 congregations have fewer than 25 people worshipping on a Sunday, and yet are maintaining their Church none the less.

Standing Rock's YoungLife collaboration has found itself in a quandary of how to do ministry among teens when there is a pandemic taking place. It went from having 60 or more teens gather on a Wednesday night to zero. It went from having summer camps of 40 teens in three different sessions to zero. It went from attending school events of sports, tournaments and concerts to none being offered. It went virtual, but with marginal success.

Firekeepers Begin New Vigil

One way of assisting planning for ministry on Standing Rock is to look at the community and back to traditional practice. During ceremony or encampments firekeepers stationed themselves at the camp's fire and kept it burning at all times. In earlier days of the Church on Standing Rock the Sr. Warden would be responsible for getting to the Church and starting the fire well in advance of the service. That is where the idea of being a Firekeeper is coming from. Our adult leaders are establishing sacred fires to gather around - outside - socially distancing - and in smaller groups - with teens. This will allow for a measured and careful environment that will provide for socializing, encouraging one another, doing some guided discussions and taking "the pulse" of teens in the community. Two cords of firewood and outdoor fire pits have been purchased to provide for the fuel and making safe fires.

Church Reopening/Covid Pandemic Evaluations:

Name of Congregation: _____

Community: _____

Names of Worship Leaders Conducting Services: _____

When did the Church reopen for worship?

Once open, what criteria has been considered/implemented to suspend worship?

How many members of the congregation are typically coming to public worship?

Before Covid-19 how many members of the congregation were typically coming?

Over the past three weeks how has the infectious rate
lowered / maintained / elevated (please use specific data for the community)

What changes to the Protocols that were originally provided should be considered?

Is there anything else that you would like to communicate with the Standing
Committee about the Covid-19 protocols and church opening?

Please return this evaluation to:

The Rev Dr John Floberg / 820 W Central Ave / Bismarck, ND. 58501
jffloberg@gmail.com



The Sheaf

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

Diocesan Calendar – *God Giveth The Increase*

October

23 & 24 - Diocesan Convention - To be held Virtually.

25 - *Bishop Whitmore at St. Luke's and St. James', Ft. Yates and Cannon Ball.*

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*

29 - 1st Sunday of Advent

December

5 - *Bishop Whitmore at Sts Mary and Mark, Oakes*

4 - 6 *Diocesan Council - Jamestown/Virtual & In Person*

6 - *Bishop Whitmore at Grace Church, Jamestown.*

24 - Christmas Eve

25 - Christmas Day