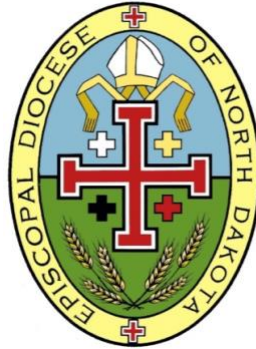


**The Episcopal Diocese of North Dakota  
52nd Annual Convention – October 21-22, 2022  
Living into the Way of Love**



**Leadership and Ministry Reports**

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## **Bishop Ely's 2022 Pre-Diocesan Convention Report**

This report covers the time frame from September 2021 through September 2022 and is a summary of my ministry as Bishop Provisional in the Diocese of North Dakota, during that time.

This past year has been full and productive, as well as richly rewarding for me personally. Living into this model of Bishop Provisional has been something new for me and for the people of the Episcopal Diocese of North Dakota. It is not without its challenges as we seek to adjust to a new model of episcopal ministry during this transition time. At the same time, it is also opening some important conversations that will serve our discernment process well in the months ahead.

When you called me to be your part-time Bishop Provisional, the understanding was that I would make pastoral in-person visitations to North Dakota one week per month and work remotely from my home in Vermont for the other weeks. We identified the word “coach” as the role that would orient my ministry among and with you as we sought to live into a more circular model of leadership. Those in-person visitations are the most rewarding part of this ministry for me, and I am grateful for the many relationships being forged, both in-person and via Zoom.

During the year covered by this report, I have made eleven pastoral visits to North Dakota, plus one for an in-person meeting with the New Season of Ministry Task Force. During these pastoral visits, I have worshipped or visited with many of our congregations (in Minot, Jamestown, Fort Totten, Standing Rock, Williston, Cartwright, Morehead, Grand Forks, Fargo – St. Stephen's and Gethsemane – and Bismarck). I have also engaged, to varying degrees as needed with all the various committees, commissions, boards, task forces, and foundations that are part of the Episcopal Diocese of North Dakota (Commission on Ministry, Standing Committee, North Dakota Council on Indian Ministries – NDCIM, Congregational Development Committee, Reconciliation Committee, Finance Committee, Creation Care Committee, Canons Committee, Our Fair Share Task Force, Episcopal Foundation for Ministry in Higher Education, Partnership for Renewal, and the North Dakota Episcopal Foundation). A significant number of people throughout the diocese are involved in these leadership groups and it is a joy and privilege to work with them. I am most grateful for their commitment and leadership.

The leadership group with which I have the most engagement is the Diocesan Council. Council met in-person for four overnight meetings and five times via Zoom. Council is the leadership body of the diocese between conventions and is responsible for preparing the diocesan budget, for tracking the ongoing mission and ministry priorities of the diocese, for setting various policies and procedures, and for overseeing the management of our financial assets, as well as our human resources. Key in the work of Council was the creation of Mutual Ministry Matrix that was presented to Convention in 2021. This document has guided the work of Council and the diocesan Ministry Support Team. At our recent meeting in advance of convention, we reviewed our efforts in relation to this Matrix and a summary of that is available for your review. Overall, we realize that much of what we hope to accomplish was done or in process. In some cases, we were a bit ambitious about the timeframe, but for the most part we are satisfied with our progress. Council members who faithfully attend meetings and carry out their ministry of leadership between meetings are to be highly commended.

The other primary focus of my time, energy, and commitment this past year has been with the New Season of Ministry Task Force (NSMTF), established by Council to lead the way in terms

of our discernment as a diocese about our future. The co-chairs of the NSMTF, John Baird and Carmine Goodhouse, asked me to serve as the facilitator/consultant working with the Task Force, rather than bringing in someone else. I am grateful for their confidence in my capacity to do this work with them and to strike the right balance between being a facilitator and bishop at the same time. So far, so good! The NSMTF adopted this Scope/Purpose Statement:

1. To build on the work of the Diocesan Discernment Task Force
2. To identify/document/name current realities as a diocese
3. To define our foundation and uniqueness as Episcopalians and a diocese
4. To reimagine and to explore all possible options for the structure, mission and finances of the Diocese of North Dakota and its congregations
5. To determine the best transformational options for the Diocese of North Dakota and its congregations
6. To make recommendations to Diocesan Council and Diocesan Convention for the future of the Episcopal Diocese of North Dakota beyond 2024

Currently, the Task Force is surveying the members of the diocese to gain as full a sense of where we are as a diocese and our hopes for the future, now that we are living with the model of leadership prescribed by the Diocesan Discernment Task Force and adopted by Convention in 2019. Please complete this survey to help the NSMTF get a true sense of what and how people are feeling and thinking about our common life as a diocese. This effort will be followed by visits and conversation with every congregation starting this Fall. Other conversations will be with other dioceses engaged in similar processes, with our neighbor dioceses and others. The hope is to bring to Convention 2023 a sense of direction for our future, along with missional, administrative, and structural possibilities for us to “try on” in 2024 and beyond. Please hold the members of the NSMTF in your prayers as they continue this important ministry of discernment.

It is also a joy and privilege to be working with the members of the diocesan Ministry Support Team. The team includes the Rev. Steve Godfrey, Diocesan Minister, Jessica Thielke Diocesan Administrator, and the Rev. Kim Becker, Northwest Ministry Coordinator. This hard-working team connects with many people throughout the diocese in support of our common life and ministry. They are the folks on the ground, day in and day out doing all they can to support the common life and mission of our diocese during this season of discernment and transition. I am grateful for their devotion to this ministry among and with the people of the Diocese of North Dakota.

In addition to all of the above, my ministry as Bishop Provisional has included ongoing ministry as a member of the House of Bishops, involvement with the bishops of Province VI, the bishops who are part of the Bishop’s Collaborative, the other three bishops from dioceses receiving General Convention Grants (South Dakota, Alaska, and Navajoland), meeting with the ELCA bishops from both the East and West Synods, work on the General Convention Ministry Legislative Committee, attending General Convention with the North Dakota Deputation, Winter Talk, and the Living Waters Collective. I have also responded to several personal and pastoral situations involving members of our diocese. I have also been active in the area of communication, social media, and of course via email and Zoom.

As I enter the final quarter of my second year as Bishop Provisional, I am especially looking forward to our upcoming Diocesan Convention, where we will welcome the Most Reverend

Michael Curry, Primate and Presiding Bishop of The Episcopal Church. Bishop Curry and I have been colleagues for over 20 years. We were in the same class of bishops elected in the year 2000 and so to welcome him to North Dakota is a great joy, as we deepen our engagement with The Way of Love.

My heart is a thankful one for all your many kindnesses, words of wisdom, gifts and skills, the countless hours so many devote to local and diocesan ministry, your prayers, and your good humor. I continue to be grateful for the confidence you have placed in me as we navigate these transitional waters during this new season of ministry together. I remain mindful of the fragility that is part of our common life as a diocese, and at the same time, I am also mindful of the many hopeful aspirations of the people of our diocese. Creator is with us on this journey as we devote our lives to the Jesus Way of Love and God's reconciling mission.

Faithfully yours in Christ,

A handwritten signature in black ink that reads "Thomas" with a small cross symbol to the left of the first letter.

The Right Reverend Thomas C. Ely, Bishop Provisional  
October 10, 2022

### **Diocesan Council – The Rev. Steve Godfrey**

Diocesan Council has met four times in person and 5 times by Zoom since the last convention, including special Zoom meetings in February and August to address staffing and budget matters. In person meetings were held at Grace Church, Jamestown; Prairie Knights Casino & Resort, Standing Rock; Advent, Devils Lake; and St. Paul's, Grand Forks, with gratitude for the hospitality of the host congregations.

During these meetings, the Council engaged in the following activities and actions:

- Prayed, led by various members of the Council
- Elected Jason Thoms vice-president and Tammy Enockson and John Floberg to share the role of secretary
- Learned and reflected on the Way of Love, mutual ministry, diocesan structure, and the Doctrine of Discovery and Native Voices
- Discussed the Mutual Ministry Review Matrix throughout the year and reviewed the goals and progress in September (see that review below)
- Reviewed financial reports and accepted the 2020 audit
- Approved an updated clergy compensation schedule for 2022 and new supply clergy compensation guidelines
- Approved housing allowance resolutions for clergy employees of the diocese
- Approved the Congregational Development Committee's use of \$20,000 from the Revitalization and Renewal Fund for Partnership for Renewal
- Developed budget proposals for 2023 and 2024

- Approved a step down process for Our Fair Share beginning with the 2023 budget – a four percent decrease evenly distributed over the next four years, beginning at 19% in 2022 and decreasing to 15% in 2025
- Monitored the pandemic relief grants to congregations and approved giving the \$2,000 not allocated to congregations to the Great Plains Food Bank, along with an additional \$3,000 from other available sources
- Appointed New Season of Ministry Task Force members
- Approved creation of a Creation Care Committee
- Approved expanding the office administrator position into a management level diocesan administrator position
- Approved revision of personnel policies
- Approved the recommendations of the Episcopal Foundation for Ministry in Higher Education Working Group
- Discussed land acknowledgements
- Approved beginning an annual appeal with the theme of “WoDakota: Beloved Community, Living in harmony with all of creation”
- Received reports from the bishop, members of the diocesan Ministry Support Team, and committees and commissions
- Enjoyed fellowship

Stephanie Garcia and Donna Pettit contributed reflections on the meetings to diocesan publications throughout the year.

### **A New Season of Ministry – Episcopal Diocese of North Dakota Mutual Ministry Matrix Council Review: September 2022**

These goals were approved by Diocesan Council August 14, 2021, ratified by Diocesan Convention October 2021, and reviewed by Diocesan Council September 24, 2022

<b>Goals set in 2021</b>	<b>Assessment as of September 2022</b>
Fill positions of Diocesan Minister and Office Administrator	Accomplished with some clarification still needed: <ul style="list-style-type: none"> <li>• Successful hiring of Diocesan Minister and Diocesan Administrator</li> <li>• Some clarification is still needed regarding the roles &amp; responsibilities of the Diocesan Minister</li> </ul>
Establish circle of leadership model for diocesan staff	Very good progress: <ul style="list-style-type: none"> <li>• Feeling that everyone has a voice and vote</li> <li>• Diocesan Ministry Support Team is modeling the circle of leadership</li> <li>• Circle needs to spread from dMST with too much still being handled in that circle (“oligarchy”?)</li> <li>• Financial leadership still needs to become more circular</li> </ul>
Provide sacramental support for small congregations	Very good progress
Launch Northwest Ministry project and hire Coordinator	Accomplished: <ul style="list-style-type: none"> <li>• Successful grant applications processes</li> <li>• Hiring of Northwest Coordinator</li> </ul> Some ongoing delays due to Covid

Goals set in 2021	Assessment as of September 2022
Increase communication across the diocese	<p>Good progress:</p> <ul style="list-style-type: none"> <li>• new web site</li> <li>• <i>Prairie</i> email newsletter</li> <li>• monthly leadership Zoom check-ins</li> </ul> <p>Some work remains:</p> <ul style="list-style-type: none"> <li>• Realm has been challenging</li> <li>• Council members do not seem to be intentionally communicating with constituents</li> <li>• May need a communications committee</li> <li>• Need more use of video</li> </ul>
All Canonical Obligations will be met	<p>Good progress:</p> <ul style="list-style-type: none"> <li>• Standing Committee is functioning normally again with a bishop in place</li> <li>• Audits, parochial reports, and grant reporting being done</li> <li>• SafeChurch has had tech issues</li> </ul>
Improve Stewardship	<p>Just getting started:</p> <ul style="list-style-type: none"> <li>• Our Fair Share Task Force has helped</li> <li>• Need more use of TENS/spread the word</li> </ul>
Explore ways by which the diocese might provide administrative support for small congregations	<p>Just getting started:</p> <ul style="list-style-type: none"> <li>• New Season of Ministry Task Force is exploring</li> <li>• Need training for treasurers, vestries &amp; others</li> </ul>
Establish Congregational Development Committee membership & goals	<p>Good start:</p> <ul style="list-style-type: none"> <li>• Partnership for Renewal working with 6 congregations</li> <li>• Committee should be meeting more</li> </ul>
Clarify relationships among the various communities that worship at St. John's, Moorhead to seek direction for the future of St. John's and those associated with it.	<p>Progress:</p> <ul style="list-style-type: none"> <li>• Laser focus of diocesan minister</li> <li>• More sacramental ministry available</li> <li>• Still work to do on relationships</li> </ul>
Re-establish School of Ministry	<p>Accomplished with some issues to address:</p> <ul style="list-style-type: none"> <li>• Constable grant</li> <li>• 2 gatherings</li> <li>• Need to consider discernment, increase participation, and consider options beyond the diocese</li> </ul>
Develop Youth (and Young Adult) Ministry	<p>Some progress with much to do still:</p> <ul style="list-style-type: none"> <li>• Standing Rock Young Life &amp; Camp Gabriel are a current success</li> <li>• Some progress toward Spirit Lake Young Life impeded by unforeseen personal challenges</li> <li>• Plan to fund &amp; hire youth minister in 2023</li> </ul>
<p>Heal Divisions/ Reconciliation</p> <p>Foster clearer understanding of tensions between east/west &amp; smaller/larger congregations</p> <p>Promote deeper/ broader/mutual understanding of the bases and need for healing &amp; reconciliation</p>	<p>Strong start:</p> <ul style="list-style-type: none"> <li>• Reconciliation and Creation Care committees' work becoming part of many ministries</li> <li>• Intentional use of wider church resources and learning from Native American communities</li> <li>• Only a small percentage of diocesan members have had direct involvement</li> <li>• No real progress re East/West &amp; large/small divisions</li> <li>• NDCIM &amp; bishop struggling to find harmony</li> </ul>

Goals set in 2021	Assessment as of September 2022
Develop fuller understanding of wider church & diocesan funding for ministries within the diocese	In progress: <ul style="list-style-type: none"> <li>• Increased visibility of NDEF and the work of the Our Fair Share Task Force</li> </ul>
Increase transparency in diocesan financial matters	In progress: <ul style="list-style-type: none"> <li>• Our Fair Share Task Force established and working to address concerns</li> <li>• EFMHE refocus</li> <li>• Treasurer’s efforts</li> <li>• Diocesan Council awareness</li> <li>• Need plan to explain what our finances do for mission</li> </ul>
Review/update current diocesan personnel policies	Good progress: <ul style="list-style-type: none"> <li>• First review &amp; update complete with approved revision of most sections in Sept. 2022</li> <li>• Revision of remaining sections in process</li> </ul>
Decide how the \$40K grant from the Executive Council of TEC will be used	Mostly Accomplished with follow through needed: <ul style="list-style-type: none"> <li>• \$2,000 grants to each congregation</li> <li>• Need stories and \$6,000 remains to be spent</li> </ul>
Formation of a <b>New Season of Ministry Task Force</b> to explore options for our diocesan future (2023-2025 and beyond) in the spirit of <i>Living the Way of Love</i> in our parishes, our communities, our state, and the world. See this web page and particularly the video on the page about the Way of Love: <a href="http://episcopalchurch.org/way-of-love/">episcopalchurch.org/way-of-love/</a>	In progress: <ul style="list-style-type: none"> <li>• Task Force has been formed</li> <li>• Work is underway</li> <li>• Anxiety about sustainability</li> </ul>

**Diocesan Minister – The Rev. Steve Godfrey**

Following the goals identified in the Diocesan Discernment Task Force report ([ndepiscopal.org/ddtf](http://ndepiscopal.org/ddtf)) and Mutual Ministry Matrix that Council developed in 2021 in response, I have strived to focus on developing and supporting teams for leading congregational vitality, ensuring sacramental celebration in all our communities, facilitating communication throughout the diocese, and supporting administrative needs. The review of the Matrix is included among these reports to Convention and forms the basis of my report.

I am happy to partially embody our first goal, hiring a diocesan minister, and with our success in fulfilling the other part of that goal, hiring Jess Thielke as diocesan administrator. It took some effort to get to this place of accomplishment. Jess and I are working together with Bishop Ely and the Rev. Kim Becker to form a circle of leadership model for the diocesan staff, which we are calling the diocesan Ministry Support Team. While we celebrate the formation of our team addressing this first goal, we also recognize the need to clarify the role of the diocesan minister and broaden the circle of leadership as we live deeper into this new season of shared ministry.

Kim’s presence is fulfilling another top goal and I have also been striving to support her work coordinating ministry in the Northwest and encouraging development of that ministry,

exemplified in the UTO-funded prayer path and traditional garden initiative at St. Paul's White Shield, All Saints' support for LGBTQ ministry at Minot State University, suicide-prevention ministry at St. Michael and All Angels in Cartwright, work with the Partnership for Renewal at St. Peter's in Williston, and beginning to discern youth ministry possibilities at St. Sylvan's in Dunseith.

Kim and I are also working to provide sacramental support for small congregations, which is a large part of my job, especially in Walhalla, Devils Lake, Fort Totten, Dickinson, Moorhead, and Minot. I am also grateful for the Rev. Charles Cherry, the Rev. Ann Schutz, the Rev. Bart Davis, the Rev. Toby Rowe, and the Rev. Mike Pretzer (ELCA) whose ministry is helping to ensure sacramental worship in Moorhead, Valley City, Walhalla, Devils Lake, and Dickinson; and for deacons Elsie Magnus, Don Leroux, Barb Olson, and Hellen Lodu, for their assistance in sharing communion and Good News in Walhalla, Devils Lake, and Moorhead. The Rev. Mary Johnson also helped to ensure sacramental ministry in the Northwest until retiring from that role this past summer. Overall, we are making good progress in addressing this important goal and the increased frequency of sacramental worship seems to be energizing these churches, with new vitality especially evident in the increased attendance and involvement of young people in several places. The leaders of St. John's in Moorhead have also focused on developing unity and have come together to develop an NDEF-funded education program for children and to support Peter Mading in going to seminary and seeking ordination.

We have made great progress in regular communications, with a new web site; *The Prairie*, our new biweekly email newsletter; and monthly Zoom check-in gatherings with the bishop, clergy and other congregational leaders and me. We have updated the personnel policies and made progress toward implementing the church's new Safe Church program despite some significant upstream roadblocks, thanks to the determination of Sandy Holbrook and the Rev. Zanne Ness. Parochial and diocesan reports, audits, and grant reporting are getting done and financial responsibility and transparency is increasing through the work of our treasurer, Charlotte Peterson, diocesan administrator Jess Thielke, and the Our Fair Share Task Force. We have invested a lot of effort in these areas and it is beginning to show. We still hope to find ways to help congregations, especially smaller ones, with administrative challenges.

The Congregational Development Committee, with the leadership of Donna Pettit, has engaged Partnership for Renewal ([partnershipforrenewal.com](http://partnershipforrenewal.com)) to help all our congregations to develop servant-leadership and core values; a comprehensive vision and plan for stewardship; a "divine purpose" statement; and an understanding of the spiritual gifts in each community. Three churches began the process during a week in June and have continued online work. They will complete the process during a week in November when three more churches will begin. Four members of the Congregational Development Committee are learning the process to form renewal teams that can lead this work with our remaining congregations.

Congregations and surrounding communities have also benefited from the \$2,000 grants for pandemic relief, made possible by a \$40,000 grant to the diocese from the Executive Council of The Episcopal Church. Diocesan Council's decision to share that money with our congregations has enabled some great ministry to blossom, including memorial feeds, homeless relief, back-to-school aid, suicide awareness work, and worship streaming efforts. These ministries have helped beyond pandemic relief to strengthening the effectiveness of our churches going forward. Sixteen of our nineteen congregations chose to participate. While all that money has been



disbursed, much of the money still needs to be spent and we still need to gather stories to share with the diocese and Executive Council, and to decide how to spend the remaining funds.

The Commission on Ministry, with the leadership of the Rev. Harvey Henderson, has been working on updating the ordination process and manual and has especially supported the renewal of the North Dakota School for Ministry ([ndepiscopal.org/ministries/school-of-ministry](http://ndepiscopal.org/ministries/school-of-ministry)), with a new curriculum designed to form a learning community to address the formation needs of our leaders. We have had two gatherings, one focused on preaching and the other seeking to introduce this new two-year program. Gatherings now include a focal “keynote” presentation and leadership by the Reconciliation and Creation Care committees to ground our learning in reflection on who we are in relationship to one another and God’s creation. The first keynote presentation was “The Lakota Story of Place,” by Dakota Goodhouse of United Tribes Technical College.

This involvement with the School for Ministry characterizes how reconciliation is becoming part of various aspects of diocesan life. The Reconciliation Committee held a retreat earlier this year to build trust within that group and with the bishop and me, which was seen as a necessary step for moving forward engaging some of the challenging work of story-sharing, learning, and reckoning that is needed for our divisions to heal. That work is ongoing. While I have learned a great deal through reading and conversations, worship, and ministry in our Native American congregations, I recognize that I have a lot more work to do to form the relationships we need to work together truly effectively.

Youth and young adult ministry is one area where we have especially struggled as a diocese. While the Young Life club and Camp Gabriel on Standing Rock stands out as a notable effort to celebrate, we have not yet succeeded at replicating that success in other communities or throughout the diocese. But I look forward to focusing on this goal with the development of a youth ministry position for the diocesan Ministry Support Team if it is funded in the 2023 budget as proposed.

I am especially excited about the New Season of Ministry Task Force and urge everyone in the diocese to complete their survey and participate in the conversations they host throughout the diocese this fall and winter. It is a big challenge to try to maintain a diocese the way we always have, and we are recognizing that that is not a sustainable goal, which is an invitation to open ourselves to God’s call to envision a new way of being a network of faithful followers of Jesus, partnering, collaborating, sharing, offering, and striving for the abundance he is truly offering.

While we have made much progress on most of our goals this year, it remains a struggle to focus on ministry development amid the many pressing administrative and pastoral challenges of diocesan leadership. Some of us like to point out that I am the only diocesan minister in the church, and we are surely still trying to figure out what it means. A diocese is a community of Christians gathered by a bishop and ministry is about service. It is a privilege to serve the people of this particular gathered community as we strive to discern God’s call to share the Good News of Christ in this place and time and create a foundation for that mission well into the future.

**Regional Coordinator for Episcopal Ministry in Northwestern North Dakota**  
The Rev. Kim Becker

Dear Beloved in Christ:

It has been a busy and exciting year in the Northwest. Some highlights:

- Successful United Thank Offering grant for environmental reparations for St. Paul's, White Shield, due to flooding of ancestral lands by Garrison dam: threefold project of prayer path, traditional garden, and elder-led classes underway. First class held in White Shield on 9/28 with @ 22 in attendance, from as far away as Fargo
- Successful second Roanridge grant to support NW initiative
- Northwest ministry collective featured at The Episcopal Church's Forma Conference
- NDEF grant for All Saints, Minot to partner with Lutheran Campus Ministry at Minot State University, focusing on LGBTQ and BIPOC students
- All Saints attendance at Pride Events in Minot
- NDEF grant to All Saints, Minot to support Chaplain Mark Bradshaw's training of therapy dog
- NDEF grants for White Shield and Dunseith to support the NW Ministry collective; additional NDEF funds for tech support at White Shield
- Covid relief fund at St. Michael and All Angels, Cartwright donated to Walk out of Darkness for suicide prevention and awareness
- Covid relief fund for St. Paul's, White Shield to be used for memorial star quilts
- St. Peter's, Williston held first vestry retreat with Partnership for Renewal: write Divine Purpose statement, create website, discern outreach to community
- All Saints, Minot to begin work with Partnership for Renewal in November
- Attend new liturgical service on Base, led by Episcopal priest, Chaplain Mark Bradshaw

I provide sacramental support (Eucharist) an average of twice monthly and coordinate calendar for services, including Bishop visitations. In addition, I am training as a trainer for Partnership for Renewal. I also serve on the Creation Care, Congregational Vitality, and Reconciliation Committees and co-taught the introductory course on ministry with the Rev. Steve Godfrey at School for Ministry.

I remain honored to serve as Northwest Regional Coordinator. Please do not hesitate to be in touch with any concerns or questions: 240.472.1102 / [nwcoordinator@ndepiscopal.org](mailto:nwcoordinator@ndepiscopal.org)

In Christ's peace, power, and love,  
Kim Becker

## **Standing Committee – The Very Rev, Mark Strobel**

The Standing Committee serves as a committee of council and advice to the Bishop and has additional duties prescribed by canon.

One canonical duty is to give consent to the Bishop for the purchase, sale, or encumbrance of any property held by a congregation or by the diocese. In March, the committee gave consent to the lease agreement between St John's Dickinson and the Methodist Church there.

In April, the committee met to consider the request of the Rev Ann (Anderson) Schutz to be reinstated to the priesthood of The Episcopal Church. That request was approved by the committee and reported to Bishop Ely who has completed the request.

In its role of providing advice and consent, the committee reviewed new governing documents for marriage proposed by Bishop Ely: a revised diocesan Policy for Holy Matrimony; Holy Matrimony Consent Forms; and an updated Declaration of Intention. The committee gave its consent and the documents have now been distributed by the bishop to the clergy of the diocese.

The Diocesan Council delegated the task of consider options for financing the costs of razing a house that belongs to the church in Fort Totten to the Standing Committee. That work is ongoing.

The Standing Committee has six members: three lay and three clergy. Lay members are Robert Fox, Christie Iverson, and Jason Thoms; clergy are John Floberg, Terry Overbo, and Mark Strobel. Terms for Christie and John have expired and, because they have served two consecutive terms, they are ineligible for re-election. Two new members will be chosen at this convention. Many thanks to John and Christie for their six years of service on the Standing Committee, especially during various transitions in the last couple years, including the committee's time serving the ecclesiastical authority of the diocese.

Respectfully submitted,  
the Very Revd Mark Strobel  
President, Standing Committee

## **Commission on Ministry – The Rev. Harvey Henderson, Chair**

Commission Members – The Rev. Harvey Henderson - Chair, the Rev. John Anderson, the Rev. Bart Davis, the Rev. Sloane Floberg, the Rev. Steve Godfrey – Diocesan Ministry Support Team, Joanne Lassiter, Elaine McLaughlin, the Rev. Terry Overbo – Standing Committee representative, the Rev. Jamie Parsley, Donna Pettit, the Rev. Hal Weidman.

The Commission on Ministry met several times on Zoom over the past year and in a couple of sub-committee groups to finish the editing of the Diocesan guidelines for “**Discerning and Responding to a Call to Holy Orders.**” We are planning to meet face-to-face in early December to approve what I hope is the final draft.

The redevelopment of the School for Ministry has been an emphasis for the COM over this past year. The goal is to see this effort as an opportunity for anyone in the Diocese to be a part of the

School, moving beyond the original model which was aimed at those preparing for ordained ministry in the Diocese and beyond. We gathered in Bismarck on the weekend of September 16<sup>th</sup> to 18<sup>th</sup>. Professor Dakota Goodhouse was the keynote speaker Friday evening and he spoke to us of the “Lakota Story of Place.” Sessions included the basics – theology, bible, ministry, and church history. This event was funded by a Constable Grant of \$12,000 which the Commission was successful in securing from the Episcopal Church. Mark your calendar - the next gathering of the School for Ministry is scheduled for April 28<sup>th</sup> to 30<sup>th</sup>. Remember – all are welcome!

Respectfully submitted,  
Father Harvey Henderson, Chair

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

The Congregational Development Committee has had a busy year since the last Diocesan Convention. After the workshops offered at that convention, we decided to join with the Partnership for Renewal (PFR) to lead our efforts for Parish Renewal. The committee spent considerable time talking with the directors, Martin and Valori, and learning about the organization of the sessions, the finances, training local Renewal Teams and using time in person and on Zoom to the best advantage. Leo created and we signed a letter of agreement with them. We had our first in person sessions in June at St. George’s, Bismarck; St. Thomas, Fort Totten; and St. Peter’s, Williston. These were meetings with the Vestry or leadership group. The third session is a Zoom meeting and the fourth is an in person meeting with the congregation. These three churches will complete those sessions when PFR comes to the Diocese the beginning of November. During that time, to take full advantage of Martin and Valori’s time in the Diocese, we will do the beginning sessions with St. John’s, Moorhead; St. John’s, Dickinson; and All Saints, Minot. So we are moving along and the local Renewal Teams are being trained. When PFR plans an additional trip to the Diocese we hope your parish will consider signing up. This renewal emphasis helps each parish discern its role; decide what is working and what is not working, and where it wants to go from now into the future. This is the parish version of the discernment we have been doing in the Diocese and will help each group move forward with a better chance of success and purpose.

From Donna Pettit for the Committee

### **Episcopal Foundation for Ministry in Higher Education**

Leah Henderson

At the Diocesan Convention in October 2021 there was a motion by Sandy Holbrook and seconded by Rev. Bart Davis to elect Leah Henderson for another term with EFMHE and to direct Diocesan Council to look at the founding documents of the foundation, review its ministry and report to the 2022 Diocesan Convention. Elsie Magnus and Jim Coomber resigned prior to the 2021 convention. The motion passed.

A working group was created to include Leah Henderson, John Baird, Anne Stevens, Leo Wilking, and Bishop Thomas Ely, and the council appointed Jason Thoms and Robert Fox to serve as additional trustees of EFMHE. After a full review and conversation about the history and current status of EFMHE and discussion of options, the working group came to a mutual

decision that the EFMHE should dissolve, and all the remaining funds would be given to the Episcopal Diocese of North Dakota. The Trustees of the EFMHE voted by consensus to dissolve the corporation, and to designate the remaining funds to be given to the Episcopal Diocese of North Dakota, in hopes that the Diocesan Council would use the money to support the hiring of a part-time diocese youth and young adult youth minister for a term of at least three years. The mechanics of this to be worked out with the Chancellor.

The Diocesan Council discussed the working group report and recommendations and voted to approve the EFMHE working group's recommendation that the funds be received by the Diocesan Council and the consideration of those recommendations, including the recommendation to hire a part-time Youth/Young Adult Minister for the Diocese on a three-year trial basis. The vote passed with one "No" vote.

The Diocesan council included funding in the 2023 Diocesan Budget for this new part-time Youth/Young Adult position, designating that remaining funds from EFMHE to be used over the course of three years to help fund this ministry position, along with other funds designated by Diocesan Council for this 3-year trial period.

Should the Convention adopt the proposed budget, it would be affirming the recommendations of the working group, the decisions of the EFMHE Trustees, and the Diocesan Council regarding the EFMHE.

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

The Foundation approved a number of grants during the Spring, 2022 grant round. These included:

- St. Paul's Grand Forks: \$3000 for a scholarship fund
- St. Gabriel's Camp: \$6189.04 for upgrades and maintenance
- St. Paul's, White Shield and St. Sylvans, Dunseith: \$2500 each for support of the Northwest Ministry Initiative
- St. Peter's, Williston: \$5000 for support of the Northwest Ministry Initiative
- St. John the Divine, Moorhead: \$4230 for a Sunday school program
- All Saints, Minot: \$2900 for therapy dog training for use at Minot Air Base and All Saints and \$3000 for childcare support at All Saints, pending development of the program
- St. Vincent's Center, Port-aux-Prince Haiti: \$9570 for the remodeling of shipping containers into physical therapy rooms.
- St. Paul's White Shield: \$2082 for AV equipment support, under consideration.

Additionally, the Foundation adopted guidelines for reporting on grants awarded as a requirement for future grants for a period of two years. Understanding how monies are used, and the impact that grant awards have is important information to guide the Foundation.

Considerable discussion was had about how best to manage disbursements from the Foundation to maintain a healthy balance, especially in times of low returns. The group determined that the total amount to be awarded for the fall, 2022 cycle would be \$20,000. As a reminder, grants are due by November 1, 2022 for consideration.

## **Personnel Committee – Sandy Holbrook**

The Diocesan Personnel Committee has completed its revision of the diocesan personnel policies; the previous policies had not been revised or updated since 2013. The committee's work reflects changes in diocesan practice and policy as well as changes resulting from General Convention actions, changes in Church Pension Fund policies/practices and state and federal law. The Diocesan Council approved the updated personnel policies in September, making several small edits a part of their approval. The final document will include, as appendices, two policies currently being adapted, as allowed, from the two model safe church policies approved by our General Convention in 2018.

Members of the Diocesan Personnel Committee include Bishop Ely, Carmine Goodhouse, Steve Godfrey<sup>+</sup>, Robert Hoekstra<sup>+</sup>, Sandy Holbrook (Chair), David Loduku, Leslie Ross, Jessica Thielke and Chancellor Leo Wilking.

## **Safe Church – Sandy Holbrook & the Rev. Zanne Ness**

During the past year the two diocesan safe church coordinators have continued their efforts to organize and make accessible to the people of our diocese the revised online training now provided through Praesidium Academy. Several of the training modules from the previous online system have been removed from Praesidium Academy, and several new ones have been created and added; others are in development but not yet available. The newly developed modules are quite different from the previous modules. One of our challenges has been to identify which of the new modules are best suited to which roles (clergy, vestry, licensed lay ministers, people working with youth/children, etc.). Working with an ever-changing system has been challenging. Technical support from the online system has been nominal but diocesan coordinators have attended webinars offered by Praesidium as one means to learn about the new online system. The diocesan safe church policies developed several years ago will be replaced by revised policies based on two model policies adopted by General Convention in 2018. That revision is underway. The diocesan coordinators are also in contact with the Safe Church Coordinator at the Episcopal Church Center who is newly appointed but helpful even though only part-time. Updates on the availability of the online training and who is required to have the training will be publicized through The Prairie and The Sheaf; clergy and lay leaders in congregations are encouraged to watch for safe church information and updates in those communications.

Diocesan Safe Coordinators  
Zanne Ness+ Sandy Holbrook

## **Reconciliation Committee - Christie Iverson**

The reconciliation committee has been active in offering Lectio Divina, sacred reading of scripture, weekly during Lent and then once a month via zoom on a Diocesan wide level. We had a presence as well as leading opening prayer at the recent School for Ministry gathering. We are also a presence on the New Season of Ministry Taskforce. Members of the committee, Larry Thiele and Robert Fox have been giving workshops at the Diocesan Convention both last year and this year.

We have been engaged in building trust within the committee and exploring options for reconciliation in the diocese at a weekend retreat at Maryvale, lead by consultant Mother Erin Kirby.

The committee would like to give heartfelt thanks to the School of Ministry, especially Harvey Henderson for having Dakota Goodhouse give an excellent presentation at the recent gathering and to Bishop Ely, Steve Godfrey and Kim Becker for bringing the videos Thee Episcopal Church Exposes the Doctrine of Discovery and Native Voices: Speaking to the Church and the World to the Diocesan Council. We appreciate the diocesan wide support that has been given to our goal of reconciliation and eventual healing.

Our next meeting will be November 15th 2022 at 6:30pm.

Respectfully submitted.

Christie Iverson  
Vice Chair  
Reconciliation committee

### **St. Gabriel's Camp – The Rev. John Floberg**



St. Gabriel's Camp is roughly 40 acres of Chief Red Hail's allotment which he donated for a Tipi Wakan (House of God). It was transmitted to the Episcopal Church under the signature of President Theodore Roosevelt. The Camp's northern boundary is the Cannon Ball River and the unceded territory that is identified in the Fort Laramie Treaty of 1868. It is rough land of sage, rock, ravines, hardpan, and cottonwood.

Just a few years ago St. Gabriel's development phase had ended with the ability of gathering between 40 and 60 people. The dining hall (Beede's Crossing – 32' x 32') was used for serving meals and group gathering. The steel roof would magnify the sound of the rain hitting it and cause difficulty in hearing what was being spoken. The room also needed to be transformed from tables and chairs to chairs and a stage more than a couple of times a day. Then at the end of August a lightning strike started a fire that burned our year 'round facility (Red Hail Lodge – 32' x 32') to the ground.

Red Hail Lodge had two ground floor bedrooms, two bathrooms, a kitchen, utility room, dining and gathering area and a loft. It was used for various kinds of Camp Staff, Native TEAMS Training and guest house at the Camp. The only thing to be salvaged was the cement floor and its water and sewer connections. This brought about the construction of a Morton Building with its name being a memorial of Dn. Terry Star. This steel structure (Star Lodge – 42' x 58') is connected to the Solar Panel power supply, a Geo Thermal HVAC System and now forms the centering facility of the Camp. The use of renewable energy makes the Camp useful year 'round and affordable to use.

The front 2/3 of Star Lodge is designed for group gatherings. It has a kitchen, two full bathrooms and a 32' x 32' open space. The east 1/3 of the building is being constructed as an apartment. It will have its own kitchen, loft area with a bedroom and living room area adjacent to the outdoor deck, two ground level bedrooms, living room and an area for the kitchen table. People staying in this apartment area will wake up to the panoramic sunrises and open space that is to the east of the Camp. Star Lodge has been a significant undertaking as the shell and insulation was put up by Morton Builders while the floor and interior work has been taken on by mission groups and others. Covid-tide has interrupted the completion of Start Lodge, though it is presently usable for lodging and group gathering as the plumbing and finishing work has not been completed.

St. Gabriel's was awarded two grants this year. NDEF provided a grant for projects around the Camp that needed attention – siding two of the cabins, putting in soffit under the eaves of Fairfield Lodge, dealing compassionately with bats, and doing painting. A second grant from the Episcopal Church for Creation Care. The funding has been used to install an HVAC system into Fairfield Lodge. This is the other lodging facility that has a capacity to sleep 16 people as well as have its own full bathroom with showers. The purpose of the grant itself is to enlarge St. Gabriel's ability to host groups of people that would come to Standing Rock to experience and learn about environmental justice. Fairfield Lodge connected with Star Lodge creates the space at St. Gabriel's to host individuals and groups that would come for that purpose. The University of Dayton is again bringing a group in May of 2023 to further develop its relationships on Standing Rock, a PhD Candidate from Florida State has been writing about Standing Rock and the connections between the Christian Faith and Indigenous Spirituality/World View, the Episcopal Church's Native Youth Event has been hosted at St. Gabriel's the last two times it has gathered.

St. Gabriel's is adjacent and upstream to Cannon Ball. The events that took place at Standing Rock in 2016-17 provide a footprint on the land to tell a story of Environmental Justice and the story of making Treaty and their ongoing obligations between the Great Sioux Nation and the United States. It also provides the space to tell and explore the story of the Episcopal Church and Indigenous Ministry.

But St. Gabriel's is not a museum or historical site. It is an active place of engagement. Each summer the Camp is brought out of its winter slumber and is prepared to host camps of between 25 and 60 teens and adults. The four Cabins (Yellow Bear, Rising Sun, Young Eagle and Uses His Own Arrow) together with Fairfield and Star Lodge provide places to sleep and to form small groups. The Canteen (known as Little Bird Hall), the Chapel (which was St. Luke's Church until the 1960's), the Bathhouse (6 showers, four sinks, four toilets) and the Dining Hall and Kitchen provide those who come to the Camp with the Camp facility.



This past summer there were four Camp Sessions that were hosted by local leadership and a couple of YoungLife groups that came to pitch in with their own gifts and talents. Typically there is a ratio of no fewer than 1 adult to every 5 or 6 teens attending Camp.

A day at Camp begins with the warmth of the sun rising up and dispelling the shadows of the night. Chapel is held followed by Breakfast and the first Session that will include a talk, some games/activities and music. Then lunch gets prepared and served with energy being provided for an afternoon of hiking the butte, swimming in the pool, playing four-square volleyball or take a 15 minute ride to Froelich Dam for a time of tubing behind the Camp's 150 horsepower speed boat. If the wind is calm enough and there is adequate supervision the kayaks and the pontoon boat will be brought along as well. The groups that go to the lake will get back just in time to clean up and for supper to be served. A second Session will take place with another talk given that follows the theme of the Camp for that week along with games and some music. If the wind is calm a fire will be lit and free time will last until everyone is called in for Chapel and the close of the day.

St. Gabriel's Camp is financially supported by groups that may come to use the Camp or that help put on the Camp, through the Diocesan Budget (Insurance and Program/Project Budget), and Standing Rock's YoungLife Budget and the YoungLife partnership provides some scholarship assistance as well. Other significant sources that offset expenses are the GeoThermal HVAC System and the Solar Panels.

We estimate that more than 1,000 individual teens have attended St. Gabriel's Camping Sessions over its years of operation. In any given summer it will host at least 35 individuals with a total participation of nearly 120 residents at Camp. More than 3000 registrations have made up the Camp's population since it began to host them more than 25 years ago.

St. Gabriel's Camp is available for use from any congregation or group in the Diocese. The level of support to host each group is negotiable. The cost for use of the Camp will be determined by the level of support provided. The base is \$15.00 per person for an overnight stay that would provide use of the facility and its utilities.

For inquiries please contact:  
Fr. John Floberg  
[jffloberg@gmail.com](mailto:jffloberg@gmail.com)

## Creation Care Committee - Solveigh Barney

The Creation Care Committee of the Diocese of North Dakota originated in January of this year out of inspiration from serving on the Episcopal Church Presiding Bishop's Delegation to the United Nations Climate Conference COP26 in November 2021. I realized that several dioceses had creation care committees that were doing impressive work and I knew that the Diocese of North Dakota had the potential to be a part of and more involved in the Episcopal environmental movement. With the help of Amy Phillips, I decided to reach out to our bishop and pursue the formation of a Creation Care Committee with the purpose of spreading awareness of the environmental crisis, informing diocesan members of our Genesis covenant to be stewards of the Earth, and raising unheard voices in the name of environmental justice. Luckily, we were successful in our formation, and despite our fresh origins, it has been a fruitful year.

We began our agenda by hosting an initial conversation hoping to learn about the current perceptions of climate change and care for creation within our diocese. With this knowledge we sought out who would be interested in this work and found a roster of committed and enthusiastic members to join our team. Our committee currently consists of Amy Phillips, the Rev. Mary Johnson, the Rev. Kim Becker, Robert Fox, Canon Hal Weidman, and myself, Solveigh Barney.

To discuss a few highlights this year, initially we have made our presence known through publishing the Creation Care Corner which includes topics such as recycling, gardening, and protecting the monarch butterfly. We will continue publishing this piece and sharing tips in the diocesan newsletters in the coming year. We also sought insight from Minnesota Interfaith Power and Light on how to move forward and received some helpful advice in orientating ourselves with our core purpose. In April, we created and shared an Earth Day video displaying photography with the prompt of "what does creation care mean to you?" from diocesan members across the state of North Dakota. Finally, the Creation Care Committee will be hosting a workshop led by Amy Phillips at convention which will give some insight into what creation care means within our diocese. We will also be displaying a booth with similar information. Please stop by if you are interested in our work or if you would like to get involved.

As for the future, our main objective is to continue establishing our presence within the diocese. A major project will be providing support with the UTO grant project at St. Paul's in White Shield. We also hope to eventually host an open house at St. Paul's once the project is completed with the potential of bringing in a national accredited speaker to talk on environmental reconciliation. Finally, we want to conduct energy audits on churches and associated buildings to assure more sustainable and affordable community life in the future.

Thank you all for your support in this last year and for opening space within our diocese for creation care initiatives. I appreciate your willingness to give a novice like me a chance in leading something and bearing with my idealistic thinking. As always let me know if you have any questions or concerns.

Sincerely,  
Solveigh Barney  
solveigh.barney@gmail.com

## Notes from General Convention 80 – Baltimore July 8-11, 2022 – John Baird

### Worship services and sermons

**Honored St. Stephen's Alabama** where there was a shooting and **Bishops Against Gun Violence** had a march and prayers at the site of shooting that happened on our first day of convention

### Resolutions:

- A125 – Extending & Furthering the Beloved Community – start a new Coalition for Racial Equity & Justice – \$300,000 in budget (2 years) for startup then be funded by an annual draw of one-tenth of the trusts and endowment funds available for general use in the Episcopal Church budget.
- A127 – Truth Telling about Episcopal Church's History with Indigenous Boarding Schools – \$225,000 in budget (2 years)
- A129 – historical research into origins and sources of financial and other assess directly tied to enslavement and social injustice – urge each diocese to do the same thing
- A097, A098, A099 – Adaptive Change and research capacity for the Episcopal Church
- A132 – Task Force to study Congregational Vitality Indicators
- A155 – Task Force to revise Parochial Report Finance Page
- A156 – Task Force for State of Membership in the Episcopal Church
- A004 – Task Force on Dialogue with South Sudanese Anglican Diaspora
- D054 – 81<sup>st</sup> General Convention (2024) will be in Louisville, KY
- A001 – 82<sup>nd</sup> General Convention (2027) – 5 choices: Phoenix, Orlando, Charlotte NC, Pittsburgh, San Juan Puerto Rico
- D050 – Reunion of Diocese of North Texas (former Forth Worth) with Diocese of Texas
- A063 – Creation of Director of LBGQTQI & Women's Ministries: \$300,000 in budget (2 years)
- A154 – Bord of Archives changed to Archives Advisory Board & Archivist appointed by PB & President of HOD – report to Executive Council
- A048 – Amend canons & budget process so that prepared buy Executive Council – eliminates PB&F
- C023 Commemorating Rt. Rev. Barbara Harris. Her date of consecration and first woman bishop of the Anglican Communion – February 11 in Lesser Feasts & Fasts calendar.
- A138 – Allow electronic meetings of committees up to 90 days before General Convention
- A059 – concur with HOB on making revisions to Book of Common Prayer, Hymnal 1982 and liturgies
- A137 – Full communion with the Church of Sweden (We also are in full communion with ELCA, The Moravian Church – Northern and Southern Provinces, Mar Thomas Syrian Church of Malabar India, Old Catholic Churches of the Union of Utrecht, and Philippine Independent Church <https://www.episcopalchurch.org/ministries/ecumenical-interreligious/full-communion-partners/>)
- C004 – June 19<sup>th</sup> – Juneteenth put in Liturgical Calendar

### Report from the Committee on the State of the Church

### **Elections held** – including

- Julia Ayala Harris (Oklahoma) – President of HOD
- Rachel Taber-Hamilton (Olympia) – Vice President of HOD
- Executive Council
  - Lay – Dianne Audrick Smith, Sandra Montes, Joe McDaniel Jr, Annette Buchanan, Scott Haight, Tivaun Cooper
  - Clergy – Charles Graves, Deborah Jackson
- Joint Nominating Committee for the Election of the Presiding Bishop – 20 members elected via online voting before GC 80 – presentation and election of new PB to be done at GC 81 in 2024

### **Other subject of Interest**

- Beloved Community of Jesus Christ <https://www.episcopalchurch.org/beloved-community/>
- The Way of Love <https://www.episcopalchurch.org/way-of-love/>

### **Budget notes** – A228 passed by both houses: \$5 Million income and expenses per year

- Diocesan assessment was modified so \$200,000 of diocesan income exempted from assessment (previously was \$160,000) – assessment then is still 15% - overall decreases income by \$1 Million
- Investment income – in this budget is down \$229,000 for the biennium – amount budgeted is based on a 5% draw on a 5 year rolling average of the endowment – currently investments are down 20% but historically over the last 20 years average return is 8.1%
- Overall investments are approximately \$240 Million donor restricted and \$161 Million unrestricted
- Staff salaries are increased annually by a 3% COL regardless what the COL nationally
- Medical insurance was increased 9% in this budget
- New items in expenses and increased include the amounts noted in resolutions above
  - Episcopal Coalition for Racial Equity & Justice (\$300,000 for 2 years)
  - Review of Episcopal run Indigenous Boarding Schools (\$225,000 for 2 years)
  - Director of LGBTQI & Women’s Ministries (\$300,000 for 2 years)
  - Diocesan Support increased for dioceses receiving aid – including North Dakota 5% per year
    - ND currently in 2022 is \$231,333 – increased – 2023 to \$242,900 and 2024 to \$255,045

## **Province VI – The Rev. Steve Godfrey**

Representatives of the Diocese of North Dakota participated in the online Province VI Synod in February 2022. The Province VI Council is currently working on grant guidelines, hosting online conversations for people involved with small churches, exploring indigenous ministries in the Province, and addressing the structure of the Council membership. A lay representative to Council from North Dakota is now needed based on the new structure.