

55th Diocesan Convention

October 24-25, 2025

Prairie Knights Casino & Resort | Fort Yates, ND

Theme: Anchored in Christ’s Love: One Body, One Mission

Convention Website: www.ndepiscopal.org/2025diocesanconvention



PreConvention Mailing—October 9, 2025

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The 55th Annual Convention of the Episcopal Diocese of North Dakota

October 24-25, 2025 | Fort Yates, North Dakota



Dear Sisters and Brothers, parish delegates and clergy to our 55th Annual Convention,

It will be my delight and honor to welcome you to the pleasant reunion, thoughtful education, efficient business meeting, and bishop election that will make up our annual convention in Fort Yates.

This year's Convention theme – **Anchored in Christ's Love: One Body, One Mission** – both names and reminds us that we are members of God's family, bound together through Christ, throughout the wide state of North Dakota and Cass County, Minnesota.

The Convention Planning Committee invites you to note some important changes to the **schedule**, **content**, and **canonical requirements** of this year's convention:

All Diocesan Business on Friday Afternoon

Due to the happy task of saving our Saturday meeting time for the election of the 12th Bishop of North Dakota, all Diocesan convention business must be accomplished on Friday, October 24th.

Therefore, the Convention **will convene at 2PM** in the Pavilion Ballroom of the Prairie Knights Casino Friday afternoon. Further, because we must have time to elect new diocesan leaders and approve budgets for 2026 and 2027, we will not hold workshops as has been done in past conventions.

Larger Quorum Needed for Election of a Bishop

Because we are holding an election for a bishop, our canons require that **two-thirds** of the **Members of the Clergy** entitled to vote and **two-thirds** of the **Lay delegates** representing **two-thirds of the Congregations** entitled to representation at the Convention shall constitute a quorum for the election of a Bishop. (Canon III, Sec.5)

Please ensure that you and your fellow parish delegates are registered for the Convention and for lodging.

With my thanks for your support of an exciting and successful convention,

+Brian

Bishop Provisional

*The Convention Delegates of the Indigenous Parishes,
Clergy serving Indigenous Parishes,
And Tribal Episcopalians*

are invited to the 2025 Convention Meeting of the

North Dakota Council on Indian Ministries

October 24, 2025 at 11:30AM – Prairie Knights Casino & Resort

Hosted by Tyrrell DeCoteau, chair of NDCIM

Please plan to arrive early to our annual Diocesan Convention to join your Episcopal sisters and brothers for a time of fellowship and re-energizing organization. We will share stories of recent accomplishments, and inspire each other with hopes for future mission.

West and East Regions to Elect Council Representatives

Friday, October 24th, Break during Business Session

Delegates and Clergy of the West and East Regions of the Diocese are reminded to gather during the Friday Business session to elect new Diocesan Council representatives.

West Region Elect two persons to Council
Share important highlights from your congregation(s)

East Region Elect two persons to Council
Share important highlights from your congregation(s)

Regional delegates are certainly encouraged to talk among themselves about Council candidates prior to your electing meeting.

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Convention Schedule

Friday, October 24th

- 11:00am Registration Opens
- 11:30am North Dakota Council on Indian Ministries Meeting
- 2:00pm Opening Plenary
Start of Diocesan Convention Business
- 5:30pm Social Hour
- 5:30pm Friends of Bill meeting
- 6:30pm Dinner
- 7:30pm Dakota Pro Musica Event

Saturday, October 25th

- 7:30am Breakfast & Final Registration
- 9:00am Opening Worship Liturgy of the Word
- 9:50am Explanation of Bishop Diocesan Election
- 10:00am Election Begins



Following the Election, we will close with Eucharist

Dakota Pro Musica presents

Sacred Place

A Concert exploring our relationship with Nature and Creation

Dakota Pro Musica
Dr. Jason Thoms, Artistic Director

Friday, October 24, 2025 at 7:30 pm
Annual Convention of the North Dakota Episcopal Church
Prairie Knight Casino, Fort Yates, ND

Concert Sponsors

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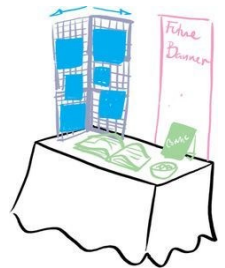
Housekeeping Information

Registration forms are available and have been emailed out to delegates and clergy. They are also available on our website, should your email have been missed. If you have not received a registration form, please contact Jessica in the Diocesan Office. **WE NEED ALL REGISTRATION FORMS FOR THE ELECTING CONVENTION. PLEASE TURN IN AS SOON AS YOU ARE ABLE!**



Hotel Rooms should be secured sooner rather than later. Please call Prairie Knights and book your room. Mention "Episcopal Diocese of North Dakota Convention" when you call to book your room. Phone: 701.854.7777

Display & Selling Tables will be around the Convention space. We look forward to as many tables as there are people interested in sharing their ministries. We ask that tables be ministries or interests appropriate to the Episcopal Church. These display tables could also be a chance to showcase a special ministry or program at your church, sell items to help fund ministries, or a place to give away items your church/ministry is no longer using. Once you get an idea for your display table, please email Jessica in the Diocesan Office for next steps.



A special thanks to the **Convention Planning Committee** for their dedication and hard work throughout the year planning this year's Diocesan Convention. The Committee has met faithfully since April, putting in time, energy, effort and prayers to bring you the Diocesan Convention this year. Make sure to say a special "thanks" as you see them through Convention.

Jessica Krzewina - dMST, Committee Chair
George Abdilnour - St. Peter's, Williston
Harvey Henderson - St. Paul's, Grand Forks
Sandy Holbrook - St. Stephen's, Fargo
Ashley Hubbard - dMST, Diocesan Missioner

Joanne Lassiter - St. George's, Bismarck
Beth Lipp - St. George's, Bismarck
Donna Pettit - St. Paul's, Grand Forks
Vanessa Strobel - Gethsemane, Fargo
Brian Thom - dMST, Bishop Provisional



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Congregational Participation

Lord's Prayer Videos

To express our diversity, we would like someone (or multiple **someones**) from each congregation to **record the Lord's Prayer**.

We are looking for a **broad representation** from the diocese – a prayer from young people, from elders, from folks of varying genders, cultures, traditional and contemporary languages, and in different languages. **Our hope is to receive video footage (at least one) from all 18 of our congregations.**



Please use a cell phone and record a video reciting the Lord's Prayer. When you send in the video, please let us know who is in the video, their parish, and if speaking in a different language, please identify the language.

At convention we will play these recordings at various times of worship, at mealtimes, and during the waiting time after ballots are cast on Saturday.

You can send them in by:

- Texting them to the Diocesan cell phone: **701.235.6688**
- Emailing them to me: **fatherharvey@stpaulsgrandforks.org**



WE ARE STILL MISSING A FEW. PLEASE RECORD AND SEND IN AS SOON AS YOU ARE ABLE!!

Thanks in advance, Father Harvey Henderson+

Pictures

Throughout Convention, there will be times when we would like to display congregational pictures. Please send in pictures of your worship spaces, building, and people that help identify you as a part of the Diocese of North Dakota. For instance, your baptismal font, your altars, your community gatherings, the LGBTQ+ events you host, stained glass windows, quilts... anything that is unique and identifying to your community and place of worship, would be welcome! Please email or text pictures to Jessica in the Diocesan Office:

701.235.6688 | office@ndepiscopal.org



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Nominations ~ Open Positions

There is a nomination form available on the website.

Pages 11-12 have biographical information for nominees received by September 8, 2025.

Know of someone who is passionate about the Diocese and would do well in a position of leadership? Nominate them for one of the many open positions throughout the Diocese. You yourself want to run? You may turn in your own nomination form. Questions about what it means to be a part of Diocesan Council or Standing Committee? Reach out to Bishop Brian Thom for more information.

Nominations to be included in the Convention packets will be accepted until Wednesday, October 8, 2025. After that date, as in the past, nominations "from the floor" for candidates for elective offices will be in order at the Convention. Nominations from the floor will require all information from the nomination form to be distributed to all delegates by the nominee/nominator.

Thank You

A special thank you to **Dn. John Anderson, St. Stephen's, Fargo** and **Donna Pettit, St. Paul's, Grand Forks**, for serving two three-year commitments on Diocesan Council, both elected from the East Region. We are grateful for your dedication to leading the Diocese in North Dakota. As you see John and Donna at Convention this year, please give them an extra thank you for their time and leadership.

Gracious God, we thank you for the work and witness of your servants John and Donna who have enriched this community and brought gladness to friends; now bless and preserve them at this time of transition. Guide them in the continued use of your gifts. Give them sustenance for temporal and spiritual needs, friends to cheer their way, and a clear vision of the ministry to which you are now calling them. By your Holy Spirit be present in their pilgrimage, that they may travel with the One who is the Way, the Truth, and the Life, Jesus Christ our Lord. Amen.

[Book of Occasional Services, Pgs. 281-282]

Secretary of Convention

Elect: 1 person, 1 year term, repeatable

This person is responsible for the recording of the proceedings of the Convention and their publication, and for certain official correspondences and certifications throughout the year. The diocesan Ministry Support Team provides assistance.

Treasurer of the Diocese

Elect: 1 person, 1 year term, repeatable

This person is responsible for oversight of receipt and disbursement of all diocesan funds and for reporting the same in accordance with church and state laws. The Treasurer should have general knowledge of accounting procedures, and a close and supportive relationship to the Diocese and the local church. The position carries seat, voice, and vote in Convention and on the Diocesan Council. The Treasurer is usually, though not necessarily, the Chair of the Finance Committee. The Diocesan Administrator handles the day-to-day bookkeeping, payment of accounts, etc.

Standing Committee/Diocesan Council

Standing Committee: Elect 1 clergy, 2-year term

Standing Committee: Elect 1 clergy, 3-year term

Standing Committee: Elect 1 lay person, 3-year term

East Region to Diocesan Council: Elect multiple positions

West Region to Diocesan Council: Elect multiple positions

The Standing Committee meets concurrently with Diocesan Council (4-5 times per year) or on call by the President, or the Bishop. Its concerns are final approval, with the Bishop, of persons in process toward ordination, with legal matters, especially the sale or encumbrance of diocesan properties, and various canonical responsibilities at the wider church level (e.g., consents to the election and consecration of bishops). The Standing Committee also serves as a Council of Advice to the Bishop, and when the diocese is without a bishop and under certain other situations of the Bishop's absence or incapacity, the Standing Committee becomes the Ecclesiastical Authority of the Diocese. The President and Secretary of the Standing Committee are elected annually from among its membership. Members of this Committee are also members of the Diocesan Council.

The Diocesan Council is similar to the Vestry or Bishop's Committee of a local congregation. It serves to carry out the program, policy, and budget of the Diocese between meetings of the Convention. Currently, 4-5 meetings are held in person (Friday evening to Saturday afternoon) and additional meetings may be held on Zoom if needed. Members need to have good internet access and the capacity to attend all in-person meetings, including required travel (at diocesan expense) and Zoom meetings. This is an important leadership, policy setting, planning, and administrative group, which, with the Bishop, make many decisions about the on-going life of the Diocese. Persons serving on Council should have a good understanding of the Church at the local level and a strong personal commitment to Christ.

General Convention Deputies

Elect four clergy and four lay deputies (Alternates will be elected in 2026)

Elected Deputies will represent the Diocese of North Dakota at the 82nd General Convention of The Episcopal Church, currently scheduled to be held in July 2027 in Phoenix, Arizona. General Convention Deputies must be able to travel and participate in a rigorous, 6-day business agenda there, as well as commit considerable time before the convention reading and preparing individually and in deputation Zoom meetings.



NOMINATIONS

(Received as of September 8, 2025)

Secretary of Convention

Elect 1 ~ one-year term; repeatable

Nominee: Amy Phillips, St. Stephen's, Fargo

Experience: I have had numerous experiences serving in secretarial positions that required taking minutes, organizing/maintaining documents, communicating via various systems, etc. These experiences occurred in academia, non-profit community organizations, social justice groups, and churches (including the NDED Diocesan Council and Standing Committee).

Why do you wish to serve and what gifts would you bring? I wish to serve in this ministry because I was asked to submit my nomination for the position by someone I respect and who has seen my secretarial skills in actions. Some of the gifts I would bring to the position include being detail-oriented, efficient, a good editor, and a seasoned writer (plus I like to get tasks done quickly).

Standing Committee

Elect 1 Clergy ~ two-year term

Elect 1 Clergy ~ three-year term

Elect 1 Lay ~ three-year term

Nominee: The Rev. Dn. Elsie Magnus, St. Peter's, Walhalla

Experience: I have previously served on Commission of Ministry, Diocesan Council, Chairperson of Episcopal Foundation for Ministry in Higher Education, and have filled a two-year vacancy on Standing Committee. I am the deacon for St. Peter's Walhalla, and full-time pulpit supply for Cavalier Presbyterian. In my secular life I have been a Cavalier County Commissioner and served on many boards related to the Commission. I am the chairperson of Langdon Prairie Health Foundation, serve on Job Development Authority, and Northern Lights Art Council. I have recently left the Pembina Gorge Foundation Executive board after completing the third of three terms.

Why do you wish to serve and what gifts would you bring? I am called to service in my church, in my community, and in my home. My profession was a place of teaching children and young adults not just to sing and play instruments, but to acknowledge the gift of music they received and give that gift in return by sharing it with others. I bring a sound inquiring mind to the table, experience and knowledge of the Episcopal Church in North Dakota, and prayerful consideration of the decisions placed before the Standing Committee.

Nominee: The Rev. Jamie Parsley, St. Stephen's, Fargo

Experience: I bring many years of experience with me, and with those years, much knowledge about how the Diocese runs. Over these 25 years, I have served in various capacities in the diocese: I have served on Diocesan Council, Chair of the Commission on Ministry, I was the Bishop's Executive Assistant and I was editor of *The Sheaf* for over 10 years; most recently I served on the Bishop's Nominating Committee and the Transition Committee for the Bishop's Candidates. I am just completing a term on the Standing Committee completing John Floberg's term.

Why do you wish to serve and what gifts would you bring? Serving on the Standing Committee during this time I think is important. We need people who have the experience and the history to serve on Standing Committee as we make the transition to a new, full-time bishop. I think I can provide the experience to serve on Standing Committee during this time.

Treasurer of the Diocese

Elect 1 ~ one-year term; repeatable

Nominee: The Rev. John Floberg, Standing Rock

**Also running for General Convention Deputy*

Experience: As a priest of the diocese I have served multiple terms on Council/Standing Committee and as a General Convention Deputy. I know this diocese well. I know many of the leaders in this diocese.

Why do you wish to serve and what gifts would you bring? I have a gift of connecting financial and other resources to the mission of the Church through its various ministries. I wish to serve because I want to be a good steward of the life, mission, and ministry of the Diocese of North Dakota.

Diocesan Council

East Region to Diocesan Council: Elect multiple positions

West Region to Diocesan Council: Elect multiple positions

Nominee: The Rev. Harvey Henderson, St. Paul's, Grand Forks [East Region]

Nominated by Donna Pettit

Experience: Fr. Harvey has been a priest in this diocese for many years, including as rector of the church in Wahpeton, and recently as part-time priest at St. Paul's, Grand Forks. Fr. Harvey has been a loving pastor, a very fine preacher, and keeps us going at St. Paul's.

Why do you wish to serve and what gifts would you bring? Fr. Harvey's longevity in the diocese makes him an asset for understanding how the diocese works, what problems we face in the diocese, and how to encourage people to work together. He has a good understanding of how things work.

Nominee: The Rev. Hal Weidman, St. George's, Bismarck [West Region]

**Also running for General Convention Deputy*

Experience: I have served five congregations in five dioceses and was raised up by a parish in a sixth diocese. I have served on Northern California's Youth and Young Adult Commission; Atlanta's Creation Care Committee; South Dakota's Standing Committee, Black Hills Deanery Dean, and Commission on Ministry; North Dakota's Commission on Ministry, Creation Care Commission, Representative to Provincial Synodical Council, West Region President; Baltimore General Convention Deputy; Georgia's Camp Honey Creek and Creation Care Commission; and served small to large-sized parishes in rural and urban diocese.

Why do you wish to serve and what gifts would you bring? I wish to serve in these positions because I'll bring a depth and breadth of ministry on the parish, convocation, diocesan and provincial level to them. I'm a disciple of and believer in the restorative power of Christ and the Sacraments. I'm pragmatic, calm under pressure, faithful, a multi-tasker, and support talking with ecumenical and interfaith groups. I'm able to keep many projects, programs, and people organized, and I don't take myself too seriously.

General Convention Deputies

Elect four clergy and four lay deputies (Alternates will be elected in 2026)

Nominee: The Very Rev. Mark Strobel, Gethsemane Cathedral, Fargo

Experience: Served on the Diocesan Council for seven years, six as a member of the Standing Committee. Served on the interview committee to Call Tom Ely as Bishop Provisional. Served on a transition committee early in Bp. Ely's ministry. Currently a member of the Executive Board for The Episcopal Network for Stewardship (TENS). Currently serving as Dean at Gethsemane Cathedral, since 2015.

Why do you wish to serve and what gifts would you bring? My experience on the Diocesan Council will help me bring the voice of the Diocese of North Dakota to the General Convention. And my work on TENS board offers opportunities to connect our diocese with ministries and resources in the broader Church.

	2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025	2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
	Revenues						
1010	Diocesan Stewardship Share (15%)	\$ 190,418.34	\$ 170,634.37	\$ 125,617.21	\$ 182,739.00	\$ 185,500.00	\$ 185,500.00
1020	Diocesan Stewardship Share Prior Year	\$ 5,001.95	\$ 24,117.16	\$ 1,521.55	\$ -	\$ -	\$ -
1030	Donations and Gifts	\$ 1,599.10	\$ 5,498.09	\$ 975.00	\$ -	\$ -	\$ -
1035	WoDakota Annual Appeal	\$ 50,741.60	\$ 33,030.00	\$ 14,742.00	\$ -	\$ 15,300.00	\$ 15,300.00
1040	General Convention Grant	\$ 242,900.04	\$ 255,045.00	\$ 178,531.36	\$ 267,797.00	\$ 281,187.00	\$ 295,246.00
1050	From Designated Funds (Sudanese Ministry, YM Program; School for Ministry, Diocesan Car Reserve)	\$ 4,742.23	\$ 782.24	\$ 2,031.27	\$ 30,000.00	\$ 33,850.00	\$ 33,850.00
1051	From NDCIM Designated Funds (NA Leadership Training, Other NA Funds, Sustainability Grant)	\$ -	\$ -	\$ -	\$ -	\$ 12,500.00	\$ 12,500.00
1055	Transfer from Real Estate Fund - Held at DFMS/Trust & Endowment	\$ -	\$ -	\$ -	\$ -	\$ 25,000.00	\$ 25,000.00
1060	From Funds held by NDEF on behalf of the Diocese	\$ -	\$ -	\$ -	\$ 50,000.00	\$ 52,000.00	\$ 52,000.00
1070	Additional from Congregations (St. John the Divine, Moorhead)	\$ -	\$ 5,000.00	\$ -	\$ 5,000.00	\$ 33,430.00	\$ 34,578.00
1090	Event Income	\$ 5,185.00	\$ 4,030.00	\$ -	\$ 5,000.00	\$ 6,500.00	\$ 6,500.00
1100	Royalty Income (Mineral Rights Deposits & Bakken Reserve Fund)	\$ 53,157.09	\$ 69,893.70	\$ 37,269.81	\$ 55,000.00	\$ 87,600.00	\$ 87,600.00
1110	Miscellaneous Income	\$ 138.39	\$ -	\$ -	\$ -	\$ -	\$ -
1120	Transfer from Trust & Endowment dividends	\$ 91,816.99	\$ 135,779.54	\$ 138,623.00	\$ 182,648.00	\$ 180,000.00	\$ 180,000.00
1130	Transfer from Trust & Endowment Fund - 4% of value	\$ -	\$ 73,238.22	\$ -	\$ 122,580.51	\$ 148,348.00	\$ 148,348.00
1140	Transfer from Trust & Endowment Fund - Additional 1% of value	\$ -	\$ -	\$ -	\$ -	\$ 37,087.00	\$ 37,087.00
	Total Revenues	\$ 710,347.92	\$ 777,048.32	\$ 499,311.20	\$ 900,764.51	\$ 1,098,302.00	\$ 1,113,509.00

Financial reports through the third quarter (September 30, 2025) will be posted at <https://www.ndepiscopal.org/2025diocesanconvention/> no later than Saturday, October 18, 2025, emailed to clergy and delegates by Monday, October 20, 2025, and distributed at Convention.

	2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025	2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
	Expenses						
	Extra - Diocesan Expense						
2010	Diocesan Covenant Commitment	\$ 38,186.76	\$ 52,070.04	\$ 26,744.64	\$ 40,116.90	\$ 45,316.50	\$ 60,000.00
2020	General Convention Deputation	\$ 10,000.00	\$ 10,000.00	\$ 5,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
2030	Province VI Assessment	\$ 750.00	\$ 750.00	\$ -	\$ 750.00	\$ 750.00	\$ 750.00
2040	Ecumenical & Interreligious	\$ -	\$ 350.00	\$ -	\$ -	\$ 350.00	\$ 350.00
2045	WoDakota Ministry	\$ -	\$ -	\$ -	\$ -	\$ 15,000.00	\$ 15,000.00
	Total Extra - Diocesan Expense	\$ 48,936.76	\$ 63,170.04	\$ 31,744.64	\$ 50,866.90	\$ 71,416.50	\$ 86,100.00
	Episcopate Program Expense						
2050	Business Hospitality	\$ 1,465.54	\$ 2,089.08	\$ 903.28	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
2060	Professional Expense	\$ 888.01	\$ 1,598.66	\$ 305.71	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00
2070	Travel Expense (Hotels, Meals, Mileage, Cell Phone)	\$ 17,365.39	\$ 11,473.93	\$ 11,290.10	\$ 15,000.00	\$ 20,000.00	\$ 20,000.00
2080	Temporary Housing	\$ 7,011.04	\$ 6,224.83	\$ 3,133.98	\$ 8,000.00	\$ -	\$ -
2090	Transfer to Discretionary	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
	Total Episcopate Program Expense	\$ 27,729.98	\$ 22,386.50	\$ 16,133.07	\$ 27,500.00	\$ 25,500.00	\$ 25,500.00
	Personnel						
	Personnel - Episcopate						
2100	Stipend - Bishop Provisional	\$ 42,849.96	\$ 44,199.96	\$ 30,333.36	\$ 45,500.00	\$ 11,375.00	\$ -
2105	Stipend - Bishop Diocesan	\$ -	\$ -	\$ -	\$ -	\$ 113,750.00	\$ 136,842.00
2110	Continuing Education - Bishop Diocesan	\$ 360.00	\$ 250.00	\$ -	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00
2120	Pension - Bishop Diocesan		\$ -	\$ -	\$ -	\$ 20,475.00	\$ 24,631.56
2130	Medical Insurance - Bishop Diocesan		\$ -	\$ -	\$ -	\$ 23,052.00	\$ 23,052.00
2140	Life Insurance - Bishop Diocesan		\$ -	\$ -	\$ -	\$ 192.00	\$ 192.00
	Total Personnel - Episcopate	\$ 43,209.96	\$ 44,449.96	\$ 30,333.36	\$ 46,500.00	\$ 170,844.00	\$ 186,717.56
	Personnel - Diocesan Missioner						
2150	Clergy Compensation - Diocesan Missioner	\$ 74,577.00	\$ 48,633.38	\$ 47,278.08	\$ 70,917.00	\$ 74,649.00	\$ 78,578.00
2170	Pension - Diocesan Missioner	\$ 13,423.92	\$ 8,222.13	\$ 2,124.32	\$ 6,382.53	\$ 13,436.82	\$ 14,144.04
2180	Medical Insurance - Diocesan Missioner	\$ 24,008.00	\$ 12,429.39	\$ 15,435.12	\$ 22,752.00	\$ 23,052.00	\$ 23,052.00
2190	Life Insurance - Diocesan Missioner	\$ 208.00	\$ 112.00	\$ 128.00	\$ 192.00	\$ 192.00	\$ 192.00
2200	Travel - Diocesan Missioner	\$ 18,522.05	\$ 11,929.17	\$ 11,064.29	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
2210	Professional Expense	\$ 1,625.87	\$ 486.96	\$ 607.94	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
2220	Continuing Education	\$ 2,652.45	\$ 1,545.61	\$ 1,944.38	\$ 2,500.00	\$ 2,000.00	\$ 2,000.00
2225	Social Security - Employer's Share	\$ -	\$ -	\$ 2,931.24	\$ -	\$ 833.08	\$ 876.93
2226	Medicare - Employer's Share	\$ -	\$ -	\$ 685.53	\$ -	\$ 1,082.41	\$ 1,139.38
	Total Personnel - Diocesan Minister	\$ 135,017.29	\$ 83,358.64	\$ 82,198.90	\$ 124,743.53	\$ 135,329.82	\$ 139,966.04
	Personnel - Standing Rock						
2230	Clergy Compensation - Standing Rock	\$ 65,236.08	\$ 68,497.92	\$ 47,948.64	\$ 71,923.00	\$ 75,708.00	\$ 79,693.00
2250	Pension - Standing Rock	\$ 15,265.20	\$ 16,028.52	\$ 11,220.00	\$ 16,829.98	\$ 17,715.67	\$ 18,648.16
2260	Medical Insurance - Standing Rock	\$ 30,816.00	\$ 31,838.00	\$ 15,168.00	\$ 22,752.00	\$ 23,052.00	\$ 23,052.00
2270	Life Insurance - Standing Rock	\$ 208.00	\$ 192.00	\$ 128.00	\$ 192.00	\$ 192.00	\$ 192.00
2280	Travel - Standing Rock	\$ 19,984.81	\$ 23,707.01	\$ 12,736.50	\$ 19,000.00	\$ 19,000.00	\$ 19,000.00
2290	Housing Equity Allowance	\$ 1,696.00	\$ 1,785.00	\$ 1,423.58	\$ 1,785.00	\$ 1,785.00	\$ 1,785.00
2300	Continuing Education	\$ 1,695.42	\$ 100.00	\$ 929.42	\$ 2,500.00	\$ 2,000.00	\$ 2,000.00
	Total Personnel - Standing Rock	\$ 134,901.51	\$ 142,148.45	\$ 89,554.14	\$ 134,981.98	\$ 139,452.67	\$ 144,370.16

	2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025	2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
	Personnel - Administrative						
2490	Salary - Administrator	\$ 51,579.12	\$ 57,157.92	\$ 40,010.72	\$ 60,016.00	\$ 63,175.00	\$ 66,500.00
2500	Pension	\$ 4,641.43	\$ 5,144.28	\$ 3,600.96	\$ 5,401.44	\$ 5,685.75	\$ 5,985.00
2510	Medical Insurance	\$ 12,002.45	\$ 12,000.53	\$ 9,813.92	\$ 14,628.00	\$ 14,820.00	\$ 14,820.00
2520	Life Insurance	\$ 208.00	\$ 192.00	\$ 128.00	\$ 192.00	\$ 192.00	\$ 192.00
2540	Travel - Administrator	\$ 2,429.50	\$ 7,246.30	\$ 6,953.18	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
2550	Continuing Education - Administrator	\$ 3,302.43	\$ 2,112.01	\$ 1,424.06	\$ 2,500.00	\$ 2,000.00	\$ 2,000.00
2560	Social Security - Employer's Share	\$ 3,197.95	\$ 3,726.99	\$ 2,480.66	\$ 3,720.99	\$ 3,916.85	\$ 4,123.00
2570	Medicare - Employer's Share	\$ 747.90	\$ 871.64	\$ 580.16	\$ 870.23	\$ 916.04	\$ 964.25
	Total Personnel - Administrative	\$ 78,108.78	\$ 88,451.67	\$ 64,991.66	\$ 97,328.66	\$ 100,705.64	\$ 104,584.25
	Personnel - Bookkeeper						
2580	Bookkeeper	\$ 2,999.37	\$ 2,103.82	\$ 1,082.07	\$ 8,400.00	\$ 3,000.00	\$ 3,000.00
2590	Social Security - Employer's Share	\$ 185.96	\$ 130.44	\$ 67.09	\$ 520.80	\$ 186.00	\$ 186.00
2591	Medicare - Employer's Share	\$ 43.49	\$ 30.51	\$ 15.69	\$ 121.80	\$ 43.50	\$ 43.50
	Total Personnel - Administrative	\$ 3,228.82	\$ 2,264.76	\$ 1,164.85	\$ 9,042.60	\$ 3,229.50	\$ 3,229.50
	Personnel - Dunseith & White Shield						
2660	Clergy Compensation	\$ -	\$ 75,877.92	\$ 40,721.04	\$ 79,672.00	\$ 75,989.00	\$ 79,988.00
2670	Pension	\$ -	\$ 13,658.04	\$ 8,761.02	\$ 14,340.96	\$ 13,678.02	\$ 14,397.84
2680	Medical Insurance	\$ -	\$ 20,804.00	\$ 6,175.00	\$ 14,628.00	\$ 14,820.00	\$ 14,820.00
2690	Life Insurance	\$ -	\$ 192.00	\$ 80.00	\$ 192.00	\$ 192.00	\$ 192.00
2700	Travel	\$ -	\$ 13,665.98	\$ 6,576.92	\$ 10,000.00	\$ 15,000.00	\$ 15,000.00
2710	Continuing Education	\$ -	\$ 79.97	\$ -	\$ 2,500.00	\$ 2,000.00	\$ 2,000.00
	Total Personnel - Dunseith & White Shield	\$ -	\$ 124,277.91	\$ 62,313.98	\$ 121,332.96	\$ 121,679.02	\$ 126,397.84
	Personnel - St. John the Divine, Moorhead Priest						
2720	Clergy Compensation	\$ -	\$ -	\$ -	\$ -	\$ 36,962.00	\$ 38,908.00
2721	Pension					\$ 6,653.16	\$ 7,003.44
2730	Medical Insurance	\$ -	\$ -	\$ -	\$ -	\$ 23,052.00	\$ 23,052.00
2740	Life Insurance	\$ -	\$ -	\$ -	\$ -	\$ 192.00	\$ 192.00
	Total Personnel - St. John the Divine, Moorhead Priest	\$ -	\$ -	\$ -	\$ -	\$ 66,859.16	\$ 69,155.44
	Total Personnel	\$ 394,466.36	\$ 484,951.39	\$ 330,556.89	\$ 533,929.74	\$ 738,099.81	\$ 774,420.79
	Other Congregational Support						
3000	Move/Interview Mission Clergy	\$ 2,000.00	\$ 1,326.47	\$ -	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
3030	St John the Divine - Moorhead	\$ 3,250.00	\$ 1,117.54	\$ 2,637.39	\$ 15,000.00	\$ -	\$ -
3040	Sacramental Support	\$ 2,301.08	\$ 383.16	\$ 2,752.40	\$ 3,000.00	\$ 5,000.00	\$ 5,000.00
	Total Other Congregational Support	\$ 7,551.08	\$ 2,827.17	\$ 5,389.79	\$ 24,000.00	\$ 11,000.00	\$ 11,000.00
	Communication						
3060	Sheaf	\$ 5,157.46	\$ 4,386.55	\$ 2,449.53	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00
3070	Website expense/maintenance	\$ 750.00	\$ 600.00	\$ 480.00	\$ 750.00	\$ 750.00	\$ 750.00
3075	WoDakota Expenses	\$ -	\$ -	\$ 256.82	\$ -	\$ 300.00	\$ 300.00
	Total Communication	\$ 5,907.46	\$ 4,986.55	\$ 3,186.35	\$ 7,750.00	\$ 8,050.00	\$ 8,050.00
	Stewardship						
3080	Administrative Costs - The Episcopal Stewardship Network	\$ 1,199.00	\$ 1,199.00	\$ 1,199.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
	Total Stewardship	\$ 1,199.00	\$ 1,199.00	\$ 1,199.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00

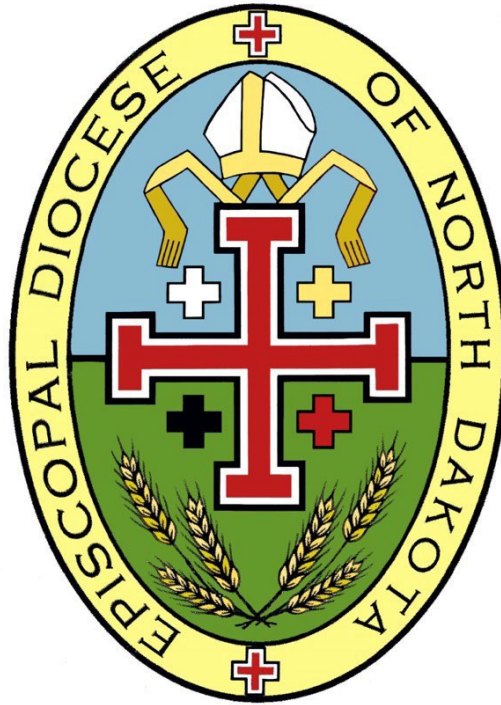
	2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025	2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
	NDCIM Program						
3090	Niobrara Convocation Hospitality (\$100/congregation)	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ -	\$ -
3100	Convention Expense (lodging, meals, mileage)	\$ 2,162.83	\$ 1,940.31	\$ -	\$ -	\$ 3,500.00	\$ 3,500.00
3110	Native American Meetings & Ministry (NDCIM, Winter Talk)	\$ 10,000.00	\$ -	\$ 1,032.20	\$ -	\$ 3,000.00	\$ 3,000.00
3120	Camp Gabriel	\$ 3,456.00	\$ 3,733.00	\$ 2,000.00	\$ 4,000.00	\$ 3,000.00	\$ 3,000.00
	Total NDCIM Program	\$ 16,118.83	\$ 6,173.31	\$ 3,532.20	\$ 4,500.00	\$ 9,500.00	\$ 9,500.00
	Property Repairs						
3200	NDCIM Property Repairs (shared)	\$ -	\$ 1,278.62	\$ 595.38	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
	Total Property Repairs	\$ -	\$ 1,278.62	\$ 595.38	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
	Insurance						
3210	Cannon Ball Insurance	\$ 9,048.25	\$ 8,186.00	\$ 4,266.75	\$ 8,407.00	\$ 8,660.00	\$ 9,093.00
3220	Dunseith Insurance	\$ 5,172.50	\$ 4,777.50	\$ 2,491.50	\$ 4,906.00	\$ 5,060.00	\$ 5,313.00
3230	Fort Totten Insurance	\$ 4,390.00	\$ 4,159.50	\$ 2,198.00	\$ 4,308.00	\$ 4,484.00	\$ 4,709.00
3240	Fort Yates Insurance	\$ 10,307.75	\$ 9,941.75	\$ 5,263.50	\$ 10,354.00	\$ 10,700.00	\$ 11,235.00
3250	Selfridge Insurance	\$ 682.00	\$ 1,014.50	\$ 426.50	\$ 842.00	\$ 864.00	\$ 908.00
3260	White Shield Insurance	\$ 6,251.00	\$ 5,685.00	\$ 2,976.00	\$ 5,852.00	\$ 6,052.00	\$ 6,355.00
3270	Camp Gabriel Insurance	\$ 22,093.75	\$ 18,640.09	\$ 9,258.66	\$ 20,664.00	\$ 19,108.00	\$ 20,064.00
3280	Bismarck House Insurance	\$ 5,471.95	\$ 4,692.46	\$ 2,413.88	\$ 4,774.56	\$ 4,881.00	\$ 5,126.00
	Total Insurance	\$ 63,417.20	\$ 57,096.80	\$ 29,294.79	\$ 60,107.56	\$ 59,809.00	\$ 62,803.00
	Total NDCIM Program and Property	\$ 79,536.03	\$ 64,548.73	\$ 33,422.37	\$ 69,607.56	\$ 74,309.00	\$ 77,303.00
	Office Expense						
3290	Office Expense	\$ 3,372.69	\$ 2,349.38	\$ 2,047.85	\$ 1,500.00	\$ 3,000.00	\$ 3,000.00
3300	Postage	\$ 488.26	\$ 467.18	\$ 371.15	\$ 400.00	\$ 500.00	\$ 500.00
3310	Realm Subscription	\$ 1,708.00	\$ 1,408.00	\$ 1,284.40	\$ 1,536.00	\$ 1,926.60	\$ 1,926.60
3320	Equipment and Maintenance	\$ 409.26	\$ 466.81	\$ 214.99	\$ 2,500.00	\$ 2,000.00	\$ 1,500.00
3330	Miscellaneous Expense	\$ 10.00	\$ 30.00	\$ 20.00	\$ 50.00	\$ 50.00	\$ 50.00
3340	Telephone	\$ 728.57	\$ 862.92	\$ 503.40	\$ 800.00	\$ 960.00	\$ 960.00
3370	Retiree Life Insurance	\$ 702.25	\$ 795.00	\$ 530.00	\$ 700.00	\$ 954.00	\$ 954.00
3380	Office Space/Shared Cathedral Expenses (Internet, Utilities, Copier)	\$ -	\$ 7,200.00	\$ 3,600.00	\$ 7,200.00	\$ 7,200.00	\$ 7,200.00
3381	Workman's Compensation	\$ 413.82	\$ 366.29	\$ 261.50	\$ 500.00	\$ 500.00	\$ 500.00
3382	Employee Assistance Program	\$ 900.00	\$ 900.00	\$ -	\$ 900.00	\$ 900.00	\$ 900.00
	Total Office Expense	\$ 8,732.85	\$ 14,845.58	\$ 8,833.29	\$ 16,086.00	\$ 17,990.60	\$ 17,490.60
	Financial/Legal						
3390	Bank Fees	\$ 487.50	\$ 438.64	\$ 293.75	\$ 350.00	\$ 500.00	\$ 500.00
3400	Charge Card Fees	\$ 600.35	\$ 398.20	\$ 302.94	\$ 200.00	\$ 500.00	\$ 500.00
3410	Audit	\$ 24,084.72	\$ 26,800.00	\$ 8,500.00	\$ 25,000.00	\$ 30,000.00	\$ 35,000.00
3420	Office Insurance/Umbrella	\$ 8,092.65	\$ 7,332.71	\$ 3,793.24	\$ 7,502.88	\$ 7,671.00	\$ 8,055.00
3430	Directors' & Officers' Liability	\$ 5,139.48	\$ 4,664.08	\$ 2,413.88	\$ 4,774.56	\$ 4,881.00	\$ 5,126.00
3440	Assessments/Taxes	\$ 360.76	\$ 261.54	\$ 275.76	\$ 350.00	\$ 350.00	\$ 350.00
3450	Accounting Software	\$ 2,269.63	\$ 3,203.91	\$ 2,603.25	\$ 2,000.00	\$ 2,500.00	\$ 2,500.00
3460	Financial Services	\$ 700.00	\$ 552.56	\$ 875.00	\$ 500.00	\$ 1,000.00	\$ 1,500.00
	Total Financial/Legal	\$ 41,735.09	\$ 43,651.64	\$ 19,057.82	\$ 40,677.44	\$ 47,402.00	\$ 53,531.00
	Convention						
3470	Administrative Costs	\$ 2,592.98	\$ 446.97	\$ -	\$ 3,000.00	\$ 3,500.00	\$ 4,000.00
3480	Meeting Expense (Facility use, Meals, Program Expenses)	\$ 11,330.63	\$ 12,439.14	\$ 2,500.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
3485	Diocesan Council Expenses (Mileage, Lodging, Meals)	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00	\$ 2,500.00
3490	Miscellaneous Expense	\$ -	\$ 250.00	\$ -	\$ 400.00	\$ 600.00	\$ 800.00
	Total Convention	\$ 13,923.61	\$ 13,136.11	\$ 2,500.00	\$ 18,400.00	\$ 21,600.00	\$ 22,300.00

	2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025	2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
	Administrative Meetings						
3500	Diocesan Council / Standing Committee (4 mtgs - lodging, meals, mileage)	\$ 9,449.70	\$ 15,415.63	\$ 10,987.79	\$ 12,000.00	\$ 12,400.00	\$ 12,400.00
	Total Administrative Meetings	\$ 9,449.70	\$ 15,415.63	\$ 10,987.79	\$ 12,000.00	\$ 12,400.00	\$ 12,400.00
	Other Program Expenses						
3530	School for Ministry	\$ 241.15	\$ -	\$ -	\$ 15,000.00	\$ 13,000.00	\$ 13,000.00
3540	Commission on Ministry	\$ 576.12	\$ 794.04	\$ -	\$ 1,000.00	\$ -	\$ -
3550	PreOrdination & Safe Church Expenses	\$ 1,864.00	\$ 2,275.00	\$ 814.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
3560	Youth Ministry Program	\$ 9,449.23	\$ -	\$ -	\$ 40,000.00	\$ 5,000.00	\$ 5,000.00
3570	Reconciliation	\$ 10,704.88	\$ -	\$ -	\$ 6,000.00	\$ -	\$ -
3580	Diocesan Programs & Initiatives	\$ 7,511.66	\$ 5,000.66	\$ 2,509.76	\$ 5,300.00	\$ 12,500.00	\$ 12,500.00
3590	Care of Creation	\$ -	\$ -	\$ -	\$ 1,500.00	\$ -	\$ -
3595	Committee & Commission Meeting Expenses	\$ -	\$ -	\$ -	\$ -	\$ 8,000.00	\$ 8,000.00
3600	Bismarck Interest Expense	\$ 3,077.27	\$ 2,332.23	\$ 1,251.35	\$ 2,100.00	\$ 2,500.00	\$ 2,000.00
3620	Bismarck Rectory Principal Payment	\$ 15,835.78	\$ 15,125.97	\$ 10,387.45	\$ 14,000.00	\$ 15,500.00	\$ 16,000.00
	Total Other Program Expenses	\$ 49,260.09	\$ 25,527.90	\$ 14,962.56	\$ 86,900.00	\$ 58,500.00	\$ 58,500.00
	Transition						
3630	Bishop Search	\$ 10,000.00	\$ 10,000.00	\$ 5,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
	Total Transition	\$ 10,000.00	\$ 10,000.00	\$ 5,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
	Total Expenses	\$ 870,156.82	\$ 769,549.68	\$ 482,973.57	\$ 898,917.64	\$ 1,097,467.91	\$ 1,157,795.39
	Net Total	\$ (159,808.90)	\$ 7,498.64	\$ 16,337.63	\$ 1,846.87	\$ 834.09	\$ (44,286.39)

2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025		2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
APPENDIX: Previously funded line items, that have since been incorporated into other lines, or are no longer being funded.							
Revenues							
1080	From Northwest Ministry	\$ 64,647.19	\$ -				
Expenses							
Personnel - Dunseith							
2330	Clergy Compensation - Dunseith	\$ 16,971.36	\$ -				
2340	Pension - Dunseith	\$ 3,054.84	\$ -				
2350	Travel	\$ 10,168.00	\$ 1,048.00				
Total Personnel - Dunseith		\$ 30,194.20	\$ 1,048.00				
Personnel - White Shield							
2360	Clergy Compensation - White Shield	\$ 18,731.04	\$ -				
2380	Life Insurance	\$ 159.00	\$ -				
2390	Travel - White Shield	\$ 1,000.00	\$ -				
Total Personnel - White Shield		\$ 19,890.04	\$ -				
Personnel - Fort Totten							
2400	Clergy Compensation - Fort Totten	\$ 1,640.80	\$ -				
Total Personnel - Fort Totten		\$ 1,640.80	\$ -				
Personnel - Northwest Ministry							
2410	Clergy Compensation - Northwest Ministry	\$ 72,264.96	\$ -				
2430	Pension - Northwest Ministry	\$ 13,007.76	\$ -				
2440	Medical Insurance - Northwest Ministry	\$ 18,116.00	\$ -				
2450	Life Insurance - Northwest Ministry	\$ 208.00	\$ -				
2460	Travel - Northwest Ministry	\$ 10,665.68	\$ -				
2470	Continuing Education	\$ 526.30	\$ -				
Total Personnel - Northwest Ministry		\$ 114,788.70	\$ -				
Personnel - Missioner for Y/YA and Congregational Ministry Development							
2600	Clergy Compensation	\$ -	\$ 900.00				
2610	Pension	\$ -	\$ -				
2620	Medical Insurance	\$ -	\$ -				
2630	Life Insurance	\$ -	\$ -				
2640	Travel	\$ -	\$ 955.44				
2650	Continuing Education	\$ -	\$ -				
Total Personnel - Y/YA/Congregational Ministry Devel.		\$ -	\$ 1,855.44				
Other Congregational Support							
3005	St. George's - Bismarck	\$ 551.25	\$ -				
3020	St. John's - Dickinson	\$ 318.99	\$ -				
Total Other Congregational Support		\$ 870.24	\$ -				
Communication							
3050	Administrative Costs	\$ 80.00	\$ -				
Total Communication		\$ 80.00	\$ -				

	2026 Proposed & 2027 Projected Budget Revised 09/22/2025 2025 YTD thru August 30, 2025	2023 Actual	2024 Actual	2025 YTD	2025 Budget	2026 Proposed	2027 Projected
	Property Repairs						
3130	Cannon Ball Property Repairs	\$ -	\$ -				
3140	Dunseith Property Repairs	\$ -	\$ -				
3150	Fort Totten Property Repairs	\$ 410.48	\$ -				
3160	Fort Yates Property Repairs	\$ -	\$ -				
3170	Selfridge Property Repairs	\$ -	\$ -				
3180	White Shield Property Repairs	\$ -	\$ -				
3190	Camp Gabriel Property Repairs	\$ -	\$ -				
	Total Property Repairs	\$ 410.48	\$ -				
	Office Expense						
3350	Copier	\$ 1,200.00	\$ -				
3360	Internet	\$ 600.00	\$ -				
	Total Office Expense	\$ 1,800.00	\$ -				
	Transition						
3660	Task Force Travel/Expense	\$ 1,666.31	\$ -				
3670	Transition Administrative	\$ 388.04	\$ -				
	Total Transition	\$ 2,054.35	\$ -				
	Total Expenses	\$ 171,728.81	\$ 2,903.44				
	Net Total	\$ (107,081.62)	\$ (2,903.44)				

EPISCOPAL DIOCESE OF NORTH DAKOTA



2026 Proposed Budget 2027 Projected Budget Presented to Diocesan Convention October 24, 2025

Resolution

Resolved: The Diocesan Council meeting in Minot, North Dakota on Monday, September 22, 2025, approved the 2025 Diocesan Budget as presented on behalf of the Finance Committee, and recommends this budget with total expenses of \$1,097,467.91 for acceptance by the Diocesan Convention.

Dear Clergy and Diocesan Convention Delegates:

The Budget that is before us is the result of several years of discernment that was filled with meetings, listening and planning. The DDTF and New Season of Ministry Task Forces have listened to every voice and every congregation's collective input.

What makes this Budget different is that it is completely stepping into what we have discerned with what we have. It returns a fulltime resident Bishop to serve. It retains the fulltime positions that we had previously deployed both in the "diocesan office" and in direct leadership of a few congregations. And this Budget adds a ½ time Priest in Charge position at St. John the Divine in Moorhead as a collaboration between that congregation and the diocese.

This Budget does not fulfill all the opportunities and needs that have been identified. It was crafted using a variety of funding sources. Some of those sources continue to be renewed annually through giving, investments and grants. Some of the funding in this Budget comes from sources that are not renewable. Generally, any Reserve Fund that is being utilized to fund the Budget is being divided into five equal parts to be used over the next five years. That will allow the Bishop, Council and Convention to make thoughtful decisions in budgeting for the years beyond.

Budgeting this way will give us all the opportunity to engage in what we have determined as a circular form of decision making and leadership. Budgeting this way will allow for a time of healthy transition from the past to the present and then into the future with existing and new leadership.

To make this transition a bit easier is a line in the Budget that is not designated. It isn't tied to a short-lived Reserve Fund that could only be good for a year or two. This line is for the Bishop and Council to listen to the Spirit in this new chapter of our life together. They won't have to take from one line in the Budget to fund this line, so it offers a way of beginning to work collaboratively.

Finally, this Budget is so much more than I had anticipated when the Diocese of North Dakota went into transition several years ago. My advice is that in time we will need to reduce our draw on our investments. And we need to increase the vitality of our congregations. It remains the conviction and prayer of this diocese that "God giveth the increase."

Faithfully,

A handwritten signature in black ink, appearing to read "John F. Fisher". The signature is fluid and cursive, with a long horizontal stroke at the end.

NOTES & EXPLANATIONS FOR THE 2026 PROPOSED & 2027 PROJECTED BUDGETS

Budget figures are a result of Diocesan policy, 2024 actual and 2025 estimated expenditures, and projected cost figures gathered from other sources. The proposed budget represents recommendations made by the Finance Committee and adjusted by Diocesan Council.

We are continuing in transition, as we prepare for a residential, full-time Bishop Diocesan. These budgets, both the 2026 proposed and the 2027 projected, reflect this transition. The budget includes a restructuring of the diocesan Ministry Support Team. We continue to align our budget to reflect our mission.

Following are notes/comments to provide additional information about some of the proposed budget items:

REVENUE

Diocesan Stewardship Share (Line 1010): The 2026 proposed budget figures in 16%; based on 2025 projected church income reported.

Diocesan Stewardship Share Prior Year (Line 1020): Assessments are due to the Diocesan Office by the 10th of the following month (for example, January's assessments are due by February 10th, so on and so forth). Line 1020 is used for any income being reported from the previous year once the fiscal year has ended.

WoDakota Annual Appeal (Line 1035): Our target goal for WoDakota in 2025 is \$15,000. Can be used for operating expenses or outside ministry, by agreement of the Bishop and Diocesan Council.

General Convention Grant (Line 1040): The Diocese will receive \$281,187 for 2026 and \$295,246 (an increase of 5% yearly), as approved by General Convention. General Convention met in June of 2024 and determined this funding will continue for the next triennium. This grant is for all Indigenous Ministries, including the NDCIM budget. In order to continue to receive these grants, the Diocese must ensure that all grant funds are spent on Native American Ministries. These expenses must be equal to or greater than the funds received.

From Designated Funds (Line 1050): This is income from our designated and donor restricted funds. These help to offset specific items in the budget.

2026 Proposed Budget is \$33,850 and includes:

- \$16,500 from Sudanese Ministry Reserve fund to offset a part-time priest at St. John the Divine, Moorhead.
- \$3,350 from Youth Ministry Program fund to help offset ministry with youth

throughout the Diocese.

- \$10,000 from School for Ministry Reserve fund to offset School for Ministry.
- \$4,000 from Diocesan Car Reserve fund to help cover costs of having a full-time resident Bishop Diocesan.

From NDCIM Designated Funds (Line 1051): This is income from our designated and donor restricted funds, specifically pertaining to NDCIM. These help to offset specific items in the budget.

2026 Proposed Budget is \$12,500 and includes:

- \$3,000 from NA Leadership Training fund to help cover costs for School of Ministry specifically related to Indigenous Clergy.
- \$2,500 from Other NA Funds to help cover costs for full-time Indigenous Congregational Clergy.
- \$7,000 from the Sustainability Grant fund, from the 2023-2025 grant funding to help cover costs of having a full-time resident Bishop Diocesan.

Transfer from Real Estate Fund – Held at DFMS/Trust & Endowment (Line 1055): This is an additional draw from one of our investments held at DFMS. In the 2026 budget we are pulling \$25,000 from the principal of the Real Estate Fund to help offset having a full-time Bishop Diocesan.

From Funds held by NDEF on behalf of the Diocese (Line 1060): Two funds held in NDEF, Congregational Revitalization & EFMHE; these funds are to be used to help sustain the Diocese as we settle into having a new Bishop Diocesan. These funds help us lean into having a 5-year budget model.

Additional from Congregations (Line 1070): St. John the Divine, Moorhead will be sharing the cost of having a part-time priest. Their portion for the salary package is \$33,430.

Event Income (Line 1090): Registrations for Diocesan Convention, Clergy/Ministers Conferences, and School for Ministry programs.

Royalty Income (Line 1100): Income from our producing wells in the Bakken fields and what we currently hold in reserve in the Bakken fund.

Transfer from Trust & Endowment Fund - dividends (Line 1120): These are the dividends generated by our investments. The dividend set by DFMS is based on a five-year rolling balance of the entire fund. For 2026, we averaged each quarterly dividend at \$45,000. We multiplied this by four to come up with the budgeted income amount.

Transfer from Trust & Endowment Fund – 4% of value (Line 1130): Since 1996, we have been using a three-year rolling average method to determine the amount available for draw per

our Spending Policy. At the November 2015 Council meeting we discussed that a portion of the money invested with DFMS includes Designated/Donor Restricted Funds, as well as the Trust and Endowment Funds. In recognition of this, we started showing the dollar amount committed to Designated Funds on the Balance Sheet. At the August 2016 meeting, the Diocesan Council updated the Trust & Endowment Fund spending policy to reflect this change. While we continue to use the three-year rolling average method, the way we calculate the year-end balance of Trust & Endowment Fund has changed. The formula for calculating the year-end balance available for draw is as follows:

- Year-end Trust & Endowment Fund balance plus cash on hand minus funds committed to designated/donor restricted funds.

2026 Proposed Budget

	DFMS Market Value	+	Cash on Hand	-	Designated & Donor Restricted	=	Total T&E Funds
2025*	\$ 4,032,273.59	+	\$ 1,091,896.04	-	\$ 940,864.79	=	\$ 4,183,304.84
2024	\$ 3,801,378.56	+	\$ 831,417.09	-	\$ 702,678.25	=	\$ 3,930,117.40
2023	\$ 3,661,910.97	+	\$ 99,695.51	-	\$ 748,941.87	=	\$ 3,012,664.61

**2024 numbers are pulled from June 2024.*

3-year Rolling Average

\$ 3,708,695.62

The budget shows a four percent withdrawal (\$148,348.00) above the quarterly dividends.

Transfer from Trust & Endowment Fund – Additional 1% of value (Line 1140): Based on the recommendations of the Finance Committee and Diocesan Council, in the 2026 Projected Budget, we are requesting to take an additional 1% of the Trust and Endowment to support a full-time Bishop Diocesan.

The budget shows a one percent withdrawal (\$37,087.00) above the quarterly dividends and the 4% withdrawal.

EXPENSES

Diocesan Covenant Commitment (Line 2010): Per General Convention, we are asked to pay 15% of net operating income earned two years prior to the budget year with the first \$200,000 exempt. The General Convention grant is also exempt, as are any pass-through expenses or grants awarded.

General Convention Deputies (Line 2020): The next General Conventions are scheduled for 2027 and 2030. To ensure there is enough in the reserve to send four clergy and four laity we need to budget each year.

Province VI Assessment (Line 2030): An assessment that is paid to Province VI yearly.

Episcopate Program Expenses (Lines 2050-2090): Expense lines to accommodate the Bishop's ministry. Please note that in the 2026 projected budget, we have removed the temporary housing line (2080). A residential, full-time Bishop will not need temporary housing, outside of what is needed for their travel line item (2070).

Personnel (Lines 2100-2740): Salaries and stipends are based on step (.25%) increase and the Cost-of-Living Adjustment (COLA). The Cost-of-Living Adjustment used for 2026 & 2027 was 5%. COLA is announced in October. Council will review the COLA used for this budget at their November meeting.

Family medical/dental/vision insurance and a \$25,000 term life insurance policy are provided for clergy and laity employed by the diocese. The Episcopal Church Medical Trust has announced 2026 premiums. Due to a resolution at General Convention in June of 2024, a group that included North Dakota, had premiums that are being subsidized for the next triennium. The Employee Assistance Program (EAP) (Line 3382) is a confidential counseling service offered to employees and non-stipendiary clergy.

Continuing Education line items have decreased from \$2,500 to \$2,000 for each Diocesan Employee.

Stipend – Bishop Provisional (Line 2100): For the 2026 proposed budget, we increased the part-time bishop stipend by 5%, like the rest of the salaried employees. The Bishop's stipend will be updated once Church Pension Group provides us with what retired Bishop's may be paid. A projected end date for the Bishop Provisional is March 15, 2026.

Stipend – Bishop Diocesan (Line 2105): A projected start date for the Bishop Diocesan is February 15, 2026.

Other Congregational Support

Move/Interview Mission Clergy (Line 3000): The line allows us flexibility in interviewing candidates for Diocesan jobs and moving clergy into the Diocese.

Sacramental Support (Line 3040): This line allows supply clergy to be compensated in order to ensure celebrations of communion are happening in all congregations.

Stewardship

Administrative Costs (Line 3080): Membership in TENS (The Episcopal Network for Stewardship). Congregations can attend webinars as well as find a number of resources on the TENS website (tens.org).

NDCIM Program

Niobrara Convocation Hospitality (Line 3090): Each Indigenous Congregation is asked to donate \$100 for Niobrara. Indigenous Congregations will donate instead of the diocese donating on their behalf.

Convention Expenses & Ministry Meetings (Lines 3100 & 3110): Neither of these line items are new but rather renamed. We are attempting to clear up some previously muddled line items and know exactly what is being funded in each line.

Office Expense

Office Expense (Line 3290): This line increased as an accurate reflection of increase in office materials, now that all employees are remote.

Financial / Legal Expense

Audit (Line 3410): The cost of a yearly audit continues to increase. With the assistance of the bookkeeper, treasurer, and finance committee, we will be putting our audit out for bid in 2026 to see if we are staying in the relevant field of cost.

Convention

Convention Costs (Lines 3470-3490): As with the lines from NDCIM, these are not new expenses, rather breaking apart different line items to more accurately show where money is being spent.

Administrative Meetings

Diocesan Council/Standing Committee (Line 3500): In 2026, we are going to try to have 4 in-person meetings. We will also be switching from reimbursing mileage at the IRS rate for employees to the rate for volunteers.

Other Program Expenses

Diocesan Programs & Initiatives (Line 3580): Monies budgeted for council and the Bishop Diocesan to start programs aligning with the new Bishop's ministry desires.

Committees & Commissions Meeting Expenses (Line 3595): A pool of money for committees and commissions to draw on to have meetings and participate in ministry.

Simplified Roberts Rules of Order for Diocesan Convention

- **Main ideas:**

- Everyone has the right to speak once if they wish, before anyone may speak a second time.
- Everyone has the right to know what is going on at all times.
- Only urgent matters may interrupt a speaker.
- The delegates discuss only one thing at a time.

- **How to do things:**

1. **You want to bring up a new idea before the group.**

After recognition by the Presider, present your motion. A second is required for the motion to go to the floor for debate, or consideration.

2. **You want a motion just introduced by another person to be killed.**

Without recognition from the Presider simply state "I object to consideration." This must be done before any debate. This motion requires no second, is not debatable and requires a 2/3 vote.

3. **You want to change some of the wording in a motion under debate.** After recognition by the Presider, move to amend by:

- i adding words,
- ii striking words or
- iii striking and inserting words.

2. **You like the idea of a motion under debate, but you need to reword it beyond simple word changes.**

Move to substitute your motion for the original motion. If it is seconded, debate will continue on both motions and eventually the body will vote on which motion they prefer.

3. **You want more study and/or investigation given to the idea under debate.**

Move to refer to a committee. Try to be specific as to the charge to the committee.

4. **You want more time personally to study the proposal under debate.** Move to postpone to a definite time or date.

5. **You are tired of the current debate.**

Move to limit debate to a set period of time or to a set number of speakers. Requires a 2/3 vote.

6. **You have heard enough debate.**

Move to close the debate. Requires a 2/3 vote.

Or move to previous question. This cuts off debate and brings the assembly to a vote on the pending question only. Requires a 2/3 vote.

7. **You want to postpone a motion until some later time.**

Move to table the motion. The motion may be taken from the table after 1 item of business has been conducted. If the motion is not taken from the table by the end of the next meeting, it is dead. To kill a motion at the time it is tabled requires a 2/3 vote. A majority is required to table a motion without killing it.

8. **You want to take a short break.**

Move to recess for a set period of time.

9. **You want to end the meeting.** Move to adjourn.

10. **You are unsure that the Presider has announced the results of a vote correctly.**

Without being recognized, call for a "division of the house." At this point a standing vote will be taken.

11. You are confused about a procedure being used and want clarification.

Without recognition, call for "Point of Information" or "Point of Parliamentary Inquiry." The presider will ask you to state your question and will attempt to clarify the situation.

12. You have changed your mind about something that was voted on earlier in the meeting for which you were on the winning side.

Move to reconsider. If the majority agrees, the motion comes back on the floor as though the vote had not occurred.

13. You want to change an action voted on at an earlier meeting.

Move to rescind. If previous written notice is given, a simple majority is required. If no notice is given, as 2/3 vote is required.

- **You may INTERRUPT a speaker for these reasons only:**
 - to get information about business - **point of information**
 - to get information about rules - **parliamentary inquiry**
 - if you can't hear, safety reasons, comfort, etc. - **question of privilege**
 - if you see a breach of the rules - **point of order**
 - if you disagree with the [president]'s ruling - **appeal**
- **You may influence WHAT the delegates discuss:**
 - if you would like to discuss something - **motion**
 - if you would like to change a motion under discussion - **amend**
- **You may influence HOW and WHEN the delegates discuss a motion:**
 - if you want to limit debate on something - **limit debate**
 - if you want a committee to evaluate the topic and report back - **commit**
 - if you want to discuss the topic at another time - **postpone or lay it on the table**
 - if you think people are ready to vote - **previous question**

Parliamentary Procedure Motions Chart

Adjourn	S			M	
Recess	S		A	M	
Table	S			M	
Close Debate	S			2/3	R
Limit Debate	S		A	2/3	R
Postpone To Later Time	S	D	A	M	R
Refer To Committee	S	D	A	M	R
Amend Amendment	S	D		M	R
Postpone Indefinitely	S	D	A	M	R
Main Motion	S	D	A	M	R

- S = Must Be Seconded, D = Debatable, A = Amendable, M = Requires A Simple Majority Vote
2/3 = Requires A 2/3 Vote, R = May Be Reconsidered Or Rescinded