

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



Pre-Convention Mailing—October 20, 2025

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Our Mission and Vision

We seek to be empowered together through the Holy Spirit for every member ministry in our changing world.

Our goal is to be a community of faith where the ministries of all baptized members are actively discerned, developed, and respected. Our ministries will include both a cross-cultural and inter-generational emphasis reflecting our diversity and will encompass ministries both within and beyond our congregations and the Diocese. We will strive to grow in mission and ministry: deepening our faith through study and the sacraments, sharing our faith in daily living, and reaching out to others in service as we seek to act out the ministry of Jesus Christ both at home and in the world. We will deepen our life together in our congregations and across the Diocese through creatively and responsibly using both traditional and innovative means of communication and community building in order to become more fully what God calls us to be as Christians.

Land Acknowledgment

(as presented by the Provisional Bishop at the 52nd Annual Convention in October 2022)

The traditional tribal homelands for the Dakota, Lakota, Nakota, Turtle Mountain Chippewa, Mandan, Hidatsa, and Arikara people encompass the Episcopal Diocese of North Dakota.

We acknowledge and understand that the land which comprises our diocese was cared for by people Indigenous to this place, who lived here for thousands of years before the arrival of colonizing Europeans. With humility, we express our gratitude to Indigenous peoples for their faithful stewardship of this land, its waters, and creatures, then and now. We acknowledge the many injustices that are part of the past and present experience of Indigenous people. We acknowledge with humility the historical, intergenerational, and contemporary trauma faced by Indigenous people, including the Church's complicity with cultural genocide inflicted by Indian boarding schools, where the stated goal was to "kill the Indian, save the man."

In this reality, we ask Creator to give us courage and humility to listen to the stories of others, so that we might begin to earn trust as we seek to reconcile with Creator and with one another. And we acknowledge the need for a deeper understanding that there can be no healing without confession of sin.

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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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Season Patrons
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Gate City Bank

MDU Resources Foundation

Anna Rathbun

LEACH FOUNDATION

Council on the Arts

North Dakota

Its legendary.

**The Fifty-Fourth Annual Convention of the
Episcopal Diocese of North Dakota
October 25-26, 2024
Jamestown, North Dakota**

Following the Eucharist at Grace Church and a break, the convention convened for the business session at the Convention Center. Bishop Thom called on Convention Chaplain The Rev. Dn. John Anderson (St. Stephen's, Fargo) to lead opening prayers.

Following the prayers, Bishop Thom called the business session to order at 10:43 am and made the following convention appointments:

- a. Chaplain: The Rev. Dn. John Anderson
- b. Dispatch of Business: The Very Rev. Mark Strobel (Gethsemane Cathedral, Fargo)
- c. Resolutions: Donna Pettit, (St. Paul's, Grand Forks)
- d. Credentials: The Rev. Dn. Beth Lipp (St. George's, Bismarck)
- e. Parliamentarian: Dan Rice (St. Stephen's, Fargo)

In addition to the appointments, the Bishop also requested that Rachel Schmidt (All Saints, Minot), Vanessa Strobel (Gethsemane Cathedral, Fargo), and Oliver Mogga (St. John the Divine, Moorhead) be prepared to serve as tellers should they be needed. He then nominated Sandy Holbrook (St. Stephen's, Fargo) to serve as Convention Secretary; his nomination was seconded and passed by the convention delegates; the Bishop also appointed Jessica Krzewina, Diocesan Administrator, as assistant secretary for the convention.

Following the Bishop's introduction of those seated at the head table in addition to himself (Dean Mark Strobel and Sandy Holbrook), he called on The Rev. Dn. Beth Lipp to present the certification of delegates. On behalf of the Credentials Committee, Lipp reported that 62 of 67 possible lay delegates were present and 18 of a possible 21 clergy were present. The Bishop declared there was a quorum and then offered his opening comments, recognizing and thanking the following:

- The Convention Planning Committee: Holbrook, Joanne Lassiter (St. George's, Bismarck), The Rev. Bob Hoekstra (Grace Church, Jamestown), Tish Johnson (Grace Church, Jamestown), The Rev. Kim Fox, Missioner for Reconciliation, Creation Care, and Congregational Development), Krzewina
- Grace Church, Jamestown for hosting/Eucharist.
- The Rev. Dr. John Floberg (Standing Rock) – A/V Company (audiovisual support)
- The Jamestown Civic Center for its hospitality
- The Diocesan Ministry Support Team: K. Fox and Krzewina
- The clergy and delegates gathered
- Those attending Diocesan Convention for the first time

The Bishop then invited the convention to recognize The Rev. Dn. Melissa Post van der Burg (Grace Church, Jamestown) and requested that she be given voice and vote at this convention; the request was adopted by clergy and delegates.

The Bishop called attention to the copies of the Respectful Communications Guidelines on each table and encouraged attention to those during the business session.

The Bishop asked Parliamentarian Rice to introduce the simplified Roberts Rules of Order for the Convention. Rice moved the adoption of these Rules of Order:

The Simplified Roberts Rules of Order for Convention, as presented, shall govern the 54th Convention except where the rule conflicts with the Constitutions and Canons of The Episcopal Church or with the Constitution and Canons of the Diocese.

(Robert's Rules of Order Newly Revised)

The motion was seconded and adopted.

The Bishop reviewed procedures for the business session, reminding people to address their remarks to the Bishop, as Chair of the Convention, to use a microphone, identify themselves (name, congregation/ministry), follow debate rules. He also noted the Reports Booklet containing reports for diocesan committees and commissions of their work over the past year (copies emailed earlier to all clergy and delegates; a hard copy available on each table).

The Bishop called for a motion to approve the minutes of the 2023 Diocesan Convention; motion made (Ron Werner Wilson (Gethsemane, Fargo)), seconded (Lassiter) and passed (MSP) on a voice vote.

The Bishop called on Strobel as chair of Dispatch of Business to address Resolution #1: Dissolution of All Saints Episcopal Church, Valley City. Since Resolution #1 was received after the deadline for submitting resolutions, Strobel made a motion to accept the resolution for consideration as provided in Diocesan Canons which require a two-thirds favorable vote of clergy and delegates. The motion to consider Resolution #1 was seconded and passed by voice vote; consideration of the resolution was added to the day's agenda.

The Bishop announced the nomination of Holbrook for Secretary of Convention. The nomination was seconded and adopted by acclamation.

The Bishop announced the nomination of The Rev. Dr. John Floberg for a three-year clergy term on Standing Committee and asked for any additional nominations; there were none and The Rev. Mary Johnson (retired clergy) made a motion to close nominations; motion seconded and passed; Floberg was elected. The Bishop called for nominations for a three-year lay term on Standing Committee. Rice nominated Tyrrell DeCoteau (St. Sylvan's, Dunseith); Amy Phillips (St. Stephen's, Fargo) made a motion to close nominations; motion seconded and passed. Kristine Shafer (St. Stephen's, Fargo) made a motion to suspend the rules to allow DeCoteau's relevant information to be read aloud; motion seconded by The Rev. Dn. Elsie Magnus (St. Peter's, Walhalla) and adopted on voice vote. Rice read the details of DeCoteau's church and community involvement. On a voice vote DeCoteau was elected.

Bishop called on Strobel, Standing Committee President, to give an update on the Bishop Diocesan Search. Strobel noted the Diocesan Canon requirements (Canon 3, section 2) related to the search and described the Standing Committee's work so far. He noted that the newly

elected Standing Committee will determine membership on the Nominating Committee. A question/answer period followed.

After a short break, the Bishop called the convention back to order and called on The Rev. Bart Davis (retired clergy) to present the resolution regarding the dissolution of All Saints, Valley City:

Resolution #1: Dissolution of All Saints Episcopal Church, Valley City

Whereas, in 1881, the sanctuary of All Saints was the first Episcopal Church in North Dakota to be constructed of stone, and

Whereas, the members of All Saints Episcopal Church in Valley City, North Dakota, have faithfully continued to minister to the spiritual needs of the congregation and its community through worship, fellowship, and outreach for well over a century and a half, keeping alive the faith and legacy of the founders who established this congregation; and

Whereas, the remaining members of All Saints, acknowledging the loss of membership and the increasing difficulty of caring for their 143 year-old parish building and grounds, have unanimously requested the dissolution of the congregation; therefore, be it

Resolved, that this 54th Convention of the Diocese of North Dakota dissolves the congregation of All Saints, Valley City, at the recommendation of the Bishop Provisional, with the advice and consent of the Standing Committee, in accordance with the provisions of Canon 6, Section 6, of the Canons of the Episcopal Diocese of North Dakota.

Davis moved adoption of the resolution and it was seconded. Strobel provided a brief update about interest in the All Saints' property from the Barnes County Historical Society including all contents and thanked Pat Fearing (All Saints, Valley City) for her leadership and service in this congregation. Bishop called for the vote and the resolution was adopted; Bishop called on Chaplain Anderson to offer a prayer.

The Bishop announced the locations of the East/West Region meeting areas and logistics related to lunch. Following prayer led by Chaplain Anderson, the Convention was recessed for one hour.

The Bishop called the Convention back to order at 1:30. Following brief announcements, the Bishop asked for election results from the West and East Region meetings.

John Baird (St. Stephen's, Fargo) reported for the East Region that Phillips and Jael Mogga (St. John the Divine, Moorhead) were elected to 3-year terms on the Diocesan Council. Jason Thoms (St. George's, Bismarck) reported that in the West Region that The Rev. Lindsay Dwarf (St. Luke's, Fort Yates) and Karilee Lieberman (St. Paul's, White Shield) were each elected for a 3-year term and Raphael DeCoteau (St. Sylvan's, Dunseith) was elected for a 2-year term.

The Bishop called on Baird to present the 2025 proposed budget and the 2026 projected budget using information in the budget booklet provided in the convention packet. Following his presentation, Baird moved the following budget resolution:

The Diocesan Council meeting in Minot, North Dakota on Saturday, September 21, 2024, approved the 2025 Diocesan Budget as presented on behalf of the Finance Committee, and recommends this budget with total expenses of \$900,421.21 for acceptance by the Diocesan Convention.

The motion was seconded by Hoekstra. Discussion followed and when the Bishop called the question on the budget resolution, it was adopted

The Bishop recognized the following:

- Floberg who commended The Rev. Dn. Angela Goodhouse (St. Luke's, Fort Yates) for her work on Executive Council and the General Convention grant
- George Abdilnour (St. Peter's, Williston) to speak about NDEF granting opportunities.

The Bishop called on Pettit, and Elaine McLaughlin (St. James, Cannon Ball) to offer courtesy resolutions:

1. **Whereas** our Companion Diocese, the Episcopal Diocese of Texas, has continued to be supportive of the ministries of our Diocese during this time of transition and discernment; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota express its gratitude and commit to offering prayers for the wellbeing and effective ministry of the Diocese of Texas.

2. **Whereas** Conventions of the Diocese of North Dakota offer us the gift of remembering the ministries of previous bishops of the Diocese in forming us as the people and institution we are today; and

Whereas The Rt. Rev. Michael Smith, who resigned as our Diocesan Bishop in 2019 and continued to faithfully serve Christ's Church in other capacities; and

Whereas The Rt. Rev. Keith Whitmore served with distinction and pastoral sensitivity during our time of transition as we sought to follow a path of discernment for the future; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota send its warm greetings and gratitude to Bishop Michael Smith and Bishop Keith Whitmore; and be it further

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota send its best wishes and love to Sally Fairfield, widow of former Bishop Andy Fairfield.

3. **Whereas** The Rt. Rev. Thomas Ely finished his three years as Provisional Bishop during our interim and discernment time; and
- Whereas** Bishop Ely showed his love for and devotion to us by becoming a serious student of all things North Dakota; our history past and recent; understanding our needs and efforts

to become a stronger Diocese by being better Christians and learning how to use our assets to the best advantage; and

Whereas, when confronted with a diagnosis of cancer, he showed continued strength and faith in God by following recommended medical advice and treatment and hardly complaining about it; therefore, be it

Resolved, that the delegates to the 54th Convention of the Episcopal Diocese of North Dakota, grateful to God for Bishop Ely's leadership and caring for us, commit wholeheartedly to praying for Bishop Ely and, following his leadership continue in this *New Season of Ministry*.

4. **Whereas** The Rt. Rev. Brian Thom has joined us as our Provisional Bishop for the next phase of our interim and discernment time, and

Whereas Bishop Thom has also showed his devotion to and caring for us by learning, in a short time, much about the Diocese and what the next steps should be in our discernment for strengthening the Diocese and calling a permanent Bishop; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota, grateful for another faithful servant of God to lead us forward at this time, trust his knowledge of our assets and needs to move us to the best possible place to call a new Bishop for the Diocese, and continue to pray both for and with him for our success.

5. **Whereas** Conventions are an opportunity to celebrate with our clergy as they mark special anniversaries of their ordinations (20th, 25th, 30th, 35th, 40th, 45th, 50th and over) and rejoice in their ministry among us; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota express its gratitude for the ordained ministry of:

Jamie Parsley ordained to Priesthood 6-11-2004 20 years

Patricia Eustis ordained to Diaconate 6-5-1999 25 years

Sharon Luntsford ordained to Diaconate 1-29-1999 25 years

Mark Strobel ordained to Priesthood 5-24-1989 35 years

Duane Fox ordained to Priesthood 5-1-1989 35 years

George Schulenberg ordained to Priesthood 3-8-1970 54 years

Charles Cherry ordained to Priesthood 11-1-1968 56 years

Alan Broadhead ordained to Priesthood 12-1-1967 57 years

6. **Whereas** The Rev Randy Keehn, who was ordained in 1999 in the Diocese of North Dakota as part of the Partners in Ministry program of raising up ordained ministers from within the Diocese, passed away this year; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota give thanks for his ministry and leadership in the Diocese and express to his family our appreciation and love for him and his ministry among us.

7. **Whereas** All Saints, Valley City, one of the oldest congregations and the oldest church building still in use in the Diocese (built 1881), has requested and been given approval to close; therefore be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota give thanks and appreciation for All Saints' many years of leadership and ministry in the Diocese, and a special thanks to those who have been steadfast in keeping it open and visible in the community during the last years.

8. **Whereas** the delegates and visitors to the 54th Convention of the Episcopal Diocese of North Dakota have been enriched by the workshops presented during the Convention by the sharing of their gifts and knowledge; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota thank Carmine Goodhouse (St. Luke's, Fort Yates) and Angela Goodhouse for sharing their experience with *An Update on the Native American Boarding School Experience*, and be it further

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota thank Solveigh Barney (St. George's, Bismarck) and Kim Fox for presenting the workshop, *Environmental Justice*, and be it further

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota thank Joanne Lassiter, Sandy Holbrook and Jessica Krzewina for leading the workshop *Practicing Stewardship and Managing Finances in Congregations*; and be it further

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota thank The Rev. Harvey Henderson (St. Paul's, Grand Forks) for his keynote address reminding us of how "change" is part of our Gospel history and always part of our lives and forward movement.

9. **Whereas** The Rev. Mark Strobel, Dean of Gethsemane Cathedral and Robert Fox (St. Paul's, White Shield) have both served two consecutive terms on the Standing Committee and are not eligible for reelection at this time; therefore, be it

Resolved, that the 54th Convention of the Episcopal Diocese of North Dakota thank both Mark and Robert for the time they have given to the Diocese, especially during this interim period when the Standing Committee has taken on additional responsibilities.

10. **Whereas** the Convention of the Episcopal Diocese of North Dakota brings together members, guests, family and friends, this year in Jamestown; and

Whereas many people have given their time and talent in preparation for this Convention, most notably: the members of the Diocesan Planning Team which includes Bishop Brian, Rev. Robert Hoekstra, Tish Johnson, Joanne Lassiter, Rev. Kim Fox, Sandy Holbrook, and Jessica Krzewina; and

Whereas many other Diocesan members have performed a variety of jobs to enhance the Convention, and

Whereas Bishop Brian Thom has kept his attention on the many varied details needed for a smooth running convention, and

Whereas the Jamestown Civic Center, the Grateful Plate caterers, local hotels, and especially the members of Grace Church who have once again shown their talent for making us all welcome at Grace, be it

Resolved that the 54th Convention of the Episcopal Diocese of North Dakota express its gratitude to all those involved in the careful planning of the Convention.

11. **Whereas** The Rev. Steve Godfrey came to the Diocese of North Dakota as the Diocesan Minister during the interim between bishops to assist us in the effort to understand our many roles as Diocesan Council and members of a forward moving Diocese, and

Whereas he clearly and purposefully led us in actions that made us stronger and more involved and intentional in leading the Diocese and helped with the congregational development efforts that were implemented in various ways throughout the Diocese, and

Whereas the scope of his assigned job grew to include more and more activities and details that occupied his time, which he did not complain about, but kept moving forward accomplishing more tasks as time allowed; be it

Resolved that the 54th Convention of the Episcopal Diocese of North Dakota give thanks to God for sending us such a leader and friend who worked tirelessly to know us and give us ideas and encouragement to become better at our assignments in the Diocese; and be it further

Resolved that the 54th Convention of the Episcopal Diocese of North Dakota send Steve our thanks and best wishes for his enjoyment and success in his new position in the Diocese of Northern Michigan. Our loss is definitely their gain.

Pettit moved adoption of the courtesy resolutions; motion was second and adopted.

The Bishop called on Krzewina for final announcements; she encouraged clergy and delegates to complete the convention evaluation either in hard copy or online.

The Bishop called on the Chaplain for closing prayers. Following those prayers, Quinn Palmer (Gethsemane, Fargo) made a motion to adjourn; seconded by Hoekstra and adopted with voice vote. Convention adjourned at 2:36 PM

Respectfully submitted,

Sandra Holbrook,
Secretary of Convention

****Here end the 2024 Diocesan Convention Minutes****



2025 Diocesan Convention

The biographies of each individual are on the subsequent pages. Here is a snapshot:

Secretary of Convention (need 1)

- Amy Phillips | St. Stephen's, Fargo

Treasurer of the Diocese (need 1)

- The Rev. John Floberg | Standing Rock

Standing Committee Clergy [2-year term & 3-year term] (need 1 in each term)

- The Rev. Dn. Elsie Magnus | St. Peter's, Walhalla
- The Rev. Jamie Parsley | St. Stephen's, Fargo
- The Rev. Peter Akicmeir | St. John the Divine, Moorhead

Standing Committee Lay (need 1)

Diocesan Council West Region (need 2)

- The Rev. Hal Weidman | St. George's, Bismarck

Diocesan Council East Region (need 2)

- The Rev. Harvey Henderson | St. Paul's, Grand Forks

General Convention Deputies Clergy (need 4)

- The Rev. John Floberg | Standing Rock
- The Very Rev. Mark Strobel | Gethsemane, Fargo
- The Rev. Dn. Angela Goodhouse | St. Luke's, Fort Yates
- The Rev. Hal Weidman | St. George's, Bismarck

General Convention Deputies Lay (need 4)

- Carmine Goodhouse | St. Luke's, Fort Yates

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.

Nominee: The Rev. Peter Akicmeir, St. John the Divine, Moorhead

Experience: I bring a strong background in church leadership, including three years on the Vestry Committee at St. John the Divine Episcopal Church in Moorhead, Minnesota; three years on the Diocesan Council; and service on the Bishop's Committee. My three years of seminary formation as a candidate to the Holy Orders led to my ordination to the Diaconate and Priesthood.

Why do you wish to serve and what gifts would you bring? I am eager to serve in this ministry, drawing on my experience as a candidate for Holy Orders and nearly 25 years of experience in church leadership. As a member of the clergy, I look forward to collaborating with the bishop and colleagues to share my gifts. As a minority, I can offer a unique perspective to this ministry.

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.

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.

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.

Nominee: The Rev. Dn. Angela Goodhouse, St. Luke's, Fort Yates

Experience: I'm a cradle episcopalian, home church being St. Luke's, Fort Yates, ND. I have served on committees as laity and clergy person. Serving on Vestry, Anti-Racism/Reconciliation Committee and currently serve as a member on ECREJ Board, General Convention A127, AIN (Anglican Indigenous Network) PHOD Council of Advice, House of Deputies Committee on the State of the Church, and the Association of Episcopal Deacons Working Group. I recently was a part of our Bishop Transition Committee.

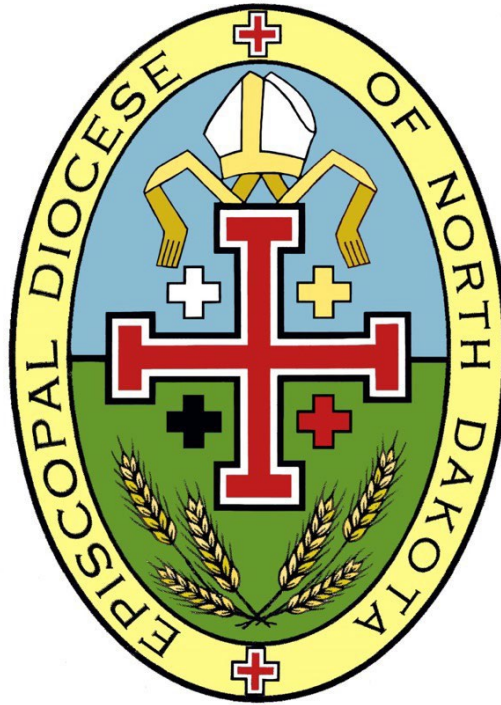
Why do you wish to serve and what gifts would you bring? I previously served as a Deputy to General Convention, appointed twice by ND Bishops to fill the clergy deputation and once by our Diocesan convention. It has been an honor to serve and represent our Diocese at General Convention, and also to be a voice for our Indigenous people in the church. I would like to continue the work that I have been called to do and the ministry that has been set before me. I once again hope to have the honor to represent our Diocese at General Convention as a clergy deputy.

Nominee: Carmine Goodhouse, St. Luke's, Fort Yates

Experience: I am a life long Episcopalian. I have served on my church's vestry; Standing Committee, Diocesan Council, and several terms as an elected officer on the NDCIM. Within the past five years, I was appointed to the Diocesan Discernment Task Force and served as Co-Chair on the New Seasons of Ministry. I also served as a member of the Personnel Committee and Reconciliation Committee. At present I serve as the Vice-Chair of NDCIM and Senior Warden At St. Luke's.

Why do you wish to serve and what gifts would you bring? I previously served as a Deputy to General Convention, I am not considered a senior deputy. In the past I served on the Standing Committee on Structure of the Church; the Education Committee and Prayer Book and Liturgy Legislative Committee(s). I am presently appointed to the MW062 Executive Council Committee on Native Boarding Schools and Advocacy. It has been an honor to be appointed to this committee. I want to continue following through with this ministry.

EPISCOPAL DIOCESE OF NORTH DAKOTA



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

Resolution

Resolved: The Diocesan Council meeting on Zoom on Monday, September 22, 2025, approved the 2026 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 yearly 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

**2025 numbers are pulled from June 2025.*

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.

	2026 Proposed & 2027 Projected Budget 2025 YTD thru September 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	\$ 136,385.40	\$ 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	\$ 1,035.00	\$ -	\$ -	\$ -
1035	WoDakota Annual Appeal	\$ 50,741.60	\$ 33,030.00	\$ 14,762.00	\$ -	\$ 15,300.00	\$ 15,300.00
1040	General Convention Grant	\$ 242,900.04	\$ 255,045.00	\$ 200,847.78	\$ 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	\$ 1,330.00	\$ 5,000.00	\$ 6,500.00	\$ 6,500.00
1100	Royalty Income (Mineral Rights Deposits & Bakken Reserve Fund)	\$ 53,157.09	\$ 69,893.70	\$ 41,434.58	\$ 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	\$ 537,970.58	\$ 900,764.51	\$ 1,098,302.00	\$ 1,113,509.00

	2026 Proposed & 2027 Projected Budget 2025 YTD thru September 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	\$ 30,087.72	\$ 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	\$ -	\$ -	\$ 8,362.00	\$ -	\$ 15,000.00	\$ 15,000.00
	Total Extra - Diocesan Expense	\$ 48,936.76	\$ 63,170.04	\$ 43,449.72	\$ 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	\$ 13,169.01	\$ 15,000.00	\$ 20,000.00	\$ 20,000.00
2080	Temporary Housing	\$ 7,011.04	\$ 6,224.83	\$ 4,201.67	\$ 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	\$ 19,079.67	\$ 27,500.00	\$ 25,500.00	\$ 25,500.00
	Personnel						
	Personnel - Episcopate						
2100	Stipend - Bishop Provisional	\$ 42,849.96	\$ 44,199.96	\$ 34,125.03	\$ 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	\$ 34,125.03	\$ 46,500.00	\$ 170,844.00	\$ 186,717.56
	Personnel - Diocesan Missioner						
2150	Clergy Compensation - Diocesan Missioner	\$ 74,577.00	\$ 48,633.38	\$ 53,187.84	\$ 70,917.00	\$ 74,649.00	\$ 78,578.00
2170	Pension - Diocesan Missioner	\$ 13,423.92	\$ 8,222.13	\$ 2,655.40	\$ 6,382.53	\$ 13,436.82	\$ 14,144.04
2180	Medical Insurance - Diocesan Missioner	\$ 24,008.00	\$ 12,429.39	\$ 17,364.51	\$ 22,752.00	\$ 23,052.00	\$ 23,052.00
2190	Life Insurance - Diocesan Missioner	\$ 208.00	\$ 112.00	\$ 144.00	\$ 192.00	\$ 192.00	\$ 192.00
2200	Travel - Diocesan Missioner	\$ 18,522.05	\$ 11,929.17	\$ 11,982.72	\$ 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	\$ -	\$ -	\$ 3,297.65	\$ -	\$ 833.08	\$ 876.93
2226	Medicare - Employer's Share	\$ -	\$ -	\$ 771.22	\$ -	\$ 1,082.41	\$ 1,139.38
	Total Personnel - Diocesan Minister	\$ 135,017.29	\$ 83,358.64	\$ 91,955.66	\$ 124,743.53	\$ 135,329.82	\$ 139,966.04
	Personnel - Standing Rock						
2230	Clergy Compensation - Standing Rock	\$ 65,236.08	\$ 68,497.92	\$ 53,942.22	\$ 71,923.00	\$ 75,708.00	\$ 79,693.00
2250	Pension - Standing Rock	\$ 15,265.20	\$ 16,028.52	\$ 12,622.50	\$ 16,829.98	\$ 17,715.67	\$ 18,648.16
2260	Medical Insurance - Standing Rock	\$ 30,816.00	\$ 31,838.00	\$ 17,064.00	\$ 22,752.00	\$ 23,052.00	\$ 23,052.00
2270	Life Insurance - Standing Rock	\$ 208.00	\$ 192.00	\$ 144.00	\$ 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	\$ 1,869.83	\$ 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	\$ 99,308.47	\$ 134,981.98	\$ 139,452.67	\$ 144,370.16

	2026 Proposed & 2027 Projected Budget 2025 YTD thru September 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	\$ 45,012.06	\$ 60,016.00	\$ 63,175.00	\$ 66,500.00
2500	Pension	\$ 4,641.43	\$ 5,144.28	\$ 4,051.08	\$ 5,401.44	\$ 5,685.75	\$ 5,985.00
2510	Medical Insurance	\$ 12,002.45	\$ 12,000.53	\$ 11,040.66	\$ 14,628.00	\$ 14,820.00	\$ 14,820.00
2520	Life Insurance	\$ 208.00	\$ 192.00	\$ 144.00	\$ 192.00	\$ 192.00	\$ 192.00
2540	Travel - Administrator	\$ 2,429.50	\$ 7,246.30	\$ 8,003.79	\$ 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	\$ 2,790.75	\$ 3,720.99	\$ 3,916.85	\$ 4,123.00
2570	Medicare - Employer's Share	\$ 747.90	\$ 871.64	\$ 652.67	\$ 870.23	\$ 916.04	\$ 964.25
	Total Personnel - Administrative	\$ 78,108.78	\$ 88,451.67	\$ 73,119.07	\$ 97,328.66	\$ 100,705.64	\$ 104,584.25
	Personnel - Bookkeeper						
2580	Bookkeeper	\$ 2,999.37	\$ 2,103.82	\$ 1,388.03	\$ 8,400.00	\$ 3,000.00	\$ 3,000.00
2590	Social Security - Employer's Share	\$ 185.96	\$ 130.44	\$ 86.06	\$ 520.80	\$ 186.00	\$ 186.00
2591	Medicare - Employer's Share	\$ 43.49	\$ 30.51	\$ 20.13	\$ 121.80	\$ 43.50	\$ 43.50
	Total Personnel - Administrative	\$ 3,228.82	\$ 2,264.76	\$ 1,494.22	\$ 9,042.60	\$ 3,229.50	\$ 3,229.50
	Personnel - Dunseith & White Shield						
2660	Clergy Compensation	\$ -	\$ 75,877.92	\$ 41,171.04	\$ 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	\$ 7,303.52	\$ 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	\$ 63,490.58	\$ 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	\$ 363,493.03	\$ 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	\$ 3,037.39	\$ 15,000.00	\$ -	\$ -
3040	Sacramental Support	\$ 2,301.08	\$ 383.16	\$ 3,247.00	\$ 3,000.00	\$ 5,000.00	\$ 5,000.00
	Total Other Congregational Support	\$ 7,551.08	\$ 2,827.17	\$ 6,284.39	\$ 24,000.00	\$ 11,000.00	\$ 11,000.00
	Communication						
3060	Sheaf	\$ 5,157.46	\$ 4,386.55	\$ 3,273.05	\$ 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	\$ 4,009.87	\$ 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 2025 YTD thru September 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	\$ -	\$ 1,385.00	\$ -	\$ 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	\$ 3,885.00	\$ 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	\$ 6,429.75	\$ 8,407.00	\$ 8,660.00	\$ 9,093.00
3220	Dunseith Insurance	\$ 5,172.50	\$ 4,777.50	\$ 3,755.50	\$ 4,906.00	\$ 5,060.00	\$ 5,313.00
3230	Fort Totten Insurance	\$ 4,390.00	\$ 4,159.50	\$ 3,316.00	\$ 4,308.00	\$ 4,484.00	\$ 4,709.00
3240	Fort Yates Insurance	\$ 10,307.75	\$ 9,941.75	\$ 7,936.50	\$ 10,354.00	\$ 10,700.00	\$ 11,235.00
3250	Selfridge Insurance	\$ 682.00	\$ 1,014.50	\$ 641.50	\$ 842.00	\$ 864.00	\$ 908.00
3260	White Shield Insurance	\$ 6,251.00	\$ 5,685.00	\$ 4,489.00	\$ 5,852.00	\$ 6,052.00	\$ 6,355.00
3270	Camp Gabriel Insurance	\$ 22,093.75	\$ 18,640.09	\$ 14,034.66	\$ 20,664.00	\$ 19,108.00	\$ 20,064.00
3280	Bismarck House Insurance	\$ 5,471.95	\$ 4,692.46	\$ 3,634.12	\$ 4,774.56	\$ 4,881.00	\$ 5,126.00
	Total Insurance	\$ 63,417.20	\$ 57,096.80	\$ 44,237.03	\$ 60,107.56	\$ 59,809.00	\$ 62,803.00
	Total NDCIM Program and Property	\$ 79,536.03	\$ 64,548.73	\$ 48,717.41	\$ 69,607.56	\$ 74,309.00	\$ 77,303.00
	Office Expense						
3290	Office Expense	\$ 3,372.69	\$ 2,349.38	\$ 2,095.39	\$ 1,500.00	\$ 3,000.00	\$ 3,000.00
3300	Postage	\$ 488.26	\$ 467.18	\$ 414.82	\$ 400.00	\$ 500.00	\$ 500.00
3310	Realm Subscription	\$ 1,708.00	\$ 1,408.00	\$ 1,444.95	\$ 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	\$ 648.61	\$ 800.00	\$ 960.00	\$ 960.00
3370	Retiree Life Insurance	\$ 702.25	\$ 795.00	\$ 596.25	\$ 700.00	\$ 954.00	\$ 954.00
3380	Office Space/Shared Cathedral Expenses (Internet, Utilities, Copier)	\$ -	\$ 7,200.00	\$ 5,400.00	\$ 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	\$ 11,096.51	\$ 16,086.00	\$ 17,990.60	\$ 17,490.60
	Financial/Legal						
3390	Bank Fees	\$ 487.50	\$ 438.64	\$ 326.25	\$ 350.00	\$ 500.00	\$ 500.00
3400	Charge Card Fees	\$ 600.35	\$ 398.20	\$ 289.27	\$ 200.00	\$ 500.00	\$ 500.00
3410	Audit	\$ 24,084.72	\$ 26,800.00	\$ 10,500.00	\$ 25,000.00	\$ 30,000.00	\$ 35,000.00
3420	Office Insurance/Umbrella	\$ 8,092.65	\$ 7,332.71	\$ 5,708.76	\$ 7,502.88	\$ 7,671.00	\$ 8,055.00
3430	Directors' & Officers' Liability	\$ 5,139.48	\$ 4,664.08	\$ 3,634.12	\$ 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	\$ 3,008.85	\$ 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	\$ 24,618.01	\$ 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 2025 YTD thru September 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	\$ 12,299.46	\$ 12,000.00	\$ 12,400.00	\$ 12,400.00
	Total Administrative Meetings	\$ 9,449.70	\$ 15,415.63	\$ 12,299.46	\$ 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	\$ 846.00	\$ 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	\$ 1,393.33	\$ 2,100.00	\$ 2,500.00	\$ 2,000.00
3620	Bismarck Rectory Principal Payment	\$ 15,835.78	\$ 15,125.97	\$ 11,700.32	\$ 14,000.00	\$ 15,500.00	\$ 16,000.00
	Total Other Program Expenses	\$ 49,260.09	\$ 25,527.90	\$ 16,449.41	\$ 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	\$ 558,196.48	\$ 898,917.64	\$ 1,097,467.91	\$ 1,157,795.39
	Net Total	\$ (159,808.90)	\$ 7,498.64	\$ (20,225.90)	\$ 1,846.87	\$ 834.09	\$ (44,286.39)

2026 Proposed & 2027 Projected Budget 2025 YTD thru September 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 2025 YTD thru September 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
Summary: January through September 2025

Temporary Designated Funds

Account Name	Opening Balance	Receipts	Disbursements	Transfers	Net	Ending Balance
Bakken Ministry Fund	\$ 170,727.10	\$ -	\$ 7,710.93	\$ -	\$ (7,710.93)	\$ 163,016.17
Bishop Search Reserve	\$ 77,474.00	\$ 95.00	\$ 60,202.99	\$ 5,000.00	\$ (55,107.99)	\$ 22,366.01
Camp Gabriel	\$ (2,024.68)	\$ 3,872.40	\$ 3,033.83	\$ 2,000.00	\$ 2,838.57	\$ 813.89
Clergy Equity Allowance Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Congregational Revitalization & Renewal	\$ 492.00	\$ -	\$ -	\$ -	\$ -	\$ 492.00
Diocesan Car Reserve	\$ 21,224.00	\$ -	\$ -	\$ -	\$ -	\$ 21,224.00
Episcopal Relief & Development Network Reserve	\$ 1,922.00	\$ -	\$ -	\$ -	\$ -	\$ 1,922.00
Equipment Reserve	\$ 4,907.00	\$ -	\$ -	\$ -	\$ -	\$ 4,907.00
General Convention Reserve	\$ 8,771.24	\$ -	\$ -	\$ 5,000.00	\$ 5,000.00	\$ 13,771.24
Lambeth Conference Reserve	\$ 10,580.00	\$ -	\$ -	\$ -	\$ -	\$ 10,580.00
Miscellaneous Fund Reserve	\$ 22,897.87	\$ 35,524.37	\$ 36,444.05	\$ (6,000.00)	\$ (6,919.68)	\$ 15,978.19
Move / Interview Reserve	\$ 4,000.00	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00
Native American Property Reserve	\$ 41,035.75	\$ -	\$ 41,839.82	\$ 9,513.00	\$ (32,326.82)	\$ 8,708.93
New Season of Ministry Reserve Fund	\$ 3,268.00	\$ -	\$ -	\$ -	\$ -	\$ 3,268.00
Province VI Deputies Reserve	\$ 4,044.00	\$ -	\$ -	\$ -	\$ -	\$ 4,044.00
School for Ministry	\$ 16,746.00	\$ -	\$ -	\$ -	\$ -	\$ 16,746.00
Tribal Campus Chaplain	\$ 13,955.00	\$ -	\$ -	\$ -	\$ -	\$ 13,955.00
Youth Ministry	\$ 668.00	\$ -	\$ -	\$ -	\$ -	\$ 668.00
Youth Ministry Program	\$ 7,500.00	\$ -	\$ -	\$ -	\$ -	\$ 7,500.00
	\$ 408,187.28	\$ 39,491.77	\$ 149,231.62	\$ 15,513.00	\$ (94,226.85)	\$ 313,960.43

Episcopal Diocese of North Dakota
Summary: January through September 2025

Donor Restricted Funds

Account Name	Opening Balance	Receipts	Disbursements	Transfers	Net	Ending Balance
Alliance for African Assistance	\$ 6,499.00	\$ -	\$ -	\$ -	\$ -	\$ 6,499.00
Bishop's Discretionary Fund	\$ 16,503.85	\$ 3,440.00	\$ 11,954.71	\$ 500.00	\$ (8,014.71)	\$ 8,489.14
Central American Mission	\$ 3,051.00	\$ -	\$ -	\$ -	\$ -	\$ 3,051.00
East African Scholarship Fund	\$ 3,725.00	\$ -	\$ -	\$ -	\$ -	\$ 3,725.00
Episcopal Relief Development	\$ 182.00	\$ 1,554.00	\$ 182.00	\$ -	\$ 1,372.00	\$ 1,554.00
Good Friday	\$ 1,633.00	\$ 1,155.59	\$ 1,633.00	\$ -	\$ (477.41)	\$ 1,155.59
NA Youth Ministry/Congregation Dev	\$ 3,319.00	\$ -	\$ -	\$ -	\$ -	\$ 3,319.00
Native American Leadership Training	\$ 16,149.00	\$ -	\$ -	\$ -	\$ -	\$ 16,149.00
Native Urban Outreach	\$ 701.00	\$ -	\$ -	\$ -	\$ -	\$ 701.00
Niobrara	\$ 674.00	\$ -	\$ -	\$ -	\$ -	\$ 674.00
Other Native American Funds	\$ 29,962.61	\$ -	\$ 256.30	\$ (11,494.91)	\$ (11,751.21)	\$ 18,211.40
Robert E Robert Trust - Devils Lake	\$ 15,445.31	\$ 7,220.75	\$ -	\$ -	\$ 7,220.75	\$ 22,666.06
Seminary 1% Bexley Hall	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Standing Rock Youth	\$ (387.54)	\$ 19,750.00	\$ 19,540.18	\$ -	\$ 209.82	\$ (177.72)
Sudanese Ministry	\$ 51,055.76	\$ 450.00	\$ -	\$ (2,031.27)	\$ (1,581.27)	\$ 49,474.49
Sustainability / Indigenous Grants	\$ 230,095.17	\$ 200,000.00	\$ 12,630.00	\$ -	\$ 187,370.00	\$ 417,465.17
United Thank Offering	\$ 3,293.01	\$ 1,807.60	\$ 2,458.57	\$ -	\$ (650.97)	\$ 2,642.04
United Thank Offering Grants	\$ 3,191.40	\$ -	\$ -	\$ -	\$ -	\$ 3,191.40
	\$ 385,092.57	\$ 235,377.94	\$ 48,654.76	\$ (13,026.18)	\$ 173,697.00	\$ 558,789.57

TOTAL NET ASSETS	\$ 793,279.85	\$ 872,750.00
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Episcopal Diocese of North Dakota
Summary: January through September 2025

Property Sale Funds

Account Name	Opening Balance	Receipts	Disbursements	Transfers	Net	Ending Balance
All Saints Church Building	\$ -	\$ 140,220.70	\$ 395.81	\$ -	\$ 139,824.89	\$ 139,824.89
Williston Church Building	\$ 750,131.00	\$ -	\$ -	\$ -	\$ -	\$ 750,131.00
	\$ 750,131.00	\$ 140,220.70	\$ 395.81	\$ -	\$ 139,824.89	\$ 889,955.89

**Episcopal Diocese of North Dakota
Temporary Designated and Donor Restricted Funds (Net Assets)**

Temporary.Designated.Funds

<u>Fund</u>	<u>Description</u>
Bakken Ministry Fund	Funds received for bonus payments from mineral leases. Diocesan Council recommends saving these funds to be used for ministry in the oil fields. Other donations to Bakken Ministry are being kept here. Royalty payments over budget are transferred here.
	Balance: \$163,016.17

Bishop Search Reserve	Money to be used when needed to conduct search for new bishop. Funded by budget.
	Balance: \$22,366.01

Camp Gabriel	Fund for the development and maintenance of Camp Gabriel on the Standing Rock Reservation.
	Balance: \$813.89

Clergy Equity Allowance	Money to be divided among clergy living in rectories so that they will have funds for housing when they retire. Currently sending directly to RSVP account.
	Balance: \$0.00

Congregational Revitalization & Renewal	Pass-through account for funds held in NDEF portfolio.
	Balance: \$492.00

Diocesan Car Reserve	Reserve for purchase of a diocesan-owned vehicle to be used by the bishop.
	Balance: \$21,224.00

ERD Network Reserve	Accumulated to provide for expenses of Episcopal Relief and Development chair(s) to attend national meeting. Funded by annual budget.
	Balance: \$1,922.00

Equipment Reserve	For the purchase and replacement of office equipment.
	Balance: \$4,907.00

General Convention Reserve Accumulated over three years between General Conventions to provide for expenses of Convention deputies. Funded by annual budget.

Balance: \$13,771.24

Lambeth Conference Reserve Reserve to enable the diocesan bishop and spouse to attend the Lambeth Conference every ten years. Funded by annual budget.

Balance: \$10,580.00

Miscellaneous Fund Reserve Pass-through account to hold money that is temporarily held in reserve.

\$997.11	B+E+S+T Conference for Diocesan Administrator
\$7,350	Masuda Fund (Continuing Education). In previous years, unused continuing education funds for Standing Rock was transferred to this account and used to help fund sabbaticals.
\$3,655.25	Church Insurance for Payment for St. Luke's, Ft. Yates. This is for the ongoing work of the house in Fort Yates.
\$261.33	NDEF Grant for White Shield. This is for the tech and website work at White Shield, still ongoing.
\$3,150.00	WOZU/Camp Gabriel Grant (OH)
\$264.50	2024 Convention Offering
\$300.00	FORMA 2025 – Province VI

Balance: \$15,978.19

Move/Interview Reserve Used to fund moves of clergy employed by the diocese and to assist churches, when necessary, to fund clergy interview and moving expenses.

Balance: \$4,000.00

NA Property Repair Established by action of Diocesan Council to reserve money budgeted for Indian property repairs but expended at year-end. Sustainability Grant from 2019 is held here.

\$1,597.61	White Shield
\$5,309.62	Dunseith
\$1,801.70	Other [\$900 from Grave Digging]

Balance: \$8,708.93

NSM Reserve Fund	Created by Council to reserve funds for ministry initiative.
	Balance: \$3,268.00

Province VI Deputies Reserve Fund	Fund to pay Province deputies meeting expenses. Funded by annual budget.
	Balance: \$4,044.00

School for Ministry	Fund designated for deacon and other ministry training. Contributions and grants for the ND School for Ministry and Deacon Formation training.
	Balance: \$16,746.00

Tribal Campus Champlain	Funds held for a position based at United Tribes in Bismarck with outreach to the other four Tribal Colleges in the state. Grants received in 2014 from TEC and 2017 Diocese of Dallas. (This fund designated for the Youth/Young Adult Ministry Developer position)
	Balance: \$13,955.00

Youth Ministry	Fund originally started by the Diocese to accumulate sufficient money to hire a Youth Coordinator. Diocesan Council voted to use these funds for youth events.
	Balance: \$668.00

Youth Ministry Program	Finance Committee added a new reserve fund for unspent funds from the 2023 budget.
	Balance: \$7,500.00
Total Temporary Designated Funds: \$313,960.43	

Donor Restricted Funds

Alliance for African Assist. Grants received from Otto Bremer Foundation and Episcopal Church Center for Reading and Math Clinics held at St. John's, Moorhead. Diocese is the fiscal sponsor. Derick Dalhouse was the grant supervisor and organizer of these clinics. He retired and moved. Diocesan Council voted to transfer this balance to EFMHE and earmark it for scholarships for Sudanese Students.

Balance: \$6,499.00

Bishop's Discretionary Fund Money to be used at the discretion of the Bishop.

Balance: \$8,489.14

Central Amer. Mission Trip Funds used for Central American Mission trip (currently on hiatus). Also known as Guatemala Medical/Dental Mission Trip.

Balance: \$3,051.00

E. African Scholarship Fund Funds donated to assist East African secondary and college students with education expenses.

Balance: 3,725.00

ERD Pass-through account for donations to Episcopal Relief and Development.

Balance: \$1,554.00

Good Friday Pass-through account for money collected on Good Friday by congregations to be sent to the Church in Jerusalem.

Balance: \$1,155.59

NA Youth Ministry Remaining balance of Indian Church Aftercare fund.

Balance: \$3,319.00

NA Leadership Training Funds originally from Dakota Leadership Program to train Native Americans for ministry. Action May 1995, NDCIM meeting specified to reserve these funds for training Canon 7 priests, Canon 6 deacons, Canon 9 deacons and priests who would be trained along with a locally identified team of lay readers, catechists, lay pastoral caregivers and lay Eucharistic ministers. Donation from the estate of David and Mary Cochran for NA Leadership Training.
\$5,315.75 NA TEAMS Curricula (\$2,500 Grant: ECCIM 2010)

Balance: \$16,149.00

Native Urban Outreach

Pass-through account for grant or donated money restricted for urban Indian ministry. We were told that St. George's, Bismarck has drawn on this fund for a picnic to which NA folks are invited. Any NA related effort could be used to spend this money. Approval for use of these funds is from the Chair of NDCIM.

Balance: \$701.00

Niobrara

Pass-through account for grant or donated money restricted for Niobrara Convocation. Current balance is designated for Niobrara Convocation.

Balance: \$674.00

Other NA Funds

\$7,211.40	Standing Rock Sewing project
\$10,000.00	2023 Unspent Meeting Expense (3110)
\$1,000.00	2023 Unspent White Shield (used for future staffing)

Balance: \$18,211.40

Robert E Roberts Trust

Annual distributions from a trust are held for Advent, Devils Lake, to be used only for building maintenance and repairs.

Balance: \$22,666.06

Seminary 1% Bexley Hall

Pass-through account for donations from All Saints, Valley City, to be sent to Bexley Hall.

Balance: \$0.00

Standing Rock Youth

Donated money used to pay Volunteer for Mission/Youth Minister working on Standing Rock. Also auto expense.

Balance: <\$177.72>

Sudanese Ministry

Income and expenses to support Sudanese Ministry at St. John's, Moorhead, flow into and out of this account.

Balance: \$49,474.49

Sustainability/
Indigenous Grants

Balance of Youth min. grant awarded by action of Exec. Council.

\$58,670.00	Geo-thermal system at St. Paul's, White Shield
\$54,174.61	2023-24 Indigenous Grant (formerly Sustainability)
\$88,745.87	Youth Ministry/Young Life
\$200,000.00	2025-27 Indigenous Grant

Balance: \$417,465.17

United Thank Offering Pass-through account for donations to United Thank Offering.

Balance: \$2,642.04

UTO Grant Balance of grants awarded by UTO.

\$1,252.90 Tiny House project in Cannon Ball

\$1,938.50 Solar Panel Project on the 5 reservation congreg. This
balance is for White Shield

Balance: \$3,191.40

Total Donor Restricted Funds: \$558,789.57

Property Sale Funds

All Saints, Valley City

Proceeds from the All Saints, Valley City church building. At Diocesan Convention in October 2024, Convention approved the resolution for All Saints, Valley City to close. The church building was then sold in June of 2025. Proceeds are currently sitting in the savings account.

Balance: \$139,824.89

St. Peter's, Williston

Proceeds from the St. Peter's, Williston church building. Standing Committee in 2023 approved the selling of St. Peter's, Williston. The church building was then sold in January of 2024. Funds from the sale can be used for the ministry of St. Peter's, Williston. Proceeds are currently sitting in the savings account.

Balance: \$750,131.00

Total Property Sale Funds: \$889,955.89

Endowment Fund
6/30/2025

	3/31/2025 Market Value	6/30/2025 Dividend	Contribution	Withdrawal	Unrealized gain/loss	Market Value
[1163] ND - Episcopate Endowment Fund, Fargo	\$ 1,152,155.13	\$ (14,494.80)			\$ 92,998.20	\$ 1,245,153.33
[1164] ND - Revolving Loan Fund, Fargo ND	\$ 878,480.86	\$ (11,051.81)			\$ 70,908.10	\$ 949,388.96
[1165] ND - Halgren Bequest, Fargo, ND (2017)	\$ 56,198.09	\$ (707.01)			\$ 4,536.12	\$ 60,734.21
[1166] ND - Holiday House, Fargo ND (2017)	\$ 32,089.09	\$ (403.70)			\$ 2,590.12	\$ 34,679.21
[1167] ND - Indian Buildings Fund, Fargo, ND	\$ 42,775.07	\$ (538.14)			\$ 3,452.66	\$ 46,227.73
[1168] ND - Lommen Bequest, Fargo, ND (2017)	\$ 74,972.93	\$ (943.20)			\$ 6,051.57	\$ 81,024.50
[1169] ND - Travis Bequest, Fargo, ND (2017)	\$ 12,803.33	\$ (161.07)			\$ 1,033.44	\$ 13,836.77
[1170] ND - Partners in Ministry, Fargo, ND (2017)	\$ 748,249.49	\$ (9,413.43)			\$ 60,396.26	\$ 808,645.75
[1171] ND - Real Estate Fund, Fargo, ND (2017)	\$ 733,386.56	\$ (9,226.44)			\$ 59,196.57	\$ 792,583.13
	<u>\$ 3,731,110.55</u>	<u>\$ (46,939.60)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 301,163.04</u>	<u>\$ 4,032,273.59</u>

Market Value \$ 4,032,273.59

Liability: Bismarck Rectory \$ (49,475.56)

Balance, Designated/Donor Restricted Funds \$ (940,864.79)

Calculated Trust & Endowment Balance \$ 3,041,933.24

Undesignated Cash Flow - Savings & Checking \$ 202,179.15

Williston Property - Savings Acct \$ 750,131.00

Valley City Property - Checking Acct \$ 139,585.89

Operations Checking & Savings Balance \$ 1,091,896.04

Calculated Trust/Endowment & Cash Balance \$ 4,133,829.28

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

Respectful Communication Guidelines

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R = take RESPONSIBILITY for what you say and feel without blaming others.

E = use EMPATHETIC listening.

S = be SENSITIVE to differences in communication styles.

P = PONDER what you hear and feel before you speak.

E = EXAMINE your own assumptions and perceptions.

C = keep CONFIDENTIALITY.

T = TRUST ambiguity because we are not here to debate who is right or wrong.

Communication is one of the most important elements in building a more inclusive community. People of different backgrounds bring with them different communication styles. Sometimes these differences can cause conflicts among members of a community—often in an unconscious way.

Guidelines for communication are like the traffic rules that one has to understand and observe before getting a license to drive a car. We are required to pass a test proving that we know and will follow the rules in order to lessen the possibility of traffic accidents. With interpersonal communication, we do not require people to pass a test but we do need to remind people about how to interact respectfully. Conditioned by our society, we may react to others who are different with negative attitudes, put-downs, judgments and dismissal. If we are to express the essence of God's inclusiveness, we need to agree to behave differently when we are attempting to build a more inclusive community. The Respectful Communication Guidelines provide a foundation to uphold the well-being of the community.

These guidelines are affirmed using different formats in every session of every meeting. You are welcome to introduce a creative format that has not been suggested, but whichever format you use, the Respectful Communication Guidelines MUST be used.

Different communities use different versions of communication guidelines. The guidelines used most often by the Kaleidoscope Institute have been developed over the years through working with various groups. They are written in an acronym that helps group members remember the guidelines. During the first meeting of the group, the meaning of each letter should be explored. In later meetings, the guidelines should at least be read and agreed upon, and sometimes, with briefer explanation.

It's a Sufi saying: *Before you speak, let your words pass through three gates. At the first gate, ask yourself 'Is it true.' At the second gate ask, 'Is it necessary.' At the third gate ask, 'Is it kind.'*

Evangelist Alan Redpath formulated a similar rubric, using the word "think."

T - Is it true?

H - Is it helpful?

I - Is it inspiring?

N - Is it necessary?

K - Is it kind?