

SUMMARY OF ACTIONS OF THE 151ST ANNUAL CONVENTION OF THE DIOCESE OF MINNESOTA

The 151st Annual Convention of the Diocese of Minnesota
October 24-25, 2008
Mayo Civic Center
Rochester, Minnesota

Complete transcripts of all proceedings are available at the Episcopal Center.

FRIDAY, OCTOBER 24, 2008

PRE-CONVENTION EVENTS

Friday afternoon was taken up with a meeting of the Minnesota Committee on Indian Work; workshops and forums on the 2009 budget, work of the Mission Strategy Network, the search for the IX Bishop of Minnesota, a review of the Day of Repentance for Slavery event in Philadelphia, Pennsylvania, and "Meet the Candidate" sessions. The Convention Marketplace was also open from 2 pm. The opening Eucharist was held on Friday evening, with the Rev. Michael Battle as guest preacher.

SATURDAY, OCTOBER 25, 2008

Saturday morning began with Morning Prayer, again with the Rev. Michael Battle as guest preacher.

BUSINESS MEETING

The 151st Annual Convention of the Diocese of Minnesota was called to order by the Rt. Rev. James L. Jelinek, VIII Bishop of Minnesota, at 9:16 am. Helena Bedell gave the credentials report: two bishops, 197 of 252 possible lay delegates, and 133 of 293 possible clergy delegates – constituting more than one-fourth of the clergy and lay delegates from one-fourth of the congregations of the Diocese of Minnesota, representing a clear quorum. In addition, three of nine possible regional youth delegates, 15 children in the children's program, 18 participating in the Diocesan Youth Event, and 67 other visitors and guests were present.

The Rev. Douglas Sparks, Dean of Region 5, welcomed all to Rochester and Region 5, on behalf of the 21 congregations that comprise the region. The Standing Rules of Order and the Agenda were both approved.

Pat Dibble, lay representative to Diocesan Council from Region 5, moved to ask Convention to provide seat and voice to all clergy not yet canonically resident in the diocese, and to all visitors; these motions were also approved.

Secretary of Convention Karen Olson presented the Nominating Committee's slate of candidates for elective office. There were no nominations from the floor, and it was moved and seconded that the nominations be closed. The first ballot followed.

BISHOP'S ADDRESS

Bishop Jelinek's address was based on this theme: "We are living about as fast as we can. Are we living as well as we can?" The bishop spoke of being called into transformation as a diocese, drew on reflections from the 2008 Lambeth Conference as he talked of "walking toward one another," considered the transformation from individuals to partners, and ended by asking, "Are you willing to be transformed?" The complete address was published in the December 2008 issue of *Soundings* (available in PDF form at <http://www.episcopalmn.org/soundings>).

MILLENNIUM DEVELOPMENT GOALS

Following a "humor break" from the Rev. Nick Mezacapa, a video about the Millennium Development Goals (MDGs) was shown. Members of the MDG team and of the first four MDG pilot congregations were recognized.

After the announcement of the results of the first ballot a second ballot was taken for Standing Committee in the clergy order.

INFORMATION ON THE ELECTION OF THE IX BISHOP OF MINNESOTA

Debbie Brown, President of the Standing Committee, reviewed the committee's work in regard to the episcopal election that will occur at the 2009 Diocesan Convention, as well as the transition that will follow. She then asked for approval of the rules and procedures for the election of the IX Bishop of Minnesota. Following discussion and several amendments, the rules and procedures were approved as amended. Chancellor Jon Tuttle will prepare updated information regarding the amended rules and procedures.

Members of the Search Committee and the Transition Committee were introduced. Scott Gregory, chair of the Survey Subcommittee of the Search Committee, reported on the results of an online survey in which people in the diocese had been asked to list priorities for qualities and skills to be possessed by the new bishop.

ELECTIONS

The results of the second and final ballot were announced, and each order approved those elected in the opposite order. Those elected were:

Standing Committee

Clergy: Carolyn Schmidt; Michael Wyatt; Lay: Judith Goff (*second term*); *Open Lay Seat - to be appointed*

Commission on Ministry

Clergy: Winnie Mitchell; Lay: *Open Lay Seat - to be appointed*

Trustees of the Diocese of Minnesota, Inc.

Harry Haynsworth (*second term*); Tom Homan; David Neal

Convention then adjourned for lunch.

MISSION STRATEGY NETWORK

Mr. James Huber and the Rev. Daniel Pearson, co-chairs of the Mission Strategy Network (MSN), recognized those who had participated in the process thus far and presented a status report on the group's work since its formation following the 2007 Diocesan Convention. Brief addresses were given by the Rev. Daniel Pearson and the Rev. Paul Allick. Both may be read at <http://www.missionstrategymn.org> (see postings from November 3, 2008).

CONSENT AGENDA

The following consent agenda was approved unanimously.

Canonical Elections, Appointments, and Confirmations

Secretary of Convention (Canon 209.1 for 2009)

Per Canon 209.10, Ms. Karen Olson fills the Vacancy in the Office for 2008.

Historiographers (Canon 307.2)

Mr. Robert Neslund; Mr. Arthur Finnell

Treasurer (Canon 309.1)

Mr. Joseph Dusek

Chancellors (Canon 306.1)

Mr. Walt Graff; Mr. Jon Tuttle; Ms. Tracey Donesky; Ms. Karen Dingle

Ecclesiastical Court (for a first three-year term ending in 2011)

Ms. Robin Haugen; Mr. Charlie Hample; The Rev. Diane McGowan; The Rev. Mark Kelm

RATIFICATION OF BOARD MEMBERS AS NOMINATED BY THEIR RESPECTIVE BOARDS

Cathedral Chapter of St. Mark's Episcopal Cathedral (*for a three-year term ending in 2011*)

The Rev. Devon Anderson; Mr. Douglas Shambo

University Episcopal Center (*as agency of the Diocese of Minnesota*)

Board: Ms. Martha Beckwith; The Rev. Kathleen Brusco; Mr. Jim Jacobsen; Ms. Ann Olson; Ms. Jean Westberg; Ms. Karen Olson (*Bishop's liaison*)

Mission Team: Ms. Martha Beckwith; Mr. Kevin Bullock; Mr. Jay Christopherson; Ms. Janell Draper; Mr. Jim Jacobsen; The Rev. Aron Kramer; Mr. Mike Langseth; Mr. Justin Kiel Lautenschlager; Mr. Rob Leduc; Mr. Dan Vogel; Ms. Ann Olson

LIFE OF THE DIOCESE SINCE THE 150TH CONVENTION

Bishop Jelinek made the following announcements concerning the life of the diocese since the 150th convention:

Merged Congregations

St. Philip's (St. Paul) and St. Thomas (Minneapolis) into St. Philip's and St. Thomas Episcopal Church

New Specialized Mission

La Misión Episcopal de San José Obrero – or St. Joseph the Worker Episcopal Mission (formerly known as the Montgomery Migrant Ministry)

Clergy received into the Diocese by Letters Dimissory

Marilla Whitney; Betsy Lee

Ordained as Deacons

Loxley Koshnick; Ian Punnett

Ordained as Transitional Deacons

Annie Henninger; Joe Piette; Mary Catherine Volland

Ordained as Priests

Betsy Baumgarten; Justin Chapman; Anna Doherty; Georgia Hecock; Mary Hudak; John Jankowski; David Langille; Sally Maxwell; Winnie Mitchell; Walt Tollefson; Letha Wilson Barnard

Retired Priests

Anne Miner-Pearson

Retired Deacons

Jake Loper

30 years of active ministry as Priests (*ordained priest in 1978*)

Christopher Laing; Catherine McDonald; Philip Ramstad

Deceased

Elsa Cumming; John Bartholomew; Jay Danielson; Perry Gilfillan; Verna Graves

STAFF CHANGES, INTRODUCTION OF DIOCESAN COUNCIL, AND GREETINGS FROM PROVINCE VI

Bishop Jelinek recognized the Ven. Irma Wyman, will be retiring as Archdeacon for the Diaconate on December 31, 2008. He also announced the following staff changes:

- The Revs. Mary Jo Feely and Steven Judd will serve 18-month terms as Assistants to the Bishop for the Diaconate
- In the wake of the resignation of Canon to the Ordinary Gary Gleason earlier in the year, Karen Olson will now serve as Executive Officer of the Diocese, as well as Deployment Officer.
- Bronwyn Skov will share part of the executive role with Karen and serve as Leadership Development Officer.

Bishop Jelinek introduced the members of Diocesan Council.

Terry Roberts of St. Paul's, Duluth, who is also a member of the Executive Council of the Episcopal Church, brought greetings to the convention from Province VI.

YOUTH PRESENTATION

Bronwyn Clark Skov and several youth delegates spoke of the triennial Episcopal Youth Event (a national event held in the summer of 2008) and the annual Diocesan Youth Music Festival and Episcopal Youth Music Camp (held in Minnesota), accompanied by short video presentations. All youth event participants at Convention were recognized. MerLynne Byrne and the children participating in the third annual Convention Children's Program

FINANCE AND BUDGET

Jim Pavlik, Chief Finance Officer, introduced Gailen Krug, who gave a presentation about the diocesan Pooled Investment Fund. Ann Lanoue, Chair of the Finance/Audit Committee, reported on the Apportionment for the Common Good (ACG).

Bill Gray, Chair of the Diocesan Finance/Audit Committee, spoke of the development of the 2009 diocesan budget, and then presented and explained the budget to Convention, which is once again a one-year transitional annual budget rather than a triennial budget. Following discussion, the budget was passed. Budget details are available from the Finance Office or online at http://www.episcopalmn.org/diocesan_financial_information.

DIOCESAN SHOE DRIVE

Director of Communications Wendy Johnson and her son Josh presented a video about a shoe drive that had been in progress throughout the diocese in the time leading up to Convention. With 77 congregations and organizations participating, approximately 30,000 pairs of shoes were collected and brought to the convention center. Many were in boxes flanking the stage, while thousands more had already been loaded in a 53-foot semi just outside the building. It is believed that this was the largest statewide shoe drive in U.S. history.

RESOLUTIONS

The following resolutions were proposed:

Resolution 1: Reporting compensation for all stipended clergy in Minnesota:

Let it be resolved, that the compensation (as defined by the Church Pension Fund) for all stipended Clergy in the Diocese of Minnesota, be submitted along with the Annual Report of Episcopal Congregations and Missions (otherwise known as the Parochial Report) and included in the Annual Journal and Directory of the Diocese of Minnesota. *DEFEATED*

Resolution 2: Task force for Total Ministry canonical revisions:

We resolve that a task-group be formed by the bishop to draft revised diocesan canons to be brought to the Diocesan Convention in 2009. This task-group should include members with experience in total ministry teams, total ministry mentors, members of the Canons and Constitution Committee, the canon theologian, members of standing committee and the Mission Strategy Network and others as appropriate.

PASSED

Resolution 2: 2009 Budget and ACG reduction recommendation

Be it resolved that The Diocesan Council is directed to adopt, after such consultation with the Diocesan Finance and Audit Committee (DFAC) as Council deems necessary, a 2009 budget in which total expenses are at least 15% below the projected level of actual expenses in 2008. In preparing this budget, the Diocesan Council and the DFAC shall preserve all existing staff positions in the Department of Congregational Development and the Department of Indian Work.

The reduction in expenses required by the preceding paragraph shall be accompanied by an equivalent reduction in the budgeted amount of revenues to be derived from the Apportionment for the Common Good (ACG). The diocesan financial staff is directed to limit the 2009 ACG assessment of each church in the diocese to no more than 85% of the amount that would otherwise be assessed to that church for 2009 according to the formula published in the 2008 Journal and Directory of the Episcopal Diocese of Minnesota. *WITHDRAWN*

CANONICAL AMENDMENT

The following amendment was proposed to Canon 310, Personnel Committee: Diocesan Staff:

1. A Personnel Committee, chaired by the Vice President of Diocesan Council, and comprised of the Diocesan Bishop, the Treasurer of the Diocese and three persons elected by Council from among its members:
 - a. Establishes employment policies for Diocesan Staff, including the Canon to the Ordinary, Canon Missioners and all Episcopal Center employees, which must be approved by Diocesan Council;
 - b. Determines salary ranges and establish benefits policies, annually, for all Diocesan Staff, based on national comparisons, including Church Pension Fund comparisons, and submit ranges and policies to Council for approval;
 - c. Determines the salary of the Bishop within a range set by Council;
 - d. In consultation with the Diocesan Finance and Audit Committee, makes recommendations to Diocesan Council regarding cost of living and/or merit increases for Diocesan Staff; and
 - e. Attests to the Bishop's annual review of Diocesan Staff.
2. The Bishop determines actual Diocesan Staff salaries within ranges approved by Council. If no salary ranges have been approved by Council during the preceding year, the Bishop shall determine salaries using his or her discretion.
3. The Personnel Committee is a Committee of Diocesan Council and reports to the full Council on all non-confidential matters under its purview.
4. Diocesan Council members are elected to the Personnel Committee for staggered 3-year terms. Diocesan Council members can serve up to two consecutive terms on the Personnel Committee. If a Diocesan Council member is not reelected to Council or resigns from Council or the Personnel Committee, Diocesan Council shall elect a replacement to complete the term of the departing member.
5. Nothing in this canon shall be construed to conflict with or supersede any provisions of the Diocesan Constitution, these Diocesan Canons, the National Constitution or Canons or actions of General Convention.
6. This Canon shall become effective on January 1, 2009 and shall apply to all new hires occurring on or after January 1, 2010.

THE AMENDMENT WAS WITHDRAWN AND REPLACED WITH RESOLUTION 4, AS LISTED BELOW

Resolution 4: Good Governance process:

Whereas good governance is essential for the effective functioning and integrity of the Diocese of Minnesota, as expressed in the Preface to the Canons of the Episcopal Diocese of Minnesota, and as acknowledged in the Joint Statement to the Delegates of the 151st Convention of the Episcopal Diocese of Minnesota, it is hereby resolved that:

- A. This Convention creates a working group of three individuals who collectively possess substantial expertise and experience in governance, organizational development, human resources and law as well as many years of service and leadership in the Diocese of Minnesota.
- B. This working group is charged with the creation of a proposal for adoption by Diocesan Council at its January 2009 meeting. This proposal would create a Personnel Committee of the Council and provide Council with all appropriate personnel policies and guidelines that reflect good governance and best practices. The Diocese will use these policies and guidelines to manage, evaluate and compensate employees during the period of February 1, 2009 through the 152nd Convention. The working group will draft appropriate revision(s) to the Canons of the Episcopal Diocese of Minnesota that embody and provide permanent guidelines for the good governance of personnel and compensation matters, which Diocesan Council will then propose to the 152nd Convention for adoption.
- C. During this period between the 151st and 152nd Convention the Bishop will honor this process and not act unilaterally under the current provisions of Canon 310.
- D. The members of the working group are: Karen Dingle, Chancellor, the Episcopal Diocese of Minnesota; Marilyn Clinton, Consultant; Robert Sykes, VP General Counsel & Government Affairs (Retired) Target Stores
- E. The working group is authorized to utilize other individuals to assist them in this process as they see fit in order to supplement their individual skills, talents and experience with the additional resources that may be necessary to carry out this charge.

F. The working group will report their process on a regular basis to the First Vice President of Diocesan Council and the President of the Standing Committee of the Diocese to keep them informed and to solicit input on the process. Further, it is anticipated that this process will serve as a model for future good governance initiatives in the Diocese, specifically with regard to the functions of Audit and Finance. *PASSED*

FINAL BUSINESS

During Convention, Bishop Jelinek offered the following thank-yous:

- To Assisting Bishop Daniel Swenson
- To the Episcopal Center staff
- To Marilyn Wall Jelinek for her support
- To Paula Carter and Joe Bjordal, both on contract to help with Convention
- To musicians Jacob Manier and R.C. Laird

Karen Olson announced that the 152nd Annual Convention of the Episcopal Diocese of Minnesota would take place October 30 and 31, 2009, at the Marriott in downtown Minneapolis. The general business will be done on Friday afternoon and evening. The business on Saturday will focus on the election of the Ninth Bishop of the Diocese of Minnesota.

During the singing of the final song, "We are marching in the light of Christ," many of those in the room went to the stage to join the youth in taking boxes and bags of the remaining donated shoes to the loading dock to place in the back of the truck for transport to a distribution center.

Respectfully submitted,
Karen Olson
Secretary of Convention

Summary prepared by Susan Barksdale