

Diocesan Council
January 16, 2008
St. John the Baptist, Minneapolis

Present: Bishop Jelinek; Gary Gleason, Secretary of Council

Region 1 Carole Johnson

Region 2 Carlyle Conrad, Margaret Thomas

Region 3 John Husband

Region 4 Bill Gray, Paul Rider

Region 5 Pat Dibble, Doug Sparks

Region 6 Martha Beckwith,

Region 7 Doug Rude, LeeAnne Watkins

Region 8 Gary Aamodt, Tom Eklo

Region 9 Stacy Abena, Andrew Waldo

Guests: Karen Olson, Executive Administrator; Jim Pavlik, Principal Financial Officer; Jeff Langaard; Malcolm McDonald, Trustees; Rex McKee; Susan Moss, Metro Area Canon Missioner; Susan Barksdale, Recorder

Executive Summary of January 16, 2008, meeting
(Details in body of minutes)

Diocesan Council:

Heard a presentation from the Standing Committee and engaged in discussion about the election and transition to the next Bishop of Minnesota.

Discussed next steps for Mission Strategy.
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Unanimously passed a motion to ask Jim Huber and Dan Pearson to be co-chairs of the Mission Strategy Committee, with Mariann Budde as spiritual leader and Craig Van Gelder as the consultant.
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Unanimously passed a motion stating that the draft charge to the Mission Strategy Committee be completed as discussed in Council, with additional items to be inserted and with a preamble added by the Bishop, and that it be presented to the leadership of the committee and then published at large.
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The morning session opened with prayer and reflection on John 1: 29-42.

BISHOP TRANSITION: STANDING COMMITTEE PRESIDENT DEBBIE BROWN, AND MEMBERS NEYSA ELLGREN AND DEVON ANDERSON (WITH LEN ADDINGTON AS LEGAL ADVISOR)

Bishop Jelinek has submitted a letter of resignation to be effective on the day of the consecration of the Ninth Bishop of Minnesota (probably in 2010), and the Standing Committee has accepted his resignation.

Debbie distributed material concerning the election and transition process, including a timeline and applications for membership on both the Search and Transition Committees. The Search Committee will serve from the beginning of the search process to just before the episcopal election. The Transition Committee will plan and implement the election and continue through to the consecration.

The Search Committee will consist of 18 members plus two co-chairs. Nine will be elected by the regions, and nine will be selected by the Standing Committee to balance the membership as to constituencies and interests. The work of the two committees will be assisted by an consultant from the national church (similar to the work of a search consultant in parishes).

There was extensive discussion on the process and on the identification of funding for the search and transition. The Trustees have also found some possible non-designated sources and are doing further work on this matter.

Resolution 2008-01 (attached) was distributed to Council. A similar resolution had been passed by the Trustees on January 14. The resolution was passed unanimously following discussion and several friendly amendments (as attached).

BISHOP'S TIME

Bishop Jelinek will begin a three-month sabbatical in February, returning in time for the annual spring clergy conference. A statement on the sabbatical is attached to these minutes. To follow up with a conversation at a recent Region 9 meeting, Andrew Waldo asked the bishop whether a sabbatical was a good idea during this critical juncture in our diocesan life. Andrew said some in Region 9 had wondered 'is the bishop with us or not?' The bishop promised to address his question later, in context with the mission strategy discussion.

Metro regional deans have met to discuss shouldering some of the regional work. The bishop noted that we will not be able to do all we have done in past due to continuing staff reductions at the Episcopal Center. He stated that his commitment is to hand over a strong and vital diocese to the next bishop.

Bishop Jelinek has recently participated in a seminarian conference, Total Ministry team discernments, individual discernments, and visitations. He will be present on January 17 for the Celebration of New Ministry with Tom Eklo and St. Nicholas, Richfield.

Another recent meeting, held at the Governor's Mansion, was regarding the White Earth Reservation, including tribal chair (and Episcopalian) Erma Vizenor. The tribe is interested in buying the now-closed Gilfillan Center and running it as a facility for treatment of Native youth. As a tribe they can qualify for public funding to run the same program. Bishop Jelinek accompanied Erma to a meeting with Governor Pawlenty, where he was proud to be able to say that the Episcopal Church has been involved with White Earth for more than 150 years and that St. Columba's was one of our oldest congregations. "We have walked with them and will continue to walk with them," the bishop said.

Bishop Jelinek displayed two large newsprint pages from Holy Apostles in St. Paul, bearing thank-yous and signatures. The congregation includes hundreds of Hmong Episcopalians, but has few financial resources. The diocese is contributing \$40,000 to Holy Apostles this year, and other fund-raising has brought in \$155,000 to date.

In answer to a question, Bishop Jelinek said that he definitely plans to attend this summer's Lambeth Conference, as he feels it is very important to have all the voices at the table when the Communion takes up the issue of homosexuality and the impacts of the decisions made by The Episcopal Church. .

The Bishop's Time ended with a farewell to Susan Moss, who leaves at the end of January to become Vicar of La Misi3n el Santo Ni1o Jes3s in St. Paul. Bishop Jelinek expressed his gratitude for her ministry, noting that she has constantly sought to bring people together, gone out to engage, and has helped us to learn; Council responded with a standing ovation.

LUNCH

BUSINESS MEETING

The formal business meeting was chaired by Stacy Abena, First Vice President of Council, and opened with prayer.

The agenda was approved unanimously. The minutes were approved unanimously.

Regions 1, 4, and 7 elect Council representatives in early 2008. New members traditionally begin at the March meeting. This was Paul Rider's last meeting. Rex McKee has already been elected to replace LeeAnne Watkins, but she will come to the February meeting. Retiring Council members were thanked with applause.

Stacy had to leave at this time to attend her daughter's kindergarten production of *The Three Bears*. She turned the gavel over to Bishop Jelinek.

MISSION STRATEGY: DWIGHT ZSCHEILE

Dwight spoke of a follow-up survey that was done after the report of the Bishop's Committee for Mission Strategy report was presented and accepted at the October 2007 Diocesan Convention (a baseline survey had been done at the beginning of the process). He noted that there was good news and the results were encouraging. A brief summary follows. The complete report can be read at www.episcopalmn.org (click on Links and Resources, then Bishop's Commission on Mission Strategy).

Most respondents felt the report presented a clear picture of the diocese and awareness of its demographics. A majority agreed that the BCMS process helped them build bridges and develop stronger connections in their own and other congregations. Many saw spiritual renewal taking within their own congregations; they felt their voices were heard and the grass roots were heard as well. They felt a greater trust and also felt that the diocese was prepared to enter into new era of partnership. The most significant obstacle was seen to be "organizational inertia." Respondents also praised the group for a job well done.

There has been a strong affirmation of the process and outcome from core leadership, new connections and relationships were built, and new sense of trust has been established. There is now a mandate to continue the transformation. A key question is how to counteract the organizational inertia mentioned above. Implementation must deal with potential obstacles and be well-led with a hard-working group.

There was some discussion on how this was to be achieved, especially as momentum can be lost with leadership turnover in congregations. Dwight explained that the next mission strategy phase is intended to mobilize at the grass-roots level. Council members expressed their gratitude for the work done so far. Bishop Jelinek thanked Dwight and the committee as well for all their hard work, and wished him luck on the defense of his doctoral dissertation on February 28.

NEXT STEPS FOR MISSION STRATEGY:

Bishop Jelinek made the following statement:

Our responsibility [as Diocesan Council] is to develop a "charge" for the Mission Strategy Committee, and I would like to engage you in developing that by sharing some of my reflections, based on the BCMS report and from conversations I have had with members of the BCMS and others in the diocese.

I want to repeat that I believe we accepted/adopted a report with a direction and strategy for mission, but without clear direction. In some ways, according to a [BCMS] Steering Committee member, the process was rather unfinished, in that not all congregations were visited, and therefore not included in the report. The Steering Committee would like to see those visits continued, and I agree, for they are valuable in helping congregations identify those dimensions of their lives which help or hinder mission and ministry. From that, we can see where spiritual transformation is needed. It is not just our society in which Jesus and the Gospel are not well known. It is in our churches as well.

It is now time to form a new group, a Mission Strategy Committee, to work on next steps. The bishop has invited Craig Van Gelder back in as a consultant and he has accepted. The bishop also suggested that Jim Huber and Dan Pearson be co-chairs and that Mariann Budde return as spiritual leader. An initial meeting will be held on January 26. In answer to a question, Bishop Jelinek said that he felt that although these leaders had been part of the BCMS, they are “people with dedicated passion who have shown themselves as so committed to the process. We have to expand relationships, but we don’t want to lose those already built.”

The bishop asked if the first meeting should be opened up so that anyone with passion could attend. Council members agreed, noting that other potential committee members might be identified at that time. **It was moved and seconded to ask Jim Huber and Dan Pearson to be co-chairs of the Mission Strategy Committee, with Mariann Budde as spiritual leader and Craig Van Gelder as the consultant; passed unanimously.**

Bishop Jelinek also distributed a list of suggested “charges” to the committee for discussion by Council. Several additional items were added by Council members.

It was moved and seconded that the draft charge to the Mission Strategy Committee be completed as discussed in Council with additional items to be inserted and with a preamble added by the Bishop; that it be presented to the leadership of the committee and then published at large; passed unanimously.

To follow up with the question posed by Andrew earlier in the morning, the bishop said that he has wrestled with this very question over the last year, in anticipation of a sabbatical. He noted that some people might think the bishop should be involved in everything and some in nothing. He elaborated about his decision to take a sabbatical now, saying that, in doing so, “I’m clearly saying how much we all should be involved in mission strategy. My role is not to control this process but to encourage it. One thing we have learned as a result of BCMS is that there is a groundswell for grass roots work and if I am autocratic now, when I have not been in the past, it will be seen as my laying something on us – rather than our owning the strategy together.”

The bishop continued that he knows he needs the rest and the perspective of being away so that he can come back and do the important work that is left to do in handing this diocese over to his successor.

Gary Aamodt spoke in favor of the bishop’s sabbatical and said that the bishop had been both present and supportive in the BCMS process in the past, and has set forth his clear expectations for how to re-engage the process as we move forward. He further noted that he perceived his leaving on a sabbatical now was a sign of trust and hopefulness.

Andrew said that he hoped the bishop would be able to articulate his intentions and reasons to the wider diocese and wished that everyone had the opportunity to hear and feel the bishop's thoughts first hand. The bishop said he would attempt to write a clear message for wide distribution and also to engage the clergy who were able to be present at a February 5 clericus at St. Mark's Cathedral in an ongoing conversation.

TRUSTEES: MALCOLM MACDONALD

The Trustees had brought a proposal to the December Council meeting that would require all churches to carry their insurance with Church Insurance, in order to have more extensive minimum coverage. Council had expressed its concern about requiring coverage with a specific company, and requested that the Trustees revise its proposal to list specific types of coverage that should be included in churches' insurance policies. Malcolm now said that Trustees would come back with such a list. He also warned that even if churches "shopped" for other policies with the required minimal coverage, they must also be very careful to find out how well their company settles claims.

In accordance with their ByLaws, the Trustees have elected Bob Harvey from St, Paul's, Duluth, to complete the term of Gary Johnson, who has resigned.

As Episcopal Community Services (ECS) is now managing Cass Lake Episcopal Camp (CLEC) the Trustees will receive a draft agreement concerning the two entities that should eliminate double insurance coverage.

The Trustees are continuing to employ Sarah Harris to work on behalf of the University Episcopal Center (UEC), and she is continuing negotiations with the University of Minnesota concerning the UEC's former building.

Holy Apostles, St. Paul, has now raised \$155,000 of its goal of \$250,000, mainly through a series of dinner parties.

The Trustees and Gethsemane, Minneapolis, have approved a bid for replace its boilers as soon as possible. It is thought that the savings in energy costs will more that offset the cost of the boilers.

The former Episcopal church building in Pipestone is being sold. The purchase price will recapture some of the upkeep money that has been spent over the years. Malcolm explained the "Haynsworth Plan" (named for Trustee Harry Haynsworth): when property is sold, funds used for upkeep, etc, are repaid first; the remainder of the purchase price is divided between a general upkeep fund for and for new mission.

The Trustees are operating under a budget, and will be completing the 2009 budget by the end of January. Malcolm thanked Jim Pavlik and Renee Carlson for their work on the Trustees' behalf.

FINANCIAL REPORT: JIM PAVLIK

The books for 2007 will close later in January. The November 2007 results give a brief update regarding the close of the year. Jim said barring some sort of unforeseen event, the diocese would finish 2007 on budget or better.

Council unanimously received the unaudited operating statement.

The meeting was adjourned with prayer at 3:00 pm.

Respectfully submitted,

Gary Gleason
Secretary of Council

Susan Barksdale, recorder

Bishop Jelinek announces plans for sabbatical

Bishop Jelinek will begin a three-month sabbatical in February, returning in time for the annual spring clergy conference. He has abbreviated his time away due to the various activities and projects underway in the diocese, and will also interrupt his sabbatical to attend the House of Bishops meeting, which will be held in March.

Bishop Jelinek will study Spanish in Honduras for a month, spend time working with the Standing Commission on Anglican and International Peace with Justice Concerns, and visit the Diocese of Northern Michigan to study their well known Total Ministry plan. The Bishop also hopes to travel to Japan with Marilyn to visit friends at Oomoto, the Shinto sect at which he studied in 1991.

During his time away from the diocese, the bishop's staff will continue the day to day operations and responsibilities of the Diocese, with Episcopal support from the Rt. Rev. Daniel Swenson, as needed. Karen Olson will also be on sabbatical while the bishop is away. Canon Gary Gleason will continue to oversee the work of the staff, and he will be ably assisted by Helena Bedell, who has been working at the Episcopal Center since September.

Bishop Jelinek said he views sabbatical as a time of rest, in somewhat the same way God rested on the seventh day, looking back over all that had been done. "Sabbatical can also be a time to reflect on what lies ahead, and in this case, prior to the end of my episcopate," he said. The Bishop continued, "this time can be a very fruitful learning period for the Diocese as well, especially as the search process for the Ninth Bishop gets underway."

Bishop Jelinek noted that all three elected bodies of the Diocese have now approved a process leading to the election of the IX Bishop of Minnesota at diocesan convention, October 31, 2009. "While I have not participated in those plans, I support and appreciate the work these leaders have done, as well as the cooperative spirit apparent among them. The beginning of the search process is a very appropriate time for the diocesan bishop to be gone, although I suppose one could say there is never a good time to be on sabbatical."

The Bishop indicated that he has asked the Finance Department to plan a diocesan summit or networking meeting in May to discuss diocesan finances and the ACG in particular, noting this might delay the preparation of budgets for 2009 and following. This meeting would occur soon after his return to the diocese.

The bishop continued, "My continued commitment is to hand over to the next bishop a strong and vibrant diocese. I am convinced that will happen."

Finally, the bishop noted that some significant adjustments have already been made in response to the BCMS report, noting that "we all need to recognize that it will no longer be business as usual, which means we may not always be able to do all that we have in the past."

He indicated that he has done some interpreting of the BCMS document and accordingly we "must always look at the transformational possibility in all our work, we must seek ways to encourage networking and we must identify and celebrate our Episcopal identity in all that we do."

**RESOLUTION OF THE DIOCESAN COUNCIL
OF THE EPISCOPAL DIOCESE OF MINNESOTA**

Support for the Search and Transition Plan
of the Standing Committee of the Diocese of Minnesota
to Elect the IX Bishop Diocesan of Minnesota

WHEREAS, on January 2, 2008, Bishop Jelinek Bishop notified the Standing Committee of the Diocese of Minnesota (the “Standing Committee”) of his intent to resign as Bishop Diocesan in 2010 on the day of the consecration of the IX Bishop of Minnesota;

WHEREAS, in accordance with Canon III.11.2 of the National Church Canons, Bishop Jelinek asked the Standing Committee for its consent to the Bishop’s call for a Convention in 2009 for the election of a successor Bishop Diocesan;

WHEREAS, the Standing Committee accepted the Bishop’s notice of resignation and has prepared a plan for undertaking a search and transition process; and

WHEREAS, the Standing Committee discussed its plan for the search and transition process with the Trustees of the Diocese of Minnesota, Incorporated (the “Trustees”) and the Trustees approved support of the Standing Committee’s plan which will include the Trustees working in cooperation with Diocesan Council to identify sufficient funds for implementing the plan and to make said funding available accordingly;

WHEREAS, the Standing Committee has now presented its plan for the search and transition process to Diocesan Council and asked for Diocesan Council’s support of the plan and affirmation of the Trustees action on the matter;

THEREFORE BE IT RESOLVED THAT, Diocesan Council supports the Standing Committee of the Diocese of Minnesota in its implementing a search and transition plan for the election and consecration of the IX Bishop of Minnesota and authorizes the Finance/Audit Committee to work with the Trustees of the Diocese of Minnesota, Incorporated to identify sufficient funds and making the funding proposals available to Council for the implementation of the plan.

Date: _____

Secretary

DRAFT—MISSION STRATEGY COMMITTEE CHARGE—DRAFT
From Discussion between Council and Bishop at January 2008 Diocesan Council Meeting

I would like for us to be able to charge the Mission Strategy Committee with the following and more as we come up with further thoughts:

1. Develop a method for helping congregations to fully evaluate their mission and ministry and their strength and health in doing them;
2. Develop teams and a timetable to engage all/most/some of our congregations in doing these self-studies.
3. Strengthen regional bodies in working together, being open and vulnerable with one another, honest and helpfully critical and supportive.
4. Work with staff to go over the State of the Diocese report the missionaries did two years ago as part of this evaluation process, and particularly to assess where monies should and should not be invested in congregational transformation and organizing for the sake of mission.
5. Strategize with regions for the start-up of new ministries and, if indicated, new congregations and/or ministry teams to do them.
6. Develop budget implications for new work, including a plan for a capital campaign, if indicated.
7. Engage a process to evaluate and revise the ACG
8. Work to continue to improve transparency and accountability concerning our diocesan finances
9. Engage the diocese in a conversation about stewardship
10. Discern the interconnectedness of the ministry that Deacons are already called to do regarding mission. How will we connect that with our plans?
11. Work with regions to identify partnerships and networks that are already in place and working effectively, and others that we need to begin.
12. Work with the Bishop and staff to do an audit of the positions we now have and the tasks and ministries for which staff have responsibility. Which of these ministries and tasks, in the light of the need for spiritual transformation, are redundant, superfluous, no longer needed, and what kind of timetable will be needed for phase-out and transition? What do we need to continue, either as canonically directed or as necessary for transformation and mission strategy? What new ministry responsibilities will we need on the diocesan/regional levels?
13. Work with the Commission on Ministry in identifying skills for ordained ministers and lay ministers that are needed for transformation, including and especially ministries in our ethnically diverse and ethnically specific communities and in emerging communities.
14. Work with Total Ministry practitioners and communities to identify what composition, practices, training and other matters are most helpful and life-giving, and what may be translated for use in other congregations or ministries.
15. Work with outside resources from other denominations/organizations to discover, engage and try other means and practices that support and lead to spiritual transformation in community.
16. Work with regions to try new ways to be effective as partners in spiritual transformation, and in developing leadership models that are both flexible and sustainable.
17. Work with the Search Committee to ensure that the profile of the diocese they develop will include the work we have already done (and hope to do) in some form and that the profile for the IX Bishop of Minnesota is consistent with this vision.
18. Consider what finalist candidates for bishop need to know about our history and make sure that such material gets to them before they are asked to speak in any public forums.

19. Work with Diocesan Council, Trustees, Standing Committee and other relevant elected leaders of the Diocese of Minnesota to engage them regularly in this process and enlist their help at any time to move critical work forward and/or to call for special gatherings.
20. Communicate regularly and clearly.
21. Identify those people in each region who have particular skills, capacity and relationships for gathering people – and utilize them.

Still waiting for clarifying language regarding how to effectively engage people from greater Minnesota and to make sure they are present in the leadership.