

**Diocesan Council**  
**September 16, 2008**  
**St Martin's by the Lake, Minnetonka Beach**

**Present:** Bishop Jelinek; Karen Olson, Secretary of Council

<b>Region 1</b> Carole Johnson	<b>Region 6</b> Martha Beckwith
<b>Region 2</b> Susan Dusek, Alice Olson	<b>Region 7</b> Doug Franzen, Rex McKee
<b>Region 3</b> <i>NONE PRESENT</i>	<b>Region 8</b> Gary Aamodt, Tom Eklo
<b>Region 4</b> Bill Gray, John Robertson	<b>Region 9</b> Stacy Abena, John Peters
<b>Region 5</b> Pat Dibble, Doug Sparks	

**Guests:** Jim Pavlik, Principal Financial Officer; Jeff Langaard; Assistant Financial Officer; Robert Two Bulls, Director of the Department of Indian Work; Susan Barksdale, Recorder

The meeting was chaired by Doug Franzen.

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

Diocesan Council:

Unanimously approved the appointment of Karen Olson as Secretary of Convention
Defeated a motion that funding for mission strategy be allocated from funds received from ACG
Defeated a motion to remove the salary increases to be included in the 2009 budget for the Executive Officer and the Canon Missioner
Adopted the 2009 diocesan budget, with thirteen Yes votes and two No votes
Unanimously approved a motion thanking the Finance/Audit Committee and diocesan staff for the work they have done and their input in the budget preparation process
Unanimously adopted the 2009 budget narrative
Unanimously approved use of special funding for the Trustees of the Diocese, Inc.
Unanimously approved a motion that information on individual 2009 compensation and benefits (by position, but not name) be included within the budget detail for 2009
Unanimously adopted a revised sexual misconduct resolution (2008-05) with a date change
Unanimously approved an application by the Montgomery Seasonal Worker Ministry to become a Specialized Mission Congregation
Unanimously approved a recommendation from the MDG Task Force for funding allocation
Unanimously passed a motion thanking Canon Gary Gleason for his years of ministry in the Diocese of Minnesota

The meeting opened with Gospel-based Discipleship, using Matthew 20: 1-16 (the parable of the workers in the vineyard).

John Robertson moved that roll call votes in the July 24 minutes be listed in the minutes by person, order, and region; passed unanimously. Doug Franzen asked that revised minutes be prepared, including these roll call details. The July 24 minutes were approved unanimously,

pending this revision. The details of the roll call regarding the request to go into Executive Session at the July 2008 meeting include:

Region 1: Clergy (Carole Johnson): nay

Region 2: Clergy (Bill Van Oss ): aye; Lay (Susan Dusek): aye

Region 3: Clergy (John Husband): aye

Region 4: Clergy (John Robertson): nay; Lay (Chuck Johnson): aye

Region 5: Clergy (Doug Sparks): aye; Lay (Pat Dibble): aye

Region 6: Lay (Martha Beckwith): aye

Region 7: Clergy (Rex McKee): aye; Lay (Doug Franzen): nay

Region 8: Lay (Gary Aamodt): aye

Region 9: Clergy (Andrew Waldo): aye; Lay (Stacy Abena): nay

The agenda was approved unanimously with the addition of a Mission Strategy Report in the afternoon.

The passage of Resolution 2008-04 regarding the St. Andrew's by-the - Lake Episcopal Church, Duluth Republic Bank Loan was read into the record. This resolution was distributed via email June 26, 2008 for action. It was noted that Council prefers not to take such action via electronic media, but when and if it is necessary, all supporting documentation should be included to all Council members, even if only a few make request for additional information.

## **BISHOP'S TIME**

### **Lambeth Conference:**

Bishop Jelinek said that the meditations by Archbishop of Canterbury Rowan Williams were very good — the archbishop also spoke about how we need to “walk toward one another” in all we do. Discussions on human sexuality and covenant were intentionally scheduled at the end rather than the beginning of the conference. If they had been at the beginning, that could have ended discussion on everything else. This way, Bishop Jelinek noted, the bishops could do work on the MDGs and other issues instead.

The bishop gave an overview of some of the Lambeth activities, such as Bible study and the *indaba* groups. He also spoke of discussions with some African bishops, including a Rwandan bishop who apologized for Rwanda's actions toward the Episcopal Church. A bishop from Kenya also told Bishop Jelinek that Kenya wanted to be in communion with the Episcopal Church.

Bishop Jelinek feels that the Anglican Communion will continue, although some churches may split off. He leaves this afternoon for a House of Bishops meeting. He feels that what Archbishop Williams did in calling Lambeth Conference participants to walk toward each other is something we need to do here as well.

In answer to a question from John Peters, Bishop Jelinek said that clergy in a diocese remain when a bishop leaves. Canonically, a diocese cannot leave, as it is a jurisdiction of the Episcopal Church; just a bishop or clergy or people may leave.

**Staff changes:** Bishop Jelinek stated that Gary Gleason's resignation as Canon to the Ordinary was his own choice: “He believes it is best for him, me, and the diocese if he leaves now.” While the bishop accepted this decision, it was not one that he welcomed. He noted that the Canon to the Ordinary almost always leaves at some point before the arrival of a new diocesan bishop.

Gary's last day will be September 30; he will be paid through end of 2008, due to accrued vacation and sabbatical time. There is no part of his expenses in the 2009 budget.

"This is sad for me," said the bishop. "Gary has served this episcopate and helped me to do so. We have always worked as a team. He has extraordinary spirituality and a keen sense of the Episcopal Church."

An Evensong will be offered in Gary's honor at 4 pm on Sunday, September 24, at St. John the Evangelist, St. Paul.

Bishop Jelinek has appointed Karen Olson as Canon and Executive Officer. He stressed that she will not be Canon to the Ordinary as that title could tie her to the VIII Bishop so she couldn't continue on with the IX Bishop. He continued, "I trust her implicitly to tell me the truth. This also means consistency as she has worked so much with Gary in the past." Karen will also be staff liaison to the Mission Strategy Network coordinating team.

**There is now a vacancy in the office of Secretary of Convention (Canon 209). Bishop Jelinek nominated Karen Olson to fill that vacancy; passed unanimously.**

In February 2008 Bishop Jelinek authorized some 10% salary increases for lay staff. There have been no merit increases for some years. The Episcopal Center has tried to keep work going with staff changes, but many have had to take on more duties. Pension benefits for lay staff is not in parity with clergy staff and this one-time step was intended to address that issue. The bishop noted that a resolution to bring pension benefits in parity between lay and clergy on an on-going basis was voted down in Council several years ago.

**Transformation:** We can't do the same things in the same way anymore, the bishop noted. The staff will be in discernment with daily prayer, Gospel-base discipleship, and gifts discernment as staff roles are reassigned and work redistributed. The bishop hopes to model that transformation and encourage it in congregations in 2009.

## **BUDGET FOR 2009**

Doug Franzen moved acceptance of the 2009 draft budget as presented to Diocesan Council, and reminded members that they had the prerogative to make budget changes today.

Bill Gray, a member of the Diocesan Finance and Audit Committee (DFAC), stated that the budget the committee prepared and submitted to Council was based on a motion from the July 24 Council meeting. The DFAC proposed budget contains a number of additional adjustments, some made at the request of Bishop Jelinek. In its meetings, the DFAC has been highly cognizant of Council's request relative to changes to the budget. Bill noted that Council member Doug Sparks attended the last DFAC meeting to add input. He also introduced Lynn Schaefer, another DFAC member, to the Council presentation.

Bishop Jelinek spoke briefly about the basis for his requests that impacted the proposed budget. When you take out a critical position such as Gary Gleason as Canon to the Ordinary, he noted, the work doesn't stop happening or needing to be done; having Karen Olson and Bronwyn Skov move into some of Gary's work is critical. Over the years we have worked with fewer people doing same amount of work, he added. "When you balance a budget on the backs of your staff,

that's saying that you don't value them or what they do."

Ann Lanoue noted that the budget has no major increases in insurance; any increases are planned to be borne by the employees.

Doug Sparks distributed a motion regarding MSN funding. A special apportionment to fund MSN had been approved by Council at its June 2008 meeting, and Doug's resolution planned to move that funding to be part of the existing ACG and part of the operating budget. Doug stated that the diocese adopted mission strategy as part of its diocesan life and so should not be "taxed" for it. He added that the ACG non-payment line in the budget gives the assumption that people will not pay their assessments.

Doug Franzen reminded Council that a resolution to approve the budget was already on the floor. Doug Sparks' resolution was ruled as out of order, but it could be reworded into two motions. **Doug Sparks then moved that funding for mission strategy be allocated from funds received from ACG.**

Discussion involved a reminder that a special assessment for mission strategy had already been passed in June and concerns about removing an allowance for non-ACG payment. Jim Pavlik cautioned that mixing non-operating, short-term items into the budget can cause reporting problems in the future, issues relating to transparency, and be influenced by non-payment of ACG in 2009.

Bishop Jelinek pointed out that the diocese voted at the 2007 convention to go ahead with the mission strategy process. The committee has said again and again that doing mission strategy would cost more money. If this becomes part of the whole budget and there has to be a reduction, then mission strategy will be reduced along with everything else (as happened with the seven mission priorities).

**The matter was deferred until the afternoon.**

## **LUNCH**

Bishop Jelinek noted that his primary reason for keeping the special assessment for MSN rather than building it in as part of the operating budget was precisely so that each congregation intentionally pays an additional amount. This leads to a greater sense of ownership in the process. Past shortcomings in our attempts to do mission strategy have resulted from a lack of buy in. **After further discussion regarding the MSN, the motion was defeated.**

Discussion then resumed on approval of the 2009 draft budget as presented to Council.

**Gary Aamodt moved to remove the \$15,000 salary increases each for the executive officer and canon missionary included in the 2009 budget,** noting that he did this reluctantly but felt that such increases sent a negative message in the current climate. He added that staff had already received a 10% increase and a COLA. Bishop Jelinek stated that the proposed increases were due to changes in the grades of the jobs now being done by these two people following the departure of Gary Gleason. **The motion was defeated.**

John Robertson called the question for a vote on the 2009 diocesan budget as is. Roll call results: Region 1: Lay (Carole Johnson): aye

Region 2: Clergy (Alice Olson): aye; Lay (Susan Dusek): aye

Region 3: NONE PRESENT

Region 4: Clergy (John Robertson): aye; Lay (Bill Gray): aye

Region 5: Clergy (Doug Sparks): nay; Lay (Pat Dibble), aye

Region 6: Lay (Martha Beckwith): aye

Region 7: Clergy (Rex McKee): aye; Lay (Doug Franzen): aye

Region 8: Clergy (Tom Eklo): aye; Lay (Gary Aamodt): nay

Region 9: Clergy (John Peters): aye; Lay (Stacy Abena): aye

Bishop Jelinek: aye

**13 aye and 2 nay; The 2009 budget was adopted.**

Rex asked for a moment of quiet “to reflect on where we have been in July and today. We’ve done hard work and had good conversation.”

**John Robertson moved to thank the Finance/Audit Committee and diocesan staff for the work they have done and their input in the budget preparation process; passed unanimously.**

### **Budget Narrative**

It was moved and seconded to adopt the budget narrative. As Doug Franzen noted, “We have adopted the numbers but are now discussing how to say it.” A correction regarding the percentage of the ACG reduction will be made. There was also a discussion on making the ACG reduction optional for those congregations that can pay more. However, the reduction will remain with a suggested note aside from the narrative document saying that it is acceptable to send additional funds to the diocese.

A friendly amendment was added to the motion to adopt the narrative, saying that the adoption was subject to work by the narrative subcommittee (Rex McKee, Martha Beckwith, Gary Aamodt, Karen Olson) and Finance/Audit Committee. **The budget narrative was passed unanimously.**

### **DEVELOPMENT: KAREN OLSON (FOR KEVIN SHAW)**

Kevin wanted to let people know of the upcoming Bishop’s Circle banquets:

- Tuesday, September 20: Cathedral of Our Merciful Saviour, Faribault
- Thursday, October 2: Kitchi Gammi Club, Duluth

This year’s speaker is Terry Parsons, program officer for diocesan services in the Partnerships Center of the Episcopal Church. Parsons will also lead a free workshop about stewardship on Saturday, October 4, at Breck School in Golden Valley. All are urged to attend.

### **FINANCE: JEFF LANGAARD**

**July 2008 financials:** There are still a number of churches that are one payment behind on their ACG; these have been called. Doug Sparks asked to see what has been spent on Holy Apostles and La Misión El Santo Niño Jesús this year. Jeff will show this information as a separate line item, beginning next month. Bishop Jelinek reminded Council that half the salary budgeted for former Canon Missioner Susan Moss went to pay her halftime salary as vicar of El Santo Niño, and the other half went to pay Letha Wilson-Barnard as halftime assistant at Holy Apostles.

**Trustees funding worksheet:** The Trustees are working to offset their deficit. One short-term funding source has been found and it listed on the last page of worksheet. It is hoped that revenue from future sale of properties and building rental will help as well. Doug Sparks expressed concern at the need to continue to sell off properties. Gary Aamodt noted that the Trustees pick up the cost of the 1730 Clifton Place building; the diocese essentially has free rent, but the Trustees are paying for that.

**Motion: To approve the Trustees special funding for their operating budget (as detailed in the attached worksheet: passed unanimously.**

Doug Sparks noted that Convention had passed a resolution stating that individual compensation be listed in the budget. Council had passed a further resolution in February 2008 that this information be included within the budget detail and not on a separate page. This individual compensation information does not appear within the budget detail for 2009. Bill Gray stated that such a change would change the budget document but not the numbers, so there was no need to reopen budget discussion.

**Doug moved that information on individual compensation and benefits (by position but not name) be included within the budget detail for 2009, rather than on a separate page; passed unanimously.**

#### **SAFE CHURCH: RENEE CARLSON**

Renee presented Resolution 2008-05 (*attached*): Adoption of Revised Sexual Misconduct Policies: Provision for *Safeguarding Online* Training Program. This revision will make it possible for people to satisfy some Safe Church requirements online, both for recertification and to provide an interim training for those who can't meet the six month training requirement under the policy. Anyone using the online training as an interim training will still be required to participate in the platform training at a later time. Renee will do everything possible to have this online service available by the end of 2008.

**It was moved and seconded to adopt the revised sexual misconduct resolution with a date change; passed unanimously.**

Renee also noted that the Church Pension Group (CPG) is currently working on a presentation for church staffs and congregations on adult sexual harassment.

#### **MONTGOMERY SEASONAL WORKER MINISTRY: DOUG SPARKS**

This 17-year-old ministry (described in the attached document) continues to be sponsored by Region 5, some in Region 4, and others. It was begun by the Revs. Vincent Schwahn and Carolyn Schmidt because there was no church available for the seasonal agricultural workers in the area. The ministry received a \$5,000 grant from the Bishop's Circle this year. It is now applying for Specialized Mission Congregation status with the name La Misión Episcopal de San José Obrero – or St. Joseph the Worker Episcopal Mission.

Bishop Jelinek noted Region 5 has been spectacular in supporting this ministry, along with support from Region 4. He also recognized the participation of La Misión El Santo Niño Jesús in St. Paul. **It was moved and seconded to approve the application; passed unanimously.**

## **TRIBUTE TO GARY GLEASON**

**Doug Sparks made a motion thanking Canon Gary Gleason for his years of ministry in the Diocese of Minnesota; passed unanimously.** Doug Franzen added that Gary has been a key player in much of the transformation we have seen. Stacy Abena noted that he has a more gentle concern to the Church than he gets credit for; this concern gets hidden by his job descriptions.

## **MILLENNIUM DEVELOPMENT GOALS (MDGs): MICHELE MORGAN**

Michele last reported to Council on the MDGs, along with Devon Anderson. The MDG Task Force had been allocated \$16,000 for its work. It had planned to use the first \$8000 of its allotted funds for pilot congregation training and the rest for congregational grants. It now wants to use the remaining \$8000 for further training, feeling that the first round raised so much for the MDGs that this would be a much more efficient use of the money.

Michele noted that this program is attracting attention outside the diocese. It is not asking participants for money but for transformation. The MDG Task Force requested that Council give permission for it to use remaining \$8000 allocated to it by Council for further training within the pilot congregations.

**It was moved and seconded to approve the funding allocation; passed unanimously.**

Doug Franzen expressed gratitude to Council for its work at this meeting.

## **DIOCESAN CONVENTION**

Karen Olson reported that the convention business booklet will be sent out next week. She encouraged people to bring these booklets to their region meetings. There will be no region forums this year. A video was produced instead and will be posted on the diocesan website ([www.episcopalmn.org](http://www.episcopalmn.org)), where it can be watched in community or individually. DVDs of the video will also be sent to the nine regional deans.

## **MISSION STRATEGY NETWORK (MSN)**

Gary Aamodt reported that four task forces, one for each Mission Strategy Goal, are now fully staffed and are meeting. Rex added that the door is always open for more people on the task forces. MSN will have a table at Diocesan Convention with computers to teach people how to go onto the MSN website. Susan Barksdale is posting communiqués and congregational stories on the site.

John Robertson asked for clarification on friendly amendments. Doug Franzen will check on this.

The meeting was adjourned at 3:06 pm.

Respectfully submitted,

Karen Olson  
Secretary of Council

Susan Barksdale, recorder

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

Adoption of Revised Sexual Misconduct Policies:  
Provision for *Safeguarding Online* Training Program

WHEREAS, Diocesan Council adopted the current Safe Church Policy on February 10, 2008 in compliance with Resolution B008: Protection of Children and Youth from Abuse as approved by the 74<sup>th</sup> General Convention; and

WHEREAS, under Section II.B of the diocesan Safe Church Policy, certain designated volunteers and all clergy and lay employees are required to participate in three hours of child abuse prevention education within six months of their start date and to renew their training certification every five (5) years thereafter; and

WHEREAS, The Church Pension Group (CPG) has now developed online training modules (the "*Safeguarding Online* Program") to be available to dioceses to incorporate into their diocesan prevention training requirements as each diocese determines appropriate; and

WHEREAS, Diocesan Council is now being asked to approve revising the diocesan Safe Church Policy in order to provide for the *Safeguarding Online* Program and a revised Safe Church Policy (Exhibit A attached hereto) is hereby presented to Diocesan Council for adoption; and

WHEREAS, as revised, the *Safeguarding Online* Program would be accepted under Section II.B of the policy for the recertification requirement or to serve as an interim training for persons unable to meet the six month training requirement; and

WHEREAS, all other provisions of the Safe Church Policy would remain unchanged at this time;

THEREFORE BE IT RESOLVED THAT, Diocesan Council does adopt the revised Safe Church Policy as attached hereto under Exhibit A as the Policies of the Diocese of Minnesota for the Protection of Children and Youth from Abuse and the Protection of Adults from Sexual Misconduct.

THEREFORE BE IT FURTHER RESOLVED THAT, effective July 24, 2008 the revised Safe Church Policy shall replace the 2005 policy as the policy of the Diocese of Minnesota regarding matters of sexual misconduct prevention.

Date: \_\_\_\_\_

\_\_\_\_\_  
Secretary