

**EDEO**  
**May 30-31, 2014**  
**Diocesan Council Agenda**  
**Canyon City, Oregon EDEO**

**PRESENT:**

The Rt. Rev. Bavi "Nedi" Rivera

**Class of 2014**

Julie Sarazin, S/C

Kim McClain

The Rev. Jim Mosier S/C

Bill Taylor

Neva DeMayo

**Class of 2015**

Karla Nash

Doug Boone

Ann Havill, S/C

The Rev. Ted Rodrigues, S/C

**Ex-Officio**

Doug Harder, Secretary of Convention

Jerry Frazier, Treasurer

**Class of 2016**

Beth Spell

The Rev. Kathy Macek

Charlie Cagle, S/C

The Rev. Anna Carmichael, S/C

**Seat & Voice**

Lisa Boquist, Secretary to Council

**ABSENT**

Joel Bigelow

Bergen Bull, Legal Advisor to the Bishop

**Visitors**

Helen Spector

**Friday**

\*Notes of the sessions dealing with the Planning for Future Diocesan Leadership can be found at the end of the document.

**Call to Order**

The meeting was called to order at 3:10pm. Bishop Nedi led the council in the beginning of the Eucharist

**Approval of the Agenda**

*m/s/c The agenda was approved as distributed*

*The Rev Anna Carmichael*

**Approval of Minutes from March Meeting**

*m/s/c The minutes were approved as distributed*

*The Rev Anna Carmichael*

## **Ascension School Report**

Bishop Nedi presented information on the Ascension School feasibility study that was conducted through The Episcopal Church Foundation (ECF). ECF advised Ascension School to move forward with the next phase of the process and Ascension School asked for Council's blessing in this next step.

A clarification was made that the goal of the next phase is to go out and ask for support, and obtain pledges of support for the next 3-5 years. This phase should be accomplished by the end of the year.

*m/s/c                      Diocesan Council approves Ascension School's efforts to move forward with the next steps in their Capital Campaign                      The Rev. Jim Mosier*

## **Planning for Future Diocesan Leadership-Part 1**

Bishop Nedi introduced Helen Spector who is consulting with EDEO on the Appreciative Inquiry into the future of the diocese and its leadership options once Bishop Nedi has retired.

- Best Experience of Diocesan Leadership

## **Dinner**

Dinner was served at 6:00PM by the members of St. Thomas, Canyon City.

## **Planning for Future Diocesan Leadership-Part 2**

- Challenges and opportunities for the congregations and the diocese

## **Closing Prayer**

## **Adjournment**

## **Saturday**

## **Opening Prayer**

## **Financial Report-Jerry Frazier**

Jerry reviewed the financial reports that had been mailed from the diocesan office prior to the meeting. Lisa and Jerry are still working on updating Quickbooks with the budget and other financial information.

Jerry introduced the option of moving invested funds to Episcopal Church Foundation Investment Group (State Street Global Advisors). He passed out a report outlining a report from ECF with recommendations to move forward with this possibility from Finance Committee and EDEF. Jerry asked for council's approval to move forward with exploring this option and providing ECF with EDEO's Investment Policy so that they can review it and present a report to Finance Committee. It was also noted that some parishes in EDEO already have funds invested with ECF.

*m/s/c                      Council approves the efforts of Jerry Frazier and Finance Committee to pursue the steps necessary to transfer the invested portfolios currently at Wells Fargo Advisors to the ECF utilizing State Street Global Advisors as the investment manager*

*Julie Sarazin*

## Reports:

### Environmental Justice

Kim McClain gave a report on the status of this commission that was established at the November 2013 Diocesan Council Retreat. She is hoping to have a representative from each congregation who will work with the commission to address issues on energy, food sustainability and water in their own parishes and towns.

She has been working with Bob Thomson and has pages on the website ready for content to be uploaded to them.

Kim also reported that she hopes to offer a workshop at the 2014 Convention in Pendleton exploring more of these possibilities and introducing the commission to more people.

### Diversity

Beth Spell read the following report from Ruth Tsu:

At your retreat in November, you established a Commission on Anti-Racism and Celebrating Diversity. Several people have agreed to serve on this commission including: Alison Dingley, Doug Harder, Anne Scissons, Beth and Jim Spell, Matt Littau, and Diane Adams.

We have communicated via email and begun to share resources, but our first face-to-face meeting will be July 30 & 31 at Ascension School. At that meeting we will:

- learn more about each other,
- identify what resources we already have and/or know about,
- decide what we (individually and together) need to learn in order to provide leadership for this important work, and develop a strategy for moving forward as a diocese.

And we need to make a decision on the title of the commission. In my references to the commission, I have omitted the "anti-racism" part of the title because I question whether this is helpful. But we need to make the decision as a group.

Bishop Nedi noted that EDEO has continued the work begun with last year's Convention in response to Anthony Guillen's presentation. This year's Convention will be held on the Umatilla Indian reservation in Pendleton and will include many elements celebrating their culture. It is important to include the Native American culture in our discussion about diversity in our region. Nedi asked for council's blessing in inviting a Native American to address Convention on the Doctrine of Discovery.

**m/s/c**

*Council endorses Bishop Nedi's request to extend an invitation to a person of Native American heritage to join us at the 2014 Diocesan Convention.*

*Julie Sarazin*

## **Bisbee Grant**

Karly Nash gave an update on the progress the committee has made. They clarified in the application that grants are for supporting seed programs not continual funding. Charlie Cagle put together a letter inviting churches to apply and letting them know that applications are available in October. It was also discussed that a line should be added stating that the grant would not be considered if items were received late or if they were incomplete. Also, a current audit needs to be on file in the diocesan office. It was proposed that the application be added to the diocesan website. Karly asked that council approve the changes made to the grant application and its inclusion on the website.

**m/s/c**      *Motion to approve changes to the Bisbee grant application as presented and the application be added to the website.*

*Julie Sarzin*

## **Planning for Future Diocesan Leadership- Part 3**

- Diocesan Context for Mission/Ministry

## **Planning for Future Diocesan Leadership- Part 4**

- Congregational Input

## **Lunch 12:00**

Lunch was served by the members of St. Thomas, Canyon City

## **Planning for Future Diocesan Leadership- Part 5**

- Roles/Partnerships: Council/Bishop-Short term and Long term

## **Planning for Future Diocesan Leadership- Part 6**

- Path forward for Bishop Search

## **Planning for Future Diocesan Leadership- Part 7**

- Next Steps to August and Convention

## **Closing Prayer**

## **Adjournment**

### **Planning for Future Diocesan Leadership-Scope of Work**

- Best Experience of Diocesan Leadership
- Challenges and Opportunities in our Diocese
- Diocesan Context for Mission/Ministry
- Congregational Input
- Roles/Partnerships: Council/Bishop-Short term and Long term
- Path forward for Bishop Search
- Next Steps to August and Convention

## Best Experience of Diocesan Leadership

### What Supports Best Best Experiences of Diocesan Leadership

- Networking
- Community
- Weekly Worship
- Sharing
- Unity
- Determination
- Common Cause
- Empowerment
- Accepting
- Embracing Difficulties and Finding solutions “weather the storm”
- Recognizing commonalities
- Dependability
- Sense of openness in diocese
- Feeling of welcome, like family
- Seeing my way to get things done
- Good communication
- Education important
- Getting beyond traditional role of rector and getting people to go into the world and do.
- Commitment level- commitment to the body of Christ.

### Core Value That Gives Life and Vitality to EDEO

- Determination
- Connectedness
- Commitment
- Community
- Communication
- Value Acceptance
- Deeply caring for other people
- Collaboration in worship
- Courage to step out on controversial issues
- Connected in our geographical vastness
- Core values-history and transition
- God 24/7
- Leadership-foundational growth in difficult times
- Stability and relationship
- Reliability
- Faith
- Acceptance
- Tenacity
- Prayers are important

### Wishes for the Future of Leadership in EDEO

- Harmony
- Resident Bishop
- Congregational support
- Optimism
- Growth
- Strong leadership skill
- Greater presence in diocese
- Networking opportunities
- Grow Ascension School
- Love and be loved
- Financial stability
- Council’s work is to help parishes get beyond a sense of scarcity
- Nedi’s energy and love
- Strength of relationship with one another over structures
- Clergy supporting each other; sharing ideas
- Home for youth “forever” at Ascension School
- Validation of individual
- Continue to tell Christ’s story
- Discernment, respect for varying viewpoints
- The next generation-ability to assist with formation
- More regional connections & activities
- Finding new ways to do church together.
- Leadership that continues to understand our core values
- More desire to serve on Council, instead of drafting people
- That lay leaders step forward to participate in leading

**Thoughts on Wishes:**

- Need the correct amount of paid leadership for what the work is. ½ time vs. Full time
- Increase in Lay leadership
- Looking at possibilities
- Diocesan leadership holding together so congregations can do the mission
- Diversity, doctrine of discovery/anti-racism
- Opportunities to be open to the world
- Wishes are all doable and able to put into action
- Grass roots sense
- Exciting list for prospective Bishops
- Diocesan dreaming about Ascension School. Center of the Church, hope for the future, a Holy Place with huge potential
- Future possibilities, and education inspiration.

**Challenges and Opportunities in our Diocese**

The council created a “Mind Map” chart listing all of the challenges and opportunities they feel are present in EDEO. They then voted on what they thought were the paramount issues being faced in the diocese. The results are as follows:

<b><u>Count</u></b>	<b><u>Major Line</u></b>
13	Affordable housing* <i>*correlation between the first two and a demand for social services and the availability of those services as well as an increase in violence</i>
8	Small towns shrinking*
6	Increased hunger
6	Increased exposure to the world via technology
6	Increasing/Decreasing educational opportunities
5	Increase in new ways to deal with immigration
4	Increase in violence*
4	Increasing impact of drugs
4	Increase in priests with dual vocations
3	Increase in the impact of climate change
3	Disappearing middle class
2	Increase in rudeness and bullying
1	Increase in homeless GLBTQQI Youth
1	Increase in the 24/7 mindset
1	Decrease in teen pregnancies

### **Diocesan Context for Mission/Ministry**

How can the diocese help in dealing with the issues mapped in the previous section?

**Housing Issue** –Fairness, Rights awareness and empowerment, Adequacy

#### **Congregational Opportunity**

- Hold civil leaders responsible
- Sit on Habitat Boards
- Canvas for local information and housing resources
- Contact Housing Authorities
- Find other organizations interested in housing resources

**Hunger Issues**-Causes of hunger

#### **Congregational Opportunity**

- Volunteering at local food banks
  - o Create visibility to “go-to”
- Community gardens
- Soup kitchens
- Bread from supermarkets and other safe foods available after sell-by dates
  - o Educate store owners, families and other churches, senior centers etc.

**Technology/Exposure to resources**- Youth, seniors, tourists and visitors

#### **Congregational Opportunity**

- Information for decision making on the web
- Real information on our ministries on our websites
- Faith understanding
- The diocese can encourage congregations to do this

**Homeless Youth –LGBTQQI**

#### **Congregational Opportunity**

- Story sharing
  - o Pflag
  - o Blessings
  - o Boots on the ground
  - o Homes
- Education/Scriptural Learning
  - o Accepting of all
- ECUSA-Integrity connection and resources
- Same-sex unions
  - o Bishop Hamley’s letter to clergy
  - o Pastoral leadership
    - Information
    - Increase awareness



**Family Values**-responsibility to the family

**Congregational Opportunity**

- Be responsible for your choices
- Standing by your kids
- Range of models for families
- Supporting families
  - o Recognize what all families need:
    - Stable homes
    - Less drug and alcohol dependence

**Miscellaneous Notes:**

- Expand your vision to other communities, beyond the borders of your parish, town, etc.
- Patience until relationships are developed with government agencies
- Collect stories of success and share them
- Use Convention as a leverage point with projects, etc
- Community outdoor days
- Justice Issues and the role of churches
- Not every issue is in every church
  - o Need internal champions to keep issue visible, find resources
- It's the process of finding your passion and going with it.

## Congregational Input

Council reviewed the results received from congregations that participated in the Appreciative Inquiries that were mailed to all parishes. Results are listed in tables below: Each question has it's own page, there are 4 questions.

<b>Themes—Question #1: Stories of Memorable experiences</b>	<b>Tallies</b>
<b>Themes related to experience with Bishop Nedi</b>	
Bishop Nedi's joy and being filled w/ Holy Spirit @ specific event or service / Music/ Bishop Rivera's joyful Installation	45
Visits by Bishop Nedi	24
Bishop Nedi's encouragement and support of outreach and in-reach, in our communities and our world/ Going to Guatemala/Haiti service trip w/Nedi	17
Personal support from Bishop Nedi	15
General Convention with Nedi; Commitment to Spanish-language worship at Convention/Diocesan Convention	9
Working with Bishop Nedi (Vestry, Committees/Council, etc.)	7
Sense of inclusion w/ Ecumenical service	6
Bishop Nedi is a Good preacher/inspiration; at Ascension, Bishop Nedi's creative offerings of heart and spirituality/Strengthening Ascension School	4 or less each
No personal experience with Our Bishop / Too far away	13
Had a bad experience with Bishop Nedi	10
<b>Themes not related to experience with Bishop Nedi</b>	
Sunday worship services /Our priest / Pastor / Communion/confirmation / Christmas service; Evening Prayer during Holy Week	10
Personal crisis support from friends, priest; Blessing of my new home by my congregation; Present experience of life and death	7
Cursillo	5
Congregational Outreach/ Service projects for the homeless; Bishop Tutu's visit; Teaching grandchildren; Shared Services/Ecumenical services; Lay involvement Finding a theologically open pastor; Book on the Lord's Prayer; Seeing Miracles;	4 or less each

<b>Themes—Question #2: What I value about myself as an INDIVIDUAL</b>	<b>Tallies</b>
Caring person/friendly/kindness/compassion for others; capacity to be present in the moment	41
Honesty; integrity	18
Commitment/willing to do what I say/finish what I start/Reliable/trustworthy	19
Compassionate/not judgmental/tolerant	15
Willingness to accept change/to learn / Curiosity and love of learning	13
Faithfulness	11
Good listener	9
Helpful but not get in others' way	7
Service	7
Being known by God	6
Perseverance/survivor/ Longevity/understanding of Church family	6
Willing to trust God	6
Loyalty; Sense of humor; Willingness to share Jesus with others; Independence; Positive Outlook; Mentoring children/grandchildren; More involved; Integration of heart and mind; Prayerful; Ability to think reasonably; Ability to uplift a person's spirit; Respectful; Patience; leadership ability; gratefulness	4 or less each

<b>Themes—Question #2: What I Value about MY CONGREGATION</b>	<b>Tallies</b>
Friendly, intimate congregation/feeling of family/closeness/welcoming	71
Supportive of most/caring about me/family; unbreakable web of support/ unconditional love/pastoral love in time of illness/kind/thoughtful/ compassion	56
Caring for our community/outreach	28
Open and accepting/ flexibility/inclusive /valuing each person /Variety/diversity	19
Persistence, survival; Faith in Christ/takes Christian goals seriously; Ability to cope w/ change; Participation in Vestry/fellowship; Level of commitment and lay involvement; Worship as a body; Intelligence; Claiming baptismal ministries; Wonderful conclusion to search process; Lay Readers faithfulness at Morning Prayer; Prayerful, cooperative/ educated intellectual people	5 or less each

<b>Themes—Question #2: What I Value about THE DIOCESE</b>	<b>Tallies</b>
Diocese is large but close to each congregation/dedication to all EO churches; supportive of our work	20
Openness to new ideas/ways of being diocese/Ecumenical Service	16
Our Bishop and togetherness; Heart of the Episcopal church/our part in it	13
Connectedness to the world/Outreach/Focus on Haiti; Willingness to serve/community service	13
Welcoming all; Sense of all being God's Children/in Christ	11
Cross-congregational communication/leadership In x-congregational sharing	9
Perseverance	9
Small size affords more activity, access to bishop; Bishop who understands small churches	6
That we were asked for input/feedback; Pioneering in spirit/independent; We are rural; Diocese allows us to be who we are; Circuit-riding priests; Bringing God's kingdom to the here and now; Family feeling/friendly; Mission orientation; Rectors' faithfulness at our congregation; Safeguarding God's Children workshop; making things happen regardless of money issues, personal concerns	4 or less each
Don't know/not familiar/too new	27
Don't understand diocese/still learning; diocese too far away from us	7
Ignores the diocese /Disconnected/ Diocese is invisible; trying hard but going in the wrong direction	5

Themes—Question #3: Most important Diocesan Change in past 5 yrs	Tallies
Bishop Nedi brings sense of unity, joy, love to all, positive and hopefulness, expects the best of us/helps us move forward w/ confidence; dedicated to this place and these people	32
We are more open to change, inclusiveness, accepting all people/able to value non-traditional ways of being a church and a diocese/kept us focused on why be a diocese	22
Nedi not being here as much limits our feeling connected to the diocese / less pastoral care for priests / Need bishop who lives amongst us	18
Shared Ministry w/ Lutherans; openness and full disclosure/Ministry of all baptized has taken on new focus / Youth Council → Ecumenical	17
Move to Cove as center of activity/seems right/work to bring diocese together (not)	+10 (-3)
Communication/Blessings	11
More involved in Outreach in the world;	10
Coming together in community / working better together	8
Fewer people in church; not growing in numbers	9
Nedi focus on Mission and appreciative Inquiry	8
Don't see any change / Part time vs Full time Bishop, no difference	8
Bishop's visits to very small churches	5
Spirit of forgiveness and freedom/reconcile the past/celebrate our diversity/ let go of fear of the future	5
Shifts in our congregations reflecting shifts in our culture; Change to female leadership; Diocese allows congregations to function autonomously; Strength/spirit/guidance; Trusting the diocese more; No longer cringe when we hear "the Bishop is coming!"; Budget Concerns; Diocese takes more than it gives; Loss of Lee Kiefer (person and role)	3 or less each
Don't know/don't have feelings about Bishop Nedi's impact on diocesan change	31

<b>Themes—Question #4: Three wishes for the future of our Diocese</b>	<b>Tallies</b>
Attract young people/Sunday youth program / Young Families / Sunday School and spiritual education of children	79
Continue outreach/service/care for the suffering in the world/Laity and clergy encouraged as they minister to the world	57
More people/Growth/welcoming newcomers/ bring back lapsed members / new people with vision/courage to act / Bring Mexican Americans into the congregation as the future of our town / address declining attendance	45
Increased interaction across diocese, congregation, community and people/learn from each other; continue to mentor each other	38
Accepting all into the church (beyond Episcopalians and Lutherans) / create a general category of membership / interfaith /	27
Service Sharing/Shared Ministry	19
Belong to larger Episcopal Church/need Bishop and Diocese/remain Episcopal Diocese/learn more about the value of being a diocese	15
More people involved at diocesan level /Increased congregational awareness/ involvement with diocese and larger church	14
Adult education/ Foster spiritual growth of members /Cursillo/ Bible Study/ retreats	14
More support for the churches / Keep a priest coming often/provide priests for our small congregations	12
Family involvement @ Cove; Ascension School/programs→ self-supporting/stronger	12
Diocese focuses on resource materials and training/EFM, leadership/resources for parish/ Look at what our ministry is	10
Increase choir membership/ More Music	10
Continue to develop leadership @ all levels	9
Strong Rector (both general and specific wishes)	7
Our rural lifestyle is appreciated /Western Identity	6
Create partnerships with other churches	5
Increased openness to change	5
Wish for NO change/keep doing what we're doing	5
Value our accomplishments; Harmony, love, joy, peace, gratitude; Make the right decisions/discover the path forward and be willing to accept that path; Our clergy are nurtured; Increased mission orientation/appreciative inquiry; Structural improvements to church building; Keep Lake Chapel open July/Aug; programs for seniors; live our commitment to Christ to attract new people/Stephen ministries	3 or less each
<b>Bishop Nedi-Related Wishes and Specific Bishop-related themes</b>	
Bishop who lives in our state/in our diocese;	19
Bishop (Nedi) come more often to our church	8
Continue with Bishop Nedi	7
Full-time Bishop; National Search process	7
Someone like Nedi who is easy to talk to and listens to what we say/Duplicate Nedi	7
Continue leadership grounded in spirituality as Nedi's training in spiritual direction; Episcopate partnership w/ Lutherans; Continue strong encouragement of lay involvement as Nedi showed us; Be creative after she retires; Hope Nedi stays long enough to support this paradigm shift in the diocese; Bishop Nedi retires	3 or less each
<b>Financial themes</b>	
Stability of balanced budget/More \$\$ to expand pgms/lower costs/win the lottery!	14
Disband the diocese into other dioceses and donate the Bishop's salary to good works; merge with Portland Diocese; closer connections to other states/dioceses	11
Stop supporting very small churches / Keep supporting very small churches; Afford to keep a bishop; Pay ministers a living wage; Drop assessment of Outreach so we feel free to give through our own church/less \$\$ to diocese; Reach agreement about \$\$	2 or less each
Don't feel connected to diocese/don't know enough to answer	<b>4</b>

**Roles/Partnerships: Council/Bishop-Short term and Long term**

**Diocesan Search Processes**

**Costs**

- Reserve at EDEO +/- \$110,000
- 

**Data from Other Diocese**

<b><u>Diocese</u></b>	<b><u>Year</u></b>	<b><u>Budget/Actual</u></b>
Fond du lac	2014	\$80,000/\$80,000
Western Michigan	2013	\$210,000/\$169,000
Washington D.C.	2013	\$275,000(includes relocation)
Alabama	2011/2012	\$126,000/\$115,000(includes relocation)
Virginia	Suff. 2012	\$117,500(includes relocation)
	Diocesan 2007	\$202,000(includes relocation)
Western Mass.	?	\$117,000/\$145,000(includes relocation)
Kansas	Before 2004	\$112,000

**Comparisons**

	<b><u>Provisional</u></b>	<b><u>Diocesan</u></b>
<b>Relationship</b>	-Contractual -Employment decision process -Not candidates all at one time	-Election/Call -Ordination, if not already a bishop
<b>Tenure</b>	-Terms of Contract -Renewable/extendable by mutual consent	-Has tenure -Called for life, to retirement
<b>Search Pool</b>	-People already ordained as bishop	-Ordained priests (need consents for consecration/becomes a member of HOB) -Ordained Bishops
<b>Costs</b>	-Smaller search pool, lower costs -More focused search	-Broader search pool could increase costs -Visits to current diocese, bring candidates to EDEO
<b>Transition Process</b>	-“Learning” EDEO, but not how to be a bishop	-“Learning” EDEO while “learning” what it means to be a bishop

## **What Congregations are Facing/Experiencing**

High Complexity      High Interconnection

How Diocesan Leadership can Support local ministry response:

Where are the leverage points for impact?

1. Need someone with us in the heart of diocese standing shoulder to shoulder with the people.
  - a. Keep Nedi as long as we can
2. Understands Eastern Oregon identity: independence
  - a. Desire to be with us as we are
  - b. Salt of the earth ethos
3. Desire for connectedness
4. More important for Bishop to live in our lives than live in our state
5. Response to priest's need for the Bishop to be closer:
  - a. To understand what's happening in the neighborhood
  - b. Be here more, just not always on Sunday

### **Roles of Diocesan Council**

1. Set a budget/financial administration
2. Continue the work of convention when convention is not in session
3. Communication with parishes
4. Go-to between congregations-decisions
5. Visioning and planning
6. House of Commons
7. Balance to the Bishop
8. Intermediary between congregations and Bishop, take back information and bring information to center
9. Plan Convention
10. Setting policy-operations and applications of diocesan canons

### **Roles of Standing Committee**

1. Holding property
2. Clergy discipline
3. Ordination issues
4. Advice Bishop
5. Bishop consents
6. Legal aspects

### **Role of Bishop**

1. Ordinations/confirmations
2. Clergy support/pastoral care
3. Connection to National/International Communion and HOB
4. Pastoral care for churches without regular clergy
5. Lay support where clergy not an option
6. Conflict resolution/reconciliation between clergy/congregation or priests in transition
7. Decision maker (eg. Same sex marriage)
8. Administration
  - a. Hiring/Firing
  - b. Canons
  - c. Appointments
9. Visioning Leadership-setting the tone or direction
10. Resource
  - a. Clergy wellness
  - b. Grant
  - c. Nation connection for clergy and laity
11. Faith Formation leadership
12. Facilitator of collaborations

### **What else we need to know before a decision can be made**

1. Could a Lutheran work part time as an Episcopal Bishop?
2. What "wishes" mean (young growth, live in the diocese)?
3. What does it cost to have a called Bishop?
  - a. ½ Time?
  - b. Full time?
  - c. Living in Cove at Ascension?
4. What is the pool for Provisional Bishops?
5. Do we know enough now to say ½ time or full time?
6. Do we need a Capital campaign for future Episcopal funding?
7. Call for ½ time bishop house @ Ascension?
8. Timing?
9. What we need vs. what we want?