

EPISCOPAL DIOCESE OF EASTERN OREGON  
DIOCESAN COUNCIL MEETING

Minutes of the Meeting  
January 14-15, 2011  
Trinity Episcopal Church, Bend

PRESENT:

The Rt. Rev. Bavi "Nedi" Rivera, Provisional Bishop

Class of 2011

G Royes, S/C  
The Rev. Alison Dingley, S/C  
PolliAnne Grover  
Susan Powers  
The Rev. Dcn Stephen Schafroth

Class of 2013

Laurance Kerr, S/C  
The Rev. Christy Close Erskine, S/C  
Bobby Fox  
Ruth Tsu  
The Rev. Anna Carmichael

Class of 2012

Arnold Coe, S/C  
The Rev. Paul Morton, S/C  
Terry Rahmsdorff  
Bob Thomson  
The Rev. Dcn Ruth Brown

Ex-Officio

Terry Joakimides, Secretary of Convention  
Jerry Frazier, Treasurer

Visitors

Jeanie Senior, Communications Coordinator  
Patty Olson Lindsey, Ascension School  
Lisa Boquist, Ascension School  
The Rev. Chuck Christopher

Seat & Voice

The Rev. Canon Lee Kiefer, Staff  
Diane Adams, Secretary to Council

ABSENT

Jim Foster, Chancellor

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**Friday, January 14, 2011**

A Standing Committee meeting preceded the Diocesan Council meeting. Diocesan Council gathered at 5:00 p.m. in the Fireside Room of St. Helen's Hall, Trinity Episcopal Church, Bend. Terry Rahmsdorff opened the meeting and reviewed the agenda. At Terry's request, Paul Morton offered an opening prayer. Terry asked for comments, corrections or additions to the minutes of the November, 2010, meeting.

Pollianne Grover **moved** approval of the minutes of the November 19-21, 2010, Diocesan Council meeting. The motion was **seconded** and **passed** unanimously.

**Canon's Report**

Terry asked Canon Lee Kiefer to give comments and report on his activities, noting that the report would be akin to an exit interview. His report is as follows.

Deployment:

- The Rev. Dan Lediard has been called to St. John's, Hermiston; his Celebration of New Ministry is Monday, January 17, at 5 p.m. Lee noted that Jody Lediard is also a priest and is available for supply work.
- The Rev. Kenny King has been called to Church of the Redeemer, Pendleton, and arrived on Christmas Eve.
- The profile for St. Peter's, La Grande, has been posted on the church deployment website.
- St. Andrew's Episcopal/Peace Lutheran, Burns, is attempting to develop the resources to call a part-time pastor. In the meantime, they are contracting for supply with the Lutheran pastor who has been called to Church of the Living Waters.
- The Office of Transition Ministry (Church Deployment Office) is converting from a database system to a portfolio system. April 1 is the probable date for pulling the current system and going entirely to the portfolio system.
- A draft copy of deployment protocol for the diocese has been given to Bishop Nedi.

Mutual Ministry Reviews:

Lee said that all letters of agreement state that there will be a mutual ministry review facilitated by diocesan staff. He said this is largely not happening but some need follow up. He noted his concern that mutual ministry reviews that are not facilitated sometimes turn into clergy performance reviews.

Other tasks:

- Lee reported that he has recently done supply work at St. Peter's, La Grande, and did supply at St. Andrew's, Burns, on Christmas Eve, noting that it was a great joy to do so.
- He offered Safeguarding God's Children and Safeguarding God's People training in Ontario in December.
- He celebrated Noon Eucharist at the Diocesan Chapel regularly on Wednesdays and found that to be a joy.
- He has had conversations with Susan Kintner of the Lutheran Synod and with Steven Ross of the United Methodist Conference about joint ministries in the diocese. Both entities are anxious to work with the Diocese of Eastern Oregon and Lee encouraged Council to keep those conversations alive.
- He is grateful to have worked with the summer intern program.
- His position has been a connecting point for the diocese and parishes. He has written a job description and notes that part of his job was answering a lot of questions.

Anna Carmichael asked about scheduling Safeguarding training or mutual ministry reviews. Bishop Nedi responded that she would be the contact person.

At 5:25 p.m., Council recessed to the Common Table for dinner, introduction to that ministry, and celebration of Lee's ministry in Eastern Oregon.

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### Saturday, January 15, 2011

The meeting reconvened at 8:00 a.m. in the Fireside Room for Holy Eucharist with Bishop Nedi celebrating.

#### Financial Reports

Draft year-end financial statements for 2010 were distributed. Jerry Frazier reviewed the statement. Referring to income, Jerry noted that the current year assessments are above budget, that the budgeted transfers have been made, and that \$35,000 from the *proceeds of property sale fund* was used to balance the budget. Under expenses, Jerry noted that retired clergy insurance was up, but that \$5000 of the cost is covered by a grant from the Foundation. Jerry commented on office expenses, complimenting the office staff for their efforts towards reducing costs. Other items over budget included Staff Retreat, Ascension School Support, and Diocesan Council/Standing Committee expenses. Total expenses are slightly under budget.

The assessment report was reviewed. It was noted that nine parishes had not yet sent their December assessment and that those will be included as prior year assessment income for 2011.

Regarding audits, Jerry stated that the preparation work for 2006 is almost finished and that Edd Doorn is prepared to go to bid for the 2005 and 2006 audits. Terry asked about a timeline to be current with the audits and encouraged an October deadline.

Jerry passed around the proposal for bookkeeping services from Friend and Reagan CPA, The Dalles, for Council members to review. He stated that they would be engaged to do payroll as well as bookkeeping. Steve Schafroth commented that it is important for a CPA and for Diocesan Council to review statements carefully. The proposal was amended to provide quarterly statements. Jerry stated that a six month review of services would be included in the contract. Following opportunity for each Council member to review the proposal,

Jerry Frazier, on behalf of the Finance Committee, **moved** adoption of the engagement letter with Friend and Reagan for bookkeeping services. Discussion followed. Jerry stated that he would add a 30 day notice clause to the agreement. The motion **passed** unanimously.

Jerry noted that he has a copy of Tiiu's job description and that there are some additional duties that need to be attended to, including deposits to stay with the office. He said that there are still internal processes to be worked through and there will be increased volunteer responsibilities.

Discussion followed regarding potential for decreasing the assessment. Bishop Nedi noted that is a question for Finance Committee and Convention. Pollianne Grover reminded Council of a resolution passed by the 2008 Convention regarding having a stewardship program in place prior to decreasing assessment.

## **Bishop's Report**

Bishop Nedi reported that the Thanksgiving gathering at Ascension was wonderful and will be offered again. Lisa Boquist commented that people from the community attended the event as well as people from the diocese.

Nedi stated that part of her vacation time in December was taken by attending a meeting of the Presiding Bishop's Council of Advice, a Provincial Leadership conference, and working on a project for the Lutheran Episcopal Coordinating Committee.

January 6 was the Bishop's visitation to Church of the Redeemer, Pendleton, at which she welcomed the Rev. Kenny King and his wife, Ann, to the diocese. She attended the Organizing for Mission conference in Spokane and the Province VIII House of Bishops meeting before returning to the diocese for this meeting.

Regarding diocesan staff changes, Nedi stated that Standing Committee has given approval for Lee to keep his computer and cell phone and that a form 1099 would be issued for their value. She reviewed the reduction in Tiiu's working hours and stated that the diocesan office will be closed on Fridays. She stated that doing transitions well and treating staff well is important.

With Lee's departure, Nedi noted that there are two active searches (La Grande and Burns) to be transitioned.

Nedi commented on the importance of the Finance Committee at this time and stated that she needs recommendations for two more appointments to Finance Committee.

Discussion followed regarding the future of the office in The Dalles given the reduction in staff. Nedi suggested the appointment of a specific task force to include members of Council and Standing Committee to begin looking at options for the property.

## **Standing Committee Report**

Alison Dingley reported that Standing Committee had discussed the ramifications of the Task Force on Futures' decision that they have concluded their work. She noted that though this was not the expected outcome, Standing Committee accepted the decision as appropriate.

In regard to the ramifications of Lee's departure, Standing Committee has proposed to increase Bishop Nedi's time to half-time beginning in February, with the increased time to be spent in the diocese which will allow for increased presence with the congregations and time for deployment matters.

Standing Committee asked that there be an increase to the professional services line item for outsourcing other services, such as Safeguarding God's People training and diversity training.

Standing Committee has decided to sell the diocesan car.

Alison Dingley, on behalf of Standing Committee, **moved** to increase Bishop Nedi Rivera's employment to half-time effective February 1 and to reallocate funds from those set aside for Canon for Transition Ministry to Bishop's stipend and to increasing the line item for outsourcing of professional services. Discussion followed. Arnold Coe

suggested that the Finance Committee be assigned to re-draft the budget. Terry Rahmsdorff asked that the redrafted budget be available for the March meeting. Bobby Fox called the **Question**. The motion **passed** unanimously.

Alison stated that a mutual ministry review will be undertaken with Bishop Nedi. She stated that a form will be sent to the parishes stating the goals established in 2009 and asking questions for feedback. The forms will be sent out by February 6 and will be due back in March. Questions, answers and discussion followed.

### **Ascension School**

Patty Olson Lindsey reported on plans for Ascension School. She commented on a new writing and art camp being offered for high school aged girls titled "Mirrors of Me." She also reported that the Rev. Molly Hawes will return to Ascension for the Young Adult Weekend.

Patty reviewed the information and outline on the proposed Endowment and Annual Giving Campaigns which was distributed with the pre-meeting documents. Discussion followed. Comment was made regarding Council receiving Ascension financial statements.

Bobby Fox **moved** to approve the timeline for Annual Campaign and Endowment Development, with future amendments to be expected. The motion was **seconded** and **passed** unanimously. A report is expected for the March Council meeting.

The camp calendar and programs to be offered in 2011 were reviewed.

### **Bisbee Grant Process**

Suggested guidelines for future Bisbee Grant applications were distributed with the pre-meeting documents. Anna reviewed the guidelines. Discussion followed.

Steve Schafroth **moved** approval of the suggested revisions to the Bisbee grant application cover letter. The motion was **seconded** and **passed** unanimously.

### **Report from Reggie McNeal Conference**

Christy Close Erskine reported on her experience attending the Nov. 13, 2010, Reggie McNeal conference on missional church. She read the first section of her notes of his presentation.

Council recessed for Noonday Prayer and lunch at 11:30 a.m.

### **Organizing for Mission**

The meeting reconvened at 12:30 p.m. Chuck Christopher presented a report for the diocesan team that attended the Organizing for Mission conference in Spokane. The diocesan team members are Bishop Nedi, Roger Fairfield, Jim Mosier, Chuck Christopher, and Ruth Brown. Chuck commented that the team believes that an Organizing for Mission project is something that can bring a unifying purpose to the diocese. The proposal and resolution from the team, which were distributed by email prior to the meeting, were reviewed. Discussion followed.

Steve Schafroth **moved** the resolution from the Organizing for Mission team. Sue Powers **seconded** the motion. Discussion followed.

Steve offered an amendment of the proposal and resolution. Sue agreed to this **friendly amendment**. The amendment changed the missional goal section of the proposal to read:

#### MISSIONAL GOAL 2011

. . . . . ½ of the OFM funds will go to ECUSA's Haiti Campaign to rebuild the Episcopal cathedral complex; the other ½ will go to local EDEO outreach projects.

The resolution was amended to read:

Be it resolved that the Diocesan Council of EDEO hereby supports and affirms the proposal for Organizing for Mission, adopting it as the 2011 theme for Convention in support of our mission.

Be it further resolved that each member of Diocesan Council will be an advocate for OfM, will consider taking a leadership role in the campaign, and will be invited to contribute financially to it.

The motion **passed** with dissenting votes.

Comment was made that public narrative is very important and there was request that some training in public narrative be part of the March meeting agenda.

#### Goals for 2011

Bishop Nedi reviewed the Council goals for 2010 drafted on Nov. 15, 2009. Council responded with status towards accomplishing the goals and discussion. Draft goals for 2011 were listed as follows:

1. Use Organizing for Mission for continuing education/conversation on Stewardship
2. Inventory of properties
3. Establish minimum standards for all clergy compensation
4. Continue development of strategy to strengthen congregations
  - a. Develop and engage leadership of local people in congregation and the diocese
  - b. Engage full demographics of adults in all aspects of church
  - c. Develop and support ministries to engage our youth
  - d. Conduct ministry development for lay and ordained
5. BHAGs and support BHAGs (Big Hairy Audacious Goals)  
(fail gloriously)
6. Bishop will meet with all parishes at least two times per year
7. Council members will meet with all parishes at least one time per year
  - a. Local congregations will be invited to visit Council meetings
8. Parish members will participate on Diocesan committees and/or provide feedback on proposals

9. Continue to define vision of next Episcopacy, profile of Diocese, and search strategy. Continue exploration of new model for emerging diocese.
10. Update of Diocesan Personnel policies.
11. Support of new clergy in the Diocese - Bishop

Discussion followed regarding next steps with the goals. It was determined that more work would be done with the goals at the March meeting. Bob Thomson, Terry Rahmsdorff and Bishop Nedi agreed to work with this list and the list from Retreat and produce a workplan chart prior to the March meeting.

### **Closing Business**

At 2:30 p.m., Bishop Nedi asked Council members to reflect on their concerns and appreciations from the meeting. Members shared their reflections. Lee expressed his thanks to the group and his hope that Council will continue to be a blessing to others as they have been to him. Nedi expressed appreciation to Ruth Tsu for providing piano accompaniment for Council's worship. The Council meeting closed with the singing of Hymn 92 and a blessing from Canon Lee Kiefer. The meeting adjourned at 3:10 p.m.

*Minutes of January, 2011 meeting prepared by Diane Adams, Diocesan Staff.*

## **2011 Meeting Dates:**

### **March 11-12, The Dalles**

- 2011 re-drafted budget – Jerry and Finance Committee
- Report on Ascension School Annual Giving and Endowment Campaign – Patty
- Mutual Ministry Review – Standing Committee
- Personnel policy update – Paul, Anna
- Public narrative training
- Workplan for 2011 goals – Bob, Terry R, Nedi

### **May 13-14, Pendleton**

- Canon revisions
  - Canon X – congregations and associated Convention canons (Canon V)
  - Canon XVI – Ministry
  - Multi-diocese Canon XVII (Title IV)
- General Convention resolutions referred to dioceses
- Open Communion resolution for General Convention

### **August 12-13, Klamath Falls**

- 2012 Budget

### **October 14-16, Convention, Hermiston**

### **November 11-13, Retreat, Ascension School**

## **Parking Lot**

- Convention voting process
- PMRs
- Long term communications strategy
- Alternative music for congregations
- Assessment/grants review
- The office in The Dalles
- Grants Committee
  - Criteria
  - Recommendations for distribution