

The Episcopal Diocese of Montana

*Our Mission is to restore all people to unity with
God and each other in Christ.*

OUR VISION:

*The Diocese of Montana is a transformational
community, powered by the Risen Lord.*

2019



Report to the Diocese of the Activities of the Convention, Boards, Committees and Staff
as of
December 31, 2019

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The Episcopal Diocese of Montana,
515 North Park Avenue
Helena MT 59601-2703
PO Box 2020
Helena MT 59624-2020
Telephone: 406.442.2230
Fax: 406-442-2238
Toll Free: 800-247-1391

Email address: admin@diomontana.com
On the web at <http://diomontana.com>

2019-2020 Committees

Board of Examining Chaplains:

Required by General Convention Title III, Canon 25.

Supplemented by Diocesan Canon 9, Section 1b. Three year appointed term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Janis Hansen	PO Box 152 Sheridan, MT 59749	842-7713	2021
The Rev. Terri Grotzinger	130 S. 6 th St. E. Missoula, MT 59801	542-2167	2022
Ms. Gretchen Strohmaier	130 S. 6 th St. E. Missoula, MT 59801	542-2167	2021
The Rev. Canon Gary Waddingham	1426 Teton Billings MT 59101	259-7133	2022
The Rev. Canon Bradley Wirth	PO Box 1923 Whitefish MT 59937	862-2863	2022

Board of Trustees of the Episcopal Diocese of Montana Foundation:

Required by Diocesan Canon 19. Four year elected term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Dorcie Dvarishkis (Diocesan Council VP)	4323 N. Ave. W. Missoula, MT 59804	239-7655	2020
Mr. Brad Foster Chancellor	3075 Star Ridge Rd Bozeman, MT 59715	901-482-8029	-----
Mr. Don Gimbel	22 Sunset Trail Livingston MT 59047	222-2727	2022
Ms. Barb Hagen (Secretary)	PO Box 2020 Helena MT 59624	442-2230	Staff
Mr. Rick Harden (Standing Committee President)	2527 Reardon Rd Helena, MT 59602	209-2637	2020
The Rev. Rick Johnson	PO Box 819 Helena MT 59624	442-5175	2020
Mr. Michael Moffitt	1250 Whitefish Hills Dr. Whitefish MT 59937	270-2376	2022
The Rev. Steven Yurosko	42115 Park Circle Dr. Polson, MT 59860	407-3580	2020

Camp Marshall Committee:

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Cynthia Benkelman (Standing Committee)	1700 Willowbrook Close Whitefish, MT 59937	261-9636	
The Rev. Bryan Beveridge	PO Box 478 Big Timber, MT 59011	403-981-1995	
Mr. Paul Carlson-Thompson	603 N. 5 th St. W. Missoula, MT 59802	465-2166	
Mr. Mark Clemow Camp Marshall, Site Manager	41524 Melita Island Rd Polson, MT 59860	885-2432	
The Rev. Stephen Day	1241 Crawford Billings, MT 59101	304-633-6454	
Ms. Barb Hagen Canon for Finance	PO Box 2020 Helena, MT 59624	442-2230 Ext. 101	
Mr. Rick Harden (Standing Committee, President)	2527 Reardon Rd Helena, MT 59602	209-2637	
Ms. Mary Messina	PO Box 128 Lewistown, MT 59457	538-3213	
Jill Sallin Administrative Assistant	PO Box 2020 Helena, MT 59624	442-2230 Ext. 100	
The Rt. Rev. Marty Stebbins Bishop	PO Box 2020 Helena, MT 59624	442-2230 Ext. 100	
Ms. Janelle Willett	785 1 st Ave. WN Kalispell, MT 59901		

Chancellor to the Bishop: Appointed

Required by General Convention Title IV, Canon 14, Section 18.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Julianne Burkhardt	PO Box 53 Elliston, MT 59728	459-7497	--
Mr. Brad Foster Chancellor	3075 Star Ridge Rd Bozeman, MT 59715	901-482-8029	--

Christian Formation: Four year appointed term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Cynthia Benkelman	1700 Willowbrook Close Whitefish MT 59937	261-9636	2020
Dr. Jamie Sherman	5 West Olive Bozeman 59715	585-1772	2020
Ms. Gretchen Strohmaier	130 S. 6th St. E Missoula MT 59801	542-2167	2020
Ms. Janelle Willett	785 1 st Ave. WN Kalispell, MT 59901		2022

Commission on Ministry:

Required by General Convention Title III Canon 2.

Supplemented by Diocesan Canon 9. Four year appointed term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Louise Baker (Chair)	PO Box 431 Bigfork MT 59911	849-5465	2020
The Rev. Pattiann Bennett	324 Terning Drive W. Eureka MT 59917	882-4498	2021
The Rev. Glen Gleaves	7580 Kingpost Loop Helena, MT 59602	223-9624	2021
Ms. Mary Jennings	1786 Elison Lane #3 Missoula, MT 59802	493-0200	2022
The Rev. Marcia Lauzon	325 Hylande Drive Great Falls, MT 59405	899-3210	2022
Mr. Terry Montgomery	310 Walnut Anaconda, MT 59711	563-3845	2021
The Rev. Donnel O'Flynn	735 2 nd Ave. East Kalispell, MT 59901	261-6368	2020

Congregational Development Committee:

Three year appointed term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Dr. Mary Cavalier	330 S. 11th Street Livingston MT 59047	220-0091	2020
Mr. Rick Harden	2527 Reardon Rd Helena, MT 59602	219-3661	2020
The Rev. Canon Clark Sherman (Chair)	5 W. Olive Street Bozeman MT 59715	585-1772	2020
Ms. Daryl Todd	74-711 Dillon Road, Unit 9305 Sky Valley Resort Space #816 Desert Hot Springs, CA 92241	406-579-7618 (cell)	2020

Diocesan Council: Required by Diocesan Constitution Article VI and Canon 6. Three year elected term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Gayle Archey (Secretary)	2117 8th Ave. S. Great Falls MT 59405	452-9632	2020
The Rev. Stephen Day	1241 Crawford Billings, MT 59101	304-633-6454	2022
The Rev. Dorcie Dvarishkis (Vice President)	130 S. 6 th St. E. Missoula MT 59801	542-2167	2021
Mr. Manny Hoag	PO Box 417 McAllister, MT 59740	682-4032	2020
Ms. Cynthia Hoelscher	321 Montana Landing Polson, MT 59860	260-8713	2020
Mr. Keith Kuhn	810 Evans Avenue Missoula, MT 59801	541-0233	2022
The Rev. Jaime Leonard	PO Box 92 Virginia City, MT 59755	843-5296	2022
Ms. Cathy Morris	505 Silverette St Helena MT 59601	431-1851	2021
The Rev. Randy Pendergraft	15 Aspen Hollow Rd Red Lodge, MT 59068	860-1960	2020
The Rev. Canon Clark Sherman	5 W Olive Bozeman MT 59715	585-1772	2021
Mr. Jerry Southwood	PO Box 1375 Bigfork, MT 59911	837-4557	2021
Ms. Hope Stockwell	2222 East Broadway Helena, MT 59601	558-9509	2022
The Rev. Wells Warren	PO Box 1374 Dillon, MT 59725	683-2735	2020
The Rev. Steven Yurosko (Treasurer)	42115 Park Circle Dr. Polson, MT 59860	407-3580	2020

**Finance Department
(Sub-committee of Diocesan Council):**

Required by Diocesan Canon 6, Section 4. Three year appointed term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Barb Hagen (Staff)	PO Box 2020 Helena MT 59624	442-2230	Staff
Mr. Mark Dvarishkis	4323 North Ave. W Missoula, MT 59804	543-3532	2021
The Rev. Rick Johnson	PO Box 819 Helena MT 59624	442-5175	2021

Mr. Carl Thomas	163 Falcon Lane Columbia Falls MT 59912	892-4619	2021
Ms. Kathy Thomas (Secretary)	163 Falcon Lane Columbia Falls MT 59912	892-4619	2021
Ms. Martha Winford	716 W. Park Ave. Anaconda MT 59711	563-9752	2020
The Rev. Steven Yurosko (Chair)	110 6th Ave. E Polson, MT 59860	223-4581	2020

Standing Committee (Council of Advice):

Required by General Convention Constitution Article IV, and Title I
Canon 12. Supplemented by Diocesan Constitution Article V. Three
year elected term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Cynthia Benkelman	1700 Willowbrook Close Whitefish MT 59937	261-9636	2021
Ms. Laura Catlin	1626 Buckrake Ave. Bozeman, MT 59718	585-7535	2022
The Rev. Jean Collins	PO Box 3588 Lewistown, MT 59457	396-0920	2021
The Rev. Terry Grotzinger	509 Westview Dr. #4B Missoula, MT 59808	552-8022	2022
Mr. Rick Harden (President)	2527 Reardon Rd Helena, MT 59602	209-2637	2020
The Rev. Bradley Wirth	29282 Chipmunk Ct Bigfork, MT 59911	250-1690	2020

Reference Panel

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rt. Rev. Marty Stebbins or designee	PO Box 2020 Helena, MT 59624	442-2230 ext. 100	Staff
The Rev. Jean Collins Intake Officer	PO Box 3588 Lewistown, MT 59457	396-0920	
Robert Black Church Attorney	1021 O'Connell Dr. Bozeman, MT 59715	843-830- 0397	
Disciplinary Board (see below)			

Disciplinary Board (in conjunction with the Diocese of Idaho):

Required by General Convention Constitution Article IX. Supplemented by Diocesan Canon 18. Three year term.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Very Rev. Steve Brehe	27 Sand Piper Loop Helena, MT 59602	431-5134	2021
Mr. Jim Hunt	310 Broadway, Helena MT 59601	442-8552	2021
The Rev. Kristin Orr	PO Box 835 Livingston, MT 59047	222-0222	2021
Mr. Tom Todd	36 Wildground Lane Missoula, MT 59802	829-3670	2021

Disaster Coordinator

Appointed.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Mary Alice Jones	220 Clay Street Butte, MT 59701	533-9899	---

Ecumenical Officer:

Appointed.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Valerie Webster	311 S. 3 rd Avenue Bozeman MT 59715	587-7202	---

Episcopal Relief and Development:

Appointed.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Ms. Barb Hagen	PO Box 2020 Helena MT 59624	442-2230	--

Historian:

Appointed.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
The Rev. Canon Gary Waddingham	1426 Teton Billings MT 59101	259-7133	---

Jubilee Ministries Officer:

Appointed.

<i>Name</i>	<i>Address</i>	<i>Phone</i>	<i>Term</i>
Vacant			--

United Thank Offering Coordinator:

Appointed.

Vicki Van Rennselaer	PO Box 373 Manhattan, MT 59741	282-7035	
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General Convention Deputies:**Clergy Order:**

The Rev. Terri Grotzinger

The Rev. Jean Collins

The Rev. Valerie Webster

The Rev. Donna Gleaves

Alternate: The Rev. Connie Campbell Pearson

Lay Order:

Cynthia Benkelman

Brad Foster

James Wiley

Sandy Williams

CLERGY LIST

Name	Date of Canonical Residency in Montana	Residency or Cure as of 12/31/19
Bishop		
Stebbins, Martha E.	2019	Helena
Parochial Priests		
Anderson, Scott	2018	Helena
Baker, Louise	2012	Bigfork
Bennett, Pattiann	2002	Eureka
Bolling, Angelique	2019	Troy

Collins, Jean Griffin	1994	Lewistown
Day, Stephen	2016	Miles City/Forsyth
Gonzalez, Reagan	2017	Texas
Grotzinger, Terri Ann	2011	Missoula
Hansen, Janis	2013	Sheridan
Kelley, Theresa	2014	Pintler Cluster
Leonard, Jaime	2018	Ennis/Virginia City
Ljunggren, Timothy Michael	2004	Great Falls
O'Flynn, Donnel	2016	Kalispell
Orr, Kristin	2017	Livingston and Emigrant
Pendergraft, Randall Scott	1999	Red Lodge
Reynolds, Richard	2015	Stevensville
Rosen, Carolyn	2018	Washington D.C.
Schmidt, Miriam	2015	Big Sky
Sherman, Clark Michael	1997	Bozeman
Smith, D. Gregory	2015	Bozeman
St. Clair, Melinda	2016	Billings
Strohmaier, Gretchen	2019	Missoula
Webster, Valerie	2005	Big Sky
Yurosko, Steven	2012	Polson
Parochial Deacons		
Klingensmith, Roxanne Elizabeth (Archdeacon)	1999	Bozeman
Anderson, Douglas Reid	1995	Missoula
Anderson, Judith Kay	2000	Missoula
Brown, Sharman	2018	Bigfork
Campbell Pearson, Connie	2014	Bozeman
Chaney, Myrna	1999	Missoula
DeHart, Steven	2016	Dillon
Dvarishkis, Dorcie	2016	Missoula
Gleaves, Donna	2011	Helena
Johnson, Richard Edward	1990	Helena
Jones, James	2016	Anaconda
Jones, Mary Alice	2016	Anaconda
Lauzon, Marcia	2014	Great Falls
Moran, John Jay	1999	Helena

Clergy Serving – Non-Resident		
Beveridge, Bryan	2019	Big Timber / The Anglican Church of Canada
Campbell, Dennis	2019	Hamilton / Diocese of Arkansas
Non-Parochial Clergy - Canonically Resident		
Halsall, Michelle	1985	Red Rock, TX
King, Karen	2009	Troy
Kinner, Heidi	2011	Helena
Roberts, James Christopher	1996/2011	Virginia City (Diocesan Staff)
Rowe, Mary Stone	2000	Hugo, MN
Suhr, Esther	2005	Helena
Retired Clergy - Canonically Resident		
Aker, Edwina Sievers	1995	Polson
Axberg, Keith	2012	Mount Vernon, WA
Baumgarten, William	2000	Kalispell
Board, John Curtis	2011	Helena
Brehe, Stephen Louis	1991	Helena
Brookhart, C. Franklin	2003	Culver City, CA
Brown, Raymond Dutson	1963	Helena
Champion-Garthe, Maurice	2010	Columbia, MO
Conklin, Caroline Elizabeth	1991	Seattle, WA
Eades, Susan	2011	Lewistown
Gleaves, Glen	2004	Helena
Gunderson, David John	2004	Livingston
Jasmer, Jerry	1990	Billings
Johnson, Marietta	2002	Red Lodge
Jones, Charles Irving	1986	Gulf Shores, AL
Knox, Janet Marie	1994	Sheridan
Kuhr, Carolyn Sue	1984	Idaho
Lindell, John	1997	Florida
McLean, Jean	2011	Helena
McLellan, Brenda Jean	1989	Helena
Naumann, John Frederick	1989	East Africa

Neeley, Harry Edwin II	1987	Dillon
Oreskovich, Steven John	1981	Missoula
Peel, Richard Charles	1968	Arizona
Roberts, Linda Secora	1991	Virginia City
Rognas, Anita	2015	Missoula
Shipp, Mary Jane McCoy	1992	Dillon
Sisk, Robert Buchanan	1980	Wilsall
Waddingham, Gary Brian	1994	Billings
Wirth Bradley	2000	Bigfork
Yetter, Joan	1999	Red Lodge

Candidate for Holy Orders - Vocational Diaconate

Jones-Magee, Heidi	Bozeman
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CONGREGATIONS

Church Name	Clergy Serving
Big Sky, All Saints	Pastor Miriam Schmidt (ELCA)
Bigfork, St. Patrick's	The Rev. Louise Baker The Rev. Sharman Brown (Deacon)
Big Timber, St. Marks'	The Rev. Bryan Beveridge
Billings, St. Luke's	The Rev. Melinda St. Clair
Billings, St. Stephen's	Vacant
Bozeman, St. James'	The Rev. Canon Clark Sherman The Rev. Valerie Webster The Rev. Greg Smith The Rev. Connie Campbell Pearson (Deacon) The Ven. Roxanne Klingensmith (Archdeacon)
Columbia Falls/Whitefish, All Saints	Vacant
Dillon, St. James'	The Rev. John "Wells" Warren
Ennis/Jeffers, Trinity	The Rev. Jaime Leonard
Fort Benton, St. Paul's	The Rev. Tim Ljunggren
Great Falls, Incarnation	The Rev. Tim Ljunggren The Rev. Marcia Lauzon (Deacon)
Helena, St. Peter's	The Very Rev. Scott Anderson The Rev. Donna Gleaves (Deacon) The Rev. Rick Johnson (Deacon) The Rev. John Moran (Deacon)

Kalispell, Christ Church	The Rev. Donnel O'Flynn
Lewistown, St. James'	The Rev. Jean Collins
Missoula, Holy Spirit	The Rev. Terri Ann Grotzinger The Rev. Doug Anderson (Deacon) The Rev. Judith Anderson (Deacon) The Rev. Myrna Chaney (Deacon) The Rev. Gretchen Strohmaier
Polson, St. Andrew's	The Rev. Steven Yurosko
Red Lodge, Calvary	The Rev. Randy Pendergraft
Sheridan, Christ Church	The Rev. Janis Hanson
Virginia City, St. Paul's	The Rev. Jaime Leonard

CLUSTER MINISTRIES

Cluster Name	Priest Serving
Bitterroot	
Hamilton, St. Paul's	The Rev. Dennis Campbell
Stevensville, St. Stephen's	The Rev. Richard Reynolds
Kootenai	
Eureka, St. Michael and All Angels	The Rev. Pattiann Bennett
Troy, Holy Trinity	The Rev. Angelique Bolling
Cluster Name	Priest Serving
Lower Yellowstone	The Rev. Stephen Day
Forsyth, Ascension	
Miles City, Emmanuel	
Pintler	The Rev. Theresa Kelley
Anaconda, St. Mark's	
Butte, St. John's	
Deer Lodge, St. James'	
Philipsburg, St. Andrew's	
Yellowstone Episcopal Parishes	The Rev. Kristin Orr
Emigrant, St. John's	
Livingston, St. Andrew's	

OTHERS:

Community Churches	Served By:
Birney, Birney Community Church	
Fellowships	
Havre, St. Mark's	

Links	
Manhattan, Gethsemane/ Bozeman St. James	The Rev. Canon Clark Sherman The Rev. Connie Campbell Pearson (Deacon)
Mission	
Togendowagen – Helena	The Rev. Raymond D. Brown

**Episcopal Relief and Development
Congregational Representatives
as of 12/31/19**

<u>Church</u>	<u>Name</u>
St. Mark's Anaconda	The Rev. Jim Jones
St. Mark's Big Timber	<i>Vacant</i>
St. Patrick's Bigfork	Sue Ellison
All Saints Big Sky	Sarah Peterson
St. Luke's Billings	Noelle Kent
St. Stephen's Billings	George Kimmet
St. James' Bozeman	Nancy Blake
St. John's Butte	Jim Fay
All Saints Columbia Falls	Shawn Sloan
St. James' Deer Lodge	Joann Nelson
St. James' Dillon	Ellen Daughterty

<u>Church</u>	<u>Name</u>
St. John's Emigrant	<i>Vacant</i>
Trinity Ennis/Jeffers	Marti Hoag
St. Michael & All Angels Eureka	The Rev. Steve Benson
Ascension Forsyth	<i>Vacant</i>
St. Paul's Fort Benton	<i>Vacant</i>
Incarnation Great Falls	<i>Vacant</i>
St. Paul's Hamilton	Ruth Ann Wilson-Jones
St. Mark's Havre	Margaret Stallkamp
St. Peter's Helena	Hank Hudson
Christ Church Kalispell	<i>Vacant</i>
St. James' Lewistown	The Rev. Jean Collins

<u>Church</u>	<u>Name</u>
St. Andrew's Livingston	<i>Vacant</i>
Gethsemane Manhattan	Bonnie Hammer
Emmanuel Miles City	The Rev. Stephen Day
Holy Spirit Missoula	Judy Parock
St. Andrew's Philipsburg	John Hawthorn
St. Andrew's Polson	Liz Couch
Calvary Red Lodge	Karen Hastings
Christ Church Sheridan	The Rev. Janis Hansen
St. Stephen's Stevensville	Sue Falk
Holy Trinity Troy	Jill Wilson
St. Paul's Virginia City	Kristi Sauerbier

LAY DELEGATES TO THE 116TH CONVENTION

Church Name	City	Delegate(s)
St. Mark's	Anaconda	John McPhail Terry Montgomery
All Saints	Big Sky	Ellie Nolan Laura Sacchi
St. Mark's	Big Timber	Suzanne Wilson Claudet Wolf
St. Patrick's	Bigfork	Karla Smolen Jerry Southwood
St. Luke's	Billings	Brian Frank Rebecca Frank Allen Kent Noelle Kent
St. Stephen's	Billings	Colleen Edgerton George Kimmet
St. James	Bozeman	Laura Catlin Abby Doss Brad Foster Susan Foster Susan Gregory Jamie Sherman Daryl Todd Nancy Winget Rich Winget Thyrza Zabriskie
St. John's	Butte	Skeeter Lingle Scott Frank Pickett
All Saints	Columbia Falls/Whitefish	Grace Benkelman Shawn Sloan Heidi Sobczak Jenanne Solberg
St. James	Deer Lodge	Sue Dawson Joann Nelson

St. James	Dillon	Kathryn Hatch Mary Jo O'Rourke
St. John's	Emigrant	Carmen Dunn Debbie Newby
St. Michael's & All Angels	Eureka	JoAnn Bristol Beth Sanderson
Ascension	Forsyth	Gordon Dean
St. Paul's	Fort Benton	Lloyd Stallkamp Margaret Stallkamp
Incarnation	Great Falls	Ann Bartell Sara Quay
St. Paul's	Hamilton	Paul Nelson Lynda Nelson
St. Mark's	Havre	Anne Sampson
St. Peter's	Helena	Loy Chvilicek Robin Ericksen Sam Gilbert Rick Harden Kathy Johnson Darien Scott Katie Smith Hope Stockwell Vicki Tiberi Jeff Toole
Trinity	Jeffers/Ennis	Judy Herrick Burleigh Leonard
Christ Church	Kalispell	John Bertram Deb Hodges Pat Sylvia James Taylor
St. James	Lewistown	Paul Huff Dean Martin Patty Martin Tom Wojtowick

St. Andrew's	Livingston	Mary Cavalier Quentin Schwarz Karen Searle Christine Whiteside
Gethsemane	Manhattan	Heidi Jones-Magee Art Heffelfinger
Emmanuel	Miles City	Gloria Archdale Sharon Hatley
Holy Spirit	Missoula	Bruce Bowler Molly Bowler Bob Brewer Lani Brewer Bob Deaton Lucy Deaton Mark Dvarishkis Mary Jennings Patrick King Keith Kuhn Wendy Kuhn Zona Lindemann Jeannie Warner Jim Wiley
St. Andrew's	Philipsburg	John Hawthorn
St. Andrew's	Polson	Tanya Ask Barbara Lyons
Calvary	Red Lodge	Hank Tuell Mitzi Vorachek
Christ Church	Sheridan	Laura Cooper Margaret Marting
St. Stephen's	Stevensville	Sue Falk
Holy Trinity	Troy	Dale Smith Pam Cole
St. Paul's	Virginia City	Miki Benedict Janet Doornbos

Youth Delegates	Bishop Tuttle Deanery Missoula Deanery Billings Deanery	John Marchwick Katie Benkelman Rockwood Frank
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MINUTES OF THE 116th ANNUAL CONVENTION
OF THE EPISCOPAL DIOCESE OF MONTANA
BOZEMAN, MONTANA
JULY 26, 27 & 28, 2019

The 116th Annual Convention of the Episcopal Diocese of Montana was called to order at 10:00 a.m. on Friday, July 26, 2019 by The Rev. Donna Gleaves, President of the Standing Committee, at the First Presbyterian Church in Bozeman, Montana. The Rev. Kristen Orr offered the opening blessing. The Rev. Canon Clark Sherman, Rector at St. James Church Bozeman was introduced. St. James is the host congregation for this Election Convention.

Convention Committees. The following individuals are serving on Convention committees:

Credentials:	Sandy Williams, Jill Sallin and Barb Hagen
Legislation:	The Rev. Janis Hansen (chair), The Rev. Stephen Day, Pat Sylvia and Brad Foster
Nominations:	The Rev. Randy Pendergraft (chair), The Rev. Angel Bolling, Gloria Archdale and Terry Montgomery
Parliamentarian:	George Kimmet
Resolutions:	The Rev. Jean Collins (chair), The Rev. Marcia Lauzon, Laura Sacchi and Shawn Sloan

Credentials Committee. Sandy Williams announced of a possible 66 clergy, 49 were registered and in attendance. 25 similar votes in the clergy order will constitute a majority. In the lay order, of a possible 111 lay members, 108 were registered and in attendance. The delegates in attendance (lay and clergy) constitute a two-thirds majority, therefore Donna Gleaves announced a quorum is present and the business of the Convention can proceed. Additionally, a majority vote in each order is required for the election of a Bishop, therefore, 25 clergy votes and 55 lay votes for one candidate will constitute a majority.

Adoption of Special Rules of Order for the Election of the Tenth Bishop of Montana. Diocesan Chancellor, Brad Foster, made a motion to suspend Title III, Canon 22, Rules of Order of the Constitution & Canons of The Episcopal Church, and to enact the Special Rules of Order for the Election of the Tenth Bishop of Montana. The motion was seconded, and approved by a vote of the Convention delegation.

Appointment of Tellers for Election. The Rev. Donna Gleaves announced the appointment of the individuals who will act as tellers for the election of the Tenth Bishop of Montana. All are from the Bishop Tuttle Deanery, and are currently sequestered in a separate room.

Election of Diocesan Secretary. The Rev. Randy Pendergraft, Chair of the Nominations Committee, announced Gayle Gallik Archey has been nominated as Diocesan Secretary. There being no further nominations for Secretary, upon motion made, seconded and approved, the nominations were closed. By motion duly made and seconded, Gayle Gallik Archey was unanimously elected to serve as Diocesan Secretary until the 2020 Diocesan Convention.

Proposed Amendment to Canons of the Diocese of Montana. Legislation Committee Chair, Rick Harden, introduced a proposed Substitute Resolution to Amend Canon 2, Section 2 (I) of the Canons of the Diocese of Montana to allow members of the Diocesan Council, members of the Standing Committee, Lay college chaplains, the Diocesan Youth Coordinator, the Diocesan Camp Director, and one youth from each Deanery, to vote in the election of Bishop of Montana. A motion was made and seconded to approve the Canon Amendment. Following a lengthy discussion with several suggested revisions to the Amendment, a vote of the convention delegation was taken. As this is a proposed change to the Canons, a separate vote on the initial motion from each order (clergy and lay) was taken, with at least ⅔ of each order voting to approve the Amendment. As such, the new Canon 2, Section 2, entitled: Election and Election Procedure was amended to read as follows:

Canon 2, Section 2: Election and Election Procedure.

1. The Election of a Bishop shall be by a majority of both orders at the electing convention. The lay electors for the election of a Bishop shall be restricted to delegates elected to the convention from each congregation in the Diocese, all youth delegates to the electing conventions, and all clergy, in good standing, who are canonically and geographically resident to the Diocese.

Eucharist Service for the Election of the Tenth Bishop of Montana. Following balloting instructions given by Jill Sallin, the election process began with a Eucharist service. The

Rev. Jean Collins was Celebrant, and The Rev. Canon Bradley S. Wirth, Preacher. After passing the Peace, the balloting began.

Round 1 Voting, Clergy and Lay Delegates.

		Clergy Votes	Lay Votes
1.	Mary Caucutt	9	23
2.	Nina Ranadive Pooley	22	36
3.	Marty Stebbins	19	44

Round 2 Voting, Clergy and Lay Delegates.

		Clergy Votes	Lay Votes
1.	Mary Caucutt	5	8
2.	Nina Radadive Pooley	20	49
3.	Marty Stebbins	25	46

Note: 1:30 p.m. - The Rev. Donna Gleaves announced the withdrawal per digital notification from Nominee, Mary Caucutt. Initial verbal withdrawal occurred per Mary's telephone conversation with Donna, and Shepherd, Holly Schwartz.

Round 3 Voting, Clergy and Lay Delegates.

		Clergy Votes	Lay Votes
1.	Withdrawn: Mary Caucutt		
2.	Nina Ranadive Pooley	23	51
3.	Marty Stebbins	27	52 - Winner

Election Business Announcement. (1) The Rev. Donna Gleaves asked that after Communion, all lay delegates, voting clergy, and youth delegates sign a form circulated on clipboards prior to leaving the Church in order to certify the election and election results. (2) While delegates awaited Round 3 voting results, Donna Gleaves requested that no communication, to include digital, leave the Nave until all election processes were finished and finalized to include calling the newly elected Bishop. Donna noted she would call the newly elected Bishop to communicate her congratulations and anticipated the new Bishop would speak to the assembly by telephone speaker.

After reporting the results of Round 3 voting, a member of the clergy delegation moved that The Rev. Stebbins be accepted/approved as Montana's new Bishop by acclamation of the voting delegates. The motion passed unanimously.

The Rev. Donna Gleaves called The Rev. Marty Stebbins, congratulated her and asked if she accepted the election results, which The Rev. Stebbins did verbally and loudly. She voiced appreciation for the work of the Diocese during the application and nomination process, then provided a prayer of thankfulness and hope for a fruitful future in the Diocese.

Donna Gleaves left the Nave and voting delegation to privately call The Rev. Dr. Nina Ranadive Pooley to notify her of the election results.

With the election completed, Eucharist resumed. Following the conclusion of the Eucharist Service, the Convention was adjourned for the day.

Convention Reconvened Saturday Morning. The Convention reconvened at 8:00 a.m. on Saturday, July 27, 2019 with a Healing Eucharist at the GranTree Inn in Bozeman. The Rev. Canon Chris Roberts was Celebrant, and The Very Rev. Scott Anderson, Preacher.

Business Session. The Rev. Donna Gleaves called the business session to order at 9:30 a.m. The Rev. Terri Grotzinger offered the opening prayer. The Rev. Canon Clark Sherman announced raffle tickets were being sold for a hand-made quilt, with the proceeds to go to Camp Marshall. Barb Hagen in stated there is a variety of items: vestments, books, and various other items in the hall outside the Convention meeting room which came from churches that have closed. Barb encouraged everyone to look through the items and take any items that your church can use.

Report from Credentials Committee. Sandy Williams' updated Credentials Report indicated of a possible 52 clergy delegates, 47 were in attendance today, and of a possible 105 lay delegates, 102 were in attendance today. Sandy announced a quorum was present and the business of the Convention could proceed.

Standing Committee Report. Standing Committee President, The Rev. Donna Gleaves, introduced the members of the Standing Committee: Cynthia Benkelman, The Rev. Jean Collins, Rick Harden, Mary Messina, The Rev. Canon Bradley Wirth, and The Rev. Donna Gleaves. In their capacity as the Ecclesiastical Authority, the Standing Committee has met weekly since the 2018 Convention. They have addressed everything from the search for our next bishop to the everyday responsibilities of a bishop diocesan. Donna also introduced the Diocesan staff who have performed extraordinary work over

this past year: The Rev. Canon Chris Roberts, Barb Hagen, and Jill Sallin. The Camp Marshall staff includes: Sue LaRose, Mark Clemow and Paul Carlson-Thompson. Donna also recognized the members of the Nominating Committee, who brought a great slate of nominees. Members of the Nominating Committee were Keith Kuhn (chair), Laura Catlin, Mary Cavalier, The Rev. Stephen Day, The Rev. Steve DeHart, The Rev. Dorcie Dvarishkis, The Rev. Theresa Kelley, Nancy McManus, Hope Stockwell, Gretchen Swift, The Rev. Steven Yurosko, and The Rev. Bill Baumgarten (Chaplain). The Transition Committee was in charge of last year's send-off for the Brookharts, planned and executed the Walk-Abouts for the Bishop candidates, yesterday's election, and have already begun planning the Ordination and Consecration of our Bishop this December. Transition Committee members include: Gary Swartz and The Rev. Rick Johnson (co-chairs), Doris Gerstner, Vicki Van Rensselaer, Darien Scott, Holly Swartz, Pat Sylvia, Jim Vorachek, Tom Wojtowick, Rich Winget and The Rev. Kristin Orr (Chaplain). Thanks were offered to all.

Bishop Waggoner, retired from the Diocese of Spokane, came to our Diocese in February to ordain The Rev. Gretchen Strohmaier and The Rev. Angelique Bolling. In May, the Standing Committee also arranged for Bishop Jessica Crist, of the Montana Synod, to confirm and receive a several people in Great Falls. Donna stated the Committee's full report is included in the Annual Report of the Diocese.

Introduction of Bishop Jessica Crist. Bishop Jessica Crist, from the Montana Lutheran Synod, was introduced. Bishop Crist stated the Lutherans have also elected a new Bishop this year. It has been 20 years since the Lutherans and Episcopalians voted to go into full communion.

New Clerics to the Diocese. The Rev. Canon J. Christopher Roberts, Canon to the Ordinary, introduced the following new clerics to the Diocese:

1. The Rev. Bryan Beveridge, St. Mark's Church in Big Timber.
2. The Rev. Bette March, St. Peter's Cathedral in Helena.
3. The Rev. Wells Warren, St. James' Church in Dillon.
4. The Rev. Jaime Leonard, Trinity Church in Ennis/Jeffers, and St. Paul's Church in Virginia City.
5. The Rev. Canon Dennis Campbell, St. Paul's Church in Hamilton.
6. The Rev. Gretchen Strohmaier, Holy Spirit Church in Missoula.
7. The Rev. Angelique Bolling, Holy Trinity Church in Troy.

Rules of Order for the Convention. The Convention will follow the General Convention Constitution and Canons, the Canons of the Episcopal Diocese of Montana, and the most recent edition of Robert's Rules of Order. The Rev. Donna Gleaves introduced

Brad Foster and Julianne Burkhardt, Chancellors of the Diocese, and George Kimmet, Parliamentarian. They will be available to offer advice on the Rules of Order throughout Convention.

Election of Diocesan Treasurer. The Rev. Randy Pendergraft, Chair of the Nominations Committee, announced Steven Yurosko has been nominated as Diocesan Treasurer. There being no further nominations for Treasurer, upon motion made, seconded and approved, the nominations were closed. By motion duly made and seconded, Steven Yurosko was unanimously elected to serve as Diocesan Treasurer until the 2020 Diocesan Convention.

Committee on Legislation. The Rev. Janis Hansen, Chair of the Legislation Committee, stated the Diocesan Office received one proposed Legislation to Amend Canon 16 Professional Standards, prior to the 60 day pre-Convention deadline. The proposed Amendment will be presented for consideration to the Convention delegation later today.

Committee on Nominations. The Rev. Randy Pendergraft, Chair of the Nominations Committee, stated nominations are being received to fill the following Diocesan positions. Elections will be held later in today's business session.

Diocesan Council.	2 lay people and 2 clerics, each for 3-year terms.
Standing Committee.	1 lay person and 1 cleric, each for 3-year terms.
General Convention Deputies.	4 lay people and 4 clerics.

Committee on Resolutions. The Rev. Jean Collins, Chair of the Resolutions Committee, introduced 2 proposed Resolutions that were received prior to the 60 day pre-Convention deadline. (1) The first resolution would require the current members of Diocesan Council and the Standing Committee to continue to serve until December 31, 2019 for this year only. Those individuals elected today to Diocesan Council and Standing Committee will not take office until January 1, 2020. (2) The second resolution contains several proposed Constitutional Amendments from the National Church, which will be reviewed by the Convention delegation, and the final vote on the Constitutional Amendments occurring at the 80th General Convention in 2021.

2020 Diocesan Operating Budget. Diocesan Treasurer, The Rev. Steven Yurosko, and Canon for Finance, Barb Hagen, presented the proposed 2020 Operating Budget for the Diocese of Montana. The Budget is drafted by the Finance Department, and reviewed and revised by Diocesan Council. The budget is comprised of 3 separate budgets: Administrative, Program and Camp Marshall. The 2020 Budget is funded by a 19%

assessment, with the assessment calculation based on an average operating income of the Parish's parochial reports for the prior 3 years. It was noted that there is a reserve built into the 2020 budget, which will hopefully eliminate the need to draw money from investments. Upon motion duly made and seconded, the 2020 Diocesan Budget was received by a majority vote of the Convention delegation.

Election for Deputies to General Convention. Nominations Committee Chair, The Rev. Randy Pendergraft, announced the need to elect 4 clerics and 4 lay persons to serve as Deputies to General Convention in 2021. The nominees in the clergy order are: The Rev. Jean Collins, The Rev. Donna Gleaves, The Rev. Terri Grotzinger, the Rev. Connie Campbell-Pearson, and The Rev. Valerie Webster. The nominees in the lay order are: Cynthia Benkleman, Brad Foster, James Wiley and Sandy Williams. There being no further nominations in either the clergy or lay order, upon motion duly made and seconded, the nominations were closed. Ballots were cast by the Convention delegation with the following individuals being elected as Deputies to General Convention.

Clergy: The Rev. Terri Grotzinger, The Rev. Jean Collins, The Rev. Valerie Webster, and The Rev. Donna Gleaves. The Rev. Connie Campbell Pearson will serve as alternate.

Lay: Cynthia Benkelman, Brad Foster, James Wiley and Sandy Williams.

Election for Diocesan Council. The Rev. Randy Pendergraft announced the nominees to serve on Diocesan Council. 2 clerics are needed, each to serve a 3-year term. The nominees are The Rev. Stephen Day and The Rev. Jaime Leonard. There being no further nominations in the clergy order, upon motion duly made and seconded, the nominations were closed. Also, 2 lay persons are needed, each to serve a 3-year term. The lay nominees are Keith Kuhn, Mary Messina, Frank Pickett and Hope Stockwell. There being no further nominations in the lay order, upon motion duly made and seconded, the nominations were closed. In both the clergy and lay orders, ballots were cast by the Convention delegation with the following individuals being elected to Diocesan Council.

Clergy: The Rev. Stephen Day and The Rev. Jaime Leonard.

Lay: Hope Stockwell and Keith Kuhn.

Election for Standing Committee. 2 people need to be elected to the Standing Committee, one in the clergy order, and one in the lay order - each to serve a 3-year term. The Rev. Randy Pendergraft stated The Rev. Terri Grotzinger has been nominated in the clergy order, and Laura Catlin was nominated in the lay order. There being no further nominations in either order, upon motion duly made and seconded, the nominations were closed. A unanimous ballot was cast for The Rev. Terri Grotzinger and Laura Catlin each to serve a 3-year term on the Standing Committee.

Thanks to Committee Members. The Rev. Donna Gleaves offered thanks to those individuals who have served on various Diocesan boards, commissions, committees and councils, whose terms of service are expiring.

Board of Examining Chaplains: The Rev. Terri Grotzinger, The Rev. Canon Chris Roberts, The Rev. Canon Gary Waddingham, and The Rev. Canon Bradley Wirth.

Commission on Ministry: Barbara Hoag and The Rev. Roxanne Klingensmith.

Diocesan Council: The Rev. Janis Hansen, George Kimmet, The Rev. Richard Reynolds, and Sandy Williams.

Standing Committee: The Rev. Donna Gleaves and Mary Messina.

Jubilee Ministries Officer: The Rev. Glen Gleaves.

Introduction of Guests and Announcements.

1. Jane Anderson was introduced. She is the wife of The Very Rev. Scott Anderson, Dean of St. Peter's Cathedral. Jane will be hosting the Clergy Spouse's Luncheon today.
2. The Rev. Valerie Webster and The Rev. Janis Hansen will be hosting a Retreat at Camp Marshall on September 26 & 27, 2019.
3. The Montana Association of Church will be hosting an event in Bozeman on Saturday, October 12, 2019.
4. The Rev. Rev. Scott Anderson spoke of a trip he recently took to the Holy Land. Scott is planning another trip, and extends an invitation to anyone in the Diocese to join him. The date for the trip has not yet been selected, but a sign-up sheet is available for those interested.
5. The Rev. Marcia Lauzon gave an overview of the Verger Program, which is very active in our Diocese. Vergers help Clergy with logistics of the service. Marcia stated informational brochures are available to anyone interested in the program.

Business Session Resumed. Following a lunch break, The Rev. Donna Gleaves reconvened the business session at 1:30 p.m., with prayer lead by The Rev. Terri Grotzinger.

Committee on Legislation. Committee on Legislation Chair, The Rev. Janis Hansen, stated one proposed legislation has been submitted to Convention.

1. *Amend Canon 16 of the Diocesan Canons - Professional Standards.* This amendment is proposed by the Standing Committee. While the Diocese has policy for Professional Standards, in order for clergy, in particular, to be held accountable for

compliance with criminal background checks and safeguarding training, it should be part of canon law. Upon motion duly made and seconded, it was agreed by a ⅔ majority vote by orders (clergy and lay), to amend Canon 16 of the Diocesan Canons entitled Professional Standards, as follows:

CANON 16 - PROFESSIONAL STANDARDS. Clergy, licensed lay ministers, and professional employees shall conform to the highest professional standards. Those standards shall include, but not be limited to, those outlined in the Canons of the General Convention.

Section 1. All clergy, active and retired, in order to retain licensure to function within this Diocese, shall have to pass a criminal background check and complete safeguarding against abuse and harassment training every four years. Congregations in which the clergy serve shall pay the expense of this requirement. In the event the clergy person is not affiliated with a congregation, the Diocese shall pay the expense of this requirement.

Section 2. All clergy, from outside the diocese, elected or appointed to clerical positions within the Diocese, shall show current evidence of both criminal background checks and safeguarding against abuse and harassment training, prior to receiving licensure. The Ecclesiastical Authority shall determine if the training received, and the criminal background check, in the previous diocese, is sufficient.

Section 3. All laity, if serving in a ministerial capacity requiring criminal background checks and completion of safeguarding against abuse and harassment training, shall renew the same, every four years. The congregations in which they serve shall be responsible for meeting the expense of such background checks. For laity serving in a diocesan capacity, the Diocese shall be responsible for meeting the expense of such background checks.

Section 4. It shall be the responsibility of the Ecclesiastical Authority, in consultation with the Commission on Ministry, to determine the nature of the criminal background check and the safeguarding education.

Section 5. It shall be the responsibility of the Diocese of Montana to maintain records of compliance with the above sections of Canon 16.

Committee on Resolutions. Committee on Resolutions Chair, The Rev. Jean Collins, stated one proposed resolution has been submitted, and also proposed General Convention Resolutions.

1. *Resolution to Extend Retiring Current Standing Committee and Diocesan Council Membership until December 31, 2019.* This Resolution is proposed by the Standing Committee for the sake of continuity of the Ecclesiastical Authority of the Diocese during our time of transition until the Bishop Diocesan is ordained on December 7, 2019. Upon motion duly made and seconded, the following Resolution was approved by the Convention delegation:

BE IT RESOLVED: That the membership of the Standing Committee and the Diocesan Council, as they are currently comprised, be allowed to continue in office until December 31, 2019.

It was noted that newly elected Standing Committee members and Diocesan Council members will be allowed to attend their respective meetings between now through December 31, 2019, but members will not have voice or vote at said meetings.

2. *Resolutions Referred to Dioceses From the 79th General Convention of the National Church.* The Convention Delegation reviewed a list of proposed Constitutional Amendments which will be voted on at the 80th General Convention in 2021. This list is for informational purposes. No action is required by the Diocese.

United Thank Offering Report. Vicki Van Rensselaer, Diocesan United Thank Offering (UTO) Coordinator, spoke of the work of UTO. The Convention delegation contributed money to UTO by filling UTO in-gathering boxes. Since its inception, UTO has given the Diocese of Montana 19 grants, including \$55,000.00 for a new septic system at Camp Marshall.

Deacon's Report. A report on the Deaconate Order was given by The Venerable Roxanne Klingensmith, Archdeacon. Roxanne acknowledged all deacons serving in the Diocese, and thanked them for their work. Special thanks were offered to those deacons actively engaged in the Bishop search and transition: The Rev. Donna Gleaves, The Rev. Steve Dehart, The Rev. Dorcie Dvarishkis, and The Rev. Rick Johnson. Roxanne congratulated The Rev. Connie Campbell-Pearson as recipient of the Stephen Recognition Award. Roxanne acknowledged the faculty of the School for Deacons and thanked them for their dedication and commitment to training our deacons in Montana.

Report of Ecumenical Development and Inter-Religious Officer. The Rev. Valerie Webster spoke of her duties as the Diocesan Ecumenical Development and Inter-Religious Officer, and also of her work with the Montana Association of Christians. Valerie talked about her experiences doing prayer and ministry throughout the Diocese by helping with food banks, wood banks, shelters and with the homeless.

Report of Disaster Coordinator. The Rev. Mary Alice Jones spoke about the work of Episcopal Relief and Development (ERD) and the tools and resources ERD has available to assist our Diocese with disaster preparedness. Mary Alice mentioned Asset Mapping, which is knowing what assets a church has available, and what the parishioners can do with those assets to help with the needs in their community. Asset Mapping provides an opportunity to take action to affirm the worth of the people in the Church, and empower them to see themselves as part of a greater community. Mary Alice and her husband, The Rev. Jim Jones, are available to come to your Church and teach the congregation about Asset Mapping.

Solar Panels at St. James in Bozeman. Susan Foster, parishioner at St. James in Bozeman, has been working with Northwestern Energy for the installation of solar panels on the roof of St. James Church. Northwestern Energy has a grant program for solar panels for churches, and also a grant program for LED light bulbs and fixtures. Susan encouraged other churches to consider these programs for their church buildings. It was noted that St. James Church in Lewistown installed solar panels on their roof last year.

Annual Diocesan Report. Upon motion duly made and seconded, it was unanimously agreed to accept the 2018 Annual Report of the Diocese, which is posted in its entirety on the Diocesan website.

Courtesy Resolutions. Members of the Resolutions Committee offered the following Courtesy Resolutions:

Whereas, members of St. James Bozeman have welcomed us to the 116th Convention of the Diocese of Montana and the election convention, with special thanks to the Convention Committee Chair, Tricia Bailey and Ben Scallon, and the Transition Committee members, especially Vicki Van Rensselaer and Rich Winget for their patience and their tireless work coordinating both an election convention and diocesan convention.

Whereas, in addition to the 35 wonderful volunteers from St. James Bozeman, especially Lucas Graf and Ray Ross, we offer special thanks to the clergy of St. James: Clark Sherman, Roxanne Klingensmith, Greg Smith and Connie Campbell-Pearson, who also did our music with expertise and gusto.

BE IT RESOLVED, that the 2019 Diocesan Convention gives hearty thanks for their work and welcome.

Whereas First Presbyterian Church, Bozeman, has welcomed the 116th Convention of the Episcopal Diocese of Montana to their beautiful home, extending their gracious hospitality to us, their sisters and brothers in Christ, with special thanks to the volunteers and staff, especially Co Pastors Dan Krebill and Jody McDevitt, for making us feel welcome.

BE IT RESOLVED, that the 2019 Diocesan Convention gives hearty thanks for their gracious welcome.

Whereas, Steven Yurosco has served faithfully as the Diocesan Treasurer and continues to do so, the job has not aged him one bit!

BE IT RESOLVED, that the 2019 Diocesan Convention thanks him for his ministry and wishes him a Very Happy Birthday, Today!

Whereas, Janis Hansen, Vice President of Diocesan Council, and all of the Council members have worked tirelessly on behalf of the Diocese.

Whereas, they traveled far and wide, visiting several churches so far this year, listening, being present and supportive.

BE IT RESOLVED, that the 116th Convention of the Diocese of Montana gives thanks for the ministry of these faithful servants.

Whereas, The Rev. Donna Gleaves, Standing Committee President, and the members of the Standing Committee: Ms. Cynthia Benkelman, Mr. Rick Harden, Ms. Mary Messina, The Rev. Jean Collins, and The Rev. Canon Bradley Wirth, worked countless hours serving the people of the Diocese.

Whereas, they staffed every diocesan committee, read and responded to many requests, listened, prayed, laughed and cared for all of us.

Whereas, the Rev. Jean Collins and Mary Messina, the priest and treasurer of St. James in Lewistown, still managed to complete their parochial report and all other reports on time while both served on the Standing Committee.

BE IT RESOLVED, that the 116th Convention of the Diocese of Montana give hearty appreciation for the sacrifices made and the loving service given by our Standing Committee.

Whereas, the Nominating Committee members: Laura Catlin, Mary Cavalier, The Rev. Stephen Day, The Rev. Steve DeHart, The Rev. Dorcie Dvarishkis, The Rev. Theresa Kelley, Keith Kuhn, Nancy McManus, Hope Stockwell, Gretchen Swift and The Rev. Steven Yurosko, have prayerfully and carefully selected our bishop candidates, with special tanks to Keith Kuhn and The Rev. Theresa Kelley for their work as Chair and Co-Chair of this committee.

BE IT RESOLVED, that the 2019 Diocesan Convention thanks them for their careful work and dedication.

Whereas, the Transition Committee members: Doris Gerstner, The Rev. Rick Johnson, Vicki Van Rensselaer, Darien Scott, Gary Swartz, Holly Swartz, Pat Sylvia, Jim Varachek, Tom Wojtowick, and Rich Winget have worked countless hours on the details for the election convention and walk-about, and will continue to work hard as the transition continues with Bishop Elect, Mary Stebbins.

BE TO RESOLVED, that the 2019 Diocesan Convention acknowledges their hard work and the work yet to be done with grateful appreciation.

Whereas, Manny Hoag, Council member and servant at Trinity Church in Ennis, has helped with several church audits this year. We value his willingness to help and his expertise.

BE IT RESOLVED, that the 116th Convention of the Diocese of Montana, says thank you to Manny for his cheerful and expert service.

Whereas, The Reverend Canon Bradley Stephen Thisted Wirth retires in 4 more days on July 31, 2019 after serving All Saints' in Columbia Falls and Whitefish for nearly 15 years, and currently serving on the Standing Committee.

Whereas, his infinite knowledge of the canons both baffles and amazes us.

Whereas, the dogs of the Diocese all know and love Bradley, and are grateful for his profound love and ministry for all creatures great and small.

BE IT RESOLVED, that the 116th Convention of the Diocese of Montana says thank you to this gifted preacher, exceptional priest, and dear friend.

Consecration of the Tenth Bishop of Montana. The Consecration of The Rev. Marty Stebbins as the Tenth Bishop of the Diocese of Montana will be held December 7, 2019 in Helena.

Diocesan Convention 2020. The Rev. Rev. Scott Anderson, Dean of St. Peter's Cathedral, extended an invitation to the 117th Diocesan Convention to be held in Helena in October 2020.

Convention Adjournment. The business session of the 116th Diocesan Convention was adjourned at 3:45 p.m. by The Rev. Donna Gleaves. The Rev. Terri Ann Grotzinger offered the closing prayer, concluding the Convention. Congratulations to The Rev. Patti Ann Bennett, who won the quilt raffle.

Sunday Holy Eucharist. Holy Eucharist was celebrated at St. James' Church on Sunday, July 28, 2019 at 10:00 a.m. The Rev. Gary Waddingham and The Rev. Greg Smith, Celebrants, and The Rev. Jane Shipp, Preacher.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary,
and Kristi D. Menix, Diocesan Secretary, Pro Tem.

Bishop Visitation Schedule 2019

Bishop Elect Marty Stebbins – Havre Nov 10th, Hamilton Nov. 17th, Billings SS Nov 24th
Bishop Marty Stebbins – Christmas Eve, Columbia Falls

Bishop's Acts From 2018 convention till July 26, 2019

The Rt. Rev. James Waggoner, retired Bishop of Spokane, WA, ordained The Rev. Angel Bolling at Trinity in Troy, MT on February 22, 2019 and The Rev. Gretchen Strohmaier at Holy Spirit in Missoula, MT on February 23, 2019 to Priesthood.

Episcopal Diocese of Montana
Minutes of Diocesan Council Conference Call
January 26, 2019

The Diocesan Council of the Episcopal Diocese of Montana held its quarterly meeting via conference call, beginning at 10:00 a.m. on Saturday, January 26, 2019.

Attendance. Council members participating were: George Kimmet, Sandy Williams, Cynthia Hoelscher, The Rev. Janis Hansen, The Rev. Randy Pendergraft, The Rev. Dorcie Dvarishkis, Jerry Southwood, The Rev. Canon Clark Sherman and Cathy Morris. Council members The Rev. Richard Reynolds, The Rev. Joan Yetter and Manny Hoag were absent. Also participating in the call were: Barb Hagen, Canon for Administration and Finance; The Rev. Steven Yurosko, Diocesan Treasurer; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee.

Call to Order. Vice President, The Rev. Janis Hansen, began the conference call with prayer. With a quorum participating, the conference call meeting was called to order. The agenda, previously distributed via email, was accepted as printed.

Requests from Churches - 2019 Assessment. Representatives from St. Mark's Anaconda, St. Mark's Big Timber, St. Paul's Fort Benton, St. Paul's Hamilton and St. Paul's Virginia City also joined the conference call to request specific consideration with respect to the calculation of their respective parish's 2019 monthly Assessment payment.

St. Mark's Anaconda. Terry Montgomery and The Rev. Theresa Kelley request the monthly assessment payment for St. Mark's be reduced to \$375.00, instead of the calculated \$500.00(+). Due to an accounting error on their parochial report, the proposed 2019 monthly assessment payment does not accurately reflect the Parish's income. Additionally, over the past 7 years, St. Mark's has drawn down its investment account by 60% in order to pay operating expenses.

St. Mark's Big Timber. On behalf of St. Mark's Big Timber, Jami Moody, Jill Brown, Sandy Blake, John Horton and Sarah Gregie voiced their concern of the 2019 assessment calculation, which is nearly double what the Parish paid in 2018. They feel this increase is entirely out of proportion and unjustified. The Church is in the process of calling a new priest, and anticipate a \$32,000 loss in 2019.

St. Paul's Fort Benton. On behalf of their Parish, Sue Lepley and Gail Good request the 2019 monthly assessment payment remain the same as last year. St. Paul's has only 3 families that support the Church, with an endowment fund being used to pay for building maintenance.

St. Paul's Hamilton. Jocelyn Snider, Sr. Warden, requests a reduction to St. Paul's projected 2019 monthly assessment payment. They need the money to pay The Rev. Dennis Campbell, a new supply Priest who will hopefully serve their Parish. Jocelyn mentioned St. Paul's has only 17 pledging units for 2019.

St. Paul's Virginia City. Jaime Leonard and Janet Doornbos stated the income reported on the parochial reports of St. Paul's include extra money received from investments and insurance claims, and does not accurately reflect the Church's average income. Therefore, it is not possible for St. Paul's to pay the projected \$1,059.00 monthly assessment payment in 2019, as some months, they don't collect this much money the entire month. On behalf of the Vestry, they request the monthly assessment payment for 2019 remain the same amount as in 2018.

St. James Dillon. Although not participating in the call, Kay Roach, a representative from St. James, sent an email to the Diocesan office stating the Parish will continue to pay 19% of the prior month's income for their monthly assessment payment, instead of switching to the 2019 calculation formula.

Before all representatives from Anaconda, Big Timber, Fort Benton, Hamilton and Virginia City disconnected from the conference call, Council members thanked them for taking the time to call and share the concerns of their Churches.

Following discussion, it was agreed that Dorcie Dvarishkis will draft letters to the five above-referenced Parishes, requesting they provide Council with adjustments to their parochial report operating income, and/or a proposed monthly assessment payment amount for 2019. Clark Sherman will help with the letter to Hamilton, and Janis Hanson will assist with the letter to Fort Benton. Janis Hansen stated there is a need for organizational development with Churches having problems, and the Diocese should take a more pastoral role helping Churches in need.

OLD BUSINESS.

Minutes of November 3, 2018 Conference Call. The following revisions were made:

Paragraph entitled “Updates to 2019 Camp Marshall Budget.” The second paragraph was revised as follows: Council members reviewed a proposal submitted by Sue LaRose, Director of Camp Marshall. Sue brought forth a proposal to offer a bonus to the Site Manager in October 2018. Upon motion duly made and seconded, the proposal was unanimously approved.

Paragraph entitled “Update to 2019 Diocesan Operating Budget,” was revised as follows: Council discussed a request from E.F.M. in Missoula to reinstate the \$1,750 line item for E.F.M. back into the 2019 Diocesan Budget. E.F.M. plans to explore options in the coming year. Upon motion duly made and seconded, Council agreed to reinstate the \$1,750 line item in the 2019 Diocesan Budget for E.F.M.

Upon motion duly made and seconded, the Minutes of the November 3, 2018 Diocesan Council conference call were approved as revised.

Financial Reports. Diocesan Treasurer, The Rev. Steven Yurosko, and Canon for Finance, Barb Hagen, presented the December 2018 financial statements. Barb stated the Diocese suffered large losses in investments. The following Camp Marshall funds: dock funds, Brookhart scholarship funds, bathhouse funds, and capital campaign funds, have been moved to a minimal risk fund (Short term bond fund). Upon motion duly made and seconded, the December 2018 financial reports were approved as presented.

Acceptance of Finance Department Minutes. Upon motion duly made and seconded, Council members acknowledged receipt of the Department of Finance meeting Minutes from June 19, 2018 and from January 15, 2019.

Parish Audit Report Update. 2017 Parish Audit Reports have been received from all parishes with the exception of Great Falls. Barb Hagen spoke with the Treasurer at Incarnation, who requested Incarnation be allowed to submit their 2017 and 2018 Audits at the same time. Janis Hansen will write a letter to Incarnation suggesting they present a formal request to Council to submit their 2017 and 2018 Audits to the Diocese at the same time.

Sale of Church Building in Glasgow. The Glasgow Church building sold on December 19, 2018 for \$97,548.39. The sales proceeds were placed in the Faber Fund Account. Barb Hagen stated there has been some interest in the farmland, which is still for sale.

Diocesan Website. Cynthia Hoelscher and Janis Hansen stated the Diocesan Website needs a lot of work to bring it up to date. They will continue their work and provide progress reports to Council.

Update - 2018 Additional Assessment. Dorcie Dvarishkis will draft a letter of thanks to all Parishes who paid the additional assessment in 2018. Dorcie will provide Council members with a draft of the letter before she sends it out.

Camp Marshall Site Manager. The Camp Marshall Site Manager has declined the bonus she was offered. Clark Sherman will draft a letter thanking her for all her service to the Camp.

NEW BUSINESS.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave a update on the work of the Standing Committee, who is meeting weekly via phone and monthly in person.

- (1) The Committee has drafted Guidelines for Reimbursement of Expenses for all committee members, staff travel and General Convention Deputies. The Guidelines have been approved by the Finance Department, and will next be presented to Diocesan Council for consideration.
- (2) The Diocese has received an offer from LoneTree Energy & Associates, LLC to lease the mineral interests in Divide County, North Dakota that was previously owned by St. Matthews Church in Glendive, and is now owned by the Episcopal Diocese of Montana. LoneTree would like to lease the minerals on the real property with the intent to drill oil and/or natural gas wells. The Standing Committee unanimously opposes leasing the mineral interests for the purpose of oil and gas exploration. Upon motion made and seconded, Council members agreed to reject the current Lease offer the Diocese received from LoneTree Energy & Associates.
- (3) The Standing Committee has been working on issues related to Title IV.
- (4) Barb Hagen has drafted a document which outlines the responsibilities of the Diocesan Council and the responsibilities of the Standing Committee, expectations of each, and how they can work together.

General Convention Resolutions. Council members will review the 79th General Convention proposed Resolutions with changes to the Constitution at their March 16, 2019 meeting.

Venture In Mission Grant Report. Upon motion duly made and seconded, Council members acknowledged receipt of a Statement of Grant Accounting from St. James Church in Dillon for the \$1,700.00 Venture in Mission Grant they received. St. James used \$1,383.70, and therefore has returned the balance of \$316.30 to the Diocesan office.

Vickers' Fund Grant Reports. Upon motion duly made and seconded, Council members acknowledged receipt of the following Statement of Grant Accountings for Vicker's Fund Grants:

1. Statement from The Rev. Steven Yurosko for the \$1,350.00 grant to attend the College of Congregational Development in June 2018;
2. Statement from St. James Church in Lewistown for the \$13,450.00 grant they received for the Heart of Montana Youth Choir. St. James still retains \$3,906.89 of the grant money.
3. Statement from St. Stephen's Church in Billings for \$50,000.00.
4. Statement from The Ven. Roxanne Klingensmith for the \$4,947.00 grant for the Gathering of Deacons held in Helena on May 18-20, 2018. \$4,918.48 was used, leaving a balance of \$28.52.

Closure of St. Paul's of the Stillwater Church in Absarokee. Council members reviewed a letter dated October 2018, addressed to the Standing Committee from St. Paul's of the Stillwater in Absarokee. St. Paul's requests the Church be closed due to lack of membership. The Church is now closed. A motion was made, seconded and approved by a majority of vote to accept St. Paul's request for closure.

St. Mark's Church in Havre. St. Mark's in Havre has requested closure. In past years, Havre has received an annual grant which enabled them to pay operating expenses. This year, they did not get the grant money. The Standing Committee is working with the parishioners to hopefully keep the Church open. The Diocese has offered to pay their bills and give them a retro-active Faber Fund grant to replace the furnace. The Rev. Canon Bradley Wirth, and The Rev. Jean Collins will meet with the parishioners on February 15-16, 2019. Upon motion duly made and seconded, it was agreed that Council will support the Standing Committee's recommendations for St. Mark's Havre, and will review this matter again at Council's March 16, 2019 meeting.

Updates to Guidebooks and Manuals. Upon motion duly made and seconded, Council members unanimously approved various revisions to the Sr. Warden, Jr. Warden, Clerks & Treasurers Handbook, the Church Treasurer's Guidebook, and the Accounting Policy and Procedure Manual, as recommended by the Finance Department.

Grant request from Gethsemane Church in Manhattan. In October 2018, Gethsemane Church made application for a Faber Fund Grant in the amount of \$2,250.00, to purchase a new pipe organ for the Church. The Rev. Canon Clark Sherman announced that Gethsemane wishes to withdraw the Application, as they no longer need the money. They have raised the total amount needed to purchase the organ.

Audit Information on Diocesan Website. Barb Hagen stated Churches can now file their Audit Reports on-line. Barb is hopeful this added convenience will help with compliance.

Assessment Payments - St. James Dillon. St. James has notified the Diocesan office that they will continue to base their monthly assessment payment on 19% of the prior month's income. As St. James recently called a new priest, it was suggested to have a conversation with the new priest, but to wait a period of time until the new priest gets settled. The Rev. Janis Hansen offered to talk with the new Priest at St. James.

Phone System Update. Barb Hagen stated the phone system at the Diocesan Office is 11 years old and is failing. The proposal for a new phone system is \$2,705.00. Finance Department has approved this expense - taking money from the equipment reserve fund which currently has a balance of \$3,013.00. Upon motion duly made and seconded, the proposal for a new phone system for the Diocesan Office was approved.

Bishop's Search and Transition Expenses. The Transition Committee has requested another \$9,350.00 to cover expenses associated with the Bishop's Search process. This money will have to come from the endowment funds. Upon motion made and seconded, it was agreed to table this request until Council's March 16, 2019 meeting.

Additionally, \$2,500.00 is needed to pay an honorarium and travel expenses for Bishop Waggoner from Spokane, who will come to Montana to perform two ordinations. Upon motion made and seconded, Council members approved this request to pay Bishop Waggoner for his service to the Diocese of Montana.

Additional Funding for General Convention Deputies. Barb Hagen has been directed by the Standing Committee to find funds to reimburse \$221.76 to a deputy to General Convention whose expenses exceeded the allotted amount. Upon motion duly made and seconded, it was agreed to approve this expense and reimburse the General Convention deputy.

Future Diocesan Council Meetings. It was suggested that Council meet more often, especially in this year of transition. Therefore, Council will conduct a **conference call meeting on Thursday, February 14, 2019 at 7:00 p.m.**

Additionally, 2019 meetings of the Diocesan Council are scheduled as follows:

Saturday, March 16, 2019 (in-person) to be held at **St. James Church in Bozeman.**

Saturday, May 18, 2019 (in-person) to be held at **St. Peter's Cathedral in Helena.**

Saturday, November 2, 2019 (conference call).

Conference calls begin at 10:00 a.m. In-person meetings are from 10:00 a.m. to 3:00 p.m.

Adjournment. There being no further business to come before the Diocesan Council, on motion duly made and seconded, the conference call was adjourned by Vice President, The Rev. Janis Hansen at 12:45 p.m.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana
Minutes of Diocesan Council Conference Call
February 14, 2019

The Diocesan Council of the Episcopal Diocese of Montana held its quarterly meeting via conference call, beginning at 7:05 p.m. on Thursday, February 14, 2019.

Attendance. Council members participating were: Sandy Williams, Cynthia Hoelscher, The Rev. Janis Hansen, The Rev. Randy Pendergraft, Manny Hoag, The Rev. Dorcie Dvarishkis, Jerry Southwood, The Rev. Canon Clark Sherman and Cathy Morris. Council members The Rev. Richard Reynolds, George Kimmet and The Rev. Steven Yurosko, Diocesan Treasurer, were absent. Also participating in the call were: Barb

Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee. It was noted The Rev. Joan Yetter has resigned from Diocesan Council.

Call to Order. Vice President, The Rev. Janis Hansen, began the conference call with prayer. With a quorum participating, the conference call meeting was called to order. The agenda, previously distributed via email, was accepted as amended.

OLD BUSINESS.

Minutes of January 26, 2019 Conference Call. The paragraph of the Minutes entitled “Sale of Church Building in Glasgow,” was corrected to reflect the church building was sold on December 19, 2018. Upon motion duly made and seconded, the Minutes of the January 26, 2019 Diocesan Council conference call were approved as revised.

Diocesan Website. Cynthia Hoelscher stated the results of a survey taken about the Diocesan Website indicates the website is not well used, other than to access information about Convention and Camp Marshall. Other items are hard to find on the website, and remote access is usable but awkward. Upon motion duly made and seconded, it was agreed to hold off on the website update until our new Bishop is in place.

Responses to Churches Requesting Lower Assessments in 2019.

St. Mark’s Anaconda. Upon motion duly made and seconded, it was agreed to accept the proposal from St. Mark’s Anaconda to pay a monthly assessment of \$375.00 for 2019. Dorcie and Clark will draft a letter letting them know their request has been approved.

St. Mark’s Big Timber. A motion was made, seconded and approved to allow St. Mark’s Big Timber to pay the same monthly assessment amount in 2019 as they did in 2018, until a visitation can be made to the Church to gather more information and talk to parishioners. Dorcie will write a letter to St. Mark’s. Additionally, Janis and Sandy will plan a visit to the Church.

St. Paul’s Fort Benton. Upon motion made and seconded, St. Paul’s Fort Benton request was granted to allow them to pay \$945.00 for 2019, which is the same assessment amount they paid in 2018. Dorcie will draft a letter advising the Church that their request has been approved. Also, Dorcie plans to visit the parish.

St. Paul's Hamilton. A motion was passed to approve the request of St. Paul's Hamilton to reduce their 2019 Diocesan Assessment by \$6,000.00. Dorcie and Clark will work together to draft a letter to St. Paul's to let them know their request has been approved.

St. Paul's Virginia City. Upon motion made and seconded it was agreed to allow St. Paul's Virginia City to pay the same assessment amount in 2019 as they did in 2018. Dorcie will write a letter to St. Paul's, and Janis plans to visit the Church and talk with the parishioners.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee. The Standing Committee is meeting weekly via Google Hangout, and once a month in person in Helena. Jean stated better communication between Janis and the Diocesan Council, and Donna and the Standing Committee would be very helpful during this time of transition.

(1) The Rev. Canon Bradley Wirth and the Rev. Jean Collins will go to Havre on Friday and Saturday (2/15-16/2019) to meet with the members of St. Mark's to discuss the future of their Church.

(2) The Committee continues to work with the Rev. Canon Chris Roberts on the congregational search process for clergy in our Diocese, so to align it with the General Church Canons.

(3) On February 5, 2019, a letter was drafted to all congregations of the Diocese to discuss a resolution that was approved at General Convention last summer. The resolution is for a 3-year suspension on the Canon that places a time limit on initiating proceeding in cases of clergy misconduct against adults. The Standing Committee requests the letter be printed and posted in a public place in all our congregations. In addition, a new poster has been designed for churches to post entitled "Harassment and Pastoral Relationship - What you should know about harassment in a church setting."

(4) The Rev. Carolyn Rosen has been elected and is serving as Rector at St. Stephen's in Billings, as the Rev. Joan Yetter has retired.

Oil and Gas Lease. Janis Hansen stated she has obtained additional information on the offer from LoneTree Energy & Associates, LLC to lease the mineral interests in Divide County, North Dakota previously owned by St. Matthews Church in Glendive. With the closure of St. Matthews, the mineral interests are now owned by the Episcopal Diocese of Montana. Janis stated this is a private lease, not through the

Bureau of Land Management. The Diocese owns the mineral interests on 160 acres, but does not own the real property. Janis stated her research on this continues, and she will report back to Council when she learns more.

NEW BUSINESS.

Faber Fund Grant Application - St. Mark's Havre. Council members reviewed an Application for Faber Fund Grant from St. Mark's in Havre, for the repair of the Church furnace. St. Mark's is requesting \$1,341,50, and the Finance Department recommends approval of the Application. Upon motion duly made and seconded, it was unanimously agreed to approve the Faber Fund Grant to St. Mark's Havre.

Faber Fund Grant/Loan Application from St. James Bozeman. St. James Bozeman has submitted a Faber Fund Application for \$10,000.00 to upgrade the Church organ, the organ pipes and related carpentry work. The total cost of the project is estimated at \$48,000.00 to \$53,000.00. It was noted a requirement of the application process is that the church must have raised 33% of the funds prior to making application. Upon motion duly made and seconded, it was agreed to defer acting on this request until St. James Bozeman can confirm they have already raised 33% of the funds. Council will revisit this matter at their March 16, 2019 meeting.

Bishop's Search and Transition Expenses. The Transition Committee has requested another \$9,350.00 to cover expenses associated with the Bishop's Search process. It was agreed to defer acting on this request until Council's March 16, 2019 meeting, at which time additional information should be available to make a decision.

Expense Reimbursement Guidelines - 2019. Council members reviewed proposed Expense Reimbursement Guidelines for 2019, which has been approved by Finance Department and the Standing Committee. It was decided to defer this matter and discuss it in-person at Council's meeting on March 16, 2019.

Future Diocesan Council Meetings.

Saturday, March 16, 2019 (in-person) to be held at **St. Peter's Cathedral in Helena.**

Saturday, May 18, 2019 (in-person) to be held at **St. Peter's Cathedral in Helena.**

Saturday, November 2, 2019 (conference call).

Conference calls begin at 10:00 a.m. In-person meetings are from 10:00 a.m. to 3:00 p.m.

Adjournment. There being no further business to come before the Diocesan

Council, on motion duly made and seconded, the conference call was adjourned at 8:15 p.m. by Vice President, The Rev. Janis Hansen.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana
Minutes of Diocesan Council Meeting
March 16, 2019

The Diocesan Council of the Episcopal Diocese of Montana held its quarterly meeting at St. Peter's Cathedral in Helena, beginning at 10:00 a.m. on Saturday, March 16, 2019.

Attendance. Council members present were: Sandy Williams, Cynthia Hoelscher, The Rev. Janis Hansen, The Rev. Dorcie Dvarishkis, George Kimmet, Manny Hoag, Jerry Southwood and Cathy Morris. Council members The Rev. Randy Pendergraft, and The Rev. Canon Clark Sherman were absent. The Rev. Richard Reynolds, and The Rev. Joan Yetter have both resigned from Diocesan Council. Also in attendance were The Rev. Steven Yurosko, Diocesan Treasurer; Barb Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee.

Call to Order / Adoption of Agenda. With a quorum in attendance, Vice President, The Rev. Janis Hansen, called the meeting to order. Janis opened the meeting with prayer. The agenda was distributed and accepted as presented. As this was Council's first in-person meeting of the year, Council members took a few minutes to introduce themselves to one other.

OLD BUSINESS.

Minutes of February 14, 2019 Conference Call. Upon motion duly made and seconded, the Minutes of the February 14, 2019 Diocesan Council conference call were approved as presented.

Financial Reports. Barb Hagen and The Rev. Steven Yurosko presented the financial statements as of February 28, 2019. Barb stated investments are doing well, and cash flow is good. The new assessment process has been a fairly smooth transition.

Most churches are paying their full amount. Steven Yurosko thanked Council members for helping the churches with this process. Upon motion duly made and seconded, it was unanimously agreed to accept the February 28, 2019 Diocesan financial reports.

Brandon Costley from RBC Wealth Management. Barb Hagen announced that Brandon Costley, Financial Consultant with RBC Wealth Management is unable to join us today, but will give his presentation at Council's May 18th meeting.

Acceptance of Finance Department Minutes. Upon motion duly made and seconded, Council members acknowledged receipt of the Department of Finance meeting Minutes of March 11, 2019.

Parish Audit Report Update. All churches have submitted their 2017 Parish Audit Reports to the Diocesan office with the exception of Incarnation in Great Falls. The Rev. Janis Hansen will call Incarnation to discuss their past due audit report.

Oil and Gas Lease Information. The Rev. Janis Hansen stated her work continues to obtain information on the mineral interests in Divide County, North Dakota, previously owned by St. Matthews Church in Glendive, and with the closure of St. Matthews, said mineral interests are now owned by the Episcopal Diocese of Montana. Janis has contacted several individuals and agencies, and is waiting for return calls. It was suggested to contact Ralph Spence, a former member of St. Stephens in Billings, as he is very familiar with oil, gas and mineral leases. Also, it was suggested to contact The Rev. Michael Fay, former Rector at St. Matthews in Glasgow, to see if he has any information on the mineral interests.

Faber Fund Grant Application from St. James Bozeman. St. James Bozeman submitted a Faber Fund Application to Council in February 2019, requesting \$10,000.00 to upgrade the Church organ, the organ pipes and related carpentry work. The total cost of the project is estimated at \$48,000.00 to \$53,000.00. Council deferred acting on this request until St. James confirmed that the Parish had already raised 33% of the requested funds, which has now been done. Upon motion duly made and seconded, it was agreed to approve this grant request.

Bishop's Search and Transition Expenses. At their February 2019 meeting, Council considered a request from the Transition Committee for additional monies to cover expenses associated with the Bishop's Search process. At that time, Council agreed to defer this matter pending additional information, which now has been received. The Transition Committee is seeking an additional \$11,300.00, to be used for candidate "walk-about" expenses, which were not included in the initial budget. Upon motion duly made and seconded, it was agreed to support the Search Committee and

approve the additional \$11,300.00, with the caveat to be mindful of incurring additional expenses.

NEW BUSINESS.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee. The Committee continues to meet weekly via Google Hangout, and once a month in person in Helena.

(1) The Rev. Canon Bradley Wirth and The Rev. Jean Collins went to Havre on Friday and Saturday (2/15-16/2019) and met with 5 members of St. Mark's. There are approx. 10 members total with the rest snow-birding in the south. After 10 years without a priest, they are exhausted. They were buoyed by Bradley and Jean's visit and assistance from the Diocese. Their buildings are in very good shape and immaculate. They need continued support and the ability to breath for a time. The Lutheran Pastor will begin celebrating Holy Eucharist twice a month in April, and All Saints in Whitefish/Columbia Falls has offered to pay for a third Sunday every month if the Pastor is willing. Bradley and Jean provided Lenten materials, and will remain on contact with the members of St. Mark's. Council's continued support of St. Mark's is requested.

(2) Julie Sisler has resigned as Site Manager at Camp Marshall effective March 31, 2019. Her resignation has been accepted. The Standing Committee is searching for an Interim and also a permanent Site Manager.

(3) The new search process for clergy in our Diocese has been finalized and will be implemented with the next new search. Our process is now aligned with the General Church Canons.

(4) The Lake Missoula Clericus has finalized details for Clergy Conference to be held May 7-9, 2019 at Camp Marshall. This information will soon be posted on the Diocesan website.

(5) The Standing Committee consented to elections of Bishops in the Dioceses of Northern California, Maine, San Diego, and Texas.

(6) With respect to clergy participation in the election of our new Bishop, it was agreed: Retired clergy may come for Friday only at no expense providing they don't intend to take part in meals. To be eligible to vote, clergy must be

canonically resident and live in Montana at least 6 months of the year. ("Geographically resident within this Diocese," in Diocesan Canon 3.2.(b), shall mean living within the borders of the Diocese of Montana for 6 months out of the year or longer). In addition, each Deanery is asked to provide a youth delegate to Convention with seat, voice and vote. The youth must be under 16 years old.

(7) The Standing Committee approved giving St. Paul's of the Stillwater rental possibility by a non-profit as long as the rental agreement is not tied to a purchase agreement.

(8) The Standing Committee is introducing a resolution to regularize through diocesan canons, the requirements concerning background checks and safeguarding. This comes at the request of Jill Sallin.

Expense Reimbursement Guidelines - 2019. Council members reviewed proposed Expense Reimbursement Guidelines for lodging, meals and travel for 2019, specifically mileage reimbursement for volunteers. The National Church states the rate for mileage reimbursement for non-employees of the Episcopal Church is 58 cents per mile. However, the Internal Revenue Service standard mileage rate for 2019 is 14 cents per mile for service of charitable organizations. Barb Hagen, while she has no voice or vote on Diocesan Council, wishes to note in the minutes that she is concerns with the comment from the Episcopal Church Treasurer, Kurt Barnes, that reimbursing 58 cents per mile for volunteers is not income. His comments are not in line with the information Barb has received from the 2019 Church and Clergy Tax Guide by Richard Hammar, or from direction from The Rev. Canon Bill Geisler, CPA and consultant for the Church Pension Group. Following discussion, it was agreed that Barb Hagen will consult with the accounting firm that does the Diocesan Audit to get clarity on the reporting procedures needed if the Diocese pays more than the volunteer mileage reimbursement rate. Upon motion duly made and seconded, it was agreed to table this issue until Council's next meeting at which time additional information will have been obtained.

Province VI. At the request of the Standing Committee, Council members agreed to send only Sandy Williams, and The Rev. Jean Collins to the upcoming Province VI meeting.

116th Diocesan Convention Committees. Council reviewed a list of proposed committee members for the 116th Diocesan Convention to be held in July 26, 27 & 28, 2019 in Bozeman. After Council approves the list, the people named to the Convention Committees will be asked if they want to serve. Upon motion duly made and seconded, the Convention Committee list was approved as presented.

Deaneries - The Episcopal Diocese of Montana. Council members reviewed an updated information sheet regarding Deaneries in the Diocese of Montana. The list outlines the Vision, Organization, Officers, Officer Appointments, Meetings, and Convener's Duties of the Deaneries. No action is required of Council; this is just for informational purposes.

Resignations of The Rev. Richard Reynolds, and The Rev. Joan Yetter. Janis Hansen has offered to write a letter of thanks to both Richard and Joan for their service to Diocesan Council. Since Richard's term expires this year, therefore, no replacement will be sought to complete his unexpired term. Joan's term expires in 2020, therefore, it was suggested to ask The Rev. Carolyn Rosen, and The Rev. Wells Warren, if either is willing to fulfill Joan's unexpired term on Council.

Resolution from The Standing Committee. Upon motion duly made and seconded, the following Resolution as presented by the Standing Committee was approved.

That the membership of the Standing Committee, and the Diocesan Council, as they are currently comprised, be allowed to continue in office until December 31, 2019.

This will allow for continuity during our time of transition until the Bishop Diocesan is ordained on December 7, 2019.

General Convention Resolutions. Council members completed the following forms from the Episcopal Church – General Convention:

- Resolutions Regarding Proposed Amendments to the Constitution; and
- Resolutions Referred to Dioceses for Action or Consideration.

Each Resolution was reviewed, determining how the Diocese of Montana has acted upon each, then putting each Resolution in one of the following categories: (1) Action Completed; (2) Action Ongoing; or (3) No Action. The completed Report will be forwarded to the Secretary of the General Convention.

Future Diocesan Council Meetings.

- * Tuesday, April 9, 2019 at 6:00 p.m. (conference call).
- * Saturday, May 18, 2019 from 10:00 a.m. to 3:00 p.m. (in-person) to be held at
St. Peter's Cathedral in Helena.
- * Saturday, November 2, 2019 at 10:00 a.m. (conference call).

Adjournment. There being no further business to come before the Diocesan Council, on motion duly made and seconded, the meeting was adjourned at 1:50 p.m. by

Vice President, The Rev. Janis Hansen. Following adjournment, Holy Eucharist was celebrated by The Rev. Steven Yurosko in the Chapel of St. Peter's Cathedral.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana
Minutes of Diocesan Council Conference Call
April 9, 2019

The Diocesan Council of the Episcopal Diocese of Montana held a meeting via conference call, beginning at 6:00 p.m. on Tuesday, April 9, 2019.

Attendance. Council members present were: Sandy Williams, Cynthia Hoelscher, The Rev. Janis Hansen, The Rev. Dorcie Dvarishkis, Manny Hoag, The Rev. Canon Clark Sherman, Jerry Southwood and Cathy Morris. Council members The Rev. Randy Pendergraft and George Kimmet were absent. Also in attendance were The Rev. Steven Yurosko, Diocesan Treasurer; Barb Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee.

Call to Order / Adoption of Agenda. With a quorum participating in the call, Vice President, The Rev. Janis Hansen, called the meeting to order. Janis opened the meeting with prayer. The agenda as previously distributed was accepted.

OLD BUSINESS.

Minutes of March 16, 2019 Meeting. Upon motion duly made and seconded, the Minutes of the March 16, 2019 Diocesan Council meeting were approved as presented.

Update - Oil and Gas Lease Information. Janis Hansen stated next week, she will meet with Larry, a parishioner who works in the oil and gas industry, to review the Oil and Gas Lease the Diocese received from LoneTree Energy & Associates, and to gain more information on the mineral rights in Divide County owned by the Diocese. Further, Janis stated she is working to get documentation and policy in order. Barb Hagen said the Diocese also owns mineral interests by Scobey.

Vacancies on Diocesan Council. Janis Hansen announced The Rev. Wells Warren has accepted an invitation to join Diocesan Council and complete the term vacated by The Rev. Joan Yetter, which expires in 2020. Upon motion duly made and seconded, it was agreed to accept Fr. Warren as a member of Diocesan Council. Fr. Warren will be in attendance at Council's May 2019 meeting. Further, it was agreed to not fill the vacancy caused by the resignation of The Rev. Richard Reynolds, as his term expires this year.

Follow-Up: Dillon Assessment. Janis Hansen has reached out to the Treasurer of St. James Church in Dillon to discuss their monthly assessment payments for 2019, but has not yet heard back.

Outline for Council Visits to Parishes. Council members reviewed a draft Outline to be followed when making visitations to parishes. The consensus of Council was that the outline was well written, explains the assessment process for churches, and the un-balanced Diocesan budget.

Site Manager's House at Camp Marshall. Barb Hagen stated that with the change of the Site Manager at Camp Marshall, the Diocese has incurred additional expenses related to the Site Manager's house. The house needs a new stove, washer, dryer and dishwasher. Also, it is anticipated that electrical updates will be needed to the home. The current estimate for appliances, delivery, installation and electrical work is \$6,665.82. A source of funding needs to be found, as the Camp Budget does not provide for such expenses. Barb Hagen said the expenses can be paid from the Camp Investment Account, or alternatively, from the Faber Fund. Upon motion duly made and seconded, it was agreed to use the Faber Fund to pay for repairs and new appliances for the Site Manager's house. Janis Hansen will talk to Camp Director, Sue LaRose, to get a better understanding of the repair process on the house, then report back to Council.

NEW BUSINESS.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee. The Standing Committee continues to meet weekly via Google Hangout, and once a month in person in Helena.

(1) The Standing Committee continues to make appointments to various Diocesan Convention committees.

(2) Julie Sisler resigned as Site Manager of Camp Marshall effective March 31,

2019. Her resignation was accepted. Mark Clemow began work as the new Camp Marshall Site Manager on April 1, 2019.

(3) The Nominating Committee has presented a slate of candidates to be the next Bishop of the Diocese of Montana to the Standing Committee. The Standing Committee is now performing its due diligence in reviewing all documents of the proposed slate. The candidates have until Friday, April 12, 2019 to inform the Standing Committee whether they will allow their name to be placed on the slate and will serve if elected. The slate will be announced to the Diocese after Easter and prior to May 1, 2019. At that time, there is a two week period for others to petition into the process. The Petition Process is the means by which a qualified person, not initially part of the slate, can be nominated for inclusion on the Slate of Candidates.

(4) St. Mark's in Havre continues to rest, reflect and move forward. Beginning this month (April), they will have Holy Eucharist twice a month. All Saints' in Whitefish/Columbia Falls has offered to pay for a third Sunday every month. St. Mark's is excited to have an Easter Day Holy Eucharist Service with 'live music'!

(5) Much accomplished, much still to be done.

Future Diocesan Council Meetings.

- * Saturday, May 18, 2019 from 10:00 a.m. to 3:00 p.m. (in-person) to be held at
St. Peter's Cathedral in Helena.
- * Saturday, November 2, 2019 at 10:00 a.m. (conference call).

Adjournment. There being no further business to come before the Diocesan Council, on motion duly made and seconded, the conference call was adjourned at 7:15 p.m. by Vice President, The Rev. Janis Hansen.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana
Minutes of Diocesan Council Meeting
May 18, 2019

The Diocesan Council of the Episcopal Diocese of Montana held a meeting at St. Peter's Cathedral in Helena, beginning at 10:00 a.m. on Saturday, May 18, 2019.

Attendance. Council members present were: Cathy Morris, Cynthia Hoelscher, The Rev. Dorcie Dvarishkis, George Kimmet, The Rev. Janis Hansen, Manny Hoag, The Rev. Randy Pendergraft, Sandy Williams and The Rev. Wells Warren. Council members Jerry Southwood and The Rev. Canon Clark Sherman were absent. Also in attendance were The Rev. Steven Yurosko, Diocesan Treasurer; Barb Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee.

Call to Order / Adoption of Agenda. With a quorum in attendance, Vice President, The Rev. Janis Hansen, called the meeting to order and offered the opening prayer. The meeting agenda was adopted as presented. A welcome was extended to The Rev. Wells Warren from St. James' Church in Dillon, who will serve a one year term on Council to complete the term vacated by The Rev. Joan Yetter.

Presentation by Brandon Costley, Branch Director of RBC Wealth Management. Brandon Costley reviewed RBC's role managing the Diocesan investments, and gave a performance summary of all investments contained in the Diocesan portfolio. Brandon stated the Diocesan Investment Policy Statement is reviewed quarterly with the Diocesan Foundation Board.

Funding Request for Disaster Services. Council members welcomed The Rev. Mary Alice Jones and The Rev. Jim Jones, to the meeting. Mary Alice serves as the Disaster Coordinator for the Diocese, and comes before Council to request a line item be included in the 2020 Diocesan budget for Disaster Services. Mary Alice also requested, if possible, the line item for Disaster Services be funded to pay expenses associated with travel and conducting Asset Mapping workshops in parishes throughout our Diocese. Asset Mapping is a process that focuses on hope and what we do have, not what we don't have. Thanks were offered to Jim and Mary Alice for coming before Council with their request.

OLD BUSINESS

Minutes of April 9, 2019 Conference Call. Upon motion duly made and seconded, the Minutes of the April 9, 2019 Diocesan Council conference call were approved as presented.

Financial Reports. Barb Hagen and The Rev. Steven Yurosko presented the financial statements as of April 30, 2019. Upon motion made and seconded, it was unanimously agreed to accept the April 30, 2019 Diocesan financial reports. The Rev. Wells Warren stated St. James in Dillon is unable pay their 2019 monthly assessment amount. As the new Rector at St. James, Wells asked for guidance. It was suggested that he talk with the Vestry and the Treasurer of St. James, and come up with a plan to present to Council to request a reduction in their monthly assessment amount. Additionally, Incarnation in Great Falls has communicated with Barb Hagen the inability to pay their 2019 monthly assessment. Barb stated Incarnation is making arrangements to come before Council to request a reduction in their assessment amount.

Parish Audit Report Update. Barb Hagen stated Incarnation in Great Falls is 2 years past due submitting their Audit Reports to the Diocesan office. 2017 Audit Reports from all other parishes have been received. It was noted the 2018 Audit Reports are due September 1, 2019.

Update Oil and Gas Lease in Divide County, North Dakota. The Rev. Janis Hansen stated her investigation continues into the mineral interests in Divide County, North Dakota the Diocese now owns. Janis is searching for ownership records (i.e., deeds) for the mineral interests which will hopefully provide additional information.

Update on Church Visits.

1. St. Paul's Virginia City. Janis Hansen visited St. Paul's Church. They have a new Treasurer. Janis will provide notes from the visit when completed.
2. St. Paul's Fort Benton. Janis and Dorcie visited with the parishioners of St. Paul's Church on May 17, 2019. The parish is having challenges with future transitions and changes in management. The Church building is owned by the City of Fort Benton. When Janis has completed her report, she will provide it to Council members.
3. St. Mark's Big Timber. Janis Hansen, Manny Hoag, and Warren Wells plan to visit St. Mark's in the near future.

How can Council help and assist to enable Churches to stay open? It was noted that 19 churches have closed in the Diocese of Montana over the last 18 years. Other items noted for future discussions were installation of fire alarms and other safety equipment in all Churches, and safety issues for Sanctuary Churches.

NEW BUSINESS

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee. The Standing Committee continues to meet weekly via Google Hangout, and once a month in person in Helena.

1. Anna and Tony Hudson, parents of Wyatt Hudson (age 19), who died in a car accident on Dec. 27, 2018, are donating a school bus to Camp Marshall in memory of Wyatt. The bus is automatic, air conditioned and seats 24 with a lift mechanism for wheelchairs. The bus will be delivered to Camp Marshall by the first week of June. Camp Marshall was important to Wyatt. Sue LaRose recently met with Wyatt's family in Stevensville.
2. The slate of candidates for Diocesan Bishop was announced to the Diocese on May 1, 2019. No individuals petitioned into the 2-week Petition Process. The Standing Committee is very grateful to the Nominating Committee for their work, and three outstanding candidates.
3. The Standing Committee continues to work with the Transition Committee to work out details of the Walkabouts, and the ordination of our next Bishop.
4. A very successful and fun Clergy Conference was held at Camp Marshall on May 7-9, 2019. The Conference was planned and implemented by the Lake Missoula Clericus, and supported by the Standing Committee. Items to come from the conference included a Montana Clergy Closed Facebook page, intentional community building by pairing interested ordained folk in the Diocese for the next year in order to become better acquainted with one another, and the beginnings of a clergy directory which includes what gifts we have that we are able and willing to share in the Diocese. Thanks were offered to Council for their financial support for this endeavor. It was the best clergy attendance, with the possible exception of when Presiding Bishop, Michael Curry, was present with us.
5. A priest from Calgary, Alberta, Canada, The Rev. Bryan Beveridge, is moving to Big Timber after a year-long process to complete his immigration. All

- congregations in the Diocese now have clergy, with the exception of The Rev. Carolyn Rosen, who announced her resignation as Rector of St. Stephen's in Billings effective August 1, 2019. Carolyn's husband, Aaron, has accepted a position at Wesley Theological Seminary, and will be moving to Washington, D.C. for this position, and to be closer to aging and infirmed family members.
6. Mark Clemow began work as the new Camp Marshall Site Manager on April 1, 2019. The Standing Committee thanks the Council for financial support in repairing the electrical outlets in the Site Manager's home, and the purchase of new appliances.

2020 Diocesan Budget. Barb Hagen and The Rev. Steven Yurosko, presented the proposed 2020 Diocesan Budget prepared by the Finance Department, which is comprised of three separate budgets: Administration, Program and Camp Marshall. The 2020 Budget is based on a 19% assessment, calculated on an average of each Parish's Parochial Reports for the prior 3 years. 2020 will be the second year the Diocese has used this assessment calculation. Barb Hagen stated there were reserve funds from the 2019 Budget to be used for the 2020 Budget, and the 2020 Budget utilizes \$29,029.00 from the 2019 budget reserve funds. The camp assistance line item of the Camp Marshall budget has been increased from \$12,000.00 per year to \$27,000.00. The additional amount represents the \$15,000.00 savings in health insurance from family coverage to single for the new camp site manager, which will be transferred to help fund the camp assistance budget.

Following review and discussion, Council amended the line item for salaries, and also added a new line item for Disaster Services for \$1,000.00. Upon motion duly made and seconded, the 2020 balanced Budget was approved as amended. The Budget will next be presented to the Diocesan Convention delegation in July for acceptance.

Grant Report from St. James in Lewistown. Council members acknowledged receipt of the 2nd Statement of Grant Accounting from St. James in Lewistown. The report is an accounting of the \$3,906.89 balance remaining from the Vicker's Fund grant St. James received from the Diocese for their Youth Choir.

Convention Attendance. A discussion was held on whether members of Diocesan Council and the Standing Committee will be able to vote at Convention. Additionally, it was noted that each of the four Deaneries will send one youth delegate (under 16 years of age), to Convention.

Books and Vestments. Barb Hagen invited everyone to the Diocesan office to look through a collection of books and vestments, all of which are free for the taking.

Future Diocesan Council Meetings.

- Tuesday, June 18, 2019 at 6:30 p.m. (conference call);
- Saturday, November 2, 2019 at 10:00 a.m. (conference call).

Adjournment. There being no further business to come before the Diocesan Council, on motion made, seconded and approved, the meeting was adjourned with prayer at 2:15 p.m. by Vice President, The Rev. Janis Hansen.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana
Minutes of Diocesan Council Conference Call
June 18, 2019

The Diocesan Council of the Episcopal Diocese of Montana held a meeting via conference call, beginning at 6:30 p.m. on Tuesday, June 18, 2019.

Attendance. Council members present were: Sandy Williams, Cynthia Hoelscher, The Rev. Janis Hansen, The Rev. Dorcie Dvarishkis, Jerry Southwood, The Rev. Wells Warren, Manny Hoag and The Rev. Randy Pendergraft. Council members Cathy Morris, The Rev. Canon Clark Sherman and George Kimmet were absent. Also in attendance were The Rev. Steven Yurosko, Diocesan Treasurer; Barb Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee.

Call to Order / Adoption of Agenda. With a quorum participating in the call, Vice President, The Rev. Janis Hansen, called the meeting to order. Janis opened the meeting with prayer. The agenda as previously distributed was accepted.

Discussion with Members of Incarnation-Great Falls. On behalf of The Church of the Incarnation in Great Falls, The Rev. Tim Ljunggren, Rector; Gretchen Swift, Treasurer; and Sara Quay, Sr. Warden joined the conference call to request their 2019 monthly assessment payment be reduced to \$500.00 per month. Although they

have made the Jan., Feb. & March 2019 assessment payments of \$2,275.93, this monthly amount is more than the parish can afford. Incarnation has struggled to pay their assessment since 2011. Gretchen Swift, Treasurer, provided Council members with the parish's financial statements for the first 5 months of 2019. After Fr. Tim, Gretchen and Sara disconnected from the call, it was decided that Janis Hansen and Clark Sherman will make arrangements to visit Incarnation, then report back to Council.

OLD BUSINESS.

Minutes of May 18, 2019 Meeting. Upon motion duly made and seconded, the Minutes of the May 18, 2019 Diocesan Council meeting were approved as presented.

Parish Audit Report Update. Barb Hagen stated Incarnation-Great Falls is 2 years past due submitting their Audit Reports. When Janis Hansen and Clark Sherman visit Incarnation in the near future, they will also discuss the past due Audit Reports. 2017 Audit Reports from all other parishes have been received. 2018 Audit Reports are due September 1, 2019.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee.

The Standing Committee continues to work with the Transition Committee regarding the details of the Walkabouts and the ordination of our next Bishop. The 5 written questions have been completed and will be sent to the candidates by the Transition Committee. Those written responses will be published on our Diocesan website and printed copies will be available at each of the 6 Walkabout sites. The schedule for the Walkabouts has been finalized. The Special Rules of Order for the electing convention have been completed.

Appointments to various committees and commissions is hopefully complete. Standing Committee President, Donna Gleaves, will contact potential appointees confirming their willingness to serve - or not.

Grace Camp is underway.

The Standing Committee continues to meet weekly via Google Hangout, or Go To Meeting, and once a month in person in Helena. They just met in person this morning (June 18).

Update-Oil and Gas Lease Information. Janis Hansen stated there is nothing new to report regarding the oil and gas leases, but her quest continues.

Safety Issues / Church as Sanctuary. Barb Hagen is waiting for a response or recommendation from the Diocesan Chancellors with regard to safety issues and Church as sanctuary. The Rev. Wells Warren made inquiries to the university and hospital in Dillon regarding fire safety issues. He found that both of their systems are not adequate. Wells feels this is a serious problem for our Churches and needs to be addressed. The safety issue for churches will remain on Council's meeting agenda for future discussion.

It was decided the Diocesan office will conduct a poll of all Churches in the Diocese to determine how they handle fire safety issues. Questions for the safety poll are:

1. Is your church equipped with a fire alarm system?
2. How do you notify the police of an emergency? Do you have an alarm system?
3. Do you have smoke detectors or carbon monoxide detectors?
4. Do you have a local volunteer fire department or municipal services?
5. What is their capability?
6. Do you have a policy on emergency action response (also known as an emergency action plan)?
7. Any other questions or comments you wish to add regarding safety in your church?

Update on Church Visits.

1. St. Paul's, Virginia City. Janis Hansen visited St. Paul's on May 2, 2019, and met with The Rev. Jaime Leonard, Amy Grice, Janet Doornboss and David Hansen. Janis reports the parishioners find joy in "the family" of their Church and Diocesan life. Their challenges are that they are small, but have good attendance, the liturgy, and how to provide music and incorporate Native prayers in worship. During the visit, Janis discussed the assessment in terms of the Parochial Report - specifically line 4, which included funds already assessed, resulting in a skewed 3 year rolling average amount. This was easy to adjust and the Treasurer now knows what income to report on line 4.

2. St. Paul's, Fort Benton. Janis Hansen and Dorcie Dvarishkis visited St. Paul's on May 17, 2019. Their report has been sent to the parishioners of St. Paul's for their review. Once reviewed by St. Paul's, the report will be presented to Council.

3. St. Mark's, Big Timber. Janis Hansen, Manny Hoag and Wells Warren have not yet had an opportunity to visit with the parishioners of St. Mark's, but plan to make arrangements to do so in the near future.

NEW BUSINESS.

Parking Lot Tax. Barb Hagen explained the IRS has come out with a ruling regarding designated staff parking spaces. The Diocese has 25 parking spaces; of those, 5 spaces are designated as employee parking for Diocesan staff, and 3 spaces are designated for St. Peter's Cathedral staff. The Diocese has a total of 8 spaces reserved for employees. Since the Diocese is below 50% of designated spaces for employees, there should be no issue. Barb said they have removed the signage for the designated employee parking spaces in order to mitigate any future issues. If the Diocese is using more than 50% of the parking spaces for employee use, the IRS will impose a 21% tax on any expenses allocated to employee use greater than \$1,000.00. Since the Diocese shares the parking lot with St. Peter's Cathedral, and St. Peters pays most of the expenses, a formal agreement should be worked out between St. Peters and the Diocese.

Statements of Grant Accountings. Council members acknowledged receipt of Grant Accounting Reports, as follows:

1. St. Andrew's - Philipsburg spent \$13,588.00 renovations to their Church building, consisting of a new roof, front doors, side door for wheelchair ramp, and a deck with a concrete ramp and sidewalk.

2. Of the \$8,750.00 Vicker's Grant the Lake Missoula Clericus received, they have used \$845.00 for expenses associated with their annual conference held May 7-9, 2019. Although the conference was originally proposed as a stand-alone event, this year it was held in conjunction with Clergy Conference. As a result, expenses associated the conference were minimal. The unused funds were returned to the Diocese.

3. Although no report was received from St. Stephen's - Billings, it was noted they have not spent the \$50,000.00 Vicker's Grant money they received last year. Steven Yurosko will reach out to St. Stephens to get an update as to when they plan to use the money.

Fence Repair. Council members reviewed a \$1,000.00 proposal from Fencecrafters, for repair work to the existing 6' chain link fence around the Diocesan office property. It is hopeful this work can be completed prior to the bishop candidate visits. Upon motion duly made and seconded, it was agreed to accept the proposal for the fence repair.

Insurance Recommendations. Barb Hagen presented the Minimum Insurance Recommendations for the Diocese for Council's review. The list was updated June 2019, and includes minimum insurance requirement limits for Commercial, Directors & Officers, Workers' Compensation and Umbrella policies to be used as a guideline for churches that obtain insurance coverage from another insurance company other than the National Church.

Future Diocesan Council Meetings.

- * Tuesday, August 27, 2019 at 6:30 p.m. (conference call).
- * Saturday, November 2, 2019 at 10:00 a.m. (conference call).

Adjournment. There being no further business to come before the Diocesan Council, on motion duly made and seconded, the conference call was adjourned at 7:35 p.m. by Vice President, The Rev. Janis Hansen.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

**Episcopal Diocese of Montana
Minutes of Diocesan Council Meeting
September 14, 2019**

The Diocesan Council of the Episcopal Diocese of Montana held a meeting at the Diocesan Office in Helena, beginning at 10:00 a.m. on Saturday, September 14, 2019.

Attendance. Council members present were: Sandy Williams, Cynthia Hoelscher, The Rev. Janis Hansen, Cathy Morris, Manny Hoag and George Kimmet. The Rev. Dorcie Dvarishkis participated via phone. Also in attendance were newly elected Council members whose terms will commence January 2020 included The Rev. Stephen Day, Hope Stockwell and Keith Kuhn. Council members Jerry Southwood, The

Rev. Wells Warren, The Rev. Randy Pendergraft and The Rev. Canon Clark Sherman were absent. Also in attendance were The Rev. Steven Yurosko, Diocesan Treasurer; Barb Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; and The Rev. Jean Collins, Liaison from the Standing Committee.

Call to Order / Adoption of Agenda. With a quorum present, Vice President, The Rev. Janis Hansen, called the meeting to order, then members introduced themselves. Janis offered the opening prayer. The agenda as previously distributed was accepted.

Security & Safety Information from Helena Interim Chief of Police. Steve Hagen, Helena Interim Chief of Police, spoke to Council about Church Security. Steve urged each Church to have a safety committee, who works with their local law enforcement. Steve stressed the importance of building a relationship with local law enforcement. The average response time for police in many emergencies is 3 minutes, whereas, for medical help, it is 17 minutes. One should be aware of the entrances, exits, and the physical layout of the area. Steve stated it is best to call 911 as opposed to using a “panic button” to alert a security company. Steve mentioned different types of training available, including active shooter training, Run-Lock-Fight, de-escalation training, and Stop the Bleed. The key is to slow the person down during an active shooter, and just do something.

OLD BUSINESS.

Minutes of June 18, 2019 Conference Call. Upon motion duly made and seconded, the Minutes of the June 18, 2019 Diocesan Council conference call were approved as presented.

Financial Reports. Barb Hagen and The Rev. Steven Yurosko presented the financial statements as of July 31, 2019. Several assessment payments have come in, and investments are doing well. Upon motion duly made and seconded, it was unanimously agreed to accept the July 31, 2019 Diocesan financial reports.

Parish Audit Report Update. Barb Hagen stated the 2018 audit report from Church in Absarokee has not been received. The church is now closed. The Diocesan office has received the 2017 and 2018 Audit Reports from Incarnation in Great Falls. 2017 Audit Reports from all other parishes have been received. 2018 Audit Reports have not yet been received from Ascension in Forsyth, St. John’s in Butte, and St. Andrew’s in Polson.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee.

The Standing Committee continues to work with the Transition Committee regarding the ordination of Bishop-Elect, Marty Stebbins. The Standing Committee met with the Bishop-Elect on September 6, 2019 in Helena to get acquainted and bring her up to speed on some happenings in the Diocese. Marty and her husband have found a Helena house to purchase. Her Letter of Agreement is in process.

Episcopal Relief and Development is sponsoring an orientation to 1,000 Days of Love in Los Angeles later this month. As Barb Hagen and several parish ERD representatives are unable to attend, Jean Collins will be representing the Diocese of Montana. The 1,000 Days refers to the first 1,000 days of a child's life.

Camp Marshall. A Debrief meeting with camp and diocesan staff was held on September 11, 2019 in Helena. The Capital Campaign is nearing the end of its 3-year time period on December 31, 2019. The bus which is being donated to the Diocese has hit a title snag, but is nearing completion.

The Rev. Mary Jacques passed away September 5, 2019. Please keep Mary's family and friends in your prayers. Also keep The Rev. Angel Bolling in your prayers.

Churches in the search process for a new Rector include: St. Stephens in Billings, and All Saints in Columbia Falls/Whitefish.

In concert with Bishop-Elect Marty, we are requesting from The Rt. Rev. Neil Alexander, Dean of our seminary in Sewanee, TN, a discernment committee for Andrew Sloan, from Incarnation in Great Falls, who has completed his first year of seminary at Sewanee.

The Standing Committee continues to meet weekly via Go To Meeting, and once a month in person in Helena.

Update - Oil and Gas Lease Information. The Rev. Janis Hansen stated she has tracked down the Mineral Deed evidencing ownership of the mineral interests the Divide County North Dakota. Janis has requested a copy of the Mineral Deed from the Divide County Recorder's office, and when received, it will be distributed to all Council members. Further, Janis will deliver all her notes and correspondence regarding the mineral interest search to the Diocesan office, so all records can be in one location.

Expense Reimbursement Guidelines. Council members reviewed a Resolution from the Standing Committee to amend the Diocesan Expense Reimbursement Guidelines. The amendment would expand the volunteer travel reimbursement to include the current IRS Mileage Rate, which for 2019 is 58 cents per mile. Those volunteers seeking reimbursement would still have the option to receive 14 cents per mile, or to be paid for actual expenses by submitting expense receipts. Mileage reimbursement of \$600 or more in a calendar year is considered taxable income, and the volunteer receiving such taxable income will be issued an IRS Form

1099-MISC.

Upon motion duly made and seconded, it was agreed to revise Paragraph 2 and Paragraph 5 of the Travel Reimbursement section of the Expense Reimbursement Guidelines-2019, to be effective September 15, 2019, as follows:

TRAVEL REIMBURSEMENT

2. When driving, mileage is paid for elected or appointed Diocesan volunteers at 14 cents per mile, the current federal government mileage rate, or actual costs with original receipts. Where appropriate, 1099s will be provided by the Diocese.

5. If the volunteer, staff member, or deputy chooses to drive, they may be reimbursed at 14 cents per mile, the current federal government mileage rate, or actual gas expenses for the most direct route up to the amount of what the airfare would have cost. Motels and meals will be covered for car travel, only to the extent of the difference between the costs of car travel vs. airfare. Original receipts must accompany reimbursement.

Safety Issues / Church as Sanctuary. Council members reviewed a Report from Vice Chancellor, Julianne Burkhardt, regarding a Sanctuary Church Endorsement offered by the Church Insurance Company. It was suggested to share this Report with all parishes. Also reviewed was the Church Safety Poll that Barb Hagen compiled from information obtained from a survey wherein 10 churches from around the Diocese participated. It was recommended that churches have an evacuation plan, with individuals who sweep the building on the way out to make sure everyone is out of the building. It was suggested to check with The Rev. Mary Alice Jones, the Disaster Preparedness Coordinator for the Diocese, to see if she has a plan for evacuations.

Update on Church Visits.

1. St. James, Dillon. Janis Hansen and Manny Hoag plan to visit St. James in Dillon to discuss their 2019 assessment payments, then report back to Council.

2. St. Paul's, Fort Benton. Janis Hansen, David Hansen and Dorcie Dvarishkis visited St. Paul's on May 17, 2019, meeting with Gail Good, Sue Lepley, Margie Hansen and Shirley Lenington. They love their Church and want more members. The fellowship between members gives them joy. Support they would like includes more people, Lay Eucharistic Ministers, more social gatherings, a greater sense of stability, and an increased presence of a priest.

3. St. Mark's, Big Timber. Janis Hansen and Manny Hoag visited with Jami Horton, Sarah Gregie, Jaime, Jill Brown, and The Rev. Brian Beveridge from St. Mark's on July 18, 2019. They expressed the joys and challenges of their parish. Areas of concern include: need for better communication, financial issues, i.e., assessment payments, pension costs and insurance premiums.

4. Incarnation, Great Falls. Upon motion duly made and seconded, it was agreed to reduce Incarnation's monthly assessment payment by one-half, to \$1,137.97 for the 8 months in 2019 they have not yet paid. Janis Hansen and Keith Kuhn will plan a follow-up visit with members of Incarnation in Great Falls.

NEW BUSINESS.

Faber Fund Grant Application – Forsyth. Council members reviewed an Application for Faber Fund Grant from Church of the Ascension in Forsyth for \$2,240.00 to be used to replace the exterior siding on the North side of the Church building. The Finance Department recommends approval of this Application. Upon motion duly made and seconded, it was unanimously agreed to approve the Grant Application.

Faber Fund Grant/Loan Application – St. Peter's Cathedral. Council members next reviewed a Faber Fund Grant/Loan Application from St. Peter's Cathedral in Helena for \$55,000.00 to be used to replace the condemned boiler in the Church building. The Application requests a \$10,000.00 grant, and a loan for the balance of \$45,000.00 to be repaid over a 5 year period at no interest. Upon motion duly made and seconded, the Application was approved. Council member, Cathy Morris abstained from voting as she is a member of St. Peter's Cathedral.

Budget Revisions. The additional expenses incurred as a result of the Bishop's Search and Transition Expenses has resulted in an impact of an additional \$14,858.00 on the 2019 Diocesan Budget. Additionally, uncollected assessment payments have resulted in \$41,000.00 less income for the 2019 Budget. Barb Hagen stated the 2019 Budget contains a \$162,137.00 reserve fund, which can be used to cover these deficits.

Minutes of 116th Convention of the Episcopal Diocese of Montana. Upon motion duly made and seconded, it was unanimously agreed to approve the Minutes of the 116th Diocesan Convention held July 26, 27 & 28, 2019 in Bozeman, Montana.

Diocesan Audit Report. Upon motion duly made and seconded, Council members acknowledged receipt of the Diocesan Audit Report.

Stipend for Standing Committee. A suggestion was made to do something to thank the six members of the Standing Committee for all the time and effort they have expended this past year serving as the Ecclesiastical Authority of the Diocese, and with the Bishop Search. It was decided to continue this discussion at the November meeting.

2020 Roanridge Trust Grants. Dorcie Dvarishkis stated Roanridge Trust Grants are available to our Diocese for leadership development in small towns and rural communities. The grants are awarded annually. The application deadline is December 14, 2019. Barb Hagen will send more information regarding the Roanridge Trust Grants to all parishes. Such a grant might be considered to pay for the training Mary Alice Jones does for her Asset Mapping Ministry.

Future Diocesan Council Meeting. Council's next meeting will be held via conference call on Saturday, November 2, 2019 at 10:00 a.m.

Adjournment. There being no further business to come before the Diocesan Council, on motion duly made and seconded, the meeting was adjourned at 2:00 p.m. by Vice President, The Rev. Janis Hansen.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

Episcopal Diocese of Montana
Minutes of Diocesan Council Conference Call
November 2, 2019

The Diocesan Council of the Episcopal Diocese of Montana held a meeting via conference call, beginning at 10:00 a.m. on Saturday, November 2, 2019.

Attendance. Council members present were: The Rev. Janis Hansen, Cathy Morris, Jerry Southwood, The Rev. Wells Warren, The Rev. Randy Pendergraft, The Rev. Canon Clark Sherman, George Kimmet, The Rev. Dorcie Dvarishkis, The Rev. Stephen Day, Jaime Leonard and Hope Stockwell. Council members Sandy Williams, Cynthia Hoelscher, Manny Hoag and Keith Kuhn were absent. Also in attendance were The Rev. Steven Yurosko, Diocesan Treasurer; Barb Hagen, Canon for Administration and Finance; Gayle Gallik Archey, Diocesan Secretary; The Rev. Jean Collins, Liaison from the Standing Committee; and The Rev. Martha ("Marty") E. Stebbins, Bishop-Elect of the Diocese of Montana.

Call to Order / Adoption of Agenda. With a quorum participating in the call, Vice President, The Rev. Janis Hansen, called the meeting to order and offered the opening prayer. The agenda as previously distributed was accepted.

OLD BUSINESS.

Minutes of September 14, 2019 Meeting. Upon motion duly made and seconded, the Minutes of the September 14, 2019 Diocesan Council meeting were approved as presented.

Financial Reports. Council members reviewed the Diocesan financial statements as of September 30, 2019. Barb Hagen stated it was a good month for investments. Assessment payments are being received. Upon motion duly made and seconded, it was unanimously agreed to accept the September 30, 2019 Diocesan financial reports.

Parish Audit Report Update. Barb Hagen stated 2018 audit reports have been received from all parishes, with the exception of the Church in Absarokee, which is now closed. The members of the Absarokee Church are working to complete the report.

Audits from Foundations and Endowments within the Diocese. A suggestion to request annual audit reports from church foundations, endowments and the Bishop Fox Company was tabled for future discussion.

Report of the Standing Committee. The Rev. Jean Collins, Liaison from the Standing Committee to Diocesan Council, gave an update on the work of the Standing Committee.

A Camp Marshall Committee has been formed. Mary Messina serves as Chair. Current members include Cynthia Benkelman, Mark Clemow, Bryan Beveridge, Steven Day, Rick Harden, Janelle Fuller Willet, Bishop-Elect Marty Stebbins, and Diocesan Staff: Barb Hagen and Jill Sallin.

A job description has been developed for a full-time Executive Director of Camp Marshall. An advertisement has been posted on the Diocesan website, the official Episcopal Camps and Conference Centers (ECCC) website, and with the ACA (American Camp Association) website. Application deadline is December 1, 2019. Sue La Rose was signed to a 2-year contract by Bishop Brookhart, which expires December 31, 2019. The Camp Marshall Committee will screen candidates and submit an acceptable list to Bishop-Elect Marty.

A discussion about Day Camps has commenced, and a questionnaire is being developed to send to all congregations for input regarding Day Camps.

Camp fees for the 2020 camping sessions will reflect a modest increase.

The Standing Committee continues to support the Transition Committee in its work.

Churches in the search process for a new Rector include: St. Stephens in Billings, and All Saints in Columbia Falls/Whitefish.

Prayers are requested for The Rev. Angelique Bolling. Angel has been diagnosed with an aggressive brain cancer. She is receiving 6 weeks of treatment in Kalispell. Her living situation in Kalispell is ideal, and she is receiving great support from the Lake Missoula clergy and her congregation, Holy Trinity in Troy. The Standing Committee and Diocesan staff have been in conversation with the Pension Plan regarding resources available for Angel. She is approved for short term disability at this time. The Standing Committee is also in communication with the Episcopal Diocese of Spokane and the ELCA Synod in Montana seeking ongoing clergy coverage for the congregation. This includes the possibility of yoking with Sandpoint or Bonners Ferry, and perhaps supply clergy from retired ELCA clergy in the Libby/Troy area.

All clergy in the Diocese of Montana have been requested to submit their resignations by December 9, 2019, if they have reached the age of 72. This is a canonical requirement. Those clergy may be appointed for an additional year (and years beyond that) to their current or perhaps different ministry. The Bishop makes these yearly appointments.

All clergy in the Diocese are currently up to date on their Safeguarding God's Children, and Safeguarding God's People certifications. This has been a frustration for the Diocesan staff who oftentimes find clergy unresponsive to this and other issues.

A Letter of Agreement with Bishop-Elect Marty will be signed in the near future.

A new policy on sabbaticals for Clergy in the Diocese has been written, proposed, and is currently in the hands of Bishop-Elect Marty.

The Standing Committee continues to meet weekly via Go To Meeting, and once a month in person in Helena. The Standing Committee has met twice with Bishop-Elect Marty, and will meet again with her on November 12, 2019. New Standing Committee members, The Rev. Terri Grotzinger and Laura Catlin, will attend the Nov. 12th meeting.

Church Visit Updates.

Incarnation, Great Falls. At their September meeting, Council voted to reduce Incarnation's monthly assessment payment by one-half for the last 8 months of 2019. A follow-up visit to Incarnation has been postponed.

St. James, Dillon. Janis Hansen, Manny Hoag and Wells Warren recently met with members of St. James. A review of the 2019 financial records and their projected 2020 budget was recommended. The Rev. Wells Warren, Rector at St. James, did a

stewardship campaign over a 4 week period. A follow-up visit to St. James was suggested to help them work on areas that need improvement.

Stipend/Honorarium for Standing Committee & Diocesan Staff. Upon motion duly made and seconded, it was agreed to give an honorarium gift of \$1,000.00 to each of the 6 members of Standing Committee for their work during 2019 serving as the Ecclesiastical Authority of the Diocese and the Bishop Search. Further, it was agreed to give Barb Hagen and Jill Sallin \$1,166.50 each (includes FICA tax and pension), for the extra time and effort they expended managing the Diocesan office during 2019.

Safety/Emergency Response Plans. Council members reviewed results of a Diocesan safety poll conducted by Barb Hagen, and a couple of responses received by other diocesan administrators regarding emergency planning. It was suggested a sub-committee be formed to develop a safety plan that will address fire safety in Churches, work with local police and first responders with respect to acts of violence in Churches, and domestic terrorism. Those serving on the sub-committee should have expertise in safety and disaster preparedness. The Rev. Mary Alice Jones, the Disaster Services Coordinator for the Diocese, would be an excellent member of the sub-committee. Hope Stockwell volunteered to serve as Chairperson of the sub-committee. The sub-committee will report back to Council in January 2020.

Update - 2020 Roanridge Trust Grants. The Rev. Dorcie Dvarishkis will check with The Rev. Donna Gleaves to confirm the deadline to submit applications for 2020 Roanridge Trust Grants. Roanridge Trust Grants are available for leadership development in small towns and rural communities.

NEW BUSINESS.

2020 Assessment Requests. Council members discussed a letter received from St. Mark's Church in Big Timber. Due to a number of challenging issues, they are requesting an adjustment of their 2020 monthly assessment payments to the Diocese. Additionally, St. Mark's requests to be designated a "Mission Parish" for a 5-year period, to obtain Diocesan assistance. St. Mark's will be informed that Council is working on this matter and will respond to St. Mark's request when a plan has been developed. It was noted that St. Mark's request might be combined with similar requests which will surely be received from other Churches for 2020. Barb Hagen suggested the possibility of having an Application for parishes to complete when requesting assistance with their 2020 assessment payments. Bishop-Elect Marty agreed with this suggestion.

Revision to 2019 Diocesan Budget. Upon motion duly made and seconded, Council approved the addition of \$3,000 to the 2019 Diocesan Budget to cover expenses associated with the search process for a new Camp Director.

2020 Diocesan Budget Changes.

1. The payment to the General Church is \$1,434.00 less than budgeted.
2. \$300.00 more is needed for health savings funding.
3. An additional \$12,637.00 is needed for the Camp Director, as it was originally budgeted for a $\frac{3}{4}$ time position, and will now be a full-time position.
4. An additional line item expense of \$1,000.00 to cover the costs of the newly formed Camp Marshall Committee.

Barb Hagen stated there is some flexibility in the 2020 Budget to cover the above-referenced additional expenses. Upon motion duly made and seconded, the proposed changes to the 2020 Diocesan Budget were approved.

It was noted that the Standing Committee acted out of order with respect to the search for a new Camp Director. The Application process for a full-time Camp Director was started without funding approval from the Diocesan Council.

Adjustments to 2020 Camp Marshall Budget. Now that the 2019 camp season is over and final income and expense figures are known, it is anticipated that the proposed 2020 Camp Marshall Budget will have a \$35,087.00 shortfall. The Standing Committee has asked the Finance Department and Diocesan Council to consider raising the 2020 Diocesan Assessment to 20% to cover the Camp budget shortfall. Several Council members voiced their disapproval to increasing the assessment percentage. Upon motion duly made and seconded, it was agreed to table this issue until Council's January meeting to allow time to obtain additional information and to do more research.

Acceptance of Finance Department Minutes. Upon motion duly made and seconded, Council members acknowledged receipt of the Department of Finance meeting Minutes of October 22, 2019.

Housing Resolutions. Upon motion duly made and seconded, the following housing resolutions were unanimously approved.

The Diocesan Council on November 2, 2019, after discussing the amount to be paid to The Rt. Rev. Martha E. Stebbins, as a parsonage allowance, on motion duly made and seconded, adopted the following resolution:

Whereas, The Rt. Rev. Martha E. Stebbins is employed as a minister of The Episcopal Diocese of Montana, which does not provide a residence for her, the Council resolves that of the total compensation of \$128,800.00 to be paid to The Rt. Rev. Martha E. Stebbins in 2020, that \$36,800.00 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.

The Diocesan Council on November 2, 2019, after discussing the amount to be paid to The Rev. Canon James Christopher Roberts, as a parsonage allowance, on motion duly made and seconded, adopted the following resolution:

Whereas, The Rev. Canon James Christopher Roberts is employed as a minister of The Episcopal Diocese of Montana, which does not provide a residence for him, the Council resolves that of the total compensation of \$37,499.52 to be paid to The Rev. Canon James Christopher Roberts in 2020, that \$10,000.00 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.

Diocesan Website. A conversation was started several months ago to consider an update of the Diocesan website. Barb Hagen has done some research and received information. Barb suggests talking with Holy Spirit in Missoula, and St. Peter's Cathedral in Helena, as both have recently updated their parish websites. Bishop-Elect Marty suggested this issue be tabled until Council's January meeting.

Diocesan Audit Review Policy. The Diocesan Audit Review Policy was last updated in 2014. It was suggested that the Finance Department review the current policy and note possible revisions, before it is brought before Council. One possible revision might be to include a provision that requires "outside" people to do the Audit Review, as parishioners may not be qualified or objective.

Election of Vice President. The Rev. Dorcie Dvarishkis was nominated to serve as Vice President of Diocesan Council for the coming year. Upon motion duly made and seconded, the nominations were closed, and The Rev. Dorcie Dvarishkis was unanimously elected to serve as Vice President of Council until the 2020 Diocesan Convention, pending approval of The Rev. Terri Grotzinger, Rector of Holy Spirit, Missoula, where Dorcie serves as Deacon.

New Diocesan Council Video. Barb Hagen asked for feedback on the *New Council Member Video* on the Diocesan website, which explains what is involved with serving on the Diocesan Council.

Bishop Fox Company. Council members reviewed an informational statement drafted by George Kimmet which gives a brief history of the Bishop Fox Company, its members and its mission.

Future Diocesan Council Meetings. 2020 meetings of the Diocesan Council are scheduled as follows:

- * Saturday, January 25, 2020 (conference call).
- * Saturday, May 2, 2020 (in-person)
- * Saturday, July 18, 2020 (in-person)
- * Saturday, November 7, 2020 (conference call)

Conference calls will begin at 10:00 a.m. In-person meetings will be from 10:00 a.m. to 3:00 p.m. at St. Peter's Cathedral in Helena.

Courtesy Resolutions.

Whereas, The Rev. Jean Collins has served as the Standing Committee Liaison to Diocesan Council this year, giving detailed reports, sharing communications, and attending many extra meetings.

Be It Resolved, that the Diocesan Council give thanks to Jean for her wisdom, insight and humor as she has served with us during this transition time.

Whereas, The Rev. Janis Hansen has served as Diocesan Council Vice President during the transition time, extending beyond the normal term of service. She has spent many hours researching oil leases, being a sounding board for the Canon for Finance & Administration, preparing meeting agendas, visiting congregations and preparing resources to share with the churches.

Be It Resolved, that the Diocesan Council give thanks to Janis for leading the Council with wisdom and compassion.

Whereas, Council members, Sandy Williams and George Kimmet, served beyond their normal terms due to transition, and have remained committed to their work and ministry to the Diocese.

Be It Resolved, that the Diocesan Council give thanks to George and Sandy for their excellent work and dedication.

Whereas, Council member, The Rev. Richard Reynolds, served faithfully during his time on Council.

Be It Resolved, that the Diocesan Council give thanks to Richard for his work.

Adjournment. There being no further business to come before the Diocesan Council, on motion duly made and seconded, the conference call was adjourned at 12:05 p.m. by Vice President, The Rev. Janis Hansen. Bishop-Elect Marty E. Stebbins offered the closing prayer.

Respectfully submitted,
Gayle Gallik Archey, Diocesan Secretary.

COMMITTEE REPORTS



Pastor John Lund: John.lund@umontana.edu, 396-4974, www.ecmum.org
Annual Report for January, 2020

Student residents and staff: We currently have 11 students living in the Ark and Emmaus House and about 20 who are active in some way with us. We have 4 student staff working on different aspects of our ministry and about 50 faculty and staff contacts.

Student Programs: This fall we have our regular **dinner and discussion** group on Wednesday nights, coordinating with the Wesley House students as well. We have had students helping with Family Promise support for First Presbyterian, Habitat for Humanity, food drives, and other projects. This past year we had a successful winter retreat at Georgetown Lake and a fall retreat on the Blackfoot River. We also had a great spring break service trip to San Francisco in the spring. We will be heading to Vancouver, BC in March.

Confluence: This fall we have started a new progressive Christian group called Confluence. This group is for students and people of all ages with a focus on Belonging, Reframing, and Action. It meets every Sunday night at UCC church from 6-8pm. We received some grant funding to hire a mostly full-time post-graduate intern, Abby Lynes to help us organize and run that program. We launched in Nov. and are finally starting to get some momentum.

Faith and Climate Action: Emmaus is the fiscal holder of this group and continues to support interns to help it run. This group is currently planning a monthly workshop series in the winter and spring of 2020 and will be working with congregations trying to develop Green Teams.

SALAM: Emmaus is also the fiscal holder for this Muslim ally group and also sponsors interns who have provided leadership along with a strong steering committee. This group offers larger community educational events, Celebrate Islam Week in the spring, and smaller educational and social events as desired and needed. We have taken a break this past semester and will see where the needs are for this group as we go forward.

Anti-Racism Work: Pastor Lund is an active member of the MLK Day planning team and is also on a small coalition of community leaders doing anti-racism work in Missoula through a group called Missoula's IDEA for racial justice. We are also helping to coordinate anti-racism work within the Missoula Interfaith Collaborative and the larger broad-based community organizing coalition that we are forming in Missoula.

Teaching: Pastor Lund continues to teach the freshmen fall Honors course called "Finding Your Path" with about 15 students each fall. He will also teach a spring MOLLI course called Decolonizing Church.

Buildings and Grounds: We have recently made our 10th payment out of 10 to the Glacier Presbytery for the buyout of the Ark (10 year buyout). This past year we insulated the Emmaus House exterior walls, added two exterior doors, textured and painted refinished hardwood floors in the upstairs apartment, and added a paved wheelchair ramp from the front porch out to the sidewalk. We are grateful to our many volunteers and for numerous Thrivent Action Grants that have helped us pay as we go!

Chancellor's Annual Report Brad Foster

During 2019, the Diocese of Montana enjoyed an especially active and blessed year. The year started with the bishop search process already in progress, and with our Standing Committee actively serving as our Ecclesiastical Authority. Both Julianne Burkhardt, our Diocesan Vice-Chancellor, and I worked with the Standing Committee on several issues related to Camp Marshall and other legal and canonical issues that were matters for resolution. Our Diocesan canons on the bishop search and election process worked well, and we joyfully gathered in Bozeman in July to elect our wonderful new Bishop-Elect Marty Stebbins, who was consecrated and installed in a beautiful ceremony in December, 2019. Julianne and I worked with Bishop Marty both before she was installed and consecrated and after that ceremony to make the transition a good one for our Diocese. Advice was given to the Diocesan Council, several parishes and to Diocesan staff on employment issues, canonical matters, liability issues, mineral leases and financial responsibility matters.

It has been an honor and a pleasure to serve our Diocese and our new Bishop.

Commission on Ministry

The Rev. Louise Baker

The COM assists the Bishop with issues involving ordained members of the clergy, including identifying those suited for ministry and continuing education for clergy. It also assists the Bishop with those engaged in the ordination process at all stages. The Commission reviews and awards continuing education grants for clergy and works with the Deacon School.

Members

Mary Messina, Standing Committee Liaison 2019

The Reverend R. Louise Baker, Chair (2021)

The Reverend Pattiann Bennett (2022)

Ms. Barb Hoag (thru July 2019)

The Reverend Glen Gleaves (2022)

Ms. Mary Jennings (July 2019-2023)

The Venerable Roxanne Klingensmith (2019)

Mr. Terry Montgomery (2022)

The Reverend Donnel O'Flynn (2021)

Ms. Ruth Ann Shuler (2022)

The Rev. Marcia Lauzon (July 2019-2023)

The Reverend Canon Chris Roberts (advisor on credentials to the COM)

During 2019 The Standing Committee as the ecclesiastical authority of the Diocese of Montana held oversight of the Commission on Ministry. Mary Messina, SC member, was appointed liaison to the COM. The President of the Standing Committee, The Rev. Donna Gleaves, appointed Mary Jennings and Rev. Marcia Lauzon for full terms on the Commission on Ministry beginning in July 2019.

In 2019 there was one diaconal candidate finishing Deacon School.

A moratorium on initiating the process for ordination to the diaconate or the priesthood was applied upon the retirement of Bishop Frank Brookhart (2018). The process for discernment of calls to ministry resumed January 2020 under the direction of the Tenth Bishop of Montana, The Right Rev. Marty Stebbins.

2019 Meetings

March 19, 2019

Action taken:

- Venture in Mission (VIM) Grant awarded to The Rev. Deacon Donna Gleaves to attend AED Triennial

April 3, 2019

Action taken:

- 2020 Budget request approved for \$2200.00; budget includes \$1750 for EFM

September 13, 2019

- Interviewed Heidi Jones Magee for ordination to the vocational diaconate. Final recommendation pending filing of all documentation and completion of Canonical Exams (December 2019)
- Deacon Connie Campbell Pearson presented a tutorial on Canonical Exams for diaconal candidates.
- Archdeacon Klingensmith reported on Deacon School and the AED Triennial Conference

Report to the Episcopal Diocese from the Archdeacon The Venerable Roxanne Klingensmith

I have been honored to hold the position of Archdeacon for the Episcopal Diocese of Montana for the past 16 years; 2020 will see the end of my tenure. I will always hold dear that day in December, 2003 when Bishop Brookhart phoned to tell me he had appointed me to this position...a first for this diocese. It has been a very good ride!!!

My role, since the day of that appointment, has been to support the Deacons in this diocese, to increase the numbers of deacons serving in the Name of Jesus (we have doubled the size of our Community!), to work diligently to create/implement a School for Deacons, to honorably represent the Episcopal Church of Montana at annual Deacons Directors Conferences and to be a positive representative of the Diaconate nationally, state-side and in local communities around Montana. This “work”, if you can call it so, has been extremely gratifying and full of blessings.

I also am blessed to have served along-side the Deacons in this Diocese who so faithfully have served those in need in the Name of Jesus. Ministries such as feeding the hungry, nurturing the souls of those who are incarcerated, tending to the sick and lonely, serving in low income health clinics, working to end homelessness, finding solutions to creating income-appropriate housing, being present to those who do the hard work in law enforcement, working to educate people on suicide prevention, advocating for children and families and those with disabilities, facilitating the School for Deacons, AND always welcoming those who might not otherwise be welcomed in other places in their lives-----this is the blessed and fulfilling work of the Deacon in this Diocese.

AND just who are these people? They are The Reverends: Doug & Judy Anderson, Myrna Chaney, Dorcie Dvarishkis and Anita Rognas—Holy Spirit, Missoula ; Connie Campbell-Pearson, Gethsemane, Manhattan; Marcia Lauzon, Incarnation, Great Falls ; Donna Gleaves, Rick Johnson & John Moran, St. Peters Cathedral, Helena; Steve

Dehart, St. James, Dillon; James and Mary Alice Jones, St. Mark's, Anaconda and Sharman Brown, St. Patrick's, Big Fork.

One person remains in the process to ordination: Heidi Jones-Magee, Candidate for Holy Orders, Diaconate, St. James , Bozeman.

Retirees, The Rev. Jan Knox, Sheridan, The Rev. John Board, Helena, The Rev. Gretchen Knapp, St. Stephen's, Billings, and The Rev. Anita Rognas, Holy spirit, Missoula

are still considered to be a part of our community. I remain grateful to them for their years of service.

On a special note: I am proud of the fact that so many of our deacons were involved in the nomination process/ordination and consecration of a new Bishop for the our diocese, 2018-2019. Kudos to each for their service/commitment to this effort—The Rev. Donna Gleaves, President of the Standing Committee; The Revs. Steve DeHart and Dorcie Dvarishkis,

Page two

Archdeacon's Annual Report to the Diocese, 2019

members of the Nominating Committee; The Rev. Rick Johnson, Co-Chair of the Transition Committee; The Revs. Steve DeHart, Marcia Lauzon, Dorcie Dvarishkis, Donna Gleaves, Rick Johnson, James and Mary Alice Jones, John Moran, Connie Campbell-Pearson, and Bette March who took part in the Ordination/Consecration service on Saturday, December 7, in Helena.....AMAZING!

In July, my appointment to the Commission on Ministry termed out. I still am its principal trainer for lay discernment committees in the diocese. Tom Wojtowick, St. James, Lewistown, remains my back-up trainer.

This past year, it was a joy to finish my work with 2 transitional deacons who completed their 6 month sojourn as deacons prior to being ordained to the Priesthood--- The Rev. Angel Bolling, Holy Trinity, Troy, and The Rev. Gretchen Stromaier, Holy Spirit , Missoula. Both were priested in their respective parishes at the end of February, 2019.

After these many years of being Archdeacon, I have never given up my dream of having a Deacon in each parish in the Diocese----perhaps an outrageous goal BUT one I would have loved to achieve during my tenure as Archdeacon. My hope is that this will be the new Archdeacon's dream, too. AND speaking of the new Archdeacon, my congratulations to The Rev. Dorcie Dvarishkis, Holy Spirit, Missoula, who has been

appointed the next Archdeacon by Bishop Marty. May God richly bless her as she carries out the responsibilities of this precious position!

Well, I cannot resist this last opportunity as Archdeacon to ask for your continuing assistance in looking for a Deacon in the midst of your congregation---if you think you see one, let Archdeacon Dorcie know -- (her telephone number and e-mail address is on the Clergy List). I know that she will be happy to share the possibility of the diaconal call with them, share the passion she has for this Order she so dearly loves.

I thank each and every one of you for blessing me with your love and support these past 16 years. May our Lord and Savior, Jesus Christ, continue to bless you as you strive to live out the call of your Baptism.

Faithfully in the Name of Jesus,

The Venerable Roxanne Klingensmith, Archdeacon
Deacon deployed at St. James, Bozeman

2019 ECUMENICAL REPORT
The Rev. Valerie Webster
Associate Priest, All Saints in Big Sky
Ecumenical & Interreligious Officer, Diocese of MT

I. Ecumenical & Interfaith Engagement in The Episcopal Church & Across the Diocese of MT

In 2019 the Episcopal Church continued to build ecumenical and interfaith relationships: (<https://www.episcopalchurch.org/ecumenical-and-inter-religious-relations>). We will celebrate 20 years as full communion partners with the Evangelical Lutheran Church of America in 2020. Our current, active ecumenical dialogue partners include the United Methodist Church (with possible voting for Call to Common Mission at General Convention in 2021), the Presbyterian Church (USA), and the Roman Catholic Church.

The Rev. Valerie Webster (2012-present) is delighted to serve as the Episcopal Diocesan Ecumenical and Interreligious Officer (EDEIO) for the Bishop of the Diocese of Montana and to be the Province VI EDEIO representative to the EDEIO National Board (2016-2020). In February, she met at the Duncan Center with EDEIO provincial Representatives across the church, focusing on the Call to Common Mission with the United Methodist Church. April 1-4, 2019, in St. Louis, MO, she met with EDEIOs

across the Episcopal Church and their counterparts in the Roman Catholic, ELCA Lutheran, United Methodist, at the National Workshop on Christian Unity. **From** a continuous four-day workshop on leading Taize Prayer (<http://www.taize.fr/en>), a contemplative, ecumenical, form of Christian worship, **to** presenting on a Panel featuring Shared Ministries, Pastor Valerie learned, taught, voted, and built relationships – all to empower ecumenical mission. She shares important ecumenical and interfaith news with the Diocese of MT – thank you Jill Sallin, who publishes “**This Week**” e-news for the Diocese of Montana [<https://diomontana.com/>]!

Following the lead of the Episcopal Church, many Episcopal deacons, priests, and lay leaders across the Diocese of MT participate in local and statewide ecumenical organizations, as well as, interfaith associations, such as MIC, the Missoula Interfaith Collaborative (www.micmt.org); GVIA, the Gallatin Valley Interfaith Association (www.gvinterfaith.org); and GFIA, Great Falls Interfaith Association (www.gfinterfaith.org). Focusing on specific areas of social justice advocacy (for example Deacon Steve DeHart on Abolition of the Death Penalty) or specific ministries (for example Archdeacon Roxanne Klingensmith on prison ministries), Episcopal clergy and laity provide local and statewide ecumenical & Interreligious leadership in advocacy and outreach, to use a boxing metaphor, ‘well beyond our weight class.’

Since the Montana State Legislature met in 2019, this report will highlight ecumenical work through MAC, the Montana Association of Christians www.macmt.org . First, a bit of background: In 1972 Bishop Jackson Gilliam joined other judicatory heads in founding MAC, and for last 48 years, the Episcopal Diocese of Montana has supported this statewide, ecumenical non-profit through prayer, financial backing, and the engagement of our bishop, clergy and laity. MAC’s mission: “make visible our unity in Jesus by educating and advocating for the justice and compassion, in our communities and our world.”

MAC began the 2019 State Legislative Session by sending over 200 members to the Capital on Martin Luther King, Jr. Day for **MAC Day at the Legislature**. In carpools and on buses – Episcopalians, Lutherans, Presbyterians, UCC, Disciples, Methodists, and other Christians – from Billings, Bozeman, Missoula, Kalispell, Great Falls, and beyond assembled. [The Rev. Valerie Webster (Bozeman) and the Rev. Dorcie Dvarishkis (Missoula) served as bus captains.] Seeking to be “salt” (Matthew 5:13) at the legislature, MAC strives to participate in Jesus’ prayer – “Thy Kingdom Come, Thy will be done” – by amplifying Jesus teachings (i.e., Matthew 25:31-46 – “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me” (v. 41). Concerned that all Montanans be treated as children of God, MAC took active positions on over 50 bills while monitoring nearly 80 total bills as MAC advocated for humane incarceration and immigration policy, care for children and families, and abolition of the death penalty.

MAC’s 2019 lobbyist reported,

MAC's primary work this session was an initial effort to set standards of treatment for pregnant inmates, HB 375. While we were not ultimately successful this session in passing HB 375, we made great head-way with the Department of Corrections and the Montana Association of Counties and are well-poised to bring some truly life-changing legislation in 2021 by building an unlikely coalition to speak up for some of the most forgotten members of society—pregnant incarcerated women and their babies. MAC was able to work with our allies to pass HB 763 limiting the use of solitary confinement for juveniles, pregnant women, and the mentally ill. As the faith community knows, significant change often comes incrementally. Small steps add up to major policy improvements.

MAC was once again a valued and sought-after partner on other major policy initiatives such as abolition of the death penalty, defeating anti-immigrant legislation, advocating for child hunger solutions, starting on the path to addressing the crisis of murdered and missing indigenous women, and child abuse and youth suicide prevention. MAC clergy spoke up through letters and live testimony, because sometimes there is simply no substitute for having the message come from a member of the cloth. MAC congregants spoke up to their legislators in person, via email, and via calls all to give voice to the voiceless.

II. Additional Local and Statewide engagement of EDEIO Rev. Valerie Webster

Locally, the Rev. Valerie Webster, serves as an Associate Priest at All Saints in Big Sky, a shared ministry of the Episcopal and ELCA Lutheran Churches (2011 – Present). She continues to represent All Saints and MAC at the Gallatin Valley Interfaith Association, and she facilitates Gallatin Valley Taize Prayer, Gallatin Valley Centering Prayer, and WEBS, a Women's Ecumenical Bible Study, that's expanded to include book and video studies too.

- **Taize** (<http://www.taize.fr/en>) met monthly January-February at St. James Episcopal—Bozeman, and September - December, at Christus Collegium (MSU). Hosts included local Episcopal, ELCA Lutheran, United Methodist, and Roman Catholic Churches.
- **Centering prayer** (<https://www.contemplativeoutreach.org/>) began in September and met monthly at Christus Collegium (MSU) with teachings from Fr. Thomas Keating's books and videos. Participants include denominational & non-denominational Christians, as well as seekers and members of AA and Al anon.
- **WEBS** met weekly with liturgical (*Lent/Easter, Advent/Christmas*) & summer breaks:
 - *Winter book study-* Parker Palmer's ***Healing the Heart of Democracy***.

- *Spring video series*- Center for Action and Contemplation ‘Foundation Set’ -- “Gospel Call for Compassionate Action” and “Contemplative Prayer” -- with Fr. Richard Rohr.
- *Fall Bible Study*- “The Gospel of Matthew: An Invitation to Deepen our Spiritual Journeys.” Presenters came from the following traditions: American Baptist, Christian Reformed, Reform Judaism, ELCA Lutheran, Episcopal, Presbyterian (USA), Roman Catholic Church, United Church of Christ, and United Methodist Church. (Continued Jan/Feb 2020)

Statewide, the Rev. Valerie Webster represents the diocese and MAC on the councils of

- **MT-PECH**, the Montana Partnership to End Childhood Hunger, <https://montanapartnershiptoendchildhoodhunger.org/>
 - **Purpose**: coordinates all statewide efforts towards ending childhood hunger in Montana. The coalition is a dedicated group of community advocates, representatives from public and private food programs, agriculture, faith groups, and education.
 - **Mission**: to eliminate childhood hunger through building awareness, maximizing community resources, and supporting policy advocacy. And,
- **FSC MTBN**, the Food Security Council of the Montana Food Bank Network, <https://mfbn.org/food-security-council/>
 - **Purpose** to improve access to nutritious food for all Montanans through long-term, policy advocacy solutions. The council serves to identify barriers to food security, gaps in services, and the need for program development throughout the state.
 - **Actions & Priorities: Build collaboration between programs**, impact policy at the state and federal Levels, support communication with congressional offices, honor Montanans through FSC awards, and focus on current & critical issues.

Did you know that nearly all the Food Banks across Montana had their start in a church kitchen or a grass roots outreach effort? We Episcopalians in the Diocese of MT today are not only joining with our brothers and sisters in Christ, but also continuing the ministry of the Saints who went before us!

Finance Department **The Rev. Steven Yurosko**

The Finance Department’s main responsibilities are to create and present the Diocesan Budget each year, review grant requests, and the Parish Audits. In the budgeting process the Finance Department meets to establish a preliminary budget, which is then sent to Diocesan Council for approval. As grant requests are received the finance department reviews them for completeness of submission. Depending on the type of grant, they are passed on to the council or the bishop for further review. The grant is then either

approved or denied. Another important duty of the Finance Department is to make the determination of what health, dental, and vision insurance policy choices are offered. The needs of the diocese are determined as to how many units of single, family, and single plus spouse or children are needed. The committee then reviews all options and chooses the ones that are best suited to our diocese.

Members of the Finance Department are; Diocesan Treasurer, The Rev. Steven Yurosko; The Rev. Rick Johnson; Mark Dvarshkis, Carl Thomas, and Kathy Thomas who also serves as secretary. Barb Hagen is the liaison with the diocesan office.

Foundation Board The Rev. Steven Yurokso

The Foundation Board consists of members who are elected for 3 years terms at the annual Diocesan Convention. Meetings are held quarterly with Brandon Costley from RBC Wealth Management to review the investment portfolio. With the advice of Brandon, decisions are made to change asset managers, add different asset classes, or to continue with the current funds and their managers.

Members of the committee include The Rt. Rev. Marty Stebbins; Chancellor Brad Foster; Diocesan Treasurer, The Rev. Steven Yurosko; Standing Committee President, The Rev. Donna Gleaves; Foundation Secretary, Barb Hagen; Diocesan Council Vice-President, The Rev. Dorcie Dvarshkis; The Rev. Rick Johnson, Michael Moffitt and Don Gimbel.

The Foundation Board manages quasi-endowment funds for the Diocese and also for seven churches, as well as some permanent Diocese endowment funds, through RBC Wealth Management. The Foundation Board meets quarterly with the RBC investment manager to review the investment landscape and portfolio performance, guided by the Foundation Board's investment policy statement and the socially responsible investing policies of The Episcopal Church.

The total quasi-endowment investment balance as of December 31, 2019 was \$2,030,924.48, with \$737,364.75 in in specific church funds and \$1,293,559.73 in Diocese funds. The permanent endowment investment balance as of December 31, 2019 is \$1,602,450.94, with 82.36% of the funds having some restricted purpose.

The Diocese quasi-endowment funds summarized below are available for grants for churches or individuals, as noted. If the funds are associated with a permanent endowment fund, that fund balance is reflected in the Description. Please visit the Diocesan website or call the Diocese office for more information regarding grant guidelines and applications.

Name of Fund	Description	12/2019 ending balance
NATIVE AMERICAN MINISTRY FUND	Established in September 1990 through two anonymous gifts. The income is used for ministry among Native American people of Montana. Grants are approved by Diocesan Council. <i>Related endowment balance: \$7,403</i>	\$62,254.40
SEMINARY EDUCATION FUND	Dispenses grants at the discretion of the Bishop to seminary students for their education.	\$849.99
FABER FUND	In memory of Bishop Faber, this fund receives proceeds from the sale of closed churches and other Diocesan property. Fund proceeds represent thousands of gifts from past parishioners. When church property is sold, the sale proceeds are not “lost” but used to generate or resurrect mission congregations or to make improvements and repairs on buildings through grants and loans made by Diocesan Council.	\$659,510.90
VICKERS MEMORIAL MINISTRY FUND	In 2005, the diocese sold “His Place”, a historic house owned by the diocese that had been used for retreats. Funds were designated by Diocesan Council. Finance department and the Bishop approve grants from this fund and grants are typically given to churches for retreats and healing ministries.	\$552,073.16

Other Diocesan Funds:

CAMP MARSHALL	This fund is to be used for the needs of Camp Marshall.	\$16,182.02
ENDOWMENT INCOME FUND	We are required to draw income from the endowment funds each year. Any unused annual income is held in the investment fund. What is reflected here is the unused balance; these funds are unrestricted.	\$1,255.71
FRARY FUNDS	For unrestricted use.	\$1,433.55

Following are the permanent endowment funds managed by the Foundation Board. The permanent principal is noted in the description. Donations can be made to any of these funds via a gift to the Diocese.

Name of Fund	Description	12/2019 ending balance
BREWER FUND	In memory of Bishop Brewer, this fund has contributed to the administrative costs of the Diocese (office expenses and diocesan staff). Only income from this fund is used. This fund has an endowed principal of \$357,954.	\$431,155.93
CAMP ENDOWMENT	Funds donated during a previous capital campaign for Camp Marshall. This fund has increased over the years from donations during alumni camp and other donations. In 2013, \$34,566.79 was transferred to camp endowments from Church of The Nativity, East Helena investments per their request upon closing. The fund's restricted principal is \$87,238.18.	\$99,931.27
CLAIRE'S CAMPERS	Fund started in 2018 in memory of Claire Willis. Only the interest can be spent and one scholarship per year is given from this fund, as chosen by the Camp Director for someone who lives into Claire's rules of life: <i>You Get the Family you got. Love them hard, love them long. Cook – use good ingredients, and share meals with friends. Choose good friends and make them your tribe forever. Cast a wide net with your interests. Even silly routines count; cultivate comforting ones. Go fishing...lots!</i> Funds continue to be added to this account and the restricted principal is \$14,328.55.	\$15,020.68
DEACONS	Fund established in 2014 to be a permanent resource to assist Deacons. Restricted principal is \$898.60.	\$1,144.99
EPISCOPACY FUNDS	This fund provides for maintenance of the Bishop of the Diocese. In 1987 this fund was substantially increased through a bequest from the estate of Ellen E. Latimer. The restricted principal is \$413,669.	\$466,360.97
MCCULLOH ADMINISTRATIVE TRUST	Use of funds from this account is approved by Diocesan Council; the restricted principal is \$248,369.79.	\$324,192.13
NATIVE	Was established in September 1990 through two	\$10,346.31

AMERICAN MINISTRY FUND	anonymous gifts. The income is used for ministry among Native American people of Montana. Grants are approved by the Diocesan Council. The restricted principal is \$7,403.	
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The following two Venture in Mission special ministries endowment funds were established by the Venture In Mission Capital fund drive the Diocese conducted in the early 1980's.

Name of Fund	Description	12/2019 ending balance
VENTURE IN MISSION-CONTINUING EDUCATION FUNDS	Is available to all Christian ministers in the Diocese for continuing education. Grants are made by a committee of the Commission on Ministry. The fund has \$97,308 as a restricted principal.	\$122,189.16
VENTURE IN MISSION-MISSION OPPORTUNITY FUNDS	Is available to churches and groups in the Diocese to establish new ministries. Grants are made by Diocesan Council. This fund has a restricted principal of \$92,614.	\$132,109.50

The following Camp Marshal funds are restricted for the purposes described:

Name of Fund	Description	12/2019 ending balance
Brookhart scholarship funds	Established in 2018. Brookhart scholarship funds are granted to campers in need at the discretion of the Bishop.	\$13,443.64
Capital Campaign Funds	Established in 2018 to hold pledge payments until they are used for projects identified in the recent capital campaign.	\$113,308.64
Dock Funds	Established in 2018 to be used for dock replacement costs.	\$7,949.67

**The Rev. Donna Gleaves
President of Standing Committee**

The Standing Committee of the Diocese met weekly throughout 2019. Once per month we met in person at Diocese House, the other weeks we met via videoconference.

The purpose of the Standing Committee is to stand as Body of Advice and Counsel to the Bishop, and to serve as the Ecclesiastical Authority of the Diocese in the event there is

no bishop diocesan. The Standing Committee also considers requests from other Episcopal Dioceses requesting consents for the election of bishops, and to consent to the Ordination of bishops-elect. Many of the concerns and materials the Standing Committee works with require both discretion and confidentiality, particularly with regards to personnel and properties, so the Committee meets in closed sessions. In addition to those routine matters that come before the Standing Committee, we work with the bishop to review the spiritual health and vitality of the diocese, consider whether or not to consent to the sale or purchase of real properties, consider and consent to the ordination of persons to the diaconate and presbyterate, and other duties as outlined in the Constitution and Canons of both The Episcopal Church (TEC) and the Diocese of Montana.

Members of the Standing Committee during 2019 were: Cynthia Benkelman, All Saints Columbia Falls; The Rev. Jean Collins, St. James' Lewistown; The Rev. Donna Gleaves, St. Peter's Cathedral, Helena; Rick Harden, St. Peter's Cathedral, Helena; Mary Messina, St. James' Lewistown; and The Rev. Bradley Wirth, All Saints Columbia Falls. During the 2019 Convention, two new members were elected: Laura Catlin, St. James' Bozeman; and The Rev. Terri Grotzinger, Holy Spirit, Missoula. An extension was granted by Convention for the two members who would typically rotate off following convention to remain on until the end of the calendar year. Those two individuals are The Rev. Donna Gleaves and Mary Messina. This extension was granted due to the nature of the work of the Standing Committee when it serves as Ecclesiastical Authority. The new members joined the committee meetings beginning in November as they would do in a normal rotation.

During 2019, in addition to the regular work of the committee, the Standing Committee was responsible for the work of the Bishop Search process, undertaken through the Nominating and Transition Committees. We wish to extend our sincere and grateful thanks to the members of those committees for work well done.

Regular work included such items as consents for multiple bishops-elect, staff transitions at Camp Marshall, planning for the camp season for 2020, planning and running the Election of our new bishop (Special Convention) and our regular Diocesan Convention, ensuring that all matters would be in order prior to the arrival and Ordination of our next Bishop.

We are delighted to welcome our Tenth Bishop of Montana, The Right Reverend Marty Stebbins. Standing Committee members are looking forward to a new year, a fresh start, and a return to the more typical responsibilities of a Standing Committee.

Thank you all for your contributions during 2019. It was a joyful challenge. The outgoing President especially wants to thank the members of the Standing Committee for their diligence, perseverance, and dedication to this Diocese.

UTO (United Thank Offering)
Vicki Van Rensselaer
Diocesan UTO Coordinator

United Thank Offering staff members have reported that during calendar year 2019, United Thank Offering received \$3,251.43 from individuals and parishes located in the Diocese of Montana. Of that amount, \$2,279.41 was collected at a UTO Ingathering that was held on Saturday, July 27, 2019 during the 2019 Diocesan Convention that took place in Bozeman. Seven parishes in the Diocese of Montana have reported that they held UTO Ingatherings during calendar year 2019. Five parishes held their Ingathering shortly before the 2019 Diocesan Convention took place, one parish held its Ingathering on Christ the King Sunday and one parish held its Ingathering on Mother's Day.

2019 ANNUAL REPORT – TOGENDOWAGEN SOCIETY

Elders: Darcy O' Dell, Dan Pocha, Raymond D. Brown+

The Togendowagan Society is an inter-tribal Native American Spirit Society, comprised of both native and non-native persons journeying together to Creator.

In 2019, 12 services followed by meals were held at St. Peter's Cathedral. Total attendance at all services was 297 with 143 communions received. One funeral were held by Dean Brown. Elder Bill Fenton and the Magpie Singers for Nicholas Vrooman historian of the Little Shell Tribe and greatly influential in their federal recognition.

It was a tumultuous year. Our previous elder and spiritual leader, Bill Felton moved to Post Falls, Idaho shortly after the New Year. At no cost, he continued to commute to Helena for our services. A 600-mile round trip. New leaders were needed. Society members wanted to continue. Darcy O'Dell and Dan Pocha stepped forth. Services and meals continued through November and December with a great commemoration on Christmas Eve, the 15th Anniversary of the Togendowagen Society.

At the Consecration of the Marty Stebbins as the 10th Bishop of Montana on December 7th, the Togendowagen Society Drummers offered an honor song to Bishop Stebbins. Presiding Bishop Curry joined the drummers. Bill Felton gifted our new Bishop with a prayer bundle which was circulated among the congregation for their prayers and then presented to Bishop Stebbins.

The Society continues to meet on the second and fourth Saturdays of each month as we have for many years.

No leaders of drummers receive compensation. Meals are offered by society members. No one goes hungry. It is a great honor and privilege to serve the Native Peoples of this community.

Our deep appreciation is extended to St. Peter's Cathedral and the Diocese of Montana for their support. Bishop Marty is an inspiration. To our knowledge, this is only such service in the Episcopal Church. It has been and is an important ministry.

Oki!

Respectfully Submitted,

Raymond D. Brown+

STAFF REPORTS

Administrative Assistant Jill Sallin

“To reach up for the new, you must let go of the old. What lies behind you is not nearly as important as what lies in front of you”. -Joel Osteen

Where did 2019 go? The years seem to go by faster and faster.

The Standing Committee was the Ecclesiastical Authority for the Diocese for the majority of 2019 and I would like to thank them all for all their hard work!

In Early Spring, I worked on getting all the pictures that was in the archive room out and on the walls. The beginning of June, Barb and I worked on washing walls, dusting and cleaning the inside of the windows in preparation of the walk-about. We also had the carpets and the outside of the windows cleaned.

I assisted Barb with the Election/Convention. With this being my first diocesan election, I found it to be an amazing event!

The Capital Campaign, Enhancing Holy Ground, continues to keep me busy throughout the year. As payments continued to be received throughout 2019, they need to be recorded, automatic withdrawals submitted to the bank and recorded, credit card payments processed, reports ran and compared with Barb Hagen, Canon for Finance and thank you letters sent out. December 31, 2019 the Capital Campaign came to an end.

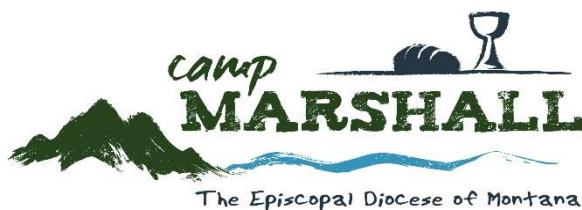
Throughout the year, every month, I continue to manage Safeguarding by monitoring who has taken the required classes, creating certificates of completion, and making sure backgrounds and safeguarding classes are up to date for volunteers who work with children and all Clergy. The Standing Committee worked on updating the canons with regards to Safeguarding guidelines. One change was that both the background and the

classes will need to be updated every four years. This change will make it a lot easier on everybody especially me with regards to keeping track when it is time to update.

I also monitor lay licenses and create certificates for the Bishop's signature. I create the cycle of prayer each month. I assisted with setting up conference calls and/or meetings for Standing Committee who met monthly at the office. I create the monthly Diocesan newsletter which I continue to enjoy and send out the weekly news "New This Week". There are many great things happening in our Diocese. I set up and manage the registration for Clergy Conference each Spring. I was able to attend Clergy Conference this year and help Mark Clemow and Paul Carlson-Thompson in the kitchen which I truly enjoyed. I continue to assist Rev. Chris Roberts, Sue LaRose, Mark Clemow and Barb Hagen in any way that is needed.

In December was the ordination of our tenth Bishop, Marty Stebbins. It was a joyous celebration. I'm excited to see what the next year brings us and to see how my duties will change.

Personally, 2019 was another blessed year. In May, William knocked on my door the night of my birthday to surprise me. In September, I went out to D.C. to visit with William. Zach also went to D.C. and it was wonderful to have both my boys to myself for a couple of days. On November 4th, I was blessed with a second granddaughter, Autumn Rose.



**Camp Marshall Facility Annual Report
From the Site Manager
Mark Clemow**

As I look back on the year, the biggest thing I can take away is that 2019 was an amazing year! I began the year living in Kalispell, enjoying the time off from my seasonal job doing concrete at Knife River and shoveling snow to stay busy and make some extra money. As I am sure you all remember February was a crazy month of non-stop snow, so I wasn't able to enjoy as much of that time off as I wanted to. In March I learned that Julie Sisler had decided to resign from her job at Camp. After a lot of thought, prayer, and discussions with my family, as well as with Julie, I decided to apply for the Site Manager job. Camp has been a huge part of my life since I was young and after all of

those thoughts and prayers it became clear to me that I didn't want to be any other place besides camp. Thankfully after a very long interview with Director Sue LaRose and Program Director Paul Carlson-Thompson they decided to offer me the job and I very happily accepted! Julie had set the end of March as her last day and before that she was kind enough to let me come down to camp and help her with her final rental group. Throughout that day I was able to pester Julie to no end with any and all questions I could think of to do with the job, without that day with her I would not have been able to hit the ground running as well as I like to think I did. Thank you Julie!

Hit the ground running I did indeed. I moved down to Camp from Kalispell on April 1st. As I was getting all settled in, Blake Holman had begun to remodel the shower house by the lodge. The remodel has been a long time coming and succeeded in giving us an ADA approved bathroom that is more easily accessible than any we had previously had. On my second day Sue LaRose and I did a walk around of camp and discovered that the pump for the well by the Bishop's trailer had frozen over the winter and had since burst so we made some quick calls and were able to get Oh Well Drilling out there to fix it right away. I believe we can attribute this to the rotten roof and lack of insulation, which I will repair before next winter to avoid a repeat. I had to move quickly on getting camp de-winterized and ready to go for the year; my first rental group was Loyola Sacred Heart the weekend after I arrived! A big thanks to Hugh Kingery, Paul Carlson-Thompson and Kristine Stanfield for taking turns jumping into the kitchen with me and helping me make sure everything went off without a hitch. Labor of Love was also a success. We did not have the biggest group of volunteers but we certainly got a lot done! Thank you to everyone who was there. Without those and all the volunteers that help out here, camp just wouldn't be the same. We finished off the month strong with the Grace Camp Quilting group. This group of amazing women did a wonderful service and made over 20 quilts in the weekend to donate to our Grace Camp kids.

The beginning of May brought with it great weather—so I was able to paint the outside of the new shower house—and also the annual Clergy Conference. Though I was little a nervous to start and the coffee cake didn't quite turn out the way I wanted, everyone seemed happy with the retreat. After that, I learned all I could on short notice about spraying weeds and dove right into the worst areas around the Ropes Course, Director's cabin, and Bishop's trailer. The formula that Julie provided me with was a successful, though I am conducting ongoing research into the issue of weeds and weed control. In preparation for the fast-upcoming 2019 summer season, I put a new starter into the boat and did my best to provide the TLC that temperamental boats so badly need.

June arrived faster than expected, as usual. We started off with lifeguard training at the Polson pool, run by our great friend Robyn Smith. As a member of the Fire Department and Head Lifeguard at the pool in town, her knowledge and expertise are a great benefit for our training. The rest of our staff arrived several days later and we

jumped right into staff training. As usual, much of the first part of the month was dedicated to mowing and getting camp into ship-shape for the season. Grace Camp and Junior Middler 1 went really well. In my previous years at camp, I'd been very involved in the day-to-day interactions with campers; it was a little difficult adjusting to a more distant, but also important, role. One of my favorite parts of camp is getting to interact with all the kids and staff so finding the right balance between that and all of my other responsibilities was harder than I thought, but I got it figured out pretty quickly.

Family Camp got us started off strong for July. We have been lucky enough to have Family Camp and the 4th of July in the same week for a while now and it is always a great week! There were no major facility issues, though the boat always seems to need a bit of attention around this time so we got that taken care of. Mostly camp was business as usual during the summer, just a lot of long, crazy fun days! We were blessed to have a visit from the 3 candidates for Bishop during Senior High camp. It was great to get an opportunity to meet them all and I know the kids really appreciated the chance to sit down and talk with them over lunch. At the end of the month Paul Carlson-Thompson and I traveled to Bozeman for Convention and the election of our new Bishop. It was a great day to be a part of and we were very happy to welcome our new Bishop, Marty Stebbins!

The end of July and beginning of August brought with it Missoula Children's Theatre, as it always does. MCT is our biggest rental group of the year and is always a really cool process to see and be a part of. After Alumni weekend, we welcomed a new rental group to camp for a week: the ASL film camp! This is a camp for deaf or hard of hearing children that helps them discover everything to do with the art of film. They brought in teachers and children from all over the country. It was an awesome week to see and be a part of and we will be happy to welcome them back in the future! After that I was able to take a week and enjoy the beauty of Glacier National Park on an extended hike with my sister Elaine. It was a great to get out into the woods turn my phone off and reset after a long, excellent summer.

As I returned and we got into September, we continued on with rental groups and work to get ready for the fall and winter. Towards the end of the month we were finally able to have a going away party for Julie Sisler. We welcomed people from around the state for dinner to say thank you to Julie for all of her years of service to camp and for the friendship she has given us all.

The first two weeks of October were blocked off so we could do the septic work that needed to be done by the lodge. Blake Holman was our contractor again for this job, and with the help of Lil Rob's Backhoe from Polson they did great work and got the job done smoothly, so now everything can move in the proper direction. While they were working on that I replaced the roof on the pump house by the Bishop's trailer so we will

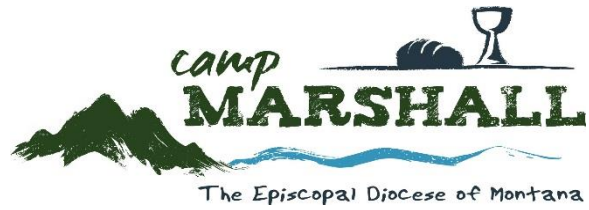
not have to worry about that pump freezing anymore. Otherwise it was a pretty quiet month finished off by some more rental groups.

November started off with a youth group event, the first at camp in a while! Thanks to Janelle Willett from Kalispell and Pj Willett from Missoula and their youth group kids for making that happen. Our final rental group of the year was Tamarack Grief Resource Center. This group provides an amazing service for people that have lost loved ones, and they are always a joy to have here. After that I was lucky enough to go to Disneyland with my friends. It's always a good time, doesn't matter how old you are. When I returned, I began the process of winterizing camp, followed by Thanksgiving in Bozeman with my family.

As December came around, I finished winterizing camp and closed all of the out buildings up for the year. We were lucky enough to be able to attend the ordination of Bishop Stebbins in Helena, a great weekend and happy day for our Diocese! The rest of the month has been pretty quiet up here. Luckily the weather has been pretty decent so I have been able to take down some of the dead trees sooner than I thought I would be able to.

I would like to thank Jill Sallin and Barb Hagen for always taking the time to answer my questions and helping me to be better where and when ever they could. I don't think I could've made it through this year without you guys. As her time as Interim Executive Director comes to an end and we move into the future, I would like to thank Sue LaRose for all of the hard work she has put into camp these past two years. We hope that you will not be a stranger and will always feel welcome to come visit us here at Camp.

My first year as Site Manager has been a great one. I made plenty of mistakes and learned way more than I thought I needed to. I couldn't be happier with where I am and the job I have been blessed with. I look forward to continuing to learn and living a wonderful life in service at Camp.



Camp Marshall 2019 Report
Jill Sallin, Administrative Assistant

Camp Marshall's 2019 theme was, *Faith Moves Mountains*

Our summer together was a testimony to God's faithfulness, filled with gracious gifts including:

- Over 300 residential and day campers from Montana and beyond!
- A wonderfully engaged summer staff: Shandra Bell, Carson Brandt, Paul Carlson-Thompson, Adara Dugan, Sarah Ellingson, Alicia Garcia, James Gartner, Hugh Kingery, Shelby Knecht, Sarah Ljunggren, Gabriel Maughan, Kenneth Maughan, Melanie Monroe, Matthew Shepherd, Elizabeth Skjelver, Marissa Stepina, Brittany Strand, PJ Willett, and Dillon Williams.
- Our amazing Camp, Medical and Chaplain Volunteers.

Session	Dates	Campers	Staff/Volunteers	Medical	Chaplain
Grace Camp	June 16-21	24	19/1	Judi Farrington, RN and Anne Sampson, RN	The Rev. Greg Smith, The Rev. Valerie Webster
Junior Middler 1	June 23-28	47	19/1	Anne Sampson, RN	The Rev. Janis Hansen
Jr. Middler 2	July 7-12	41	19/2	Erin Bevan RN	The Rev. Joan Yetter
Senior High	July 14-20	30	19/3	Dr Cathy & Dr Bil Holmes	The Rev. Clark Sherman, The Rev. Miriam Schmidt

Family Camp	June 30 – July 5	41	19/1		The Rev. Tim Ljunggren
Adventure Week	June 30 – July 5	7			
Alumni Weekend	August 9-11	28	-		
Total		218			

Summer Camp Programs

Program Trainings

- * In May, 2019, ABEE, Inc. inspected Camp Marshall's challenge course and facilitated a low ropes/challenge course training for several members of our summer staff.
- * In June, 2019, Robyn Smith facilitated a Red Cross Lifeguard Certification training, with Hugh Kingery and Mark Clemow assisting, for members of Camp Marshall's summer staff.

Program Activities

- * Waterfront: swimming, stand up paddleboard and paddleboard yoga, kayaking, fishing, early-morning polar-bear.
- * Arts & Crafts
- * Photography and Photo Scavenger hunts
- * Music/Songwriting
- * Field Games
- * Low ropes course and team initiatives
- * Archery and ARTchery
- * Dance
- * Wild Horse Island Hikes
- *Gaga Ball
- *Church on the water during Senior High and Family Camp

Day Camps

Camp Marshall partnered with three parishes to help facilitate four Day Camps in 2019, with over 100 participants.

Parish Host	Dates
All Saint's (Columbia Falls/Whitefish)	Session 1: August 5-9 Session 2: August 12-16
St. Luke's (Billings)	August 5-9
All Saints (Big Sky)	July 29-August 2

The Rev. Chris Roberts Canon to the Ordinary

From February of 2011 through November of 2018 it was my honor and pleasure to serve as Canon to the Ordinary for Bishop Brookhart. With his retirement November 1, 2018, I was asked by the Standing Committee to continue to serve in this ministry in the transition period between Bishops and I did this all of the year 2019. I worked this ministry with the support and guidance of the Diocesan Standing Committee. Since November 1st of this year I have helped our new Bishop Marty Stebbins as she transitions into her new position. My position is a half-time, approximately three-day-a-week position. Each week I spend a day or two in the Helena Office, a day in the Virginia City Office, and a flex day which may be on the road, on the computer and smart phone, at a Diocesan Event or in one of the offices. In addition, in order to provide a servanthood ministry, I work by phone and computer internet on any other day of the week on which my support may be required. It is an exciting time of growth and transition in our Diocese and I am honored to be asked to help with this next stage in the life of the Diocese of Montana.

This year I have served in at least the following areas of Ministry:

Diocesan Deployment Officer and Officer of Transition Ministry:

I have worked this year as the Standing Committee's primary support in the search process for new clergy for empty positions in Montana. In this position I have assisted the Vestries, Cluster Boards and Search Committees of Congregations in their Discernment, Search and Call processes, with all that may be needed in each unique situation. I have provided and managed the training of Vestries and the Search Committees they appoint. I have provided all initial background and reference checking of potential candidates, making contact by phone with each candidate and generally my counterparts in their Dioceses. Working closely with the Standing Committee, I have supported it in the discernment of our Congregation's needs and the suitability of potential candidates in order for it to make the decision as to whether the Candidate's name will move forward in the Discernment and Call process. Once the names of Candidates have been presented to a Search Committee, I have offered ongoing support and advice in their process. I have worked with four Congregations in at least some part of their Search Process this calendar year. Our goal has been to create an efficient, people friendly and flexible process which honors the National Guidelines provided in our Canons as well as those provided by our National Office of Transition Ministry. Our chief hope is to find quality candidates for our quality Congregations. It has been an honor to support the gifted lay and ordained leadership we have in this Diocese.

Ordination Officer

As Diocesan Ordination Officer, I file an annual report with the National Church. This report lists all active and retired clergy, all transfers, all ordinations and reports any disciplinary actions that may have occurred in our Diocese. I also manage all transfers

of Clergy “Letters of Dimissory” in and out of the diocese, and manage all ordination files.

Management of Ordination Training

I provide support for all individuals who are in any stage of the Ordination Process. This involves file and record keeping, support as individuals work through canonical requirements and regular communication with individuals, their clergy and occasionally their congregations. I serve as a support and resource for our excellent Diocesan Commission on Ministry.

Management of all Diocesan Confidential Files and Clergy Background Checks

All confidential clergy files which come to the Diocesan office are filed and managed by me personally. Much of my work is involved in management of the files and oversight of Clergy Background Checks.

Congregational Support and Visits

A part of my work commitment includes informal as well as formal visits and Worship Services at diocesan congregations and diocesan meetings (including COM and occasional Clergy Deanery meetings). I have Celebrated HE and Preached many times this year. I have been an active leader in Diocesan Training events and I have assisted with Ministry reviews and Congregational visioning processes.

Priest Support

In addition to the responsibilities previously mentioned I have helped manage the Supply Clergy list, with the assistance of our Administrative Assistant. It is always a great joy to be a part of our Annual Diocesan Convention.

Miscellaneous

Much of my work involves regular participation in Diocesan Staff fellowship, planning and daily worship. I am often called to support clergy and congregations with unplanned needs and issues; in fact, I often find myself working on unexpected needs and issues. Most importantly, I have sought to assist and support the Standing Committee, and since November 1st to support our new Bishop, Marty Stebbins in the guidance and empowerment of ministry in this Diocese.

It has been my pleasure and honor to serve this Diocese for the year 2019.

The Rev. Canon J. Christopher Roberts

Barb Hagen
Canon for Finance & Administration

I again offered phone call/online workshops in 2019

- January – year end payroll call with Beth Baker – 2 people called in
- February - new treasurers –2 people called in
- February – audit training – 2 people called in
- March – vestry training – no one called in

I attended the Client Council for the Church Pension Group in New York City in March. This is the second year of a three year term on the Client Council. The council is comprised of 28 members – bishops, priests, deacons, diocesan administrators, senior wardens. They are from all over the world and so there are many voices at the table. The Church Pension Group invites our feedback and they want to have conversations about what we need in our churches and dioceses and how the Church Pension Group can better serve us.

I updated the training videos for vestries, audit teams and treasurers in 2019 and plan to update them each year.

This was a very busy summer and due to the election in July I did not attend the Episcopal Relief & Development network meeting or the Business Partnership Conference with the Church Pension Group in the spring. The Rev. Mary Alice Jones, Diocesan Disaster Coordinator represented the Diocese at the Episcopal Relief & Development network meeting.

I surveyed the network reps for Episcopal Relief & Development regarding their work and how I might support them. In November, St. Peter's celebrated Episcopal Relief & Development by again holding a dinner. They also invited the Diocesan Disaster Coordinator to work with the vestry on disaster preparedness and she did a presentation that evening at the dinner as well.

In June, I went to Bozeman to work on their audit. Please remember I am available to help with audits and we also have a team of people around the diocese who can help. If you are interested in serving on an audit team, please let me know.

Audit compliance continues to be a struggle in our diocese. For 2019, 71% of the churches submitted their audits on time. Audits are due September 1 each year and this is a canonical requirement. We provide training for audit teams via GoToMeeting and we have a quick video tutorial available any time. My goal for 2020 is to increase our

diocesan audit team members which I hope will lead to greater compliance with the 2019 audits.

We had many extra meetings with the transition this year and a July convention was challenging. We squeezed a lot into a short time!

The summer was again consumed by handling camp administration. Most of my work involves payroll and additional financial reporting. Each year, the camp director hires about 25 extra people and I need to process all of their payroll in addition to the additional camp fees to process and bills to pay.

I also staff the Finance Committee, Foundation Board, and Diocesan Council and prepare for and attend those twelve meetings each year. Finance meets via phone call four times per year and once in person in the summer.

I again helped coordinate diocesan convention. I led an in-person new delegate's session as well as leading the budget hearing for convention and helped with the ballot process for the election.

I was blessed to be invited to read at the Bishop's Ordination service. It was a glorious celebration and I look forward to seeing what the future will bring with our new bishop.

Faithfully,

Barb Hagen
Canon for Finance & Administration

Vital Statistics of Congregations and Missions
Year in parenthesis is last year of filing if not 2019

- Baptisms-

City	Congregation	Active Members	Communicants In good standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs And Older	Under 16 years	Confirmed or Received
Anaconda	St. Mark's	25	21	3	15	26	0	0	1
Big Sky	All Saint's	95	95	70	61	52	0	3	0
Big Timber	St. Mark's	73	48	0	14	41	0	0	0
Bigfork	St. Patrick's	101	53	15	33	53	0	0	0
Billings	St. Luke's	258	149	0	58	101	1	2	0
Billings	St. Stephen's	271	90	0	45	92	0	1	0
Bozeman	St. James'	604	505	50	154	136	0	7	1
Butte	St. John's	60	59	1	32	25	0	1	0
Columbia Falls	All Sain'ts	218	135	94	72	106	0	4	0
Deer Lodge	St. James'	32	28	3	14	24	0	0	0
Dillon	St. James'	67	67	37	36	51	0	0	0
Emigrant	St. John's	115	92	23	38	51	0	0	0
Ennis	Trinity	86	86	0	38	41	0	0	0
Eureka	St. Michael & All Angels	49	49	6	24	42	0	1	0
Forsyth	Ascension	13	13	1	8	50	0	0	0
Fort Benton	St. Paul's	11	11	0	8	22	0	0	0
Great Falls	Incarnation	120	90	0	47	114	1	3	0
Hamilton	St. Paul's	107	07	0	25	43	1	0	0
Havre	St. Mark's	12	12	0	6	24	0	0	0
Helena	St. Peter's Cathedral	504	499	8	130	111	0	4	0
Kalispell	Christ Church	114	74	0	58	91	1	2	0
Lewistown	St. James'	117	117	6	47	48	0	3	0
Livingston	St. Andrew's	165	128	37	51	50	0	0	0
Manhattan	Gethsemane	22	22	0	11	51	0	0	0
Miles City	Emmanuel	15	15	9	9	49	0	0	0
Missoula	Holy Spirit	828	602	5	138	105	0	2	0
Philipsburg	St. Andrew's	17	4	0	4	24	0	0	0
Polson	St. Andrew's	103	102	102	43	51	0	1	0
Red Lodge	Calvary	97	86	0	41	44	0	0	0
Sheridan	Christ Church	48	46	0	24	51	0	0	0
Stevensville	St. Stephen's	12	12	0	9	47	0	0	0
Troy	Holy Trinity	6	6	0	17	50	0	0	0
Virginia City	St. Paul's	21	21	0	17	50	0	0	0
	TOTAL	4,386	3,444	470	1,316	1,892	4	34	2

Financial Statistics of Congregations and Missions

Year in parenthesis if last year of filing is not 2019

-----Revenue-----

-----Expense-----

City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue		Operating Expense	To The Diocese	Outreach & Development	Total Expense
Anaconda	St. Mark's	25,335	28,335	28,335		26,331	4,500	50	26,331
Big Sky	All Saint's	229,524	229,524	232,802		202,576	20,223	7,470	225,369
Big Timber	St. Mark's	64,254	73,448	123,448		64,592	8,492	5,453	67,592
Bigfork	St. Patrick's	104,325	104,416	110,785		99,577	17,459	18,662	118,516
Billings	St. Luke's	179,996	256,341	300,931		246,326	43,309	21,706	270,182
Billings	St. Stephen's	93,783	143,783	194,001		153,803	40,732	1,639	155,505
Bozeman	St. James'	339,316	367,268	412,633		461,265	76,977	107,912	569,177
Butte	St. John's	84,324	110,045	111,710		92,970	17,255	162	94,484
Columbia Falls	All Sain'ts	237,086	242,197	395,750		227,571	42,400	83,356	322,804
Deer Lodge	St. James'	25,797	25,797	25,797		25,797	4,811	144	25,797
Dillon	St. James'	55,759	105,693	123,174		115,462	20,090	12,890	128,539
Emigrant	St. John's	67,334	72,818	103,231		76,557	13,518	1,387	84,344
Ennis	Trinity	71,336	81,215	91,224		91,661	14,627	24,100	103,309
Eureka	St. Michael & All Angels	18,726	21,634	32,509		21,634	3,936	0	21,634
Forsyth	Ascension	12,758	13,234	13,284		12,536	2,711	300	12,536
Fort Benton	St. Paul's	6,908	13,884	13,884		11,748	1,312	0	11,748
Great Falls	Incarnation	133,246	143,246	143,246		158,719	18,208	0	158,719
Hamilton	St. Paul's	51,566	54,936	54,936		55,579	8,784	3,604	56,133
Havre	St. Mark's	14,720	14,720	14,720		8,655	137	431	8,655
Helena	St. Peter's Cathedral	315,761	443,191	508,235		420,785	66,115	18,320	481,670
Kalispell	Christ Church	85,289	105,714	137,885		101,833	19,053	25,714	137,478
Lewistown	St. James'	117,930	137,527	139,759		147,191	23,503	3,872	152,294
Livingston	St. Andrew's	113,967	139,407	139,407		139,856	23,217	0	139,856
Manhattan	Gethsemane	10,352	11,552	11,852		1,983	1,983	375	2,358
Miles City	Emmanuel	23,429	35,775	35,775		35,775	3,056	0	35,775
Missoula	Holy Spirit	443,769	449,837	512,319		481,343	81,152	18,965	513,569
Philipsburg	St. Andrew's	11,182	11,182	11,182		8,748	2,214	13,545	22,293
Polson	St. Andrew's	106,272	121,402	122,953		119,111	21,393	794	120,916
Red Lodge	Calvary	109,354	110,554	119,315		89,650	16,179	2,000	102,122
Sheridan	Christ Church	43,119	47,694	57,052		35,782	7,951	19,307	50,185
Stevensville	St. Stephen's	13,658	16,447	19,753		16,447	2,528	1,773	19,753
Troy	Holy Trinity	2,956	93,385	94,267		90,560	4,149	10,959	101,752
Virginia City	St. Paul's	48,050	65,902	47,548		47,548	11,184	1,312	47,587
	TOTAL	3,261,181	3,874,691	4,502,056		3,889,971	643,158	406,202	4,388,982

Diocese of Montana Budget					
<i>The 2019 budget assumes a 19% assessment rate.</i>					
<i>Total Budget figures for administrative and program</i>	771,012		771,873		723,149
<i>Total assessment amounts</i>	644,304		681,105		677,272
DFMS: Domestic & Foreign Missionary Society (commonly referred to as the, "National Church."					
TBD - To be Determined					
		<i>Audited</i>		<i>Audited</i>	
<u>I. ADMINISTRATIVE BUDGET</u>	<i>2018</i>	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
<u>Income:</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	19%	19%	19%	19%	19%
1 Administrative Assessments	570,382	570,941	575,684	543,336	567,031
2 Platt Fund	2,250	2,250	2,250	2,250	2,250
3 Investment/Endowment Draw - new Bishop transition	55,000	13,814	80,350	112,547	0
4 2020 Budget Reserve Funds	<u>0</u>	<u>0</u>	<u>0</u>		31,627
5 From Lambeth Reserve Funds					<u>10,000</u>
Total Budgeted Income	627,632	587,005	658,284	658,133	610,908

		<i>Audited</i>	<i>Audited</i>
		<i>2018</i>	<i>2019</i>
		<u>Actual</u>	<u>Actual</u>
<u>Non-budgeted income</u>			
Past Due Assessments		20	0
Interest and Dividends		37,731	41,384
Realized Gains		51,951	2,295
Unrealized Gains		-148,688	173,813
Bishop's Discretionary Fund		6,635	8,258
Assistant Bishop Discretionary fund		9	0
Misc. Income		1,387	905
Capital Campaign Income		5,985	8,722
Capital Campaign Pledged Income		1,000	
Gain on transfer		-189	
Gain on Sale of Assets		39,944	
Endowment income		30,000	
Temporarily Restricted Income (New Bishop Gifts)			6,815
Gain/Loss on Short Term bonds			4,483
<i>Total non budgeted income</i>		25,786	246,674
Total Income- Administrative Budget		612,791	904,807

			Audited		Audited	
		2018	2018	2019	2019	2020
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	<u>Expenses:</u>					
6	Payroll Taxes	8,873	11,231	11,588	11,616	11,821
7	Staff Pension	21,260	15,637	14,593	14,717	14,567
8	Staff Insurance	78,039	70,496	73,184	62,556	63,571
9	Lambeth Conference	0	0	10,000	6,550	20,000
10	Bishop Pension	20,860	20,860	1,932	3,864	23,184
11	Bishop Insurance	17,501	17,530	2,192	3,380	27,940
12	Bishop Hospitality	2,000	545	1,000	1,340	2,000
13	Bishop Travel	23,000	20,020	2,000	1,931	23,000
14	Clergy Deployment Travel	5,500	8,655	7,000	10,194	7,000
15	Staff Continuing Education	4,000	2,633	3,600	2,251	3,000
16	Camp Director Travel	3,000	4,359	3,500	3,663	3,500
17	Staff Salaries	<u>177,191</u>	<u>182,423</u>	<u>178,334</u>	<u>176,730</u>	<u>182,027</u>
	Subtotal	361,224	354,388	308,923	298,792	381,609
	Office Expense :					
18	Telephone	5,000	4,075	4,000	5,532	4,000
19	Utilities	2,500	2,205	2,500	2,260	2,500
20	Supplies/Miscellaneous	4,000	9,699	9,000	7,264	5,000
21	Postage/Mailings	2,000	2,132	2,100	2,409	2,200
22	Insurance	13,000	13,116	13,500	17,434	13,500
23	Worker's Compensation	4,500	3,586	4,500	3,731	3,500
24	Building Maintenance	2,000	3,938	5,000	4,139	4,000
25	Special Tax Expenses	<u>900</u>	<u>987</u>	<u>950</u>	<u>1,066</u>	<u>1,000</u>
	Total	33,900	39,737	41,550	43,836	35,700
	Legal and Professional Fees:					
26	Audit	13,000	11,630	13,500	10,525	12,000
27	Legal Conference Expenses	<u>2,500</u>	<u>1,790</u>	<u>5,000</u>	<u>1,753</u>	<u>2,000</u>
	Subtotal	15,500	13,420	18,500	12,278	14,000
28	Clergy Conference	3,500	5,903	5,700	2,000	5,000

		Audited		Audited		
		2018	2018	2019	2019	2020
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	Payroll Expenses:					
29	Bishop Housing	33,111	33,111	3067	6133.32	36,800
30	Canon for Christian Formation Housing	17,520	2,920	0	0	0
31	Canon to the Ordinary Housing	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>
	Total Housing	60,631	46,031	13,067	16,133	46,800
32	Bishop Salary*	82,777	82,777	7,667	15,333	92,000
33	Unemployment insurance	100	81	100	152	100
34	Payroll Processing Fees	2,000	2,089	2,000	2,952	2,200
35	Camp Assistance	12,000	12,000	12,000	12,000	27,000
36	Title IV reserve fund**	500	500	500	500	500
37	Diocesan Computer and Equipment Reserve**	500	500	500	500	500
38	Bishop Search/Transition and Election Expenses	55,000	23,374	80,350	112,347	0
39	11th Bishop Reserve Fund**	0	0	5,291	5,291	5,500
40	2020 Budget Reserve Funds**	<u>0</u>	<u>0</u>	<u>162,137</u>	<u>143,013</u>	<u>0</u>
	Total Budgeted Administrative Expenses	627,632	580,800	658,284	665,128	610,908
	<i>*Note - Bishop's compensation and benefits for 2018 were based on 10 months not a full year.</i>					
	<i>For 2019 Bishop's compensation and benefits - one month for the new bishop for budget - two months actual.</i>					
	<i>2020 reflects a full year of salary and benefits for the new bishop</i>					

		<i>Audited</i>	<i>Audited</i>
		<i>2018</i>	<i>2019</i>
<u>NON BUDGETED EXPENSES</u>		<u>Actual</u>	<u>Actual</u>
Non Budgeted Draws from Investments			
Continuing Ed funds for seminarians		6,000	0
Closed Church expenses		9,268	3,014
Misc. Church Expenses		363	12,837
Total non-budgeted draws from investments		15,631	15,851
<u>Non Budgeted Expenses</u>			
Investment Fees		12,868	12,400
Bishop's discretionary Fund		5,975	2,795
Assistant Bishop Discretionary Fund		1,090	0
Depreciation Expense		31,326	63,127
Capital Campaign Building Expenses		0	0
Pledge Write off		1,166	6,255
New Bishop Gifts			7,770
Audit Adjustment/unrealized loss		47,794	5,024
Total Non budgeted expenses		100,219	97,371
Total Administrative Expenses		696,650	778,350
<u>Net Income Administrative Budget</u>		-83,859	126,457
**Reserve fund transfers shows on this report but not on	149,304		
QuickBooks financial statements			
	275,761		

		<i>Audited</i>		<i>Audited</i>		
		<i>2018</i>	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
	II PROGRAM AND MEETING BUDGET	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	<i>Income:</i>					
41	Assessment Income	73,922	73,654	105,421	99,497	110,241
42	Deacons' School Fees	4,050	2,325	1,800	525	2,000
43	Endowment/Investment Income Funds	0	0	6,368	0	0
44	Funds transferred from General Convention Reserve***	26,657	26,657	0		0
45	Program and Lambeth funds reserve transfer***	4,500	4,500	0		0
46	Special Appeal Income/Deficit	<u>34,251</u>	<u>13,708</u>	<u>0</u>		<u>0</u>
	Total Budgeted income	143,380	120,843	113,589	100,022	112,241
	In Kind Contribution					
	Prior Program assessments		198		0	
	<i>Total non budgeted income</i>		121,041		100,022	
	Total Program Income					
	<i>Expenses:</i>					
	<i>Diocesan Meeting Expenses:</i>					
47	Diocesan Council Meetings	500	259	200	665	300
48	Standing Committee	500	428	2,200	2,329	500
49	Diocesan Convention	4,000	1,822	3,000	1,976	2,000
50	Finance Department	500	97	200	45	100
	Total meeting expenses	5,500	2,606	5,600	5,015	2,900
51	Province VI (Assessment and Travel)	1,638	1,638	1,638	1,638	1,638
52	General Convention	26,657	26,657	8,000	222	8,000
53	General Church	81,319	81,319	81,040	81,040	79,903
54	Christus Collegium - Bozeman	<u>4,800</u>	<u>4,800</u>	<u>4,800</u>	<u>4,800</u>	<u>4,800</u>
	Total	114,414	114,414	95,478	87,700	94,341
55	Christian Formation/Youth	1,200	0	0	0	0

		<i>Audited</i>		<i>Audited</i>		
		<i>2018</i>	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
56	Ecumenical	5,600	3,300	5,300	4,800	5,300
57	Congregational Development task force	3,750	0	0	0	0
58	Commission on Ministry	0	41	450	0	450
59	Campus Ministry - Missoula	4,100	4,100	2,000	2,000	2,000
60	Freedom in Christ Resolution	1,000	1,000	1,000	1,000	1,000
61	Deacon/Archdeacon Expenses*	6,316	3,287	3,761	2,065	3,500
62	Disaster Services	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,000</u>
	Total Committees/Programs	20,766	11,728	12,511	9,865	13,250
63	COM/Other	1,500	4,000	0	1,750	1,750
	Total Program & Meeting Expenses	143,380	132,748	113,589	104,330	112,241
	Program Budget Net Income (Loss)		-11,707		-4,307	
	***Transfer from reserves shows on this report but not financials.					

		<i>Audited</i>		<i>Audited</i>		
		<i>2018</i>	<i>2018</i>	<i>2019</i>	<i>2019</i>	<i>2020</i>
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	III Camp Marshall					
64	Camp Fees	71,500	44,482	45,000.00	45,082	50,000
65	Day Camp Income	4,000	4,614	8,945.00	5,643	6,000
66	Grace Camp Income	16,000	19,149	30,626.00	12,076	20,000
67	Camp Endowment Draw	<u>4,500</u>	<u>4,500</u>	<u>3,000.00</u>	<u>3,000</u>	<u>3,000</u>
	Total Summer Program Income	96,000	72,745	87,571	65,801	79,000
	Camp Rental Income					
68	Rental Income	40,000	53,113	50,000.00	59,496	53,000
	Gift Income:					
69	Parish Gifts	8,000	1,850	4,000.00	4,649	4,000
70	Donor Gifts	20,000	13,264	30,000.00	15,666	32,012
71	Gifts/Program and Facility (Special Funds)	<u>TBD</u>	<u>7,181</u>	<u>TBD</u>	<u>0</u>	<u>TBD</u>
	Total Gift Income	28,000	22,296	34,000.00	20,315.10	36,012.00
72	Diocesan Assistance	12,000	12,000	12,000.00	12,000	27,000
	Total Budgeted Income	176,000	160,153	183,571	157,612	195,012
	Non budgeted income:					
	Miscellaneous Income		276		478	
	Scholarship Income		14,177		2,264	
	Total Non Budgeted income		14,454		2,742	
	Total Income		174,606		160,354	

			Audited		Audited	
		2018	2018	2019	2019	2020
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	Expenses					
	<u>Summer Program:</u>					
73	Janitorial Supplies-summer portion	1,200	2,138	1,700.00	1,409	2,200
74	Medical Supplies	2,500	1,726	800.00	116	1,800
75	Administrative Supplies - Program	2,312	5,351	3,500.00	4,244	5,400
76	Camp T- shirts	2,000	1,896	2,500.00	2,073	2,200
77	Camp Staff Worker's compensation insurance	4,000	14,864	5,500.00	7,395	10,000
78	Site Manager Travel	500	884	0.00	301	0
79	Electricity - summer portion	4,000	1,870	3,000.00	4,255	2,000
80	Telephone - summer portion	1,600	1,278	1,650.00	1,280	1,300
81	Fuel - summer portion	500	1,394	900.00	1,891	1,400
82	Insurance - summer portion	5,500	3,845	5,500.00	5,220	4,000
83	oil & propane - summer portion	600	955	500.00	820	1,000
84	maintenance - summer portion	2,800	2,918	2,500.00	4,585	2,500
85	background check expenses	1,500	1,345	1,000.00	993	1,400
86	Staff Travel	750	221	1,000.00	0	250
87	Day Camp Expenses	1,500	1,844	2,000.00	1,316	2,000
88	Day Camp Travel	1,000	1,420	150.00	424	1,500
89	Summer Program Food Service	20,000	16,590	15,000.00	16,745	17,000
90	Advertising	2,000	1,850	2,000.00	2,037	2,000
91	Miscellaneous	1,000	1,628	1,000.00	520	2,000
92	Grace Camp Expenses	7,000	10,404	19,000.00	7,007	10,500
93	Staff training	2,000	757	3,000.00	1,754	800
94	Camp Vehicle Expense	1,500	384	1,000.00	757	1,000
95	Fee Expenses	1,000	825	900.00	980	1,000
96	Program Expense	<u>6,000</u>	<u>5,896</u>	<u>8,000.00</u>	<u>5,074</u>	<u>6,000</u>
	Total Summer Program Expenses	72,762	82,281	82,100.00	71,201	79,250.00
	<u>Camp Rental Expense:</u>					
97	Rental Food Service	7,000	12,019	12,000.00	9,877	12,000

			Audited		Audited	
		2018	2018	2019	2019	2020
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
	<u>Facility Expenses</u>					
98	Maintenance Supplies	8,000	11,934	7,375.00	4,541	12,000
99	Administrative Supplies - Facility	900	1,493	500.00	322	1,500
100	Landscaping Expense	500	40	600.00	52	0
101	Janitor - facility	500	1,319	500.00	1,637	1,500
102	Oil and Propane	2,400	4,609	1,500.00	5,419	5,000
103	Electricity	4,000	7,808	5,000.00	3,584	8,000
104	ECCC Attendance and fees	2,000	901	3,000.00	2,923	1,000
105	Camp Vehicle	1,800	629	1,900.00	4,185	1,000
106	Telephone	2,500	1,809	3,500.00	2,455	2,000
107	Insurance	6,000	11,225	5,500.00	11,806	12,000
108	Fuel Expense	500	1,100	750.00	784	1,200
109	First Aid Training	700	0	500.00	620	0
110	Site Manager utilities	2,500	1,707	2,600.00	1,713	2,000
111	Special Projects - to be determined	TBD	3,218	TBD	260	TBD
112	Vehicle Reserve fund****	<u>1,000</u>	<u>1,000</u>	<u>1,000.00</u>	<u>1,000</u>	<u>1,000</u>
	Total Facility Expense	33,300	48,793	34,225	41,301	48,200
	<u>Camp Payroll Expenses</u>					
113	Camp Staff FICA	4,209	2,676	2,524.00	2,829	2,678
114	Grace Camp FICA	0	542	826.00	320	612
115	Day Camp FICA	0	343	344.00	251	344
116	Camp Staff Payroll	45,000	34,979	33,000.00	36,982	35,000
117	Day Camp Staff Payroll	4,000	4,489	4,500.00	3,285	4,500
118	Grace Camp Staff	6,000	7,087	10,800.00	4,185	8,000
119	Camp Payroll Fees	800	969	900.00	933	1,000
120	Camp Unemployment Insurance	700	165	200.00	132	200
	Total Payroll Expense	60,708	51,250	53,093	48,918	52,333
121	Other camp salaries	2,000	3,024	2,000	2,154	3,000
122	Other camp FICA	230	231	153	165	230
	Other Camp Payroll	<u>2,230</u>	<u>3,255</u>	<u>2,153</u>	<u>2,319</u>	<u>3,230</u>
	Total Expense	176,000	197,598	183,571	173,616	195,012
	Net Income		-22,991		-13,262	
	**** Reserve fund shows on this report and not on financials.					
	\$1,000					

2020 Detailed Budget Narrative

Administrative Budget

INCOME:

Line Number	Line Item	Description
1	Administrative Assessments	The assessment is based on 19% of an average of the parochial report operating income from 2016-2018. It is a fixed assessment payment for 2020. See the assessment payment sheet for your church's payment.
2	Platt funds	The Episcopal Church Center sends this amount to us quarterly. It is income to be, "applied to the aid and relief of Domestic Missions in Oregon, Montana, Dakota, and Nebraska." Funds are named after Miss Emily Platt and were established in 1920.
3	Investment Income/Endowment Draw	Not budgeted for 2020
4	2020 Budget Reserve Funds	Funds set aside from the 2019 budget to help offset 2020 budget expenses.
5	From Lambeth Reserve Funds	The Lambeth conference in England happens every 10 years and will be held in 2020. We set aside some funds in 2019 to help with this conference and we will use them this year.

	Expenses:	
6	Payroll taxes	Payroll taxes for diocesan lay staff.
7	Staff Pension	Pension for diocesan staff.
8	Staff insurance	Health, dental and life insurance for staff and funding for health savings accounts.
9	Lambeth Conference	Funds to send the new Bishop to the Lambeth conference in England in 2020. Partially offset by Line 5.
10	Bishop Pension	Pension for the bishop.
11	Bishop Insurance	Medical and dental insurance. Note: We don't know if the new bishop will have a family or not but have budgeted for that option in case.
12	Bishop Hospitality	Account for bishop to provide hospitality to clergy and others as needed.
13	Bishop Travel	Travel expense for the new bishop.
14	Clergy Deployment travel	Funds travel expense for deployment officer.

15	Staff Continuing Education	Funding for staff to attend an annual conference.
16	Camp Director Travel	Funds travel for the Camp Director.
17	Staff Salaries	These amounts have been increased by 2.4% based on the average cost of living from Social Security for 2017/2018 with the exception of the staff hired in 2019.
18	Telephone	Telephones and toll free numbers.
19	Utilities	Water, gas, electricity.
20	Supplies/Miscellaneous	Supplies and miscellaneous items.
21	Postage/Mailings	Postage and supplies relating to the postage meter.
22	Insurance	The insurance on the diocesan office building.
23	Worker's compensation Insurance	Worker's compensation insurance for diocesan staff.
24	Building maintenance	Small maintenance needs and funds to pay St. Peter's for some of the snow removal expenses.
25	Special tax expense	Taxes that we are not exempt from paying (special items such as sidewalks or lighting).
26	Audit	Auditor's fees. The canons of the General Convention require that a CPA audit every diocesan office every year.
27	Legal Conference Expenses	Funding for chancellors to attend an annual conference.
28	Clergy Conference	Funding for speakers and food for the annual clergy conference at Camp Marshall. This line item also covers costs for those who stay at camp.
29	Bishop Housing	Housing for the new bishop.
30	Canon for Christian Formation Housing	Not funded. Is now a lay position.
31	Canon to the Ordinary Housing	Housing for the Canon to the Ordinary
32	Bishop Salary	Salary for the new bishop.
33	Unemployment Insurance	Unemployment insurance for lay staff as required by the State of Montana.
34	Payroll processing fees	Fees paid to Paychex for processing diocesan payroll.
35	Camp Assistance	Funds to cover camp shortfall as needed.
36	Title IV reserve funds	Funds set aside to use if we have a Title IV investigation.
37	Diocesan computer and equipment reserve	Funds set aside to plan for purchases of computers, phone system and other office equipment as needed for the bishop and staff.
38	Bishop Search and Election Expenses	Not funded for 2020.
39	11 th Bishop Reserve Funds	We will begin setting aside reserve funds for the 11 th bishop search process to be proactive in the planning.

40	2020 Budget Reserve Funds	Not funded in 2020.
	PROGRAM:	
	Income:	
41	Assessment income	The portion of assessments that are set aside for the program/outreach/meeting work of the diocese.
42	Deacon's School Fees	Fees paid by students in the school for deacons.
43	Endowment Income	Not included this year.
44	General Convention Reserve transfer	Not needed until 2021.
45	Program and Lambeth funds transfer	Not included in budget.
46	Special Appeal/Income Deficit	Not included in this budget.
	Expenses:	
47	Diocesan Council meetings	Meeting expenses.
48	Standing Committee meetings	Meeting expenses.
49	Diocesan Convention	Travel and meal expenses for staff to attend convention and supplies as needed.
50	Finance Department	Meeting expenses.
51	Province VI	Pays assessment to Province 6.
52	General Convention	To set aside reserve funds for General convention which happens again in 2021.
53	General Church	This is an amount pledged to pay to the Domestic and Foreign Missionary Society (i.e. the "national" church). This amount is 15% of our operating income from 2018 less an exemption. In prior years this had been an "asking" and not an assessment. Beginning in 2019 it became a 15% assessment and if not paid in full we would not be eligible for grants. We are paying our full assessment for 2020.
54	Christus Collegium	Pays portion of Christus Collegium in Bozeman. The diocese owns part of this building and pays some expenses associated with it.
55	Christian Formation/Youth	Not funded – no Christian Formation director.
56	Ecumenical	For ecumenical work and meetings.
57	Congregational Development Task Force	Not funded. No request received.
58	Commission on Ministry	This budget covers some travel expenses for meetings.
59	Campus Ministry –Missoula	Pays for some campus ministry expenses in Missoula.
60	Freedom in Christ resolution	Was approved at the diocesan convention in 2016 and funds are used to help pay for providing healing and reconciliation for people inside and outside prison. A

		second request was submitted in 2019 for the 2020 budget.
61	Deacon/Archdeacon expenses	Travel and meeting expenses for deacons' school and conference expenses.
62	Disaster Services	Funds used to help pay for travel for Diocesan Disaster coordinator to work with churches on the asset map and disaster preparation.
63	COM/Other – Commission on Ministry other	Funding for EFM – Education for Ministry. We pay a fee for Sewanee in order to offer EFM in the diocese.
	CAMP MARSHALL	
	<i>Income:</i>	
64	Camp Fees	Fees paid by campers to attend summer camp programs at Camp Marshall. This amount is based on what we received in 2018 with a slight increase. We may increase fees and are hoping for increased enrollment.
65	Day Camp Income	Increased the income to cover the actual expenses. We will be reviewing the camp budget in much more detail after the summer is over we will be better able to make plans.
66	Grace Camp	Donations collected for Grace Camp.
67	Camp endowment draw	Income drawn from camp endowment.
68	Rental Income	Income received from outside groups using Camp Marshall.
69	Parish Gifts	Donations received from churches to support general camp expenses and scholarships.
70	Donor gifts	Donations received from individuals to help fund general camp expenses and scholarships.
71	Gifts/Programs and Facility (Special Funds)	Special needs will be announced and we will raise funds as needed. It is offset by line 111.
72	Diocesan Assistance	Funds from the diocesan budget to help pay camp expenses.
	<i>Expenses:</i>	
73	Janitorial supplies - summer	Cleaning supplies for the camp summer program.
74	Medical supplies	To stock first aid area.
75	Administrative Supplies - program	Misc. supplies and mailings for the summer program.
76	Camp T-shirts	T-shirts for summer camp.
77	Camp Staff Worker's compensation insurance	Worker's comp coverage for camp staff.

78	Camp Site Manager Travel	Travel for the site manager.
79	Electricity – summer portion	Electricity for summer months.
80	Telephone - summer portion	Summer portion of phone for camp and cell phone for Camp Director.
81	Fuel – summer	Fuel for truck and boats.
82	Insurance - summer portion	Liability insurance for camp during the summer.
83	Oil and propane - summer portion	Summer costs for oil and propane.
84	Maintenance summer portion	Maintenance costs for summer.
85	Background checks	To pay for background checks for summer staff and volunteers.
86	Staff travel	Mileage for summer camp staff.
87	Day Camp Expenses	Recreation and other expenses for day camps.
88	Day Camp Travel	Travel for staff to go to various locations for Day Camps.
89	Summer Program Food Service	The cost of food for campers and staff.
90	Advertising	Advertising costs.
91	Miscellaneous	Miscellaneous expenses for camp.
92	Grace Camp expenses	Program expenses associated with Grace camp.
93	Staff training	Materials and expenses for staff training.
94	Camp Vehicle Expense	Fuel, licensing, insurance and repairs for camp truck and Dodge Nitro (Bishop Brookhart's diocesan vehicle)
95	Fee Expense	Fees to process camp registration and payments.
96	Program expense	Recreation, crafts, worship, waterfront, music and media arts expenses.
97	Rental Food Service	The cost of food for rental groups.
98	Maintenance supplies – facility	Routine maintenance at camp.
99	Administrative supplies – facility	Administrative expenses for site manager.
100	Landscaping Expense	Not funded.
101	Janitor – facility	Janitorial supplies for camp for non-camp season.
102	Oil and propane - facility	Utilities for camp during off season.
103	Electricity - facility	Utilities for camp during off season.
104	ECCC Attendance and Fees.	Dues to the Episcopal Camps and Conference Center and conference travel in 2020.
105	Camp Vehicle - facility	Registration and fuel for truck – facility use portion
106	Telephone – facility	Phone cost for facility during the off season.

107	Insurance – facility	Insurance costs for when camp is not in session.
108	Fuel Expenses – Facility	Fuel for mowers & truck for the time period camp is not in session.
109	Staff First Aid training	Not funded
110	Site Manager utilities	Phone and utilities for the site manager's house.
111	Special Projects expenses – TBD To Be Determined	If received, funds will be used pay for special projects. It is offset by line 71.
112	Vehicle Reserve fund	To set aside funds to purchase a new vehicle when needed.
113	Camp Staff FICA	FICA tax for summer staff.
114	Grace Camp FICA	FICA tax for Grace camp staff.
115	Day Camp FICA	FICA tax for day camp staff.
116	Camp Staff payroll	Salaries paid to summer camp staff.
117	Day Camp Staff payroll	Salaries paid to Day Camp staff.
118	Grace Camp Staff payroll	Salaries paid to Grace Camp staff.
119	Camp Payroll fees	Fees for processing payroll for camp.
120	Camp Unemployment Insurance	State unemployment costs for camp staff.
121	Other camp Salaries	Funds to pay for staff members who work at camp for other events outside of summer camp.
122	Other camp FICA	FICA for other camp staff.