



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 2, 2021)

Diocese of North Dakota, North Dakota

3600 25th St S, Fargo, ND 58104, United States

Contact:

Diocesan/Regional Staff

bishop@ndepiscopal.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
573	20	10	10
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental Yes	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks One month, including 5 Sundays (standard)	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget \$1001-\$2000/year	Sabbatical Provision Yes	Travel/Auto Account Yes	Other Professional Account Yes

Total compensation available and based on experience is up to \$65,000.

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

After the resignation of Bp. Smith, the Standing Committee decided not to just “elect another bishop” but rather to look at new models of leadership which might help the diocese follow God’s mission and ministry. This was to be a one-year process, led by a Diocesan Discernment Task Force (DDTF) and engaging the members of the diocese to help decide what is the best way forward for our diocese and for Episcopalians in North Dakota. The Standing Committee also retained a consultant from the Presiding Bishop’s Office, the Rev. Thad Bennett from the Diocese of Vermont, to work with the diocese and the DDTF. The Standing Committee charged the DDTF “with coming up with a model of being the diocese... You are being asked to answer the question, “What is God doing in North Dakota?” This isn’t simply a matter of electing a new bishop - but likely a plan that will be in place for a full generation of time and beyond.” See DDTF Report at <https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf>

How are you preparing yourselves for the Church of the future?

The Diocese of North Dakota faces challenges, but they are challenges that some dioceses have already faced. They are also challenges that all dioceses will one day face. North Dakota has the opportunity to discern what models of diocesan and episcopal leadership best empower its communities to more fully embody the Gospel in their contexts. The interviews have suggested four different models that are alternative to a traditional episcopate. All these models can be structured to empower the ministry of the baptized, but for any of these models of episcopal leadership to accomplish that goal, it must also be paired with a new model of diocesan leadership that invites congregations to reimagine themselves as a “participants or stakeholders” in the mission of God, rather than a “consumers or recipients” of the spiritual services. Reimagining diocesan and episcopal models of leadership incarnationally can, as other dioceses have shown, cultivate communities of discipleship and more fully embody the Gospel in our context. See DDTF Report, pages 9-11: <https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf>.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Talks and walks the faith, enjoys being in relationship with the people of ND, embraces team ministry, fully supports the concept of circular leadership

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Describe your liturgical style and practice for all types of worship services provided by your community.

Worship throughout the diocese is varied, mostly BCP Eucharist and Morning Prayer.

How do you practice incorporating others in ministry?

Fostering welcoming, open communities of faith.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

N/A for diocesan position



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How do you engage in pastoral care for those beyond your worshipping community?

N/A for diocesan position

Describe your worshipping community's involvement in either the wider Church or geographical region.

N/A for diocesan position

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

N/A for diocesan position

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What is your practice of stewardship and how does it shape the life of your worshipping community?

The diocese has a Fair Share formula, currently requesting 19% of operating income from each congregation.

What is your worshipping community's experience of conflict? And how have you addressed it?

There are many things causing division in the diocese right now. Some primary areas of division are between eastern versus the western parts of the state, larger churches versus smaller, political divisions, and racial divisions. These divisions have caused and continue to cause a great deal of hurt to the Body Christ in North Dakota. There is a great deal of healing that needs to be done. The time is now to bring forward these issues, look at them honestly, discuss them and continue a process of reconciliation. See page 11 of the DDTF Report for a discussion about the named priority of reconciliation: <https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf>.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

The Diocesan Discernment Task Force (DDTF) and the Standing Committee agree to take three to five years to set out our structure, with an emphasis on congregational development. Instead of going through an Episcopal election, we believe our time should be spent on making our administration more robust, supporting our congregations, encouraging Total Ministry, addressing divisions identified, finding Episcopal leadership that works for us, and doing God's work. A Transitional Provisional Bishop will serve our current needs during this time. However, during that first three years we need to discern the best way forward for an Episcopal leadership model. We want the Transitional Provisional Bishop to help us chart a course through the Episcopal Church's rules, expectations, old forms and new realities. DDTF/SC agree that we also need to ask the difficult question: With fewer than 20 congregations, is having a separate Episcopal diocese and bishop financially viable and the best use of resources? See especially section #6 and 7 pages 20-24:

<https://ndepiscopal.org/wp-content/uploads/2020/09/A-DDTF-Final-Report-to-Convention-1.pdf>



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Does not apply to this Diocesan Minister position.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
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Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
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Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: **ndepiscopal.org**

Media Links:

Online References:

> <https://www.facebook.com/search/top?q=the%20episcopal%20diocese%20of%20north%20dakota>

Languages Significantly Represented:

Arabic, Dakota, English, Lakota

Provide Worship or Classes in:

English

References

Bishop:

Thomas Ely

8022335729 bishop@ndepiscopal.org

Diocesan Transition Minister

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader