

54th Diocesan Convention

October 25-26, 2024

Jamestown Civic Center & Grace Episcopal Church | Jamestown, ND

Theme: Journeying Together: Embracing Change, Preserving Identity
Convention Website: www.ndepiscopal.org/2024diocesanconvention



PreConvention Mailing—October 1, 2024

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The 54th Annual Convention of the Episcopal Diocese of North Dakota

October 25-26, 2024 - Jamestown, North Dakota



Dear Sisters and Brothers, parish delegates and clergy to our 54th Annual Convention,

It will be my delight and honor to welcome you to the pleasant reunion, thoughtful education, and efficient business meeting that will make up our annual convention in Jamestown, October 25-26th.

*This year's Convention theme – **Journeying Together: Embracing Change, Preserving Identity** – both names and invites us into a challenging and exciting future as members of our congregations and as Episcopal ministers in North Dakota. With a keynote address by Fr. Harvey Henderson about our gospel history of change and workshops that will give us specific insight into pastoral and practical opportunities for mission, we will spend our time together productively and wisely. Come prepared to reflect on the unique identity of being an Episcopalian and how these gifts can be the foundation of our ministries to our neighbors in the Peace Garden State and beyond.*

Please ensure that you and your fellow parish delegates are registered for the Convention and for housing. Please also take notice of the special announcements on the following pages.

Praying us toward a heartening time,

+Brian

Bishop Provisional

God Gives The Growth

*The Convention Delegates of the Indigenous Parishes,
Clergy serving Indigenous Parishes,
And Tribal Episcopalians*

are invited to the 2024 Convention Meeting of the

North Dakota Council on Indigenous Ministries

October 25, 2024 - 11:30 AM - Jamestown Civic Center

Hosted by The Rt. Rev. Brian Thom, Bishop Provisional

Please plan to arrive early to our annual Diocesan Convention to join your Episcopal sisters and brothers for a time of fellowship and re-energizing organization. We will share stories of recent accomplishments, inspire each other with hopes for future mission, and elect new officers to the NDCIM Executive Committee. The positions of Chair, Vice-Chair, and Secretary are open.

West and East Regions to Elect Council Representatives

Saturday, October 26th, Lunch Hour Meeting

Delegates and Clergy of the West and East Regions of the Diocese are reminded to gather during the Saturday lunch hour to elect new Diocesan Council representatives.

West Region Elect two persons to Council
Share important highlights from your congregation(s)

East Region Elect two persons to Council
Share important highlights from your congregation(s)

Regional delegates are certainly encouraged to talk among themselves about Council candidates prior to your electing luncheon.



The Episcopal Diocese of North Dakota
3600 25th Street South • Fargo, North Dakota 58104-6861
(701) 235-6688 | office@ndepiscopal.org

Office of the Bishop

October 1, 2024

On behalf of the Diocesan Council and the Standing Committee, it is my happy duty to call for the election of a

Bishop Diocesan for the Diocese of North Dakota.

In consultation of the Presiding Bishop's Office of Pastoral Development, the Standing Committee is prepared to begin its organization of Search and Transition Committees, which should result in the election of the Diocese's next bishop by early fall of 2025. This election could occur as a special event or be held during the 55th Annual Convention.

This past June, your Diocesan Council made the prayerful and bold decision to begin steps toward the calling of Bishop Diocesan. A consultation with Bishop Todd Ousley of the Office of Pastoral Development during the September Council at All Saints, Minot, provided the outline of an episcopal search. At that same meeting, the Council projected the 2026 budget necessary to support this renewed ministry.

The XII Bishop Diocesan will be consecrated in North Dakota, likely early 2026, after receiving the consents of the House of Bishops and the Standing Committees of the Episcopal Church.

For the thorough and joyful work of the Standing, Search, and Transition Committees, I join you in prayer for the Spirit-led discernment that awaits them.

It is my honor to share this journey with you,

+Brian

The Rt. Rev. Brian Thom
Bishop Provisional

Convention Schedule

Friday, October 27th

11:00am	Registration Opens
11:30am	North Dakota Council on Indian Ministries Lunch
2:00pm	Gathering Opening Plenary
3:30pm	Workshop Session #1
4:30pm	Workshop Session #2
5:30pm	Social Hour
5:30pm	Friends of Bill meeting
6:30pm	Dinner
7:30pm	Bishop's Address
8:15pm	Night Prayer

Saturday, October 28th

7:30am	Breakfast
8:30am	Eucharist
10:00am	Break
10:30am	Convention Business
12:30pm	Lunch & East/West Meetings
1:30pm	Reconvene—Convention Business
3:00pm	Anticipated Adjournment

Workshops

An Update on the Native American Boarding School Experience: Both the Executive Council and the General Convention of The Episcopal Church have adopted resolutions establishing committees related to the Native American Boarding School crisis. Carmine Goodhouse and Deacon Angela Goodhouse served on these committees during the last triennium. Join them and hear updates about the historical realities and continuing issues associated with this difficult chapter in the lives of our indigenous sisters and brothers, including the role of The Episcopal Church, as well as other religious and governmental entities.

Environmental Justice: Join the Reconciliation Committee and the Creation Care Committee as they cohost a workshop centering on Environmental Justice at the 2024 Diocesan Convention. Learn what environmental justice is and how it teaches us how these two committees are inseparable. We will provide examples of environmental injustice in our state and what community members are doing to bring awareness to and fight back against these injustices. Please come with your questions, comments, and concerns as we want to open this space up for conversation and brainstorm ways our diocese can better engage in the ministry of Environmental Justice!

Practicing Stewardship and Managing Finances in Congregations: This will be a “working” workshop – first exploring stewardship resources available for congregations – especially small ones - keeping in mind that stewardship is all that we do with all that we have all of the time. There will also be suggestions and tips for keeping track of financial resources and providing information related to DSS (Diocesan Stewardship Share) with ample opportunity to ask questions or share concerns from the congregational perspective and plenty of opportunity for participants to share their ideas about what works in their congregations.

Convention Lodging

Gladstone Inn & Suites

111 2nd St NE | Jamestown, ND 58401

Book your hotel room by calling the Gladstone (701-252-0700). Mention the "Episcopal Diocese of North Dakota" to be reserved in our room block. The room rate at the Gladstone is \$89.00 (plus taxes), and is available for both Friday and Saturday nights. ***To receive the group rate, be sure to make your reservation by October 11, 2024.***

Baymont by Wyndham

507 25th St SW | Jamestown, ND 58401

Book your hotel room by calling the Baymont (701-252-3611). Mention the "Episcopal Diocese of North Dakota" to be reserved in our room block. The room rate at the Baymont is \$120.00 (plus taxes), and is available for both Friday and Saturday nights. ***To receive the group rate, be sure to make your reservation by October 11, 2024.***

Fairfield Inn & Suites

930 25th St SW | Jamestown, ND 58401

Book your hotel room by calling the Fairfield (701-952-6300). Mention the "Episcopal Diocese of North Dakota" to be reserved in our room block. The room rate at the Gladstone is \$189.00 (plus taxes), and is available for both Friday and Saturday nights. ***To receive the group rate, be sure to make your reservation by October 11, 2024.***

WHO are YOU?

Displaying Congregational Identity at Convention

From the New Season of Ministry Report we learned that – in addition to valuing our diocesan identity – congregations also value their identities as individual Episcopal congregations. So, for this year's diocesan convention – October 25-26 in Jamestown – the convention planning committee has invited each congregation to explore what identifies it as a congregation and to bring to convention for display something that represents that identity. We look forward to exploring the unique and creative expressions of congregational identity from each congregation. During our time together these displays will provide plenty of opportunities for informal conversations among delegates and guests and a unique way we can learn about each other as congregations.

Displaying congregational expressions of identity:

Each congregation should bring whatever is needed to display its expression of congregational identity (easel? small stand? whatever???!). There will be plenty of room - including wall space - in our main meeting room for the displays.

PLEASE NOTE: ONLY Command strips or painter's tape can be used if something needs to be attached to the wall.

2025 Proposed & 2026 Projected Budget Revised 9/26/2024 2024 YTD thru August 31, 2024		2022 Actual	2023 Actual	2024 Budget	2024 YTD	2025 Proposed	2026 Projected
Revenues							
1010	Diocesan Stewardship Share (19% '22, 18% '23, 17% '24, 16% '25, 15% '26 and beyond)	\$ 212,592.51	\$ 190,418.34	\$ 211,579.00	\$ 120,749.47	\$ 182,739.00	\$ 171,318.00
1020	Diocesan Stewardship Share Prior Year	\$ 2,910.18	\$ 5,001.95	\$ -	\$ 24,117.16		
1030	Donations, Gifts, and WoDakota Annual Appeal	\$ 11,303.00	\$ 52,340.70	\$ 50,000.00	\$ 37,818.09	\$ -	\$ -
1040	General Convention Grant	\$ 233,133.00	\$ 242,900.04	\$ 255,045.00	\$ 170,030.00	\$ 267,797.00	\$ 281,187.00
1050	From Designated Funds	\$ 26,935.00	\$ 4,742.23	\$ 65,000.00	\$ -	\$ 30,000.00	\$ 60,000.00
1055	Transfer from Real Estate Fund - Held at DFMS/Trust & Endowment						\$ 30,000.00
1060	From Funds held by NDEF on behalf of the Diocese			\$ 50,000.00	\$ -	\$ 50,000.00	\$ 80,000.00
1070	Additional from Congregations			\$ 15,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
1080	From Northwest Ministry	\$ 50,000.00	\$ 64,647.19	\$ -	\$ -	\$ -	\$ -
1090	Event Income	\$ 4,690.05	\$ 5,185.00	\$ 8,000.00	\$ -	\$ 5,000.00	\$ 5,000.00
1100	Royalty Income	\$ 56,000.00	\$ 53,157.09	\$ 50,000.00	\$ 82,611.65	\$ 55,000.00	\$ 55,000.00
1110	Miscellaneous Income	\$ 1,227.81	\$ 138.39	\$ -	\$ -	\$ -	\$ -
1120	Transfer from Trust & Endowment dividends	\$ 78,806.18	\$ 91,816.99	\$ 180,812.00	\$ 90,813.43	\$ 182,648.00	\$ 182,648.00
1130	Transfer from Trust & Endowment Fund - 4% of value	\$ 100,926.36	\$ -	\$ 123,890.00	\$ 73,238.22	\$ 122,580.51	\$ 128,476.23
1140	Transfer from Trust & Endowment Fund - Additional 1% of value			\$ -	\$ -	\$ -	\$ 32,119.06
	Total Revenues	\$ 778,524.09	\$ 710,347.92	\$ 1,009,326.00	\$ 604,378.02	\$ 900,764.51	\$ 1,030,748.29

2025 Proposed & 2026 Projected Budget Revised 9/26/2024 2024 YTD thru August 31, 2024		2022 Actual	2023 Actual	2024 Budget	2024 YTD	2025 Proposed	2026 Projected
Expenses							
Extra - Diocesan Expense							
2010	Diocesan Covenant Commitment	\$ 28,155.00	\$ 38,186.76	\$ 52,070.00	\$ 34,713.36	\$ 46,456.00	\$ 46,579.00
2020	General Convention Deputation	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 5,000.00	\$ 10,000.00	\$ 10,000.00
2030	Province VI Assessment	\$ 750.00	\$ 750.00	\$ 750.00	\$ -	\$ 750.00	\$ 750.00
2040	Ecumenical & Interreligious	\$ 300.00	\$ -	\$ -	\$ -	\$ -	\$ -
Total Extra - Diocesan Expense		\$ 39,205.00	\$ 48,936.76	\$ 62,820.00	\$ 39,713.36	\$ 57,206.00	\$ 57,329.00
Episcopate Program Expense							
2050	Business Hospitality	\$ 1,939.44	\$ 1,465.54	\$ 1,000.00	\$ 1,308.68	\$ 2,500.00	\$ 2,500.00
2060	Professional Expense	\$ 661.20	\$ 888.01	\$ 1,000.00	\$ 1,510.56	\$ 1,000.00	\$ 1,000.00
2070	Travel Expense	\$ 15,161.93	\$ 17,365.39	\$ 20,000.00	\$ 8,950.88	\$ 15,000.00	\$ 15,000.00
2080	Temporary Housing	\$ 2,827.60	\$ 7,011.04	\$ 6,400.00	\$ 4,988.46	\$ 8,000.00	\$ -
2090	Transfer to Discretionary	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 1,000.00	\$ 1,000.00
Total Episcopate Program Expense		\$ 21,590.17	\$ 27,729.98	\$ 29,400.00	\$ 17,258.58	\$ 27,500.00	\$ 19,500.00
Personnel							
Personnel - Episcopate							
2100	Stipend - Bishop	\$ 41,700.00	\$ 42,849.96	\$ 44,240.00	\$ 29,466.64	\$ 46,452.00	\$ 130,000.00
2110	Continuing Education	\$ 821.79	\$ 360.00	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 2,500.00
2120	Pension - Bishop						\$ 23,400.00
2130	Medical Insurance - Bishop						\$ 14,628.00
2140	Life Insurance - Bishop						\$ 192.00
Total Personnel - Episcopate		\$ 42,521.79	\$ 43,209.96	\$ 45,240.00	\$ 29,466.64	\$ 47,452.00	\$ 170,720.00
Personnel - Diocesan Missioner							
2150	Clergy Compensation - Diocesan Missioner	\$ 70,849.08	\$ 74,577.00	\$ 78,306.00	\$ 45,678.50	\$ 73,000.00	\$ 76,650.00
2170	Pension - Diocesan Missioner	\$ 12,752.88	\$ 13,423.92	\$ 14,095.08	\$ 9,396.72	\$ 13,140.00	\$ 13,797.00
2180	Medical Insurance - Diocesan Missioner	\$ 18,936.00	\$ 24,008.00	\$ 21,000.00	\$ 10,500.00	\$ 8,124.00	\$ 8,124.00
2190	Life Insurance - Diocesan Missioner	\$ 192.00	\$ 208.00	\$ 192.00	\$ 96.00	\$ 192.00	\$ 192.00
2200	Travel - Diocesan Missioner	\$ 17,377.12	\$ 18,522.05	\$ 20,000.00	\$ 11,471.22	\$ 20,000.00	\$ 20,000.00
2210	Professional Expense	\$ 509.82	\$ 1,625.87	\$ 2,000.00	\$ 340.48	\$ 2,000.00	\$ 2,000.00
2220	Continuing Education	\$ 2,437.12	\$ 2,652.45	\$ 2,500.00	\$ 1,445.61	\$ 2,500.00	\$ 2,500.00
Total Personnel - Diocesan Minister		\$ 123,054.02	\$ 135,017.29	\$ 138,093.08	\$ 78,928.53	\$ 118,956.00	\$ 123,263.00
Personnel - Standing Rock							
2230	Clergy Compensation - Standing Rock	\$ 61,974.96	\$ 65,236.08	\$ 68,498.00	\$ 45,665.28	\$ 71,923.00	\$ 75,520.00
2250	Pension - Standing Rock	\$ 14,502.12	\$ 15,265.20	\$ 16,028.53	\$ 10,685.68	\$ 16,829.98	\$ 17,671.68
2260	Medical Insurance - Standing Rock	\$ 29,460.00	\$ 30,816.00	\$ 32,664.00	\$ 21,776.00	\$ 22,752.00	\$ 22,752.00
2270	Life Insurance - Standing Rock	\$ 192.00	\$ 208.00	\$ 192.00	\$ 128.00	\$ 192.00	\$ 192.00
2280	Travel - Standing Rock	\$ 19,014.18	\$ 19,984.81	\$ 19,000.00	\$ 13,706.39	\$ 19,000.00	\$ 19,000.00
2290	Housing Equity Allowance	\$ 1,611.35	\$ 1,696.00	\$ 1,785.00	\$ 892.50	\$ 1,785.00	\$ 1,785.00
2300	Continuing Education	\$ 2,500.00	\$ 1,695.42	\$ 2,500.00	\$ -	\$ 2,500.00	\$ 2,500.00
Total Personnel - Standing Rock		\$ 129,254.61	\$ 134,901.51	\$ 140,667.53	\$ 92,853.85	\$ 134,981.98	\$ 139,420.68
Personnel - Dunseith							
2330	Clergy Compensation - Dunseith	\$ 16,202.13	\$ 16,971.36	\$ -	\$ -	\$ -	\$ -
2340	Pension - Dunseith	\$ 8,656.73	\$ 3,054.84	\$ -	\$ -	\$ -	\$ -
2350	Travel	\$ 1,076.42	\$ 10,168.00	\$ -	\$ 1,048.00	\$ -	\$ -
Total Personnel - Dunseith		\$ 25,935.28	\$ 30,194.20	\$ -	\$ 1,048.00	\$ -	\$ -
Personnel - White Shield							8

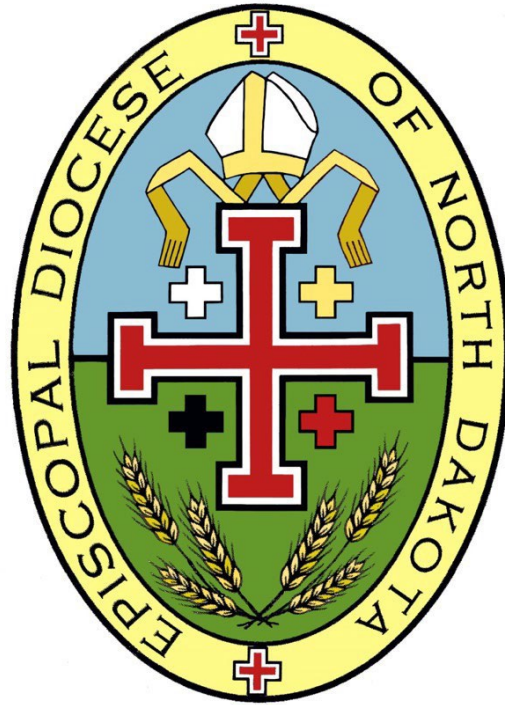
2025 Proposed & 2026 Projected Budget Revised 9/26/2024 2024 YTD thru August 31, 2024		2022 Actual	2023 Actual	2024 Budget	2024 YTD	2025 Proposed	2026 Projected
2360	Clergy Compensation - White Shield	\$ 17,794.92	\$ 18,731.04	\$ -	\$ -	\$ -	\$ -
2380	Life Insurance	\$ 159.00	\$ 159.00	\$ -	\$ -	\$ -	\$ -
2390	Travel - White Shield	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -
	Total Personnel - White Shield	\$ 17,953.92	\$ 19,890.04	\$ -	\$ -	\$ -	\$ -
	Personnel - Fort Totten						
2400	Clergy Compensation - Fort Totten	\$ 11,004.00	\$ 1,640.80	\$ -	\$ -	\$ -	\$ -
	Total Personnel - Fort Totten	\$ 11,004.00	\$ 1,640.80	\$ -	\$ -	\$ -	\$ -
	Personnel - Northwest Ministry						
2410	Clergy Compensation - Northwest Ministry	\$ 68,652.00	\$ 72,264.96	\$ -	\$ -	\$ -	\$ -
2430	Pension - Northwest Ministry	\$ 12,357.36	\$ 13,007.76	\$ -	\$ -	\$ -	\$ -
2440	Medical Insurance - Northwest Ministry	\$ 10,716.00	\$ 18,116.00	\$ -	\$ -	\$ -	\$ -
2450	Life Insurance - Northwest Ministry	\$ 192.00	\$ 208.00	\$ -	\$ -	\$ -	\$ -
2460	Travel - Northwest Ministry	\$ 11,722.99	\$ 10,665.68	\$ -	\$ -	\$ -	\$ -
2470	Continuing Education	\$ 2,033.00	\$ 526.30	\$ -	\$ -	\$ -	\$ -
2480	Supplemental Sacrament	\$ 2,400.00	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Personnel - Northwest Ministry	\$ 108,073.35	\$ 114,788.70	\$ -	\$ -	\$ -	\$ -
	Personnel - Administrative						
2490	Salary - Administrator	\$ 36,500.04	\$ 51,579.12	\$ 57,158.00	\$ 38,105.28	\$ 60,016.00	\$ 63,017.00
2500	Pension	\$ 2,925.00	\$ 4,641.43	\$ 5,144.22	\$ 3,429.52	\$ 5,401.44	\$ 5,671.53
2510	Medical Insurance	\$ 7,930.14	\$ 12,002.45	\$ 21,000.00	\$ 7,835.68	\$ 14,628.00	\$ 14,628.00
2520	Life Insurance	\$ 144.00	\$ 208.00	\$ 192.00	\$ 128.00	\$ 192.00	\$ 192.00
2540	Travel - Administrator	\$ 795.56	\$ 2,429.50	\$ 2,500.00	\$ 3,179.37	\$ 10,000.00	\$ 10,000.00
2550	Continuing Education - Administrator	\$ 1,321.89	\$ 3,302.43	\$ 2,500.00	\$ 1,295.86	\$ 2,500.00	\$ 2,500.00
2560	Social Security - Employer's Share	\$ 2,262.96	\$ 3,197.95	\$ 3,543.80	\$ 2,362.53	\$ 3,720.99	\$ 3,907.05
2570	Medicare - Employer's Share	\$ 529.20	\$ 747.90	\$ 828.79	\$ 552.53	\$ 870.23	\$ 913.75
	Total Personnel - Administrative	\$ 52,408.79	\$ 78,108.78	\$ 92,866.81	\$ 56,888.76	\$ 97,328.66	\$ 100,829.33
	Personnel - Bookkeeper						
2580	Bookkeeper	\$ -	\$ 2,999.37	\$ 8,000.00	\$ 1,378.86	\$ 8,400.00	\$ 8,820.00
2590	Social Security - Employer's Share	\$ -	\$ 185.96	\$ 496.00	\$ 85.49	\$ 520.80	\$ 546.84
2591	Medicare - Employer's Share	\$ -	\$ 43.49	\$ 116.00	\$ 19.99	\$ 121.80	\$ 127.89
	Total Personnel - Administrative	\$ -	\$ 3,228.82	\$ 8,612.00	\$ 1,484.34	\$ 9,042.60	\$ 9,494.73
	Personnel - Missioner for Y/YA and Congregational Ministry Development						
2600	Clergy Compensation			\$ 72,000.00	\$ 600.00	\$ -	\$ -
2610	Pension			\$ 12,960.00	\$ -	\$ -	\$ -
2620	Medical Insurance			\$ 21,000.00	\$ -	\$ -	\$ -
2630	Life Insurance			\$ 192.00	\$ -	\$ -	\$ -
2640	Travel			\$ 10,000.00	\$ 589.60	\$ -	\$ -
2650	Continuing Education			\$ 2,500.00	\$ -	\$ -	\$ -
	Total Personnel - Y/YA/Congregational Ministry Devel.	\$ -	\$ -	\$ 118,652.00	\$ 1,189.60	\$ -	\$ -
	Personnel - Missioner for Rec/Creation Care & Congregational Ministry Development						
2660	Clergy Compensation			\$ 72,000.00	\$ 50,585.28	\$ 79,672.00	\$ 83,656.00
2670	Pension			\$ 12,960.00	\$ 9,105.36	\$ 14,340.96	\$ 15,058.08
2680	Medical Insurance			\$ 21,000.00	\$ 14,232.00	\$ 14,628.00	\$ 14,628.00
2690	Life Insurance			\$ 192.00	\$ 128.00	\$ 192.00	\$ 192.00
2700	Travel			\$ 10,000.00	\$ 8,254.87	\$ 10,000.00	\$ 10,000.00
2710	Continuing Education			\$ 2,500.00	\$ 79.97	\$ 2,500.00	\$ 2,500.00
	Total Personnel - Rec/Creation Care Congregational Ministry Devel.	\$ -	\$ -	\$ 118,652.00	\$ 82,385.48	\$ 121,332.96	\$ 126,034.08

2025 Proposed & 2026 Projected Budget Revised 9/26/2024 2024 YTD thru August 31, 2024		2022 Actual	2023 Actual	2024 Budget	2024 YTD	2025 Proposed	2026 Projected
	Total Personnel	\$ 510,205.76	\$ 560,980.10	\$ 662,783.42	\$ 344,245.21	\$ 529,094.21	\$ 669,761.82
	Other Congregational Support						
3000	Move/Interview Mission Clergy	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 6,000.00	\$ 6,000.00
3005	St. George's - Bismarck	\$ 13,500.00	\$ 551.25	\$ -	\$ -	\$ -	\$ -
3010	Grace Church - Jamestown	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3020	St. John's - Dickinson	\$ -	\$ 318.99	\$ -	\$ -	\$ -	\$ -
3030	St John the Divine - Moorhead	\$ 850.00	\$ 3,250.00	\$ 15,000.00	\$ 782.24	\$ 15,000.00	\$ 15,000.00
3040	New Season/Sacramental Support	\$ 3,998.29	\$ 2,301.08	\$ 3,000.00	\$ 383.16	\$ 3,000.00	\$ 3,000.00
	Total Other Congregational Support	\$ 20,348.29	\$ 8,421.32	\$ 20,000.00	\$ 1,165.40	\$ 24,000.00	\$ 24,000.00
	Communication						
3050	Administrative Costs	\$ 202.00	\$ 80.00	\$ 240.00	\$ -	\$ -	\$ -
3060	Sheaf	\$ 5,622.20	\$ 5,157.46	\$ 6,000.00	\$ 3,357.79	\$ 7,000.00	\$ 7,000.00
3070	Website expense/maintenance	\$ -	\$ 750.00	\$ 1,000.00	\$ 600.00	\$ 750.00	\$ 750.00
	Total Communication	\$ 5,824.20	\$ 5,987.46	\$ 7,240.00	\$ 3,957.79	\$ 7,750.00	\$ 7,750.00
	Stewardship						
3080	Administrative Costs	\$ 1,000.00	\$ 1,199.00	\$ 1,200.00	\$ 1,199.00	\$ 1,200.00	\$ 1,200.00
	Total Stewardship	\$ 1,000.00	\$ 1,199.00	\$ 1,200.00	\$ 1,199.00	\$ 1,200.00	\$ 1,200.00
	NDCIM Program						
3090	Niobrara Convocation Hospitality	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
3100	Meeting Expense	\$ 4,966.88	\$ 2,162.83	\$ 6,000.00	\$ 152.87	\$ -	\$ -
3110	Native American Ministry	\$ -	\$ 10,000.00	\$ 10,000.00	\$ -	\$ -	\$ -
3120	Camp Gabriel	\$ 3,200.00	\$ 3,456.00	\$ 3,733.00	\$ 1,866.50	\$ 4,000.00	\$ 4,500.00
	Total NDCIM Program	\$ 8,166.88	\$ 16,118.83	\$ 20,233.00	\$ 2,519.37	\$ 4,500.00	\$ 5,000.00
	Property Repairs						
3130	Cannon Ball Property Repairs	\$ 504.72		\$ -	\$ -	\$ -	\$ -
3140	Dunseith Property Repairs	\$ -		\$ -	\$ -	\$ -	\$ -
3150	Fort Totten Property Repairs	\$ 14,935.00	\$ 410.48	\$ -	\$ -	\$ -	\$ -
3160	Fort Yates Property Repairs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3170	Selfridge Property Repairs	\$ -		\$ -	\$ -	\$ -	\$ -
3180	White Shield Property Repairs	\$ -		\$ -	\$ -	\$ -	\$ -
3190	Camp Gabriel Property Repairs	\$ 1,119.26	\$ -	\$ -	\$ -	\$ -	\$ -
3200	NDCIM Property Repairs (shared)			\$ 5,000.00	\$ 689.48	\$ 5,000.00	\$ 5,000.00
	Total Property Repairs	\$ 16,558.98	\$ 410.48	\$ 5,000.00	\$ 689.48	\$ 5,000.00	\$ 5,000.00
	Insurance						
3210	Cannon Ball Insurance	\$ 6,691.00	\$ 9,048.25	\$ 7,728.00	\$ 3,982.50	\$ 8,407.00	\$ 9,248.00
3220	Dunseith Insurance	\$ 4,068.50	\$ 5,172.50	\$ 4,762.00	\$ 2,324.50	\$ 4,906.00	\$ 5,397.00
3230	Fort Totten Insurance	\$ 4,001.50	\$ 4,390.00	\$ 4,803.00	\$ 2,005.50	\$ 4,308.00	\$ 4,739.00
3240	Fort Yates Insurance	\$ 7,259.50	\$ 10,307.75	\$ 8,946.00	\$ 4,764.75	\$ 10,354.00	\$ 11,390.00
3250	Selfridge Insurance	\$ 1,192.50	\$ 682.00	\$ 880.00	\$ 593.50	\$ 842.00	\$ 927.00
3260	White Shield Insurance	\$ 4,466.50	\$ 6,251.00	\$ 5,159.00	\$ 2,759.00	\$ 5,852.00	\$ 6,438.00
3270	Camp Gabriel Insurance	\$ 15,554.00	\$ 22,093.75	\$ 19,155.00	\$ 9,828.75	\$ 20,664.00	\$ 22,709.00
3280	Bismarck House Insurance	\$ 8,493.14	\$ 5,471.95	\$ 5,323.00	\$ 2,305.18	\$ 4,774.56	\$ 5,253.00
	Total Insurance	\$ 51,726.64	\$ 63,417.20	\$ 56,756.00	\$ 28,563.68	\$ 60,107.56	\$ 66,101.00
	Total NDCIM Program and Property	\$ 76,452.50	\$ 79,946.51	\$ 81,989.00	\$ 31,772.53	\$ 69,607.56	\$ 76,101.00
	Office Expense						10

	2025 Proposed & 2026 Projected Budget Revised 9/26/2024 2024 YTD thru August 31, 2024	2022 Actual	2023 Actual	2024 Budget	2024 YTD	2025 Proposed	2026 Projected
3650	Consultant Travel	\$ 1,127.94	\$ -	\$ -	\$ -	\$ -	\$ -
3660	Task Force Travel/Expense	\$ 2,200.86	\$ 1,666.31	\$ 3,000.00	\$ -	\$ -	\$ -
3670	Transition Administrative	\$ 2,950.73	\$ 388.04	\$ 1,000.00	\$ -	\$ -	\$ -
	Total Transition	\$ 16,279.53	\$ 12,054.35	\$ 14,000.00	\$ 5,000.00	\$ 10,000.00	\$ -
	Total Expenses	\$ 802,198.82	\$ 870,156.82	\$ 1,005,835.16	\$ 501,960.96	\$ 900,421.21	\$ 1,040,058.82
	Net Total	\$ (23,674.73)	\$ (159,808.90)	\$ 3,490.84	\$ 102,417.06	\$ 343.30	\$ (9,310.53)

Financial reports through the third quarter (September 30, 2024) will be posted at <https://www.ndepiscopal.org/2024diocesanconvention/> no later than Saturday, October 19, 2024, emailed to clergy and delegates by Monday, October 21, 2024, and distributed at Convention.

EPISCOPAL DIOCESE OF NORTH DAKOTA



2025 Proposed Budget 2026 Projected Budget Presented to Diocesan Convention October 26, 2024

Resolution

Resolved: The Diocesan Council meeting in Minot, North Dakota on Saturday, September 21, 2024, approved the 2025 Diocesan Budget as presented on behalf of the Finance Committee, and recommends this budget with total expenses of \$900,421.21 for acceptance by the Diocesan Convention.

NOTES & EXPLANATIONS FOR THE 2025 PROPOSED & 2026 PROJECTED BUDGETS

Budget figures are a result of Diocesan policy, 2023 actual and 2024 estimated expenditures, and projected cost figures gathered from other sources. The proposed budget represents recommendations made by the Finance Committee and adjusted by Diocesan Council.

We are continuing in transition, as we prepare for a residential, full-time Bishop Diocesan. These budgets, both the 2025 proposed and the 2026 projected, reflect this transition. The budget includes a restructuring of the diocesan Ministry Support Team. We continue to align our budget to reflect our mission.

Following are notes/comments to provide additional information about some of the proposed budget items:

REVENUE

Diocesan Stewardship Share (Line 1010): In 2022, the Diocesan Council approved the renaming of “Our Fair Share” to “Diocesan Stewardship Share,” with the expectation that all congregations throughout the Diocese participate fully. At that time, it was also approved to decrease the percentage assessed from 19% to 15% over the course of four years, as follows:

- 2022 & Previous: 19%
- 2023: 18%
- 2024: 17%
- 2025: 16%
- 2026: 15%

The 2025 proposed budget figures in 16%; meanwhile the 2026 projected budget figures in 15%.

Diocesan Stewardship Share Prior Year (Line 1020): Assessments are due to the Diocesan Office by the 10th of the following month (for example, January’s assessments are due by February 10th, so on and so forth). Line 1020 is used for January receipts, covering December’s assessments. We don’t budget anything in Line 1020 as it can vary from year to year and congregation to congregation as to what is brought in in December.

Donations/Gifts/Annual Appeal (Line 1030): In 2023, the inaugural WoDakota Annual Appeal was extremely successful. In 2024, WoDakota brought in 75% of its targeted \$50,000 goal. Moving forward, the WoDakota Annual Appeal will be targeted at more specific ministry goals/needs, instead of helping to fund the annual budget.

General Convention Grant (Line 1040): The Diocese will receive \$267,797 for 2025 and \$281,187 (an increase of 5% yearly), as approved by General Convention. General Convention met in June of 2024 and determined this funding will continue for the next triennium. This grant is for all Indigenous Ministries, including the NDCIM budget. In order to continue to receive these grants, the Diocese must ensure that all grant funds are spent on Native American Ministries. These expenses must be equal to or greater than the funds received.

From Designated Funds (Line 1050): This is income from our designated and donor restricted funds. These help to offset specific items in the budget.

2025 Proposed Budget is \$30,000 and includes:

- \$15,000 from Sudanese Ministry Reserve fund to offset St. John the Divine (other congregational support)
- \$15,000 from School for Ministry Reserve fund to offset School for Ministry (other program expenses)

2026 Projected Budget is \$120,000 and includes:

- \$15,000 from Sudanese Ministry Reserve fund to offset St. John the Divine (other congregational support)
- \$15,000 from School for Ministry Reserve fund to offset School for Ministry (other program expenses)
- \$30,000 from the Bakken Ministry Fund to offset the ministry of a full-time residential bishop
- \$30,000 from EFMHE held by NDEF
- \$30,000 from the Real Estate Fund held by DFMS

Transfer from Real Estate Fund – Held at DFMS/Trust & Endowment (Line 1055): This is an additional draw from one of our investments held at DFMS. In the 2026 budget we are pulling money from the principal of the Real Estate Fund to help offset having a full-time bishop.

From Funds held by NDEF on behalf of the Diocese (Line 1060): Based on the recommendations from the 2023 New Season of Ministry Task Force, funds from this account, which is held in NDEF, will be used to support the Missioner for Reconciliation, Creation Care, and Congregational Ministry Development, both in the 2025 proposed budget and the 2026 projected budget. In the 2026 projected budget we are pulling an additional \$30,000 from the Youth/Young Adult Fund, formerly known as EFMHE.

Add from Congregations (Line 1070): Based on the recommendations from the 2023 New Season of Ministry Task Force, some congregations benefitting from the Missioner for Reconciliation, Creation Care, and Congregational Ministry Development will be asked to contribute to these positions. (This is similar to the way that some congregations contributed to help fund the Northwest Ministry Coordinator position in 2021-2023).

Event Income (Line 1090): Registrations for Diocesan Convention, Clergy/Ministers Conferences, and School for Ministry programs.

Royalty Income (Line 1100): Income from our producing wells in the Bakken fields. Currently, Diocesan Council is working on a new policy for use of these funds throughout the Diocese. We budget \$55,000 in 2025 & 2026, and anything that is above the budgeted amount gets moved into the reserve fund for future ministry use.

Transfer from Trust & Endowment Fund - dividends (Line 1120): These are the dividends generated by our investments. The dividend set by DFMS is based on a five-year rolling balance of the entire fund. The Finance Committee determines each quarter whether this dividend is taken or reinvested, depending on our cash flow position. For 2025 & 2026 we took the 1st Quarter dividend of 2024 (\$45,662) and multiplied it by four to come up with this income amount. Each dividend could be slightly different, both in 2025 and 2026.

Transfer from Trust & Endowment Fund – 4% of value (Line 1130): Since 1996, we have been using a three-year rolling average method to determine the amount available for draw per our Spending Policy. At the November 2015 Council meeting we discussed that a portion of the money invested with DFMS includes Designated/Donor Restricted Funds, as well as the Trust and Endowment Funds. In recognition of this, we started showing the dollar amount committed to Designated Funds on the Balance Sheet. At the August 2016 meeting, the Diocesan Council updated the Trust & Endowment Fund spending policy to reflect this change. While we continue to use the three-year rolling average method, the way we calculate the year-end balance of Trust & Endowment Fund has changed. The formula for calculating the year-end balance available for draw is as follows:

- Year-end Trust & Endowment Fund balance plus cash on hand minus funds committed to designated/donor restricted funds.

2025 Proposed Budget

	DFMS Market Value	+	Cash on Hand	-	Designated & Donor Restricted	=	Total T&E Funds
2023	\$ 3,661,910.97	+	\$ 99,695.51	-	\$ 748,942.13	=	\$ 3,012,664.35
2022	\$ 3,244,965.99	+	\$ 173,786.16	-	\$ 740,363.00	=	\$ 2,678,389.15
2021	\$ 4,054,722.12	+	\$ 117,185.49	-	\$ 669,423.00	=	\$ 3,502,484.61

3-year Rolling Average

\$ 3,064,512.70

The budget shows a four percent withdrawal (\$122,580.51) above the quarterly dividends.

2026 Projected Budget

	DFMS Market Value	+	Cash on Hand	-	Designated & Donor Restricted	=	Total T&E Funds
2024	\$ 4,545,310.83	+	\$ 80,728.49	-	\$ 681,375.78	=	\$ 3,944,663.54
2023	\$ 3,661,910.97	+	\$ 99,695.51	-	\$ 748,941.87	=	\$ 3,012,664.61
2022	\$ 3,244,965.99	+	\$ 173,786.16	-	\$ 740,363.00	=	\$ 2,678,389.15

**2024 numbers are pulled from June 2024.*

3-year Rolling Average

\$ 3,211,905.77

The budget shows a four percent withdrawal (\$128,476.23) above the quarterly dividends.

Transfer from Trust & Endowment Fund – Additional 1% of value (Line 1140): Based on the recommendations of the Finance Committee and Diocesan Council, in the 2026 Projected Budget, we are requesting to take an additional 1% of the Trust and Endowment to support a full-time Bishop Diocesan.

The budget shows a one percent withdrawal (\$32,119.06) above the quarterly dividends and the 4% withdrawal.

EXPENSES

Diocesan Covenant Commitment (Line 2010): Per General Convention, we are asked to pay 15% of net operating income earned two years prior to the budget year with the first \$200,000 exempt. The General Convention grant is also exempt, as are any pass-through expenses or grants awarded. Our Covenant Commitment for 2024 was \$52,070. The 2025 proposed and 2026 projected are estimated to be what our Covenant Commitment might be in those years.

General Convention Deputies (Line 2020): The next General Conventions are scheduled for 2027 and 2030. To ensure there is enough in the reserve to send four clergy and four laity we need to budget each year. (The bishop’s General Convention expenses will come out of their travel expense.) In 2024 the Diocese also sent its first alternates in both the clergy and lay orders.

Province VI Assessment (Line 2030): An assessment that is paid to Province VI yearly.

Episcopate Program Expenses (Lines 2050-2090): Expense lines to accommodate the Bishop Provisional’s ministry. Please note that in the 2026 projected budget, we have removed the temporary housing line (2080). A residential, full-time Bishop will not need temporary housing, outside of what is needed for their travel line item (2070).

Personnel (Lines 2100-2710): Salaries and stipends are based on step (.25%) increase and the Cost-of-Living Adjustment (COLA). The Cost-of-Living Adjustment used for 2025 & 2026 was 4.75%. COLA is announced in October. Council will review the COLA used for this budget at their November meeting.

Family medical/dental/vision insurance and a \$25,000 term life insurance policy are provided for clergy and laity employed by the diocese. The Episcopal Church Medical Trust has announced 2025 premiums. Due to a resolution at General Convention in June of 2024, a group that included North Dakota, had premiums that are being subsidized for the next triennium. Our cost decreased by roughly 27% for medical and 41% for dental. These decreases are shown in the 2024 proposed budget, and then left the same in the 2025 projected budget. Life insurance premiums generally remain the same. The Employee Assistance Program (EAP) (Line 3382) is a confidential counseling service offered to employees and non-stipendiary clergy.

Stipend – Bishop (Line 2100): For the 2025 proposed budget, we increased the part-time bishop stipend by 5%, like the rest of the salaried employees. The Bishop's stipend will be updated once Church Pension Group provides us with what retired Bishop's may be paid.

For the 2026 projected budget, after reviewing information from the Church Pension Group concerning Bishop's salaries, North Dakota is part of several groups including Province VI and Midwest rural dioceses, the median stipend for a full-time Bishop in these groups is \$130,000. The 2026 project budget reflects this increase.

Personnel – Diocesan Missioner (Lines 2150-2220): In previous years, Diocese-employed clergy compensation was accounted for on two separate budget lines (stipend and housing allowance). In this budget, we have simplified this by including a single "Clergy Compensation" line for each Diocese-employed clergy position. This line is the sum of the previous stipend and housing allowance lines. This change does not affect any overall compensation or tax implications for any position; it just simplifies the budget. As before, the Diocese will continue to identify the housing portion of Diocese-employed clergy compensation in tax reporting as requested by the clergy members and resolved by Diocesan Council. These Council resolutions are usually passed in November.

Personnel – Administrative (Lines 2490-2590): With the relocation of the Diocesan Administrator away from the Fargo office, there has been an increase in Line 2540 to cover in travel costs.

Personnel – Missioner for Youth/Young Adult and Congregational Ministry Development (Lines 2600-2650): After not being able to successfully hire for this position, Diocesan Council and the Finance Committee concluded that this position would not be funded/budgeted for beyond 2024. Instead, money has been set aside for youth ministry in a different line item (3560) for use in congregations. See more below.

Other Congregational Support

Move/Interview Mission Clergy (Line 3000): The line allows us flexibility in interviewing candidates for Diocesan jobs and moving clergy into the Diocese. We increased the amount in 2025 & 2026.

St. John the Divine – Moorhead (Line 3030): Funded by the reserve account.

New Season/Sacramental Support (Line 3040): This line allows supply clergy to be compensated in order to ensure celebrations of communion are happening in all congregations.

Stewardship

Administrative Costs (Line 3080): Membership in TENS (The Episcopal Network for Stewardship). Congregations can attend webinars as well as find a number of resources on the TENS website (tens.org).

Office Expense

Realm Subscription (Line 3310): \$1,536 for monthly payments for Realm database. Continued through 2025. Looking into different and more affordable options for 2026.

Financial / Legal Expense

Charge Card Fees (Line 3400): Processing charges from Vanco, our online payment vendor. More people are making payments or gifts through the website.

Accounting Software (Line 3450): We have switched to a more sustainable accounting software, Quickbooks.

Financial Services (Line 3460): Consulting fees, as necessary, from our auditor.

Other Program Expenses

School for Ministry (Line 3530): Programs for clergy and laity including those who wish to be trained as worship leaders (offset by the fund reserve).

Commission on Ministry (Line 3540): Covers meetings and administrative costs.

Youth Ministry/Programs (Line 3560): Programing for youth and young adults. There is a large increase in funding this line item both in 2025 and 2026. The New Season of Ministry Task Force identified that Youth and Young Adult Ministry was an important need of the Episcopal Diocese of North Dakota. After not being able to hire a Missioner for Youth and Young Adult Ministries, it was decided that the diocese would instead invest in local youth ministries in and with our congregations. Policies on being able to draw on this money are still being figured out.

Reconciliation (Line 3570): Ongoing work by the Reconciliation Committee as they expand their focus to include the entire diocese, consistent with goals articulated by the 2023 New Season of Ministry Task Force.

Congregational Revitalization & Renewal (Line 3580): Continuing and expanding the work led by the Congregational Development Committee, partially funded from the Congregational Revitalization & Renewal Fund held by NDEF.

Care of Creation (Line 3590): Funding for the ongoing work of the Creation Care Committee, consistent with goals articulated by the 2023 New Season of Ministry Task Force.

Bismarck Interest Expense (Line 3600): Mortgage interest for the Rectory in Bismarck.

Transfer to Trust & Endowment Fund/Bismarck Rectory Principal Payment (Line 3620): Payments of the mortgage principal for the Bismarck rectory are shown here. The dollar amount is applied against the liability held in the Trust & Endowment Fund, which increases the value of the Real Estate Fund.

Transition

Bishop Search (Line 3630): To be transferred to the Reserve Fund to facilitate a future search. Diocesan Council voted to complete the election process by the end of 2025.

Simplified Roberts Rules of Order for Diocesan Convention

- **Main ideas:**

- Everyone has the right to speak once if they wish, before anyone may speak a second time.
- Everyone has the right to know what is going on at all times.
- Only urgent matters may interrupt a speaker.
- The delegates discuss only one thing at a time.

- **How to do things:**

1. **You want to bring up a new idea before the group.**

After recognition by the Presider, present your motion. A second is required for the motion to go to the floor for debate, or consideration.

2. **You want a motion just introduced by another person to be killed.**

Without recognition from the Presider simply state "I object to consideration." This must be done before any debate. This motion requires no second, is not debatable and requires a 2/3 vote.

3. **You want to change some of the wording in a motion under debate.** After recognition by the Presider, move to amend by:

- i adding words,
- ii striking words or
- iii striking and inserting words.

2. **You like the idea of a motion under debate, but you need to reword it beyond simple word changes.**

Move to substitute your motion for the original motion. If it is seconded, debate will continue on both motions and eventually the body will vote on which motion they prefer.

3. **You want more study and/or investigation given to the idea under debate.**

Move to refer to a committee. Try to be specific as to the charge to the committee.

4. **You want more time personally to study the proposal under debate.** Move to postpone to a definite time or date.

5. **You are tired of the current debate.**

Move to limit debate to a set period of time or to a set number of speakers. Requires a 2/3 vote.

6. **You have heard enough debate.**

Move to close the debate. Requires a 2/3 vote.

Or move to previous question. This cuts off debate and brings the assembly to a vote on the pending question only. Requires a 2/3 vote.

7. **You want to postpone a motion until some later time.**

Move to table the motion. The motion may be taken from the table after 1 item of business has been conducted. If the motion is not taken from the table by the end of the next meeting, it is dead. To kill a motion at the time it is tabled requires a 2/3 vote. A majority is required to table a motion without killing it.

8. **You want to take a short break.**

Move to recess for a set period of time.

9. **You want to end the meeting.** Move to adjourn.

10. **You are unsure that the Presider has announced the results of a vote correctly.**

Without being recognized, call for a "division of the house." At this point a standing vote will be taken.

11. You are confused about a procedure being used and want clarification.

Without recognition, call for "Point of Information" or "Point of Parliamentary Inquiry." The presider will ask you to state your question and will attempt to clarify the situation.

12. You have changed your mind about something that was voted on earlier in the meeting for which you were on the winning side.

Move to reconsider. If the majority agrees, the motion comes back on the floor as though the vote had not occurred.

13. You want to change an action voted on at an earlier meeting.

Move to rescind. If previous written notice is given, a simple majority is required. If no notice is given, as 2/3 vote is required.

- **You may INTERRUPT a speaker for these reasons only:**
 - to get information about business - **point of information**
 - to get information about rules - **parliamentary inquiry**
 - if you can't hear, safety reasons, comfort, etc. - **question of privilege**
 - if you see a breach of the rules - **point of order**
 - if you disagree with the [president]'s ruling - **appeal**
- **You may influence WHAT the delegates discuss:**
 - if you would like to discuss something - **motion**
 - if you would like to change a motion under discussion - **amend**
- **You may influence HOW and WHEN the delegates discuss a motion:**
 - if you want to limit debate on something - **limit debate**
 - if you want a committee to evaluate the topic and report back - **commit**
 - if you want to discuss the topic at another time - **postpone or lay it on the table**
 - if you think people are ready to vote - **previous question**

Adjourn	S			M	
Recess	S		A	M	
Table	S			M	
Close Debate	S			2/3	R
Limit Debate	S		A	2/3	R
Postpone To Later Time	S	D	A	M	R
Refer To Committee	S	D	A	M	R
Amend Amendment	S	D		M	R
Postpone Indefinitely	S	D	A	M	R
Main Motion	S	D	A	M	R

- S = Must Be Seconded, D = Debatable, A = Amendable, M = Requires A Simple Majority Vote
2/3 = Requires A 2/3 Vote, R = May Be Reconsidered Or Rescinded